

# Survey Results of Settled Minister Search 2023/2024

Compiled by Susan Backer, Lisa Trankley, Dick Corbin, Carolyn Boyd,  
& Cami Armijo-Grover

**What is your favorite thing about our congregation?**

**People had multiple answers, but the most popular themes by far, in order of being named, were (1) sense of community and the people (tie); (2) care and support; (3) being with people with common (liberal) values; (4) the sense of welcome, acceptance and open-mindedness. Several of the responses were really touching, especially in themes (2) and (4).**

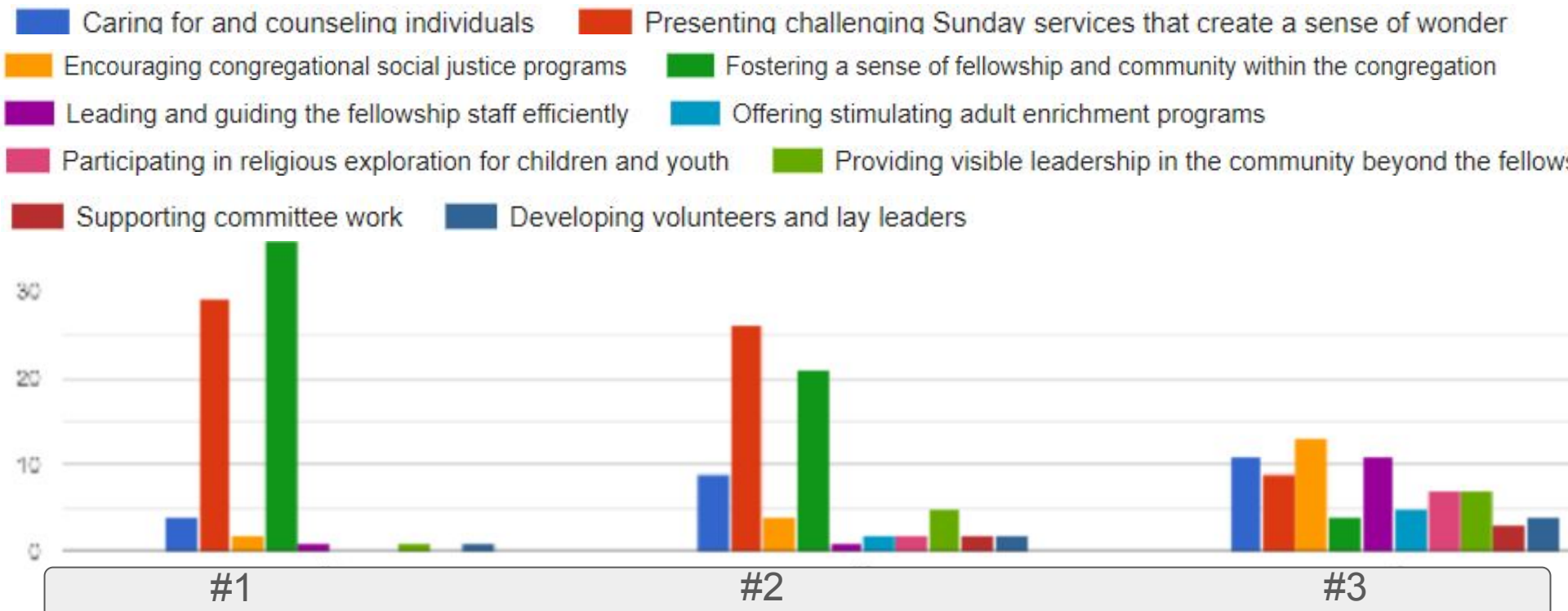
**What do you perceive the top three functions of our congregation to be?**

**The three top functions in order were:**

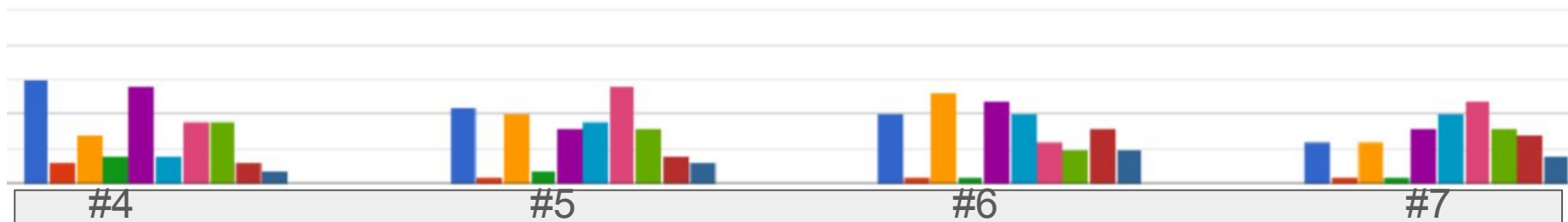
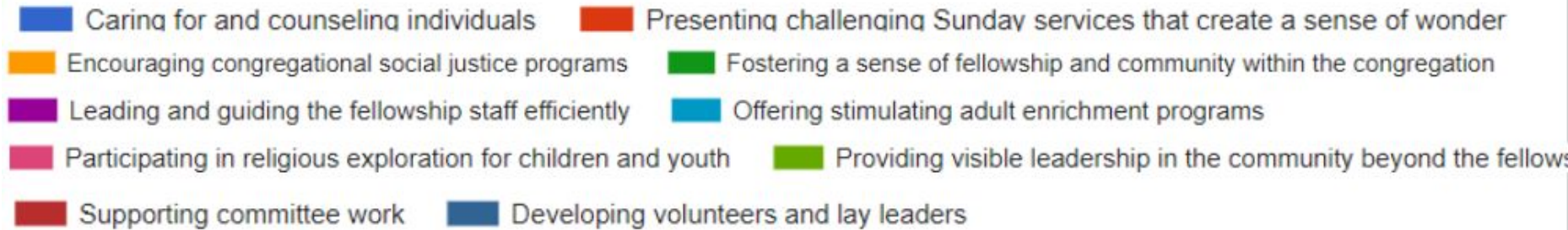
- 1) Creating a beloved community. The idea of supporting individuals in time of need was mentioned by some (57)**
- 2) Providing for individual and spiritual growth through Sunday services and educational opportunities (52)**
- 3) Being involved in activities that promote social justice (49)**

**Another idea that was mentioned less often was being a voice for liberal religion in the community. Maybe this fits with social justice (13)**

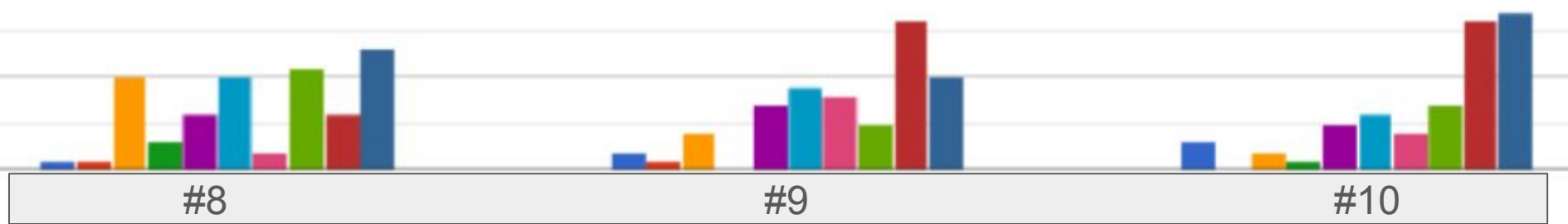
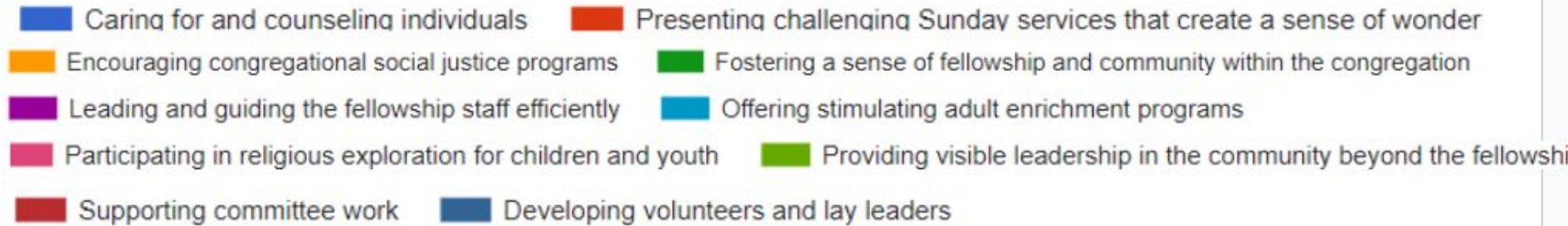
Responsibility for a successful fellowship is shared among the minister, other staff, and lay leadership. In terms of personal capabilities, time and attention, please rank the following priorities for UUFBs next minister from Most Important (#1) to Least Important (#10).



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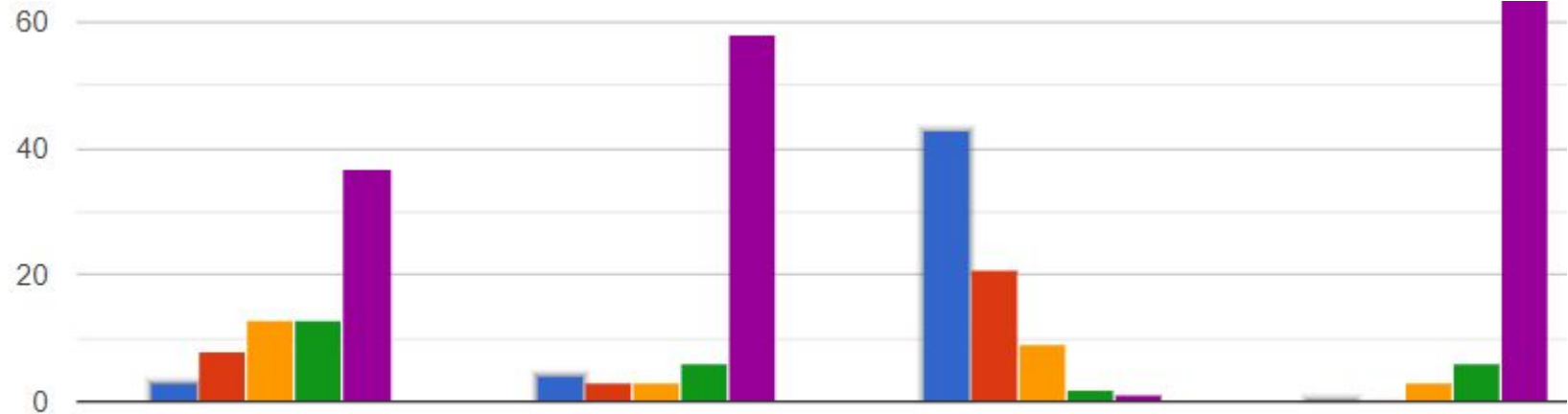


Responsibility for a successful fellowship is shared among the minister, other staff, and lay leadership. In terms of personal capabilities, time and attention, please rank the following priorities for UUFBs next minister from Most Important (#1) to Least Important (#10). **Continued!**



On average how often did you participate in the following activities during the last year?  
Check all that apply.

Nearly Weekly Monthly 2-3 Times a Year Yearly Never



Adult  
Religious  
Education

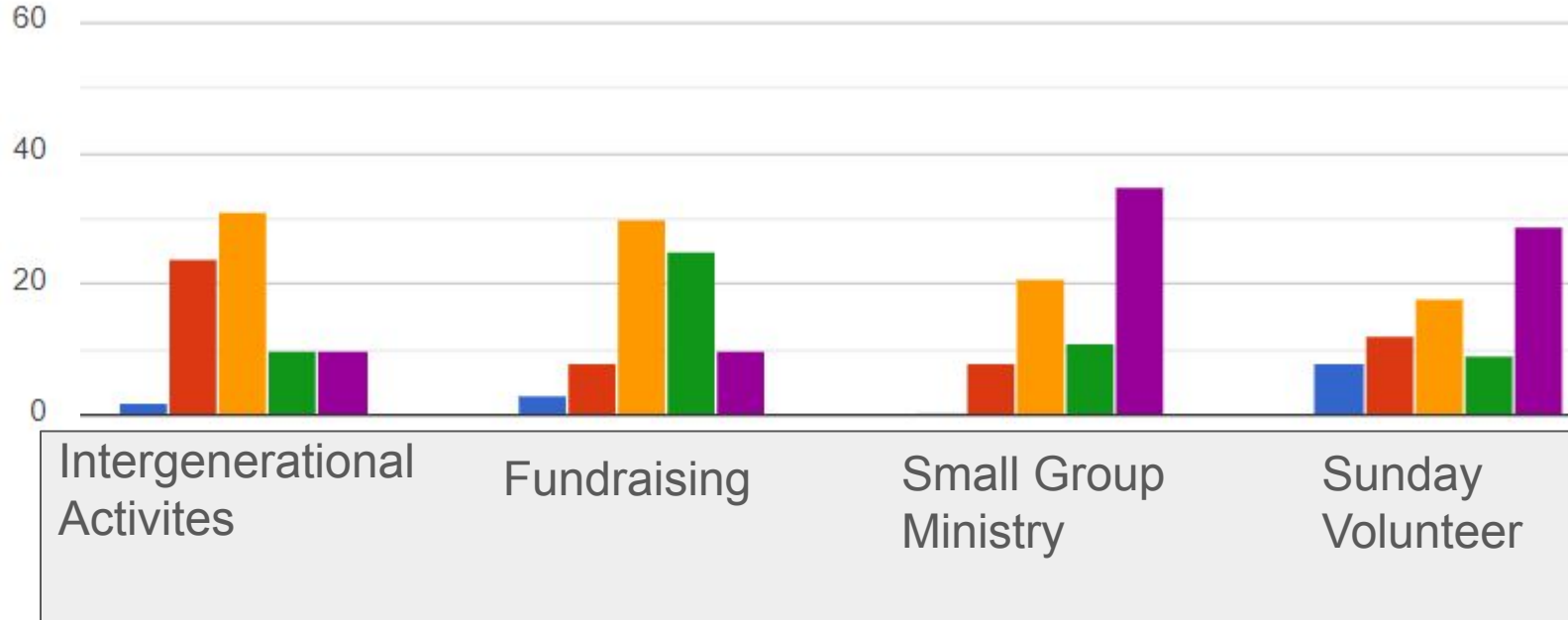
Children's  
Religious  
Education

Sunday  
Morning  
Worship Service

District,  
Regional or  
General  
Assembly

On average how often did you participate in the following activities during the last year?  
Check all that apply. **Continued!**

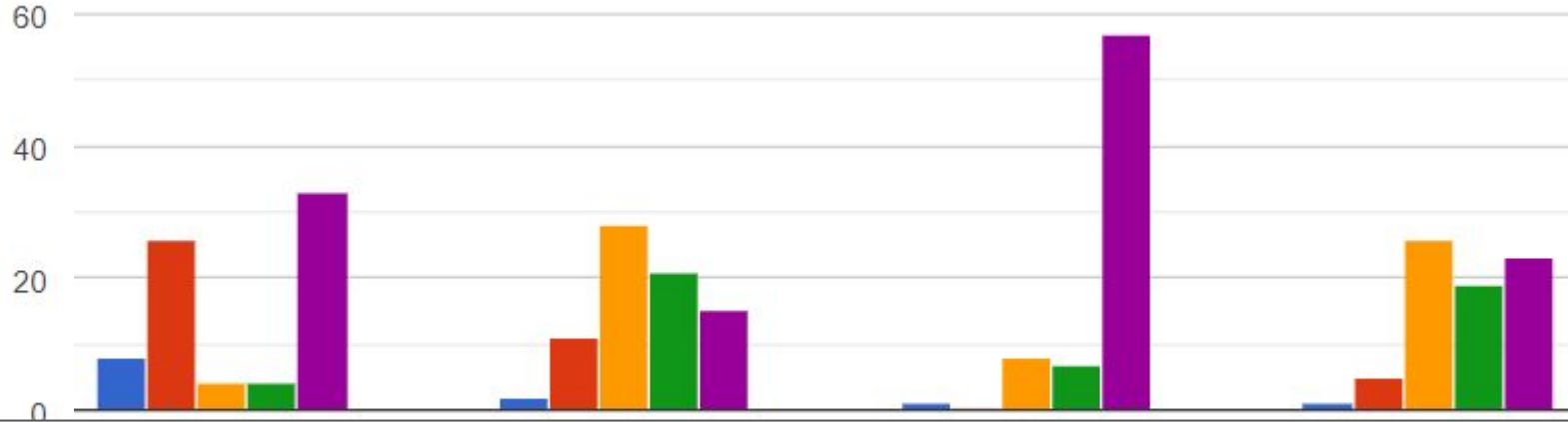
Nearly Weekly Monthly 2-3 Times a Year Yearly Never





On average how often did you participate in the following activities during the last year?  
Check all that apply. **Continued!**

Nearly Weekly Monthly 2-3 Times a Year Yearly Never



Governance,  
Committee,  
Task Force

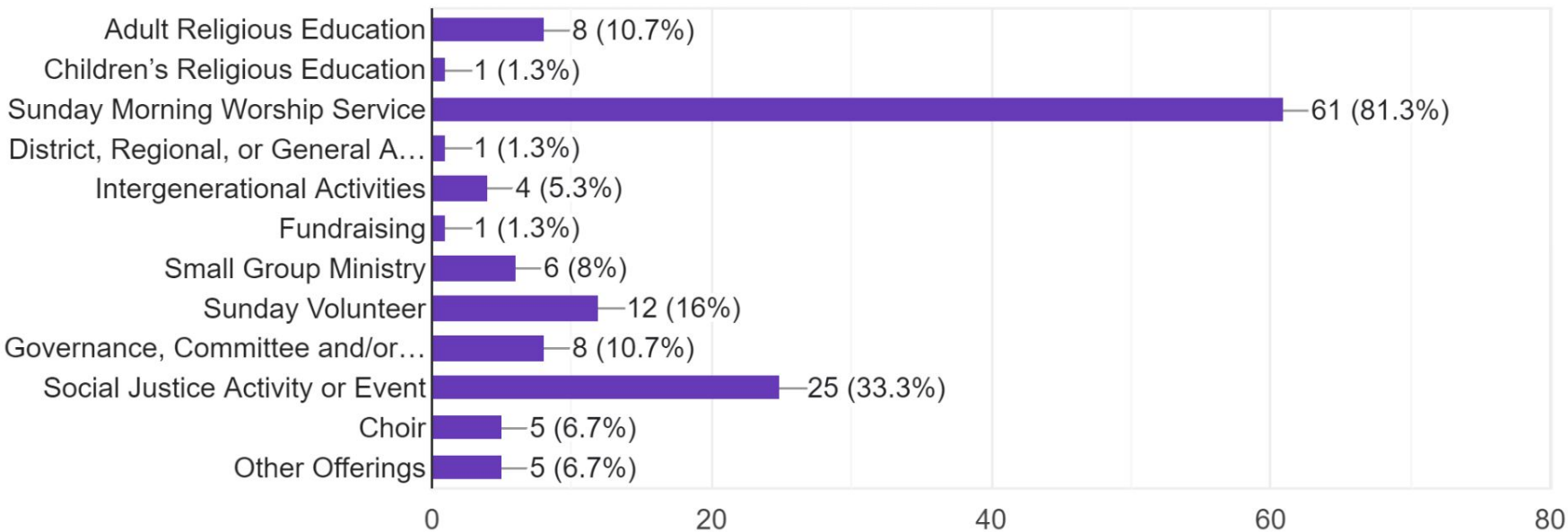
Social Justice  
Activities/Events

Choir

Other Offerings

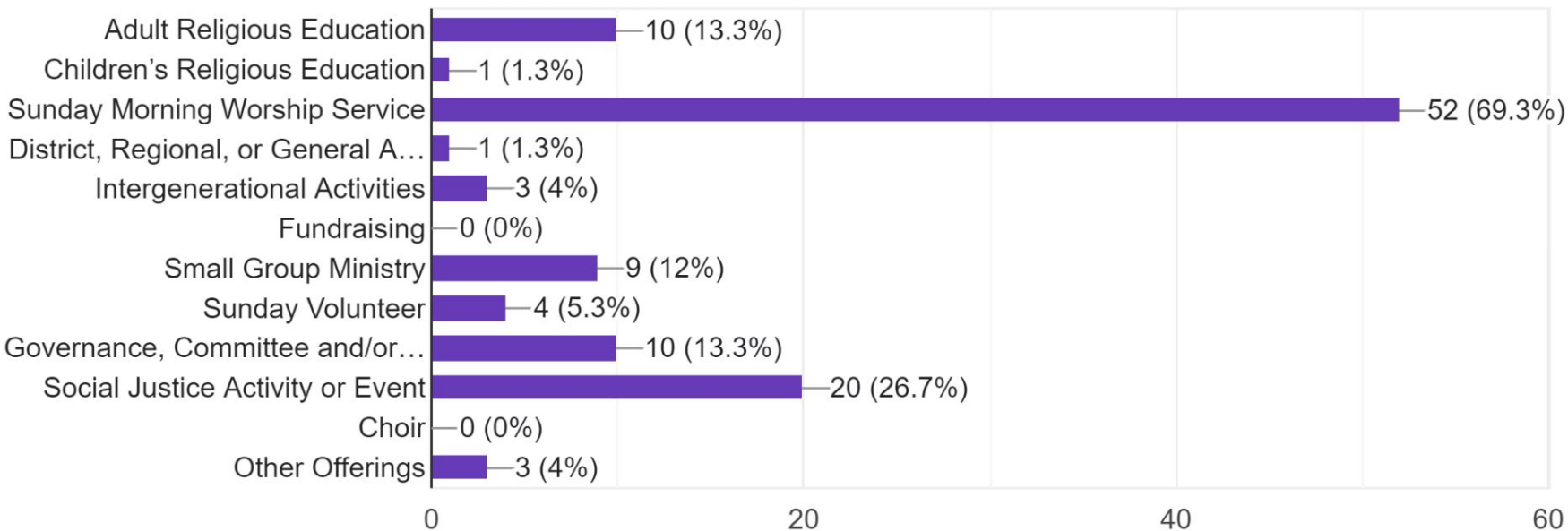
5. Impact: looking back over the programs, ministries and activities listed in the previous question, please choose one (or two at the most) programs th.... Where do you feel most Unitarian Universalist?

75 responses



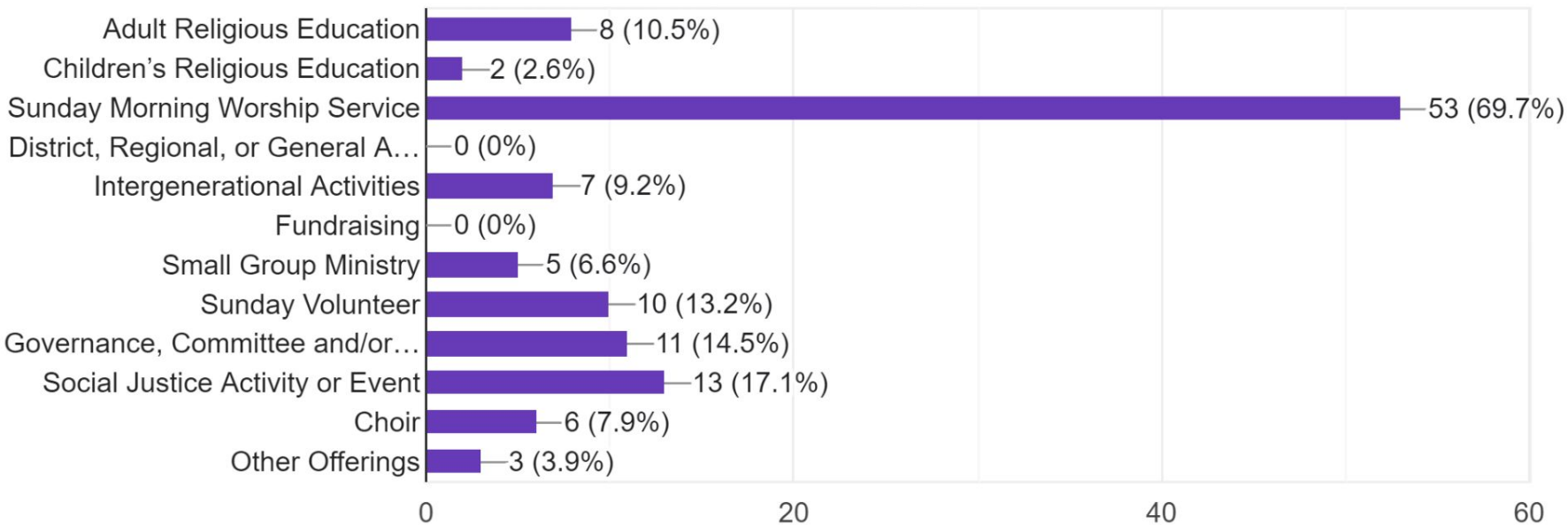
## 6. Which inspires you to stretch and grow? Please choose one (or two at most) of the following:

75 responses



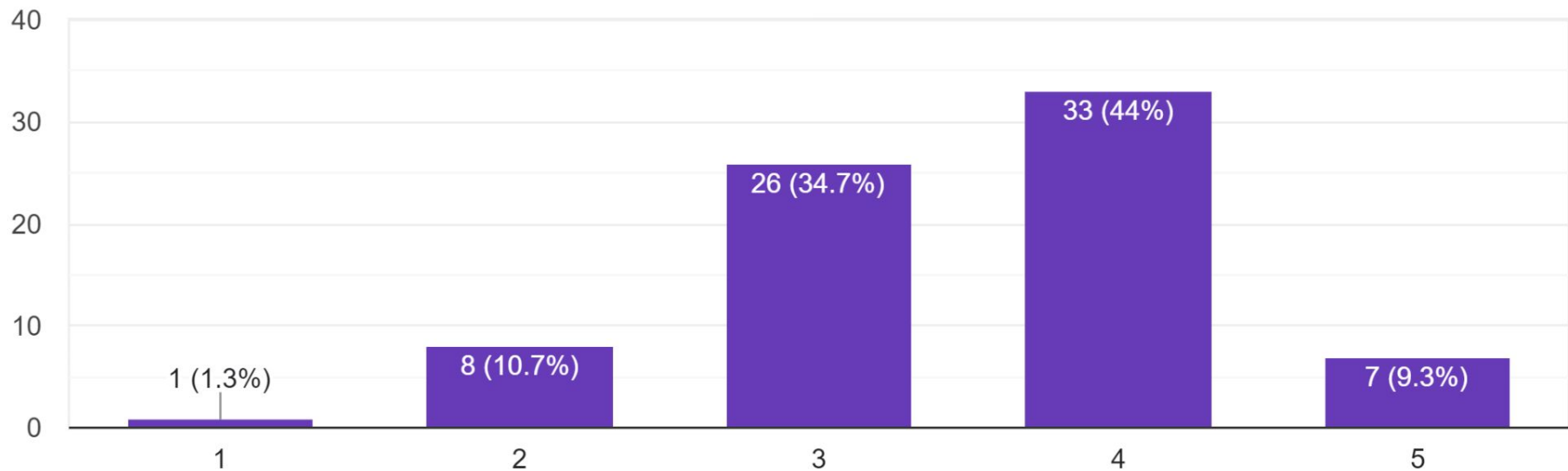
7. Which gives you the deepest sense of belonging? Please choose one (or two at most) of the following:

76 responses



## 8. This congregation is generally open to change.

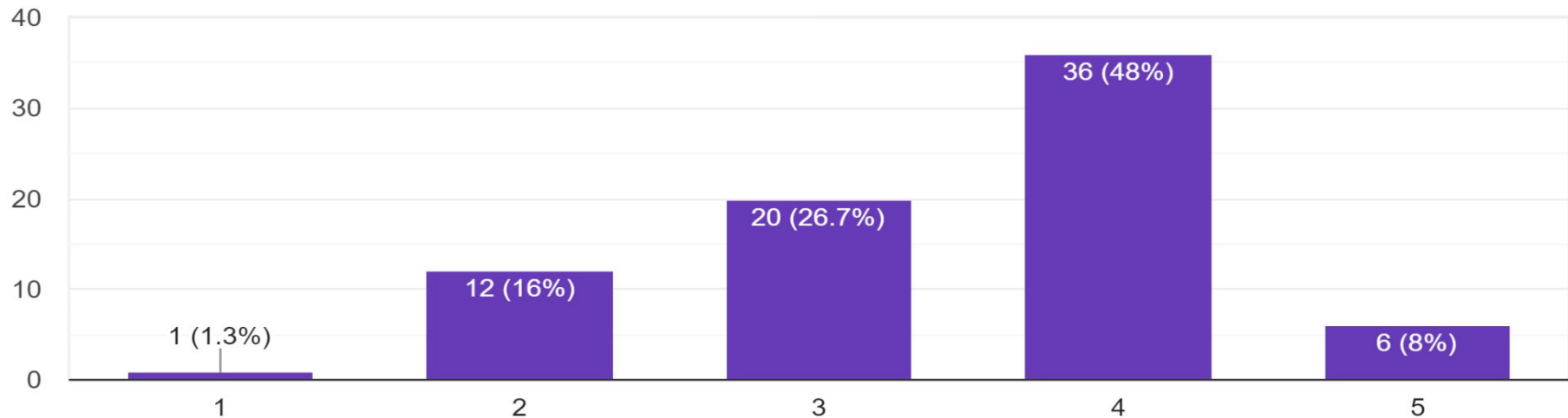
75 responses



1= Strongly Disagree, 5 = Strongly Agree

## 9. This congregation has a flexible enough structure to implement new ideas easily.

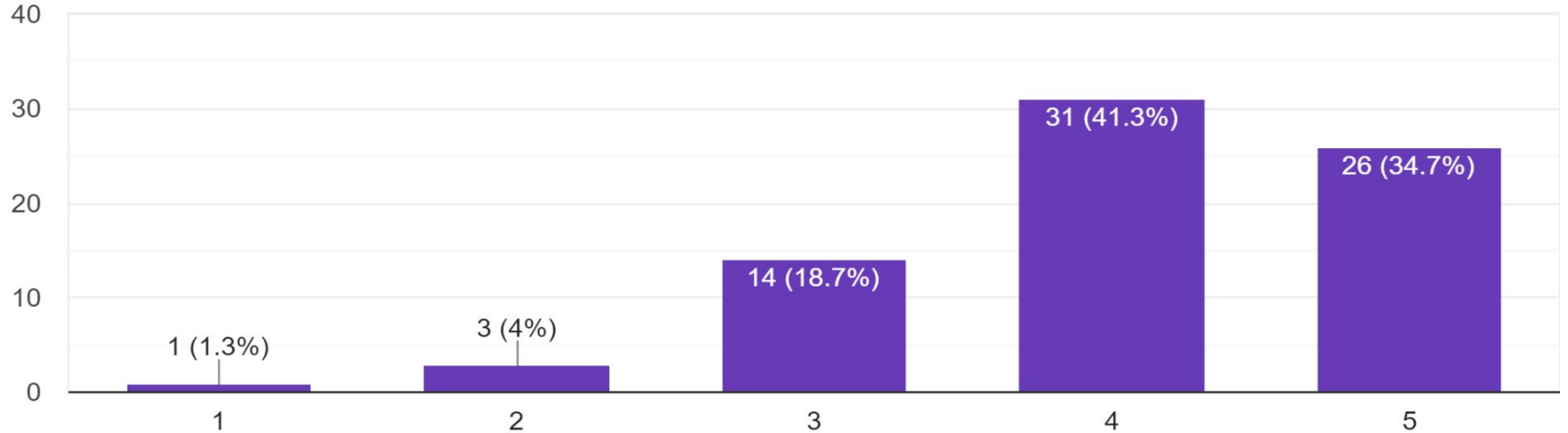
75 responses



1= Strongly Disagree, 5 = Strongly Agree

10. This congregation focuses on mission and the greater good, rather than the strong preference of some individuals.

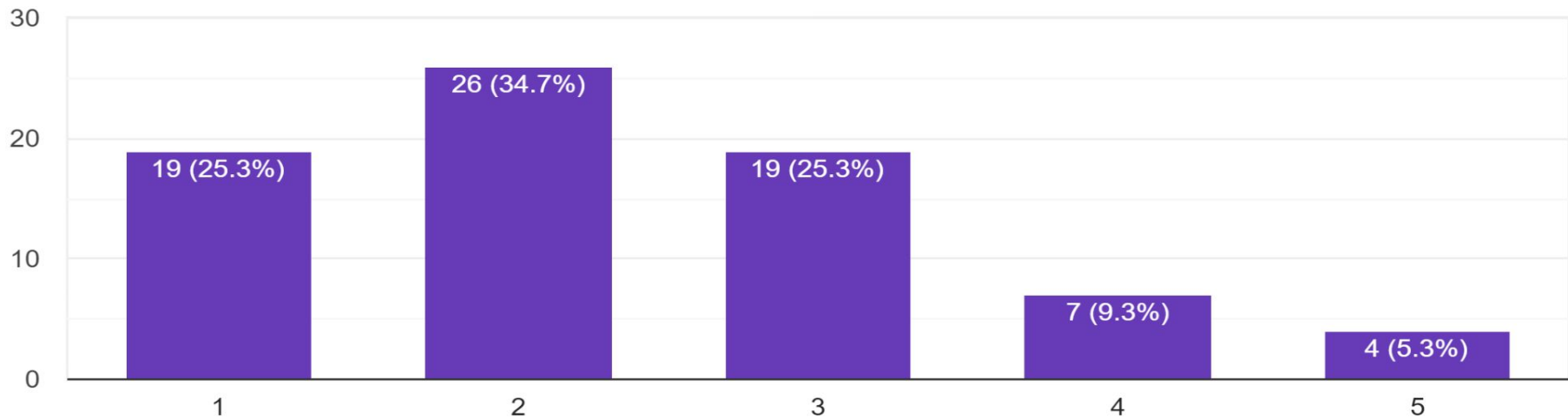
75 responses



1= Strongly Disagree, 5 = Strongly Agree

# 11. I have concerns about our congregation's financial sustainability.

75 responses

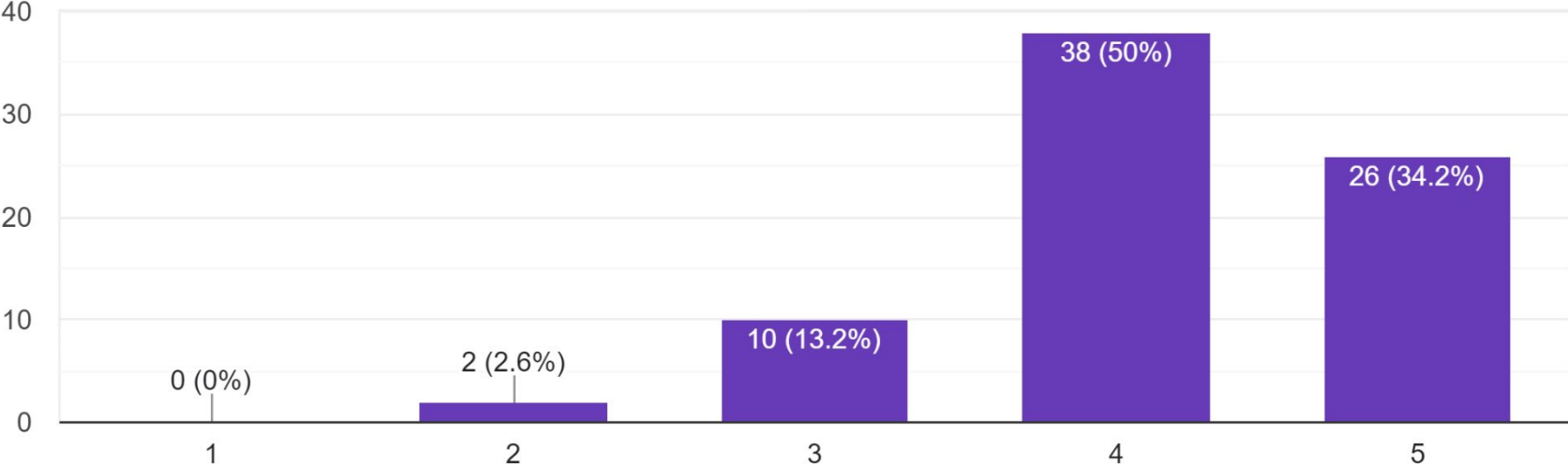


1= Strongly Disagree, 5 = Strongly Agree



## 12. There is a high level of trust in leadership in this congregation.

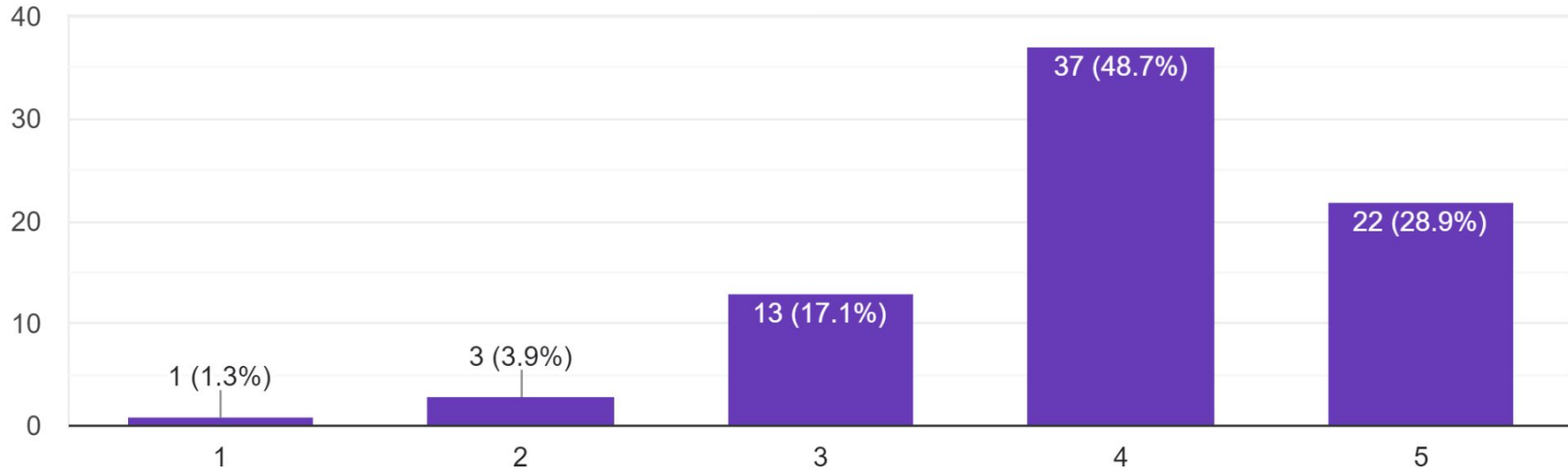
76 responses



1= Strongly Disagree, 5 = Strongly Agree

### 13. We have a core group of leaders able to lead change in a productive way.

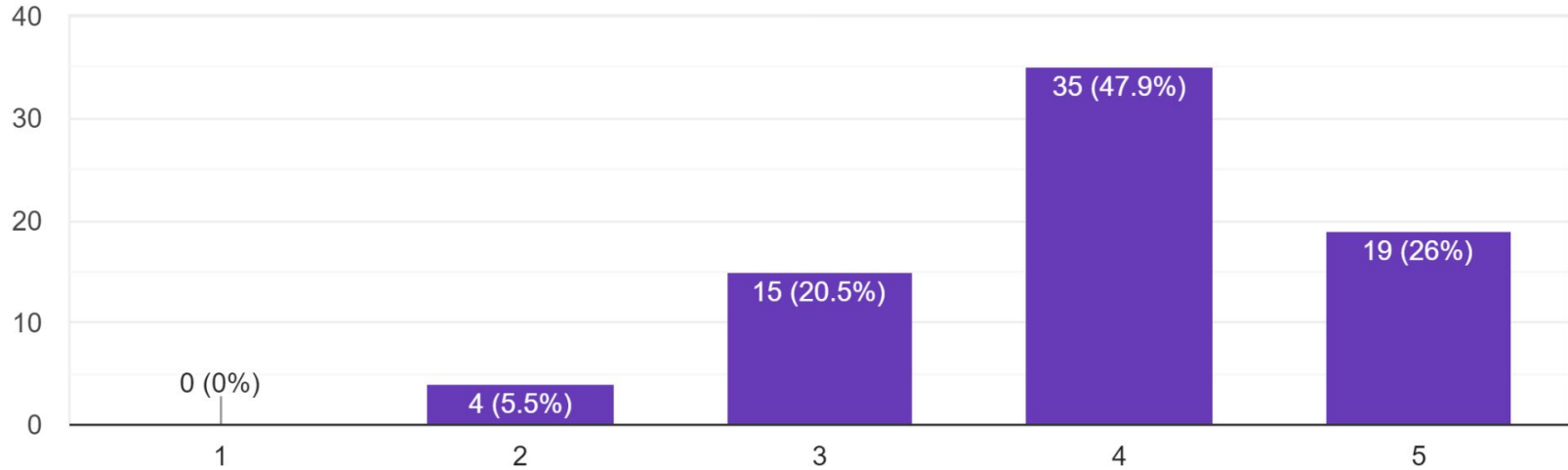
76 responses



1= Strongly Disagree, 5 = Strongly Agree

## 14. We do a good job of having difficult conversations and staying in relationship.

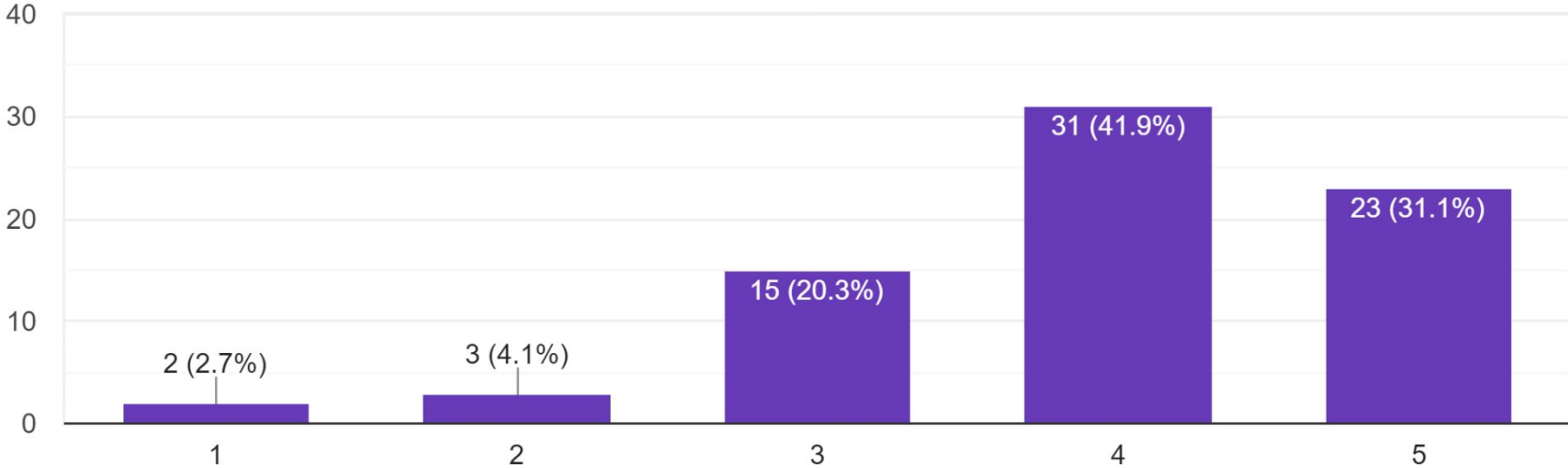
73 responses



1= Strongly Disagree, 5 = Strongly Agree

# 15. Our mission and ministry continue to adapt to changing conditions in the world.

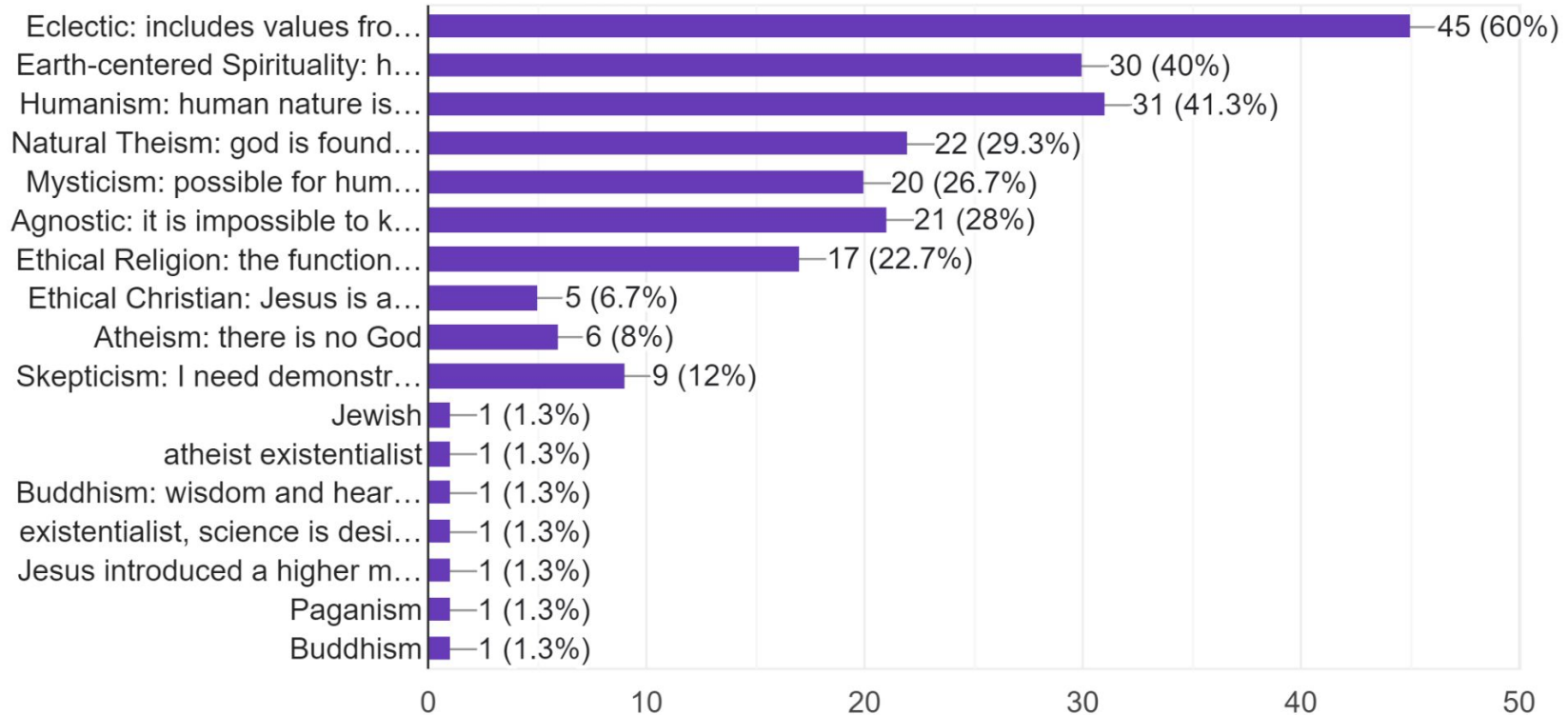
74 responses



1= Strongly Disagree, 5 = Strongly Agree

## 16. Which of the following describes your religious orientation? Check all that apply.

75 responses

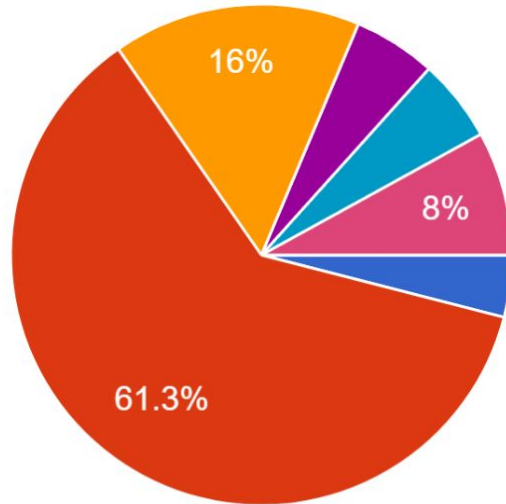


**What lessons have you learned, if any, about nurturing ministers and ministry? Include ways you feel our congregation has taken care of our ministers in the past.**

**We could do a better job nurturing, valuing and supporting our ministers by expressing gratitude often and openly, like in congregational meetings, and by listening and asking thoughtful questions. We need to offer more help on their housing searches given the difficult housing situation in Bozeman. It's important to let the minister lead and practice in their own style, being open to new ideas, and without comparison to former ministers. It could be helpful to educate the congregation more about the work of ministry beyond the Sunday Service.**

## 18. If you didn't agree with something the minister said or did, would you...

75 responses



- Tell the minister immediately
- Think about and then meet with the minister
- Write a note to the minister
- Write a note to the board
- Tell those in your circles
- Stifle, just keep your opinions to yourself
- Would think it said more about yourself and less about the minister
- Stop coming to church

**It could become contentious if the new minister tried to change:**

**While the congregation is open to some changes, there is a concern about having too many changes too soon, as in the form of Sunday Services, social justice activities and things we've worked hard on like the UUFB Vision statement or the Mission Statement. It would be contentious if the minister didn't trust our leadership or didn't consult with committees. There continues to be a vested interest in shared ministry, lay leadership, RE (Story for All Ages) presence in services and rituals like Joys and Concerns.**



**It could be unifying and energizing if the new minister tried to change:**

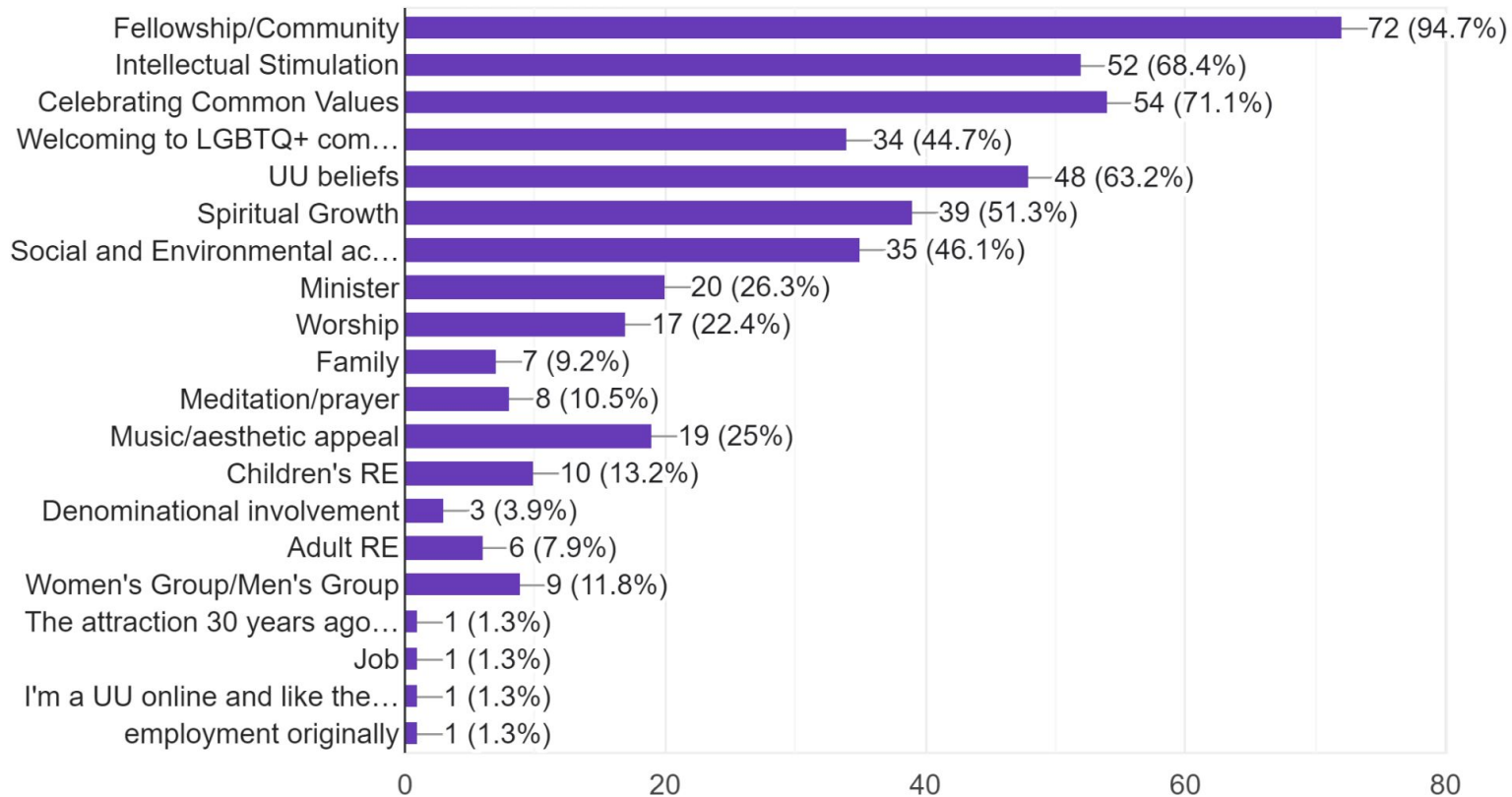
**Several areas stood out strongly in responses, The first was attracting and keeping younger people, including more outreach to MSU, and helping them to become more involved in the life of the UUFB.**

**Another area of strong interest was enhancing the present music program by incorporating more contemporary, lively hymns and forming a choir for all ages. Along with that many want to look at new forms of Sunday service, including children and families more often.**

**We need energy to help streamline governance (too many committees presently), and to encourage volunteering as a way to become involved in the UUFB. Once people become members or dedicated friends there isn't really a follow-up for them to learn how to become more involved. So it would be energizing to move newer attenders into volunteering and leadership positions.**

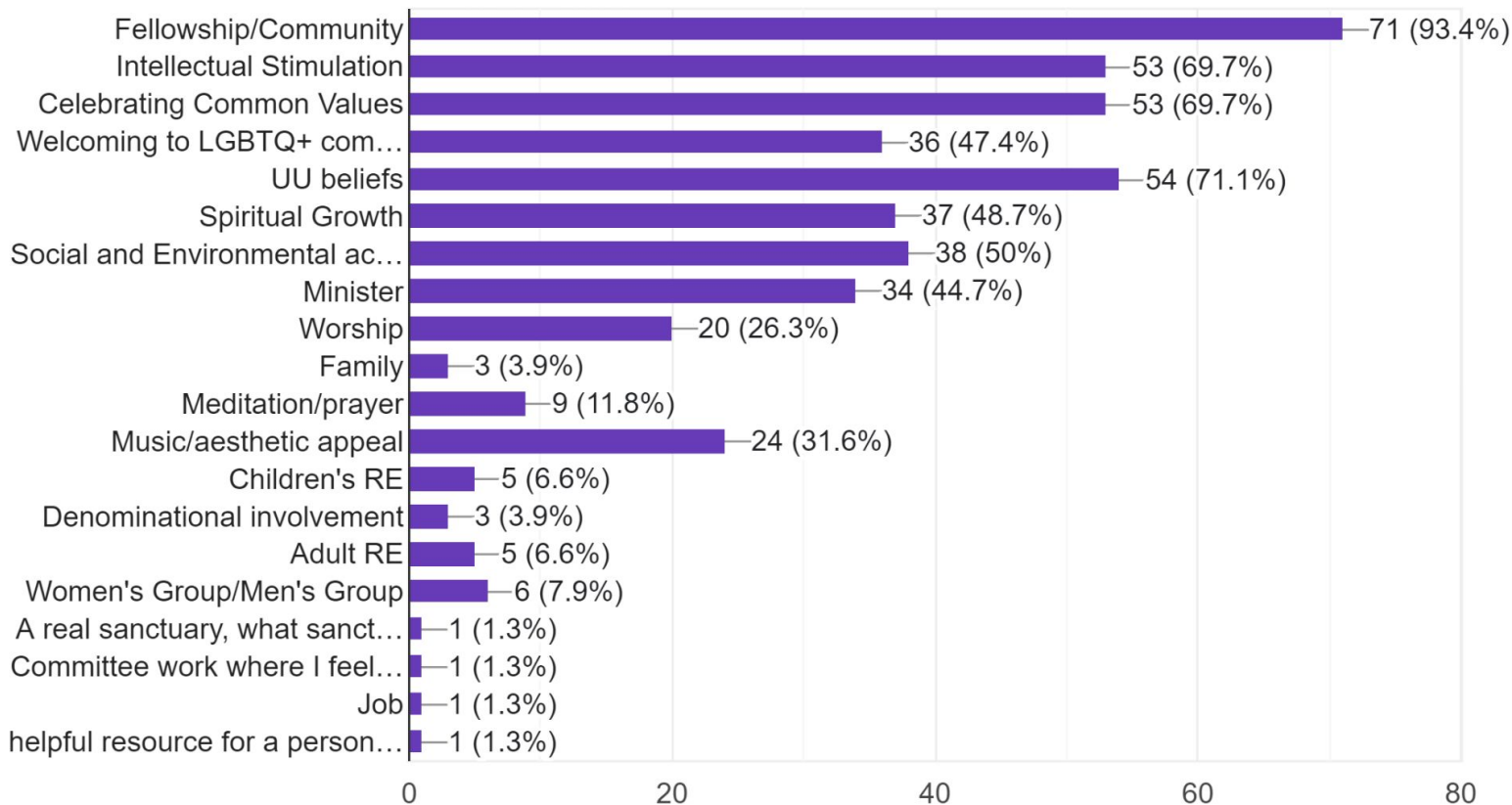
## 21. What brought you to UUFB? Check all that apply.

76 responses



## 22. What keeps you here? Check all that apply.

76 responses



## **What about UUFB would be attractive to a potential minister?**

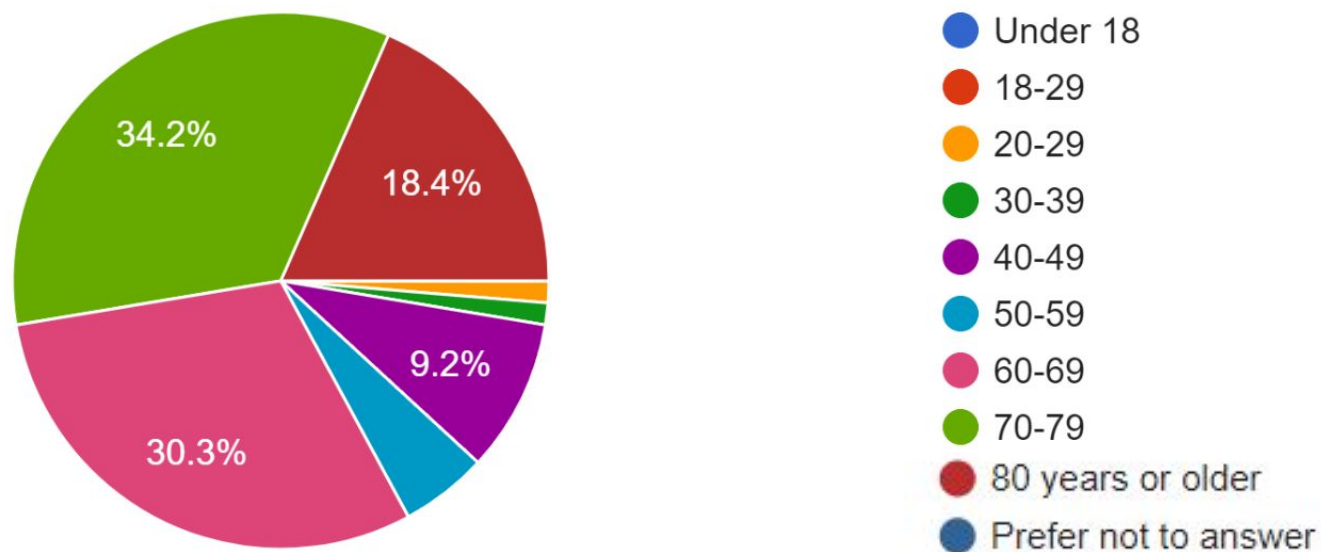
**The responses to this question can be grouped into three areas: our people, our institution and our community. The answers overwhelmingly focused on our members and friends. Adjectives used to describe them included warm, friendly, welcoming, committed, energetic, progressive, open, caring, supportive and diverse. The Fellowship has a strong sense of community, is committed to social and environmental issues, embraces a wide range of ideas and considers itself open to new ideas and accepting of change.**

**The second most cited attractive factor is our strength as an institution. We have a lovely building, are in a sound financial position and have an excellent administrative assistant. We are long established and stable, but with possibilities for growth. We have strong leadership and good communication. We have little or no conflict or squabbling factions, but know how to handle conflict if it arises. We collaborate with other organizations and have an opportunity to grow intergenerational connections.**

**The third most often cited attractive factor is our community. Respondents believe Bozeman is a great place to live. It is in a beautiful setting, is vibrant and growing, has close connections to nature and a stimulating culture. Its political culture is liberal.**

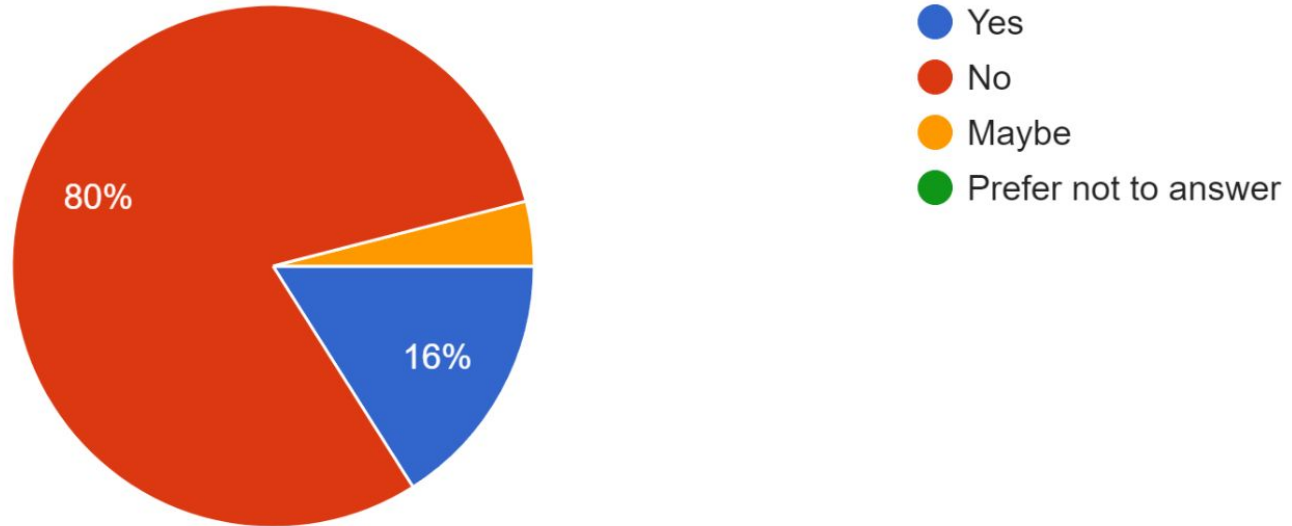
## 24. What is your age?

76 responses



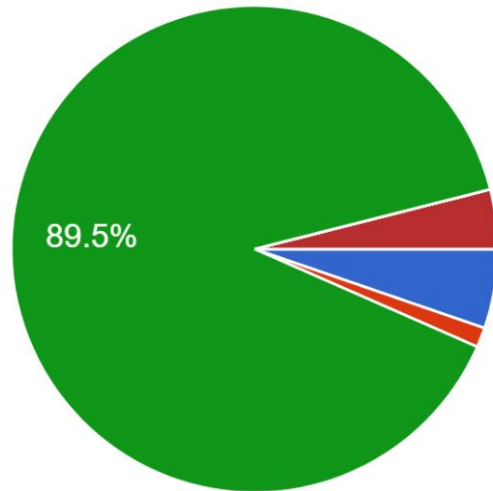
## 25. Do you consider yourself part of a multiracial family?

75 responses



## 26. With which racial or ethnic identity do you most identify?

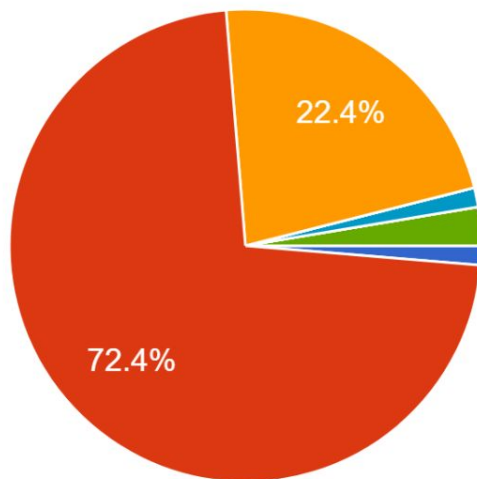
76 responses



- I prefer to self-describe my racial or ethnic identity (Note: If you choose thi...
- Asian
- Black
- Caucasian/White
- Latina/o/e/x
- Multiracial
- Native American/Alaska Native
- Pacific Islander
- Prefer not to answer

## 27. With which gender identity do you most identify?

76 responses

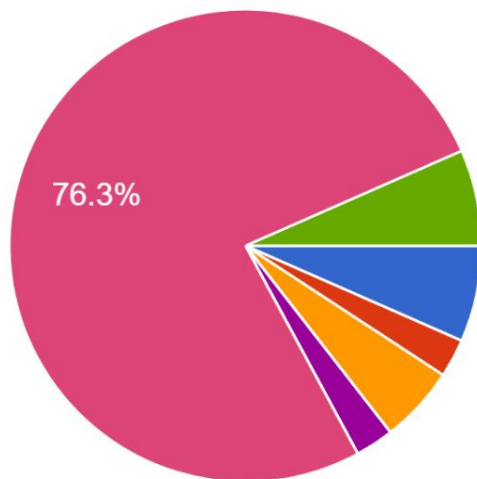


- I prefer to self-describe my gender identity (Note: If you choose this option, you'll be given a chance to type in you...)
- Woman
- Man
- Gender Queer/Gender Fluid
- Transgender
- Two-spirit
- Agender/Gender Androgenous
- Prefer not to answer



## 28. What is your sexual orientation?

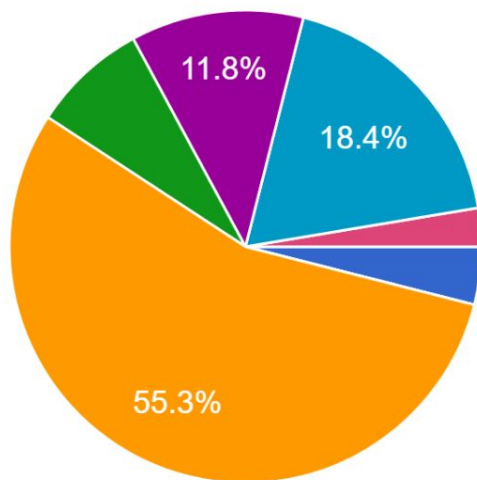
76 responses



- I prefer to self-describe my sexual orientation (Note: If you choose this option, you'll be given a chance to typ...
- Asexual
- Bisexual
- Gay
- Lesbian
- Pansexual
- Straight
- I prefer not to answer

## 29. What is your relationship status?

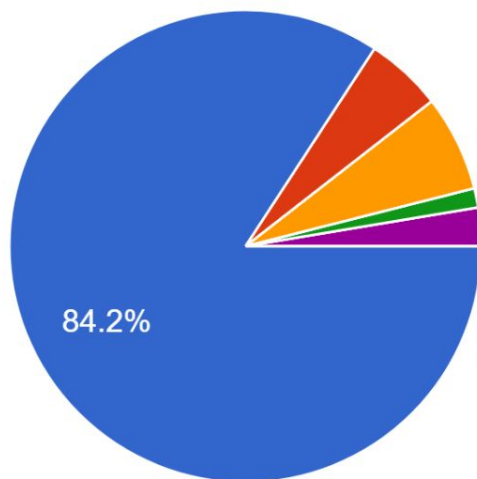
76 responses



- In a Committed Relationship
- In Committed Relationships
- Married
- Separated or Divorced
- Single
- Widowed/Widower
- I prefer not to answer

30. How many children under the age of 18 are there in your family? If other adult family members are filling out a form too, please choose one family member to answer this question.

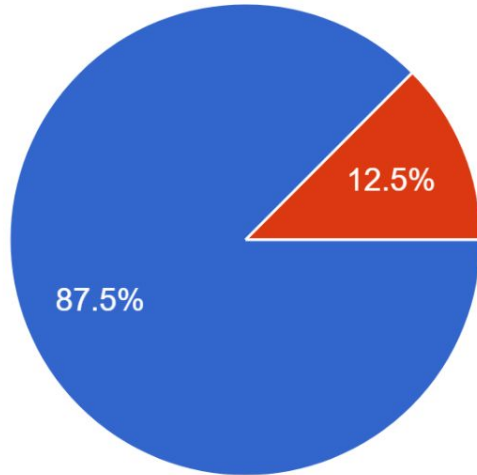
76 responses



- None
- 1
- 2
- 3 or more
- Another family member is answering this question.

### 30-A. Please tell us about your child(ren)s living situation.

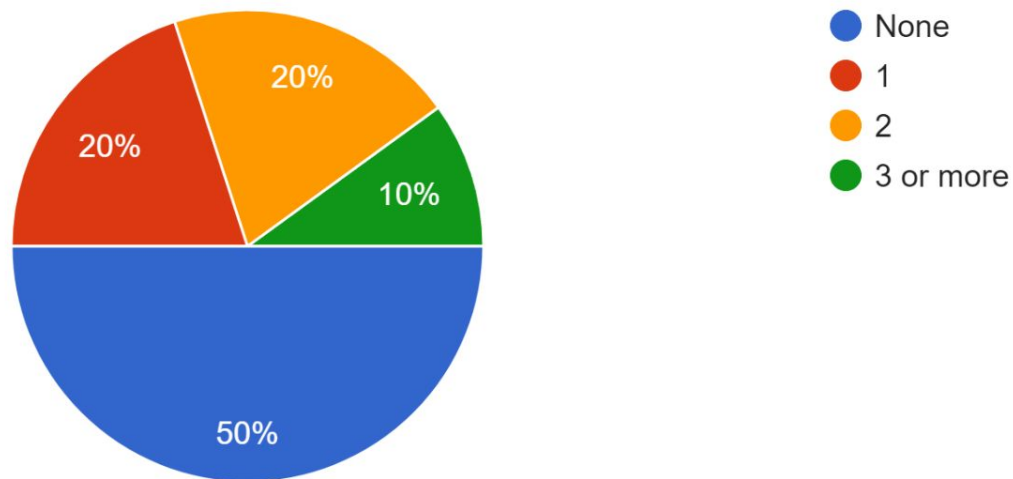
8 responses



- All the children are in the house full time.
- All the children are in the house part time.
- Some of the children are in the house part time.
- It's complicated.

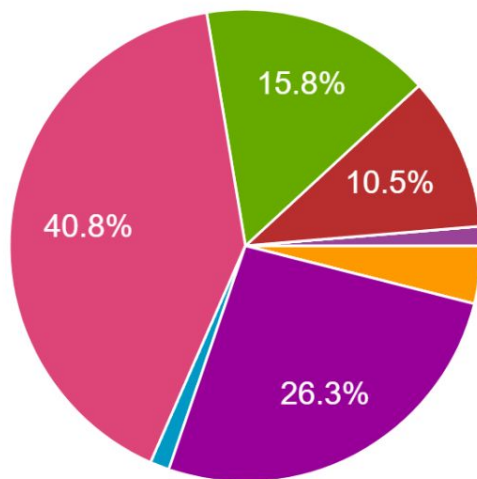
### 30-B. How many of your children are currently participating in the Religious Exploration (RE) at UUFB?

10 responses



### 31. What is the highest level of formal education you have completed?

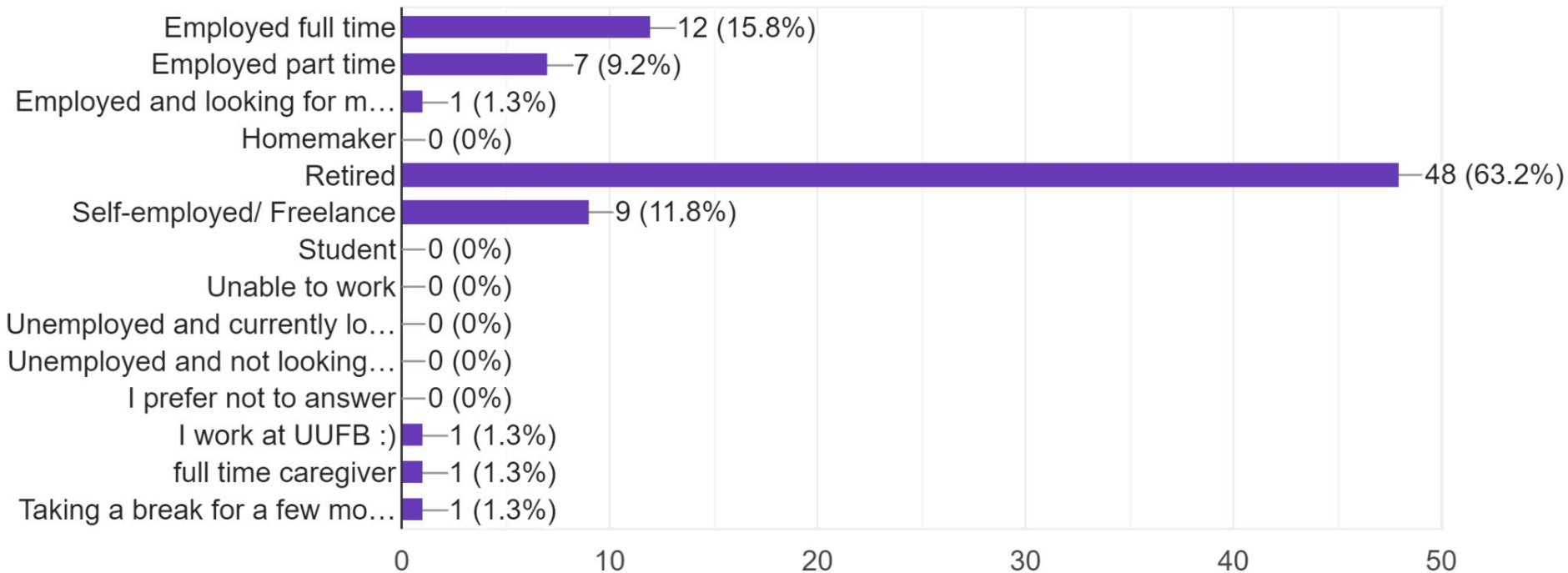
76 responses



- Less than high school/still in high school
- High school/GED/HiSET
- Some college
- 2-year college (Associate Degree)
- 4-year degree (BA, BS, etc.)
- Trade School
- Master degree (e.g. MA, MS, MEd)
- Doctoral degree (Ph.D, Ed.D, ect.)
- Professional degree (e.g. MD, DDS, DVM, JD)
- I prefer not to answer
- 4 year degree + 1 year toward Associate degree (certificate)

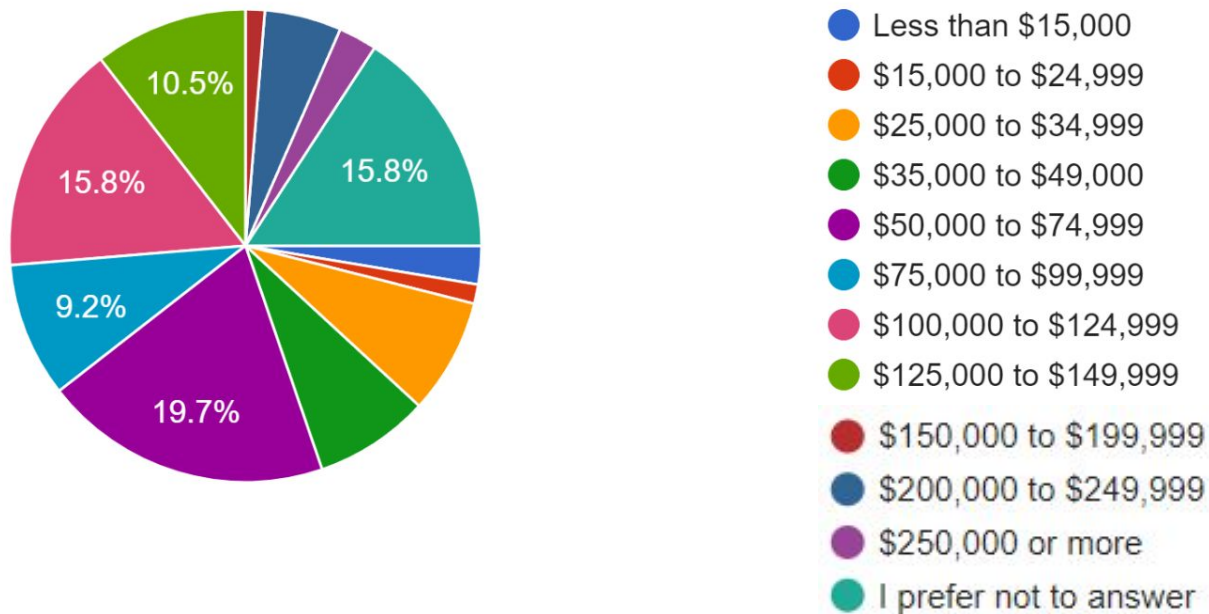
## 32. What is your current employment status? Choose all the apply.

76 responses



### 33. Which of the following income categories best describes your total annual household income?

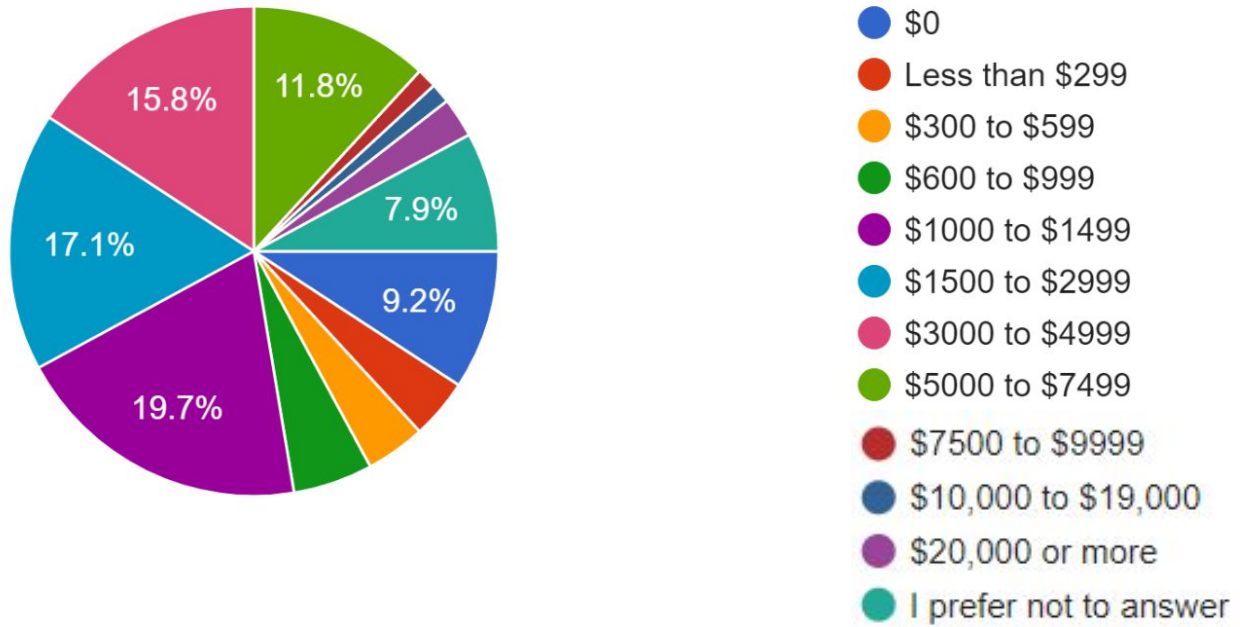
76 responses





# 34. What is your current household annual giving pledge, whether you pledge as individuals or as a family?

76 responses

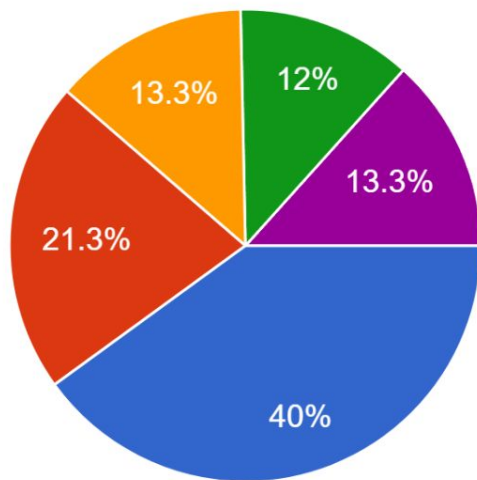


**What do you take into consideration when deciding an amount to give?**

**Members and friends overwhelmingly responded they give what they can afford while meeting their other obligations. Several commented they take into consideration UUFB's needs as well as the needs of other worthy causes. Others base their contribution on the amount of their involvement, the significance of UUFB in their lives and the level of service our congregation provides to the community. The pledge goal and suggested contributions listed in the stewardship brochure is a factor for a few people.**

### 36. When was the last time you increased your giving to UUFB?

75 responses



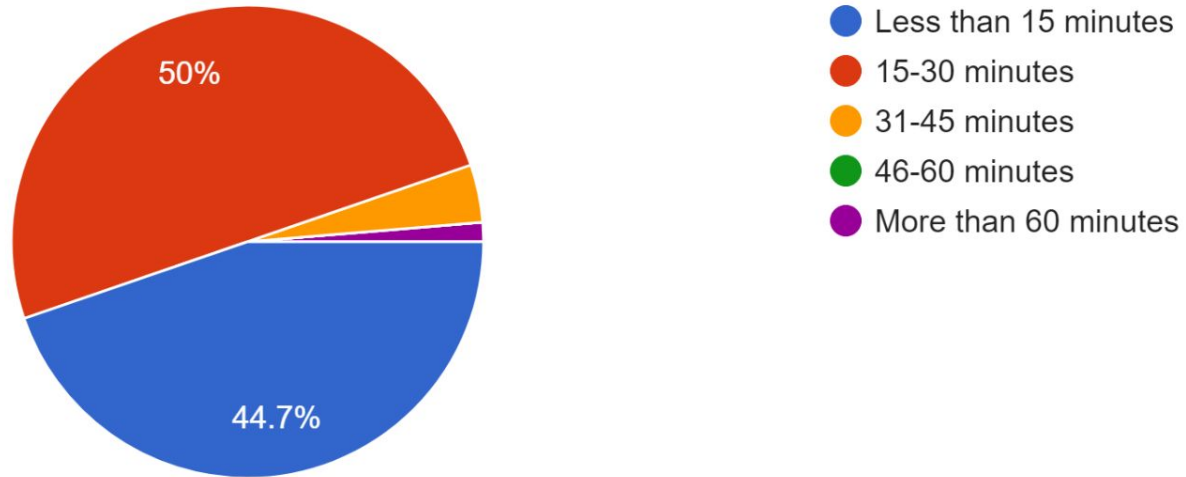
- This year
- Last year
- Two years ago
- Three or more years ago
- I have never increased my giving

**What, if anything, has inspired an increase (or decrease) in giving?**

**Personal financial situation is the primary factor respondents mentioned as a determinant in whether they increase (or decrease) their giving. Their income may increase or decrease, obligations or expenses may increase, inflation may increase expenses and/or erode savings, or the stock market may perform well or poorly. Some donors increase their giving for specific purposes, e.g., ministerial search, ensuring staff are adequately compensated and the RE program is funded, the OWL program, UUFB dedication to social justice activities and the needs of the building or its furnishings. Finally, an individual's level of giving can be correlated to frequency of attendance.**

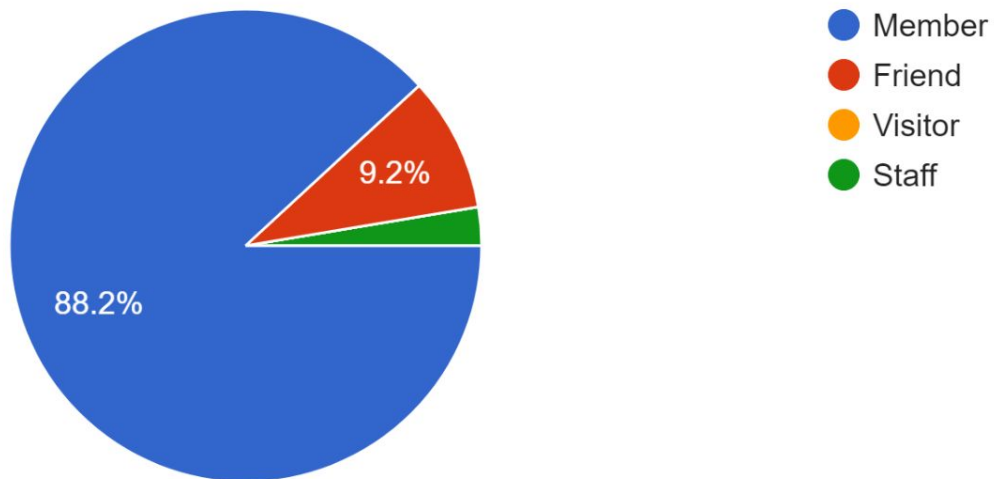
### 38. On average, how long does it take you to travel to UUFB from your home?

76 responses



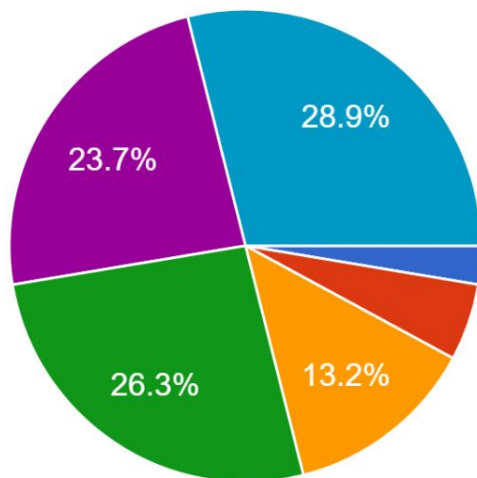
### 39. What is your relationship to UUFB?

76 responses



## 40. How long have you attended UUFB?

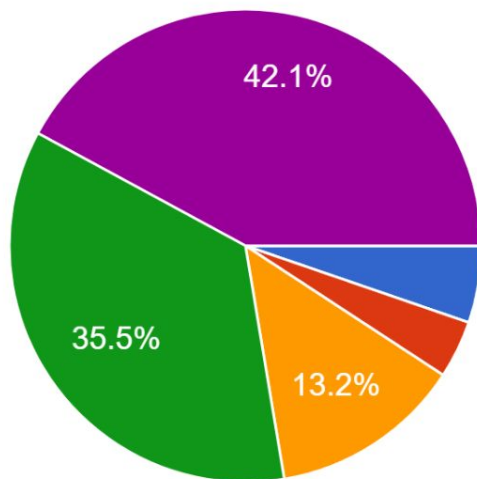
76 responses



- Less than 1 year
- 1-2 years
- 3-5 years
- 6-10 years
- 11-20 years
- More than 20 years

## 41. What is your faith background?

76 responses

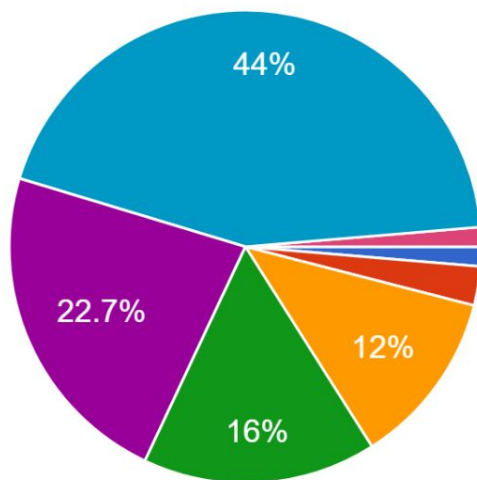


- I was born into the Unitarian Universalist tradition
- I attended a UU congregation during my childhood/teens years
- I was unchurched
- I was raised in another faith, but unchurched as an adult
- I came from another faith tradition
- I grew up in an interfaith family



## 42. How many years have you been a Unitarian Universalist?

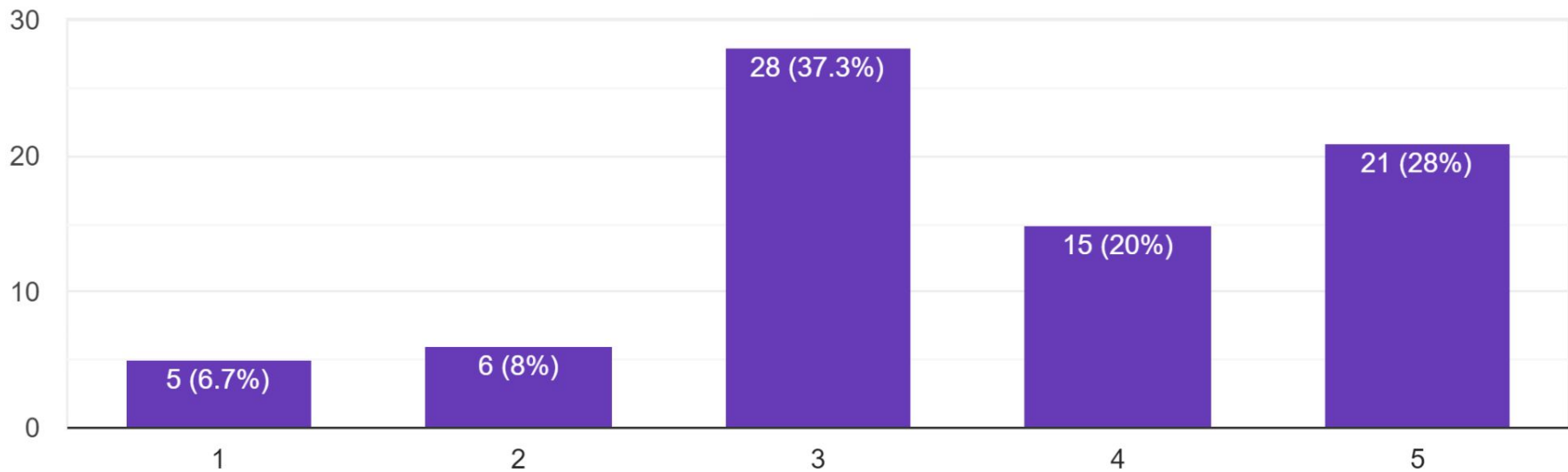
75 responses



- Less than 1 year
- 1-2 years
- 3-5 years
- 6-10 years
- 11-20 years
- More than 20 years
- I do not consider myself Unitarian Universalist

### 43. How would you rate your spiritual life?

75 responses



## 44. Do you have a regular spiritual practice?

74 responses

