



UNITARIAN UNIVERSALIST FELLOWSHIP OF LOS GATOS

COTTAGE MEETING AND SURVEY REPORTS

(Fall 2006)

The Settled Minister Search Committee and the Long Range Planning Committee are embarked on activities that are very important to the future of our Fellowship. Neither committee can be successful without a thorough understanding of the needs and desires of the congregation. There have been two means implemented in order to gain that understanding.

A comprehensive survey was designed and responses solicited from every member and friend of the Fellowship. In addition to the survey, eight 'cottage meetings' were held to obtain opinions from members and friends about specific questions related to our Fellowship directions.

The cottage meetings were interactive discussion groups with a few pre-planned target topics and were open to all members and friends of the Fellowship. Although there were pre-planned topics, discussions were open to any topic the groups wished to introduce. The survey asked for individual answers and evaluations in a multiple-choice and ratings question format. The survey was made available for responses on the Internet as well as by hard copy.

Combined, the cottage meetings and survey provided the committees with advice and insight from over 75% of the congregation. Reports of the Cottage Meetings and Survey results are on the following pages.

COTTAGE MEETING RESULTS



UNITARIAN UNIVERSALIST FELLOWSHIP OF LOS GATOS

(Fall 2006)

The Settled Minister Search Committee and the Long Range Planning Committee will both use the results of the Cottage Meetings to help develop an understanding of desires and objectives of the Fellowship congregation.

The Cottage Meetings were held during the middle part of August 2006 and used a brainstorming approach with short impromptu discussions. A common set of four primary questions was posed to separate groups and all responses were recorded where all in the group could see them. There were also three supplementary questions that some of the groups addressed, time permitting.

- Over 50 people participated in the Cottage Meetings – a few more than once.
- The participants were divided into eight separate groups – but all addressed the same questions, plus whatever the group wanted to add.
- Across the eight groups and all the questions posed, there were a total of 342 recorded responses
- Of the 342 recorded responses, across the majority of the groups there were three to five common themes in the responses to each question.

In addition to the major themes, there were a few minor ones – arising in a minority of the groups. There were also many one-time comments that were unique to one group or another.

The Settled Minister Search committee and the Long Range Planning committee consider all comments received during the Cottage Meetings to be of value but emphasis is placed on the common, major themes. The major themes are listed below, organized under the questions that elicited them.

Primary Questions

1. What current strengths does our congregation possess that you would like to either see maintained or developed in the immediate future?

There were four major themes that developed from this question.

- a. The long, strong, stable history of the Fellowship
- b. The Fellowship people – hard working and creative; compassionate and caring; wide range of talents and experience; friendly, open and welcoming; interesting and interested.
- c. The Fellowship location in Los Gatos and its building and grounds.
- d. The feeling of community and after service social time.

COTTAGE MEETING RESULTS

2. *What current church problems/issues concern you? What problems/issues are likely to be pressing in five to ten years? What issues may never be solved?*

There were also four major themes in response to this question.

- a. More financial resources are needed to achieve what we want.
- b. Membership demographics and growth – majority of members are older; we have a deficiency of younger members with children; we need to grow and do better with out-reach to new members.
- c. The core group is too small – too much is being done by too few; which leads to burn-out; we need broader member participation in the workings of the Fellowship.
- d. The Fellowship is not widely known in the outside community.

3. *Are there any special issues that you would like our Ministerial Search Committee to consider and on which you would like to express your views?*

There were five major themes that developed from this question.

- a. The minister needs to be a good speaker and conduct strong Sunday services.
- b. The minister must be dynamic and energetic but emotionally stable; be mature and have wisdom; and be compassionate and caring.
- c. The minister should have the experience and knowledge to inspire and lead the congregation – provide direction, growth and community involvement.
- d. The minister needs to relate to members of all ages and groups and be involved in all aspects of the Fellowship.
- e. The minister must be flexible with a cooperative interpersonal style – a facilitator rather than a director.

4. *What do you consider the over-riding mission of the fellowship – what drives passion?*

There were three major themes that developed from this question:

- a. A connected and caring community
- b. A liberal community – acceptance of differences, individuality and a personal search for meaning
- c. Aid and help to one another in personal growth and in understanding other's beliefs

COTTAGE MEETING RESULTS

Supplementary Questions

There were three supplementary questions that not all of the groups discussed. There were also comments contributed other than in response to the posed questions. In general, the themes from the supplementary questions and other comments resonate with those from the previous questions and are treated collectively. The supplementary questions were:

- 5. What achievements will make you say, “I’m glad the minister is among us”?***
- 6. What qualities (professional skills/expertise and personal) should our next minister possess? What is your profile of our hoped-for minister?***
- 7. What are the main things you would like the congregation to accomplish or get involved in within the next three to five years?***

There were three major themes developed from the supplementary questions – all relating to the future of the Fellowship. In the future, we want:

- a. High energy, high quality Sunday services.
- b. An increased presence, visibility and outreach in the local community.
- c. Growth in membership with a younger demographic – more children and youth.

SURVEY RESULTS



Unitarian Universalist Fellowship of Los Gatos

(Fall 2006)

A survey of Members and Friends of the Unitarian Universalist Fellowship of Los Gatos was conducted during the first two weeks of September 2006. The survey was available to participants in two ways – either on-line on the Internet, or by filling out a paper copy. Out of a total of 96 Members and 23 recognized Friends, there were 70 responses, or an approximate 60% response.

The survey was structured to gather information for two important on-going activities – the search for a settled minister and development of a Fellowship long-range plan. Responses have been treated anonymously and only summary results are included in this report.

The survey included 56 questions, arranged in six sections. Most of the questions were of a multiple-choice form with open-ended comment areas at the end of Sections C through F.

- A. Personal demographics
- B. Family demographics
- C. Activities
- D. Personal beliefs
- E. Sunday Services
- F. Ministry

This report is also organized in six parts, each corresponding to one of the survey sections. For ease of understanding, each question is included in the report with a summary of the response data, usually in graphical form rather than text. The questions are numbered sequentially across sections.

Survey responders contributed 54 individual written comments and suggestions. Many of the comments are individual opinions but many also had similarities. To preserve anonymity, comments are not quoted in this report. Common themes are included in the report, and individual comments are briefly paraphrased.

In many of the survey questions responders were asked to select responses expressing their satisfaction or dissatisfaction with some aspect of the Fellowship or its operation. Graphical summaries in this report (e.g. bar charts) treat “dissatisfaction” responses as negative numbers and “satisfaction” responses are presented as positive numbers.

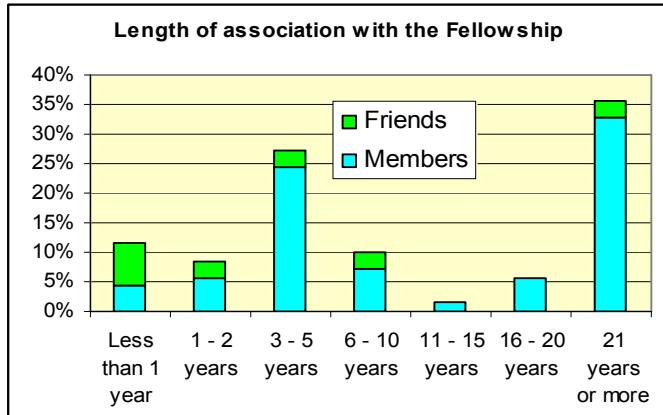
The last few survey questions related to potential housing assistance for a settled minister. Housing costs have risen countrywide and the Los Gatos area is no exception. The responses indicate the congregations understanding and empathy and their willingness to develop a means to aid in housing purchase – however, several expressed a concern that this not be an initial consideration. That approach may be in the best interests of both the Fellowship and its settled minister.

SURVEY RESULTS

SECTION A. - PERSONAL DEMOGRAPHICS

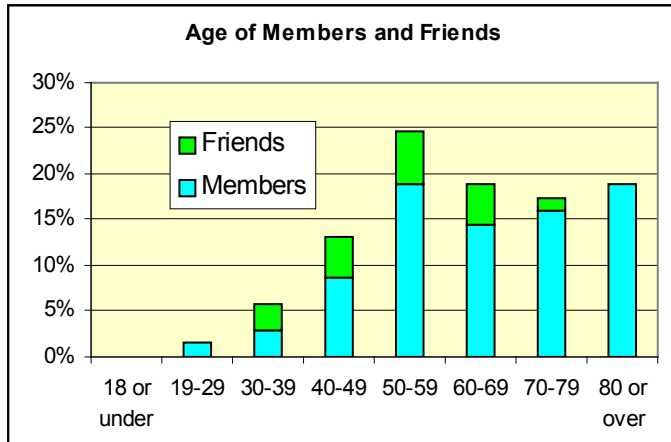
1. What is your affiliation with the congregation?

Of the 70 responses that were received, 57 were submitted by Members and 13 by Friends of the Fellowship.



2. How long have you been associated with the congregation?

The median reported length of association with the Fellowship was around six years. The chart shows the distribution of years of association for Members and Friends.

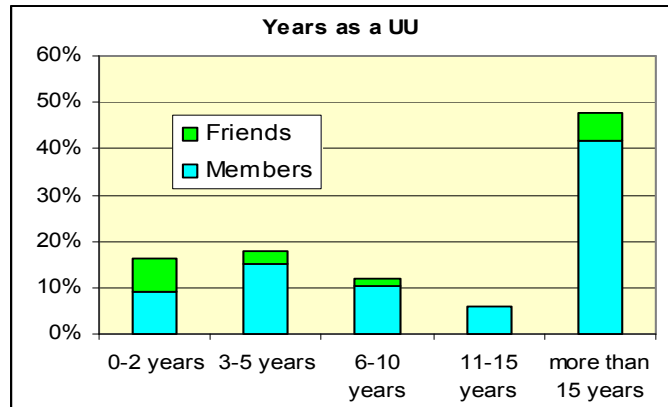


3. What is your age?

The median age of those responding to the survey is in the early 60's. The chart shows the distribution in age groups of the Fellowship Members and Friends.

4. How many years have you been a Unitarian Universalist?

The median length for association as a UU for Members and Friends is over 10 years.



5. What is your gender?

Two-thirds of the surveys were filled out by women and one-third by men – which is approximately the same ratio in the population of both Members and Friends of the fellowship.

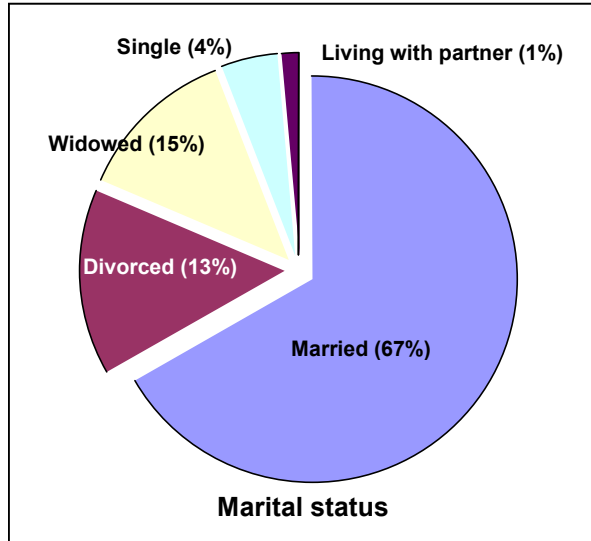
6. What is your sexual orientation?

Of the survey responders, we report we are 93% heterosexual and 7% either Gay / Lesbian or bisexual.

SURVEY RESULTS

7. What is your current marital status?

The pie chart shows distribution of marital status for those who responded to this question.



8. Is your spouse/partner affiliated with the congregation?

Of survey responders with spouses or partners, 71% of Members said their spouse/partner was affiliated with the Fellowship and 64% of Friends said theirs was. Those affiliated with the Fellowship longer than the median of association were more likely to have spouses/partners also affiliated with the Fellowship (82%) than were those newer to the Fellowship (55%.)

9. What is your ethnic/racial background?

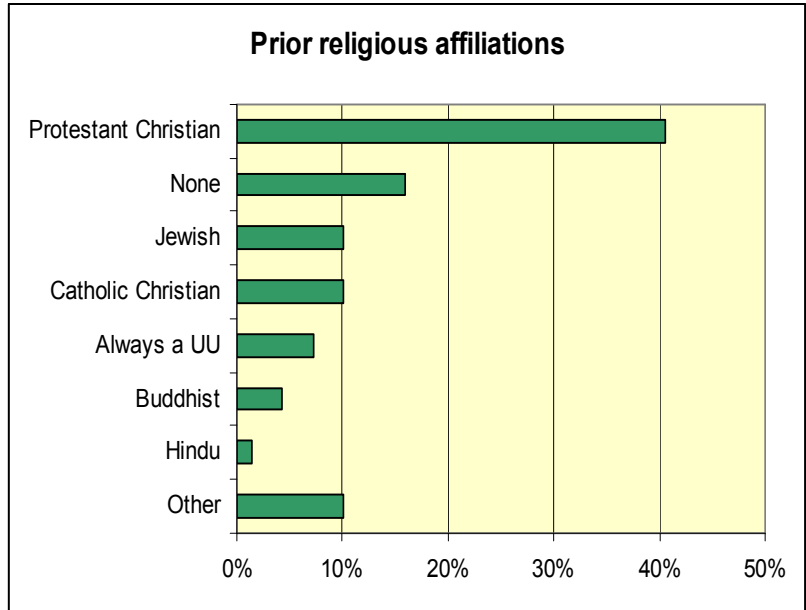
We report our primary ethnic/racial background to be over 98% white (not of Hispanic origin) with the remainder Asian.

10. What formal education have you completed?

We report we are an educated group with 90% holding a Bachelor's or post-graduate degree.

11. What was your most recent religious affiliation prior to UU?

Our previous religious affiliations have been varied but almost 50% Christian.



12. About how long does it take you to travel to the Fellowship from home?

As a group we live fairly close to the Fellowship. Over 50% report traveling 15 minutes or less from home to the Fellowship and only seven percent report living more than 30 minutes away.

SURVEY RESULTS

SECTION B. – FAMILY DEMOGRAPHICS

13. If another household member is answering the next 4 questions please check the box and go to question 18.

Responders representing approximately 60 family units answered the remaining questions in this section, however not all of the 60 provided a response to all questions.

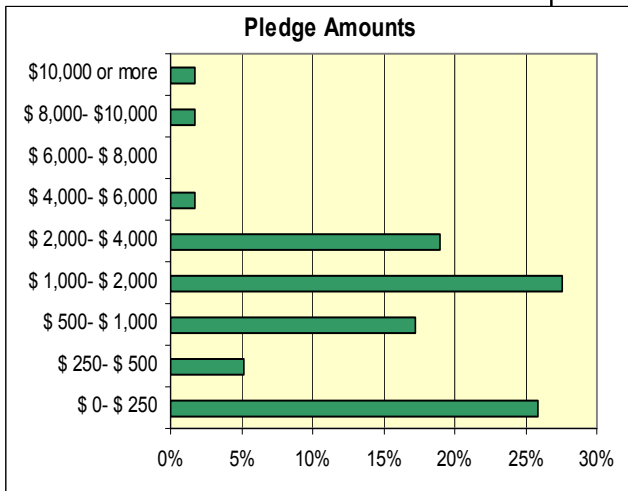
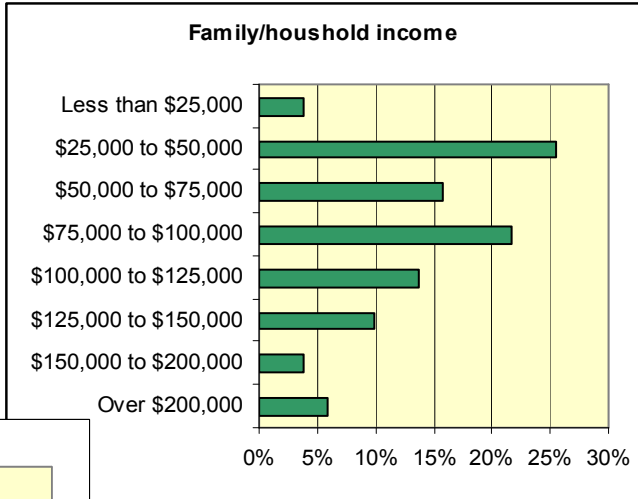
- 14. Please enter below how many children in each range there are in your household.**
- 15. If you have children in your family group, please enter below how many are in R.E. at Fellowship?**

Fellowship Children	In Fellowship households	Attend Fellowship	Percent Attendance
Pre-school	7	6	86%
K-3	5	3	60%
4-6	7	7	100%
7-8	2	1	50%
9-12	11	2	18%
College	10	0	0%

The results for questions 14 and 15 are presented together and reflect information only from those who completed the survey.

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

Of the estimated 60 family units completing this section, 51 answered this question. The median income within the responses was in the \$75,000 to \$100,000 range.



17. What is your current yearly family/household pledge—whether you pledge as individuals or as a family?

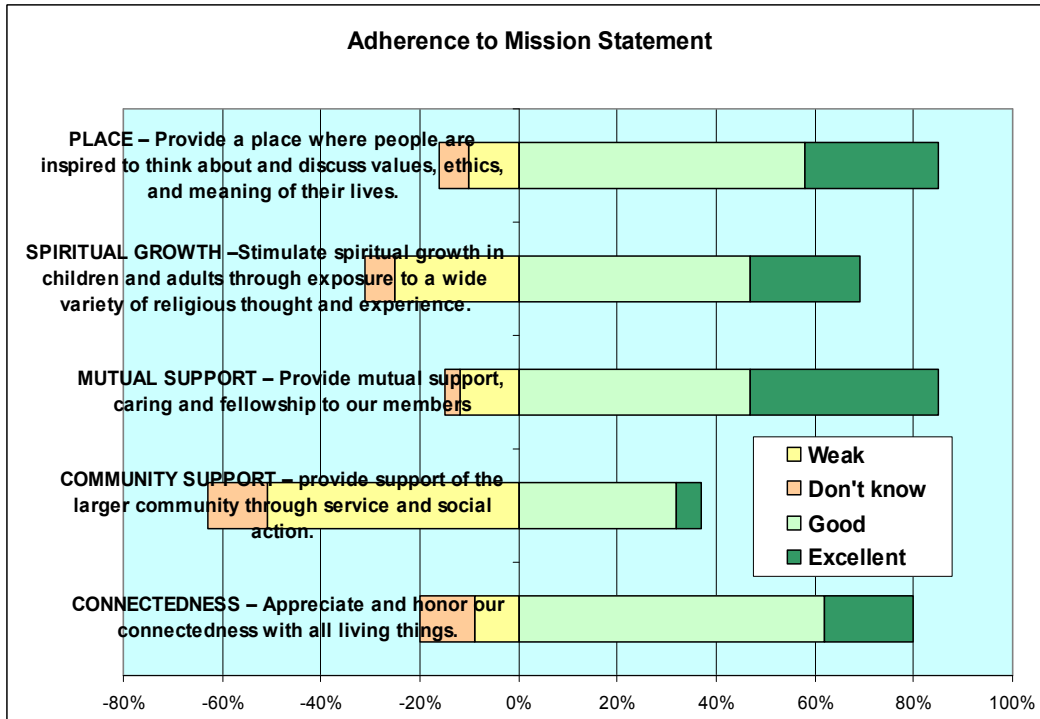
Of the estimated 60 family units completing this section, 58 answered this question. The median pledge amount within the responses was around \$1,000.

SURVEY RESULTS

SECTION C. - ACTIVITIES

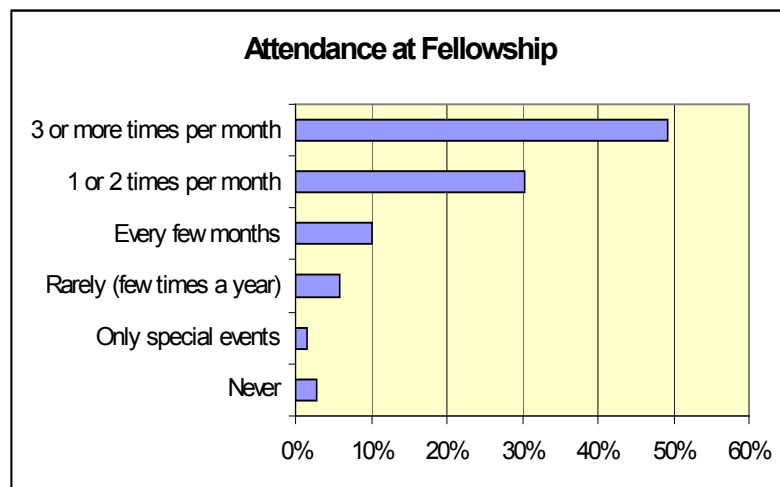
18. How well do we adhere to our Mission Statements five principles?

The chart shows the percentage of responses placed in the four “grade” categories – Don’t know, Weak, Good and Excellent. The grades for Weak and Don’t know are shown on the negative side of the chart.



19. During the last year, approximately how often have you attended the Fellowship on Sunday morning, either as an attendee, participant or as an R.E. teacher?

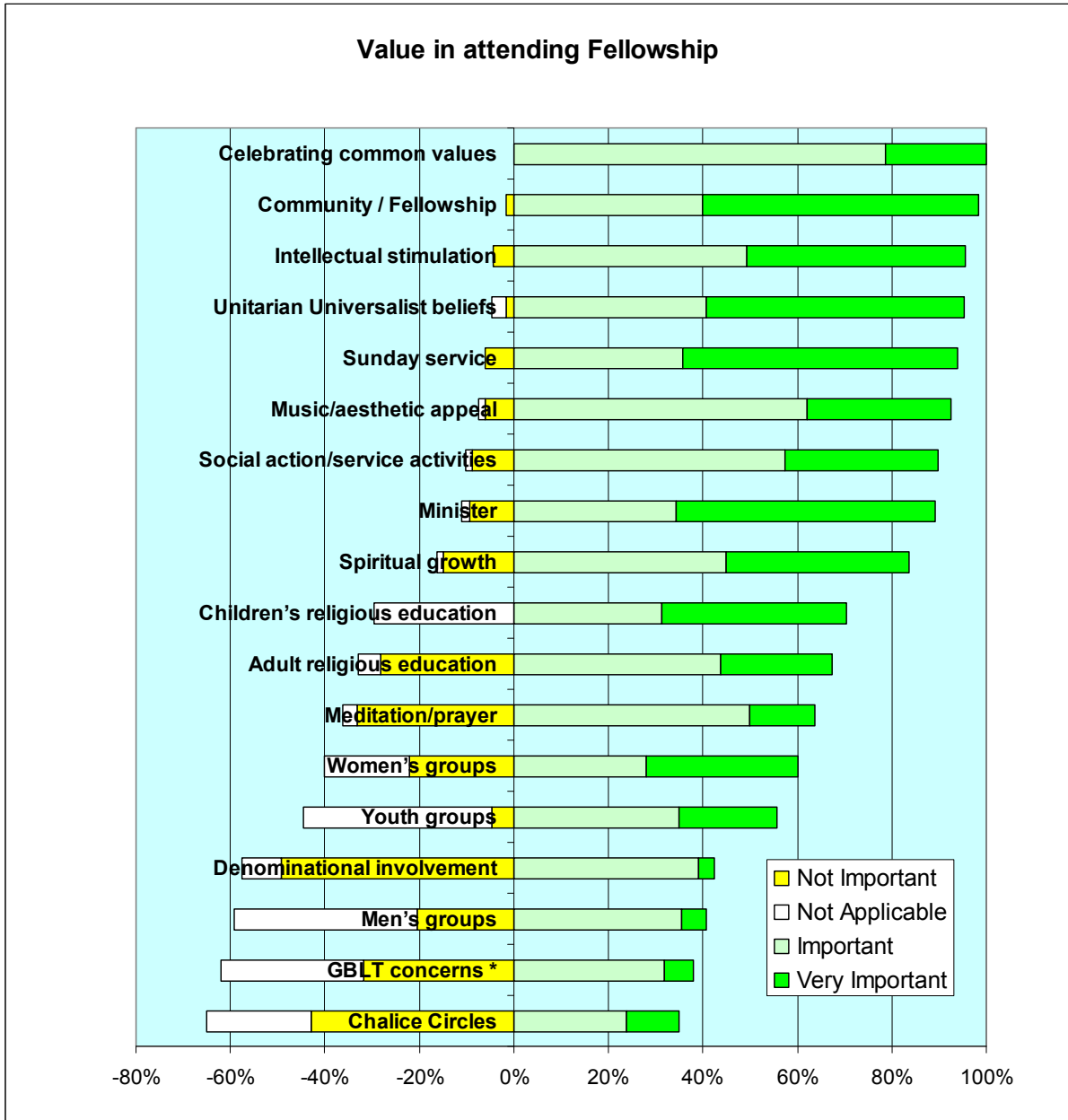
Nearly 50% of the survey responses indicated that attendance was three or more times per month and an additional 30% indicated attendance one or two times per month.



SURVEY RESULTS

20. Of the following reasons, which do you value in attending the fellowship and how important are they to you?

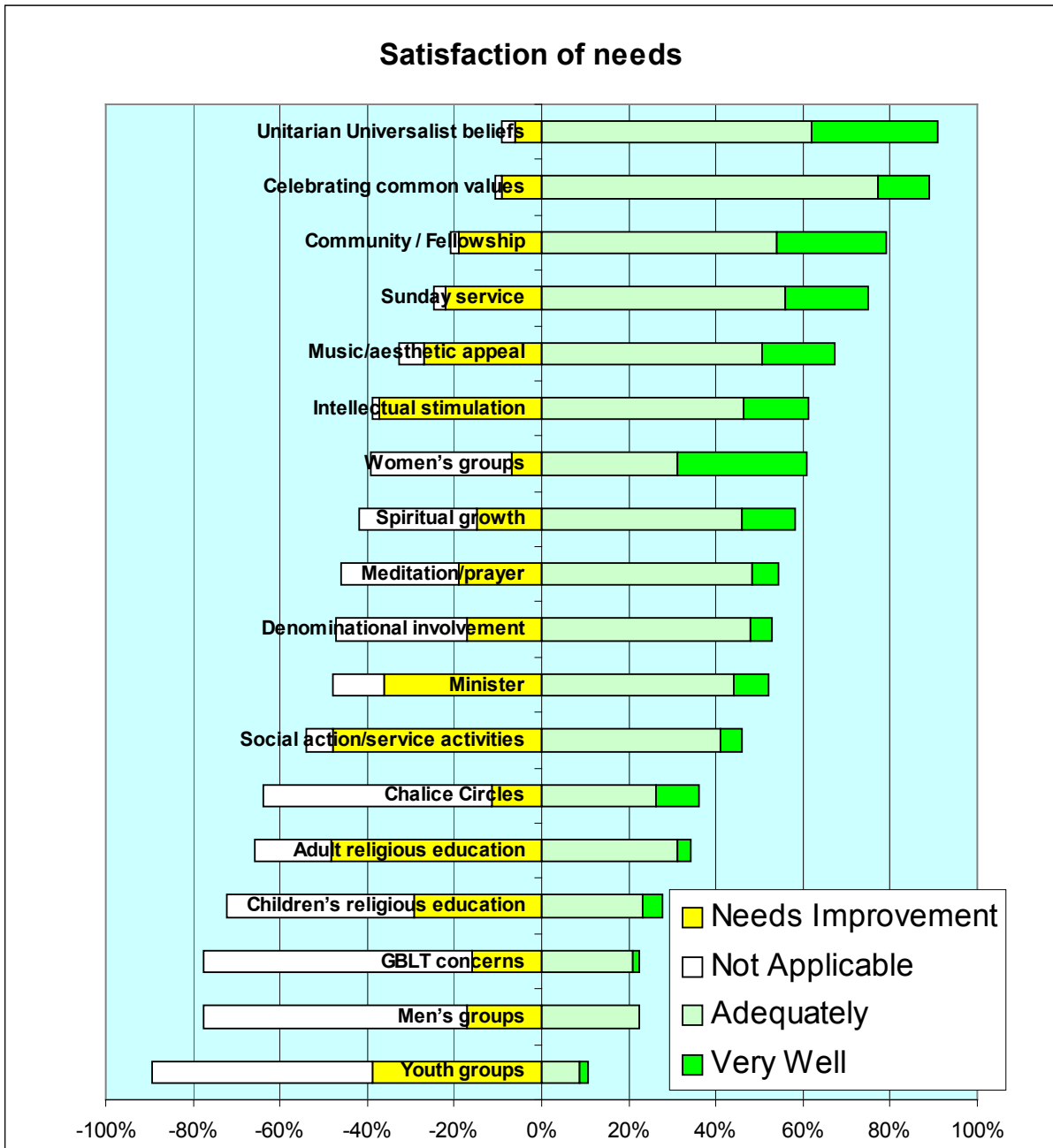
The chart shows the relative importance placed on reasons for being part of the Fellowship. The reasons are shown in decreasing perceived value, indicating the percentage choice by responders for: Not Applicable, Not Important, Important or Very Important. The Not Applicable and Not Important entries are shown on the negative side. In determining the relative order of reasons, the same weight was given to ratings of “Very Important” as given to “Important.”



SURVEY RESULTS

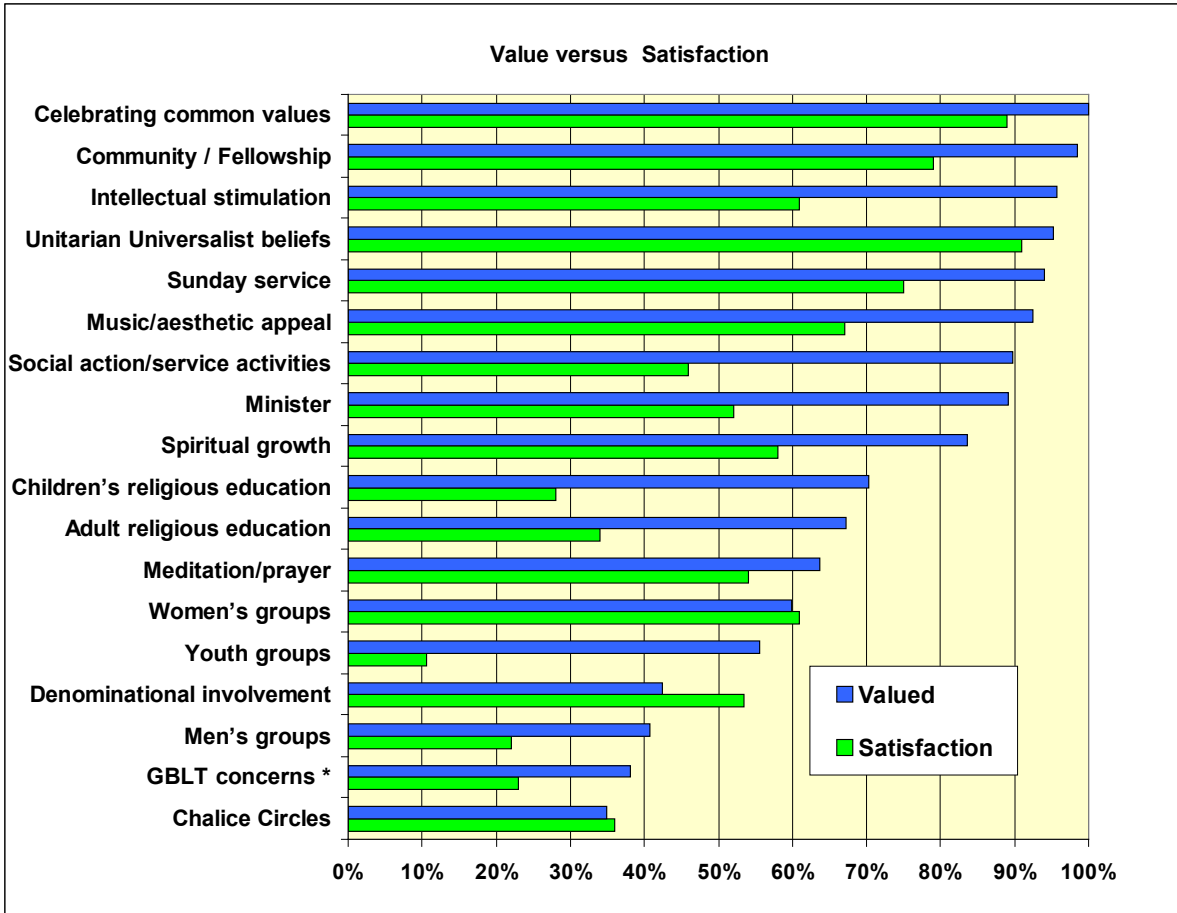
21. Of the possible reasons you attend the Fellowship, how well does the Fellowship satisfy your needs?

The chart shows how well the Fellowship satisfies the needs of the survey responders. For the possible reasons for attending the Fellowship the chart indicates percent of responders who selected each response category (Not Applicable, Needs Improvement, Adequately, and Very Well.) The Not Applicable and Needs Improvement entries are shown on the negative side. The reasons are shown in decreasing perceived satisfaction, indicating the strength of the 'votes' each reason got for. In determining the relative satisfaction order the same weight was given to ratings of "Very Well" as was given to "Adequately."



SURVEY RESULTS

When the information from question 20 (valued reasons for attending Fellowship) is combined with that from question 21 (satisfaction in attending Fellowship) a comparison chart can be constructed. For each of the possible reasons listed in questions 20 and 21, this chart compares the percentage of people valuing each reason with the percentage expressing satisfaction with the Fellowship in that area.



The five listed reasons with largest relative variance between value and satisfaction are:

- Youth groups
- Children's religious education
- Adult religious education
- Social action/service activities
- Men's groups

22. In which of the following Fellowship activities have you participated during the last year?

The table shows how often the responders participate in selected activities. The last column is the calculated average number of times per year for attendance by all responders and the table has been sorted by that average. The table shows that some responders participate much more than the average and some much less. The average participation per year for Sunday coffee hour (the top entry) is 21.3 times but 22 people indicate they participate every

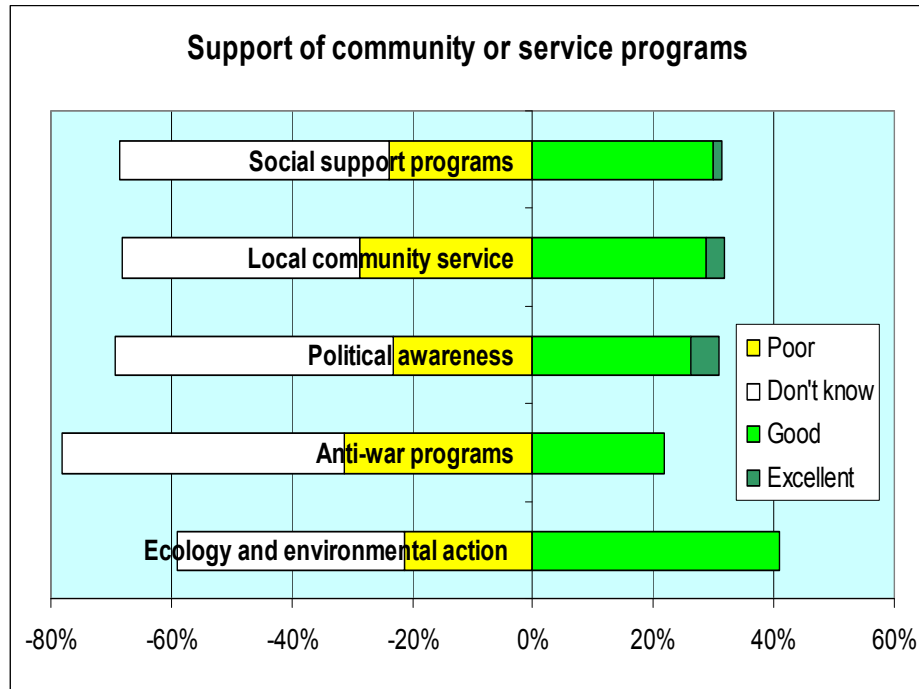
SURVEY RESULTS

week. Adjusting for the percent of the congregation that didn't respond to the survey the responses would project an average weekly attendance at Sunday coffee hour at around 44, which agrees with antidotal experience.

Participation in Fellowship activities	None	Maybe once	2-3 times	Monthly	Weekly	Average per year
Sunday coffee hour	7	6	14	15	22	21.3
Committee or Task Force	23	6	9	16	7	9.6
Sunday services (as leader/participant)	38	2	6	9	7	7.9
Sunday services (greeter, usher, etc.)	32	7	14	5	6	6.5
Support groups (for men, women, etc.)	37	5	5	16	1	4.1
Serve as congregational leader	45	1	1	8	3	4.4
Chalice Circles	50	1	2	9	2	3.4
Musical performance or event	41	9	8	3	2	2.7
Children's religious education activities	39	4	11	7	1	2.7
Board of Trustees	43	5	5	8	1	2.7
Social action/service activities	37	9	11	4	1	2.2
Social activities (bridge, dinners, etc.)	30	10	21	1	1	2.0
Adult religious education	43	8	11	3	0	1.1
Fundraising	36	8	18	1	0	1.0
Auction / Bazaar	33	19	11	0	0	0.7
Denominational meetings or workshops	43	8	9	1	0	0.7
Neighborhood meetings	48	5	6	0	0	0.3

23. How well does the fellowship participate and support community or service programs?

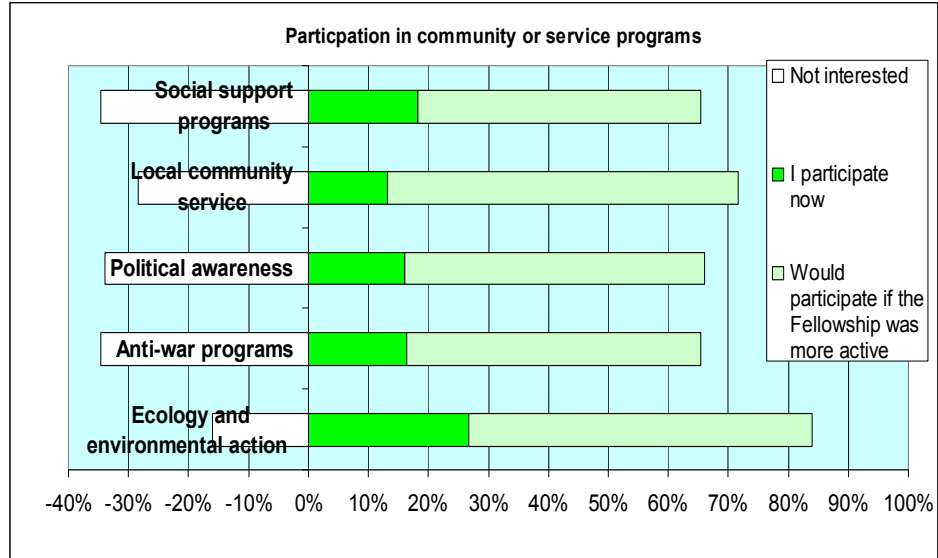
The response to this question indicates that many of the congregation are unaware of Fellowship community support and service programs – and where they are aware an approximate equal percent feel we do a poor job as think we do a good job. The chart shows how many responded with selections in each rating for each service or program area.



SURVEY RESULTS

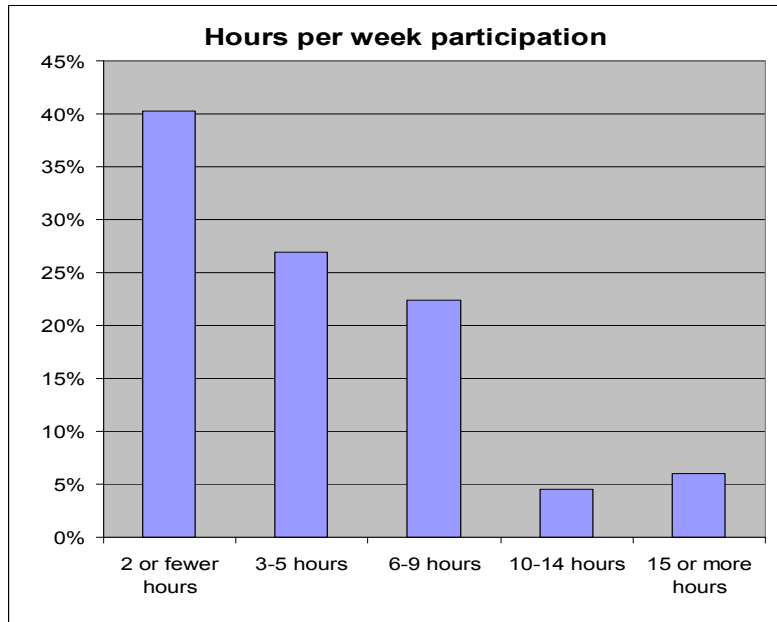
24. What is your interest in personal participation in community or service programs?

The chart shows the number of responders selecting responses of “Not Interested”, “I participate now” or “Would participate if the Fellowship was more active.” The selections for “Not Interested” are shown on the negative side. The results show a small current participation in community or service programs but a strong interest if the Fellowship were more active in these areas.



25. For how many hours a week, on average, did you participate in Fellowship activities (including Sunday services, coffee hours, Religious Education, committee work, etc.) during the past year?

The chart shows percent participation for all responders. Approximately 1/3 of responders participate six or more hours per week.



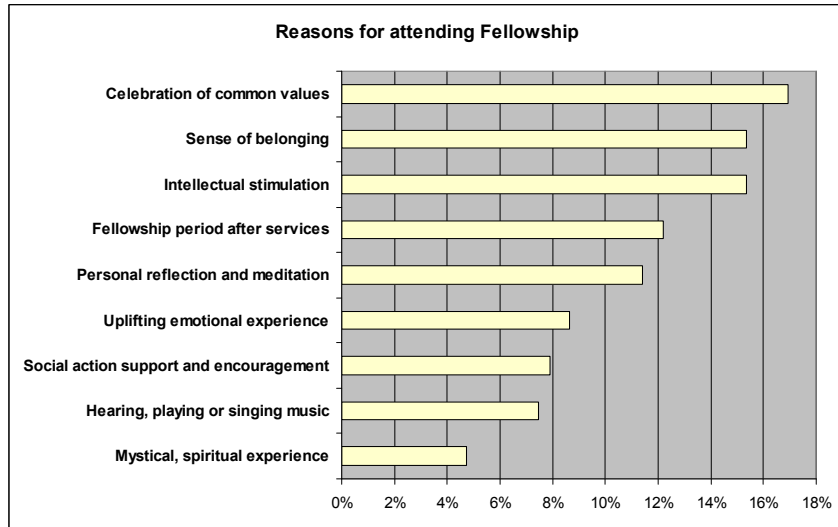
26. Which of the following reasons for attending Sunday services are important to you?

The chart shows the reasons for attending Sunday services as a percentage of responders selecting each reason. The results are shown in descending order of importance for all responders.

SURVEY RESULTS

There were several other reasons volunteered as reasons for attending Sunday Service.

- Children's exposure
- See friends
- Shared community
- Contact with good friends
- Children RE and Youth Program

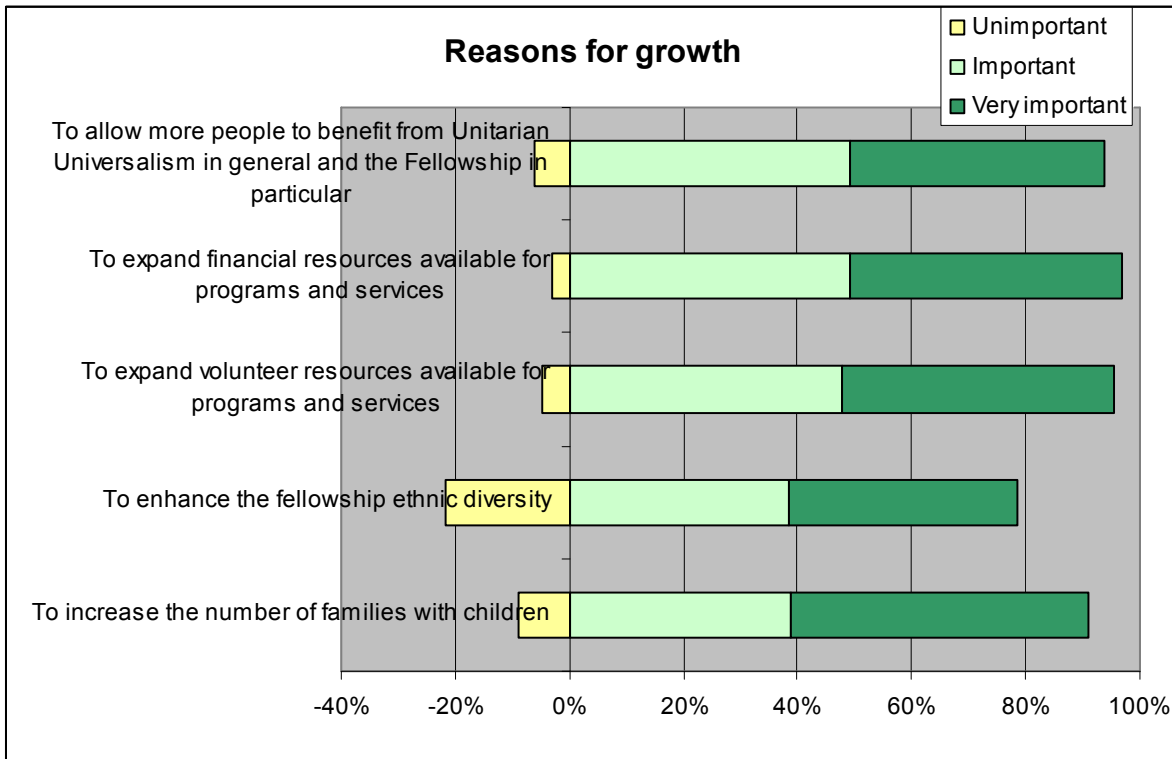


27. How do you feel about membership growth?

Overall, 75% report being in favor of growth. Three percent do not favor growth. The remainder, 22%, are neutral.

28. How do you rate the importance of the following possible reasons for growth?

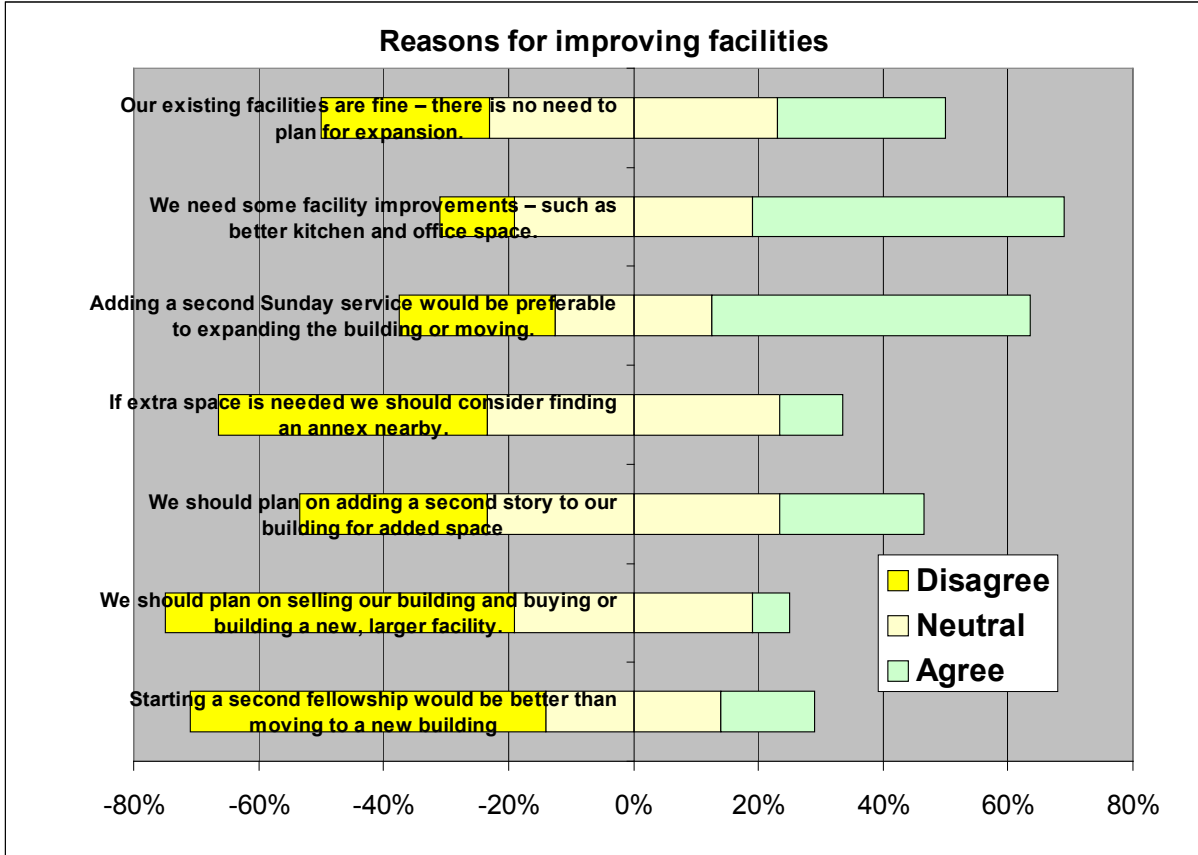
For the most part everyone thought all the offered reasons were important to one degree or another.



SURVEY RESULTS

29. For future planning, what are your personal feelings about improving or enlarging our building?

The responses about the building were varied. The chart shows the percentage in disagreement, neutral to or in agreement with the potential building approaches. Half thought the building was generally OK but most thought it needed some improvements. A majority favored adding a second Sunday service over expanding the building or moving and only 10% thought adding a nearby annex would be OK. Opinion on adding a second story was inconclusive but less favored the idea than were for it. A majority disagreed with the idea of moving or starting a second Fellowship.



30. In the past 12 months, have you attended any cluster, district, or denominational meetings (General Assembly, District Assembly, Leadership Training, etc.)?

There were four affirmative replies (shown under question 31 below.)

31. If Yes, please specify

- District Assembly
- PCD retreat, BA Regional
- Leadership Day, Leadership School
- 2005 Leadership Training

SURVEY RESULTS

32. Please add any additional comments relative to this survey section – Activities

There were several common themes in the response to this question. The most significant theme was that

- Sunday services should be the top priority

There were other activities mentioned that come a close second with higher emphasis desired than the present – they were:

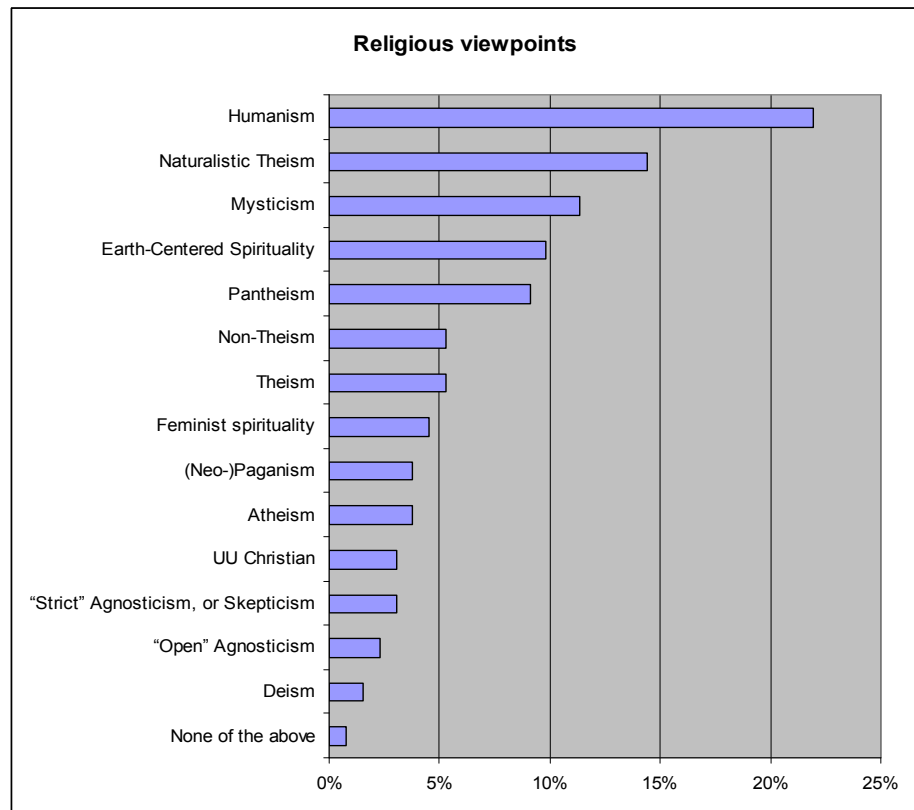
- Children and youth activities – build a good program to attract new people
- More emphasis on Social Justice.
- Building growth should be oriented to new programs and attracting new people.
- We should have more “after-hours” social functions

SECTION D. - PERSONAL BELIEFS

33. Which of the following viewpoints comes closest to your own?

The chart shows the percent of responders selecting the viewpoints offered in the survey.

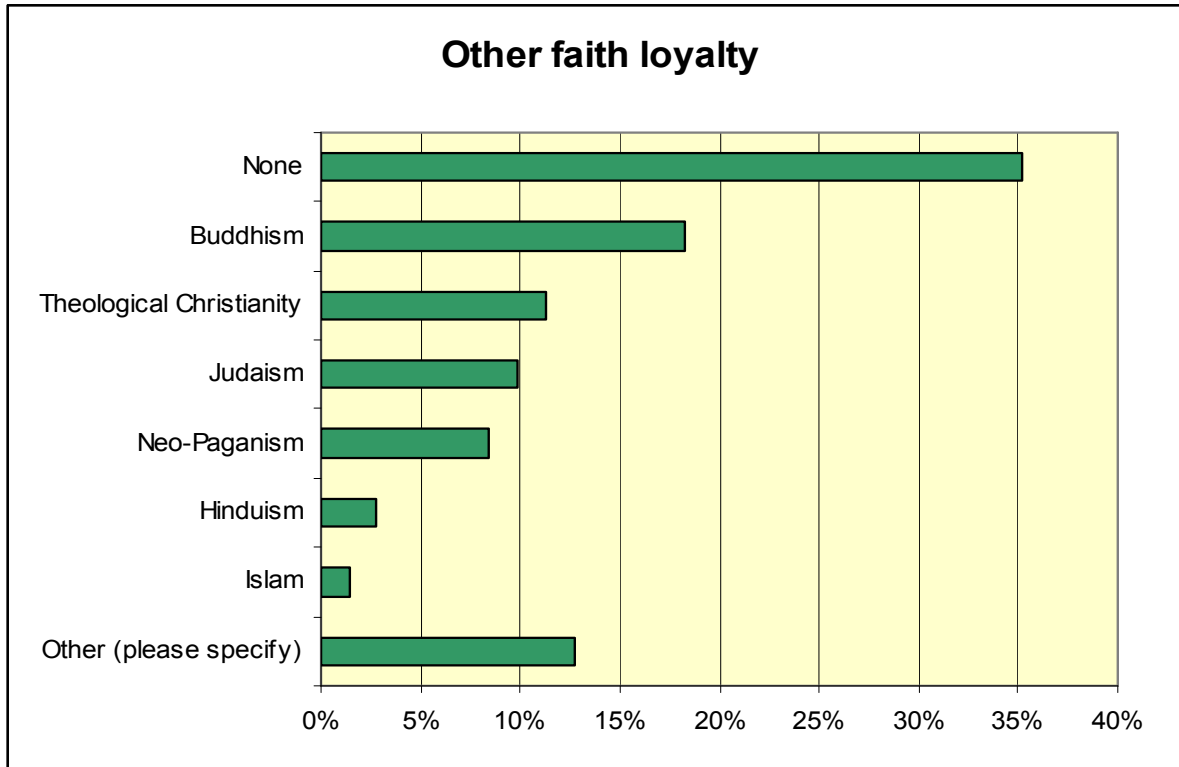
Spiritual beliefs of those responding to the survey span a full spectrum with the largest self-identifications relating to Humanism or Naturalistic Theism. Mysticism, Earth-Centered Spirituality, and Pantheism most closely follow the top two choices.



34. Aside from Unitarian Universalism itself, to what other faith traditions do you feel loyalty now?

One-third of the survey responders listed no loyalty to faiths other than UU.

SURVEY RESULTS



In addition to the listed choices several people entered other choices.

- Our 7 principles provide a pretty good guide to go by.
- Christian Science sometimes
- Urantia Foundation
- My own combination of above
- Pantheism
- Humanism
- All of the above
- Christian message regarding how to live in the world.
- Humanism

35. Please add any additional comments relative to this survey section – Personal Beliefs

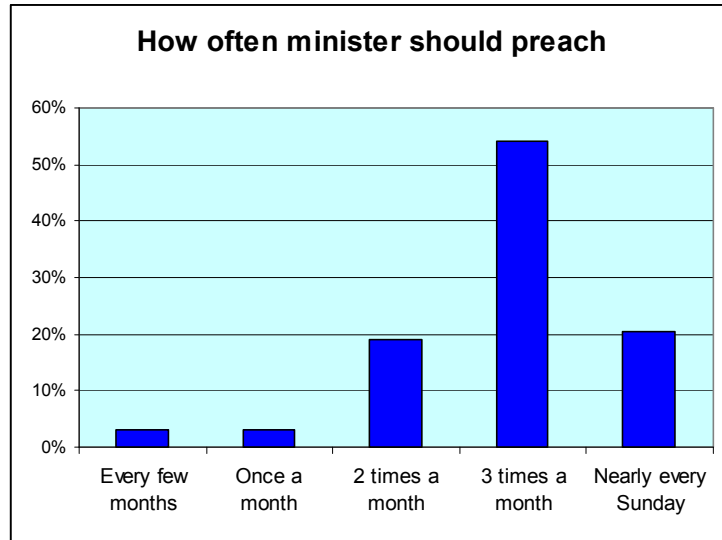
The predominate theme of comments to this section can be summarized as, “The UUFLG is open to all and should have respect, empathy and compassion for all beliefs.”

SURVEY RESULTS

SECTION E. - SUNDAY SERVICES

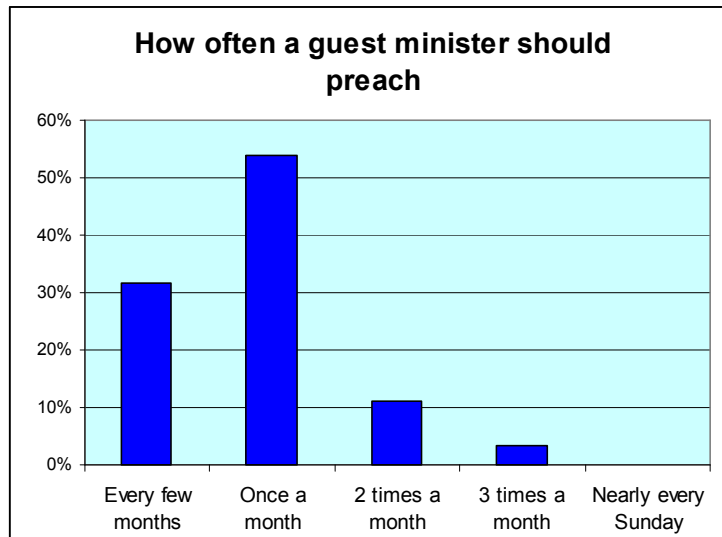
36. How often would you like the minister to preach?

Seventy-five percent of survey responders would prefer the minister to preach three or four times a month.



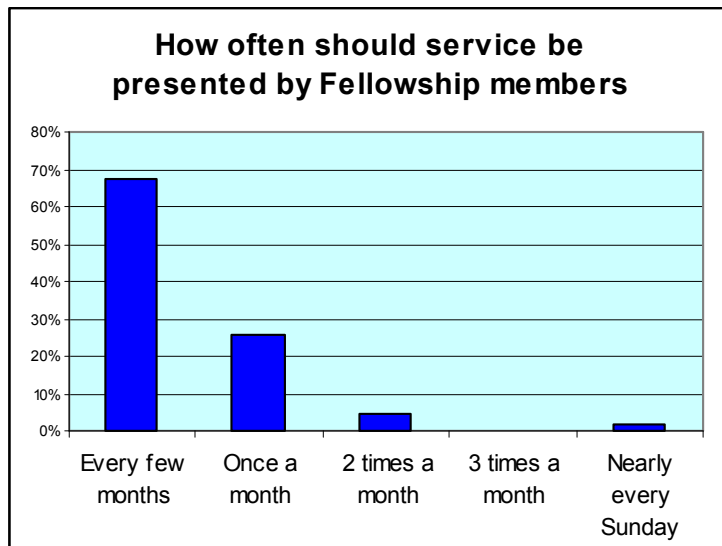
37. How often would you like a guest minister or other speaker?

Eighty-five percent of the responders would prefer a guest minister no more often than once a month.



38. How often would you like the Sunday service to be designed and presented by one or more Fellowship members?

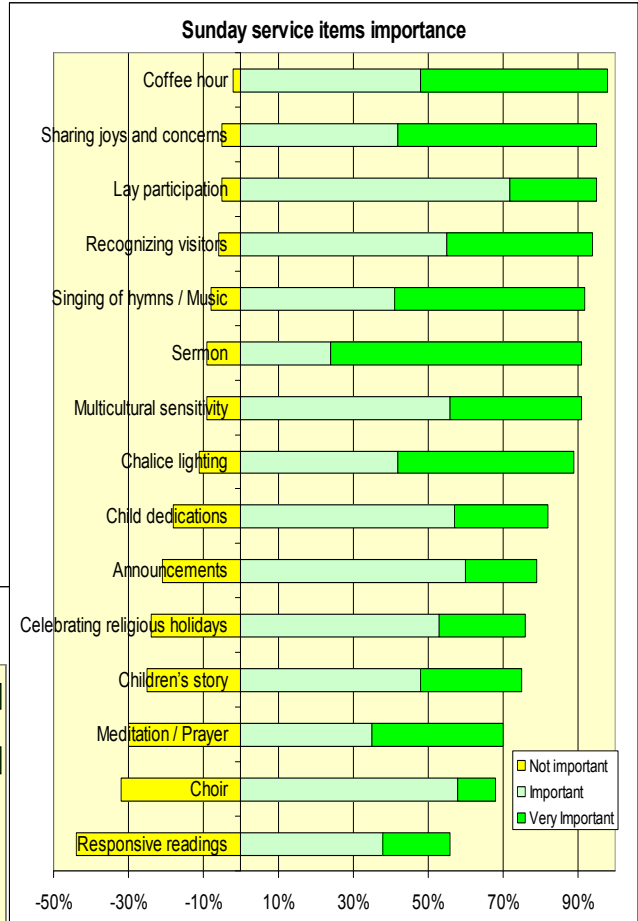
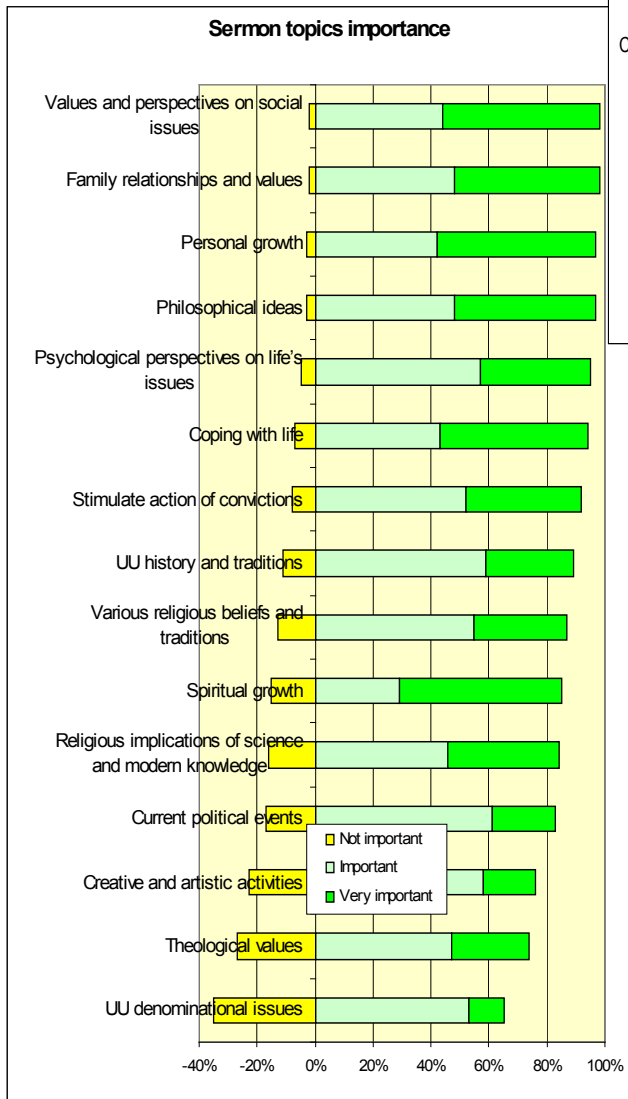
Ninety-five of survey responders would like a Sunday service by a Fellowship Member every few months or once a month.



SURVEY RESULTS

39. How important to you are the following specific items which may be part of a Sunday service?

The chart shows the importance (or non-importance) selected by responders for various parts of Sunday services. The selections for “Not important” are shown on the negative side. The overall order of the entries in the chart gives the same weight to designations of “Very Important” as to “Important.”



40. How important to you are these various Sunday service sermon topics?

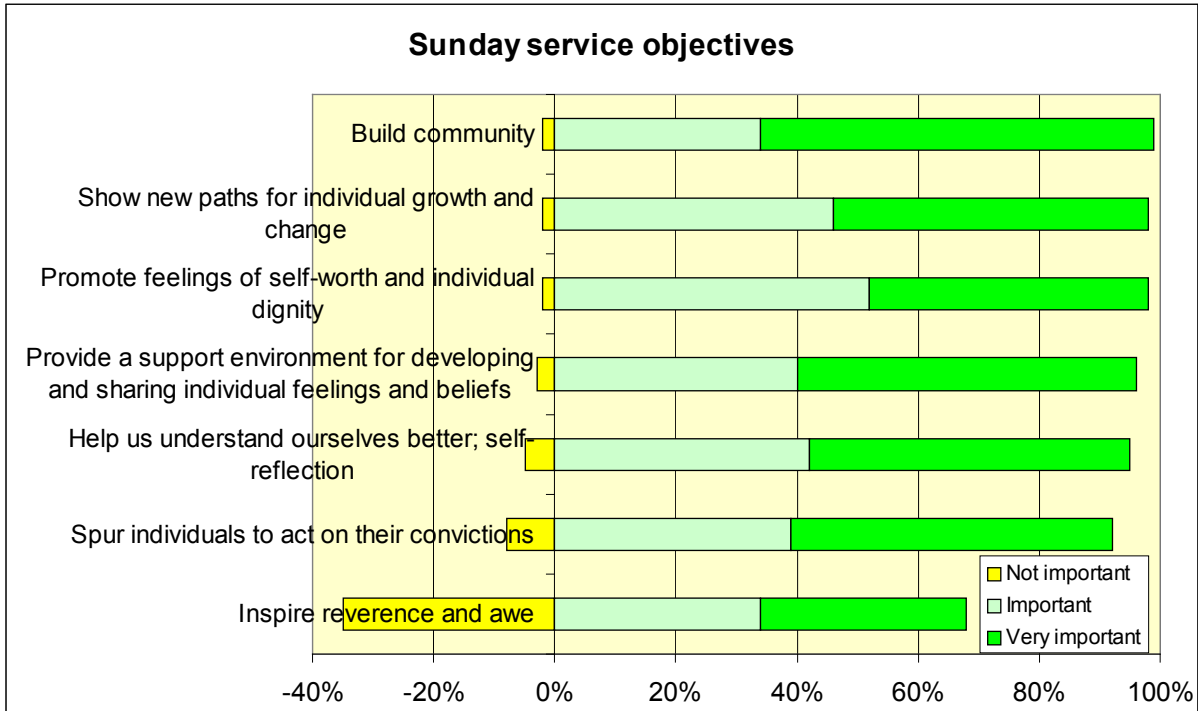
The chart shows the importance (or non-importance) selected by responders for various sermon topics. The selections for “Not important” are shown on the negative side.

The overall order of the entries in the chart gives more weight to designations of “Very Important” than to the other two options.

SURVEY RESULTS

41. How important to you are these various Sunday service objectives?

The overall order of the entries in the chart gives the same weight to designations of “Very Important” as to “Important”



42. Please add any additional comments relative to this survey section – Sunday Services

There were no obvious common themes in the comments to this question. Some of the individual comments were (paraphrased):

- Want Sunday Service time to be well-spent with sense of well being
- Want more UU emphasis
- Want fewer pagan services
- We should improve the children’s story section
- Like greet-your neighbor
- Needs change with age and circumstances
- Want less music and improved facility aesthetics
- Should include new perspectives on accepted concepts (e.g. relate to current events.)

SURVEY RESULTS

SECTION F. – MINISTRY

43. A variety of functions comprise a minister’s work. Each minister has to prioritize these functions, and thus his or her time. In what rank order would you like our next minister to do so?

There was a spread of answers to this question but it nonetheless resulted in a clear net order of priority. The resultant priorities for the seven listed functions are shown in the table in descending order of priority (highest priority shown at the top of the list.)

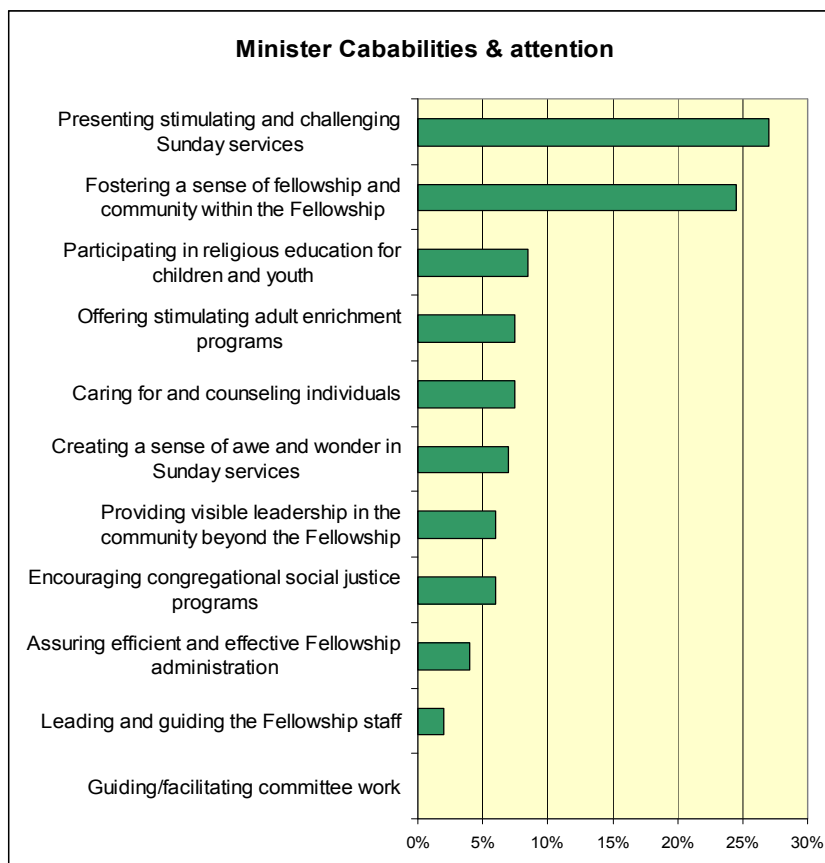
The table includes the percentage of responders who selected one of the seven priority levels for each function. As can be seen from the table there is a considerable spread of opinion, however there is also a definite overall order.

Relative Minister priorities

	1	2	3	4	5	6	7
Spiritual Leader	47.5%	18.3%	5.2%	6.7%	7.0%	11.3%	6.7%
Intellectual Leader	14.8%	38.3%	19.0%	6.7%	8.8%	8.1%	8.3%
Facilitator	9.8%	15.0%	20.7%	20.0%	14.0%	8.1%	8.3%
Pastor	3.3%	6.7%	24.1%	26.7%	26.3%	9.7%	5.0%
Social Activist	4.9%	6.7%	15.5%	13.3%	19.3%	27.4%	11.7%
Administrator	8.2%	6.7%	10.3%	15.0%	10.5%	22.6%	21.7%
Role Model	11.5%	8.3%	5.2%	11.7%	14.0%	12.9%	38.3%

44. Responsibility for a successful Fellowship is shared among the minister, other staff, and lay leadership. In terms of personal capabilities and time and attention, which of the following priorities for the Fellowship’s next minister do you consider to be the most important?

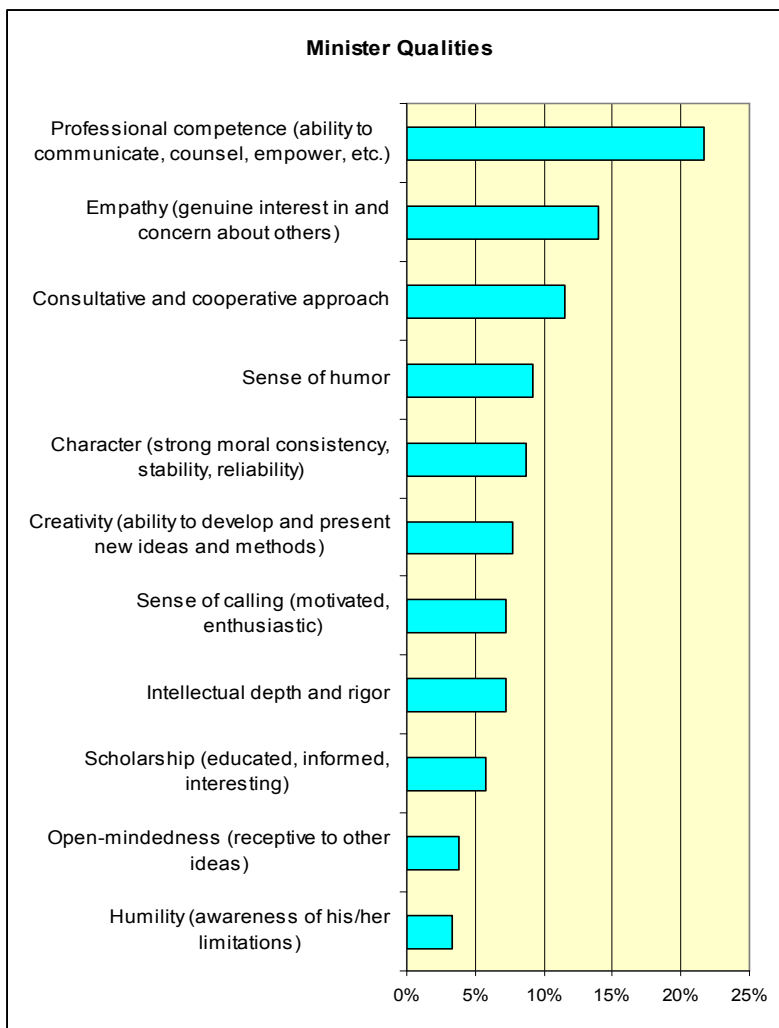
Although not unanimous there were two selections that clearly are at the top of the list – Sunday services and community within the Fellowship.



SURVEY RESULTS

45. Which of the following qualities do you think are the most important considerations in screening ministerial candidates?

As with question 44. The answers were not unanimous but clearly the most popular answer was Professional Competence and there was agreement that Empathy and Consultative Approach were also highly desired.



46. UU tradition and the congregation’s historical practice is that the minister should have freedom of the pulpit, whereby s/he may express whatever views s/he may hold without censorship from the congregation.

• Do you agree with this policy?

<u>Yes</u>	<u>No</u>	<u>Not sure</u>
88%	3%	9%

• Do you believe that this policy extends to the expression of partisan political views?

<u>Yes</u>	<u>No</u>	<u>Not sure</u>
49%	25%	26%

47. The UUA General Assembly adopted an equal opportunity policy in 1989 which supports “ministerial settlement procedures without discrimination because of race, color, disability, sex, affectional or sexual orientation, age or national origin.” Do you have any reservations regarding the application of this policy in regard to our Fellowship?:

Yes	14%
No	86%

SURVEY RESULTS

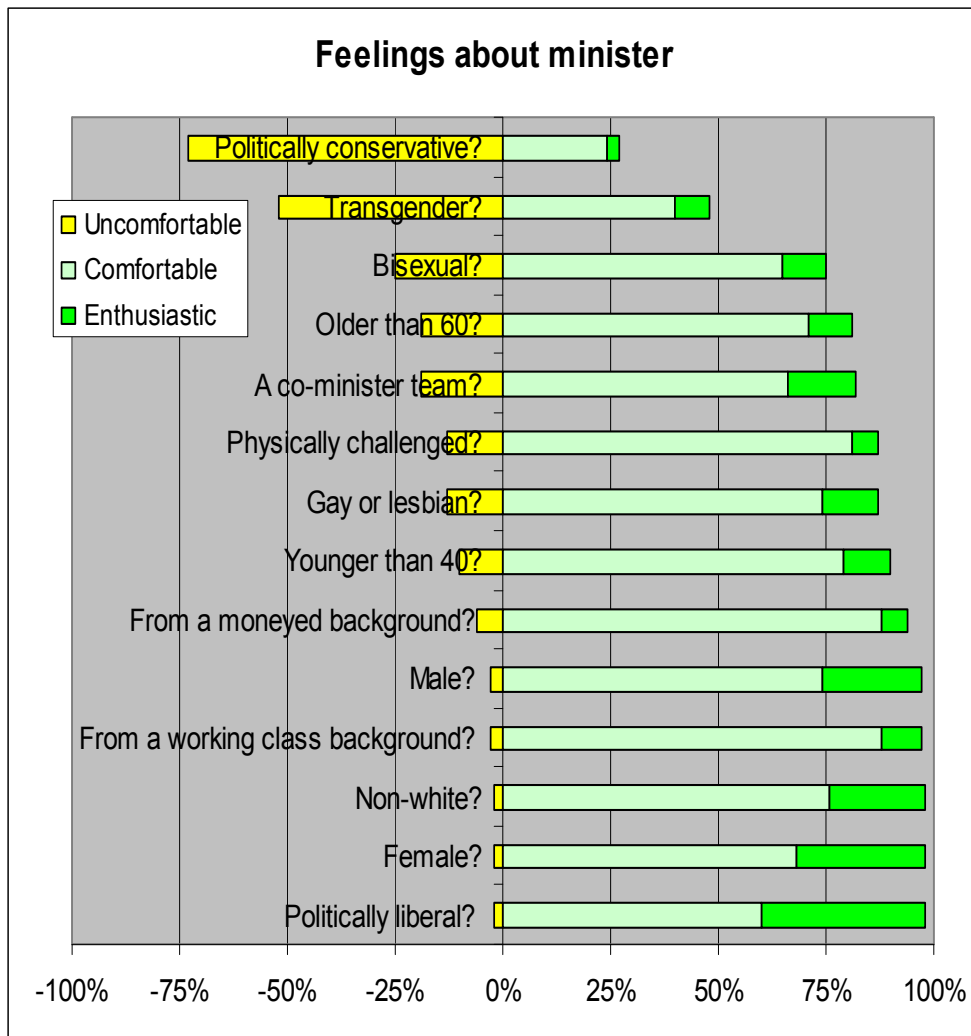
48. If you answered yes to the previous question, please elaborate:

The comments for this question help expand on the summary results shown for question 47. The comments related to concerns for the minister’s ability to relate to the congregation and to perform the duties of the ministry. The comments also expressed a desire for a minister that somewhat mirrors the congregation and who has energy and stamina. There was no strong prejudice evident in the comments.

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

The question asked for responses of “uncomfortable”, “comfortable” or enthusiastic.” In the chart, the “uncomfortable percentage responses are shown on the negative side.

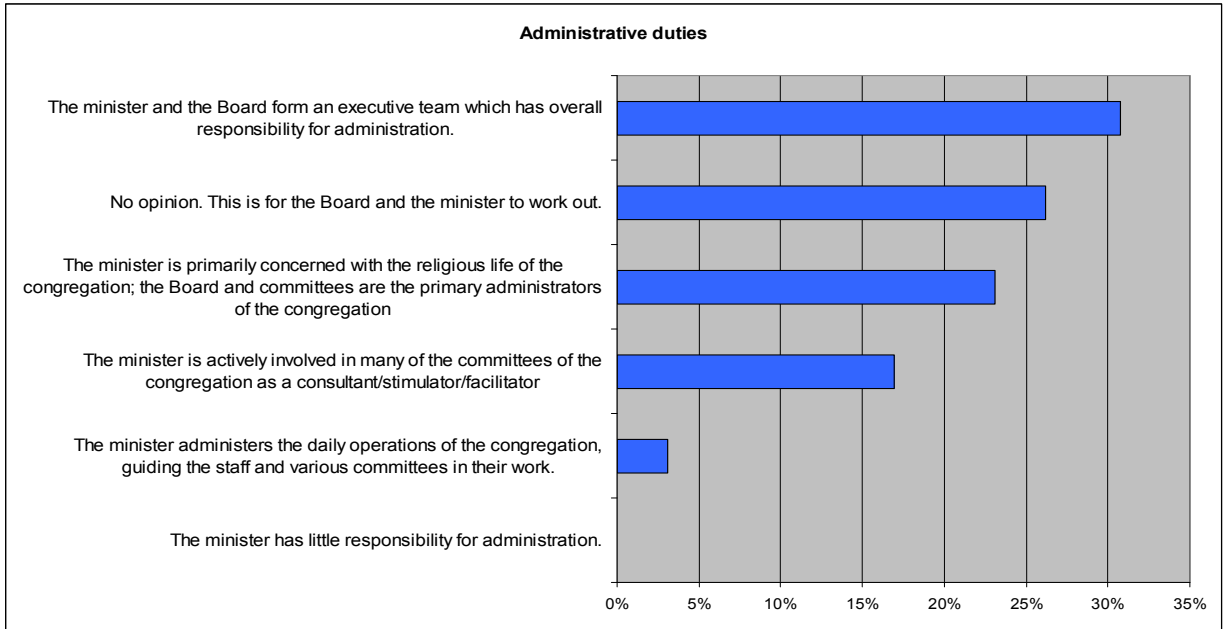
Most of the congregation is politically liberal which is reflected in the majority negative response to having a minister who is politically conservative. There is also a slight majority who would be uncomfortable with a transgender minister and about 25% who would be uncomfortable with one who was bisexual. The comments added to the previous question (48) offer insight into potential reasons for the uncomfortable responses for older than 60 and physically challenged – ability to perform the duties of a minister.



SURVEY RESULTS

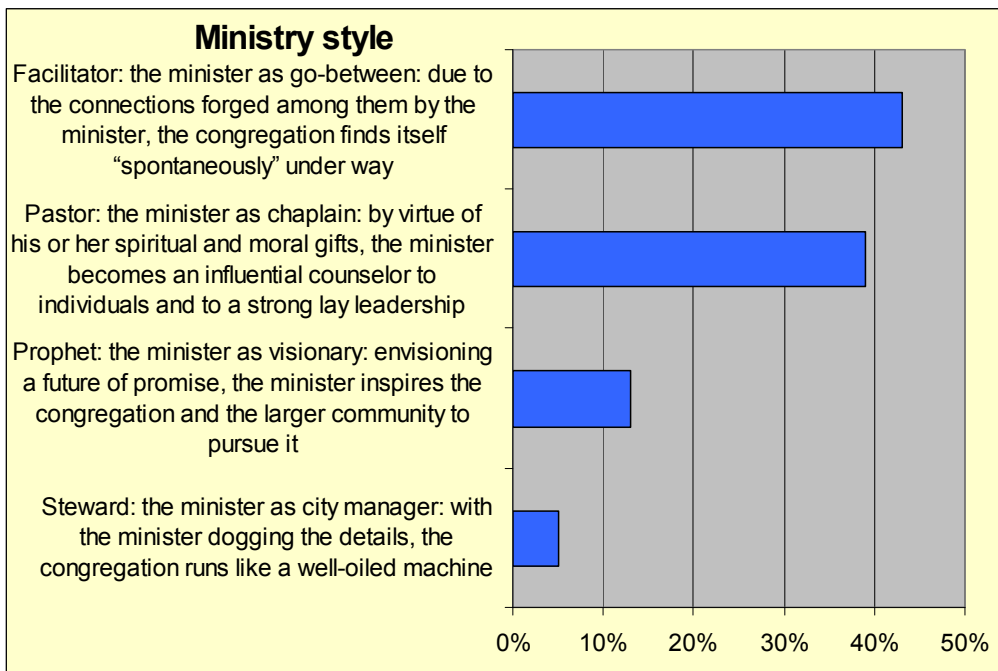
50. Which statement best describes the minister’s administrative role?

The majority of respondents do not see administration as necessarily a primary function to be performed by the minister. They feel that it is a joint minister-board responsibility.



51. What predominant style of ministry would you prefer in our next minister?

Most would prefer a minister as a Facilitator or Pastor rather than one as a Prophet (visionary) or Steward (manager.)

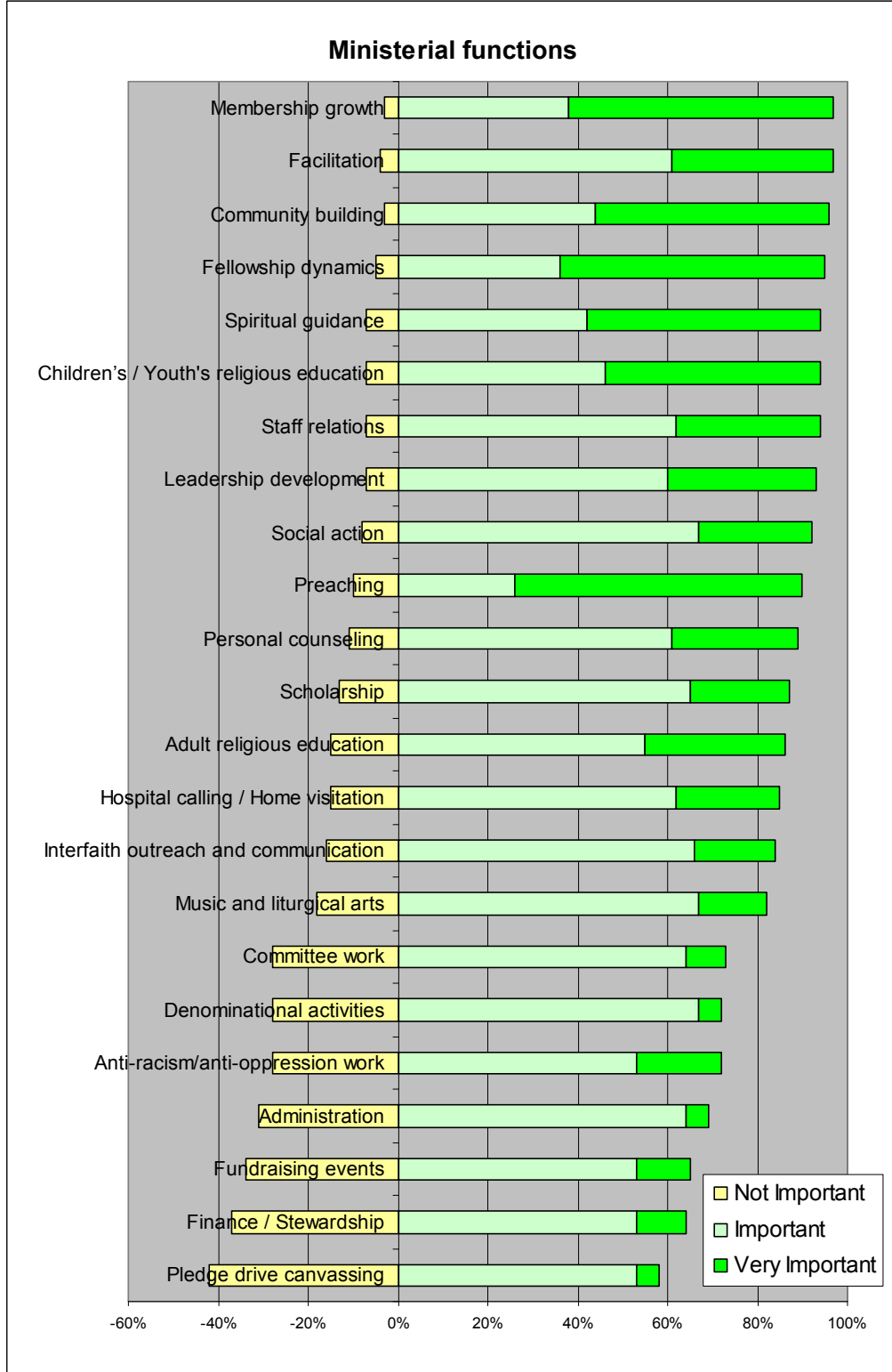


SURVEY RESULTS

52. How important to you are these various ministerial functions?

The chart shows the importance (or non-importance) selected by responders for various ministerial functions. The selections for “Not important” are shown on the negative side.

The overall order of the entries in the chart gives the same weight to designations of “Very Important” as to “Important”.



SURVEY RESULTS

BECAUSE OF THE HIGH COST OF HOUSING IN OUR AREA IT IS POSSIBLE THAT WE MAY CHOOSE TO OFFER A NEW MINISTER SOME SORT OF HOUSING ASSISTANCE. THE NEXT THREE QUESTIONS RELATE TO THAT POSSIBILITY.

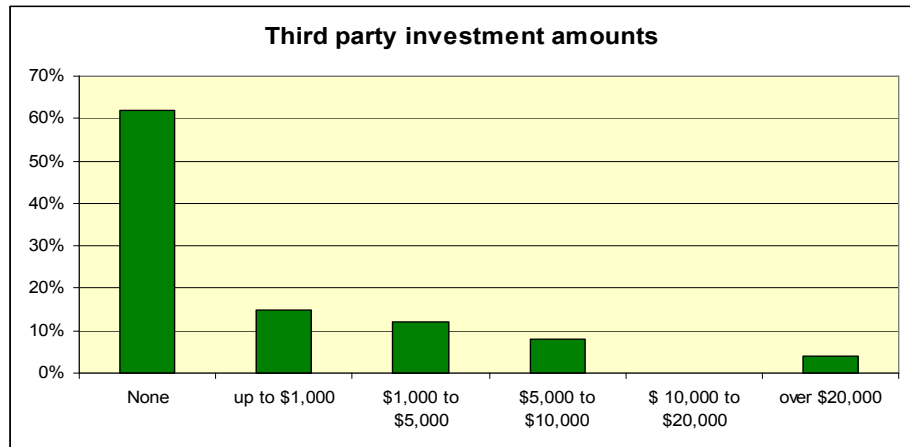
53. Should the fellowship consider some special form of housing assistance as a part of the minister’s compensation?

Yes	-	59%
No	-	6%
Undecided	-	35%

54. Assuming the Fellowship were to offer housing assistance to a settled minister it could be funded as a long-term Fellowship obligation or, potentially, as an equity investment by a limited “third party” investment group formed by Fellowship members without Fellowship financial obligation. Given the two approaches, which of the two would you favor?

Fellowship obligation	-	34%
“third party” investment group-		64%

55. If a “third party” group were formed to acquire an equity investment share in the minister’s home, what amount might you consider investing?



56. Please add any additional comments relative to this survey section – Ministry

The largest number of comments to this question related to the possibility of housing assistance, expressing various reservations about the idea. Some suggested that housing assistance not be considered initially but might be OK after the minister was in place for a period.

The second largest number of comments related to Freedom of the Pulpit and expression of political views. The expressed concerns generally were for any effects on the Fellowship’s tax-exempt status.

Other, individual concerns had to do with:

- Need for congregation’s awareness of minister’s personal biases.
- The role of the minister as a positive example.
- Concern with becoming too “churchy” with loss of intellectual stimulation.
- Comment that there will be a change of needs over time.