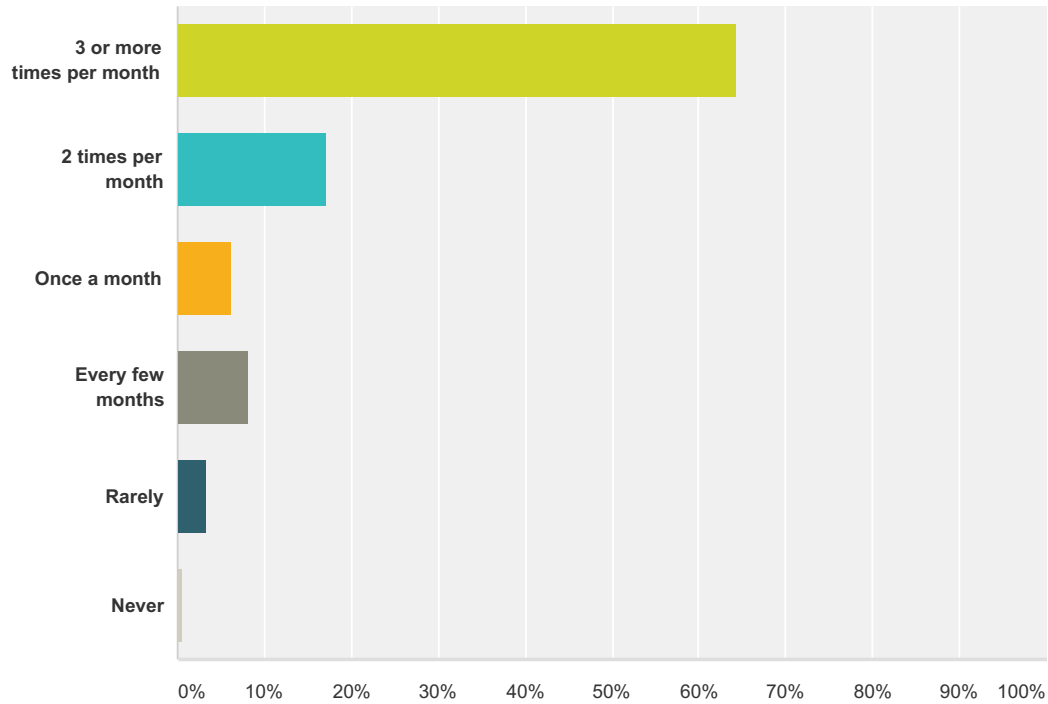


Q1 During the church year (September - June) approximately how often do you attend on Sunday morning, either as an attendee or as an RE teacher?

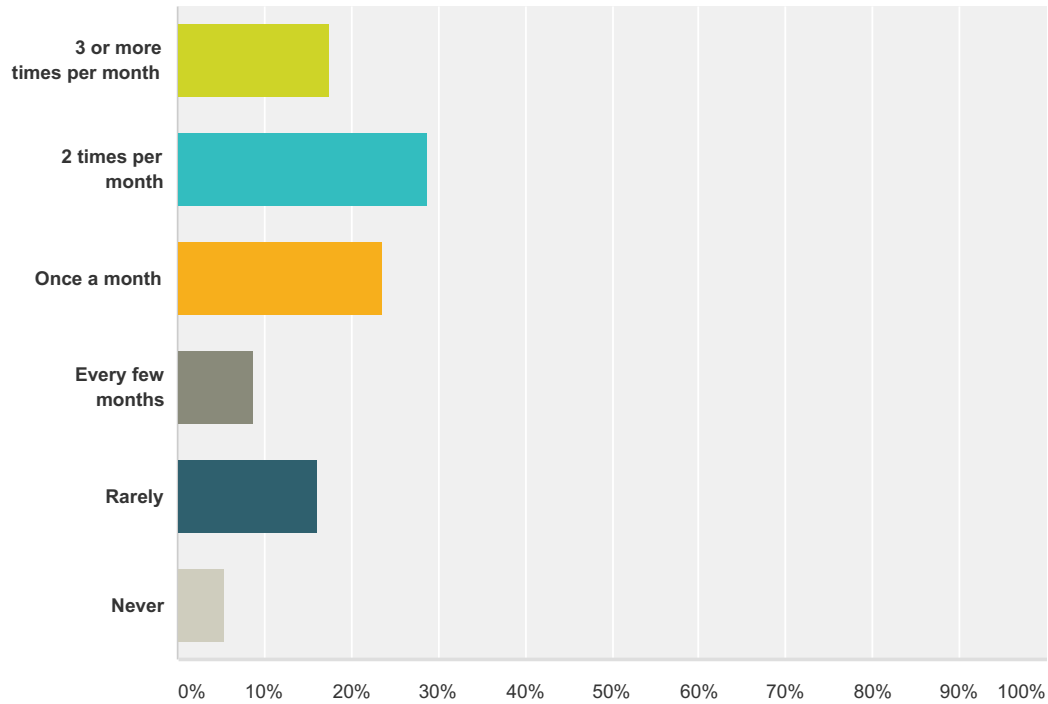
Answered: 146 Skipped: 7



Answer Choices	Responses
3 or more times per month	64.38% 94
2 times per month	17.12% 25
Once a month	6.16% 9
Every few months	8.22% 12
Rarely	3.42% 5
Never	0.68% 1
Total	146

Q2 During the church summer (July - August), approximately how often do you attend on Sunday morning, either as an attendee or as an RE teacher?

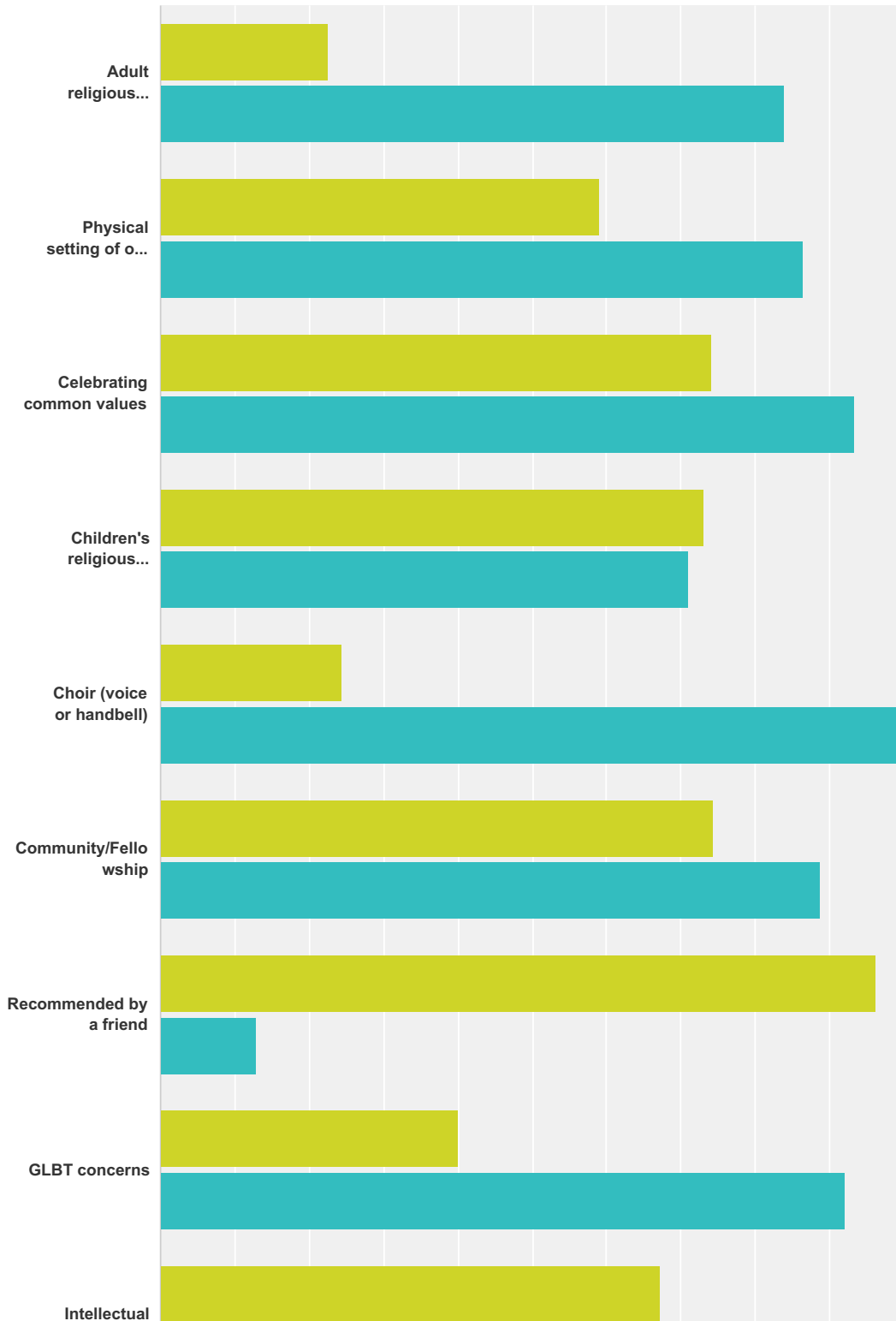
Answered: 149 Skipped: 4

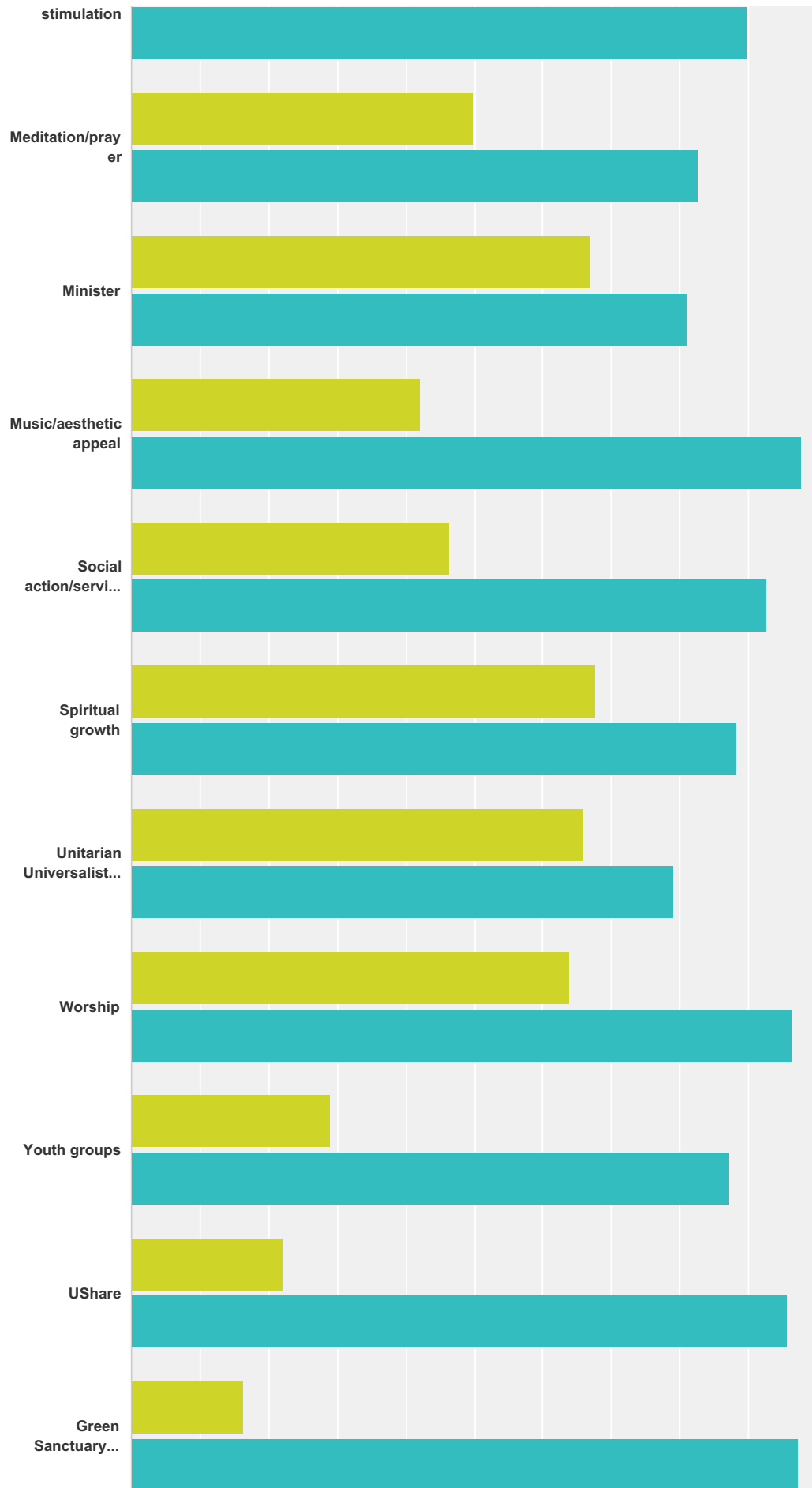


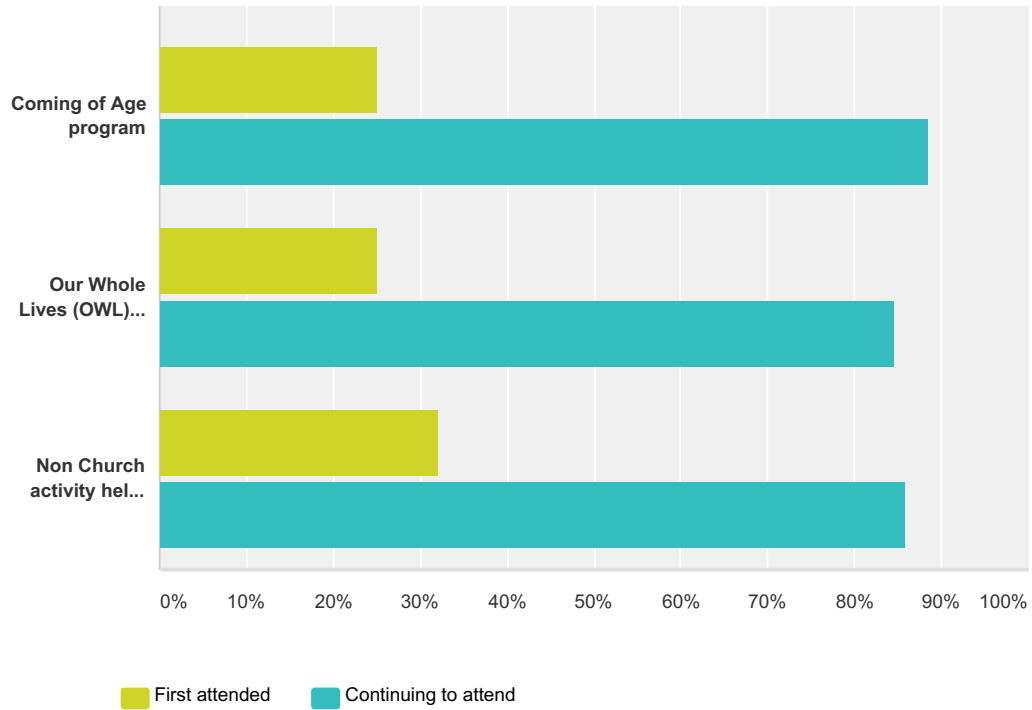
Answer Choices	Responses
3 or more times per month	17.45% 26
2 times per month	28.86% 43
Once a month	23.49% 35
Every few months	8.72% 13
Rarely	16.11% 24
Never	5.37% 8
Total	149

Q3 In the first column, mark all of the reasons you FIRST attended the UU Church of Canton, and in the second column, mark all of the reasons that kept you coming in the past and/or keep you attending now.

Answered: 147 Skipped: 6







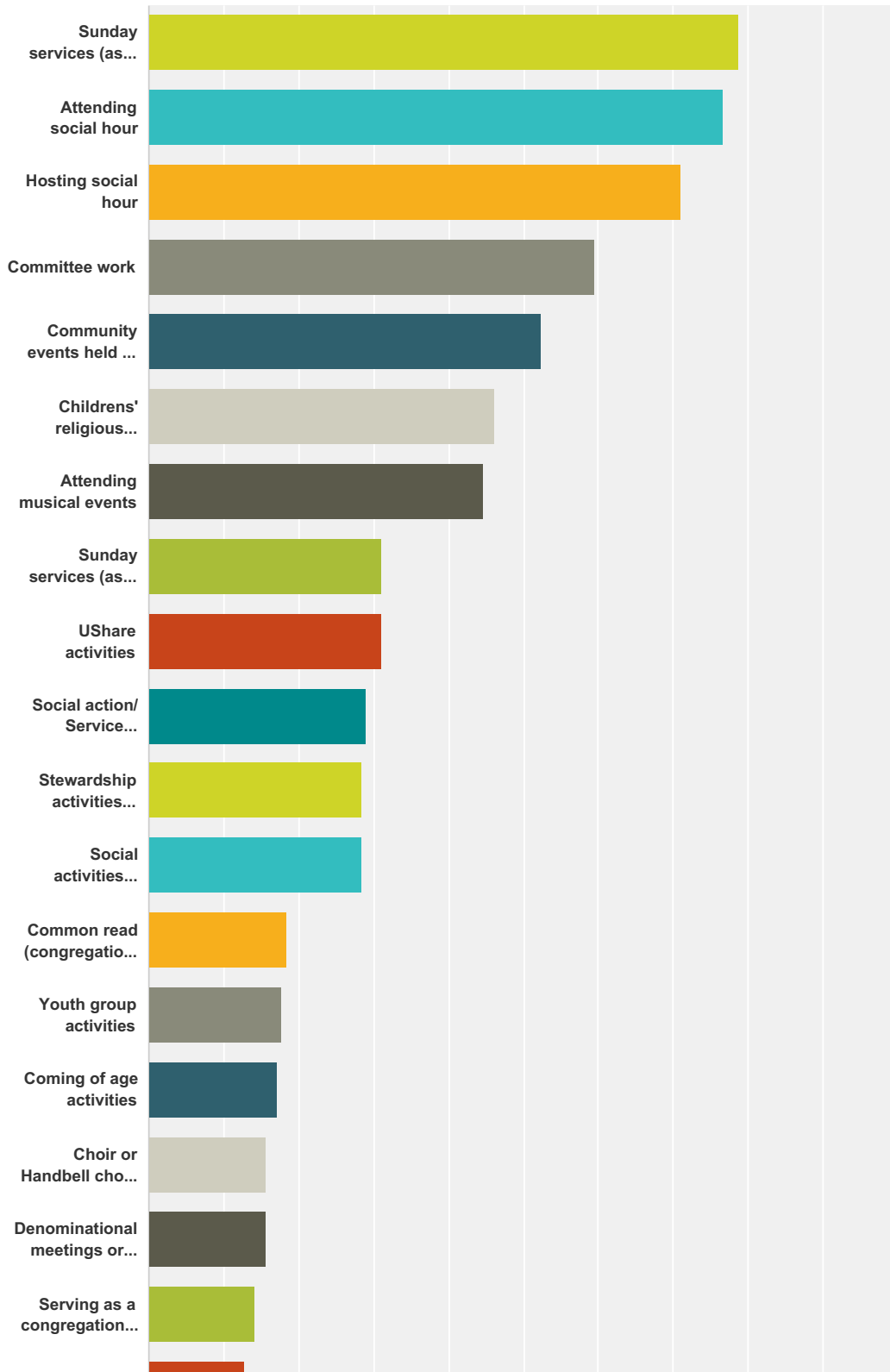
	First attended	Continuing to attend	Total Respondents
Adult religious education (e.g. chalice circles)	22.58% 7	83.87% 26	31
Physical setting of our church	59.09% 26	86.36% 38	44
Celebrating common values	74.17% 89	93.33% 112	120
Children's religious education program	73.12% 68	70.97% 66	93
Choir (voice or handbell)	24.53% 13	100.00% 53	53
Community/Fellowship	74.40% 93	88.80% 111	125
Recommended by a friend	96.30% 52	12.96% 7	54
GLBT concerns	40.00% 20	92.00% 46	50
Intellectual stimulation	67.29% 72	89.72% 96	107
Meditation/prayer	50.00% 23	82.61% 38	46
Minister	67.00% 67	81.00% 81	100
Music/aesthetic appeal	42.22% 38	97.78% 88	90
Social action/service activities	46.34% 38	92.68% 76	82
Spiritual growth	67.65% 69	88.24% 90	102

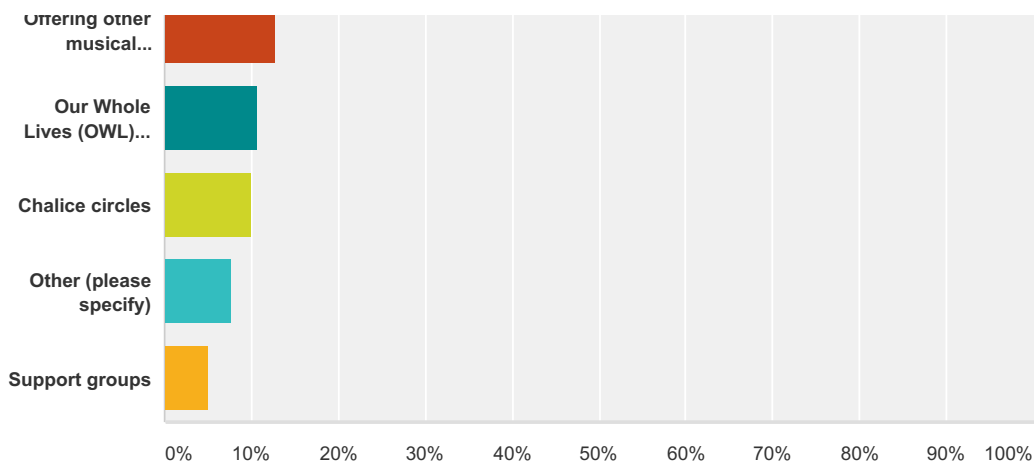
Unitarian Universalist beliefs/Prior experience with a UU congregation	65.93% 60	79.12% 72	91
Worship	63.95% 55	96.51% 83	86
Youth groups	29.09% 16	87.27% 48	55
UShare	22.22% 10	95.56% 43	45
Green Sanctuary program	16.22% 6	97.30% 36	37
Coming of Age program	25.00% 13	88.46% 46	52
Our Whole Lives (OWL) program	25.00% 13	84.62% 44	52
Non Church activity held at the church (e.g. public event, community meeting)	32.14% 9	85.71% 24	28

#	Comments:	Date
1	When I first started coming I realized how much I needed something outside of my usual work and home life, in order to feel more relaxed and happy. Services turned out to be a time to shed stress and sadness and a place to find peace and joy. And now that I know more people, I come for the community.	11/11/2015 7:22 PM
2	We were looking for a very liberal "non-churchy" congregation like our previous one in another state. Although the building and the religious language used in the Canton congregation put us off initially, we were so impressed by the ministers (Anne and Wade) and the membership, that we stayed. We grew to love the building as well, and to tolerate the greater religiosity, and we consider this church an important part of our lives.	11/8/2015 8:00 PM
3	I am third generation, (first Universalist from birth) then stayed after UU merger.	11/8/2015 6:37 PM
4	I feel welcomed by most church members and included in the life and work of the church community, even though I do not attend every Sunday and do not have a high status in the surrounding community.	11/7/2015 12:11 PM
5	Max Coats was the reason we started with UU...after visiting all the churches.	11/6/2015 10:43 AM
6	Have belonged to 4 other UU's in past.	11/6/2015 9:38 AM
7	My attendance has fallen off because I miss David's sermons. Some of the visitors have been great. Also, my daughter has aged out of Coming of Age. Without those two draws, it has become too far to drive. I have not been active for the last year, but I will answer the questions for the last year in which I was active.	11/2/2015 10:25 AM
8	OWL and RE etc VERY appreciated, but chronologically happened between our "first attended" and "keep attending"	11/1/2015 8:45 PM
9	^LGBT is misspelled GLBT on the survey.	11/1/2015 5:48 PM
10	What we do w/ the children mean so much to me. They are our future and if we do whats right for them they will become socially active and stand up for those who are struggling in their world. We could not ask for more.	11/1/2015 3:59 PM
11	Very peaceful, warm, and welcoming atmosphere.	11/1/2015 3:23 PM
12	#1 has no provision for those absent during winter months. When I'm in the north, I go to church....	11/1/2015 2:04 PM
13	Applies to #1: There is no provision for those absent all winter but frequently attending all other times of the year.	11/1/2015 2:00 PM
14	schedule is difficult with my young son, but I hope to return soon!	11/1/2015 12:27 PM
15	Haven't attended in almost two years	11/1/2015 12:14 PM
16	My parents were part of the church prior to my birth.	11/1/2015 11:22 AM
17	My parents were part of the church prior to my birth.	11/1/2015 11:19 AM
18	I also came for comfort in a time of personal distress, which is a little different than "community/fellowship" and not quite "spiritual growth."	10/26/2015 5:27 PM

Q4 In which of the following church activities have you been an active participant during the last year? Check all that apply.

Answered: 141 Skipped: 12





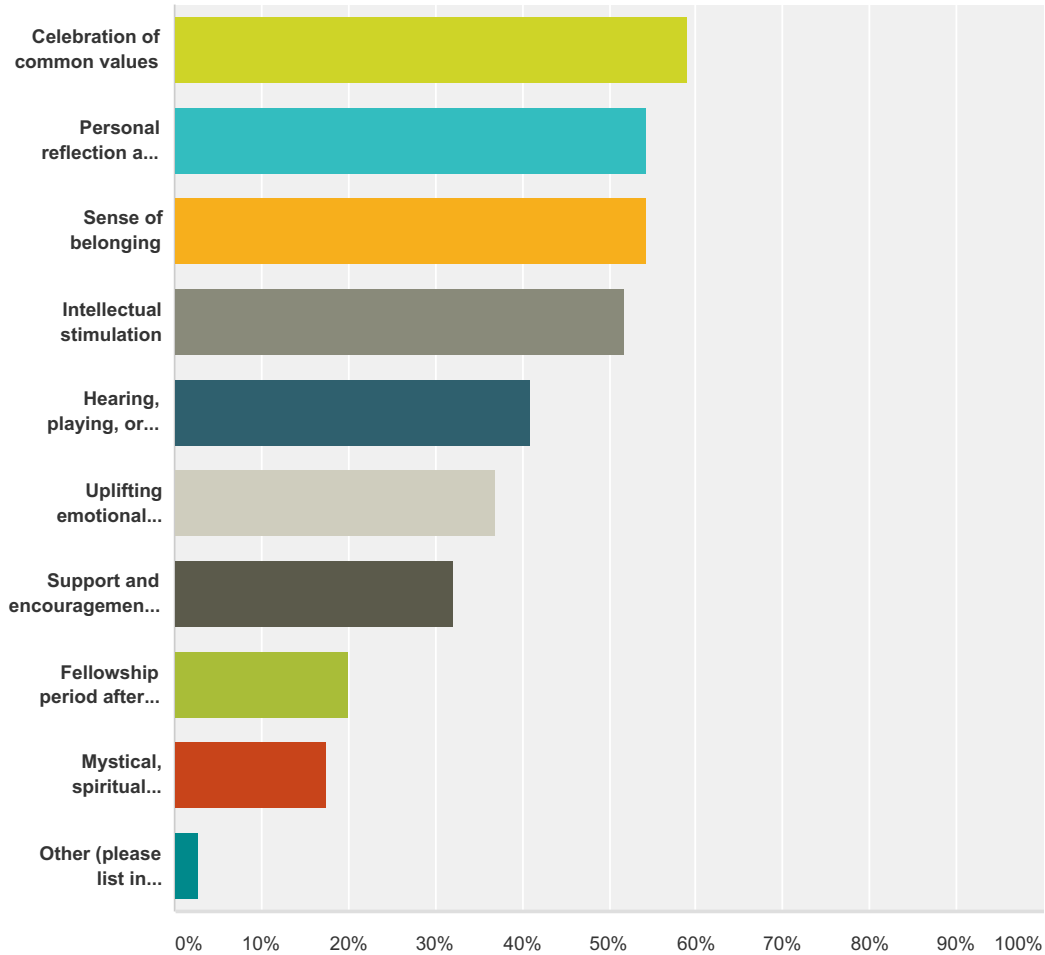
Answer Choices	Responses	Count
Sunday services (as greeter, usher, etc.)	78.72%	111
Attending social hour	76.60%	108
Hosting social hour	70.92%	100
Committee work	59.57%	84
Community events held at our church	52.48%	74
Childrens' religious education activities	46.10%	65
Attending musical events	44.68%	63
Sunday services (as leader or other participant)	31.21%	44
UShare activities	31.21%	44
Social action/ Service activities	29.08%	41
Stewardship activities (committee member or canvasser)	28.37%	40
Social activities (e.g. game nights)	28.37%	40
Common read (congregation reads and discusses same book)	18.44%	26
Youth group activities	17.73%	25
Coming of age activities	17.02%	24
Choir or Handbell choir member	15.60%	22
Denominational meetings or workshops	15.60%	22
Serving as a congregational leader	14.18%	20
Offering other musical performance	12.77%	18
Our Whole Lives (OWL) activities	10.64%	15
Chalice circles	9.93%	14
Other (please specify)	7.80%	11
Support groups	4.96%	7

Total Respondents: 141

#	Other (please specify)	Date
1	Meditation with Charlie Bradt	11/11/2015 7:22 PM
2	1) Led Fellowship Committee-sponsored offsite trips (hiking, etc.); 2) started an autonomous Humanist discussion group that met monthly for a year; 3) organized a "lunch-bunch" open to all members and attendees to eat together after the social hour. .	11/8/2015 8:00 PM
3	would enjoy coming to more social events at church (outside of Sunday mornings) - not committee work	11/6/2015 3:47 PM
4	volunteered for campus kitchens when students are away	11/6/2015 10:43 AM
5	Memorial Services	11/5/2015 10:31 PM
6	NONE	11/2/2015 1:09 PM
7	would like to see more hands-on social action projects that engage adults and youth, and opportunities for fellowship beyond church committees	11/2/2015 11:02 AM
8	I plan to become more involved by joining Calice Circle groups. My retirement career often prevents me from attending services on Sunday and I miss the spiritual enrichment I receive through the service and fellowship. I also believe that I could help by becoming involved with the Social activist group . I have so many blessings and this would be a wonderful path to help others not as fortunate as I.I	11/1/2015 3:59 PM
9	Service auction, including performing those services afterwards. Hosted small group meetings at our home.	11/1/2015 3:37 PM
10	All-church building and grounds maintenance (it's not the usual "committee work")	11/1/2015 2:00 PM
11	Have been in recovery and have a low immune system. The answers I gave above pertain to previous involvement.	10/29/2015 10:51 AM

Q5 Check up to three of the following reasons for attending worship services that are important to you.

Answered: 149 Skipped: 4



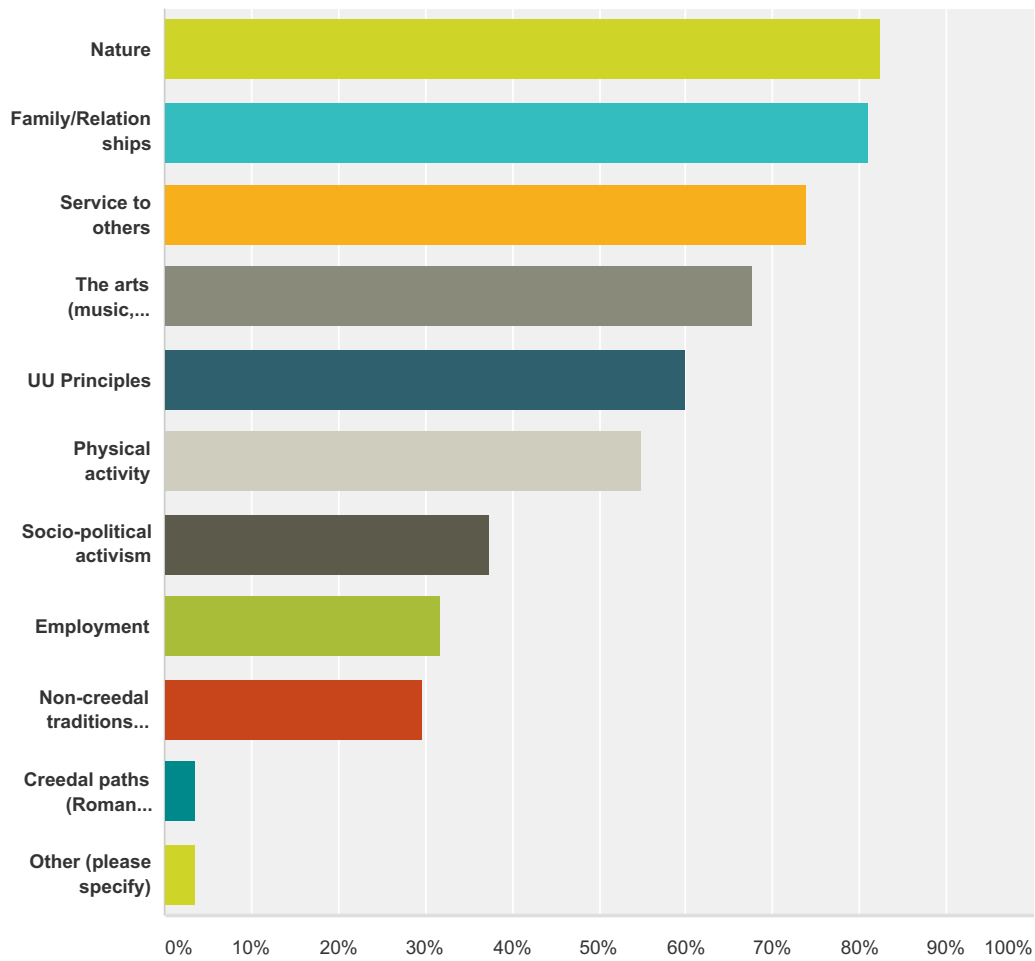
Answer Choices	Responses
Celebration of common values	59.06% 88
Personal reflection and meditation	54.36% 81
Sense of belonging	54.36% 81
Intellectual stimulation	51.68% 77
Hearing, playing, or singing music	40.94% 61
Uplifting emotional experience	36.91% 55
Support and encouragement for social action	32.21% 48
Fellowship period after services	20.13% 30
Mystical, spiritual experience	17.45% 26
Other (please list in comments below)	2.68% 4

Total Respondents: 149

#	Other (please specify)	Date
1	So my child can get positive spiritual experiences and education	11/8/2015 7:24 PM
2	a part of my life	11/8/2015 6:37 PM
3	Shared commitment to social justice; sense of community	11/7/2015 9:10 PM
4	I loved anne and Wade and like Joel very much. We need a personable, community-minded person, someone warm, welcoming, a joy to visit each week. I would rather have a David than a fake, though. I did not quit when he came, but I would quit if I actively disliked the person. My biggest fear is that we would hire the ex- RE head, who just left. I would quit if that happened. She is so fake.I want someone real, warm, engaging, I would err on the engaging, involved with us side, as opposed to the warm, fuzzy. Someone to be one of us. Canton is more conservative than other places, less lefty progressive than many churches I have belonged to. The community would demand someone in a committed relationship, someone with their feet on the ground, but also someone willing to experiment a little and to lead progressively. I miss things like Kwanza. I want a lively service. I would also like some meditative, quieter services. The big is to have someone personally generous and welcoming, intellectually stimulating as Joel has been, someone likeable, who respects the local community and is a leader, but a listener, creating new experiences and keeping tradition alive. The community here has been so lucky to have great leaders. It is a high ideal to continue and a hard spot to fill. There must be a unique, loving, spark of light, who doesn't mind the cold so much, who would be a loved, spiritual leader. Big shoes to fill.	11/6/2015 9:38 AM
5	Sorry, couldn't keep to three.	11/4/2015 3:50 PM
6	MEET OTHERS	11/2/2015 1:09 PM
7	Come together as a family in a positive way	11/1/2015 4:23 PM
8	Watching our children in their spiritual journey, their joy when they participate in services through song is the most uplifting part of our service on Sundays. What a gift we are giving to them, this wonderful; opportunity to belong and become involved.	11/1/2015 3:59 PM
9	Great sense of community	11/1/2015 1:04 PM
10	Gathering with people that may not be all alike in beliefs	11/1/2015 12:14 PM
11	Building social connections	10/31/2015 6:38 PM

Q6 What are your sources for personal growth? Check all that apply.

Answered: 142 Skipped: 11



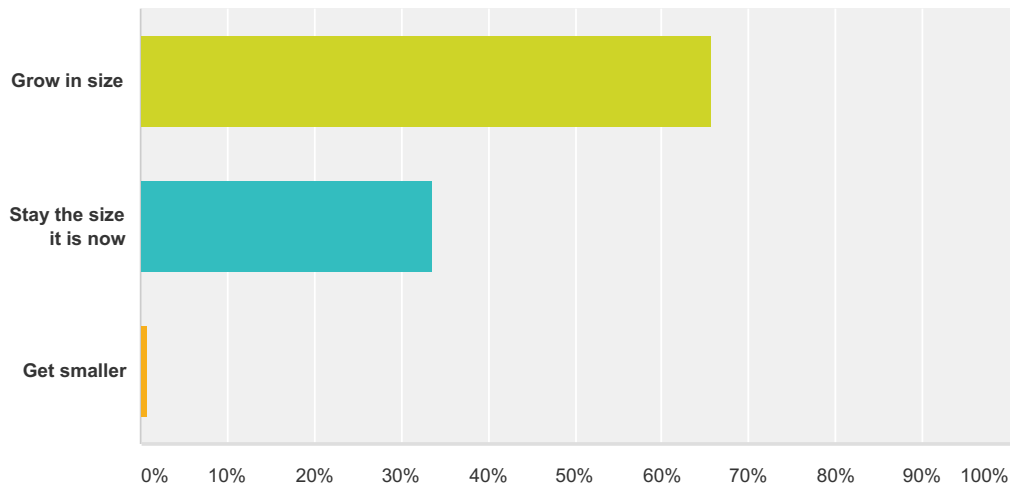
Answer Choices	Responses
Nature	82.39% 117
Family/Relationships	80.99% 115
Service to others	73.94% 105
The arts (music, writing, art, dance, etc.)	67.61% 96
UU Principles	59.86% 85
Physical activity	54.93% 78
Socio-political activism	37.32% 53
Employment	31.69% 45
Non-creedal traditions (Buddhism, Yoga, Tai Chi, 12-step programs, etc.)	29.58% 42
Creedal paths (Roman Catholicism, Judaism, Islam, etc.)	3.52% 5

Other (please specify)	3.52%	5
Total Respondents: 142		

#	Other (please specify)	Date
1	Reading and Research	11/4/2015 7:59 PM
2	LIBRARY	11/2/2015 1:13 PM
3	Being a part of my grandchildrens spiritual growth, seeing their value and belief system develop, their acceptance for difference and their willingness to let down the walls that keep us separated from others.	11/1/2015 4:35 PM
4	My pets	11/1/2015 11:30 AM
5	Counseling	10/26/2015 5:33 PM

Q7 In general, do you think the congregation should (choose the best fit):

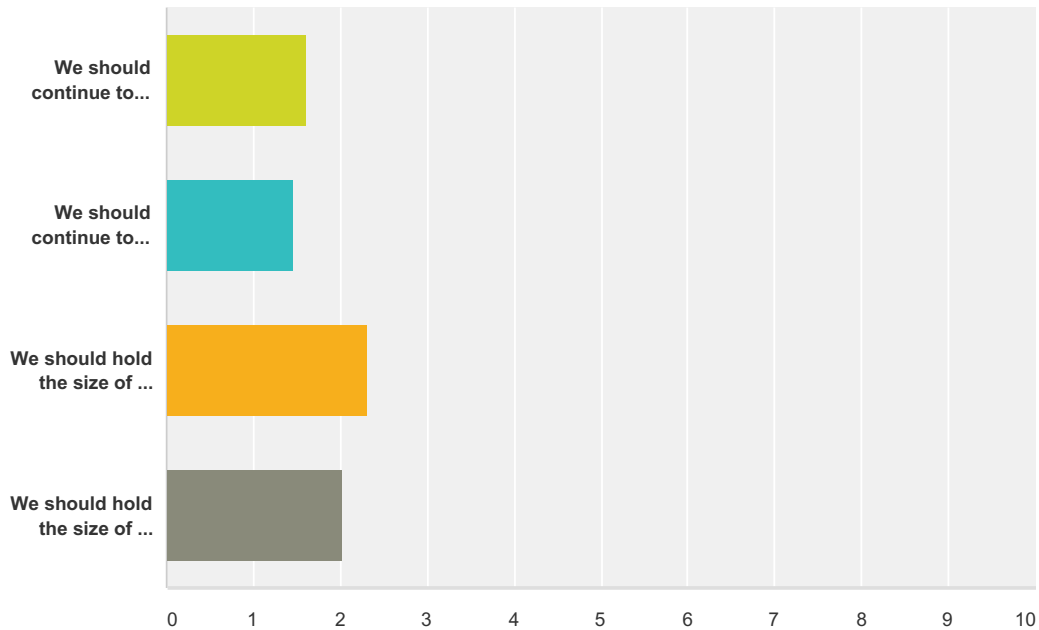
Answered: 134 Skipped: 19



Answer Choices	Responses
Grow in size	65.67% 88
Stay the size it is now	33.58% 45
Get smaller	0.75% 1
Total	134

Q8 For the following statements, please select the option that best matches your feelings about church growth.

Answered: 141 Skipped: 12



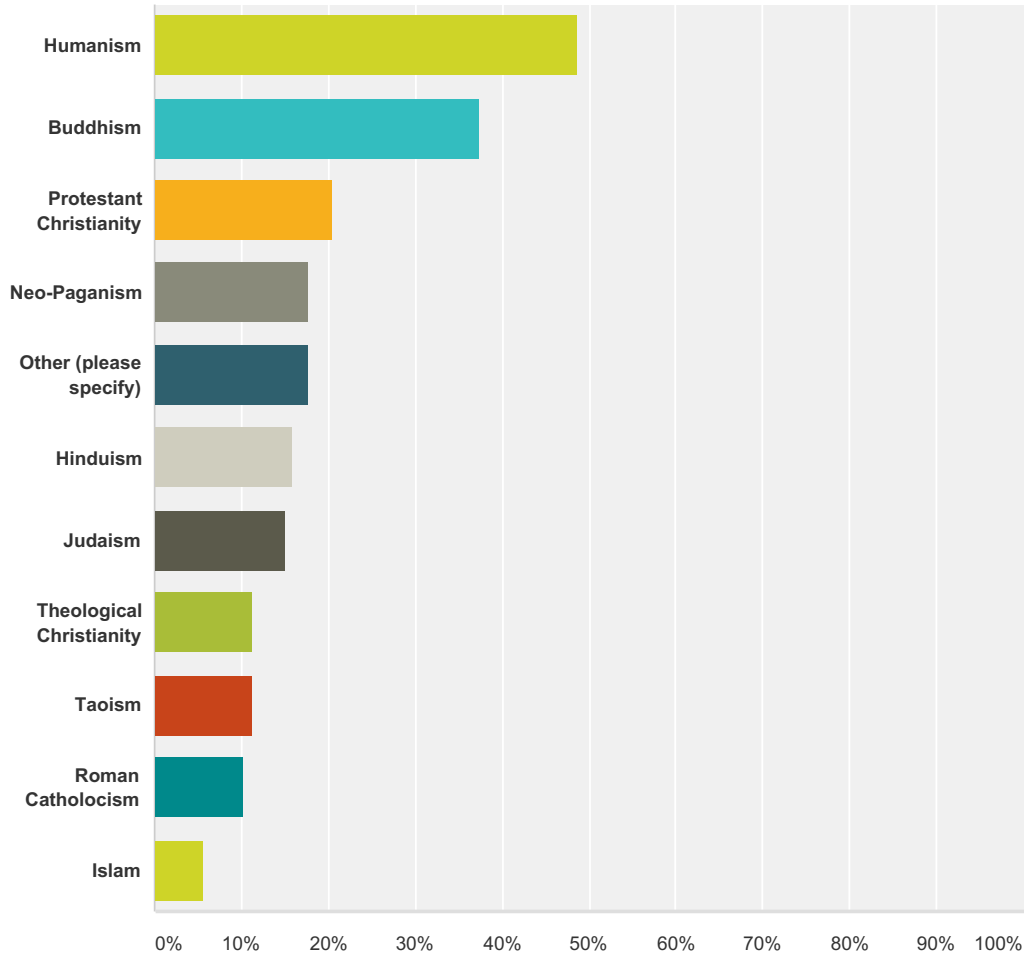
	I agree	I disagree	I am undecided	Total	Weighted Average
We should continue to increase the size of our congregation to allow more people to benefit from Unitarian Universalism.	67.41% 91	4.44% 6	28.15% 38	135	1.61
We should continue to increase the size of our congregation so that we can expand our work with one another and in the community.	75.18% 103	3.65% 5	21.17% 29	137	1.46
We should hold the size of our congregation where it is now because it would be better to start new congregations.	5.38% 7	57.69% 75	36.92% 48	130	2.32
We should hold the size of our congregation where it is now to best meet the needs of the people who currently attend.	23.88% 32	49.25% 66	26.87% 36	134	2.03

#	Comments	Date
1	We have been losing too many members and attendees because we have not been paying attention to hearing their needs and responding.	11/8/2015 8:01 PM
2	We need to take our congregation into the future by working to welcome more youth, families, and college students!	11/8/2015 7:30 PM
3	I think our church is attracting a greater variety of people. If that means we grow, let it happen and we can probably deal with it.	11/8/2015 5:10 PM
4	yes, contradictory	11/8/2015 12:35 PM
5	Pros and cons of both	11/7/2015 7:11 AM
6	I would like to see our congregation grow to include more families with school-aged children.	11/6/2015 3:51 PM
7	Grow as needed but not seek to grow....just welcome newcomers	11/6/2015 10:54 AM
8	Seems you would need to grow before a new congregation could start.	11/6/2015 9:54 AM

9	It would be good to have some other churches, to alleviate the travel time some undergo. I wish it was in Potsdam. If we had a closer church, I would go every week and be more involved.	11/6/2015 9:47 AM
10	If the church were to grow considerably, a new congregation (perhaps in Potsdam) would seem reasonable.	11/4/2015 7:59 PM
11	Because attendance fluctuates rather markedly, I feel we could accommodate growth as long as we provide opportunity for small group experiences.	11/4/2015 3:50 PM
12	I think the question is really what are the needs of the congregation. If the needs are to grow, then grow; if the needs are to intensify, then don't grow. I don't think that 'growing' in and of itself is important.	11/2/2015 1:32 PM
13	This question was puzzling to me...Any growth could be a benefit, but starting new congregations could be a challenge and possibly very fulfilling...We should never outgrow the needs of our current attendants.	11/1/2015 4:35 PM
14	We need to grow the congregation in an organic way. It should be around 220.	11/1/2015 4:15 PM
15	I don't believe in growth for the sake of growth. I see no reason to push growth, but prefer that it happen organically.	11/1/2015 2:09 PM
16	Growth is and will continue to be a sticking point for this congregation, especially as it relates to being accepting of those whose views may not always match up with long-timers	11/1/2015 12:20 PM
17	We should grow and then start new congregations.	10/27/2015 1:55 PM

Q9 In addition to Unitarian Universalism, what faith traditions are important to you? Check all that apply.

Answered: 107 Skipped: 46



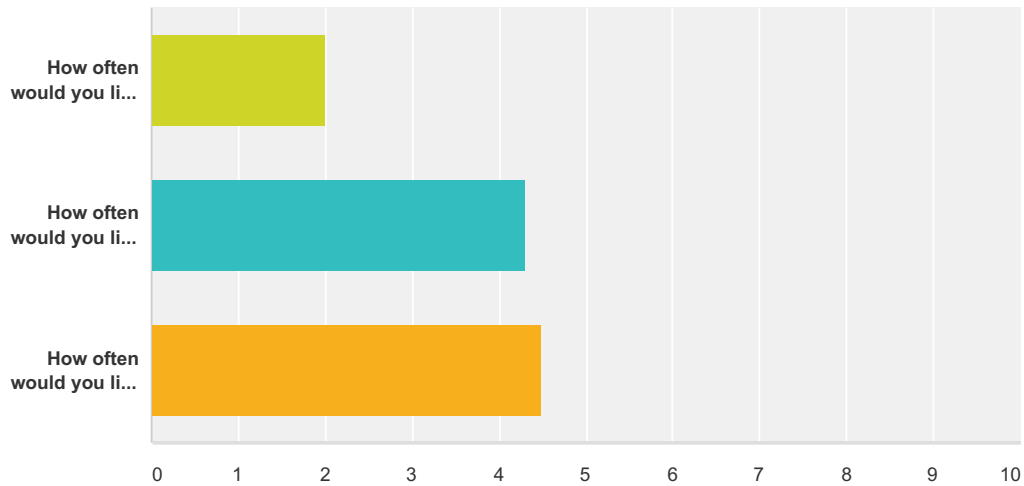
Answer Choices	Responses
Humanism	48.60% 52
Buddhism	37.38% 40
Protestant Christianity	20.56% 22
Neo-Paganism	17.76% 19
Other (please specify)	17.76% 19
Hinduism	15.89% 17
Judaism	14.95% 16
Theological Christianity	11.21% 12
Taoism	11.21% 12
Roman Catholicism	10.28% 11

Islam	5.61%	6
Total Respondents: 107		

#	Other (please specify)	Date
1	Atheism - this may not be a 'faith tradition' but it is important to me and I identify as such	11/12/2015 8:53 AM
2	I like to know/understand different faiths	11/11/2015 9:53 PM
3	Methodism because I grew up in it and have ties, otherwise, all and none; I believe they are all important.	11/8/2015 6:57 PM
4	none	11/8/2015 6:46 PM
5	shamanism	11/8/2015 5:50 PM
6	Hinduism, Native American ideals	11/7/2015 7:11 AM
7	none in particular	11/6/2015 3:51 PM
8	Religious Society of Friends	11/4/2015 7:59 PM
9	Higher Power of the 12th Step programs	11/4/2015 7:56 PM
10	Pantheism	11/2/2015 9:16 PM
11	i don't get the christianity distinctions above ... grew up a christian, still an important "costume" for me	11/1/2015 8:52 PM
12	Was raised mormon, so while I don't like it, it is part of my identity.	11/1/2015 5:53 PM
13	I have always thought of myself as a pagan christian, I believe in the father and the mother and that all things in nature have a spirit and purpose which should be honored and revered for what they bring to our lives.	11/1/2015 4:35 PM
14	Deism	11/1/2015 4:30 PM
15	Don't know enough about other traditions, but I think it is important to honor and learn from all.	11/1/2015 1:00 PM
16	People can't be good	11/1/2015 11:29 AM
17	Nature (which is why I checked Neo-paganism, though I don't really follow that)	11/1/2015 9:17 AM
18	I can find wisdom and wonder in all of these faith traditions.	10/27/2015 8:44 PM
19	Atheism	10/27/2015 1:55 PM

Q10 For each of the following choices, please indicate how often you would like them to happen:

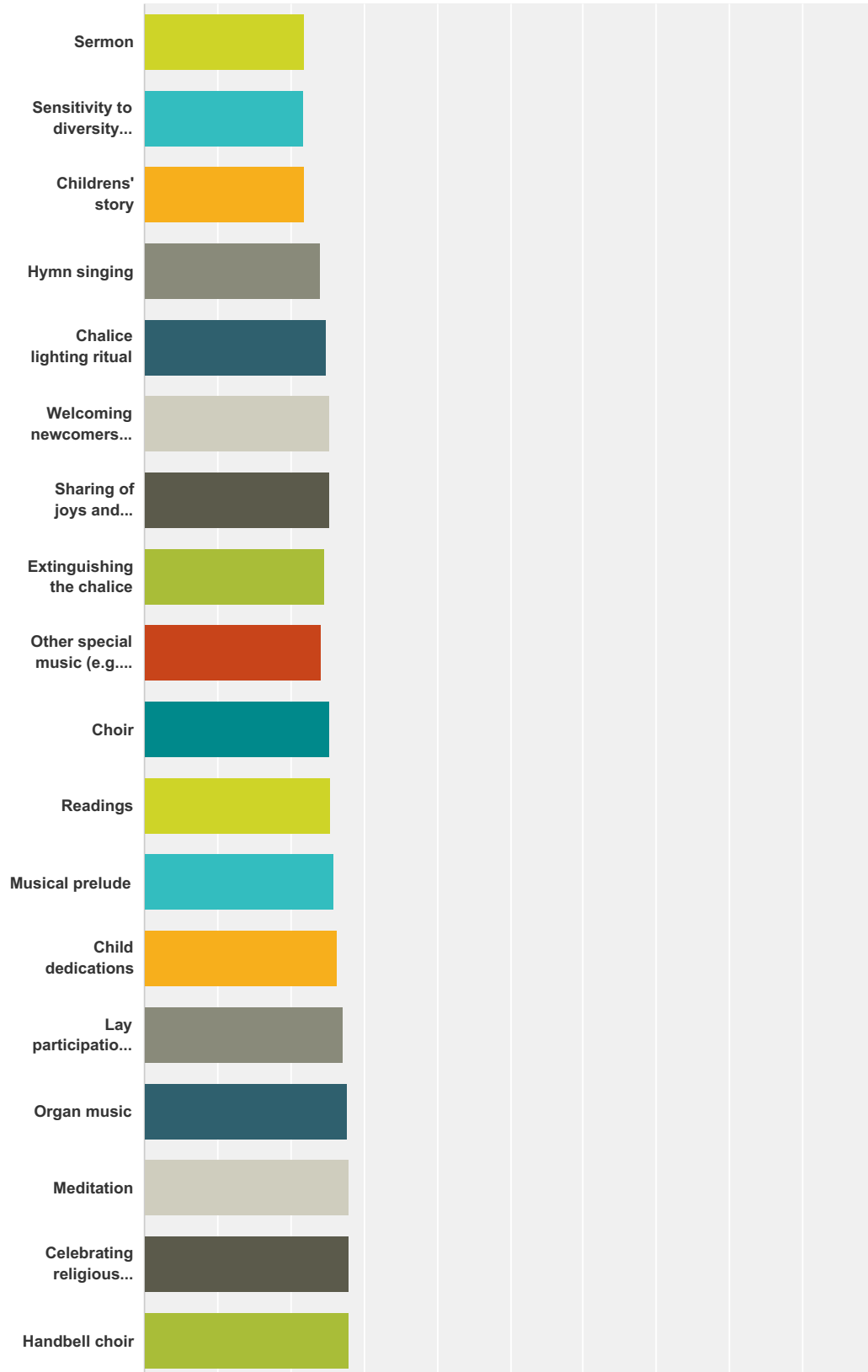
Answered: 140 Skipped: 13

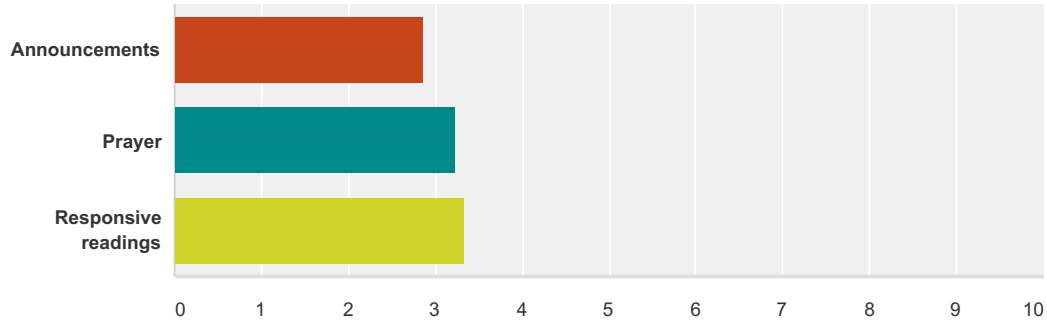


	Nearly every Sunday	3 times a month	2 times a month	Once a month	Several times each year	Never	Total	Weighted Average
How often would you like the minister to preach?	17.99% 25	68.35% 95	10.79% 15	0.72% 1	0.00% 0	2.16% 3	139	2.01
How often would you like a guest minister or other speaker?	0.00% 0	0.71% 1	6.43% 9	54.29% 76	37.86% 53	0.71% 1	140	4.31
How often would you like the Sunday service to be designed and presented by one or more church members?	0.72% 1	1.45% 2	2.17% 3	39.86% 55	54.35% 75	1.45% 2	138	4.49

Q11 How important to you are the following specific items as part of a Sunday worship service?

Answered: 142 Skipped: 11





	Very important	Somewhat important	Not important	No opinion	Total	Weighted Average
Sermon	85.00% 119	12.14% 17	0.71% 1	2.14% 3	140	2.20
Sensitivity to diversity (racial, ethnic, sexual, etc.)	84.29% 118	14.29% 20	0.71% 1	0.71% 1	140	2.18
Childrens' story	82.86% 116	15.71% 22	1.43% 2	0.00% 0	140	2.19
Hymn singing	64.03% 89	31.65% 44	4.32% 6	0.00% 0	139	2.40
Chalice lighting ritual	62.59% 87	30.94% 43	2.16% 3	4.32% 6	139	2.48
Welcoming newcomers during the service	60.99% 86	28.37% 40	8.51% 12	2.13% 3	141	2.52
Sharing of joys and concerns in some format	60.28% 85	29.79% 42	7.80% 11	2.13% 3	141	2.52
Extinguishing the chalice	61.59% 85	31.88% 44	4.35% 6	2.17% 3	138	2.47
Other special music (e.g. guest musicians)	59.29% 83	38.57% 54	2.14% 3	0.00% 0	140	2.43
Choir	53.62% 74	41.30% 57	4.35% 6	0.72% 1	138	2.52
Readings	52.52% 73	41.73% 58	4.32% 6	1.44% 2	139	2.55
Musical prelude	50.00% 69	43.48% 60	5.07% 7	1.45% 2	138	2.58
Child dedications	50.74% 69	40.44% 55	4.41% 6	4.41% 6	136	2.63
Lay participation in the service	48.55% 67	37.68% 52	6.52% 9	7.25% 10	138	2.72
Organ music	44.93% 62	35.51% 49	15.94% 22	3.62% 5	138	2.78
Meditation	38.57% 54	48.57% 68	8.57% 12	4.29% 6	140	2.79
Celebrating religious holidays	35.71% 50	50.71% 71	11.43% 16	2.14% 3	140	2.80
Handbell choir	32.37% 45	58.27% 81	6.47% 9	2.88% 4	139	2.80
Announcements	30.43% 42	56.52% 78	10.87% 15	2.17% 3	138	2.85

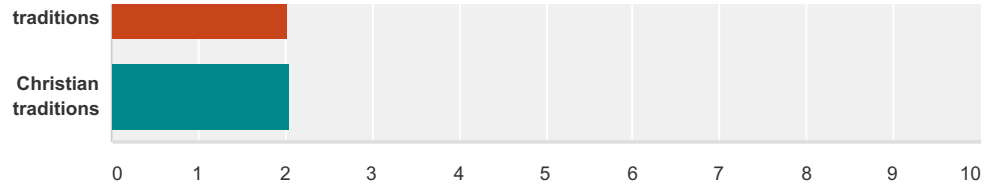
Prayer	19.85% 27	41.91% 57	33.82% 46	4.41% 6	136	3.23
Responsive readings	9.56% 13	52.21% 71	33.09% 45	5.15% 7	136	3.34

#	Other (please specify)	Date
1	Talkbacks after sermons: Service doesn't seem complete without the opportunity for sharing and response. (Talkbacks could be held during social hour for those who want to participate.)	11/8/2015 8:01 PM
2	Sermon and speakers importance entirely depends on content and skill of presenterioo	11/7/2015 7:11 AM
3	Please limit the length of readings. Some people are very poor readers. I wish we could choose readings a s a group. They would be more interesting and less pretencious. I absolutely hate the candle lihgting. I would prefer to put those items in the bulletin. I want to hear the sad news to help people, but I am sick of the bragging. I would love to privately light candles when we walk in and have them extinguished afterwards.	11/6/2015 9:47 AM
4	I found it difficult to choose options that express my feelings on this chart. Above is the best I could do.	11/4/2015 7:59 PM
5	Using Multi media when it furthers the service and our greater understanding of an idea or practice- Somewhat important	11/4/2015 6:00 PM
6	Collection during service. Once a month SASO.	11/3/2015 12:28 PM
7	Music during the service is very important but I'm not a fan of organ music.	11/2/2015 9:15 PM
8	Recognizing milestones like Deaths, COA, Bridging after HS, retirements etc...	11/1/2015 5:44 PM
9	The beauty of our church is the diversity we bring in all areas...For me that is critical.	11/1/2015 4:35 PM
10	Earth-centered traditions	11/1/2015 3:36 PM
11	UU Memorial services are of tremendous comfort, always so life-affirming!	11/1/2015 1:27 PM
12	Hard to include much else without having a 2 hour service.	11/1/2015 12:20 PM
13	None	11/1/2015 11:29 AM
14	Candles of Joys and Sorrows shared from the chalice flame	10/27/2015 1:55 PM

Q12 How important to you are these various Sunday worship sermon topics?

Answered: 141 Skipped: 12



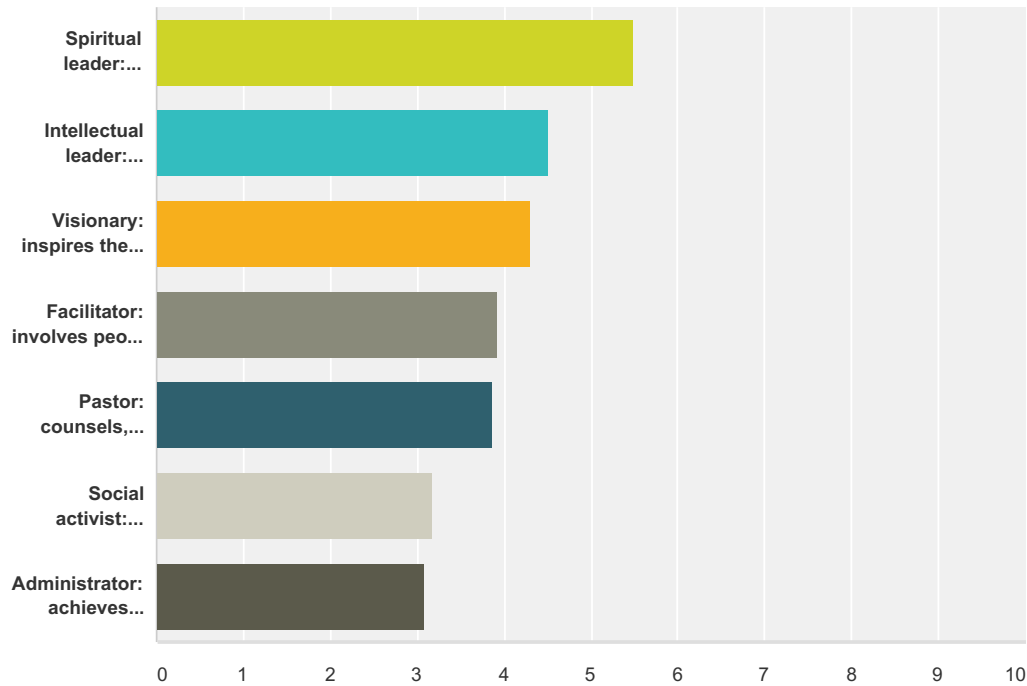


	Very important	Somewhat important	Not important	No opinion	Total	Weighted Average
Coping with life	70.50% 98	25.18% 35	2.16% 3	2.16% 3	139	1.32
Values and perspectives on social issues	62.59% 87	35.25% 49	1.44% 2	0.72% 1	139	1.38
Spiritual growth	64.75% 90	28.06% 39	3.60% 5	3.60% 5	139	1.39
Motivation to act based on convictions	64.71% 88	29.41% 40	2.21% 3	3.68% 5	136	1.39
Values and perspectives on environmental issues	57.97% 80	39.86% 55	1.45% 2	0.72% 1	138	1.43
Personal growth	58.09% 79	35.29% 48	2.94% 4	3.68% 5	136	1.46
Values and perspectives on family relationships	52.17% 72	43.48% 60	2.90% 4	1.45% 2	138	1.49
Philosophical ideas	55.15% 75	34.56% 47	5.15% 7	5.15% 7	136	1.50
Values and perspectives on science and modern knowledge	50.72% 70	43.48% 60	2.90% 4	2.90% 4	138	1.52
Psychological perspectives on life's issues	51.08% 71	37.41% 52	5.76% 8	5.76% 8	139	1.55
Values and perspectives on current political events	42.75% 59	44.93% 62	8.70% 12	3.62% 5	138	1.61
Defining Unitarian Universalism	38.41% 53	50.72% 70	9.42% 13	1.45% 2	138	1.63
Theological perspectives or viewpoints	39.42% 54	46.72% 64	9.49% 13	4.38% 6	137	1.65
Earth-centered traditions	38.41% 53	48.55% 67	6.52% 9	6.52% 9	138	1.68
Arts and Culture	27.21% 37	61.03% 83	9.56% 13	2.21% 3	136	1.75
UU history	23.53% 32	63.24% 86	10.29% 14	2.94% 4	136	1.79
Non-western religions	24.82% 34	67.15% 92	3.65% 5	4.38% 6	137	1.80
UU denominational issues	22.22% 30	62.22% 84	11.11% 15	4.44% 6	135	1.82
Jewish traditions	5.26% 7	69.17% 92	17.29% 23	8.27% 11	133	2.03
Christian traditions	4.51% 6	57.14% 76	29.32% 39	9.02% 12	133	2.05

#	Other (please specify)	Date
1	you know what? I just don't like sermons.	11/8/2015 5:50 PM
2	I enjoy sermons that are relevant to today, and offer practical advice that can be incorporated into my daily life.	11/6/2015 3:51 PM
3	modems...I'd like to understand them	11/6/2015 10:54 AM
4	This chart was much easier to choose answers that fit my feelings.	11/4/2015 7:59 PM
5	The "values and perspectives" question is a little strange. There's a sense in which it suggests that there is a UU dogma to guide the perspective. The dogma question worries me. I like to hear many different perspectives, but there can't be a sense that all perspectives are equal. I want to hear about new ideas on how to develop my own perspectives in all or any of the categories. So that basically means that the philosophical underpinings are what I value.	11/2/2015 1:32 PM
6	I'd like the sermons to be simple, direct, heartfelt, and communicative of overall spiritual/human needs/needs of the congregation	11/1/2015 5:53 PM
7	Wellness	11/1/2015 5:44 PM
8	Keeping things somewhat neutral, not all subscribe to some of the congregational adopted policies. Especially if they are constantly pushed in peoples' faces through regular church communication channels.	11/1/2015 12:20 PM
9	Not sure how to define spiritual growth in the context of UU--probably important	10/31/2015 6:49 PM

Q13 A variety of functions comprise a minister's work. Each minister has to prioritize these functions, and thus her or his time. In what rank order would you like our next minister to prioritize the following functions? Use 1 as most important and 7 as least important.

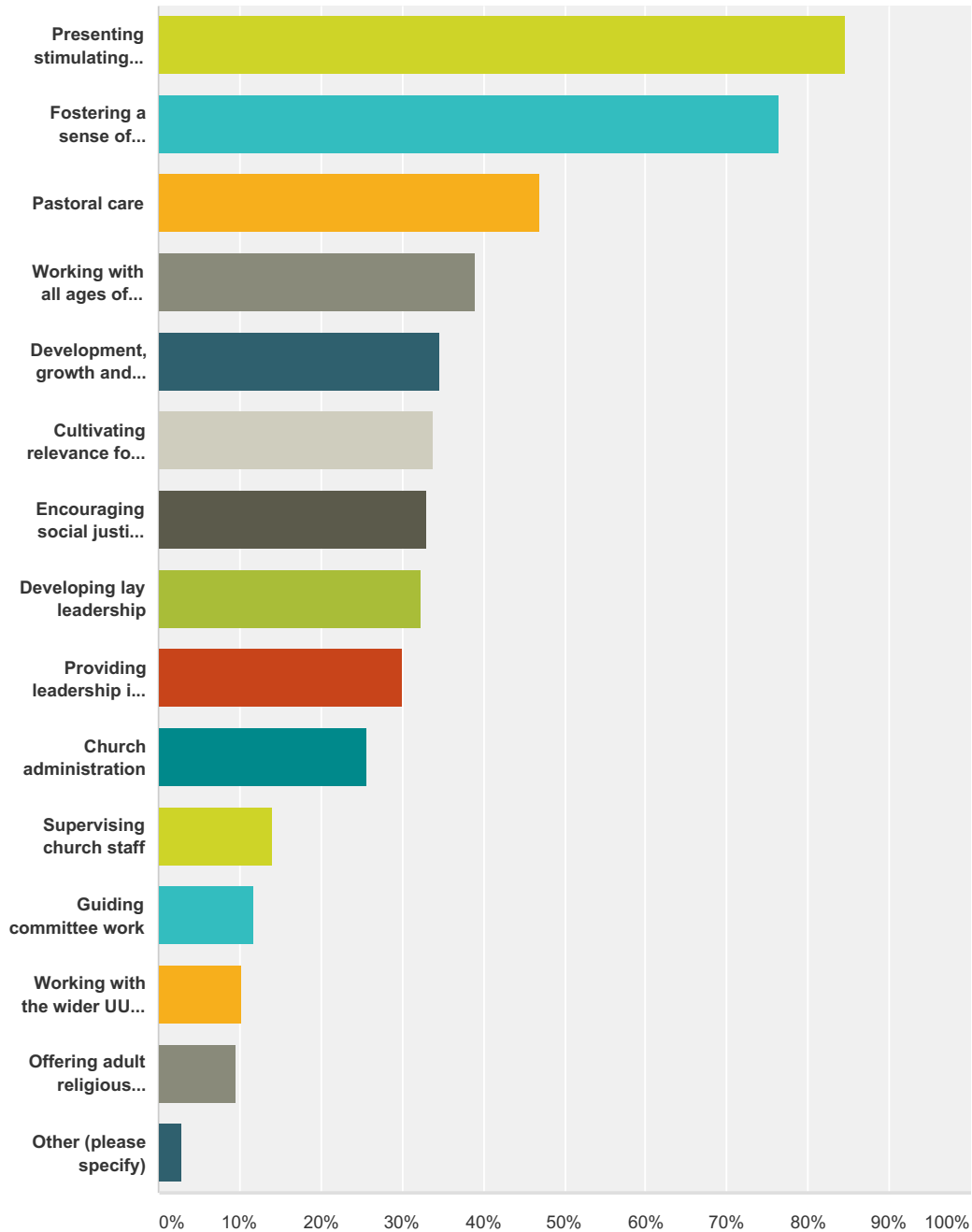
Answered: 135 Skipped: 18



	1	2	3	4	5	6	7	Total	Score
Spiritual leader: prepares and leads worships and celebrations	42.28% 52	21.14% 26	14.63% 18	5.69% 7	4.88% 6	5.69% 7	5.69% 7	123	5.50
Intellectual leader: challenges and stimulates the thinking of the congregation	19.66% 23	22.22% 26	14.53% 17	11.11% 13	8.55% 10	13.68% 16	10.26% 12	117	4.51
Visionary: inspires the congregation to pursue a promising future	19.05% 24	12.70% 16	16.67% 21	17.46% 22	11.90% 15	10.32% 13	11.90% 15	126	4.31
Facilitator: involves people in congregational life	9.84% 12	15.57% 19	14.75% 18	15.57% 19	17.21% 21	15.57% 19	11.48% 14	122	3.93
Pastor: counsels, visits with the sick, visits people at home, etc.	6.61% 8	15.70% 19	17.36% 21	15.70% 19	18.18% 22	15.70% 19	10.74% 13	121	3.87
Social activist: promotes ethical values in the larger community	5.00% 6	7.50% 9	9.17% 11	17.50% 21	19.17% 23	23.33% 28	18.33% 22	120	3.18
Administrator: achieves results by coordinating and supporting the efforts of others	4.80% 6	7.20% 9	12.80% 16	14.40% 18	19.20% 24	12.80% 16	28.80% 36	125	3.10

Q14 The work of a minister includes a variety of functions. Choose up to five of the following skills most needed by our congregation.

Answered: 136 Skipped: 17



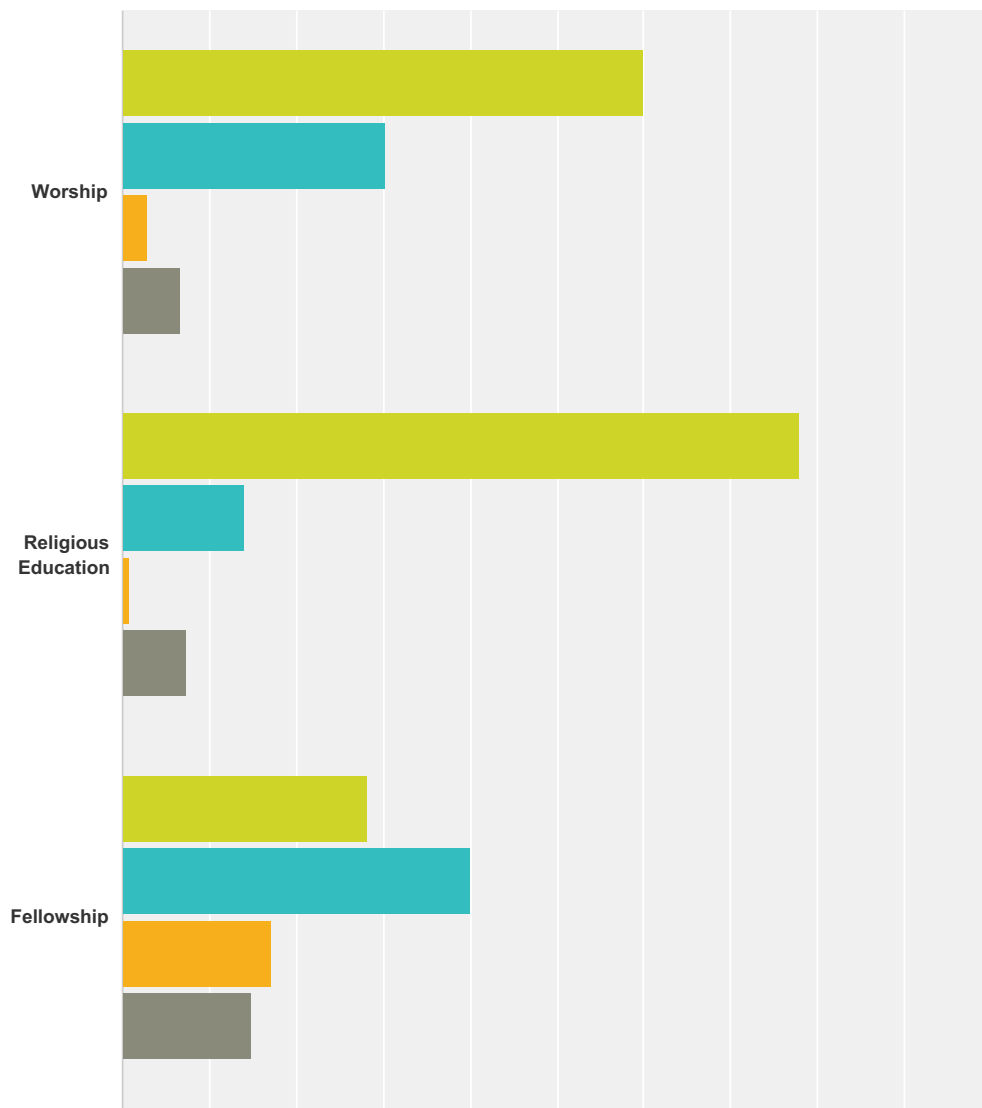
Answer Choices	Responses
Presenting stimulating Sunday services	84.56% 115
Fostering a sense of fellowship and community within the church	76.47% 104

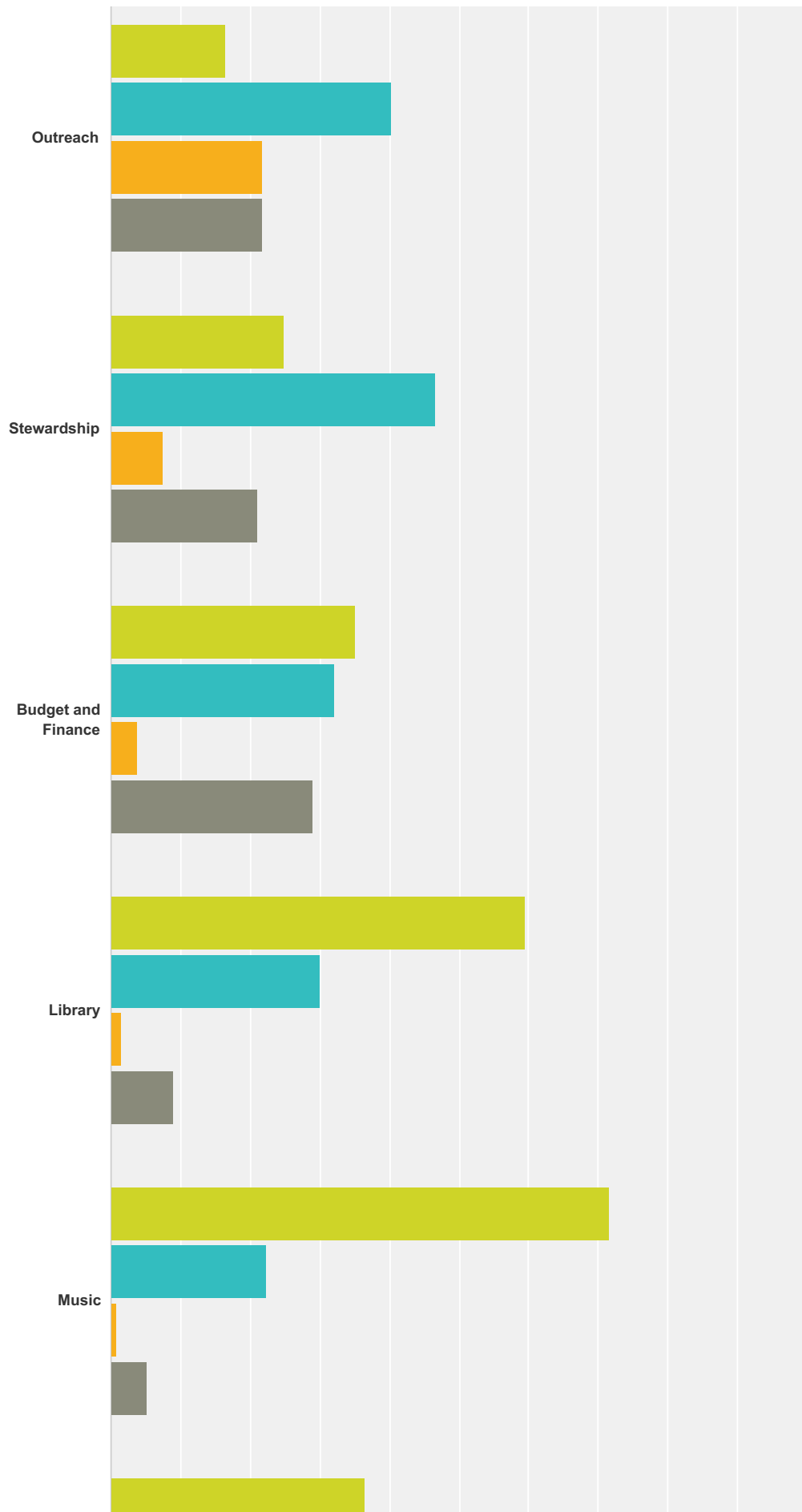
Pastoral care	47.06%	64
Working with all ages of church membership	38.97%	53
Development, growth and stewardship of the church	34.56%	47
Cultivating relevance for all ages	33.82%	46
Encouraging social justice programs	33.09%	45
Developing lay leadership	32.35%	44
Providing leadership in the community outside of the church	30.15%	41
Church administration	25.74%	35
Supervising church staff	13.97%	19
Guiding committee work	11.76%	16
Working with the wider UU church	10.29%	14
Offering adult religious education programs	9.56%	13
Other (please specify)	2.94%	4
Total Respondents: 136		

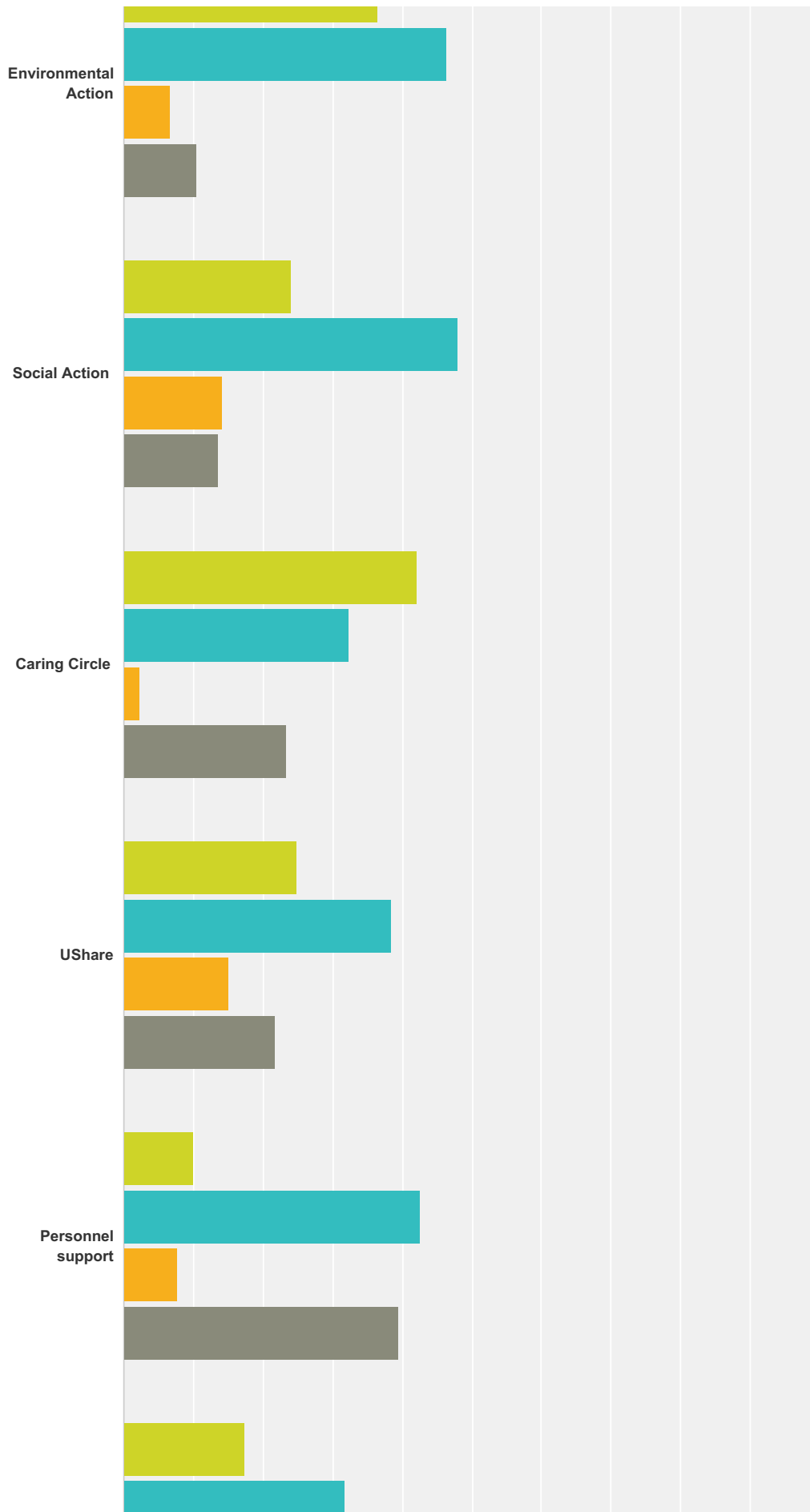
#	Other (please specify)	Date
1	Listening skills!	11/10/2015 8:19 PM
2	Fostering a vibrant RE program for children and youth.	11/6/2015 10:16 AM
3	Many of the other tasks can be accomplished by staff whether paid or volunteer.	11/2/2015 1:39 PM
4	This probably falls under "fostering a sense of fellowship and...", but I would like us to get much better at dealing with conflict constructively, and I hope our settled minister will help us with that.	10/26/2015 5:42 PM

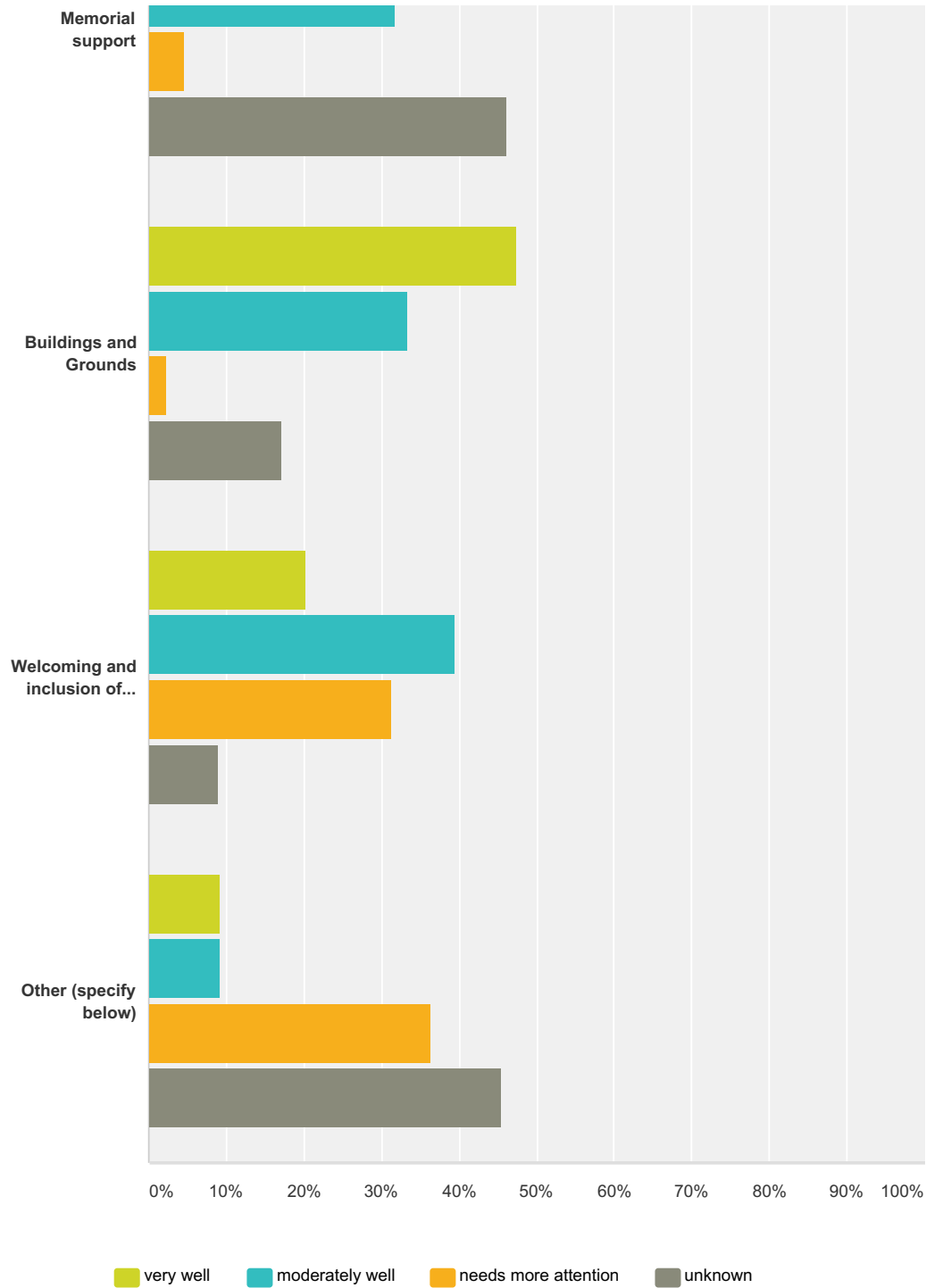
Q15 Ministry is no longer an act provided only by those who are ordained or called to serve. Ministry happens wherever individuals embrace the belief that their good works, their volunteerism, and their actions can help serve the mission and vision of their congregation. More and more, members of Unitarian Universalist congregations understand that ministry is something shared by all who are part of a spiritual community; a way to put values into action for the benefit of the church and the wider community. How do you perceive that "shared ministry" is working in our congregation in the following areas?

Answered: 136 Skipped: 17









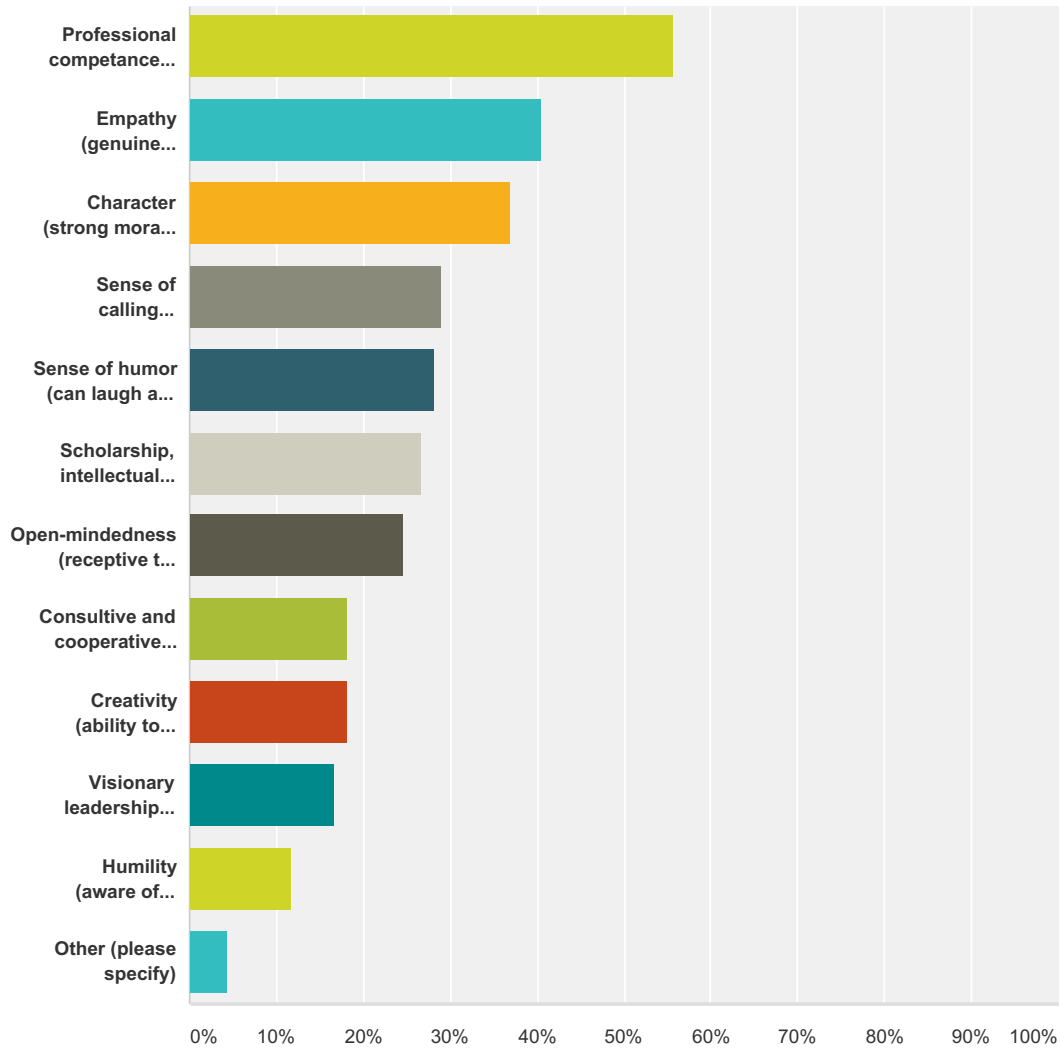
	very well	moderately well	needs more attention	unknown	Total
Worship	60.00% 81	30.37% 41	2.96% 4	6.67% 9	135
Religious Education	77.78% 105	14.07% 19	0.74% 1	7.41% 10	135
Fellowship	28.15% 38	40.00% 54	17.04% 23	14.81% 20	135
Outreach	16.42% 22	40.30% 54	21.64% 29	21.64% 29	134

Stewardship	24.81% 33	46.62% 62	7.52% 10	21.05% 28	133
Budget and Finance	35.07% 47	32.09% 43	3.73% 5	29.10% 39	134
Library	59.40% 79	30.08% 40	1.50% 2	9.02% 12	133
Music	71.64% 96	22.39% 30	0.75% 1	5.22% 7	134
Environmental Action	36.57% 49	46.27% 62	6.72% 9	10.45% 14	134
Social Action	24.06% 32	48.12% 64	14.29% 19	13.53% 18	133
Caring Circle	42.11% 56	32.33% 43	2.26% 3	23.31% 31	133
UShare	24.81% 33	38.35% 51	15.04% 20	21.80% 29	133
Personnel support	10.08% 13	42.64% 55	7.75% 10	39.53% 51	129
Memorial support	17.42% 23	31.82% 42	4.55% 6	46.21% 61	132
Buildings and Grounds	47.41% 64	33.33% 45	2.22% 3	17.04% 23	135
Welcoming and inclusion of guests and newcomers	20.15% 27	39.55% 53	31.34% 42	8.96% 12	134
Other (specify below)	9.09% 1	9.09% 1	36.36% 4	45.45% 5	11

#	Other (please specify)	Date
1	class	11/11/2015 10:28 PM
2	It would be great to have more adult activities.	11/6/2015 9:55 AM
3	energy efficiency improvements needed, start with lighting	11/5/2015 1:34 PM
4	I have not attended frequently enough to answer	11/1/2015 12:37 PM
5	This is a tough question and goes to the overarching issue of transitioning from pastoral to program church. Until the congregation is willing to accept all the baggage that goes along with this transition, there will be no progress. This Search Committee has a tough row to hoe in that, once again, they are faced with a choice of who the church needs versus who the congregation wants. There is a distinction there and I hope that, with the guidance of the Interim Minister and the UUA, the Search Committee can make a courageous choice.	11/1/2015 12:31 PM

Q16 Which of the following qualities do you think are the most important considerations in screening ministerial candidates? (Select up to 3)

Answered: 138 Skipped: 15



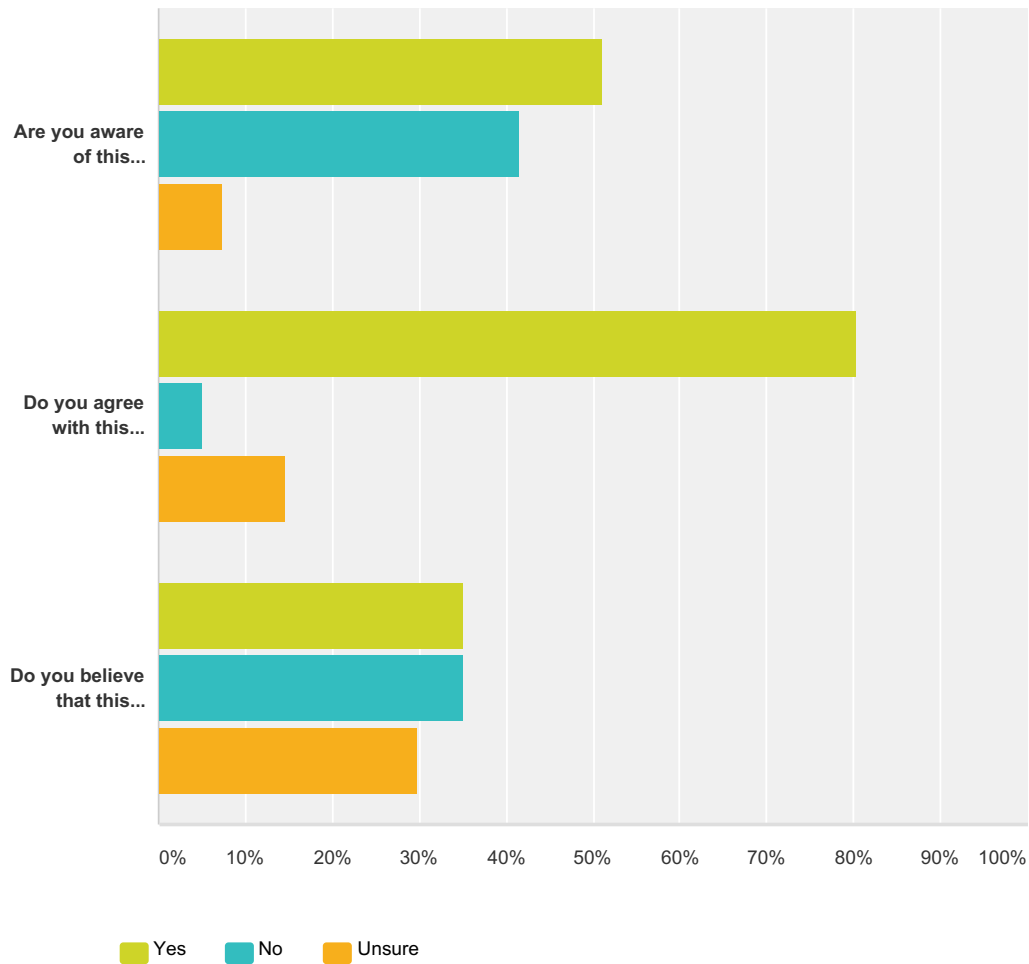
Answer Choices	Responses
Professional competence (ability to communicate, counsel, empower, etc.)	55.80% 77
Empathy (genuine interest in and concern about others)	40.58% 56
Character (strong moral consistency, honesty, stability, reliability)	36.96% 51
Sense of calling (motivated, enthusiastic)	28.99% 40
Sense of humor (can laugh at self, can tell a joke)	28.26% 39
Scholarship, intellectual depth and rigor (educated, informed, interesting)	26.81% 37
Open-mindedness (receptive to other ideas)	24.64% 34

Consultive and cooperative approach	18.12%	25
Creativity (ability to develop and present new ideas and methods)	18.12%	25
Visionary leadership (ability to imagine and inspire the future)	16.67%	23
Humility (aware of her/his limitations)	11.59%	16
Other (please specify)	4.35%	6
Total Respondents: 138		

#	Other (please specify)	Date
1	I had a hard time choosing only three! I chose three but did want to add that I would like a minister to be educated, informed and interesting as well!	11/12/2015 8:56 AM
2	hard to pick 3 character, open-mindedness, humor, caring and visions of the future are all equally important.Particularly needed is a visionary.	11/6/2015 9:55 AM
3	all of the above	11/2/2015 4:13 PM
4	This is tough to answer because they are all relevant qualities, please try to find the person who has as many of these as possible.	11/1/2015 4:52 PM
5	these are all so essential, its hard to discriminate!	11/1/2015 1:49 PM
6	I have shied away from choosing intellectual type answers as I see this as code for excluding people that are not like us. "Intellectual Rigor" is a exclusionary phrase and I get anxious when I hear people use it.	11/1/2015 12:31 PM

Q17 UU tradition and this 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.

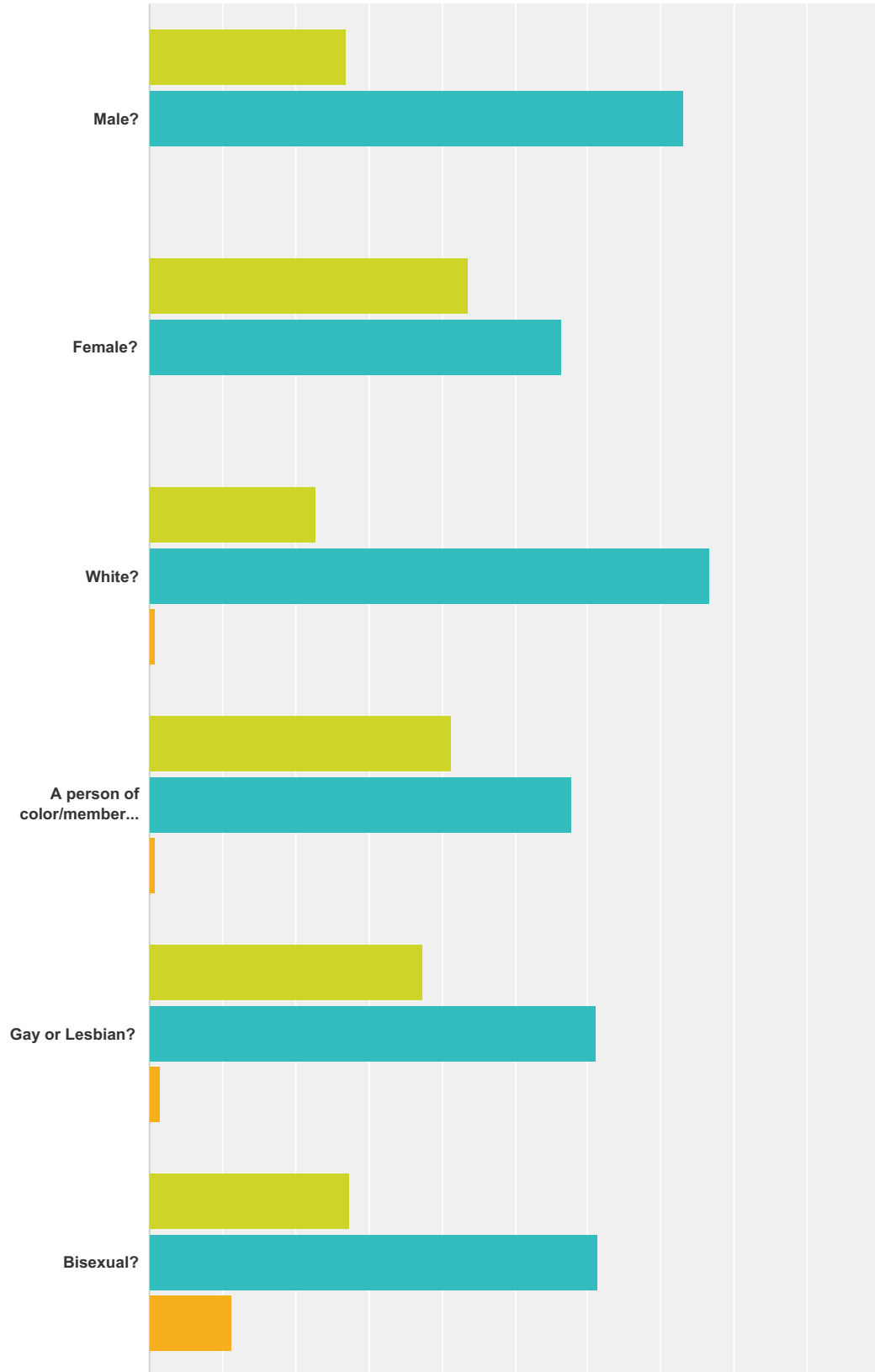
Answered: 137 Skipped: 16

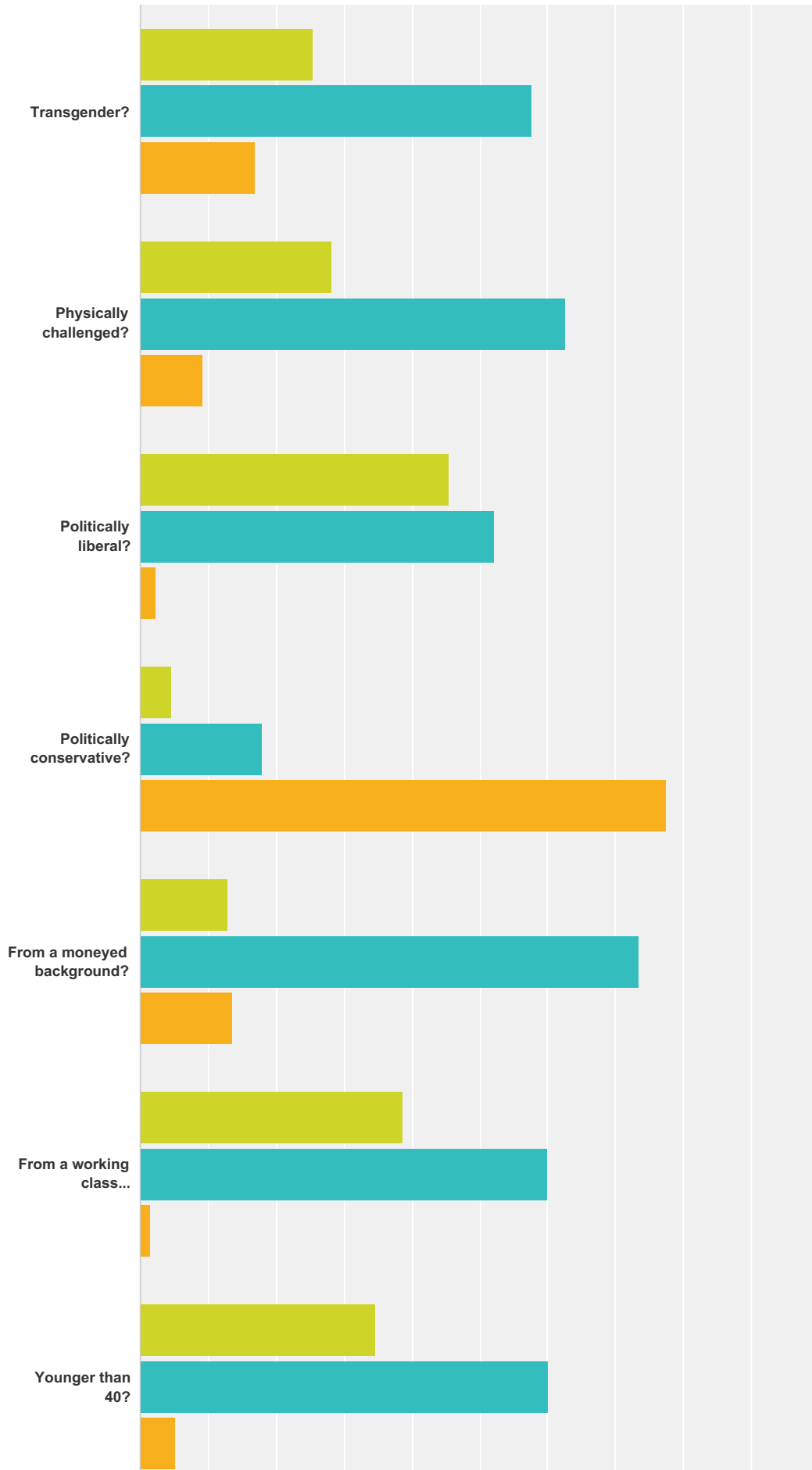


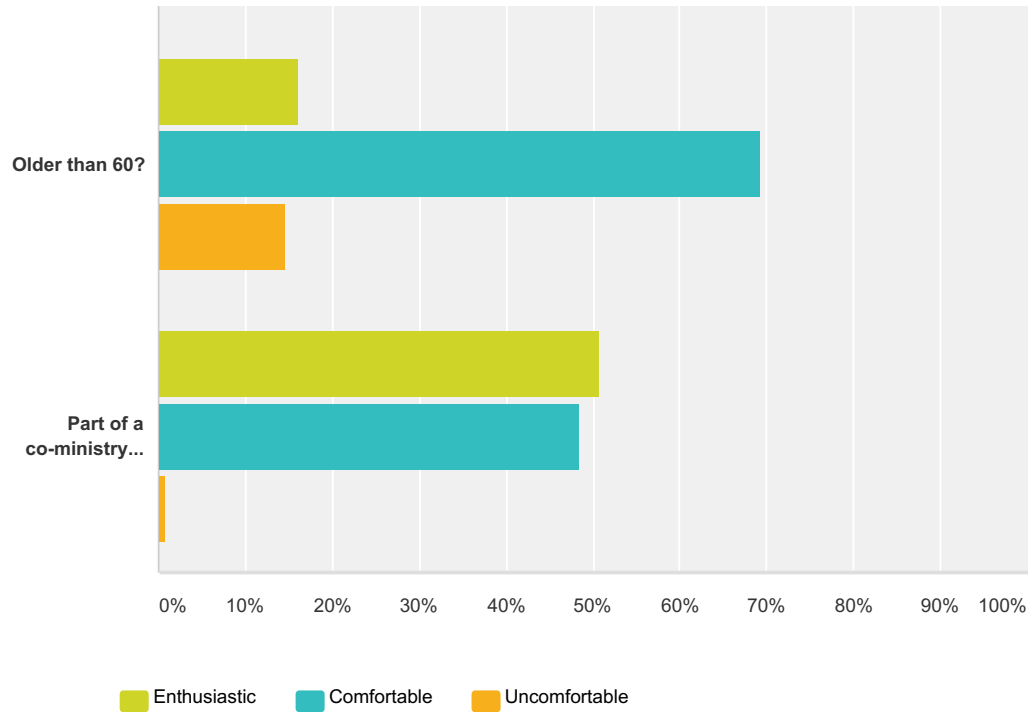
	Yes	No	Unsure	Total
Are you aware of this practice?	51.09% 70	41.61% 57	7.30% 10	137
Do you agree with this practice?	80.29% 110	5.11% 7	14.60% 20	137
Do you believe that this practice extends to the expression of partisan political views?	35.04% 48	35.04% 48	29.93% 41	137

Q18 How would you personally feel about our congregation calling as a minister a person who is...

Answered: 134 Skipped: 19





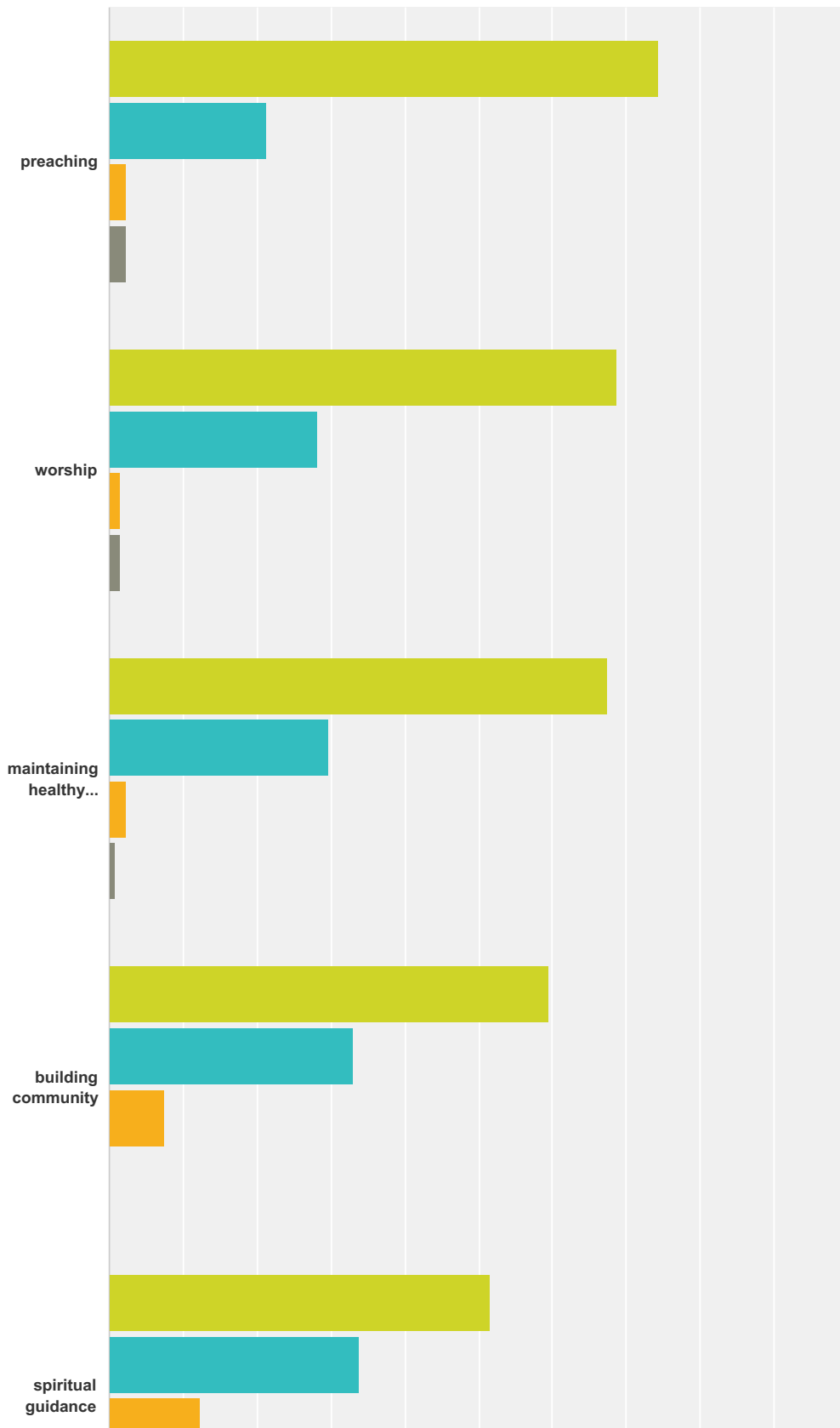


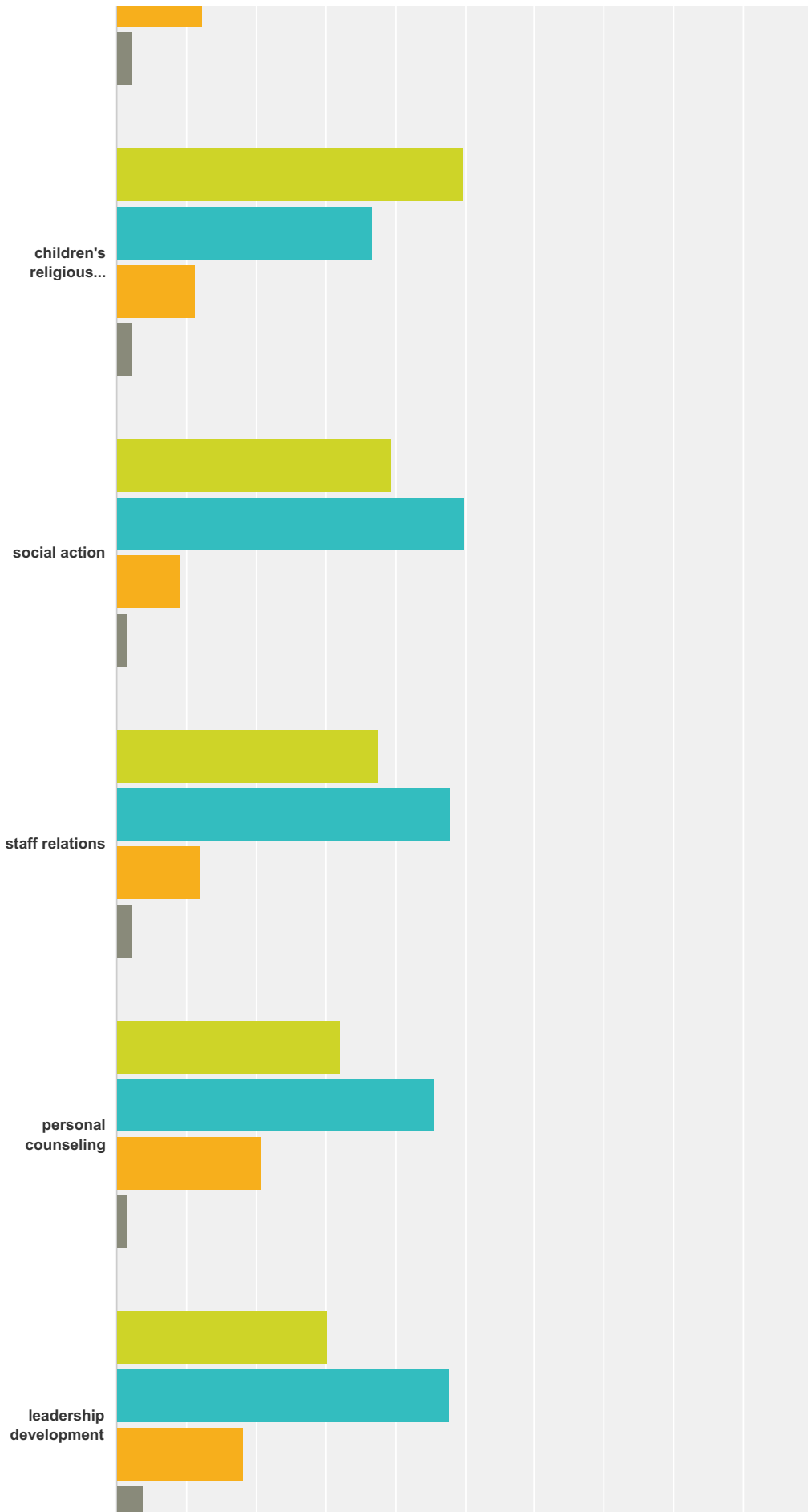
	Enthusiastic	Comfortable	Uncomfortable	Total
Male?	26.87% 36	73.13% 98	0.00% 0	134
Female?	43.61% 58	56.39% 75	0.00% 0	133
White?	22.73% 30	76.52% 101	0.76% 1	132
A person of color/member of historically marginalized ethnic/cultural group?	41.35% 55	57.89% 77	0.75% 1	133
Gay or Lesbian?	37.31% 50	61.19% 82	1.49% 2	134
Bisexual?	27.27% 36	61.36% 81	11.36% 15	132
Transgender?	25.38% 33	57.69% 75	16.92% 22	130
Physically challenged?	28.24% 37	62.60% 82	9.16% 12	131
Politically liberal?	45.45% 60	52.27% 69	2.27% 3	132
Politically conservative?	4.51% 6	18.05% 24	77.44% 103	133
From a moneyed background?	12.88% 17	73.48% 97	13.64% 18	132
From a working class background?	38.64% 51	59.85% 79	1.52% 2	132
Younger than 40?	34.59% 46	60.15% 80	5.26% 7	133
Older than 60?	16.15% 21	69.23% 90	14.62% 19	130

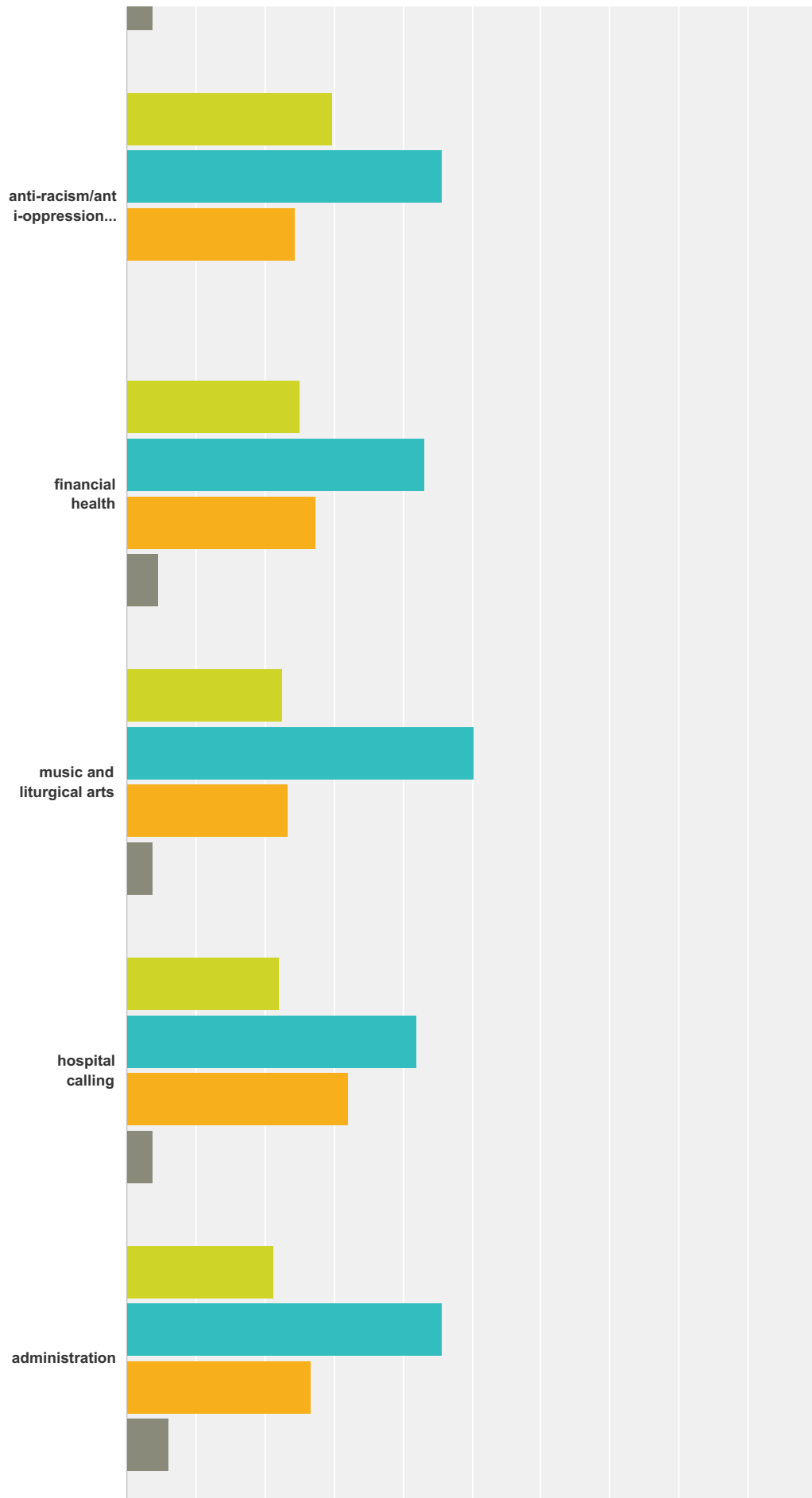
Part of a co-ministry team (hired together)?	50.76% 67	48.48% 64	0.76% 1	132
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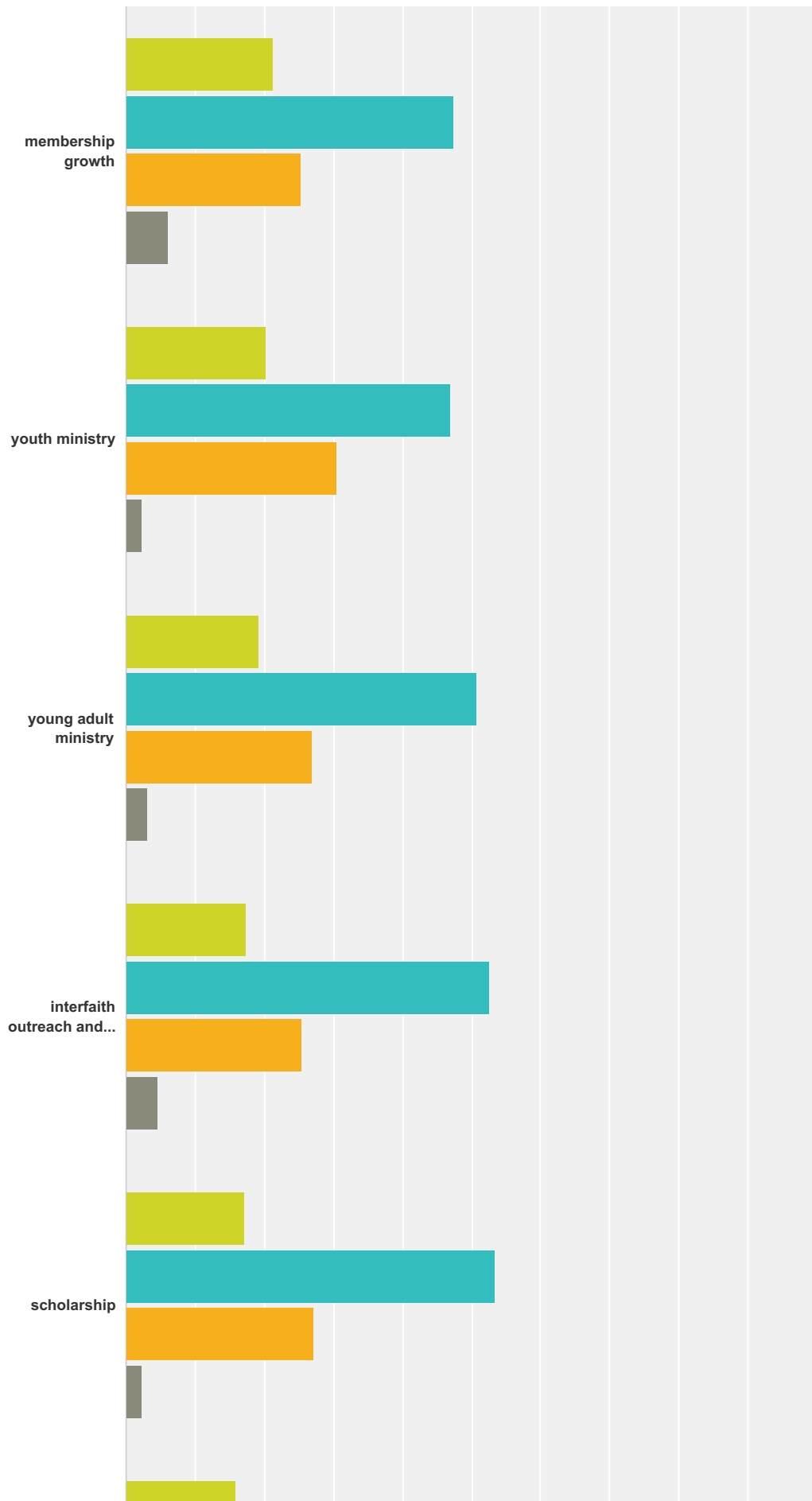
Q19 How important are these various ministerial functions to you?

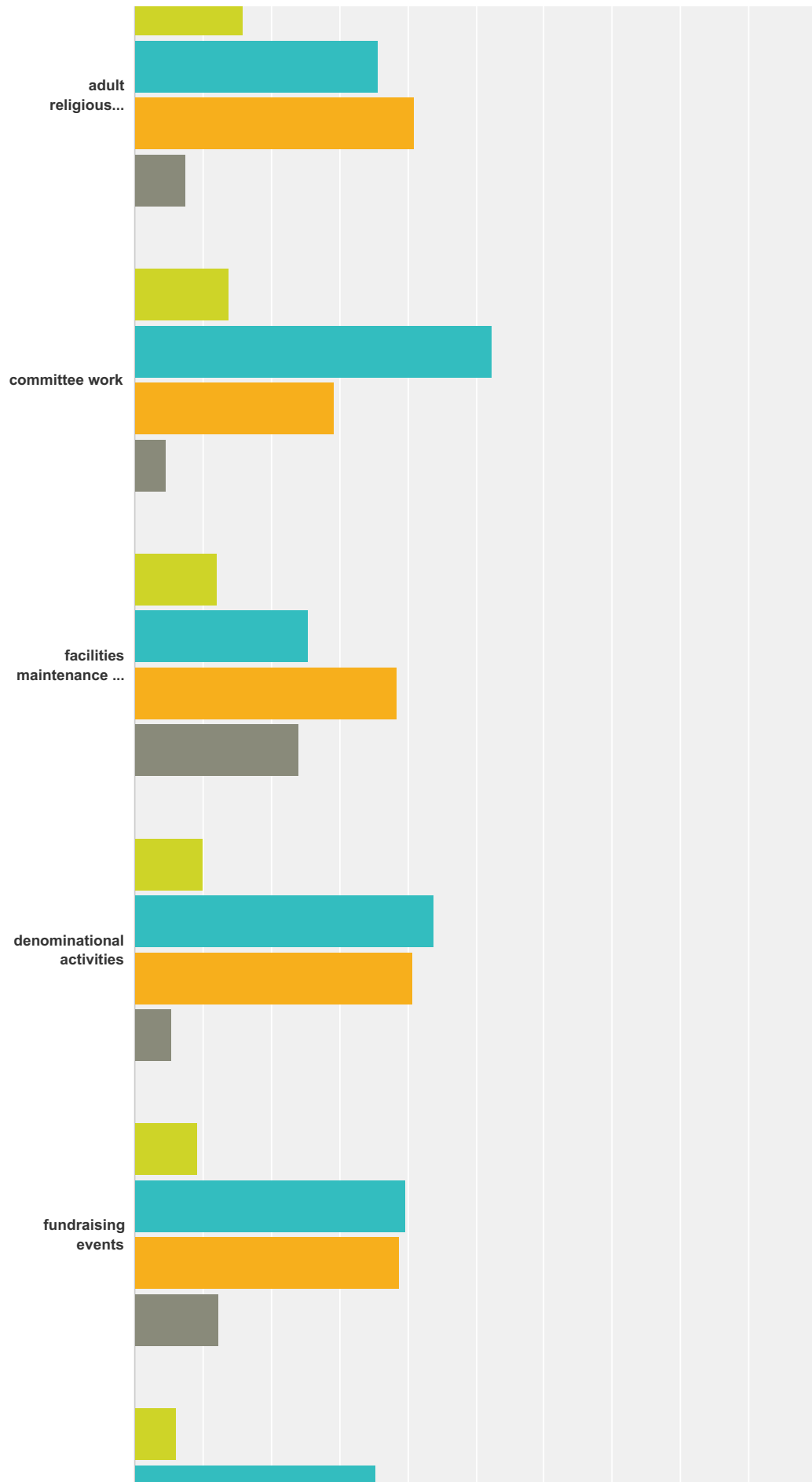
Answered: 133 Skipped: 20

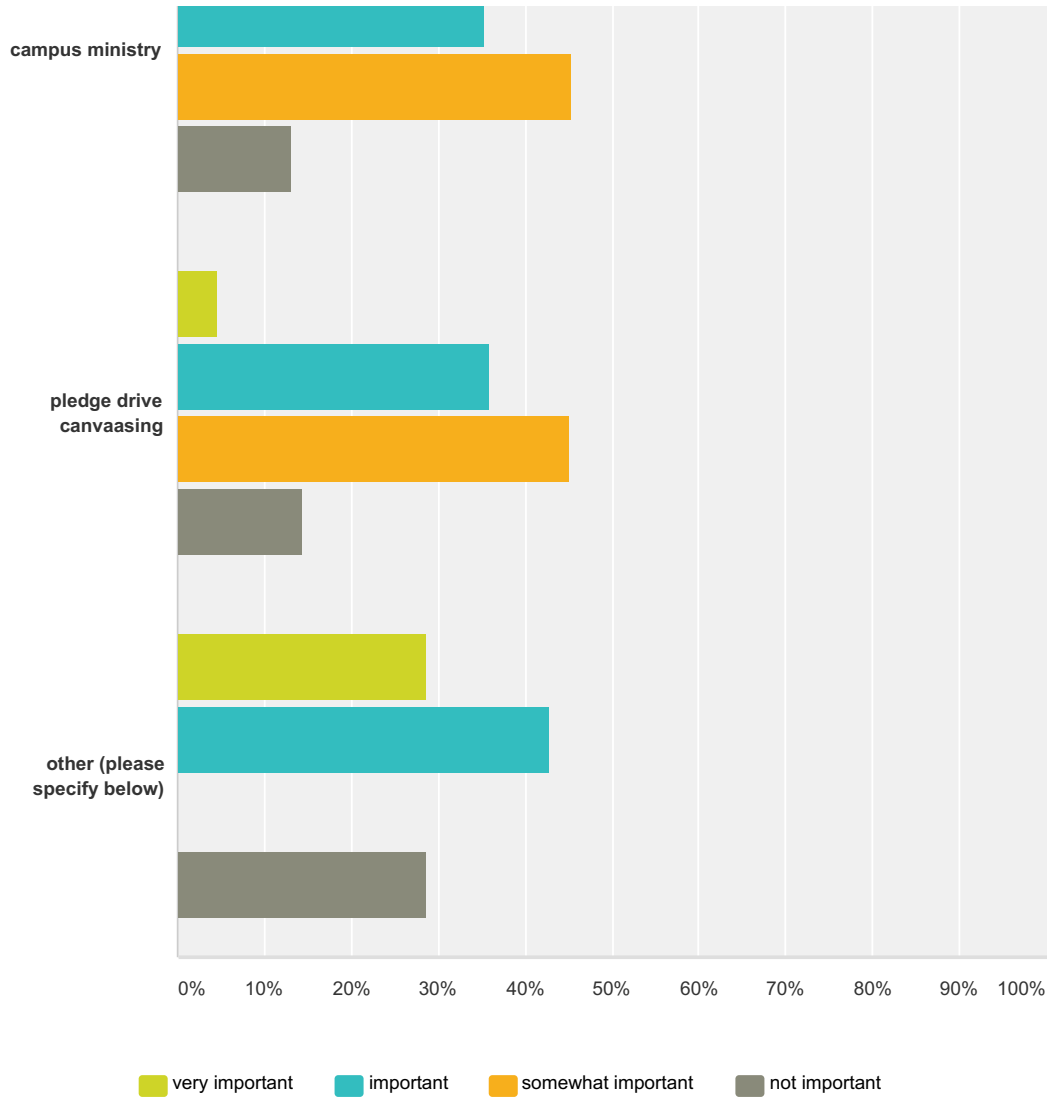












	very important	important	somewhat important	not important	Total
preaching	74.24% 98	21.21% 28	2.27% 3	2.27% 3	132
worship	68.70% 90	28.24% 37	1.53% 2	1.53% 2	131
maintaining healthy congregational dynamics	67.42% 89	29.55% 39	2.27% 3	0.76% 1	132
building community	59.40% 79	33.08% 44	7.52% 10	0.00% 0	133
spiritual guidance	51.54% 67	33.85% 44	12.31% 16	2.31% 3	130
children's religious education	49.62% 66	36.84% 49	11.28% 15	2.26% 3	133
social action	39.39% 52	50.00% 66	9.09% 12	1.52% 2	132
staff relations	37.59% 50	48.12% 64	12.03% 16	2.26% 3	133
personal counseling	32.06% 42	45.80% 60	20.61% 27	1.53% 2	131

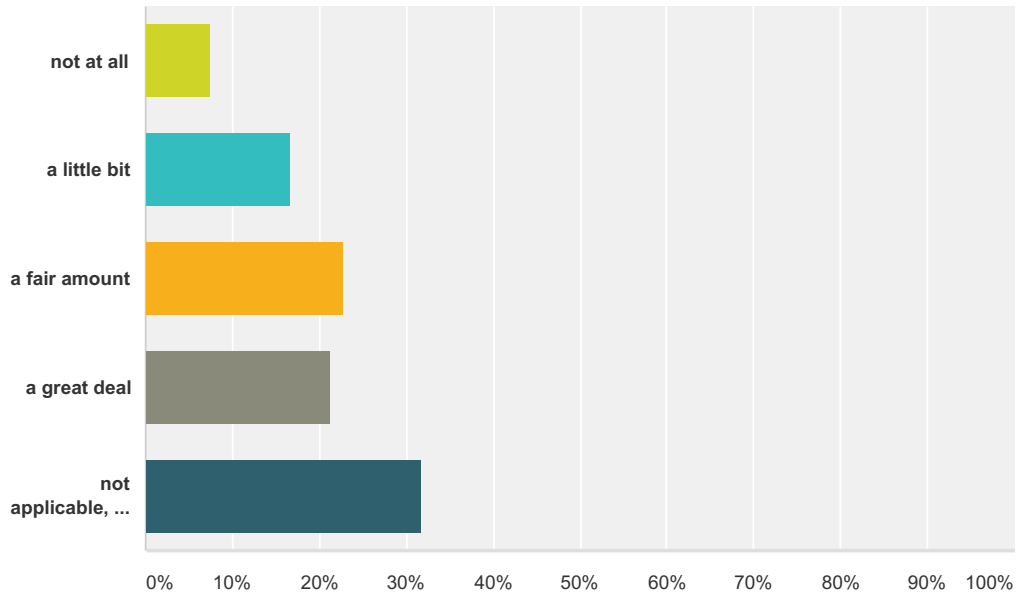
leadership development	30.30% 40	47.73% 63	18.18% 24	3.79% 5	132
anti-racism/anti-oppression work	29.77% 39	45.80% 60	24.43% 32	0.00% 0	131
financial health	25.00% 33	43.18% 57	27.27% 36	4.55% 6	132
music and liturgical arts	22.56% 30	50.38% 67	23.31% 31	3.76% 5	133
hospital calling	22.14% 29	41.98% 55	32.06% 42	3.82% 5	131
administration	21.37% 28	45.80% 60	26.72% 35	6.11% 8	131
membership growth	21.37% 28	47.33% 62	25.19% 33	6.11% 8	131
youth ministry	20.31% 26	46.88% 60	30.47% 39	2.34% 3	128
young adult ministry	19.23% 25	50.77% 66	26.92% 35	3.08% 4	130
interfaith outreach and communication	17.29% 23	52.63% 70	25.56% 34	4.51% 6	133
scholarship	17.05% 22	53.49% 69	27.13% 35	2.33% 3	129
adult religious education	15.91% 21	35.61% 47	40.91% 54	7.58% 10	132
committee work	13.85% 18	52.31% 68	29.23% 38	4.62% 6	130
facilities maintenance and management	12.03% 16	25.56% 34	38.35% 51	24.06% 32	133
denominational activities	10.00% 13	43.85% 57	40.77% 53	5.38% 7	130
fundraising events	9.16% 12	39.69% 52	38.93% 51	12.21% 16	131
campus ministry	6.15% 8	35.38% 46	45.38% 59	13.08% 17	130
pledge drive canvaasing	4.58% 6	35.88% 47	45.04% 59	14.50% 19	131
other (please specify below)	28.57% 2	42.86% 3	0.00% 0	28.57% 2	7

#	Other (please specify)	Date
1	Didn't know how to answer these	11/7/2015 7:30 AM
2	All are important, but the mind is the most important. Communicating, expressing views, making relationships with all and I think we need more community outreach, to do more than just "preaching to the choir". In terms of political correctness, better to have some who does not fill that definition, but who is a great friend, an intellectual leader, a stimulating talker, someone who can open the community up wider and welcome all people, not just white liberals	11/6/2015 10:09 AM
3	Ministry, but not "preaching"	11/4/2015 8:11 PM
4	I don't know what some of these are so I put them in the Not Important category.	11/2/2015 1:44 PM
5	Advocate for healthy environment	11/1/2015 2:21 PM
6	Allows shared ministry to help compensate for his/her shortcomings	11/1/2015 2:07 PM

7	The congregation has to get away from thinking the minister has to do everything. Not feasible these days and could bode trouble down the road.	11/1/2015 12:33 PM
8	inspiring action in others	11/1/2015 9:23 AM
9	This is a confusing question to me. I'm not clear if you're asking about functions of the capital-M Minister or little-m ministries. I answered as functions of the Minister..	10/27/2015 12:18 PM

Q20 Thinking back to a time when you have gone through a personally challenging time, to what extent did the congregation reach out and offer support to you?

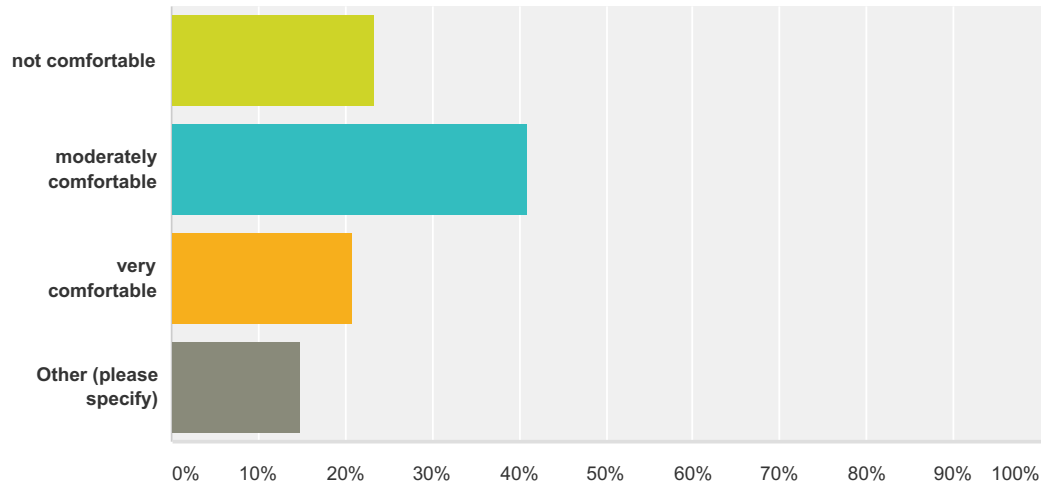
Answered: 132 Skipped: 21



Answer Choices	Responses	
not at all	7.58%	10
a little bit	16.67%	22
a fair amount	22.73%	30
a great deal	21.21%	28
not applicable, I have not had a personally challenging time while affiliated with the congregation	31.82%	42
Total		132

Q21 Thinking back to that same personally challenging time, to what extent did you feel comfortable reaching out to the congregation (in some form; minister, caring circle, etc.) and seeking help?

Answered: 115 Skipped: 38



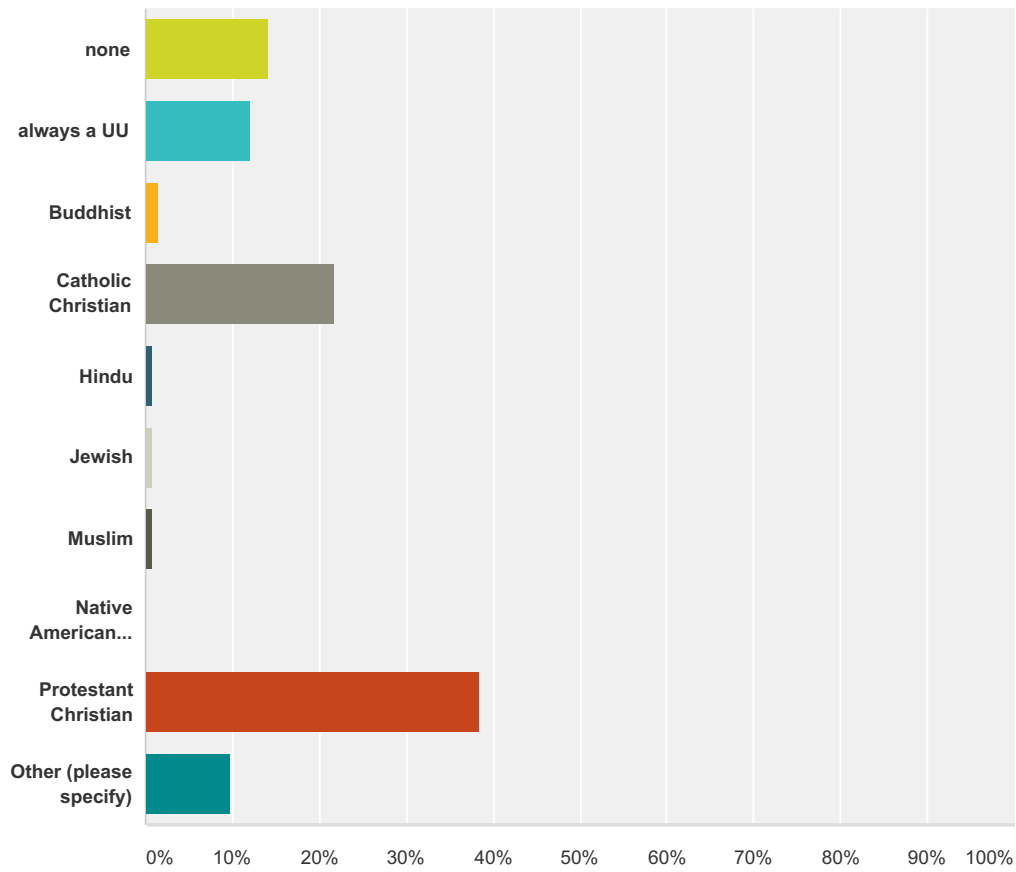
Answer Choices	Responses
not comfortable	23.48% 27
moderately comfortable	40.87% 47
very comfortable	20.87% 24
Other (please specify)	14.78% 17
Total	115

#	Other (please specify)	Date
1	I never had a personally challenging time.	11/10/2015 7:31 PM
2	Not applicable.	11/8/2015 8:01 PM
3	When I did reach out, I seem to have been heard but there was no follow-up. Most disappointing .	11/7/2015 3:45 PM
4	Not applicable in my situation	11/7/2015 7:30 AM
5	someone did for me as I am not comfortable asking for help. I feel that we are really lacking in that sort of personal reaching out. I think that this congregation has been a certain way and prefers to continue in a comfortable liberal haze that does not really match the outside world. As an educational center, this area has a high percentage of educators, but everyone has something to offer. There is an attitude of elitism that drives people away. I would like to see less educators and more non-educators being asked to serve. I would also love to have a say in who serves and not just say yes to a slate already chosen. The small circle of people who are tapped to serve over and over helps to drive people outside of that circle away. Many of us try to get involved and are rebuffed. A big change in lay leadership would revive and enliven the church. The way committees are chosen is a big example and the way this committee was chosen. Anyone who wants a voice but is not in with the in crowd has no voice. I want true leadership representing the whole area and not just a comfortable elitism. Lets have a true leader, one who is inclusive and welcomes all.	11/6/2015 10:09 AM
6	not applicable	11/4/2015 2:37 PM

7	NA	11/2/2015 9:31 PM
8	NA	11/2/2015 4:20 PM
9	I'm not usually one to ask for help or attention.	11/2/2015 2:14 PM
10	I have trouble reaching out, but thats on me...A quality I continue to work on.	11/1/2015 4:54 PM
11	only comfortable in informing by way of candle lighting	11/1/2015 4:25 PM
12	NA	11/1/2015 3:52 PM
13	Not comfortable at this point as I'm not very familiar with the church.	11/1/2015 3:50 PM
14	See 20	11/1/2015 2:07 PM
15	not applicable	11/1/2015 1:23 PM
16	I am very private in these situations.	11/1/2015 1:11 PM
17	na	11/1/2015 12:39 PM

Q22 What was your most recent prior religious affiliation?

Answered: 133 Skipped: 20



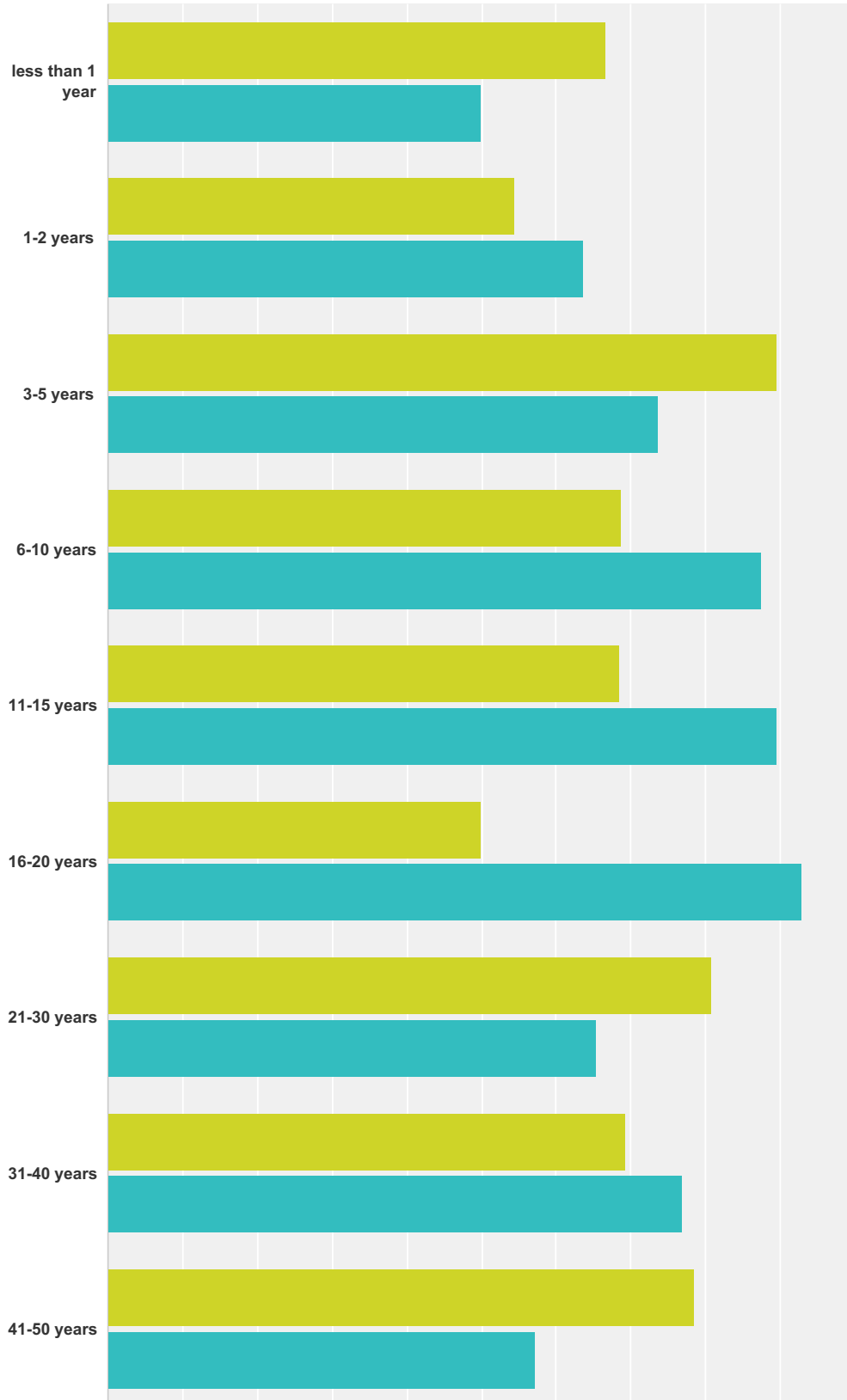
Answer Choices	Responses
none	14.29% 19
always a UU	12.03% 16
Buddhist	1.50% 2
Catholic Christian	21.80% 29
Hindu	0.75% 1
Jewish	0.75% 1
Muslim	0.75% 1
Native American tradition	0.00% 0
Protestant Christian	38.35% 51
Other (please specify)	9.77% 13
Total	133

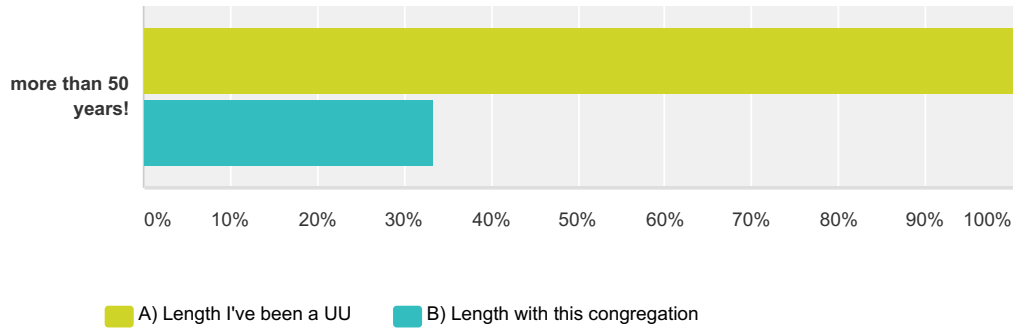
#	Other (please specify)	Date
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1	One of us was Protestant Christian and the other was Jewish, early in life. We have been UU for more than 47 years.	11/8/2015 8:01 PM
2	Unity Church, Santa Cruz	11/8/2015 7:03 PM
3	Neo-Pagan	11/7/2015 12:37 PM
4	Secular humanist	11/5/2015 10:42 PM
5	Quaker (still active)	11/4/2015 8:11 PM
6	Unity Church	11/4/2015 8:06 PM
7	I am a Hindu and UU at the same time	11/4/2015 12:34 PM
8	A LONG TIME AGO	11/3/2015 12:45 PM
9	UU	11/3/2015 12:18 PM
10	Lutheran	11/2/2015 2:14 PM
11	wicca	11/2/2015 8:54 AM
12	LDS/Mormon	11/1/2015 5:59 PM
13	Methodist	11/1/2015 3:50 PM

Q23 Please let us know how long you have been A) been a Unitarian Universalist and B) a member or friend of our congregation?

Answered: 132 Skipped: 21

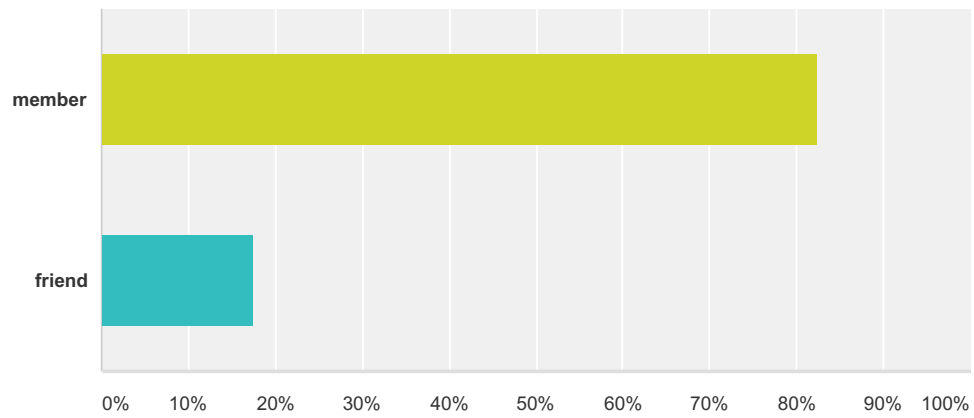




	A) Length I've been a UU	B) Length with this congregation	Total Respondents
less than 1 year	66.67% 4	50.00% 3	6
1-2 years	54.55% 6	63.64% 7	11
3-5 years	89.47% 17	73.68% 14	19
6-10 years	68.75% 22	87.50% 28	32
11-15 years	68.42% 13	89.47% 17	19
16-20 years	50.00% 7	92.86% 13	14
21-30 years	80.77% 21	65.38% 17	26
31-40 years	69.23% 18	76.92% 20	26
41-50 years	78.57% 11	57.14% 8	14
more than 50 years!	100.00% 9	33.33% 3	9

Q24 What is your affiliation with the congregation?

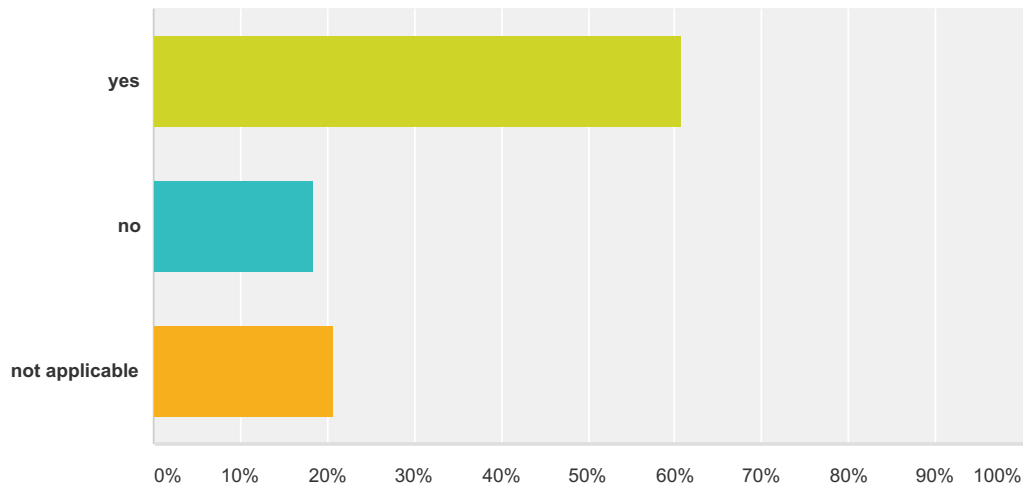
Answered: 131 Skipped: 22



Answer Choices	Responses
member	82.44% 108
friend	17.56% 23
Total	131

Q25 Is your spouse/partner affiliated with the congregation?

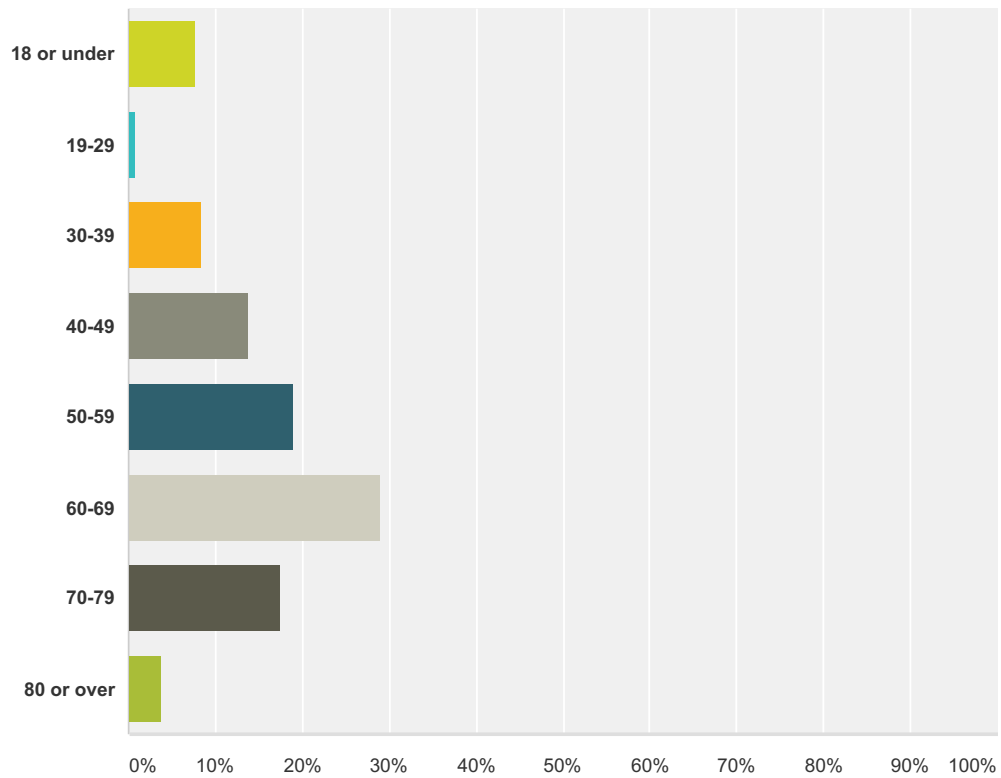
Answered: 130 Skipped: 23



Answer Choices	Responses
yes	60.77% 79
no	18.46% 24
not applicable	20.77% 27
Total	130

Q26 What is your age?

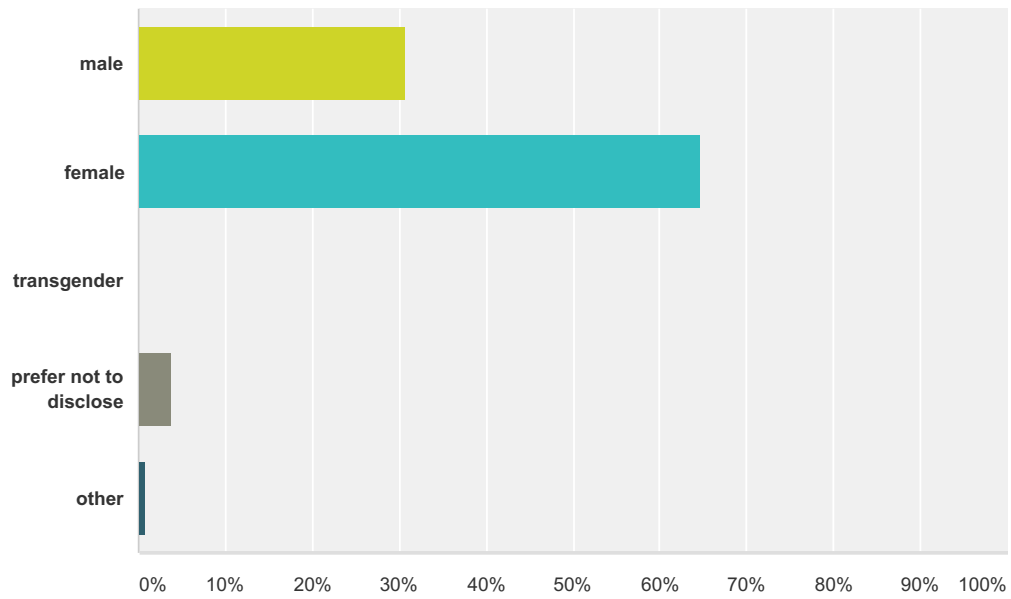
Answered: 131 Skipped: 22



Answer Choices	Responses
18 or under	7.63% 10
19-29	0.76% 1
30-39	8.40% 11
40-49	13.74% 18
50-59	19.08% 25
60-69	29.01% 38
70-79	17.56% 23
80 or over	3.82% 5
Total	131

Q27 What is your gender?

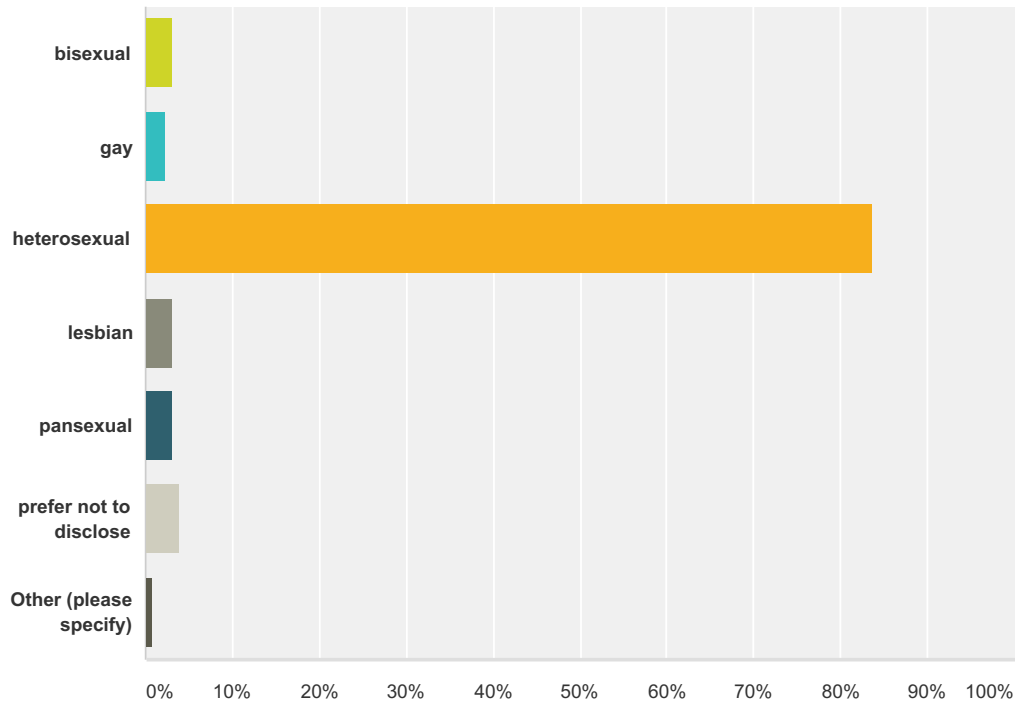
Answered: 130 Skipped: 23



Answer Choices	Responses
male	30.77% 40
female	64.62% 84
transgender	0.00% 0
prefer not to disclose	3.85% 5
other	0.77% 1
Total	130

Q28 What is your sexual orientation?

Answered: 129 Skipped: 24

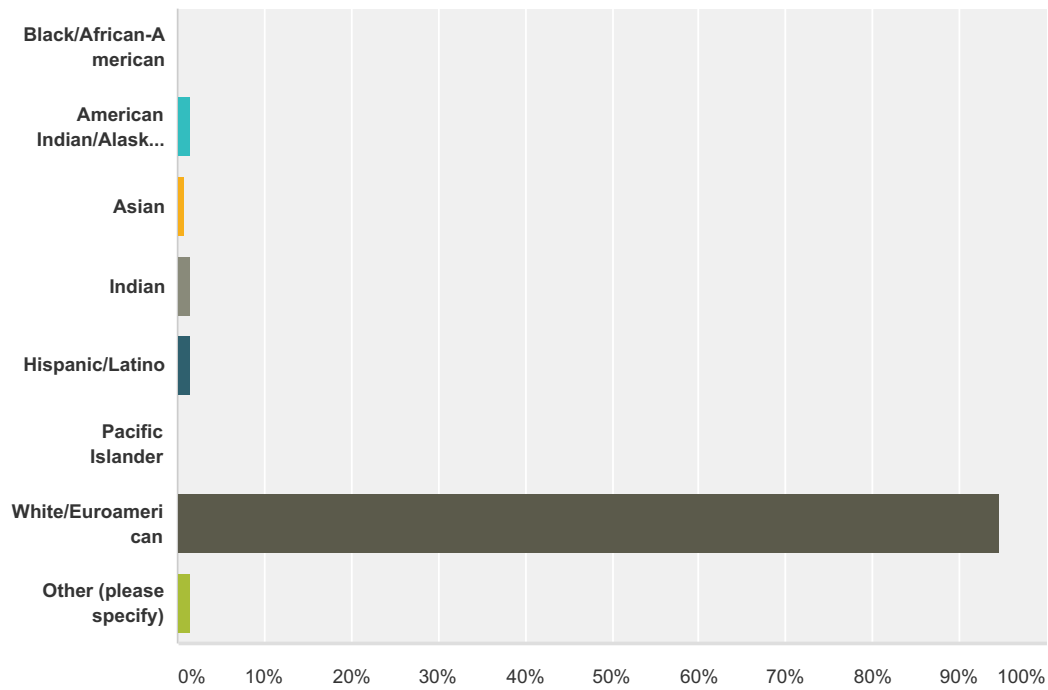


Answer Choices	Responses
bisexual	3.10% 4
gay	2.33% 3
heterosexual	83.72% 108
lesbian	3.10% 4
pansexual	3.10% 4
prefer not to disclose	3.88% 5
Other (please specify)	0.78% 1
Total	129

#	Other (please specify)	Date
1	Two-Spirit	11/7/2015 3:51 PM

Q29 What is your ethnic/racial background? Select all that apply.

Answered: 129 Skipped: 24

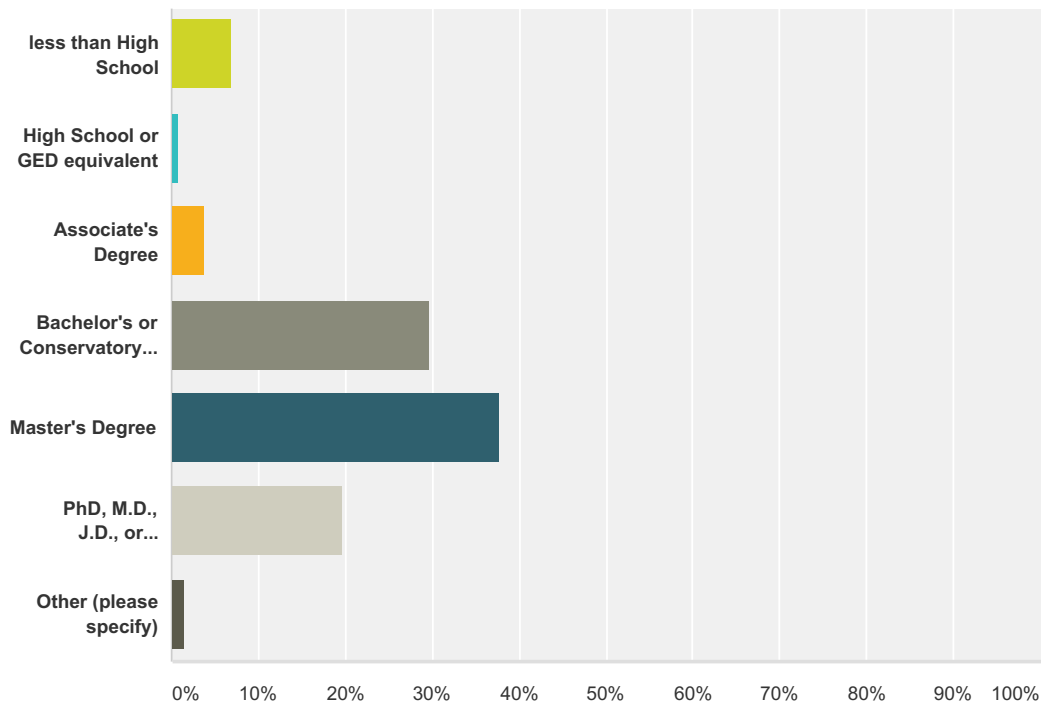


Answer Choices	Responses
Black/African-American	0.00% 0
American Indian/Alaska Native	1.55% 2
Asian	0.78% 1
Indian	1.55% 2
Hispanic/Latino	1.55% 2
Pacific Islander	0.00% 0
White/Euroamerican	94.57% 122
Other (please specify)	1.55% 2
Total Respondents: 129	

#	Other (please specify)	Date
1	Human	11/4/2015 8:19 PM
2	Prefer not to disclose	11/3/2015 5:42 PM

Q30 What formal education have you completed? (Check highest level)

Answered: 132 Skipped: 21

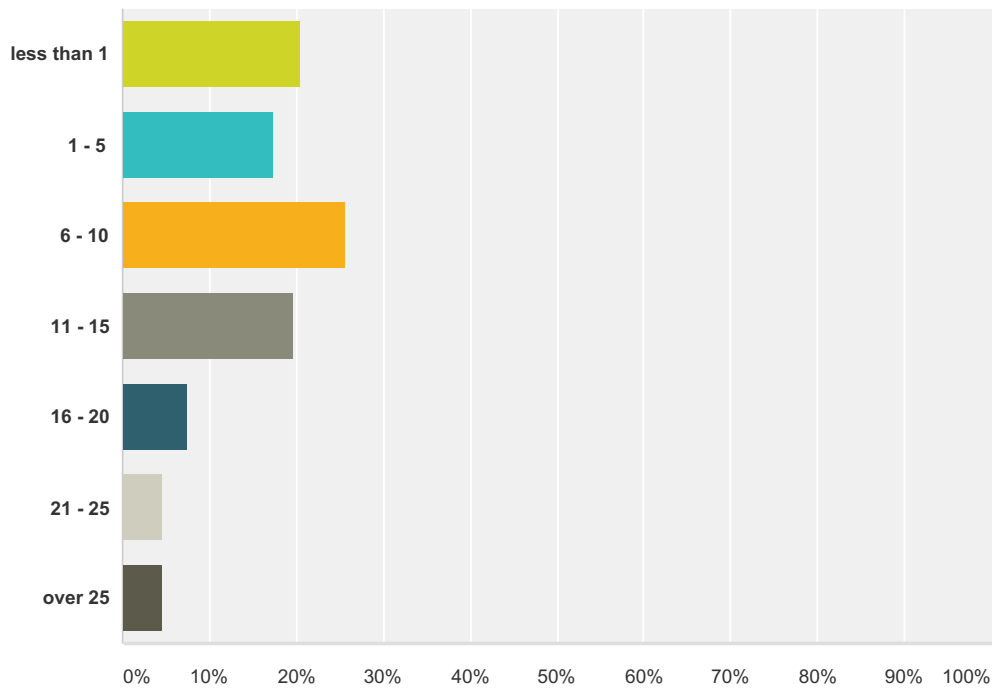


Answer Choices	Responses
less than High School	6.82% 9
High School or GED equivalent	0.76% 1
Associate's Degree	3.79% 5
Bachelor's or Conservatory Degree	29.55% 39
Master's Degree	37.88% 50
PhD, M.D., J.D., or similar advanced degree	19.70% 26
Other (please specify)	1.52% 2
Total	132

#	Other (please specify)	Date
1	Technical certification, and some art college	11/2/2015 2:16 PM
2	Course work toward Master's Degree	10/26/2015 6:01 PM

Q31 About how many miles do you travel to the church from home? (one way mileage)

Answered: 132 Skipped: 21



Answer Choices	Responses
less than 1	20.45% 27
1 - 5	17.42% 23
6 - 10	25.76% 34
11 - 15	19.70% 26
16 - 20	7.58% 10
21 - 25	4.55% 6
over 25	4.55% 6
Total	132

Q32 What is the one main thing you would like to see our church achieve in the next 3 - 5 years?

Answered: 93 Skipped: 60

#	Responses	Date
1	Break down the class social barriers. Really be welcoming to all not just those you want to be seen with in public.	11/11/2015 10:34 PM
2	Drawing in more younger members	11/11/2015 7:48 PM
3	our congregation in harmony with a stable, settled minister who feels, to most members, like a good fit	11/10/2015 8:29 PM
4	Establish campus outreach/ministries	11/10/2015 7:56 PM
5	Having more people join the UU community.	11/10/2015 7:35 PM
6	Hiring and development of a stable and long term minister who is enthusiastically liked by current members and can attract younger families as well	11/9/2015 5:18 AM
7	To keep the Church vibrant!	11/8/2015 8:01 PM
8	I would like to see a conscious effort being made to bring in families and to develop programming that will keep kids coming through their teenage years. We also need to reach out to the colleges and be a presence on our local campuses, actively marketing the church to those students.	11/8/2015 7:48 PM
9	Be comfortable for all people to come and talk together.	11/8/2015 7:04 PM
10	Finding a good fit in a settled minister.	11/8/2015 7:02 PM
11	A vibrant congregation dedicated to the free and open quest for truth	11/8/2015 6:08 PM
12	I've been only recently (the last year) involved in church attendance after many years as a member but not attending, so I really don't know enough to answer this question. Issues that are most important to me are environmental action and social justice.	11/8/2015 5:59 PM
13	a stimulating welcoming church that attracts people of all ages and backgrounds	11/8/2015 5:30 PM
14	membership growth especially younger members/friends	11/8/2015 3:25 PM
15	Greater challenges and offerings. More people involved deeper in church responsibilities/life.	11/8/2015 12:50 PM
16	Hire Joel as our permanent pastor	11/7/2015 9:28 PM
17	The continued growth of kindness.	11/7/2015 3:51 PM
18	A stable, happy, settled minister who gives really good sermons and functions well within the church.	11/7/2015 1:51 PM
19	A successful match with a minister!	11/7/2015 12:41 PM
20	Maybe growth in environmental issues	11/7/2015 7:33 AM
21	I would like to see more youth development opportunities; greater fellowship among the congregation; larger congregation; more "traditions" established - e.g annual retreat somewhere	11/6/2015 3:59 PM
22	More diversity - ethnic and economic	11/6/2015 3:43 PM
23	I would like us to be the "caring" church....perhaps we already are. And I would like us to be part of the community of churches in Canton....perhaps we already are.	11/6/2015 11:18 AM
24	Making sure RE stays healthy	11/6/2015 10:26 AM
25	Stop being so elitist and become more inclusive - be willing to be uncomfortable and truly welcoming of diversity. Let others join in the leadership. Stop tapping the same folks and have true elections. Let people run for office. Open it up. There are huge divides here in St. Lawrence County that need to be addressed - class, gender, sexuality, financial, computer access. Let's have some leadership that is open to other groups. We certainly are not representative of the population here. I would like to see more true diversity here, not just lip service and comfortable groups, but to really have spiritual leadership that can give back to the county and be a community worth having.	11/6/2015 10:22 AM
26	Stable ministry that welcomes new people	11/5/2015 10:44 PM

27	To break the rules and call Joel.	11/5/2015 1:39 PM
28	I would like to see a smooth transition to a new minister, and otherwise continue with the interesting and inspirational services and weekly variety we currently enjoy.	11/4/2015 8:19 PM
29	Financial stability. I don't know whether that would have to precede growth or require growth.	11/4/2015 8:09 PM
30	I would like our church to achieve a sense of comfort, confidence, and commitment resulting from the relationship that we will build with our new settled minister, a person we can put our faith and trust in as we go forward to share our UU principles with the wider community in order to help build a better world.	11/4/2015 3:54 PM
31	More social action, outreach, and living UU Values.	11/4/2015 12:36 PM
32	The stability of having a settled minister who is a good fit for our congregation.	11/4/2015 10:59 AM
33	Increase membership by 25 members	11/3/2015 10:21 PM
34	broaden participation in committees and develop more leaders	11/3/2015 8:15 PM
35	Call a loved minister	11/3/2015 7:55 PM
36	Embrace a new settled minister and move beyond transtion.	11/3/2015 6:55 PM
37	Active presence by some African American members	11/3/2015 5:42 PM
38	Shared ministry.	11/3/2015 2:41 PM
39	I would like to see it as a financially stable, active, vibrant, growing congregation, providing the stimulation, comfort, solace, and spiritual satisfaction I have found here for 38 years.	11/3/2015 11:57 AM
40	Greater connection with other North Country UU Congregations and Fellowships. Those being Plattsburgh, Watertown, and Saranac Lake.	11/2/2015 9:40 PM
41	Regain its sense of stability.	11/2/2015 4:23 PM
42	Find a great preacher.	11/2/2015 1:51 PM
43	OPEN A POTSDAM CONGREGATION.	11/2/2015 1:21 PM
44	Membership growth within an active, healthy, stable congregation. Financial stability as well.	11/2/2015 12:05 PM
45	Retention of settled minister.	11/2/2015 9:25 AM
46	A realistic expectation for a minister. One human being cannot do and be everything. We had an excellent one and he was driven away.	11/2/2015 8:56 AM
47	Growth in membership while keeping the current strong religious culture.	11/2/2015 8:30 AM
48	Stable ministry. Meaning we find a minister who stays many years. I was happy with our last minister, I was unhappy he had to leave and, honestly wish we could have worked it out with him. We have spent entirely too much time with no minister or with an interim minister over the last eight years or so. I am happy with our current interim, though I know he can not stay. Even so the church is strong. But I feel our greatest need is to get to stability again.	11/1/2015 11:21 PM
49	get a minister	11/1/2015 9:03 PM
50	More interfaith events with ministers and members of other local churches.	11/1/2015 8:02 PM
51	Financial stability	11/1/2015 6:33 PM
52	Stability as a congregation, with a stronger base of family's raising children to replace the aging congregants	11/1/2015 6:01 PM
53	Importance of our children's program.	11/1/2015 5:37 PM
54	Would like a minister who gives great sermons, has a sense of humor, helps with counseling and visits to home and hospitals, and is a strong part of the community.	11/1/2015 5:22 PM
55	Welcome a settled minister. We never knew Anne and Wade and while they were certainly awesome it's time to move on.	11/1/2015 4:53 PM
56	Enough congregation to maintain financial solvency.	11/1/2015 4:29 PM
57	We need to move from a position of focus on our own internal community to one that is also more focused on the community around us.	11/1/2015 4:25 PM
58	First, to feel ever more strongly connected as a congregation, some of this happening through a new minister. Secondly, that our church have more impact on our community in interfaith and social justice areas	11/1/2015 4:16 PM

59	Outreach into the community	11/1/2015 4:15 PM
60	Love for Godhead, which includes seeing God Everywhere!	11/1/2015 3:58 PM
61	Helping the impoverished.	11/1/2015 3:55 PM
62	Have a settled minister who stays with us for a while.	11/1/2015 3:51 PM
63	I would like to have a settled minister, and develop a more social action stance in the community, which I think we are already doing.	11/1/2015 2:28 PM
64	Having a good minister or ministers settled in and happy to be here. This is huge, and most other things will follow.	11/1/2015 2:23 PM
65	I hope we can find some joint project we can undertake with another faith community. Though we don't have a lot in common with Canton churches theologically, we could collaborate on behalf of the needy: local folks, immigrants or refugees. I find it sad that there is a gulf between our church and the Christian denominations.	11/1/2015 2:22 PM
66	More young adult members who are actively engaged with the church. I would like to see the church speaking out on issues with more visibility in the community.	11/1/2015 2:13 PM
67	a settled ministry as dynamic and personally involved with church members as Anne and Wade were	11/1/2015 2:12 PM
68	a sense of having healed and come together after the Blanchard era, with a renewed dynamism and optimism	11/1/2015 1:48 PM
69	I would like the church to develop a stronger presence in the surrounding community with the new minister very involved.	11/1/2015 1:31 PM
70	Shared ministry structure transition completed so we can be more involved with the larger community.	11/1/2015 1:17 PM
71	Realistic goal setting regarding growth with all that has to involve, both negative and positive. The congregation has become too insular and will never attract new members from other ages, economic strata, or races without being honest with itself.	11/1/2015 12:46 PM
72	To find a new minister and be satisfied.	11/1/2015 11:42 AM
73	More than anything	11/1/2015 11:37 AM
74	Congregational unity.	11/1/2015 11:36 AM
75	Get a new great minister	11/1/2015 11:33 AM
76	Help people in the community.	11/1/2015 11:30 AM
77	I'd like to see us develop a meaningful campus ministry program for the 4 colleges.	11/1/2015 9:24 AM
78	Stable settled minister; strong financial stability	10/31/2015 7:12 PM
79	It would be great to have a settled minister who is happy at our church and with whom we are happy.	10/31/2015 6:58 PM
80	To develop stronger bonds with each other, engendering trust and collaboration, so that we can be the church in the larger world	10/31/2015 4:43 PM
81	Encouraging more families to join.	10/30/2015 9:09 PM
82	Shared Ministry	10/30/2015 10:45 AM
83	Develop a sense of inclusion and support so that everyone wants to actively participate in the mission of the church.	10/30/2015 9:37 AM
84	Stability. I think we are still healing from our past settled minister and if we could just get back to where we were, then we could move forward.	10/30/2015 9:20 AM
85	More vibrant services and more social activism	10/29/2015 8:33 PM
86	Financial Health	10/28/2015 8:10 AM
87	To be a shining beacon of UU values in the North Country, by shifting our energy from committee work to outreach in the community and the world. I think this shift would also attract new members.	10/27/2015 9:15 PM
88	Congregational growth.	10/27/2015 2:38 PM
89	Stability	10/27/2015 12:20 PM
90	Become financially sound.	10/26/2015 10:08 PM
91	Being a more intergenerationally- and socioeconomically-inclusive congregation.	10/26/2015 6:01 PM
92	I'd like us to attract more young families with children to keep our church vibrant.	10/26/2015 4:49 PM

93	A settled minister, and functioning "shared ministry" that we all understand.	10/26/2015 1:09 PM
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Q33 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? If so, please share them here.

Answered: 43 Skipped: 110

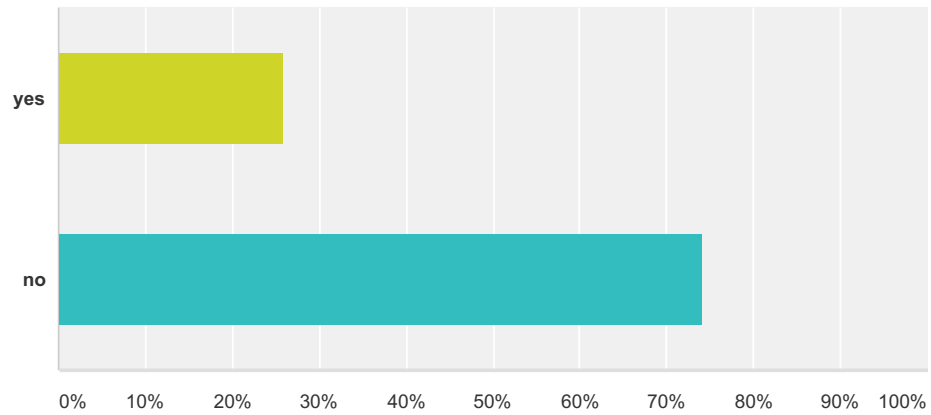
#	Responses	Date
1	I filled out a survey last night, but forgot to answer some things and wanted to add one more comment. So, this version of my survey contains answers to only those questions I didn't cover previously. Sorry for any problems - hopefully in the aggregate, it will not matteryou may need to decrease the total n by 1 however.....	11/12/2015 8:59 AM
2	No	11/10/2015 7:56 PM
3	I am uncomfortable with too much reliance on Judaeo-Christian beliefs as our foundation. Humanism and a range of other spiritual ideas are also needed.	11/9/2015 5:18 AM
4	We would like to have a minister whose bent is more humanist than religious.	11/8/2015 8:01 PM
5	Dave Weissbard's sermon today, in which he expressed concerns about a rift between humanists and theists and stated that UU at the national level was not open enough to humanism, in his opinion, was fascinating. I think this warrants follow up discussion on the local level. I would like to see conversations about personal beliefs taking place so that we can better understand each other and better communicate our preferences as a community to an incoming minister. It's one thing to say that "we're open to anyone" and "we tolerate anything," but if we have individuals and groups who do not feel that way, then I think it's important to get that out in the open.	11/8/2015 7:48 PM
6	Not choosing a settled minister is all right. The right person for us might not have presented themselves.	11/8/2015 7:02 PM
7	I think that the next minister should like and appreciate music.	11/8/2015 5:30 PM
8	Would Joel consider an appointment with us?	11/7/2015 9:28 PM
9	When they are able, please keep us in the loop and keep an open mind and spirit. Listen to us.	11/7/2015 3:51 PM
10	I don't see a need to grow.....just keep the members we already have ...engaged. But be open to growth if it occurs.	11/6/2015 11:18 AM
11	Obviously, we don't want another David situation, someone who fits the idea of diversity, without really being diverse. You can see how that one played out. "Let's get a gay guy to make us seem cutting edge, but really make it someone who is very conservative and make the elite comfortable". Ironically, we lost many of the gblt people because of him. Let's get someone brave, committed, a real leader, who can make this an exciting place, where people want to come on Sundays. A lively, intelligent, goodhearted person. We know what not to do. Let us have the courage to do something that will work, that will lead us forward, that people will love and want as a friend. Someone who can lead the church into true diversity.	11/6/2015 10:22 AM
12	Question number 16 was a challenge - there were five or six qualities that I think were equally important.	11/4/2015 8:19 PM
13	Thank you for your dedication to this task.	11/4/2015 3:54 PM
14	None.	11/4/2015 12:36 PM
15	None. I strongly trust the search committee's judgement.	11/4/2015 10:59 AM
16	No	11/3/2015 6:55 PM
17	Transition is hard. While I feel that Joel has done a truly fine job of leading us in our interim and helping us to heal, I know that there are still members of our beloved community who are unable to "let go" of their perceived hurt, anger, resentment, etc. over the David Blanchard ministry. Our new minister needs to be aware of this.	11/3/2015 11:57 AM
18	To be sure that the candidate is not anti-humanist	11/2/2015 4:23 PM
19	EXTENDING WELCOME TO GLBT OEPL.	11/2/2015 1:21 PM
20	Joel has done a magnificent job of transitioning us from pastoral to near program church status as well as helping us heal from the problems encountered in David Blanchard's ministry. Nevertheless, a new minister needs to know that not everyone has been able to "let go," and s/he will have ongoing work to do to move us forward.	11/2/2015 12:05 PM

21	Nope.	11/1/2015 8:02 PM
22	Having an outgoing personality in our new minister. Also, consider a person who has a sense of humor and a concerned demeanor..	11/1/2015 5:37 PM
23	There is very little outreach or fellowship for young families...for example in the evening potluck dinners there is not always "room for children" and we have been told by a veteran member of the church that they can't remember our names because people of "our age" all look the same. So it might be nice if the new minister is practiced at reaching out to the younger congregation too.	11/1/2015 4:53 PM
24	We need to also to grow the congregation so that we are able to meet our responsibilities with appropriate financial commitments and resources.	11/1/2015 4:25 PM
25	Please look for a candidate as our Minister who can unite everybody and not play games with the congregation, it's hard for you to find this out in an interview, so I leave it on destiny! You guys are safe??	11/1/2015 3:58 PM
26	It's a bit daunting to listen to church members with differing opinions, some of which are expressed with vehemence, and little charity. We like to think of ourselves as tolerant folks, but even a simple matter such as Joys and Concerns, can raise intolerance. As a search committee, you can help to address this by looking for a candidate who is skilled in conflict resolution. Conflicts are a spiritual challenge for us all -- whether the conflicts are personal, or arise within the family, on the job, or in our church. With leadership, maybe we can learn to resolve many conflicts. I'd say this sort of spiritual growth is a priority. Thanks to you all for the opportunity to share our opinions. God Speed in your tasks!	11/1/2015 2:22 PM
27	Thanks for your time, hard work and sincerity on the search committee. I have great faith in what you will produce at the end of this, no matter the outcome!	11/1/2015 2:13 PM
28	Please construct interview questions and/or activities to determine the ways in which the candidate wants to be involved. Get a real sense of: Does s/he truly want to: •Work with staff? •Fully move into the minister's office, making the office space a welcoming and comforting place for pastoral meetings? •Work with committees to strengthen the church? •Deal, head on, with disagreements among members of the congregation (including the minister) rather than avoiding or blaming?	11/1/2015 1:31 PM
29	Information about the value we place on intergenerational	11/1/2015 1:17 PM
30	It all comes back to a realistic appraisal of who the congregation is now and who it would like to be. We are rarely as inclusive, open-minded, or welcoming as we think. Narrow foci on hot button issues that will make people feel good about themselves in the short run or allowing a few people's personal agendas to dictate church policy direction only serves to alienate those who may not always count themselves in the majority. I think the Search Committee needs to always keep in mind that the current membership are only stewards of our faith and that the church, in some form, was here before them and will be here (hopefully) long after. Not all are in lockstep with all church policy directions and there are some that would castigate and shame those who might not agree. Not really a very UU attitude. This is a huge opportunity to take the church (some might say, kicking and screaming) into the 21st century and really have an impact on so many.	11/1/2015 12:46 PM
31	Undecided	11/1/2015 11:42 AM
32	None	11/1/2015 11:37 AM
33	Not sure	11/1/2015 11:33 AM
34	No.	11/1/2015 11:30 AM
35	I hope we can more carefully explore the backgrounds of candidates being seriously considered, including why they may have left a previous church.	10/31/2015 4:43 PM
36	I would like more spirituality in the church whether that be during worship or outside of the Sunday service.	10/30/2015 9:20 AM
37	Someone good!	10/29/2015 8:33 PM
38	Minister NEEDS to **** be emotionally mature, *have humility *be a community builder who reaches out to congregation through pulpit, home/hospital visits, participation in congregational fun activities *fit into the "north country" life style	10/29/2015 11:27 AM
39	We need a minister who is willing to be engaged with financial issues.	10/28/2015 8:10 AM
40	I am hopeful that our new settled minister will have deep beliefs in something larger than him/herself. Coming to church for a lecture just doesn't do it for me; I long for something deeper and more "spiritual."	10/27/2015 9:15 PM

41	<p>Since it's most vulnerable at this time, I would like to see candles of joys and sorrows recognized for it's valuable contribution to the health of our community. The sharing of the flame from the chalice is symbolically powerful. The activity means that we are a caring community and that dialog with the congregation is valued. Problems with the practice are easily overcome. When our congregation sees someone having a troubling time they are quick to step up to help. I think that having this practice makes for a safer community since festering pain may be vented and dealt with in a healthy manner. Granted, this tool isn't always easy to use and isn't always comfortable but it is a small price to pay for a healthy and safe community. I would also like to see a new minister that is comfortable with and welcoming to atheists since David Blanchard would rather not have had them in the congregation.</p>	10/27/2015 2:38 PM
42	<p>Preaching and worship are important, but they're not everything. A new minister needs to know some in our congregation are not completely "over" our recent past.</p>	10/27/2015 12:20 PM
43	<p>I think the way we deal (or don't deal) with conflict says a lot about who we are as a mature and loving community. I know this can be difficult for me. I hope as we move forward we can be less afraid and more constructive in how we confront difficult ideas, difficult people, and difficult situations. In this way, we can truly walk our talk. I am uncomfortable with terms like "like-minded," "those less fortunate" and the way we unconsciously pat ourselves on the back for being open-minded, when really...that only goes so far. I love our church community and support it in many ways, but sometimes find us self-satisfied and privileged and blissfully unaware of those facts. On the other hand, I am hopeful that we can "take it," and in fact would ultimately welcome being challenged to confront these things. I hope our new settled minister will continue the work we've started, with Joel's help, to mature in these ways.</p>	10/26/2015 6:01 PM

Q34 Another household member is answering questions 35 and 36 on behalf of our household.

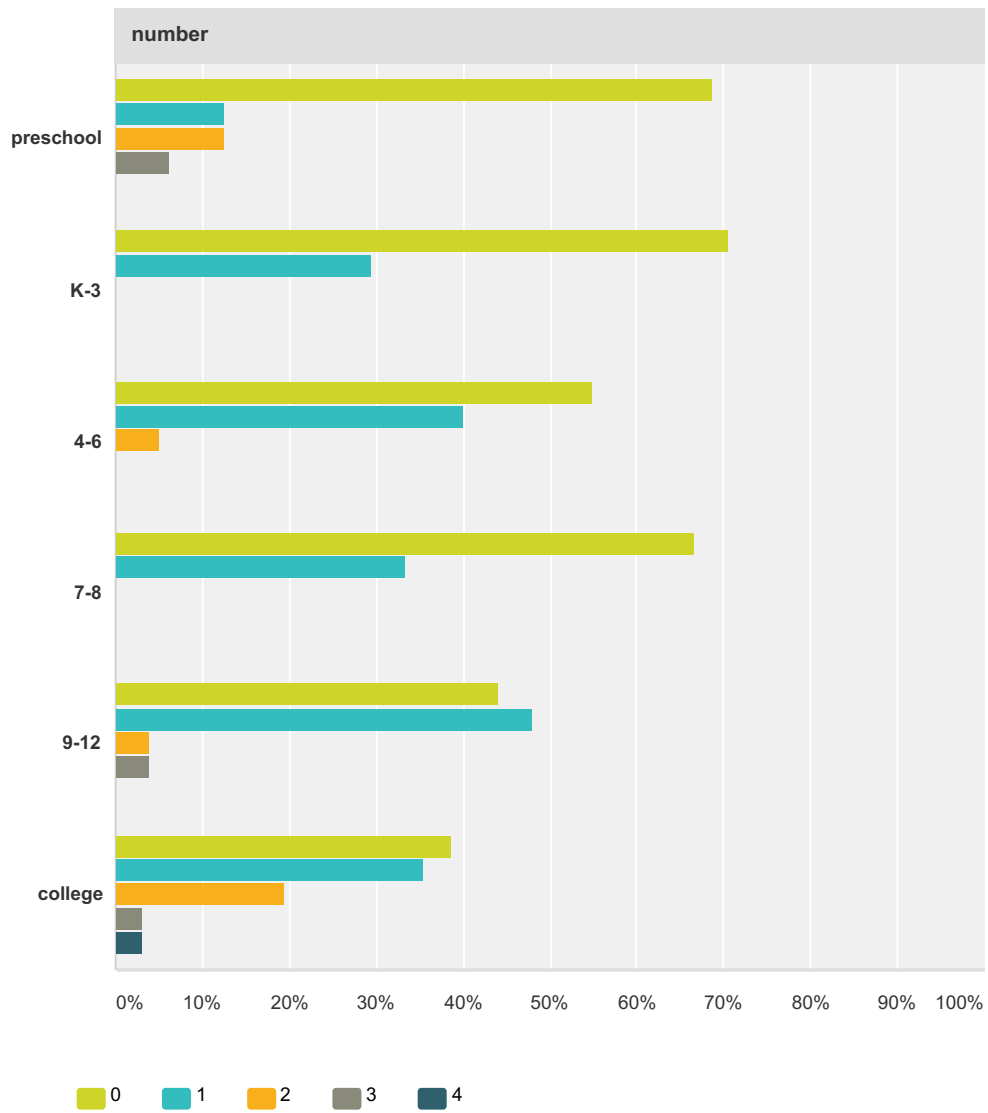
Answered: 120 Skipped: 33

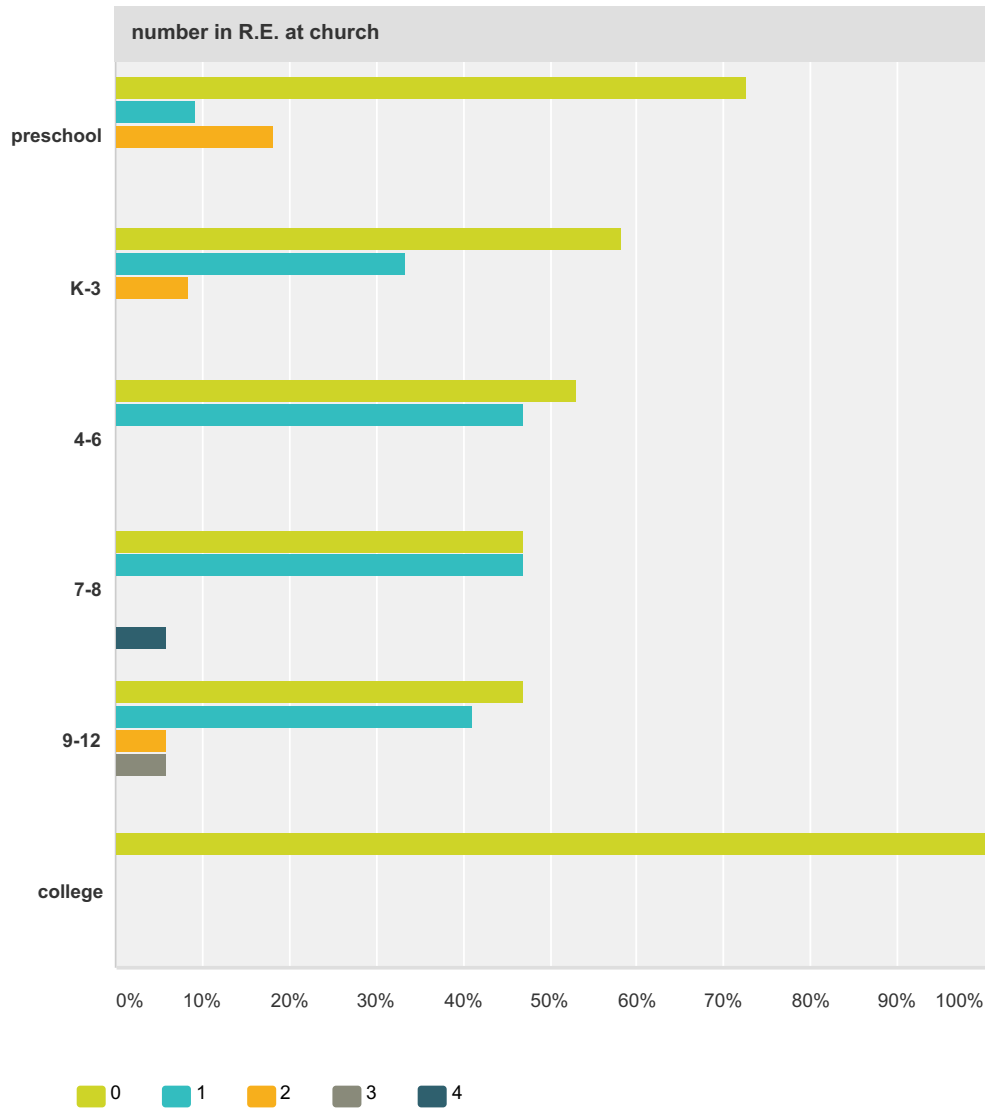


Answer Choices	Responses	
yes	25.83%	31
no	74.17%	89
Total		120

Q35 If you have children, please indicate how many in each group.

Answered: 55 Skipped: 98





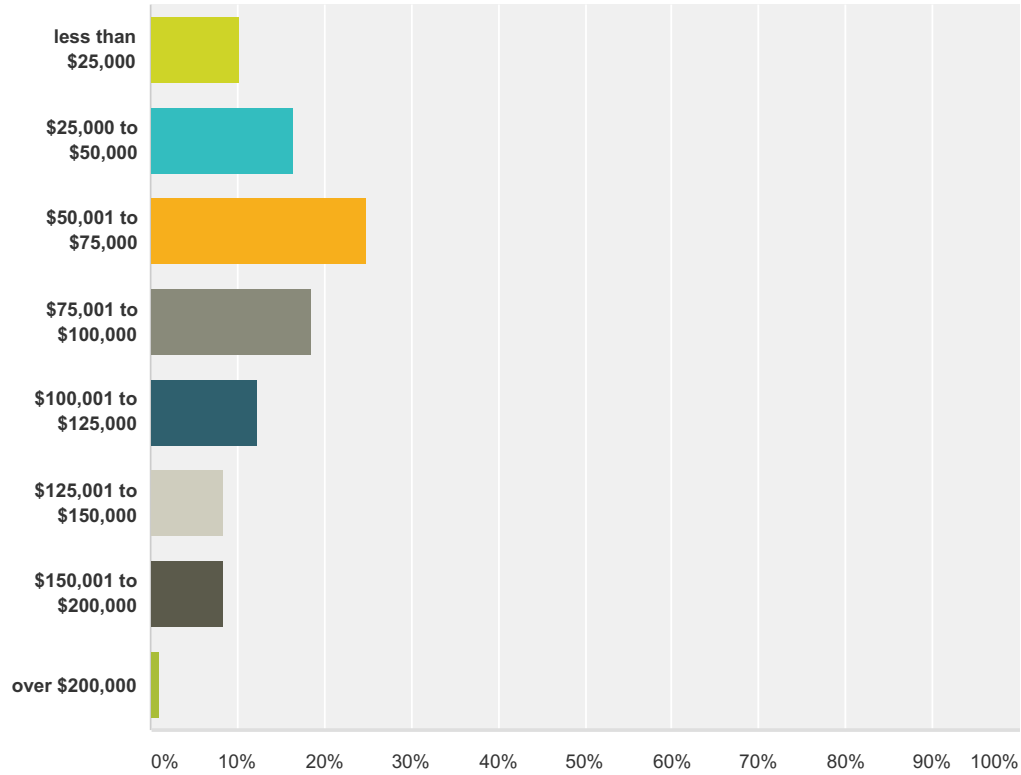
number						
	0	1	2	3	4	Total
preschool	68.75% 11	12.50% 2	12.50% 2	6.25% 1	0.00% 0	16
K-3	70.59% 12	29.41% 5	0.00% 0	0.00% 0	0.00% 0	17
4-6	55.00% 11	40.00% 8	5.00% 1	0.00% 0	0.00% 0	20
7-8	66.67% 12	33.33% 6	0.00% 0	0.00% 0	0.00% 0	18
9-12	44.00% 11	48.00% 12	4.00% 1	4.00% 1	0.00% 0	25
college	38.71% 12	35.48% 11	19.35% 6	3.23% 1	3.23% 1	31

number in R.E. at church						
	0	1	2	3	4	Total
preschool	72.73% 8	9.09% 1	18.18% 2	0.00% 0	0.00% 0	11

K-3	58.33% 7	33.33% 4	8.33% 1	0.00% 0	0.00% 0	12
4-6	52.94% 9	47.06% 8	0.00% 0	0.00% 0	0.00% 0	17
7-8	47.06% 8	47.06% 8	0.00% 0	0.00% 0	5.88% 1	17
9-12	47.06% 8	41.18% 7	5.88% 1	5.88% 1	0.00% 0	17
college	100.00% 16	0.00% 0	0.00% 0	0.00% 0	0.00% 0	16

Q36 What was your total gross family/household income before taxes last year?

Answered: 97 Skipped: 56



Answer Choices	Responses
less than \$25,000	10.31% 10
\$25,000 to \$50,000	16.49% 16
\$50,001 to \$75,000	24.74% 24
\$75,001 to \$100,000	18.56% 18
\$100,001 to \$125,000	12.37% 12
\$125,001 to \$150,000	8.25% 8
\$150,001 to \$200,000	8.25% 8
over \$200,000	1.03% 1
Total	97