

Church Mission Elements (MEs)

A regular section of survey rates church on eight mission elements.

Key Take Aways:

- Year on year (2016 versus 2015), the results were stable / slightly improve. Of these ME #4-6 have the worst scores. Some notable changes:
 - ME #6 increased 5% (ME #5 is “ a sustainable church community in which [church] share stewardship of both our tangible and our human resources.”.) This is likely due to implementation of JBAH and completion of a union contract.
 - ME #4 (transparancy) is still the poorest but improved 4% over 2015—still below prior years, however.

For comparison, the Table below shows data going back to 2012 –pulled from the Sept 22, 2015 ET Monitoring Report.

Table and Figure 1: Mission Elements – 2012-2016 .

	1. welcoming and loving community	2. Offers lifespan religious education	3. worship that is inspiring and affirming	4. transparent democratic processes	5. Cultivates and nurtures leaders	6. sustainable church community .. of both .. tangible and our	7. leadership role in the larger UU movement	8. a voice of conscience in our community and beyond	Comment
2012	3.93	4.48	4.47	3.58	3.58	4.10		4.51	Data from ET Mont Rpt
2013	4.18	4.54	4.53	3.82	3.82	4.32		4.61	
2014	4.11	4.43	4.39	3.87	3.92	4.05		4.47	
2015	3.92	4.26	4.26	3.42	3.64	3.42		4.24	Note some discrepencies for 2015
2015	3.92	4.25	4.29	3.20	3.67	3.44	3.81	4.26	n=217
2016	3.98	4.18	4.28	3.31	3.71	3.60	3.88	4.39	n= 400 (approx)
2016 cf 2015	2%	-2%	0%	4%	1%	5%	2%	3%	

Breakdown for 2016: The ME in each bar aligns with the tabular data below. More favorable scores at top

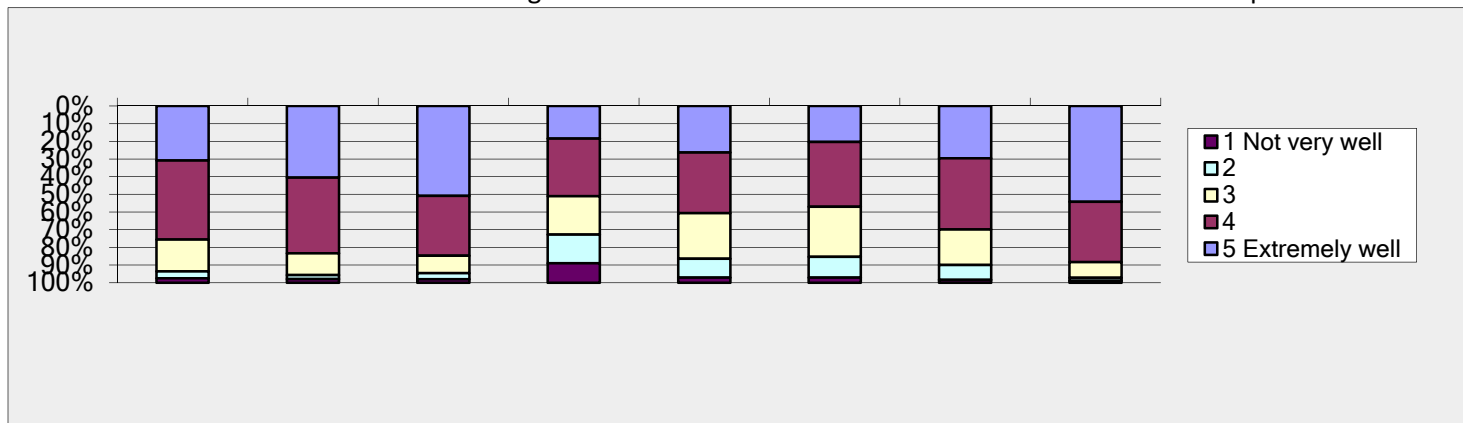


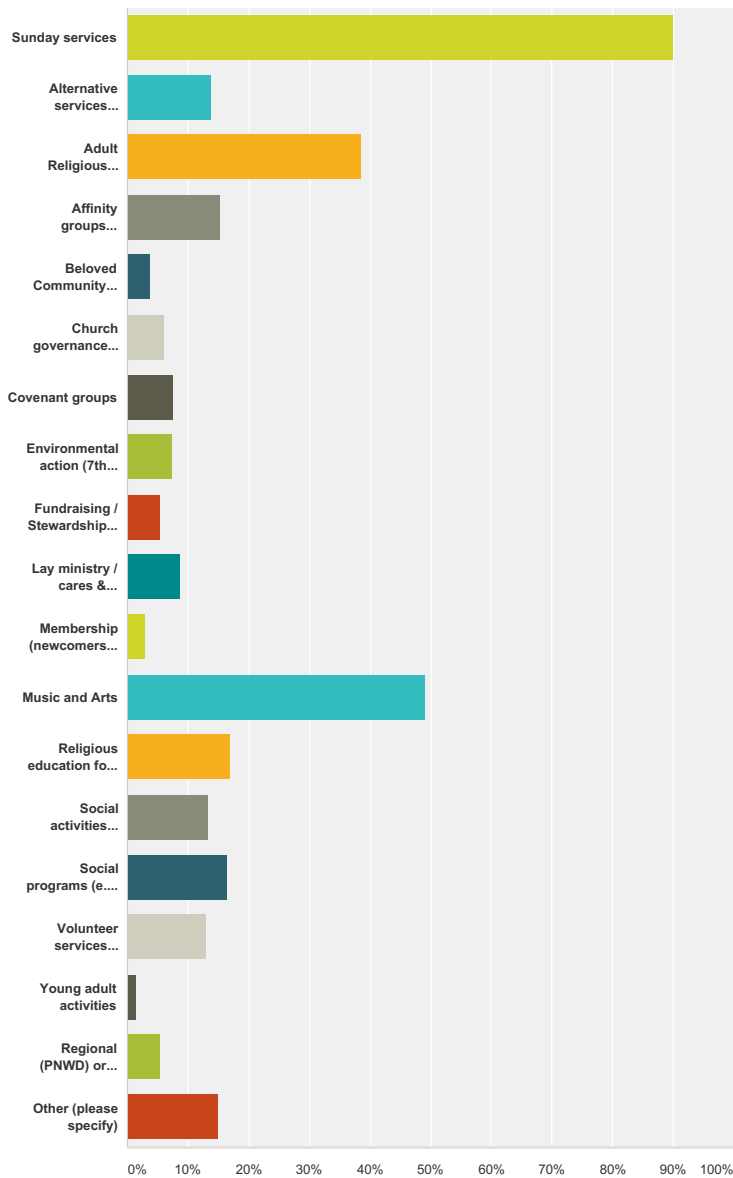
Table 2. Sample of themes raised in ME open ended question “What additional comments do you have regarding the church and its mission elements?”

social justice; race x 2	improve democratic process; improve transparency	more denominational connections
gratitude	gratitude; social justice	more transparency
transparency	more social justice	more diversity
restore annual meeting	more social justice (ME#8)	more soul
More god; more love; more dialog	more young adult	better transparency; better democratic process
better transparency	improve racial, cultural inclusivity	more gender, age, race inclusivity
concern over financial stability	transparency prioritizing mission	women's rights; pay equality;
more soul	more transparency	more transparency; more democratic process
more humanism; better leadership development; better transparency on governance;	more transparency	transparency
more humanism; more inter-UU-Church collaboration	interfaith	more availability of ministers
more soul	more sermons on spiritual growth	more diversity
transparency	more young adult outreach	UUA fair share
interfaith	more environmental and social justice.	more community outreach
church failing on interfaith activities and social justice (last 2 mission elements)	more welcoming congregation; more welcoming of newcomers	UUA fair share
less god	good job	transparency; - leadership
more community outreach	more welcoming to diversity	more UUA collab; social justice
negative; too corporate; not open to new ideas	more transparency	
	more ecumenical activities	

First Unitarian Church of Portland 2016 Survey

Q1 Which church programs and activities that you currently participate in regularly are most important to you? Please check all that apply.

Answered: 450 Skipped: 0



Answer Choices	Responses
Sunday services	90.00% 405
Alternative services (solstice services, Sunday Soul)	13.78% 62
Adult Religious Education (workshops, classes, retreats, Seminary for a Day)	38.67% 174
Affinity groups (Alliance, LGBTQ, women's or men's groups)	15.33% 69
Beloved Community programming	3.78% 17
Church governance (Board; Board committees like Finance Committee; Nominating Committee)	6.00% 27
Covenant groups	7.56% 34
Environmental action (7th Principle, Community for Earth)	7.33% 33
Fundraising / Stewardship Committee / Church Foundation	5.33% 24
Lay ministry / cares & concerns committee	8.67% 39
Membership (newcomers table)	2.89% 13

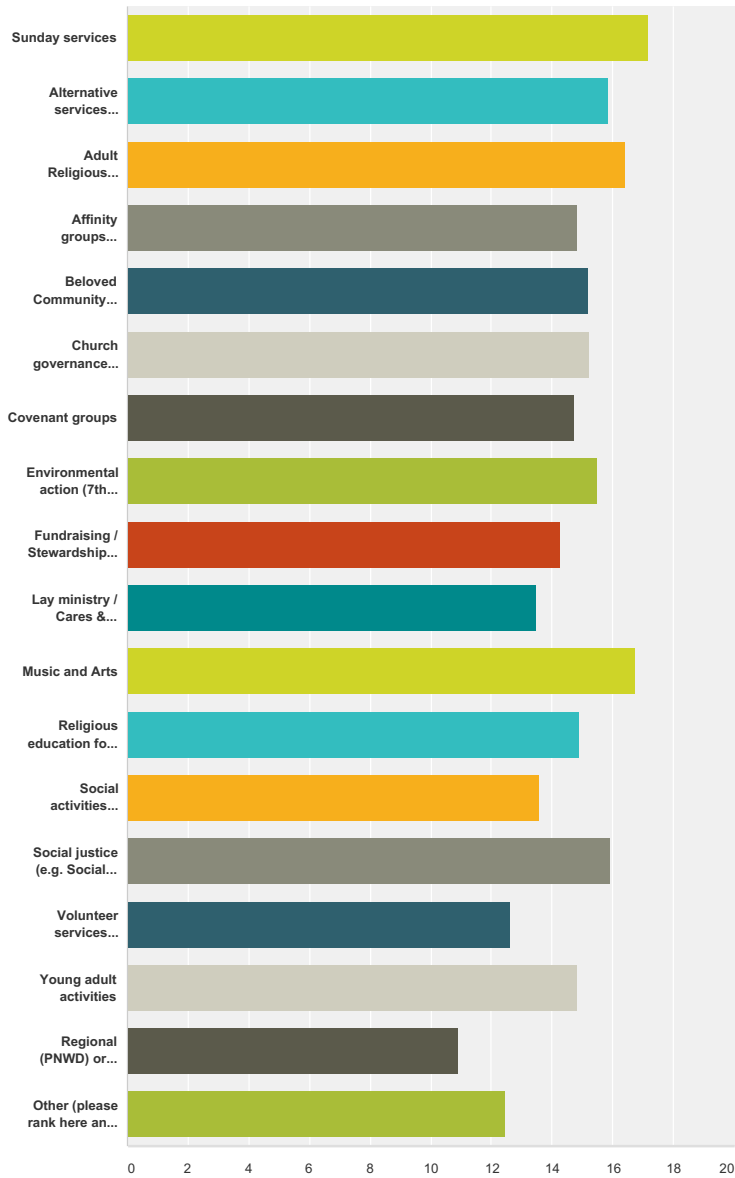
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Music and Arts	49.11%	221
Religious education for youth and families	16.89%	76
Social activities (Good Times and others)	13.33%	60
Social programs (e.g. Social Justice Council, hunger and homelessness, animal rights)	16.44%	74
Volunteer services (ushering, bookstore, office, coffee hour, building & grounds, others)	12.89%	58
Young adult activities	1.56%	7
Regional (PNWD) or national (UUA) activities	5.33%	24
Other (please specify)	15.11%	68
Total Respondents: 450		

First Unitarian Church of Portland 2016 Survey

Q2 Which church programs and activities would you most like to see added or substantially improved? Please identify the top 1-3 that are most important to you (1= most important).

Answered: 326 Skipped: 124



	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	Total	Score
Sunday services	62.83% 71	27.43% 31	6.19% 7	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.88% 1	0.00% 0	0.00% 0	0.88% 1	0.88% 1	0.88% 1	0.00% 0	0.00% 0	0.00% 0	113	17.18
Alternative services (solstice services, Sunday Soul)	16.92% 11	27.69% 18	38.46% 25	3.08% 2	4.62% 3	3.08% 2	0.00% 0	0.00% 0	3.08% 2	1.54% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	1.54% 1	65	15.88
Adult Religious Education (workshops, classes, retreats, Seminary for a Day)	27.16% 22	32.10% 26	25.93% 21	4.94% 4	3.70% 3	1.23% 1	2.47% 2	1.23% 1	0.00% 0	0.00% 0	0.00% 0	1.23% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	81	16.43

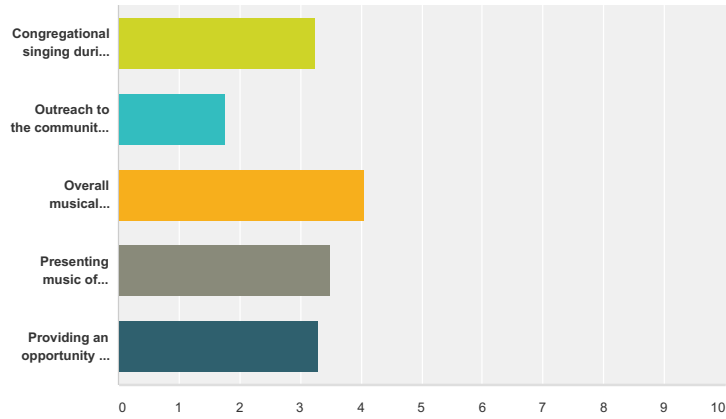
First Unitarian Church of Portland 2016 Survey

Affinity groups (Alliance, LGBTQ, women's or men's groups)	13.16% 5	18.42% 7	28.95% 11	13.16% 5	2.63% 1	5.26% 2	0.00% 0	5.26% 2	5.26% 2	2.63% 1	2.63% 1	0.00% 0	0.00% 0	2.63% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	38	14.84
Beloved Community programming	10.42% 5	29.17% 14	29.17% 14	4.17% 2	8.33% 4	2.08% 1	6.25% 3	2.08% 1	2.08% 1	0.00% 0	2.08% 1	4.17% 2	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	48	15.21
Church governance (Board, Board committees like Finance Committee, Nominating Committee)	35.90% 14	20.51% 8	12.82% 5	0.00% 0	0.00% 0	7.69% 3	2.56% 1	10.26% 4	2.56% 1	2.56% 1	2.56% 1	0.00% 0	0.00% 0	0.00% 0	2.56% 1	0.00% 0	0.00% 0	0.00% 0	39	15.23
Covenant groups	28.26% 13	19.57% 9	19.57% 9	0.00% 0	4.35% 2	2.17% 1	4.35% 2	4.35% 2	4.35% 2	2.17% 1	4.35% 2	0.00% 0	2.17% 1	0.00% 0	4.35% 2	0.00% 0	0.00% 0	0.00% 0	46	14.72
Environmental action (7th Principle, Community for Earth)	21.43% 12	26.79% 15	30.36% 17	0.00% 0	3.57% 2	0.00% 0	1.79% 1	3.57% 2	3.57% 2	7.14% 4	0.00% 0	0.00% 0	1.79% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	56	15.48
Fundraising / Stewardship Committee / Church Foundation	22.92% 11	27.08% 13	20.83% 10	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	8.33% 4	2.08% 1	6.25% 3	4.17% 2	4.17% 2	2.08% 1	0.00% 0	2.08% 1	0.00% 0	0.00% 0	48	14.29
Lay ministry / Cares & Concerns committee	8.82% 3	23.53% 8	29.41% 10	5.88% 2	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	11.76% 4	2.94% 1	8.82% 3	2.94% 1	2.94% 1	0.00% 0	2.94% 1	0.00% 0	0.00% 0	34	13.50
Music and Arts	43.70% 59	28.89% 39	20.74% 28	0.74% 1	0.74% 1	0.00% 0	0.74% 1	0.74% 1	0.00% 0	0.74% 1	1.48% 2	0.00% 0	0.74% 1	0.00% 0	0.00% 0	0.00% 0	0.74% 1	0.00% 0	135	16.73
Religious education for youth and families	31.48% 17	24.07% 13	22.22% 12	0.00% 0	1.85% 1	1.85% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	9.26% 5	3.70% 2	1.85% 1	1.85% 1	1.85% 1	0.00% 0	0.00% 0	54	14.91
Social activities (Good Times and others)	18.75% 9	27.08% 13	18.75% 9	6.25% 3	0.00% 0	2.08% 1	0.00% 0	2.08% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	10.42% 5	6.25% 3	2.08% 1	4.17% 2	0.00% 0	2.08% 1	48	13.58
Social justice (e.g. Social Justice Council, hunger and homelessness, animal rights)	21.00% 21	33.00% 33	34.00% 34	2.00% 2	0.00% 0	1.00% 1	3.00% 3	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	5.00% 5	0.00% 0	0.00% 0	1.00% 1	0.00% 0	100	15.89
Volunteer services (ushering, bookstore, office, coffee hour, building & grounds, others)	12.82% 5	25.64% 10	23.08% 9	5.13% 2	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	5.13% 2	0.00% 0	0.00% 0	2.56% 1	17.95% 7	5.13% 2	2.56% 1	0.00% 0	39	12.59
Young adult activities	32.76% 19	24.14% 14	20.69% 12	1.72% 1	1.72% 1	3.45% 2	0.00% 0	0.00% 0	1.72% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	12.07% 7	1.72% 1	0.00% 0	58	14.83
Regional (PNWD) or national (UUA) activities	13.79% 4	10.34% 3	31.03% 9	0.00% 0	0.00% 0	6.90% 2	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	3.45% 1	0.00% 0	31.03% 9	3.45% 1	29	10.90
Other (please rank here and indicate program / activity in question 3 text box, below)	40.54% 15	10.81% 4	16.22% 6	2.70% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	2.70% 1	27.03% 10	37	12.46

First Unitarian Church of Portland 2016 Survey

Q4 What are the most important components of our Church's music program? Please rank (1= most important). Please note that on a computer you can rank items by simply dragging and dropping them into the desired order.

Answered: 407 Skipped: 43

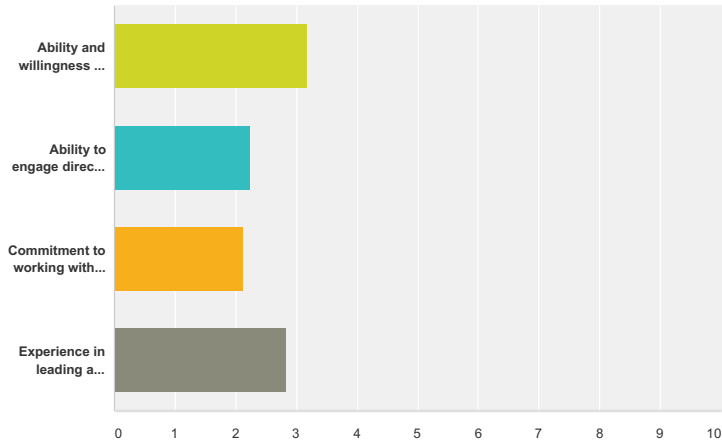


	1	2	3	4	5	Total	Score
Congregational singing during services	22.49% 74	22.19% 73	24.32% 80	18.24% 60	12.77% 42	329	3.23
Outreach to the community (e.g., choir exchanges with other faith communities)	0.67% 2	7.05% 21	14.43% 43	22.15% 66	55.70% 166	298	1.75
Overall musical excellence and high standards of performance	51.71% 197	18.90% 72	15.22% 58	9.97% 38	4.20% 16	381	4.04
Presenting music of different styles – classical, multi-cultural, modern, etc.	16.39% 59	37.22% 134	27.22% 98	15.83% 57	3.33% 12	360	3.48
Providing an opportunity for everyone who wants to participate in music (choir, bells, etc.)	20.11% 71	26.35% 93	26.91% 95	16.15% 57	10.48% 37	353	3.29

First Unitarian Church of Portland 2016 Survey

Q5 For you, what are the most important personal qualities, talents, and skills for our new Director of Music? Please rank (1= most important). Please note that on a computer you can rank items by simply dragging and dropping them into the desired order.

Answered: 403 Skipped: 47

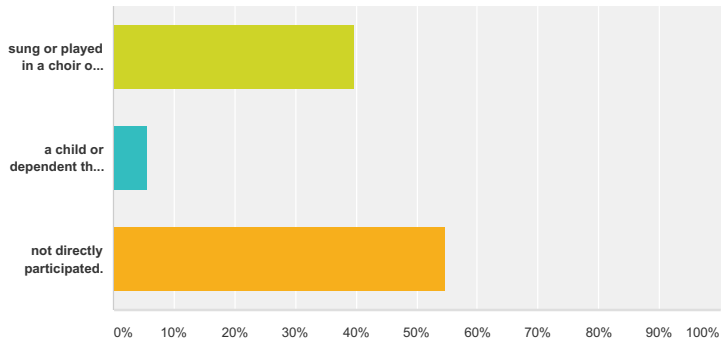


	1	2	3	4	Total	Score
Ability and willingness to work collaboratively with ministers and staff to create music that enhances the worship service	42.59% 161	37.57% 142	14.81% 56	5.03% 19	378	3.18
Ability to engage directly with the congregation in inviting and encouraging their participation at services	12.92% 46	23.88% 85	36.80% 131	26.40% 94	356	2.23
Commitment to working with volunteers and attracting and retaining volunteers of all ages to participate	12.64% 45	22.47% 80	30.62% 109	34.27% 122	356	2.13
Experience in leading a large, comprehensive, excellent church music program	40.00% 150	22.67% 85	18.67% 70	18.67% 70	375	2.84

First Unitarian Church of Portland 2016 Survey

Q6 Please describe your relationship to the church's music program. During the last three years, I have:

Answered: 421 Skipped: 29

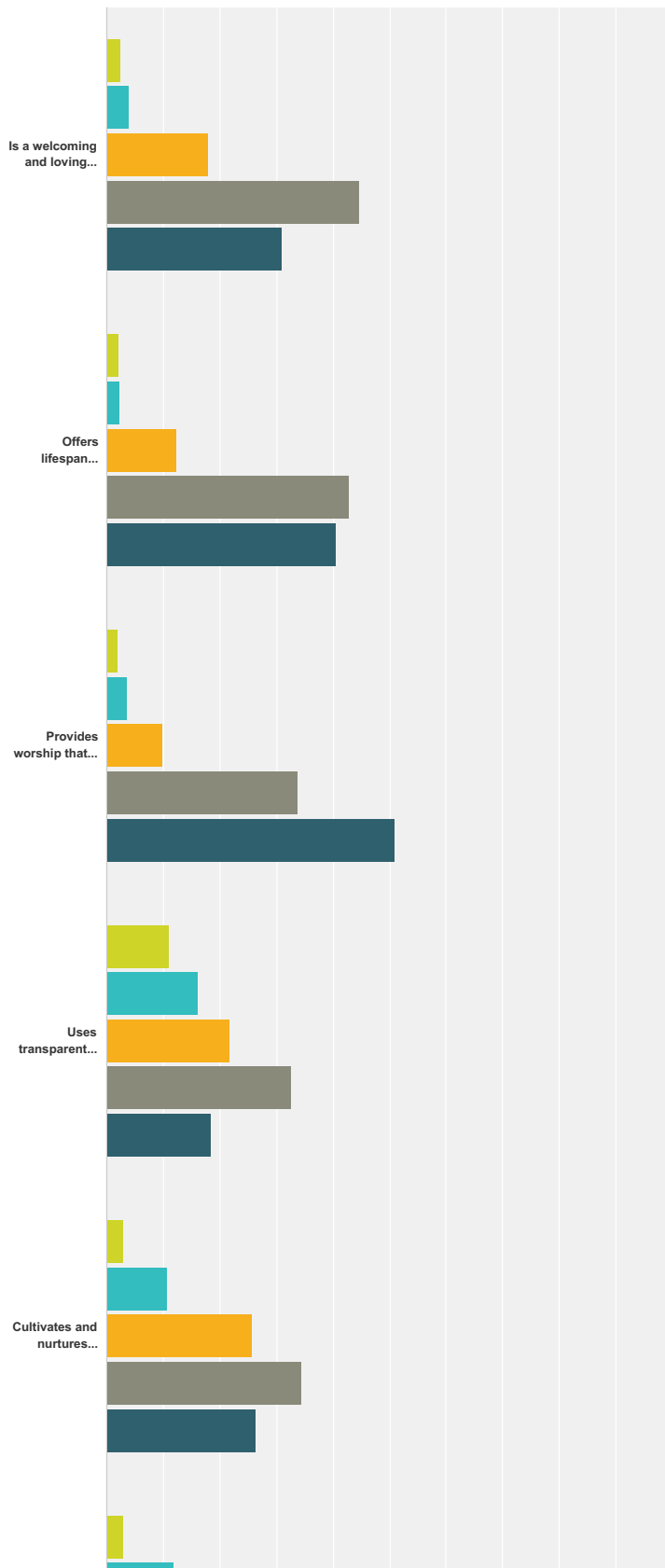


Answer Choices	Responses
sung or played in a choir or bell choir	39.67% 167
a child or dependent that participated in the children's music program (bells or choir):	5.70% 24
not directly participated.	54.63% 230
Total	421

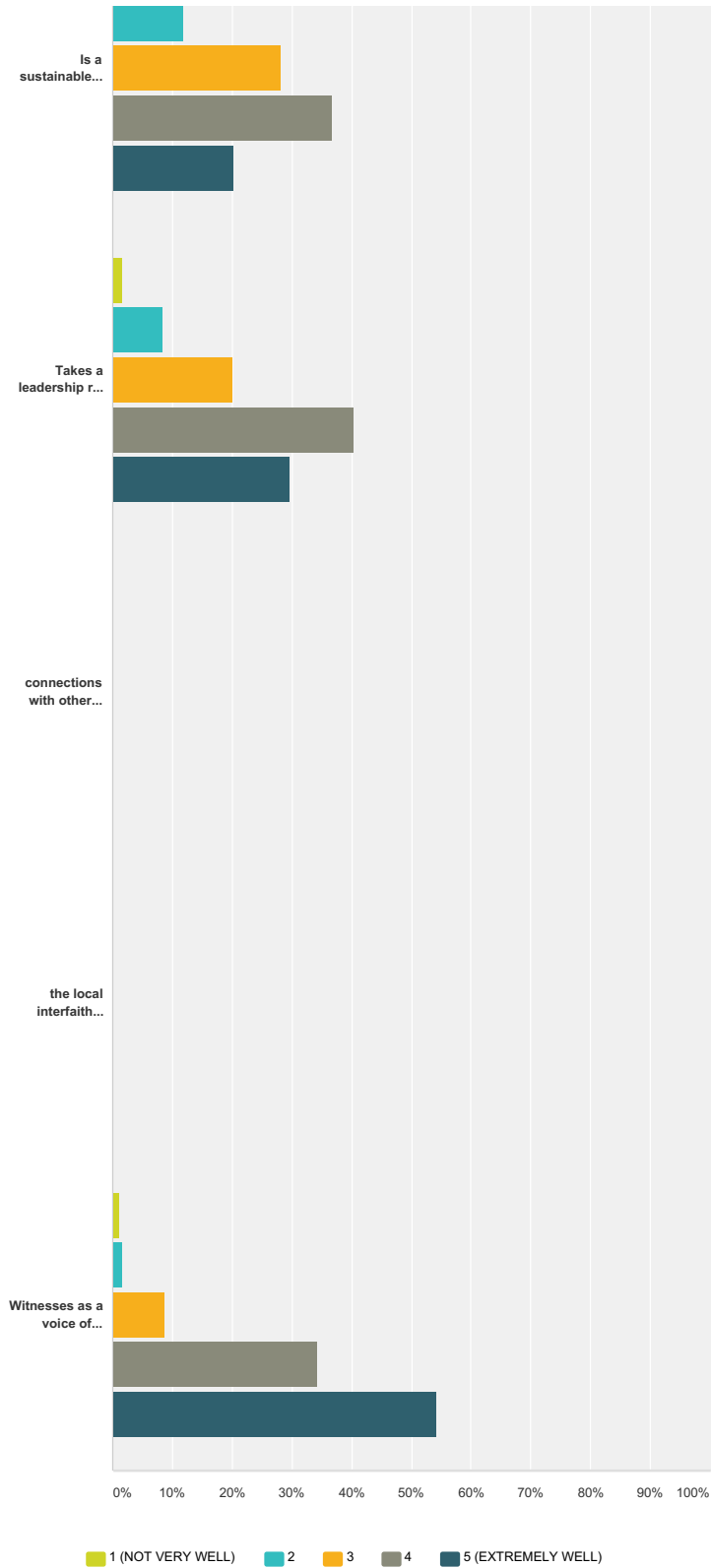
First Unitarian Church of Portland 2016 Survey

Q8 How well is the church meeting the elements of its mission? From 1 (not very well) to 5 (extremely well), First Unitarian Church of Portland:

Answered: 407 Skipped: 43



First Unitarian Church of Portland 2016 Survey



	1 (NOT VERY WELL)	2	3	4	5 (EXTREMELY WELL)	Total
Is a welcoming and loving community that provides a safe haven where a diverse people of various ages and cultures may gather to build nurturing relationships.	2.47% 10	3.95% 16	18.02% 73	44.69% 181	30.86% 125	405
Offers lifespan religious education consistent with Unitarian Universalist values, and provides a forum for exploring diverse points of view.	2.02% 8	2.27% 9	12.34% 49	42.82% 170	40.55% 161	397
Provides worship that is inspiring and affirming, as well as a variety of experiences that invite congregants to deepen their spiritual lives.	1.98% 8	3.46% 14	9.88% 40	33.83% 137	50.86% 206	405

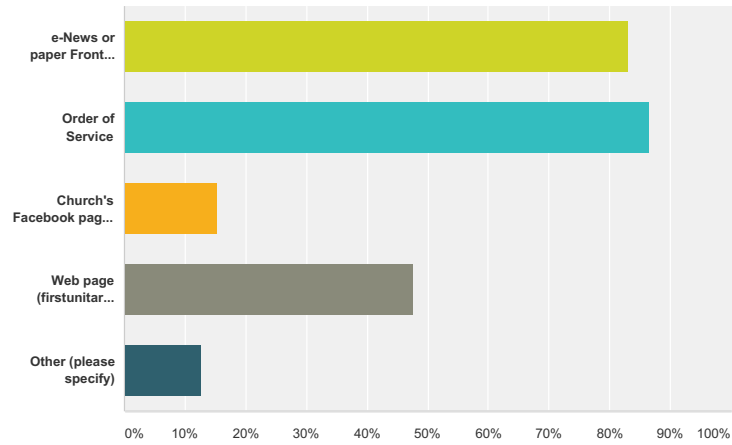
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Uses transparent democratic processes that maintain shared governance and ensure that all voices are heard and respected, and that clearly define the roles and responsibilities of congregants, the Board, staff, and ministers.	11.03% 43	16.15% 63	21.79% 85	32.56% 127	18.46% 72	390
Cultivates and nurtures leaders who serve and inspire the church community.	2.86% 11	10.68% 41	25.78% 99	34.38% 132	26.30% 101	384
Is a sustainable church community in which congregants, Board, staff and ministers share stewardship of both our tangible and our human resources.	2.83% 11	11.83% 46	28.28% 110	36.76% 143	20.31% 79	389
Takes a leadership role in the larger Unitarian Universalist movement, maintaining connections with other Unitarian Universalist congregations and institutions as well as the local interfaith community	1.58% 6	8.44% 32	20.05% 76	40.37% 153	29.55% 112	379
connections with other Unitarian Universalist congregations and institutions as well as	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0
the local interfaith community	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0
Witnesses as a voice of conscience in our community and beyond, collaborating with other justice-seeking institutions, encouraging congregants to join others in building a more equitable, sustainable, and peaceful future for all.	1.01% 4	1.77% 7	8.86% 35	34.18% 135	54.18% 214	395

First Unitarian Church of Portland 2016 Survey

Q10 How do you keep up with activities at the church? Do you regularly read or use (check all that apply):

Answered: 408 Skipped: 42

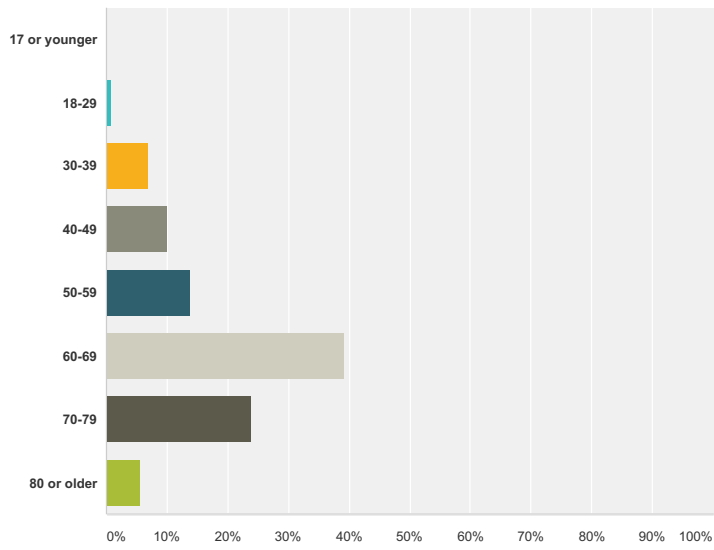


Answer Choices	Responses	Count
e-News or paper Front Steps	83.09%	339
Order of Service	86.52%	353
Church's Facebook page (FirstU.PDX)	15.20%	62
Web page (firstunitarianportland.org)	47.55%	194
Other (please specify)	12.75%	52
Total Respondents: 408		

First Unitarian Church of Portland 2016 Survey

Q12 What is your age?

Answered: 408 Skipped: 42

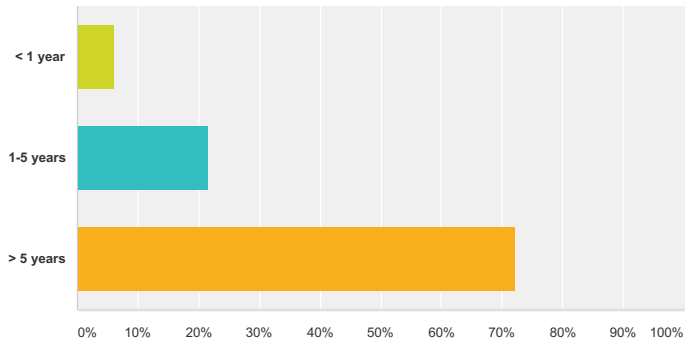


Answer Choices	Responses	Count
17 or younger	0.00%	0
18-29	0.74%	3
30-39	6.86%	28
40-49	10.05%	41
50-59	13.73%	56
60-69	39.22%	160
70-79	23.77%	97
80 or older	5.64%	23
Total		408

First Unitarian Church of Portland 2016 Survey

Q13 How long have you been attending services or participating in programs at First Unitarian?

Answered: 408 Skipped: 42

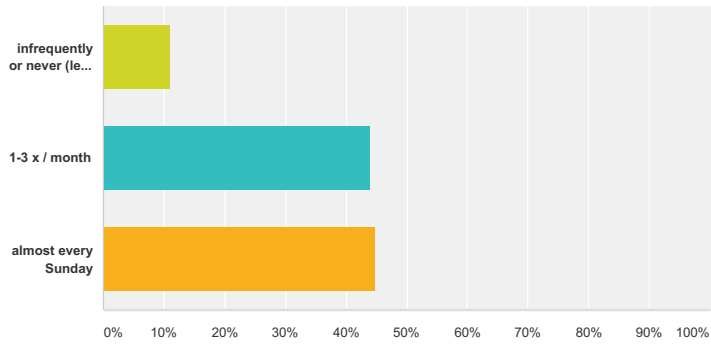


Answer Choices	Responses	
< 1 year	6.13%	25
1-5 years	21.57%	88
> 5 years	72.30%	295
Total		408

First Unitarian Church of Portland 2016 Survey

Q14 Since the start of this Church year (September 2015), how often have you attend Sunday services in person?

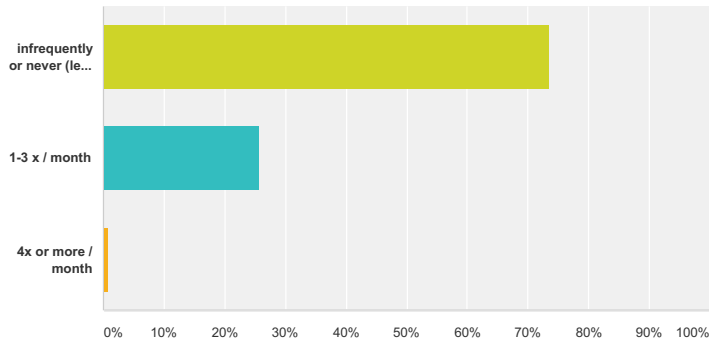
Answered: 408 Skipped: 42



Answer Choices	Responses
infrequently or never (less than 1x / month)	11.03% 45
1-3 x / month	44.12% 180
almost every Sunday	44.85% 183
Total	408

Q15 Since the start of this church year (September 2015), how often have you watched a service via live stream (or a live-stream replay), read a sermon reprint, or listened to a church podcast?

Answered: 405 Skipped: 45

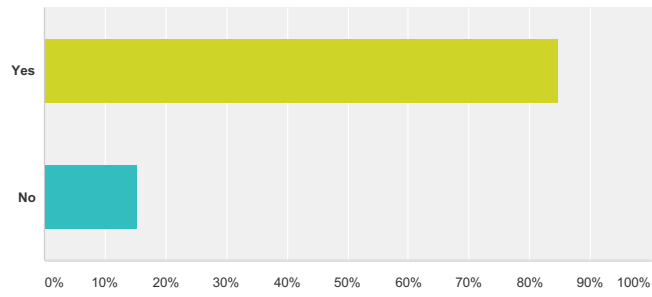


Answer Choices	Responses	Count
infrequently or never (less than 1x / month)	73.58%	298
1-3 x / month	25.68%	104
4x or more / month	0.74%	3
Total		405

First Unitarian Church of Portland 2016 Survey

Q16 Are you a member of the First Unitarian Church of Portland?

Answered: 408 Skipped: 42

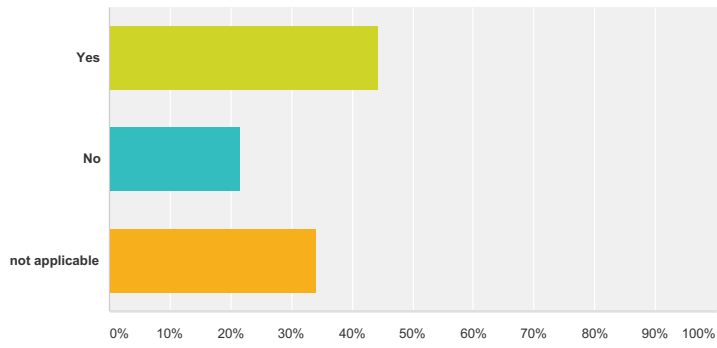


Answer Choices	Responses	
Yes	84.80%	346
No	15.20%	62
Total		408

First Unitarian Church of Portland 2016 Survey

Q17 If you are married or live with a partner, do they participate in the Church?

Answered: 408 Skipped: 42

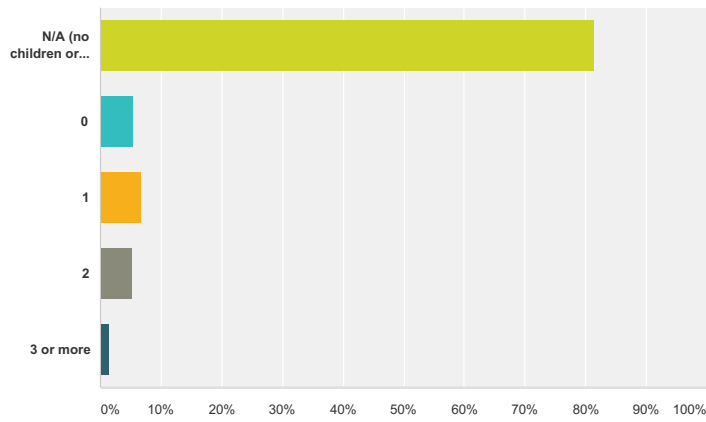


Answer Choices	Responses
Yes	44.36% 181
No	21.57% 88
not applicable	34.07% 139
Total	408

First Unitarian Church of Portland 2016 Survey

Q18 If you have children or youth in your household, how many currently participate in RE on Sundays or other programs for children and youth?

Answered: 408 Skipped: 42

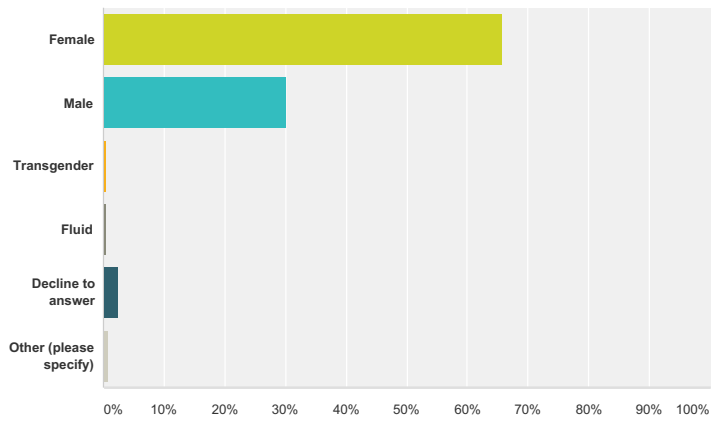


Answer Choices	Responses
N/A (no children or youth currently in my household)	81.37% 332
0	5.39% 22
1	6.62% 27
2	5.15% 21
3 or more	1.47% 6
Total	408

First Unitarian Church of Portland 2016 Survey

Q19 What is your gender identity?

Answered: 408 Skipped: 42

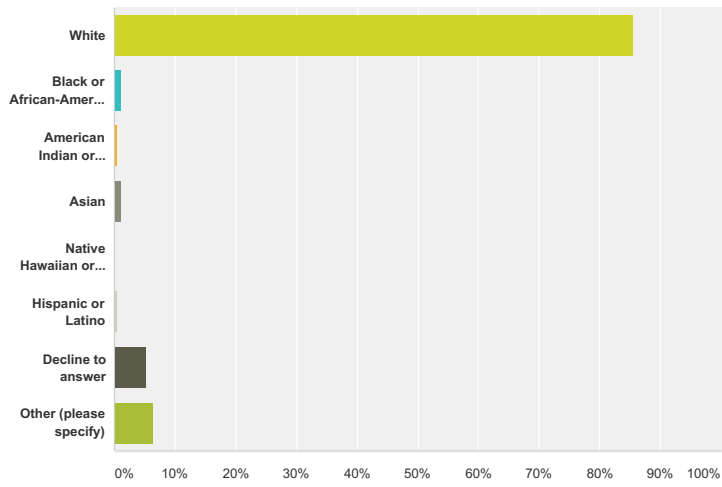


Answer Choices	Responses	
Female	65.69%	268
Male	30.15%	123
Transgender	0.49%	2
Fluid	0.49%	2
Decline to answer	2.45%	10
Other (please specify)	0.74%	3
Total		408

First Unitarian Church of Portland 2016 Survey

Q20 What is your race/ethnicity?

Answered: 408 Skipped: 42



Answer Choices	Responses	
White	85.54%	349
Black or African-American	0.98%	4
American Indian or Alaskan Native	0.49%	2
Asian	0.98%	4
Native Hawaiian or other Pacific Islander	0.00%	0
Hispanic or Latino	0.49%	2
Decline to answer	5.15%	21
Other (please specify)	6.37%	26
Total		408