

2010 AUUC Congregational Survey Results

About the 2010 Survey

The 2010 Congregational Survey was coordinated by the Long-Range Planning Committee as a means of gathering input on a wide-range of topics that influence the congregation's mission and vision. Questions were compiled from the various church committees, task groups, and leadership to begin to focus our efforts and plans on becoming a full-service congregation.

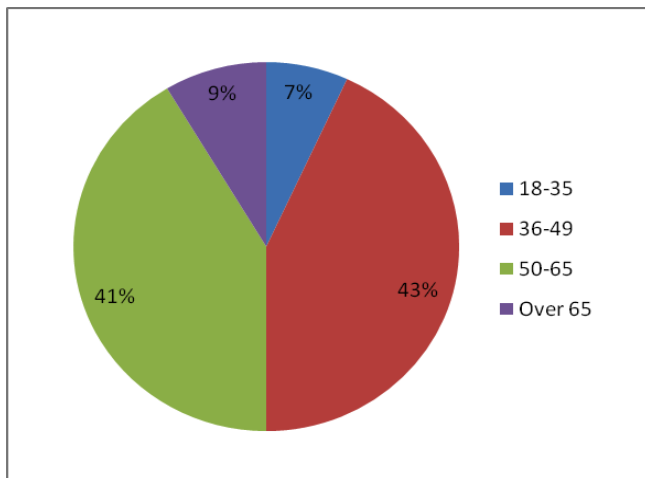
Our thanks to everyone who participated and gave constructive input. Much of the input has already been put into action or incorporated into future plans.

A few notes on the methodology:

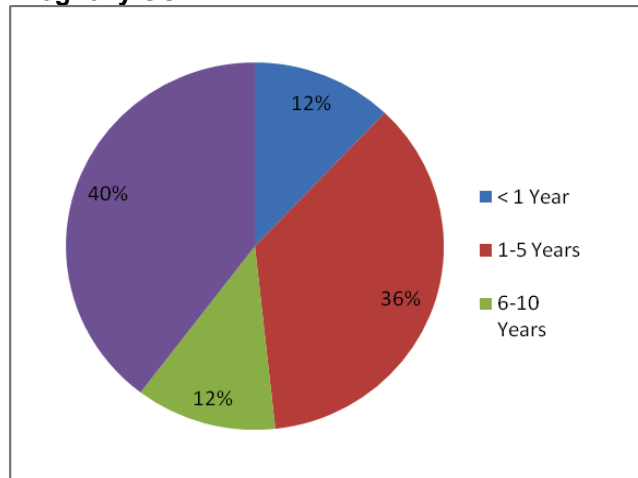
- The survey was taken August – September 2010 and was open to anyone interested in responding.
- There were 58 total responses returned.
- Respondents were not required to identify themselves.
- Since questions were not required, this results summary only counts the number of responses provided, which often doesn't equal the total number of survey responses returned.
- In some cases the total number of responses counted will equal more than the number of people responding because more than one answer was allowed. Percentages used in these cases are based on the total number of answers to the question, not the total number of responses to the survey.
- In free-response or verbatim questions some respondents indicated more than one item, idea, or thought – these are counted as separate responses. Because of this, in some instances the total number of responses will be more than the number of people who responded.
- Answers to questions that encouraged free-form answers have been summarized so that the major themes and highlights are pointed out. They are organized by number of responses. Semi-colons are used to separate different themes.

Demographic Information

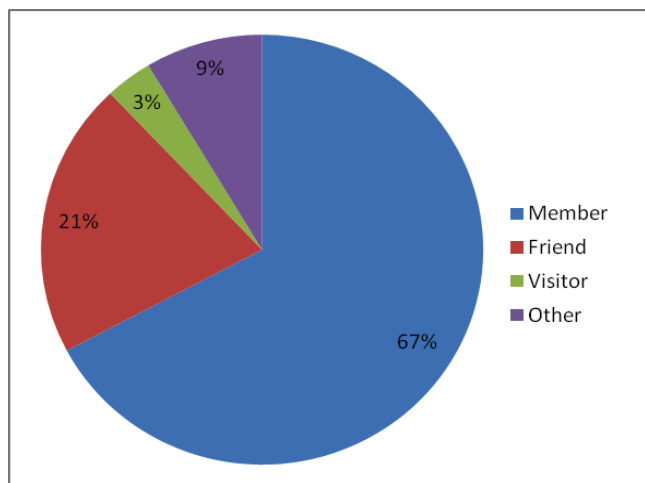
What age category are you in?



How long have you been in a relationship with Allegheny UU?



How would you describe your relationship with Allegheny UU?

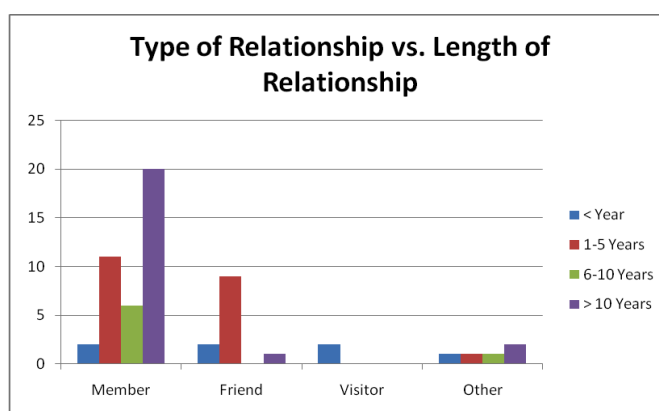
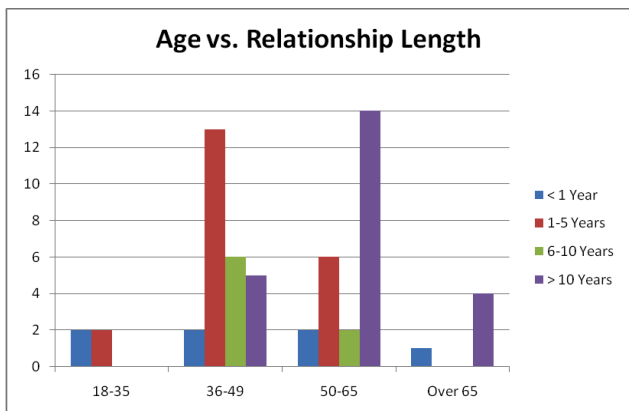


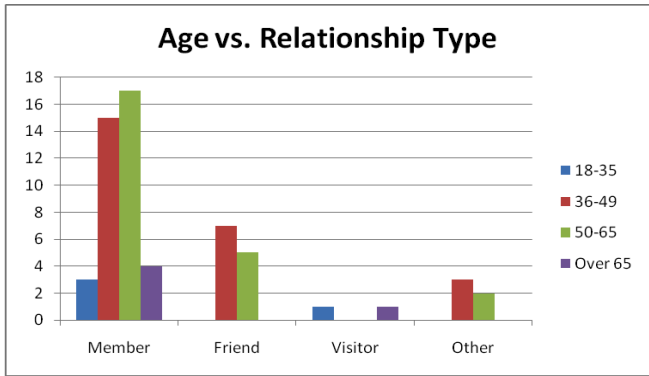
If other, please describe your relationship.

Out of 5 total responses:

- 2 were former members
- 2 were lapsed members
- 1 wanted to become a member

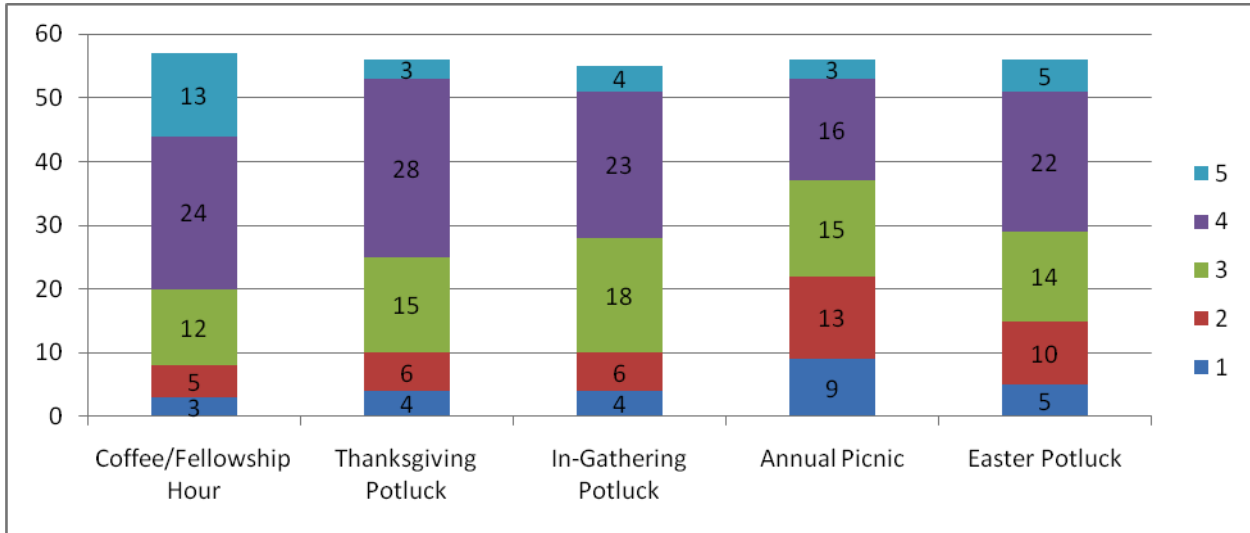
Demographic Correlations





Membership

How important to you are the following activities sponsored by the Membership Committee?



Note: The numbers inside the colored bars are the number of actual responses for that event/importance level correlation.

What are three things that AUUC can do to make members feel more welcome?

Out of 41 people responding to this question:

- 16 mentioned more/better communication. Specific suggestions included communicating about events that are going on, making it easier for newer people to know who to talk to about a particular topic or issue, better communication with members in terms of what their skills and passions are, and better interpersonal communication with each other in general.
- 11 mentioned better interpersonal relationship-building, including better handling of interpersonal conflicts and treating one another with respect and love.
- 10 suggested more social events. Potlucks and evening events were specific suggestions but most just said "more social events".
- 9 mentioned getting members more involved in church activities by inviting them to things, helping them plug in and utilize their talents, etc.
- 5 mentioned being more caring and supportive of each other, especially when a person is going through a difficult period, and following up on members who haven't been seen for a while.
- 4 respondents each suggested more recognition for members such as noting when members hit milestones (such as being a member for 5, 10, 15 years, etc.) or pointing out the contributions a member makes to the church and its programming; making a point of greeting members as well as visitors.
- 3 respondents each mentioned changes/updates to coffee hour, including inviting visitors individually after

service and focusing less on the food and more on conversations with visitors and new members; a mentoring program for new members, pairing them with a longer-term member to go to events with, etc.; more small group opportunities.

- 2 respondents each mentioned getting more involved with the surrounding neighborhood and understanding the issues going on in the neighborhood; making the expectations for membership more clear from the beginning.
- One respondent each mentioned incorporating more humanism in the spiritual aspect; having the minister talk with visitors at coffee hour; and making sure there are vegetarian options at meals and during coffee hour

What is missing from AUUC that would make your life as a member more complete?

Out of 43 people responding to this question:

- 7 respondents each mentioned more outreach to members in time of need or if a member has not been seen in a while; better interpersonal relationships and treating one another better when disagreements arise; offering additional adult RE and small group opportunities
- 6 respondents each suggested more social events where people would get to know each other, such as the dinners for 8; aspects of the church's spiritual focus (or what they see as a lack thereof) that they would like to change. Some mentioned specifically more or less talk about God, but others wanted the spiritual aspect of the social justice and other work the church does to be more clearly defined and stated.
- 5 mentioned that they would like the church to become more focused on social justice within the church's community
- 4 asked for more and better communication about goings-on within the church, as well as comments to not drop the monthly newsletter
- 2 mentioned wanting a full-time minister
- 1 respondent each mentioned more appreciation, compassion, acceptance, or involvement from the minister; a robust music program; a more defined RE program; more transparency in the way the church is governed; more focus on aspects of social justice that they are passionate about.

What are three things that AUUC can do to make visitors feel more welcome?

Out of 41 people responding to this question:

- 15 suggested giving visitors more information – on our church's history and focus, activities that are going on and how to sign up for them, more information on the service in addition to the printed order of service, etc.
- 13 suggested that members (not just designated greeters) greet visitors
- 10 suggested ways that visitors could get more involved in church activities once they have visited a few times, such as personal invitations from members to events, figuring out what their passions are and helping them plug into the life of the church
- 9 suggested making coffee hour more welcoming to visitors, including always having food, focusing more on conversation with visitors, inviting them to coffee hour personally, and having an activity or other thing to participate in (such as a table with information) for those visitors who are more introverted and shy so they don't necessarily have to talk to strangers on their first visit
- 7 suggested a lighter touch with visitors – not pressuring them or being overly eager
- 6 suggested making sure that someone follows up with visitors to see how their visit was
- 5 mentioned that the membership should treat each other better in interpersonal relationships
- 3 respondents each mentioned making sure that communications with visitors are clear – including making sure that when an event is cancelled it is communicated, inviting/advertising events to visitors, and getting visitor feedback about the services; modifications to services including keeping (or increasing) the variety of speakers and topics, mentioning God more, and letting visitors introduce themselves in services.
- 1 respondent each mentioned getting more information about visitors/new members or posting their pictures up so longer-term members are aware of who they are; making sure new members and visitors have a clear understanding of what is expected of them if they become members; informing those visitors with children about the RE program; offering meetings for new members and visitors to get to know the church; making sure there is a focus on members as well as visitors within the church community

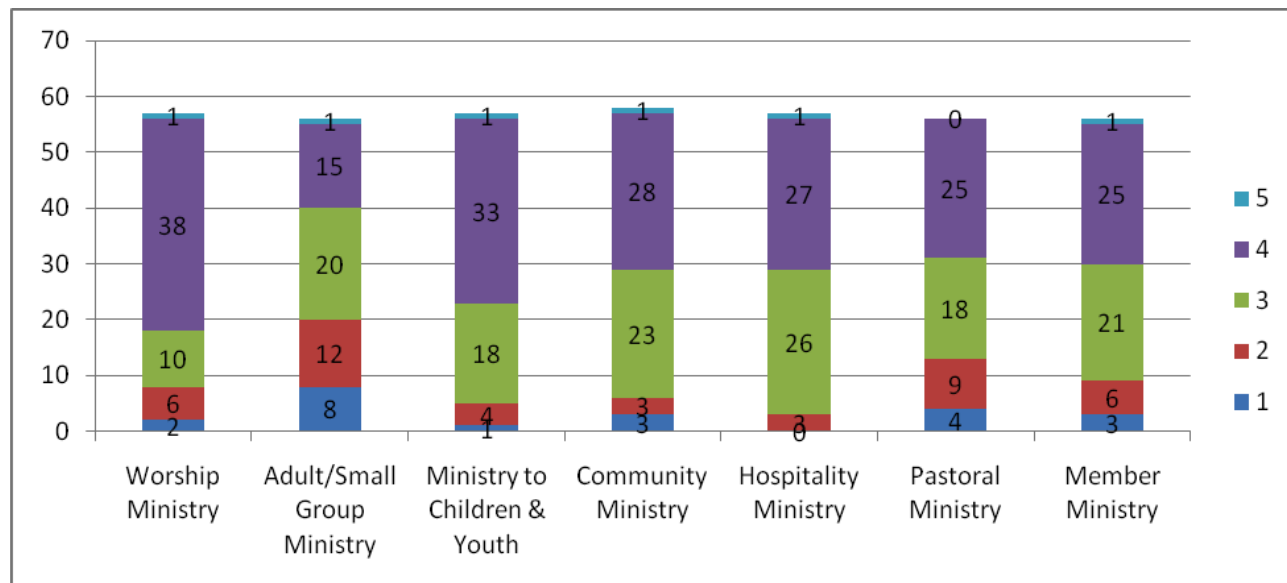
Do you have suggestions for other events that Membership could sponsor?

Out of 26 people responding to this question:

- 10 suggested social events, including movie nights, games nights, skating events, theater outings, picnics, as well as “just for fun” evenings that are for people to get to know each other
- 9 suggested providing more small group opportunities
- 6 suggested events targeted at members specifically, so that we all could get to know each other better, as well as events for new members to integrate them better into the life of the church
- 3 mentioned outreach to members who are going through a personal crisis as well as making sure that members are caring and loving toward each other
- 1 respondent each had suggestions for events including the Spaghetti Dinner; more large-scale social justice and service events on par with the Pride March; more outreach to the community; a book store selling relevant books and other items on Unitarian Universalism (i.e. Beacon Press items)

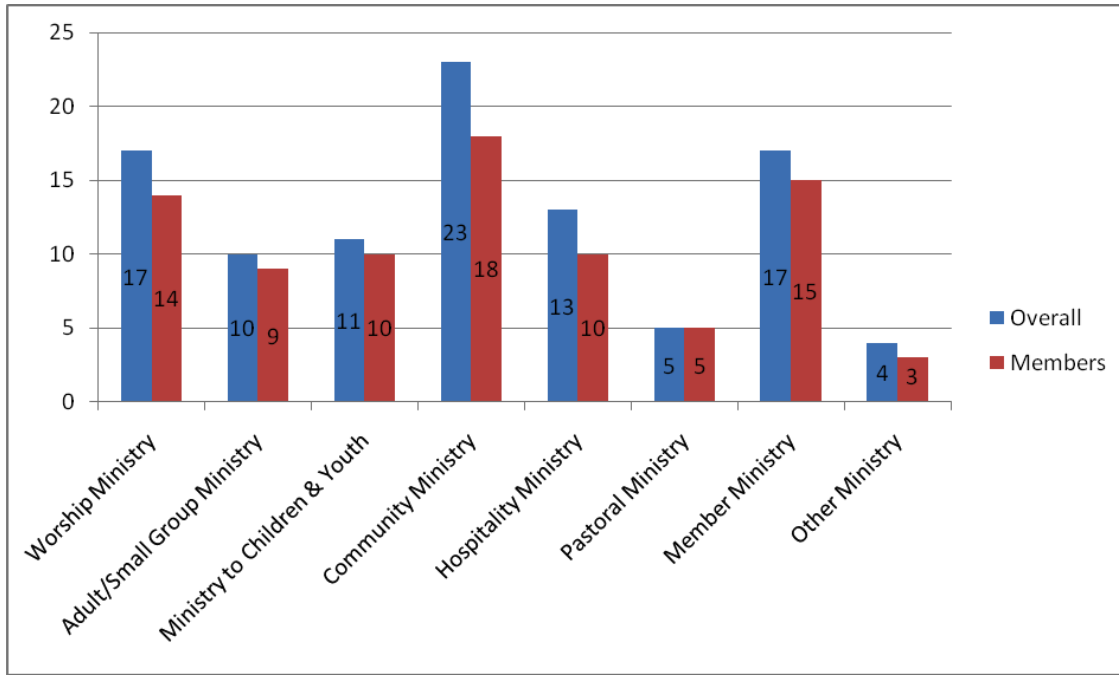
Areas of Ministry

Please rate the various aspects of ministry at Allegheny on their level of importance to you



Note: The numbers inside the colored bars are the number of actual responses for that area of ministry/importance level correlation.

What aspects of ministry are you personally interested in helping create and foster?

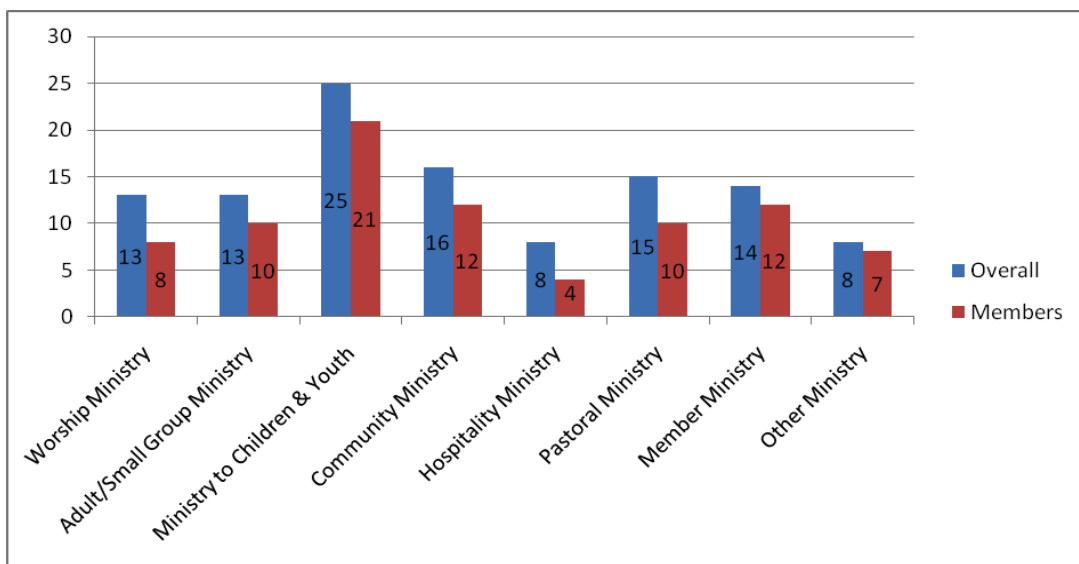


Note: The numbers inside the colored bars are the number of actual responses for that area of ministry.

If other, please tell us which ministry you would like to participate in.

Responses to “other” included: providing alternative worship opportunities; making sure that all members embrace new members and make them feel welcome; a disagreement with small groups as an area of ministry; and disagreement over calling all aspects of the church’s work “ministry.”

What area(s) of ministry do you think need the most improvement?



Note: The numbers inside the colored bars are the number of actual responses for that area of ministry.

If other, which ministry do you think needs improvement?

Responses to “other” included: all areas needed to be improved; more appreciation from the minister; more focus on interpersonal relationships; less focus on community ministry; too much on racial justice and not enough on gender/sexuality/religious justice; more of a spiritual component to lay-led services; more spirituality in services overall; more diverse representation of faith traditions in worship services; training for lay leaders in pastoral outreach; a clearer definition of “ministry” and how it pertains to our UU values; a weekly adult RE program; developing our presence as a UU congregation in the neighborhood; a church should be more than the sum of the individual members’ interests; and we should look beyond ourselves and focus on the future.

How do you think Allegheny UU can improve on these areas of ministry?

Responses to improving worship ministry included: holding the Sunday services to a higher standard; including training more worship leaders; making sure that lay speakers are better prepared; improvement will come with minister’s increased efforts; having less of a focus on spirituality in Sunday services; not focusing on paid ministry; not keeping the minister; keeping the lay-led services as something that makes AUUC unique; incorporating some different songs into the repertoire; moving the pulpit back to the floor; making the message of a service clearer to the listener.

Responses to improving adult RE/small group ministry included: more access to small groups and broader opportunities for them; more social opportunities; not just groups with spiritual tie-in; not continuing small groups; having information on small group opportunities in a more central location so they could more easily take advantage of them; more public programming such as movies and classes.

Responses to improving ministry to children and youth included: devote time and resources into getting the RE program back up and running; in order for there to be enough energy in RE there need to be more kids; finding a Youth Minister who was energetic and positive; better integrating RE into the overall life of the congregation; asking the congregation for volunteers to help with RE topics; focusing on our work with Jefferson Recreation Center as it is a combination of youth ministry and community ministry.

Responses to improving community ministry included: getting as much of the congregation involved as possible in social justice events; focus on becoming more welcoming to minorities; focusing on one community ministry; community ministry should flow from the seven principles, and that by supporting each other better than we do now we will make a statement to the community; making sure we also spend effort on other ministries and not become solely a social justice group.

Responses to improving hospitality ministry included:
More people working together; using coffee hour more effectively to welcome visitors.

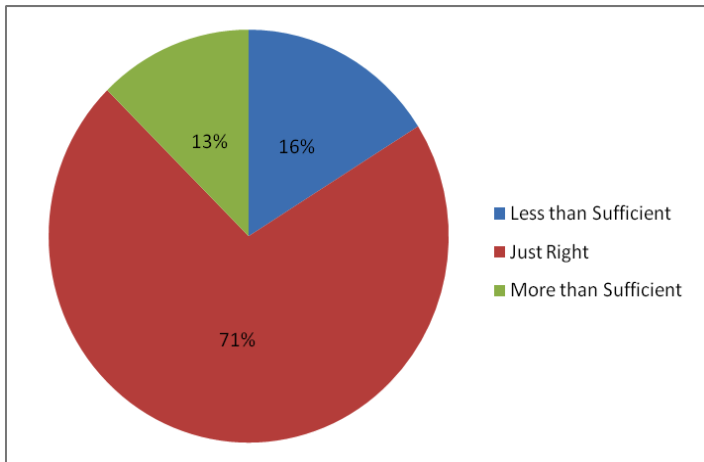
Responses to improving pastoral ministry included: hiring the minister full-time; forming a “caring committee;” training those engaged in lay ministry.

Responses to improving member ministry included: better interpersonal treatment of each other; caring more about one another in general; more inclusive social activities.

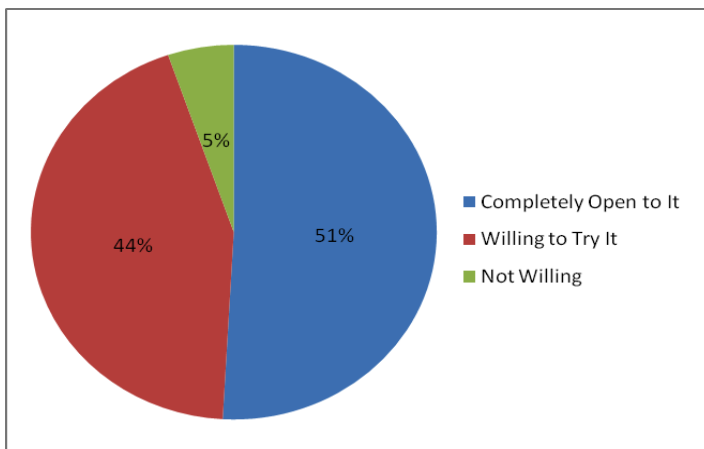
Responses to improving “other” ministry included: the church as a whole needed to be better at gaining consensus when decisions are to be made; including being more clear on what the process was and the resources needed; focusing on what is best for the church; advertising; pastoral care.

Music

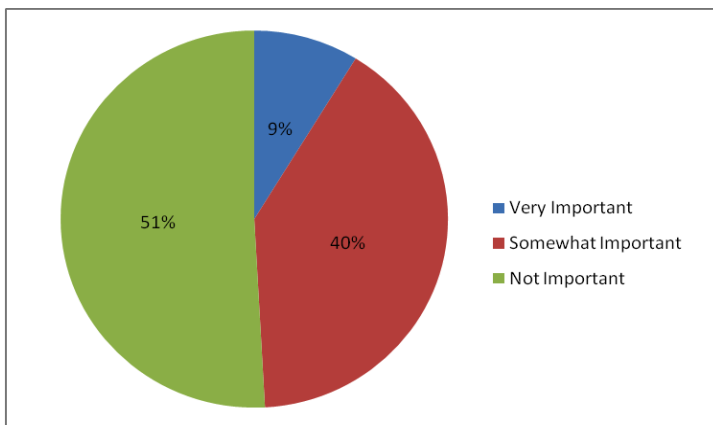
Music is integral to the Sunday morning worship experience. How sufficient is the amount of musical participation by the congregation (i.e. hymn singing)?



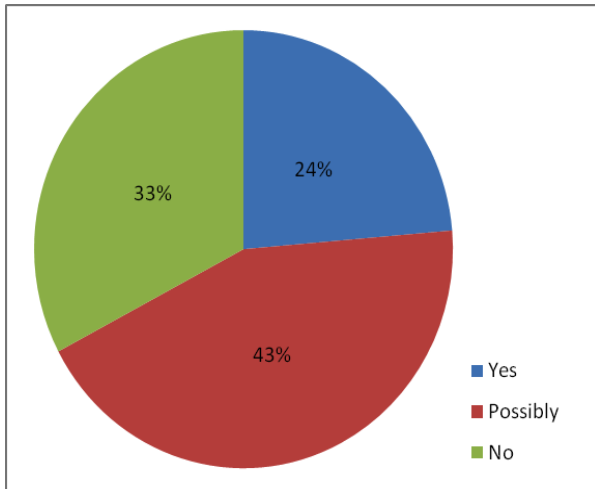
How willing are you to accept and join in with non-traditional music?



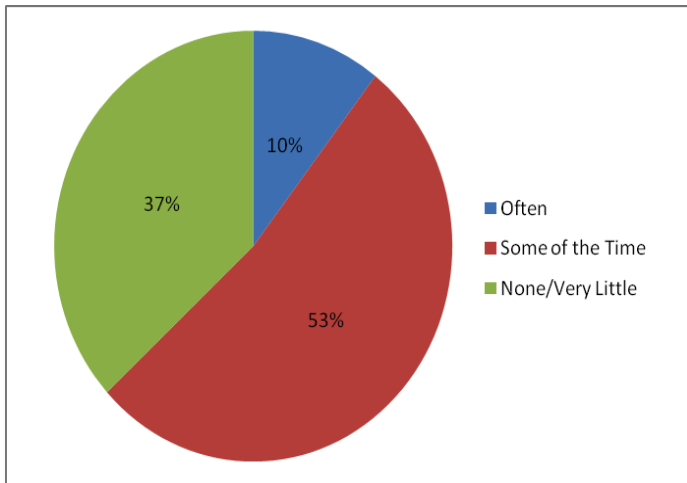
When considering music for worship services, how important is it to you to have music performed by professional musicians rather than competent amateurs?



Would song leaders help increase your participation in congregational song?



How often is it acceptable to you to play recorded music during services?



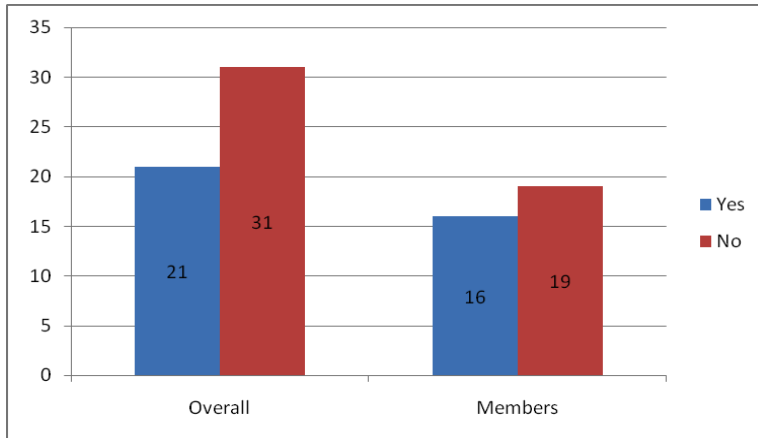
Religious Education

What topics for an adult RE class/small group would appeal to you?

Out of 32 people responding to this question:

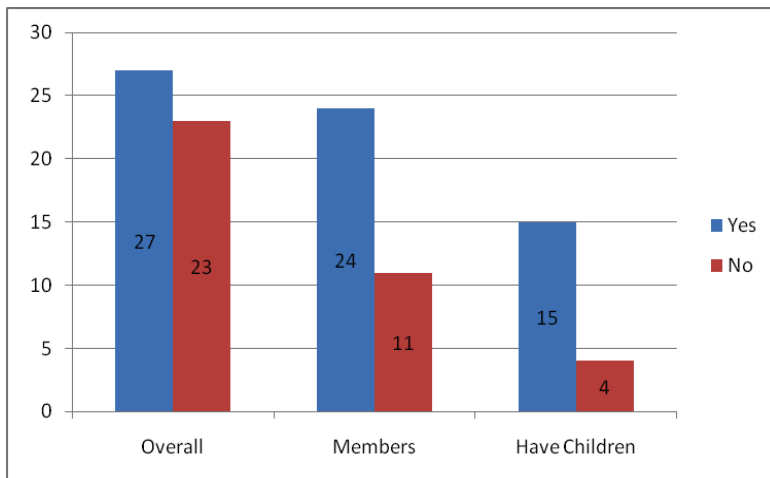
- 16 suggested classes on other religions or the spiritual aspects of life in general
- 7 suggested a class on an aspect of social justice including racial justice, climate change, economic justice, etc.
- 5 suggested multi-cultural education
- 4 respondents each suggested a class on UU history; a support or identity group based on sexuality, marital status, gender, going through something, etc.
- 3 respondents each suggested classes on social justice tactics – doing the actions to make a difference; discussion groups such as book discussions.
- 2 suggested a class on UU parenting.

Do you have children?



Note: The numbers inside the colored bars are the number of actual responses.

Would you be willing to lead a children's RE class on the topic of your choice once or twice a year?



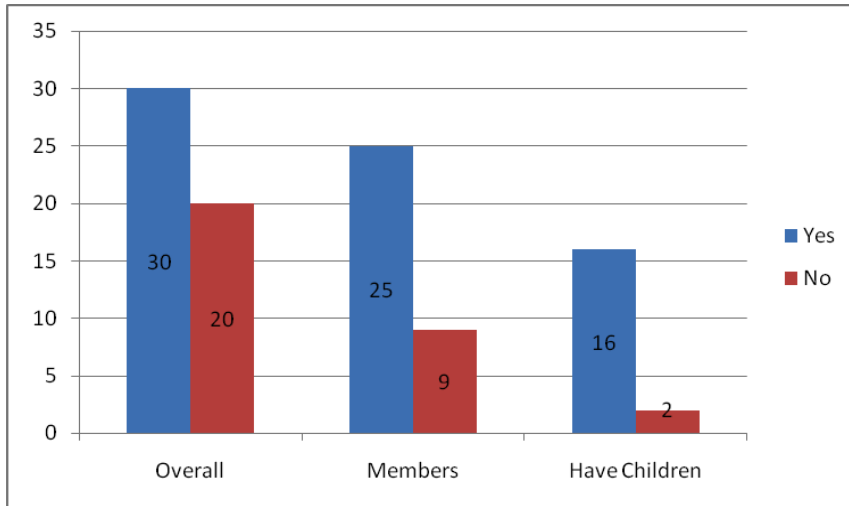
Note: The numbers inside the colored bars are the number of actual responses.

If yes, please provide some examples of topics you might be interested in leading.

Out of 24 people responding to this question:

- 12 indicated various social justice topics (economic, racial, etc.)
- 6 said they would teach on any topic, it didn't matter
- 4 indicated they would teach a class on other religions
- 3 would teach a class on UU history or theology
- 1 respondent each suggested helping with the coming of age service; a class on conflict management; the Universe Story class

Would you like to participate in more youth-led services?



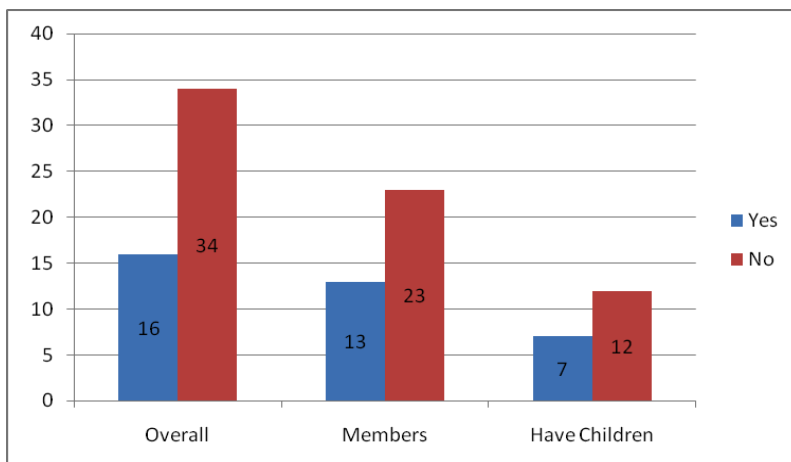
Note: The numbers inside the colored bars are the number of actual responses.

Where do you see opportunities for the children's RE program to be more integrated with other activities of the church?

Out of 30 people responding to this question:

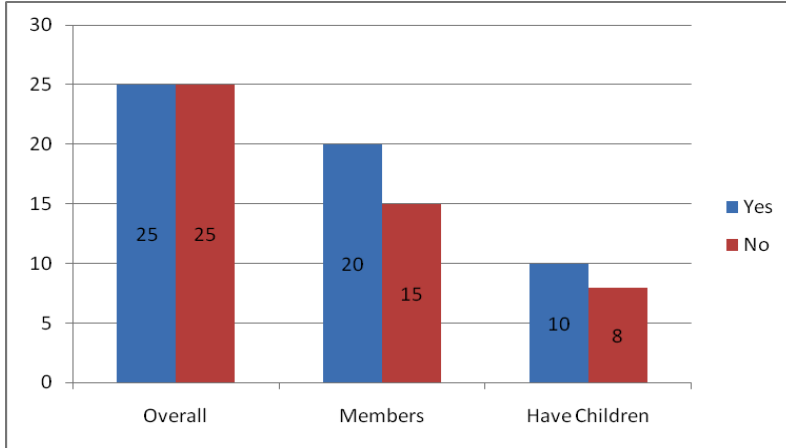
- 26 indicated that there should be more child and youth participation in Sunday services, though several of them also mentioned that the services would need to have more content that would appeal to kids
- 5 mentioned that the youth and children should be incorporated into more social justice activities and do their own service projects as well
- 2 respondents each mentioned that the children should participate in more musical projects; youth should have a role in church governance (i.e. a spot on the board or other governing bodies).

Would you be willing to volunteer to help provide childcare for special events?



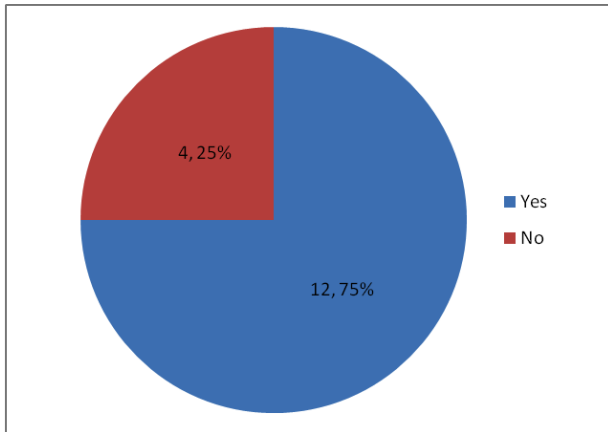
Note: The numbers inside the colored bars are the number of actual responses.

Would you be willing to contribute to the cost of that childcare for special events?



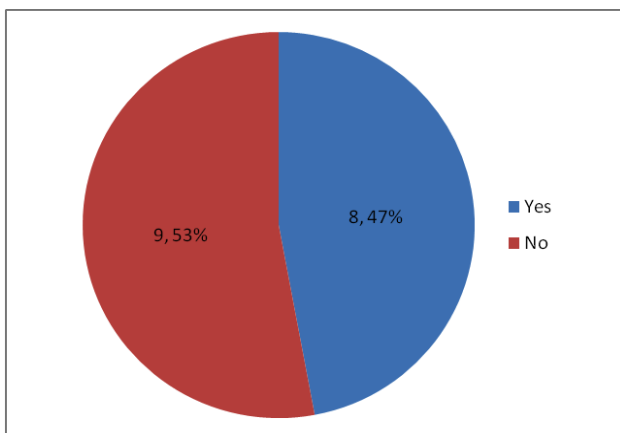
Note: The numbers inside the colored bars are the number of actual responses.

If you have children do you plan to enroll them in Allegheny Unitarian Universalist Religious Education Program? (Pulled only from those that indicated they have children)



Note: The whole numbers inside the pie pieces are the number of actual responses.

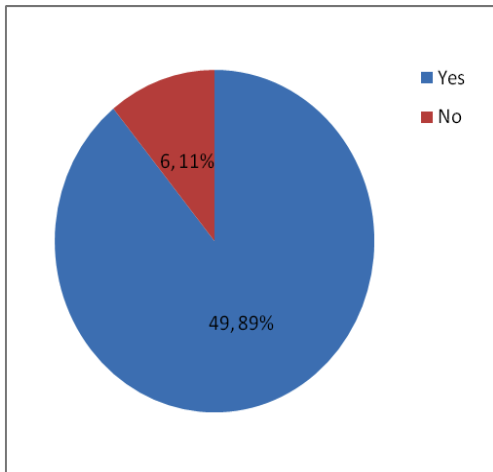
Would you participate in more church programs and events if childcare were to be provided? (Pulled only from those that indicated they have children)



Note: The whole numbers inside the pie pieces are the number of actual responses.

Social Justice

Do you see AUUC as a social justice-oriented congregation?



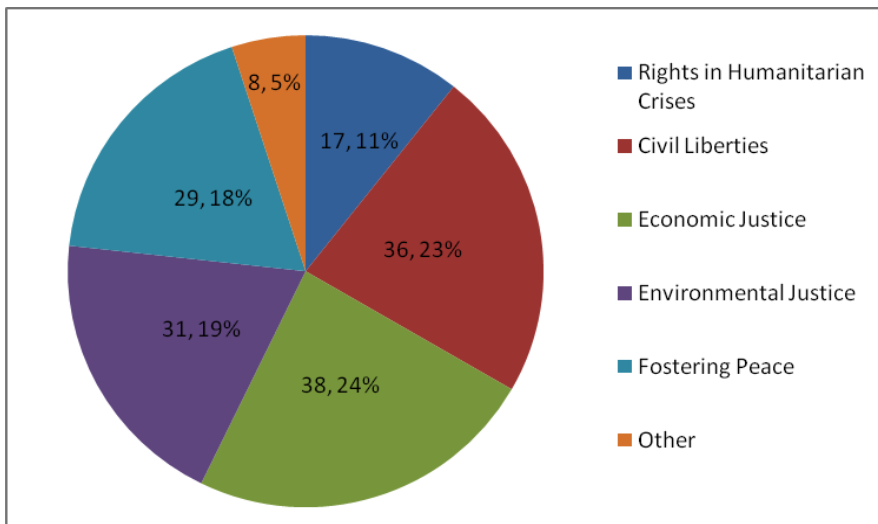
Note: The whole numbers inside the pie pieces are the number of actual responses.

If so, do you feel there is one issue or cause that the congregation should focus on?

Out of 38 people responding to this question:

- 18 indicated that there should be a single focus
 - 5 indicated we should focus on neighborhood outreach
 - 4 mentioned economic topics (poverty, joblessness, etc.)
 - 2 mentioned racial justice; Jefferson Recreation Center
 - 1 mentioned GLBT rights
- 13 did not think there should be a single focus
- 10 did not indicate one way or the other

What areas of social justice are you most passionate about?



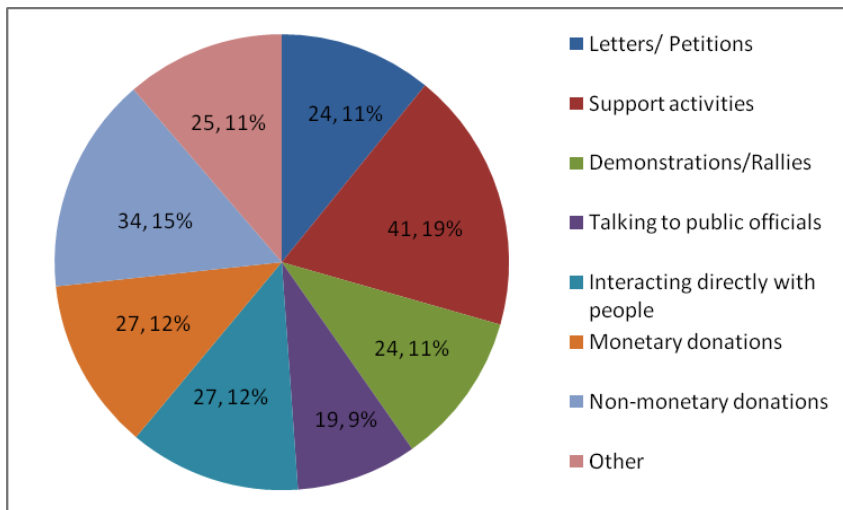
Note: The whole numbers inside the pie pieces are the number of actual responses for that social justice area.

If other, please list those areas of social justice you are passionate about.

Responses to “other” included:

- 4 respondents each mentioned GLBT rights and marriage rights; women’s issues; racial justice
- 3 respondents each mentioned community issues; education
- 2 mentioned that they were all important
- 1 respondent each recommended economic; health care; peace; immigration.

What kinds of activities are you most interested in to help advance the social justice causes you feel passionate about?



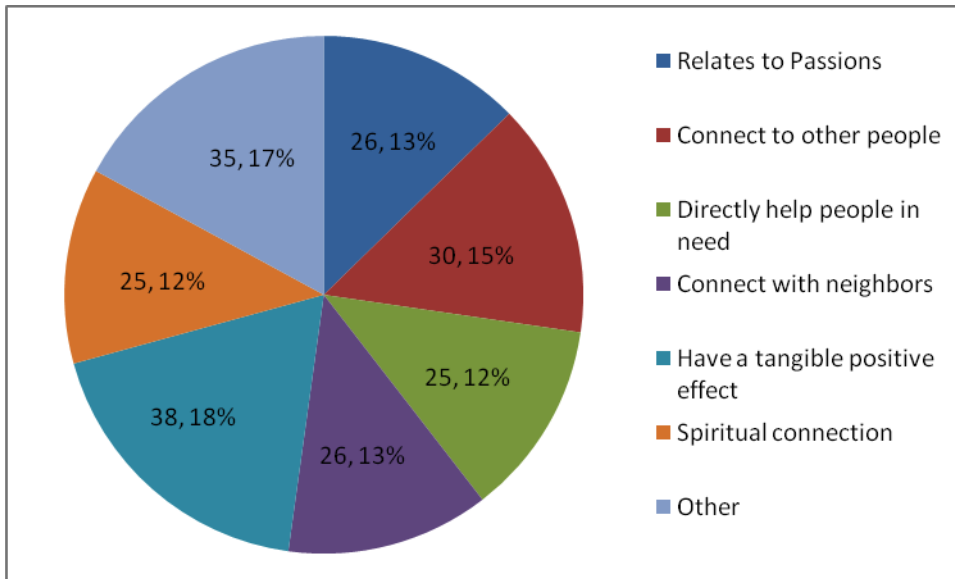
Note: The whole numbers inside the pie pieces are the number of actual responses for that activity type.

If other, please identify the additional activities.

Responses to “other” included:

- 3 mentioned spending time getting others involved either via educating members, visitors, and themselves on the issues and to get them excited about social justice or via creative expression
- 2 respondents each suggested teaching the children and youth about social justice and leading service projects with them; they do many of the activities above but not within the context of the church
- 1 respondent each mentioned that they simply do not have time to participate or the financial resources; simply “action;” actual activities such as reading to kids at the local school; working to effect change within how church members/visitors live their lives personally and reflecting on what the activity accomplishes; helping identify self-help resources for people; becoming an influencer by taking on leadership roles within the community (boards, committees, etc.).

What are the characteristics of the social justice activities you participate in that you find the most rewarding?



Note: The whole numbers inside the pie pieces are the number of actual responses for that characteristic.

If other, please list the additional characteristics.

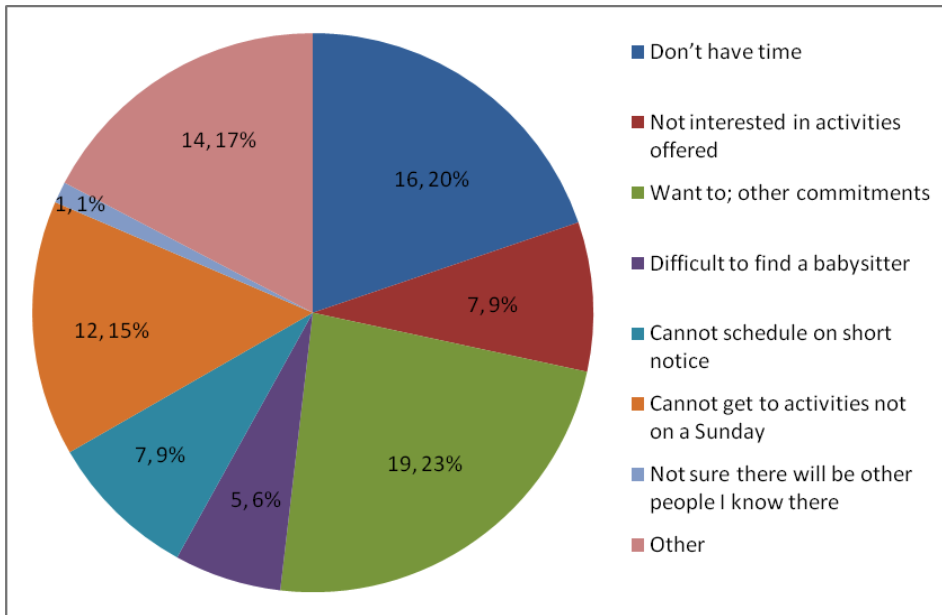
Responses to “other” included: reflecting on how the activities fit into UU values and beliefs as well as helping others to re-think their beliefs; providing an opportunity for people to look at the world and our individual lives in a way that supports sustainability, peace and love; building common understanding with others (both volunteers and recipients); knowing they are not alone.

What one thing makes you continue to participate in social justice activities at AUUC?

Out of 26 people responding to this question:

- 8 mentioned being connected to the other people in the church who participate in activities
- 3 respondents each mentioned feeling they are making a positive change; their belief that the world can be changed if they help to change it.
- 2 respondents each mentioned feeling a sense of duty to participate; felt it was an expression of their UU values; they felt support and a connection to others when participating; the great need in the world; they did not feel that the church was really that involved in social justice, but that it was a small group of individuals doing it instead; for it to really be a whole-church activity the leadership should be more involved.
- 1 respondent each mentioned hope and love; simply being asked to participate; being informed about an activity as early as possible.

If you do not participate often in social justice activities that or sponsored by or occur at AUUC, what keeps you from participating?



Note: The whole numbers inside the pie pieces are the number of actual responses for that reason.

If other, please identify the additional barriers to your participation.

Responses to “other” included:

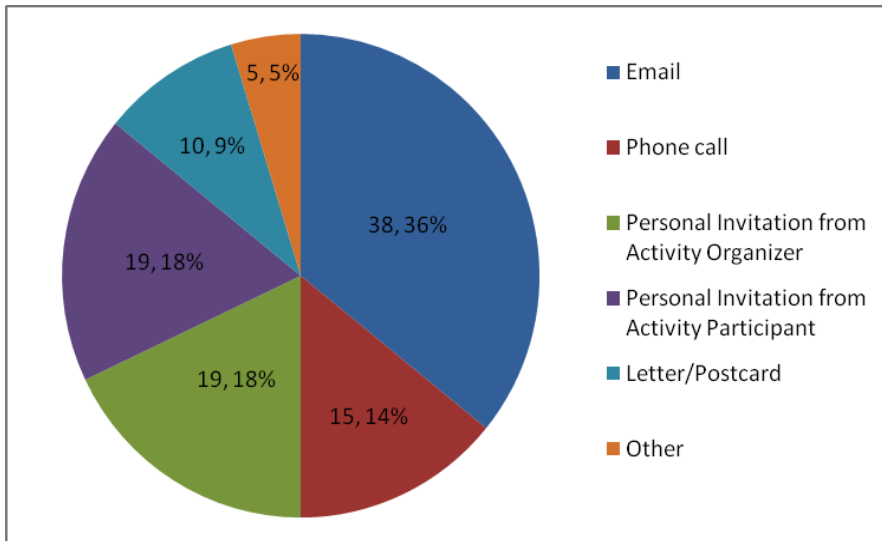
- 4 mentioned the lack of time they had to participate
- 3 respondents each mentioned social discomfort of some kind including not knowing what was expected of them; some people who participate being overly negative and judgmental; general social anxiety; they do this kind of work outside of the context of the church already
- 2 mentioned what they feel is a lack of participation and interest in this area by church leadership
- 1 respondent each mentioned living somewhere else; not agreeing with the focus on activities in the neighborhood; not feeling involved in the decision-making process for the activities; and that communication of activities needs to be improved.

What is the one thing that AUUC could do to help you participate as often as you would like in social justice activities?

Out of 24 people responding to this question:

- 7 respondents each indicated better communication of activities and overall organization of activities, including better policing of the Yahoo email list for social justice; more timely announcements of activities; different ways of communicating other than email, etc.; different kinds of activities such as ones that are more kid-friendly and ones like the Pride March where a large number of people can participate in at once.
- 3 respondents each said they needed more time in general, but it was also mentioned that if they spent less time working on activities inside the church they would have more time to focus on social justice; would like the leadership to be more committed to social justice or to hire someone to coordinate social justice activities.
- 2 respondents each said they would like the activities to have more focus on one area and really getting involved in that one area; simply “ask;” would like more reflection on the spiritual aspect of activities.
- 1 respondent each mentioned having child-care available; creating a more positive and supportive atmosphere.

What means of contacting you about social justice activities that are sponsored by or will be occurring at AUUC would be the most effective at getting you to attend?



Note: The whole numbers inside the pie pieces are the number of actual responses for that reason.

If other, what means of contact do you prefer?

- Responses to “other” included: handouts and announcements of activities during services; reminder phone calls; postcards; newsletter; would rather not be contacted; would only need to be personally contacted if the activity was not one sponsored by AUUC.

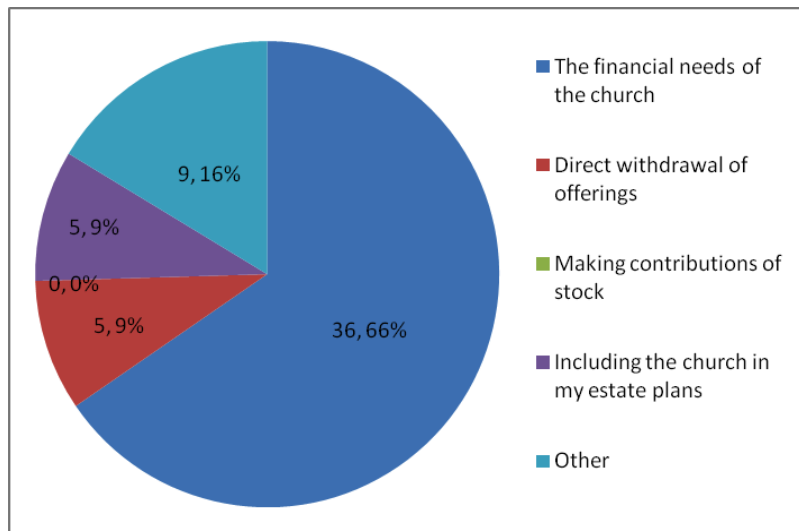
Please write any other comments on Social Justice activities at AUUC

Out of 12 people responding to this question:

- 2 respondents each mentioned they would like more of a spiritual component to our social justice activities; wanted more or better communication; would like more of a focus on one area/activity; would like the minister and more of the congregation more involved in social justice; many of the activities that are said to be by the church do not have the participation of the majority of the congregation and so are not really connected to the church.
- 1 respondent each mentioned that in order to truly have a social justice focus, we should treat one another with respect and compassion; the focus on social justice was not something they were interested in; that they were happy to be involved in a church that was so focused on social justice.

Church Finances

What additional money-related information should the Finance Committee, Stewardship Committee, and/or Board of Trustees be providing to you and other members and friends of our congregation?



Note: The whole numbers inside the pie pieces are the number of actual responses for that type of information.

If other, what additional financial information would you like?

Responses to "other" included:

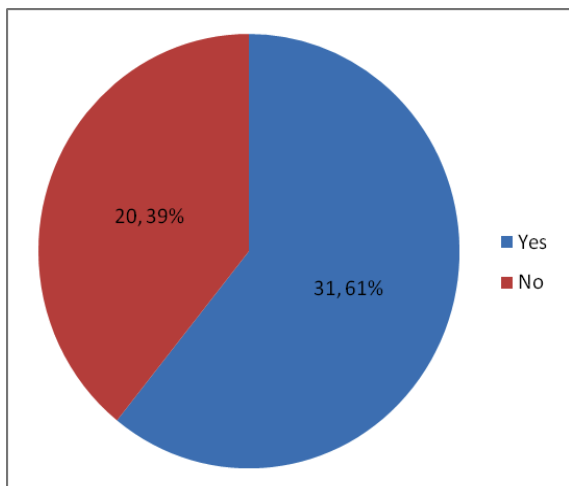
- 10 wanted regular reports on the overall financial health of the church in language that was easy to understand (some mentioned monthly, others quarterly, others every six months)
- 2 respondents each would like information on how to donate to a specific project or area of church life; would like information on how much they should donate to help contribute to the church's financial well-being; would like information on the status of the stewardship campaign or fundraising efforts in general.
- 1 respondent each wanted information on long-term plans for fiscal viability; information on the offerings taken in every week; information on how much was pledged vs. how much has been given so far (not by individuals but as a whole); they did not feel the move to full-time ministry was fiscally responsible.

What is your primary motivation for making financial contributions to the church?

Out of 31 people responding to this question:

- 17 said to contribute to the fiscal solvency of the church
- 12 said to support the church's work and programs
- 6 indicate they contributed out of a sense of obligation or responsibility
- 4 respondents each said wanted to give back to the church; they are not currently making contributions
- 1 respondent each indicated they contribute when they attend church; contributed because they love the people at AUUC.

Do you think that you have adequate information about the church's financial status?



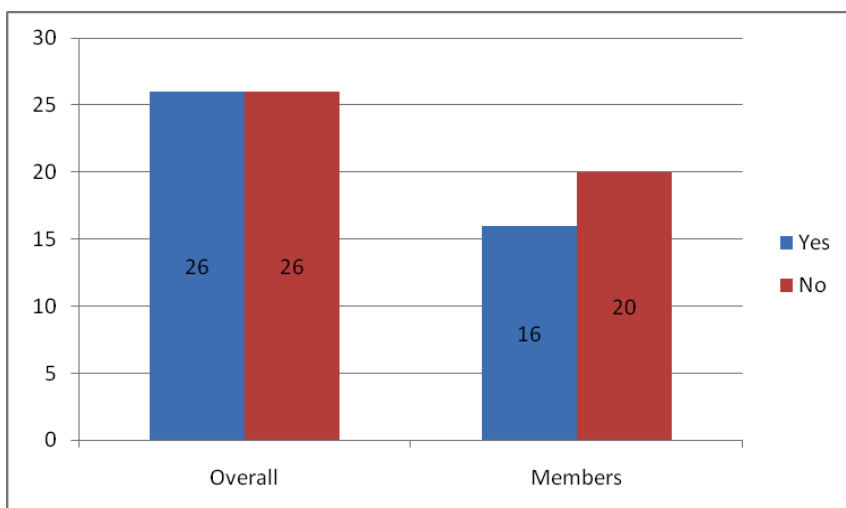
Note: The whole numbers inside the pie pieces are the number of actual responses.

If not, please tell us what you would like to know.

Out of 15 people responding to this question:

- 3 respondents each indicated answers to the previous two questions, information on the current financial status – financial goals vs. current earnings – on a regular basis
- 2 respondents each indicated they would like to see the annual budget published somewhere prominent or in the newsletter; they did not think it was fiscally responsible to move toward full-time ministry at this time.
- 1 respondent each indicated there was almost too much information; did not understand the financial history or the issues with the endowment; wanted information on the number of members that were not contributing; thought that people who auto-deduct their pledges should still put something (a blank envelope) in the plate so it seems like more people are contributing; thought the information they would need would be in the Sept 9th meeting.

Is there any reason that you have reduced and/or are withholding your financial contributions to the church?



Note: The numbers inside the colored bars are the number of actual responses.

If so, please explain.

Out of 22 people responding to this question overall:

- Of the 17 that indicated they had reduced their financial contribution and answered this question
 - 8 were not in favor of the move to full-time ministry
 - 3 indicated concerns over the financial commitment
 - 3 did not support FT ministry in general
 - 2 indicated the direction of the church
 - 2 indicated concerns with the minister
 - 4 respondents each indicated uncertain employment situation or unemployment; they no longer attend services and so no longer contribute.
 - 3 indicated that their personal financial situation precludes them from giving more or giving at all
 - 1 respondent each said lack of a full-time minister keeps them from contributing; they are using the money for other causes; they are unsure about their relationship with the church right now; they contribute in the plate and will pledge when/if they become a member; they did not feel there were enough quality programs for the whole family; they felt a lack of commitment to racial justice.
- Of the 4 that indicated they had not reduced their financial contribution and answered this question
 - 2 indicated they kept their pledge the same even though they were unsure about the move to full-time ministry.
 - 1 respondent each indicated that their pledge had increased; they had kept their pledge the same despite increasingly difficult financial circumstances.

What would it take to get you to increase your financial contributions to the church?

Out of 42 people responding to this question:

- 16 indicated a change in their financial/employment circumstances as they already contribute what they can afford
- 5 indicated having a clear plan to stop the deficit spending by reducing expenditures and increasing membership and committing to that plan, and where an individual pledge fits into that
- 3 respondents each mentioned having more stability and confidence in terms of where the church was headed; increasing the number of members who pledge; information on what kind of pledge it takes to be a member in good standing.
- 2 respondents each indicated a direct, focused, and publicized stewardship campaign with individual contact; making the minister full-time; removing the minister; focusing more on the seven principles and using them when dealing with each other; they do increase it; more involvement with the North Side community; they would have to return to coming to services.
- 1 respondent each indicated giving part of our collection to neighborhood organizations; needing to decide if they will continue to be involved; being a lay-led congregation; giving to a campaign to improve the building; simply “ask;” organizational change in general; increasing the average member’s pledge; more of a spiritual connection to the church rather than just a social one.

Are there aspects of our programming and operations on which you think the church should or could be spending less?

Out of 31 people responding to this question:

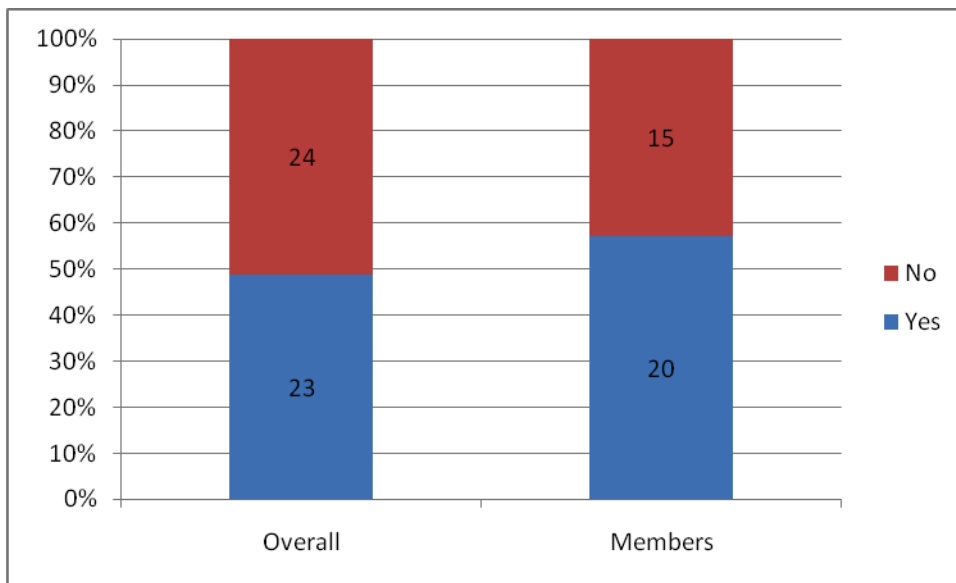
- 17 said there were no aspects which the church should/could spend less or they couldn’t think of any
- 7 indicated spending less on the minister or not moving to full-time ministry
- 3 indicated spending less on the building, including selling it or getting some creative financing to keep it up and letting the membership know more about what is being spent on it, as well as moving to a green sanctuary to reduce utility costs
- 2 indicated spending less on an administrator or having the benefits of that position be more tangible
- 1 respondent each indicated less spending on worship programs and decorations; a desire to live within our means.

Are there aspects of our programming and operations toward which you think the church should be devoting more resources in order to fulfill our mission?

Out of 28 people responding to this question:

- 10 indicated full-time ministry
- 3 respondents each indicated spending money on advertising and communication; spending more money on RE programming to bring more families into the church; the need for handicap accessibility, spending more on social justice programs; the need for a social justice/social advocacy professional
- 2 respondents each indicated spending on staff in general; outreach to people of color and to the community to grow the church.
- 1 respondent each indicated spending more on building upkeep; getting the folks we interact with in social justice activities more involved with the congregational life; focus on getting the members to devote more non-financial resources to the church.

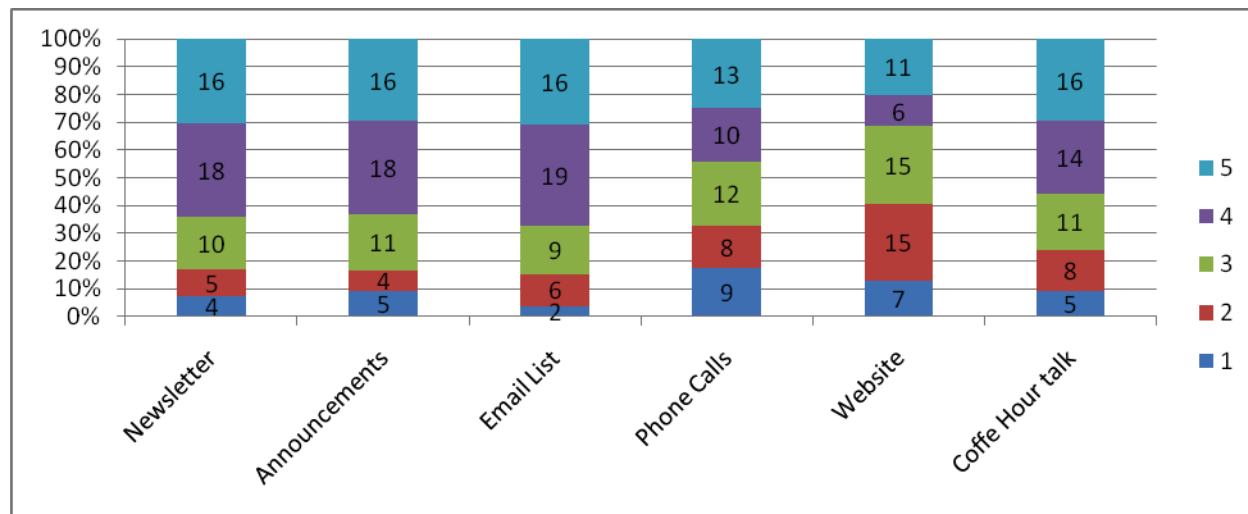
Do your contributions meet the Unitarian Universalist Association "fair share" giving guidelines?



Note: The numbers inside the colored bars are the number of actual responses.

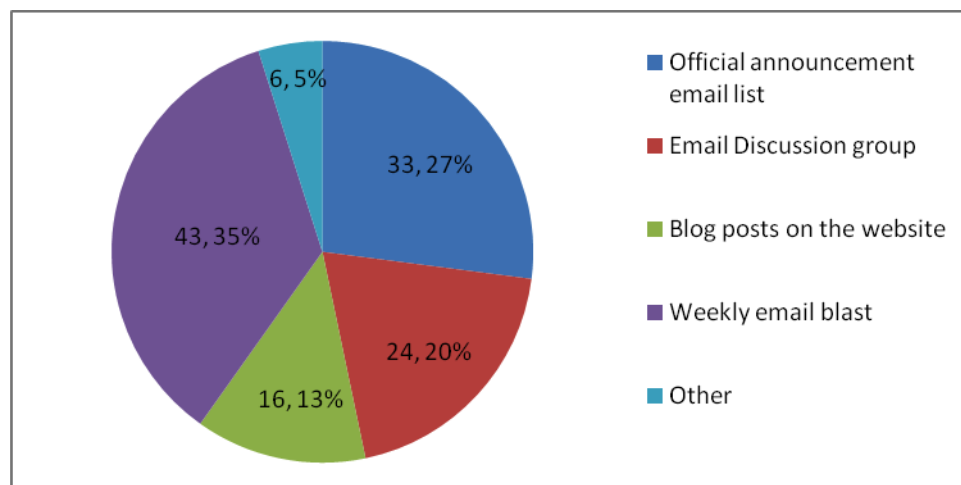
Communications

Tell us which of the following types of communications you find personally useful



Note: The numbers inside the colored bars are the number of actual responses for that type of communication/importance level correlation.

Would you use...?



Note: The whole numbers inside the pie pieces are the number of actual responses.

If other, what other methods of communication would you like?

Responses to "other" included: not using email for substantive discussion, a Facebook page, weekly handouts at service, more descriptive explanations of the service topics, calling those without internet connections, face-to-face communication, more after-church community meetings, a more interactive website where members could post things of interest, more discussion groups (small and otherwise) and dinners as well as other ways for members to talk to one another, we should be more respectful in communications overall, keeping the various calendars more up to date and in sync with each other

Suggestions for improving our current methods of communications

Out of 20 people responding to this question:

- 8 mentioned ways to ensure respectful communication, such as moderating or ground rules for the email list, or a Covenant of Right Relations

- 3 mentioned making sure the website is more up to date
- 2 respondents each mentioned that the email list is used too much for activities that they don't find relevant; communicating the times and subjects of congregational meetings more clearly and farther in advance in order to increase transparency and support the democratic process; they liked the idea of the weekly email blast; they liked the idea of a church discussion list that is separate from the general list, which should include only positive information and upcoming events; suggested online social networking or Facebook.
- 1 respondent each mentioned having a clear purpose for the website and how it will be used; more person-to-person communication; using the weekly email blast to reiterate the announcements on Sunday; finding a better way to discuss things and air grievances other than via email; clearer communication from the minister; recording some services and having them on the website; having a dedicated communications committee; having rules for updating and putting items on the calendar; keep the newsletter.

Facilities

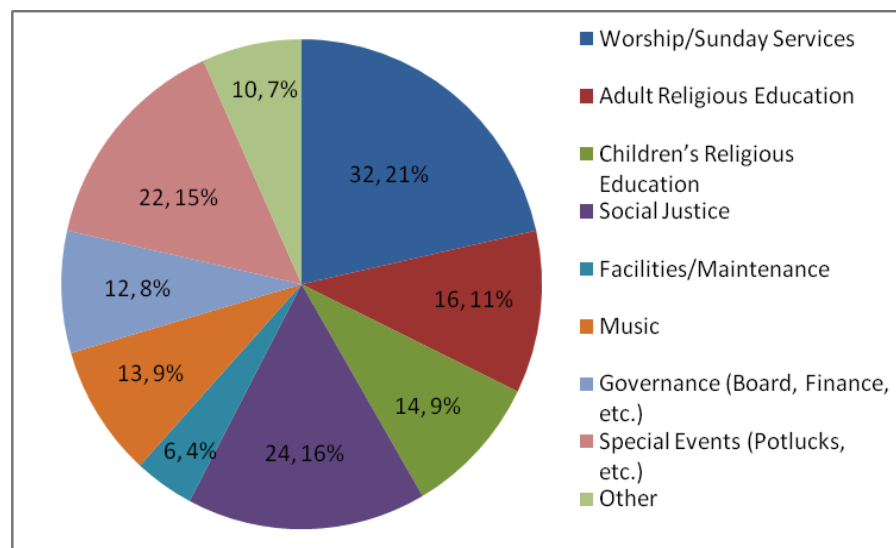
What is your experience with the facilities at AUUC?

Out of 44 people responding to this question:

- 14 thought the church building was satisfactory; the church and/or U house needed to be handicapped accessible
- 8 thought U House was satisfactory in general
- 6 mentioned that U House needs to be cleaned up
- 5 mentioned repairing/improving the steep stairs to Founders Hall; upgrading the kitchen
- 2 respondents each mentioned improving the flooring in Founders Hall; solving the sewer smell in the ladies room in the church; air conditioning in the church and/or U House; more church upkeep for appearances; making sure that repairs/upgrades are put into the budget.
- 1 respondent each suggested internet access in the church; cleaning the church exterior; improving the acoustics in Founders Hall; making Founders Hall more comfortable and attractive in general; adding a changing table in the men's room; adding a bike rack outside of the church; one did not like the fact that the church and U House were separated; a "church in the round" rather than the stage; pew cushions; upgrades to the office.

Involvement

What activities are you involved in at AUUC?



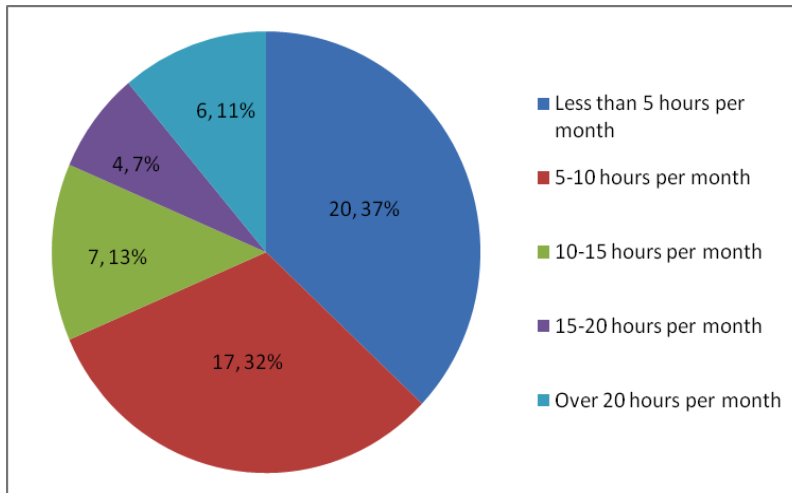
Note: The whole numbers inside the pie pieces are the number of actual responses.

If other, what other activities are you involved in?

Responses to “other” included:

- 4 mentioned they are not currently participating in anything
- 3 mentioned small groups of various kinds
- 2 respondents each mentioned stewardship/fundraising, greeting
- 1 respondent each mentioned worship committee; the board; the Pride Celebration; Committee on Ministry; archives; publications/graphic design; Membership committee; Growth and Vitality Committee.

How much time do you devote to AUUC activities?



Note: The whole numbers inside the pie pieces are the number of actual responses.

Is there anything that prevents you from becoming more involved in church activities?

Out of 42 people responding to this question:

- 17 mentioned being very busy with other things
- 7 mentioned their distance from the church
- 3 respondents each mentioned not being pleased with the theology (either too much or too little God); the minister; the recent lack of respectful treatment between members.
- 2 respondents each mentioned the church location; health problems/disability; feeling less committed to the church.
- 1 respondent each mentioned there wasn't anything preventing them; not feeling as though they are supported by the congregation when they have a problem; not being sure what they had to offer; they were just starting to get involved; having an easy reminder of exactly what is happening when; feeling they are doing what they are capable of; their partner was not involved; frustration that efforts on behalf of the church don't achieve results; being in spiritual doubt; there being only one worship service; lack of child care availability and that services aren't really kid-friendly.

What three things frustrate you the most about AUUC and you would like to see change?

Out of 41 people responding to this question:

- 14 indicated that the negativity and lack of compassion/respect towards each other when we disagree, and people who would rather complain than help
- 4 respondents each mentioned an emphasis on attracting new members rather than keeping present; a loss of focus on social justice; that we need more social justice actions; we need a full-time minister.

- 3 respondents each indicated a lack of communication; the lack of people willing to show up and do things lately, lack of enthusiasm; the difficulty of making decisions quickly while at the same time making sure the process is transparent.
- 2 people each mentioned an over-emphasis on social justice; an accurate head count of active members; lack of people of color in the membership; lack of appreciation for the minister; the minister; the move to full-time ministry despite the financial implications; too many meetings; too much talk and not enough action; divisiveness and an “us vs. them” mentality; silence and apathy regarding members who have recently left.
- 1 respondent each mentioned the lack of new members; the lack of discussion regarding the Salvation Army issue a couple years ago and the alienation some people felt about it; an unwillingness “to ask the tough questions;” the focus on the North Side when it comes to social justice issues; the pulpit being on the stage; that we are a Sunday-only congregation and that the community needs to be deeper; that we need more social justice actions; the talk of social justice but lack of talk about members who have not been to service in some time is troubling; the lack of spirituality in services; that many members don’t go to Sunday service; the church building is not ADA accessible; the lack of vegetarian/vegan options at church meals; the interpersonal issues that have caused people to leave or pull back their involvement; the assumption that everyone knows all about the church history and how things operate; the Youth and RE programs need a lot of support/work; losing the music director; enough focus on racial justice in the neighborhood; lack of recognition for those members who “make the church go;” majority decisions being undermined by the minority opinion; a culture of avoiding conflict to the detriment of the church as a whole; the lay-led services; an unwillingness to see the church as a Unitarian Universalist church; keeping the church running is draining peoples’ time and emotional energy; more time celebrating our successes; a lack of centralized organization to help people know what’s going on; only being one worship service per week.

If you’ve been involved with other congregations, did they offer anything we don’t but that you think we should be?

Out of 19 people responding to this question:

- 6 mentioned a stronger adult RE/small group program or more opportunities in that area
- 4 mentioned more social activities that were not focused on any one thing
- 3 mentioned a warmth and feeling of extended family/community, a sense of unity
- 2 mentioned having a more robust pastoral care program
- 1 respondent each mentioned more community outreach; having children at Sunday service; more children’s music; community gatherings to air grievances; “talk backs” during services; having more worship opportunities.

Are there things we offer that, in your experience, other congregations don’t?

Out of 23 people responding to this question:

- 5 respondents each indicated the participation in and support of social justice work; a friendly, warm and welcoming congregation.
- 4 indicated the variety/quality of social justice opportunities
- 2 respondents each mentioned the minister, the urban/city location.
- 1 respondent each indicated the church’s history of commitment to social justice; the good quality of Sunday services; having friends at AUUC; the warmth and welcoming with which GLBTQ folks are treated.

What three program/services does AUUC provide that you benefit from/enjoy the most?

Out of 37 people responding to this question:

- 23 indicated Sunday services
- 10 indicated social justice activities (shelter meal, Pride March, Jefferson Rec Center)
- 9 respondents each mentioned small groups (dinner for 8) and/or adult RE; the people and friends they had at AUUC, being part of a community

- 8 indicated the music during worship or choir
- 5 mentioned the minister or his sermons/services
- 4 mentioned potlucks and other gatherings over food
- 3 indicated RE
- 1 respondent each mentioned AUUC is a welcome haven from their normal lives; the greeter breakfasts; the member-led services; volunteering for events within the church; the social networking they can do at the church; coffee hour in Founders Hall after service; the opportunities for ethical and religious discourse; the existence of a forum for critical thought and action; meditation services on Wednesday evenings; the Joys and Sorrows portion of Sunday services; the meditation portion of Sunday services; the Christmas Eve service; greeting.

Please feel free to elaborate on any of your answers here or comment on anything not covered by the questions above.

Out of 22 people responding to this question:

- 6 said thanks for the opportunity to fill out the survey and that they hoped it would help, or that they liked the survey
- 2 respondents each mentioned they are thinking of leaving due to the recent issues and the way they were handled; the leadership and the church in general should follow the seven principles in interpersonal relationships; they were concerned or frustrated with the move to full-time ministry.
- 1 respondent each said they like the 5-7 minutes periods of meditation during services; did not like singing songs in rounds; we need a full-time minister; it would be good to keep the double doors closest to the sanctuary closed so as to cut down on noise; they miss our Music Director; they would prefer not to have recorded music that often; thank you for the Fair Share Giving guide link on the survey; they are just beginning to get involved and like what they are seeing and doing; they were a visitor from the Pittsburgh Mennonite Church and would visit again in the future; their frustration with the negativity and harshness on the email list; they did not think the survey would be useful; they would like to see the minutes of the Board meetings posted each month; they would like announcements read by folks in the congregation rather than from the pulpit.