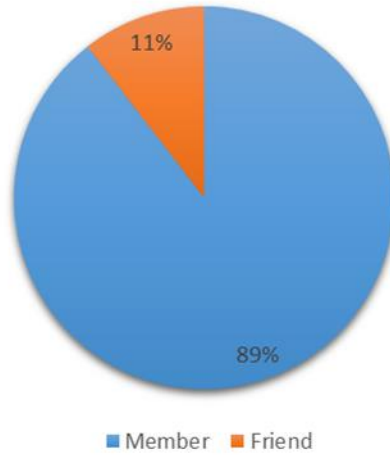


2016 UU Detroit Congregational Survey Results

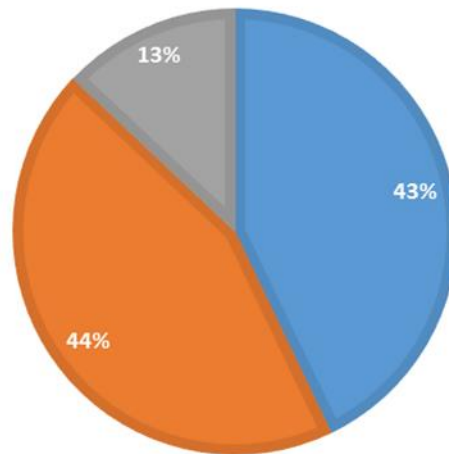
**Congregational Questions**

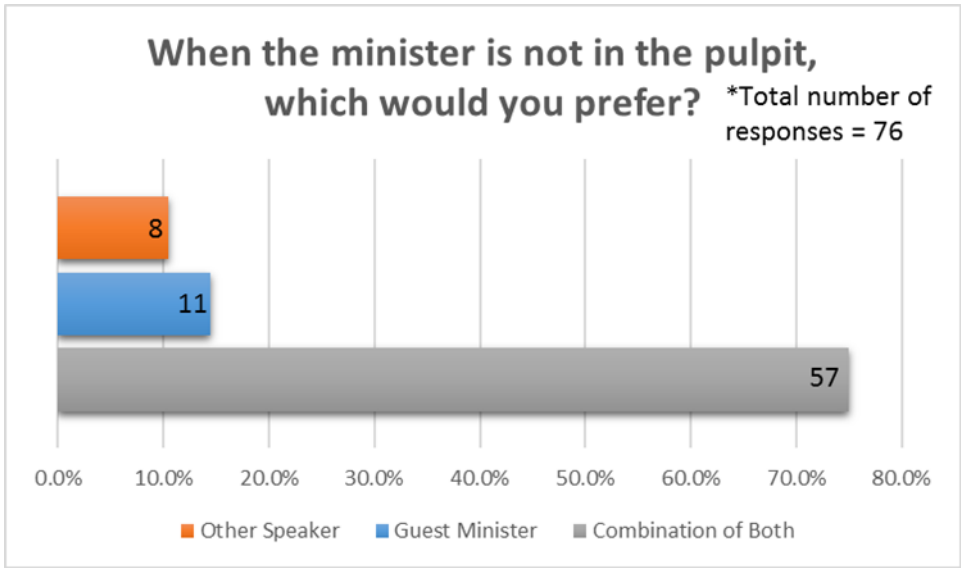
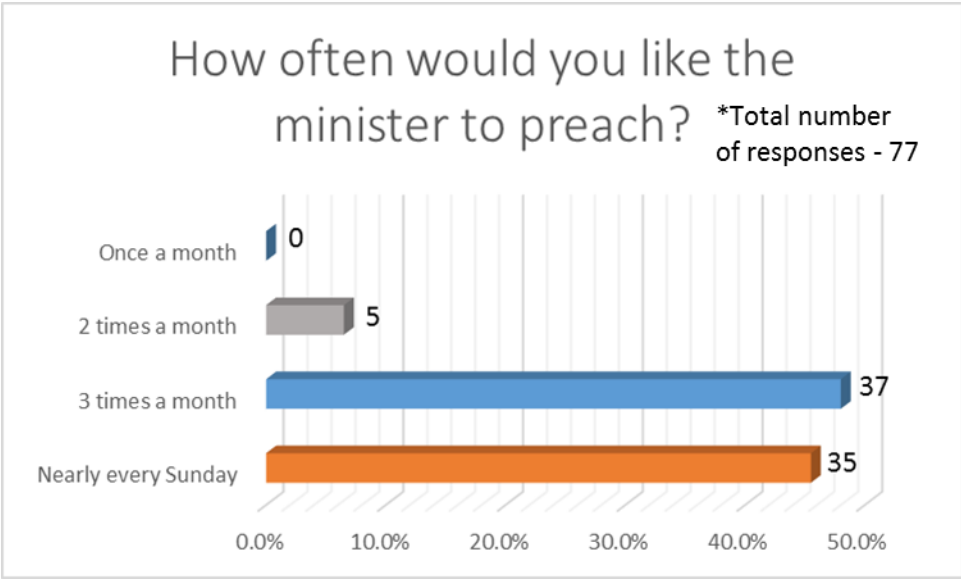
**What is your Affiliation with the church?**



**OVERALL, HOW SATISFIED ARE YOU WITH YOUR MEMBERSHIP/AFFILIATION WITH UU DETROIT?**

■ Extremely Satisfied ■ Satisfied ■ Neutral





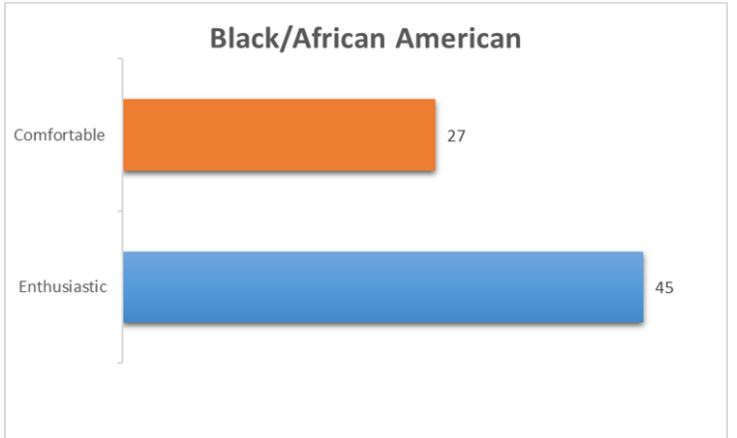
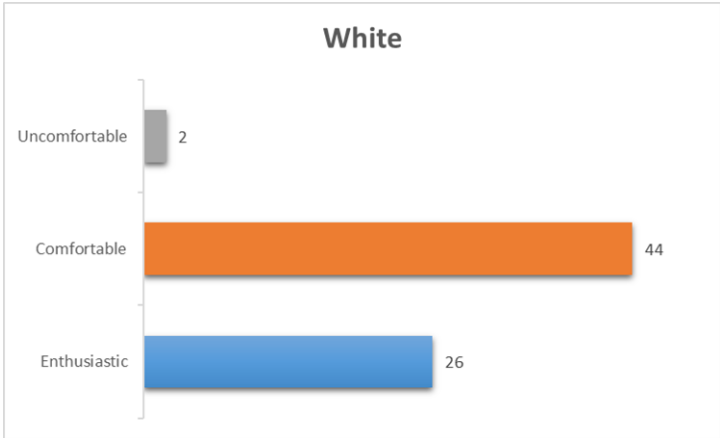
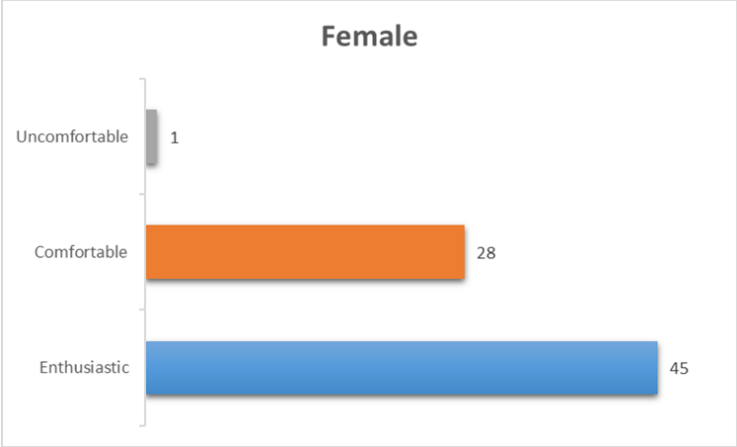
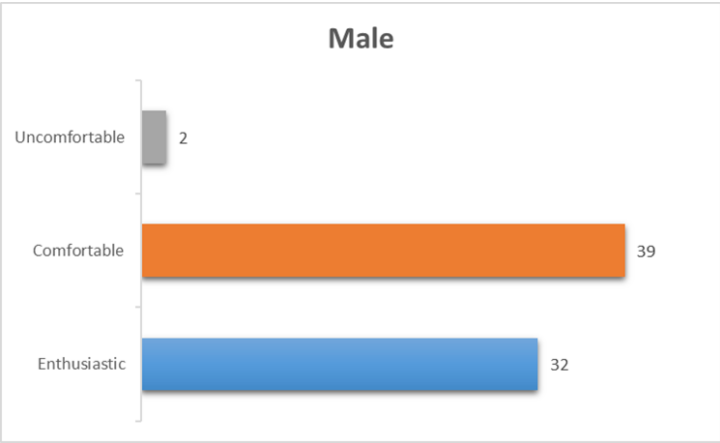
**Ministerial Functions**

1. Preaching
2. Membership Growth
3. Spiritual Guidance
4. Anti-Racism/Anti-Oppression Activity
5. Social Action
6. Community Outreach
7. Personal Counseling
8. Interfaith Outreach
9. Scholarship
10. Administration
11. Fundraising

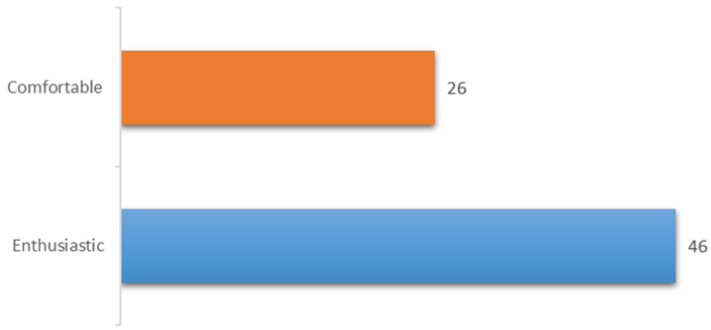
### Personal Qualities of Minister

1. Relate to Diverse Groups
2. Visionary Leadership
3. Non-Judgmental
4. Mature
5. Humor
6. Able to Manage Crises
7. Able to Manage Conflict
8. Shared Leadership
9. Able to own Mistakes
10. Open to Criticism

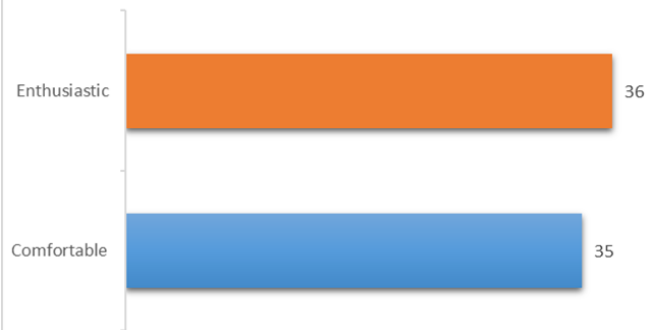
### Your Reactions to a Minister's Identity



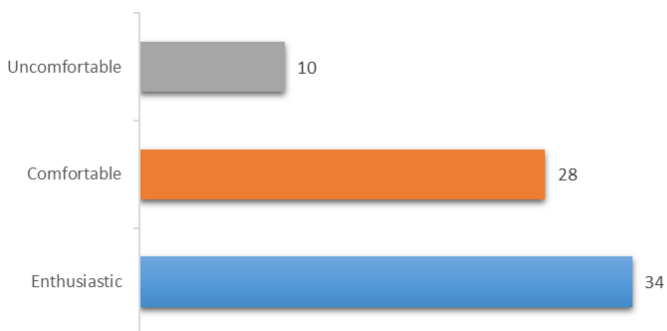
### Hispanic/Latino



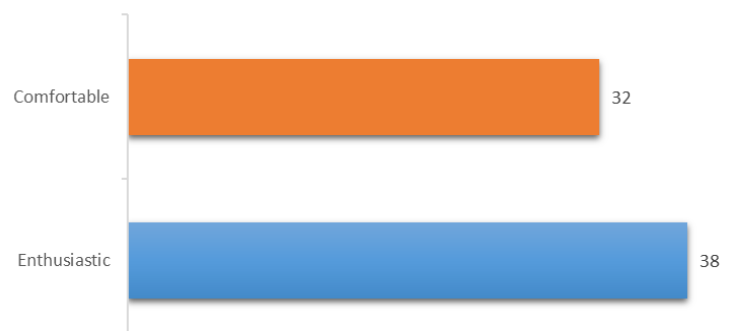
### Asian/Pacific Islander



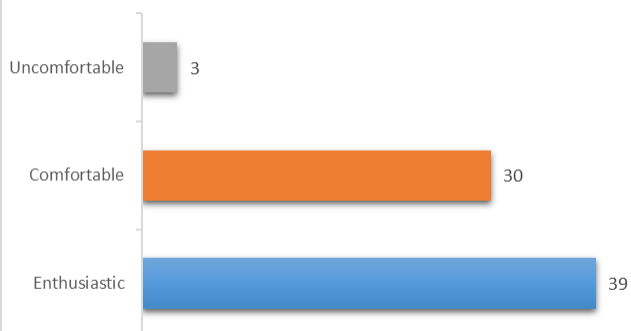
### Of Middle Eastern Decent



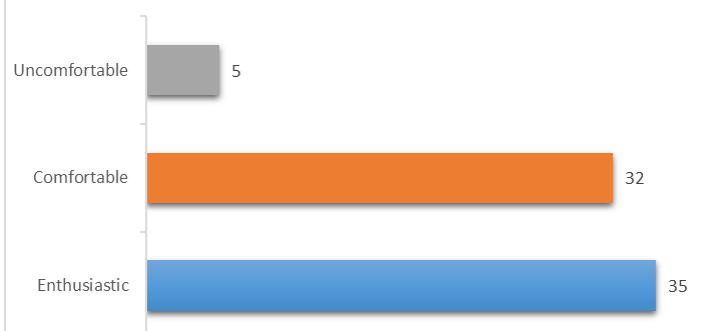
### Native American/Indigenous



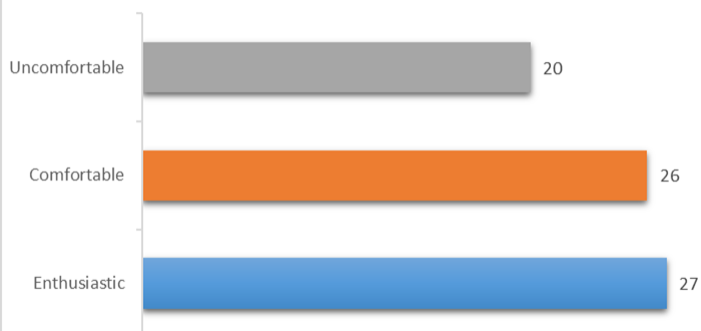
### Gay/Lesbian



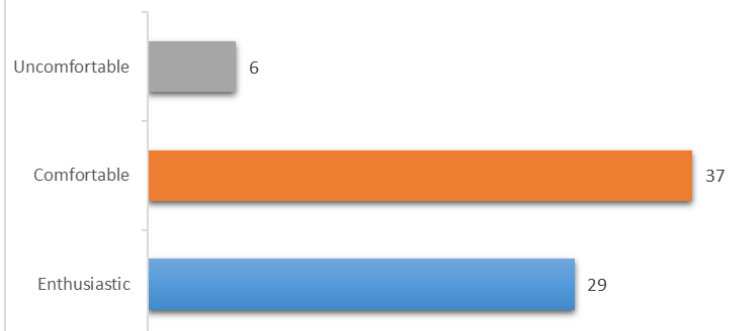
### Bisexual



### Transgender

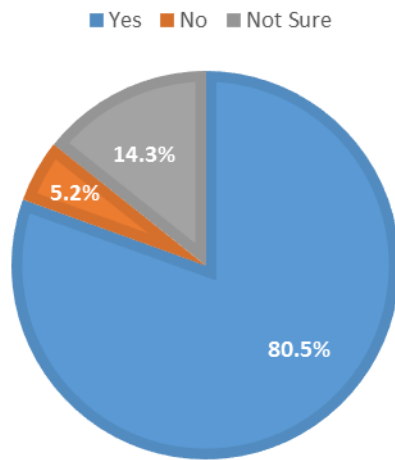


### Physically Challenged

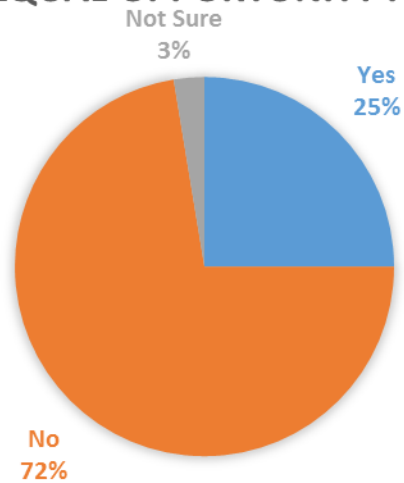


## Freedom of the Pulpit

### FREEDOM OF THE PULPIT



### UUA EQUAL OPPORTUNITY POLICY



## Open-Ended Questions

The following are random samples of your responses to this survey's open-ended questions. Although we were unable to include every response in this part of the survey, each of your responses will be carefully considered in our search for a settled minister. NOTE: the content of a number of these responses overlap.

### 10. WHAT ARE THE THREE (3) MAIN THINGS YOU WOULD LIKE THE CONGREGATION TO ACCOMPLISH OR GET INVOLVED IN WITHIN THE NEXT THREE (3) TO FIVE (5) YEARS?

*Membership – 22 Responses out of 52*

“I think the congregation should focus mainly on membership, worship and fellowship until we can at least double the current membership level. There are too many committees at this point in time that cannot be supported by the level of membership we are at. We could expand out of Midtown events such as Dally in the Ally and Noel Night and look for broader opportunities to reach out to citizens of the city.”

“Grow membership, help us all understand our own personal prejudices and how we can be more open and welcoming, become a center in how to be open and welcoming in the neighborhood including current residents and new residents.”

“1) membership growth, reaching out to young people 2) more energy in music, more chanting and drumming 3) more and longer meditation and consciousness

shift exercises And also 4) adding awareness of neopagan sabbats and some service for that 8 times a year”

“Growth of membership (200 members), religious education and programming for children (more children and families in membership), more involvement in community (financially and volunteering)”

“Membership-especially growth of young adults prep. & guidance for lay leadership”

*Anti-Racism and Other Social Justice Issues – 19 Responses out of 52*

“1) recommit to anti-racism, anti-oppression work the way we did renewing our Welcoming Congregation status, 2) continue to improve accessibility in the building, 3) commit to community, national, and international service”

“We need to develop an identity or vision on social justice issues, racism, voter registration. Police Brutality Private Prisons Human Rights Peace initiatives Interfaith events (host)”

“Racism, income inequality and education finances”

“a more racially and family structure diverse congregation; visible work on neighborhood-centered justice issues, like anti-displacement/gentrification; more fun stuff together as a congregation.”

“Continued social justice and equity work More engagement of young/new members membership growth; greater presence in Detroit; closer relationship w/EMEAC.”

“Racism in the church and community Community Outreach”

“Larger presence in the Black/Latino community/more Climate Change activities/more emphasis

*Outreach/Engagement in the Community – 13 Responses out of 52*

“Greater connection with neighbourhood, Strong relationship with [EMEAC], calling out disaster in Detroit Public Schools and gentrification.”

“1. Improved relationship with EMEAC 2. Support of, or co-ordination with Faith Fowler’s 3. Growth”

“Membership growth, community involvement, social justice, Outreach, budget, fundraising”

“(1) More congregational activities (2) Involvement with community (3) Financial stability”

“Continue to increase engagement in the community surrounding the congregation”

“Congregational growth Out reach to WSU students”

*Worship Service/Religious Education – 11 Responses out of 52*

“Improve worship services (with compelling message), expand membership, and put congregation in a position to hire a settled minister for the long term.”

“1. Spiritual growth and development. 2. Continued membership growth. 3. Social Action.”

“1. Institute a program for children/church school. 2. Keep ministerial expenses down so we don’t experience more financial crises. 3. Provide consistently good Sunday services (as we’re doing now).”

“Leadership development, develop a solid Adult RE program, increase membership to 150 active and regular attending members”

“1.) The reestablishment of religious education and a youth program. 2.) Continuation of a variety of topics being addressed during sermons/services 3.) A greater sense of addressing spirit/spiritually in services...I think this would involve more well-facilitated space(s) for discussion around beliefs, values, biases, and ways to nurture spiritual growth. More inter-faith dialogue or exchanges with other churches or groups could help.”

“community activism, regional interfaith work, congregational growth”

*Financial Stability – 5 Responses out of 52*

“More members, community involvement, Larger pledgers”

“Increased membership Financial Accountability”

\*The following were single responses that were included because of their unique and singular perspectives.

*\*Brand – 1 Response out of 52*

“1) focus on one “issue” or “brand” so that we are known for it (could be a specific social justice action, concentrating on racial justice, and LGBTQ issues; or gentrification in the neighborhood, or transit); 2) concentrate on getting the word out through consistent free advertising and social media (if they don’t know we’re here can’t join us); and 3) making our services even more attractive and accessible (rousing music on Sunday, electrifying vespers, services on another day besides Sunday i.e. Friday evening “kick off the weekend,” services appealing to young adults)”

*\*Wine, Music, and Song – 1 Response out of 52*

“pipe organ renovation, wine during service, brass/marching band in addition to choir”

## 11. WHAT CURRENT CHURCH PROBLEMS/ISSUES CONCERN YOU?

(This question generated a multitude of concerns including EMEAC, the worship service, a dwindling volunteer base, lack of involvement with community outreach, and social justice issues. There were 45 responses)

“1.) General lack of appeal to younger people (from teenagers to young adult age)...I feel like a few elements of Sunday service structure would need to be reexamined and reinvigorated to modernize services and make them more engaging. Maybe intergenerational dialogues to find common ground can help bridge gaps/divides among young and older congregants so no one feels excluded in the process? 2) Lack of diversity of almost any kind (concerning identity/demographics). I feel like our church has a ways to go with accepting and welcoming people who don’t generally reflect the norm, especially around gender and class (ie alienating gender non-conforming individuals and homeless people from our space). 3.) I have experienced and felt a sense of hostility toward expression of any Christian religious identity or teachings. I can’t speak for anyone of any other religious background who also is affiliated with First UU. I thought our church is about welcoming anyone and learning about the spectrum of spiritual and religious worldviews, not exclusionary even if our church is non-dogmatic.”

“EMEAC ability/desire to keep the building; long-term church financial stability; inability to hire and retain long-term a minister who most of the congregation likes”



“Lack of programs to attract current and potential members; uncertainty about the future of the church at this location; EMEAC’s financial situation; deferred maintenance in the buildings; difficulty identifying future board leadership.”

“1. No meaningful involvement in the surrounding community regarding social justice issues. 2. Attachment to the church building rather than being involved in the community’s issues on racism, classicism, water shot-offs, and other social justice issues.”

“Social action is uncoordinated. I’d like to see a calendar of Metro Detroit social action events or maybe simply a link to Randy Block’s calendar. A U.U. button we can wear when we are out at such events.”

“Dialogues on racism and oppression, distribution of organizational work, fundraising, integration with city and metro area activism”

“Lack of leaders in training to replace current leadership at the board, committee and program chair levels, an aging membership, future church finances not secure – the loss of a of few doners would cripple the church”

“Need for more compelling preaching/worship; need for ministry that better engages the membership.”

“Few people doing all the ‘lifting’/work condition of the church itself – physical We need control back of the church – or at least better rapport with the “stewards” (EMEAC) of the church”

“I’ve had a hard time, as anew young member, meeting people and feeling a part of the ‘family’”

## 12. DESCRIBE THE WORST MISTAKE YOUR NEW MINISTER COULD MAKE.

“Speaking down to us instead of to us, not understanding our diversity, not embracing the community”

“Display arrogance and disinterest in congregants ideas and ideas”

“ ‘Saving Detroit,’ without knowing and understanding community. And/or someone who lacks the ability for consensus building.”

“Not understand the neoliberal assault on Detroit and not curious to understand the reality of marginalized people.”

“Cause a congregational rift by insulting member(s) or taking a strong side in a major congregational disagreement.”

“Use the congregation to work his/her personal agenda.”

“I feel like this question is asked out of a position of fear and distrust – understandable, but not all that helpful. I’d rather describe my hopes for the minister. My best for the new minister is that they are ready to embrace Detroit, love our congregation for what it is, preach with passionate feeling, and engage deeply with the surrounding community, particularly on issues of social and racial justice.

“Making racist remarks”

“Dishonestly”

“Assume we all want the same thing.”

“Breaking confidentiality, being argumentative, too egotistical, not humble”

“Airing his/her personal problems in the pulpit.”

13. WHAT EXPECTATIONS, HOWEVER UNSTATED, DO YOU HAVE ABOUT THE MINISTER’S FAMILY AND PERSONAL LIFE? (45 Responses)

“Her/his family/personal does not concern me unless it interferes with the duties of the church. I do not think her/his personal life should be brought to the pulpit”

“Do not hire someone who is strange or out of normal lifestyle”

“That they would be actively involved in Church activities”

“None of my business, unless it seeps into congregational life, e.g., a spouse who is vocal about issues that were contrary to our liberal religious views.”

“It’s nice if they want to be involved but shouldn’t be a reason for choosing a particular candidate.”

“That the minister be in a long term and stable relationship so no relationship drama is inflicted upon the congregation.”

“I appreciated Nancy Hutchinson’s “rule”—we hired her husband, not her and NO church business discussed during Social hour.”

14. IS THERE ANYTHING YOU WOULD CHANGE, ADD, OR ELIMINATE IN OUR SUNDAY WORSHIP SERVICE? (42 Responses)

“the benediction circle is awkward. not sure how to fix that”

“Service too often seems somewhat low-energy, musty and tired. We need more rousing, sing-able music and more energetic activities like the "Thread Needle" dance.”

“Fewer opening songs and the ones we do sing should be easy to sing and upbeat. The choir needs to be expanded and stay on stage through out service. Only new or very important announcements that are in the order of service should be stated by the leader. I think we should select a song that we do every week. I would like more readings where members participate”

“No it is very nice”

“Not use the organ on new hymns because it makes it harder follow the music.”

“I would love to hear a minister preach UU values and would love more sermons from the heart; I'm content with format and timing”

“1. Eliminate 2 hymns in the sing-a-long - 1 hymn is enough. 2. Poetry reading by itself is no substitute for a substantive sermon; such readings are more suited to Vespers. 3. Latter-day, left over "beatniks" do not necessarily a good speaker make: Substance, relevance, and well thought out talks will always resonate with our congregation.”

“I would like a more enthusiastic start to the service.”

“Yes.. I really dislike applause during services (except for during announcement or closing circle time). It makes me feel like I am at a college lecture instead of a place of worship.”

“Maybe more time for announcements or to hear short personal stories from members”

“While it is convenient in that it allows me to come late and not miss anything, I believe the pre-singing has worn out its welcome”

“We have a lot of singing. Not sure we need three songs in the opening. One or two would be plenty.”

“Please eliminate the 3 beginning songs.”

“I would always include silent meditation time. I would also have some days where longer readings from various sources are read and then used as inspiration for minister's message.”

“Less singing and music. We don't have to sing all the verses. Todd does not have to play the entire piece for segments like the offertory.”

“Add recognition of neopagan sabbats, calling directions etc. Also try some Buddhist and Hindu chant, kirtan etc. Less derivative of Christian services. Some hymns feel rather old timey, more from teal book.”

“I would like to see 2-3 Sundays dedicated to Millennials (design, execute, preach)”

“Well every time a visitor is introduced at the closing ceremony we have to unhold hands to clap.”

**15. WHAT HOLIDAYS WOULD YOU LIKE RECOGNIZED AS PART OF OUR REGULAR WORSHIP SERVICE? (51 Responses)**

“Since we are a Welcoming Congregation, I'd like recognition for some or all of the following: LGBT Pride Month (June); LGBT History Month (October) and/or National Coming Out Day (October 11); Transgender Day of Remembrance (November 20)”

“That's tricky.. I want to say the more the better only if they're acknowledged in a way that is not culturally appropriative. Maybe just recognizing holidays celebrated by members of the congregation and inviting allies from other churches/groups to speak or present about holidays not celebrated by church members?”

“holidays not important”

“I would just like the major Christian, Jewish, Muslim, Hindu, earth religions and Buddhist holidays recognized, or at least mentioned. We have this grand Xmas Eve gala every year, but then the other 364 days of the year, we make snarky remarks about Christians and the Bible.”

“Winter Solstice / Christmas Eve, Easter, Samhain, Rosh Hoshanna, Yom Kippur, MLK's Birthday, National Coming Out Day,”

“I think that Juneteenth and Kwanzaa can be included in alternating years. Not necessary every year.”

“I love to recognize major holidays of the major religions of the world (Christianity, Islam, and Judaism) in addition to holidays and or important days from some other religions like Hinduism, Buddhism, etc.”

16. ARE THERE ANY SPECIAL ISSUES THAT YOU WOULD LIKE OUR MINISTERIAL SEARCH COMMITTEE TO CONSIDER? (42 RESPONSES)

“That the minister be comfortable with diverse groups, and able to appreciate the challenges and opportunities of a ministry in Detroit.”

“I think this person has to have a good social justice mind and experience. We are in a unique and critical time in Detroit and our church neighborhood is significant in the "revitalizing" of the city.”

“My main special concern is that the new minister should inspire, heal and continue to move the congregation to a positive place. He/she must be comfortable in his/her own skin, be thick skinned, enjoy challenges and be forward thinking. Additionally, he/she should have the focus to embrace some type of religious tradition or philosophy, follow that tradition/philosophy and have a strong moral compass. He/she should also recognize that there are those members who aren't going to agree and may attempt to make his/her life miserable.”

“Honesty! Openness in willingness to listen, committed involvement!”

“Connection to wider community of Detroit/region”

“Make sure the person selected to serve has at least five years of practice in service activities of leading a church, with a demonstrated track record in getting things done that helped the church to grow and prosper.”

“Check references thoroughly Minister should be inspiring, joyful, smart, and fearless.”

“The minister should be kind and caring and well-educated”

17. HOW WOULD YOU FEEL ABOUT HAVING A MINISTER FROM A DIFFERENT DENOMINATION SERVE AS OUR SETTLED MINISTER? (51 RESPONSES)

“I'd like it. I love our temporary minister now.”

“Enthusiastic! Our present minister is an excellent example of what may be available to our congregation if we cast our search a little wider .”

“As long as they are open, non-judgemental and thoughtful I would be fine with this”

“not a problem with me”

“I guess it would depend on the candidate. I would prefer a UU minister but can be open minded.”

“No problem. I've sat through less than inspiring UU services, led by UU ministers, who lack spiritual and personal awareness.”

“That's fine although I prefer a UU.”

“Irrelevant”

“As long as didn't emphasize God as Jesus”

“Welcome a minister from any denomination as long as he/she respected our UU values.”

“Don't Mind”

“No! I want a UU Minister!!”

“If the person is a graduate of an accredited theological seminary and provides a background record of solid experience as a seasoned minister who can work with people and looking for ease in ministry, I am open to the idea and acceptance of that solution.”

“I figure if we are going to take time to search and be patient, we should hold out for a UU. Rev. Murray is a dream and a blessing because of his education and varied experience but we may not get that from another.”

NOTE:	
Fine with conditions	21
Fine with no conditions	17
Fine, but prefer UU minister	3
Prefer UU minister only	7
Irrelevant	1
Not sure	1
Concerned	1

## 18. OTHER COMMENTS? (29 RESPONSES)

“Thanks for doing this survey. I have to admit, however, that I was disturbed by the questions asking about our comfort with ministers of various identities. Our religion affirms the inherent worth and dignity of every person. If people don't want a [black/Latino/gay/trans/etc.] minister, what are they doing here? I can't see the purpose of asking this question. If we were to act on such discomfort, it would violate our values, and probably be illegal as well.”

“Detroit is a unique place with unique challenges and unique opportunities. It is absolutely essential to have a Detroit-centric voice in the pulpit so we may be fresh, relevant and welcoming to other Detroiters.”

“Continuing to worship at our current location is important to me. Bringing in people with children and reestablishing a church school is desirable.”

“There isn't a perfect person for the job.”

“Kudos to the Search Committee for developing an excellent questionnaire.”

“Like the service format, it's both stable and flexible. Love what Todd brings to services and the choir singing every week. More energy and meditation! A good ritual is a succession of states of consciousness with an afterglow that extends after service. A minister that recognizes and facilitates that would be awesome!!!”

“I know we're new, but we love this church and everyone in it! And I will "tell it on the Mountain"”

“I don't particularly like the survey questions about qualities in a minister that we would want and the functions of a minister. They're all important.”

“I trust your committee will take the time to think and deliberate, always keeping the awareness at hand that most needs a WORKER PASTOR to help it grow in membership to sustain itself and its historical place in the city for the years yet to come.”

“In the past, the search committee has been so intent in getting a minister, that they have not delved deeply into the minister's past affiliation or interviewed people who may have criticisms of the minister.”

“Lod Bless the new minister staff and our congregation.”