

Eno River
Unitarian Universalist
Fellowship

2023 PULSE SURVEY

COMMITTEE ON EVALUATION OF MINISTRY, BOARD OF TRUSTEES

BACKGROUND

The Pulse Survey

This anonymous survey is conducted annually by the Committee on Evaluation of Ministry (CEM), a committee of ERUUF's Board of Trustees, to obtain input from members and friends about how we're doing as a congregation.

The 2023 Pulse Survey went live March 9 and closed March 31, and we received 217 responses (three more than the 2021 survey). This year's survey covered the *third* year of the pandemic and asked respondents about their experience with ERUUF over calendar year 2022.

Open-ended responses from the current survey were read and reviewed by the CEM and passed onto the Lead Minister for any follow-up she might want to do.

A big thanks to Members of the CEM for their work on this year's survey. Members include: Megan Meyer, Trisha Lester (Chair), Steve Hall, Gail Epps, and Summer Anderson.

STATISTICAL TESTING

Ratings for questions that were asked in both the 2023 and the 2021 Pulse Survey were analyzed to determine if they were statistically different ($p < .05$).

2023 ratings that do not have a star next to them indicate there were no statistical differences between 2023 ratings and 2021 ratings.

Unless noted, differences between 2023 and 2020/2019 ratings were not assessed.

KEY HIGHLIGHTS: STRENGTHS

Overall experience at ERUUF

Sense of connection to ERUUF community

Sunday morning worship and ministry team

Ease of involvement in Fellowship

Radically welcoming congregation

Functioning of programs and activities

Religious education for children/youth

Music program

Racial equity and inclusion work

Environmental justice and greening campus

KEY HIGHLIGHTS: OPPORTUNITIES

Increase multigenerational activities

Continue to help members to grow

Continue to help members feel cared for



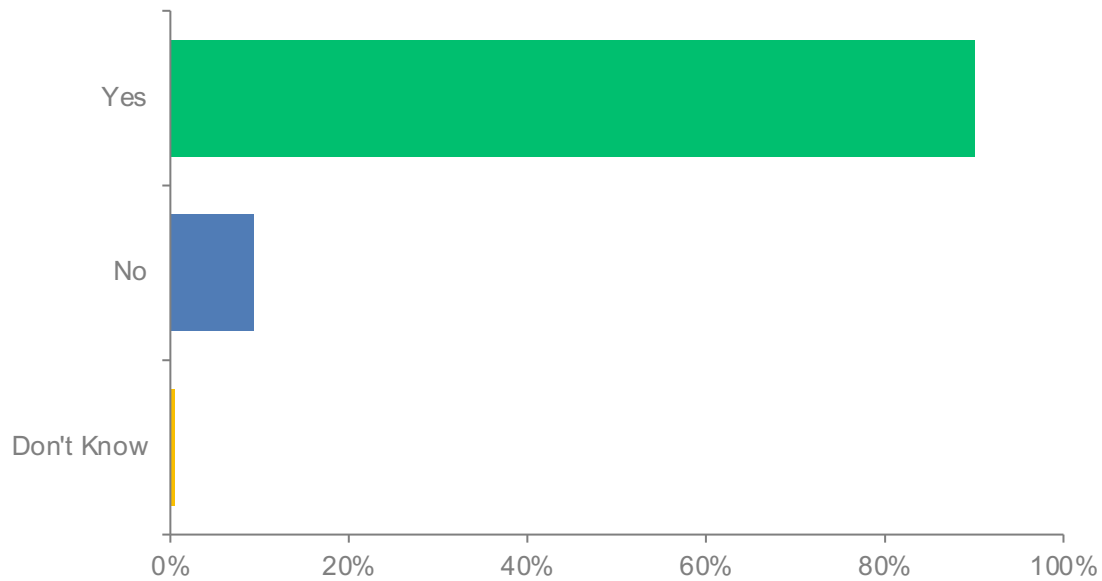
RESULTS

DEMOGRAPHICS

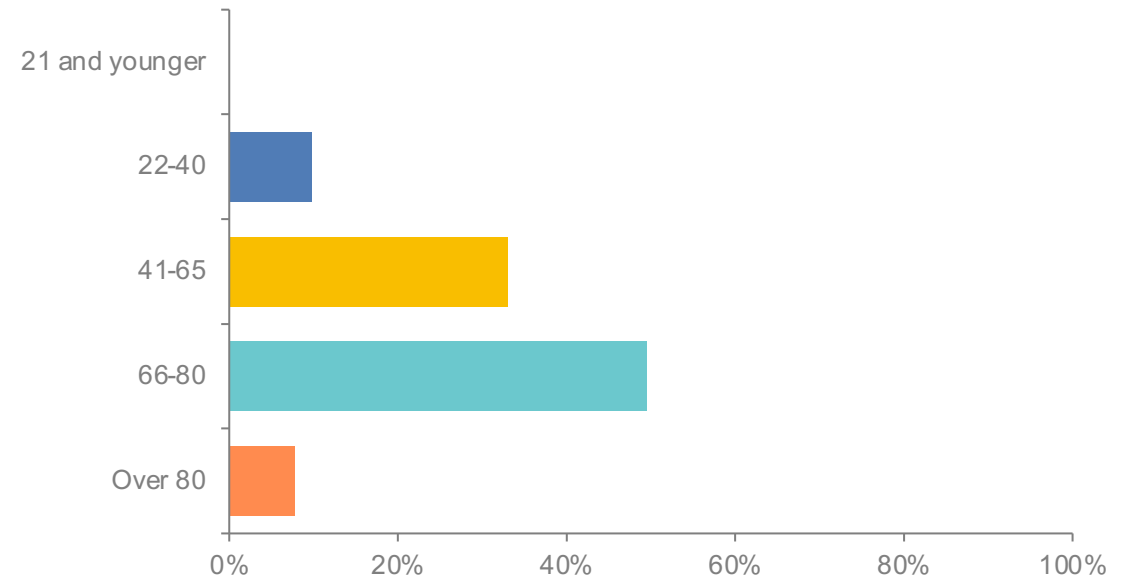


90% OF SURVEY RESPONDENTS ARE MEMBERS OF ERUUF; 50% ARE 66-80 YEARS OLD

Members



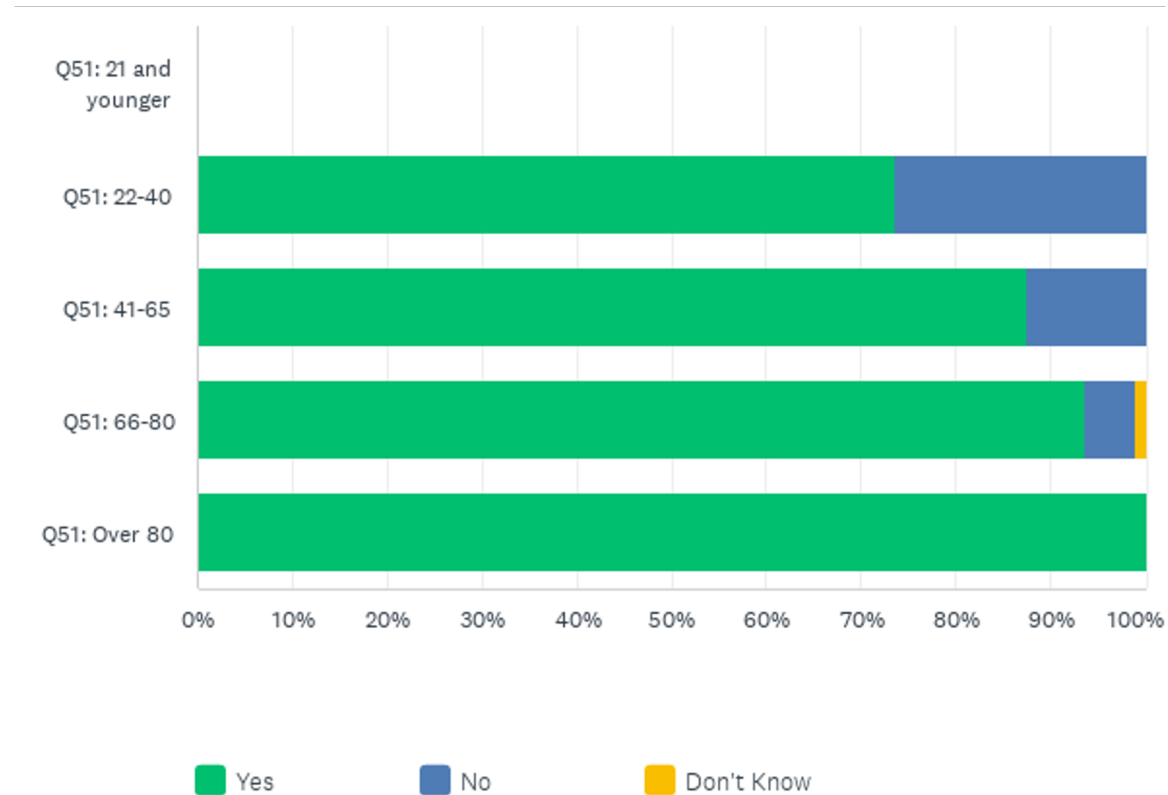
Age



Q48: Are you a Member of ERUUF?

Q51: What is your age?

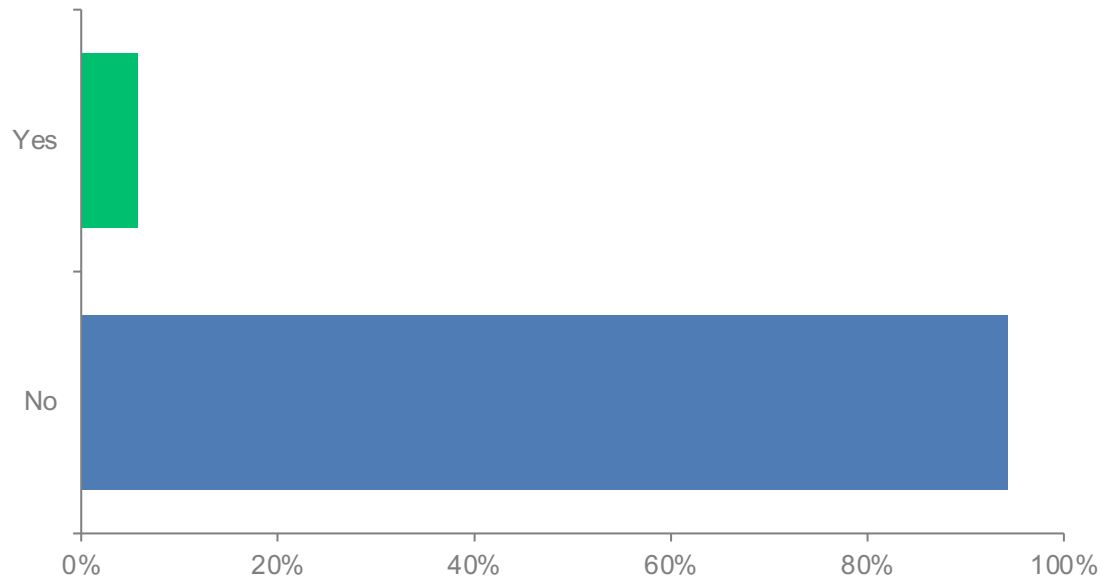
ABOUT 25% OF RESPONDENTS AGES 22-40 ARE NOT ERUUF MEMBERS



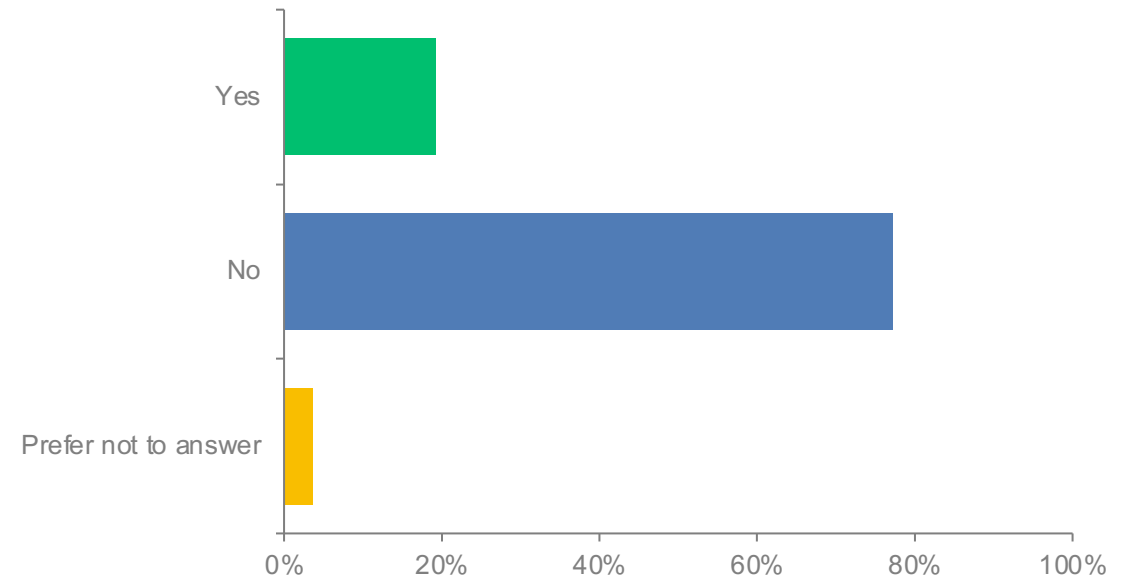
Q48: Are you a Member of ERUUF?

MORE THAN 90% OF RESPONDENTS ARE WHITE, AND 1 OUT OF 5 IDENTIFY AS LGBTQ+

Race



Sexual Identity

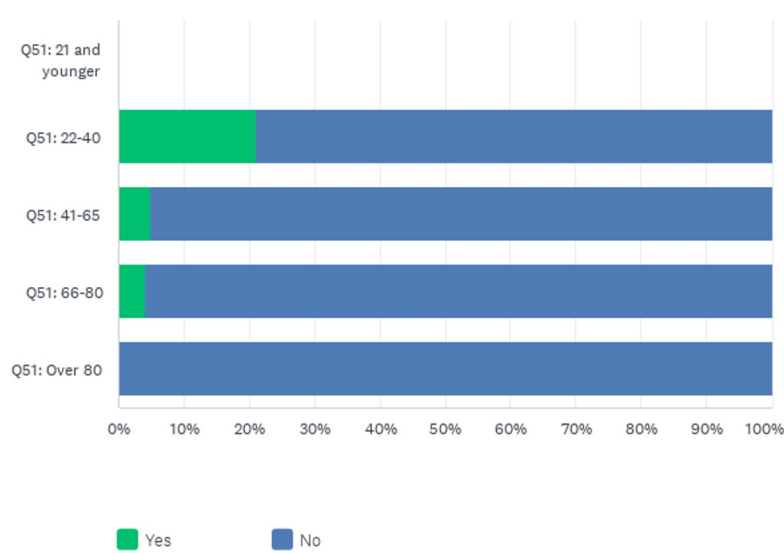


Q52: Do you consider yourself to be Black, Indigenous, or a person of color?

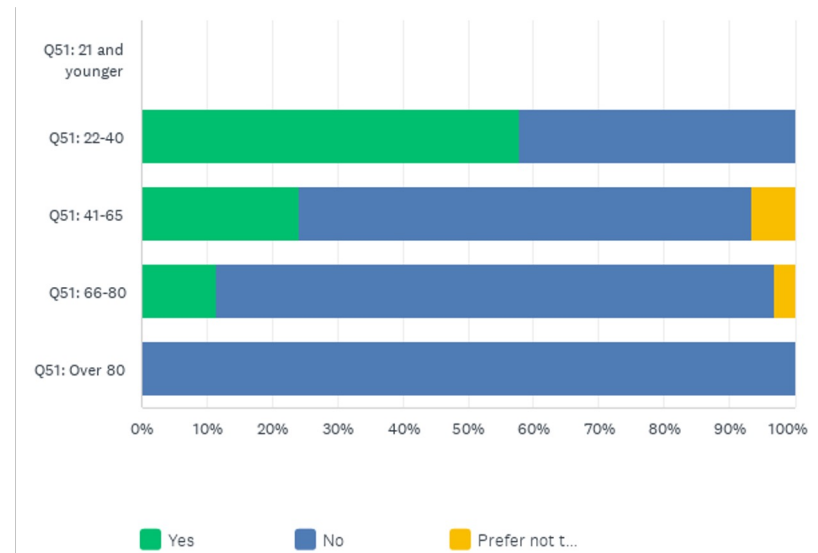
Q53: Do you identify as LGBTQ+?

ABOUT 25% OF THOSE AGES 22-40 IDENTIFY AS A PERSON OF COLOR, AND NEARLY 6 OUT OF 10 IDENTIFY AS LGBTQ+

Race



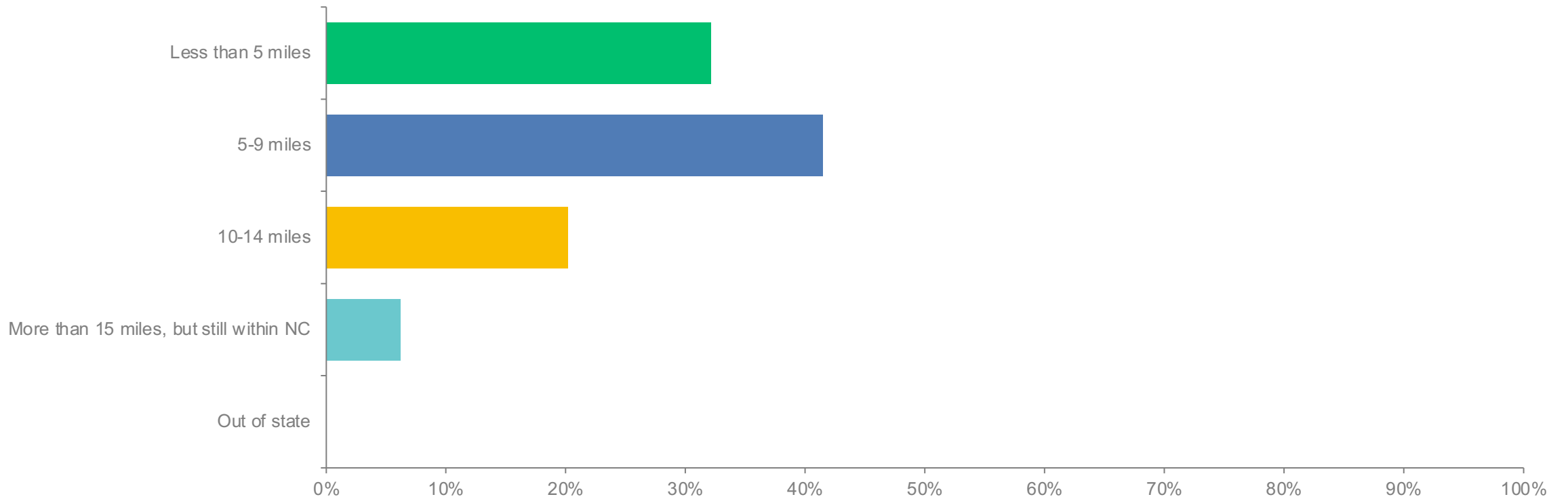
Sexual Identity



Q52: Do you consider yourself to be Black, Indigenous, or a person of color?

Q53: Do you identify as LGBTQ+?

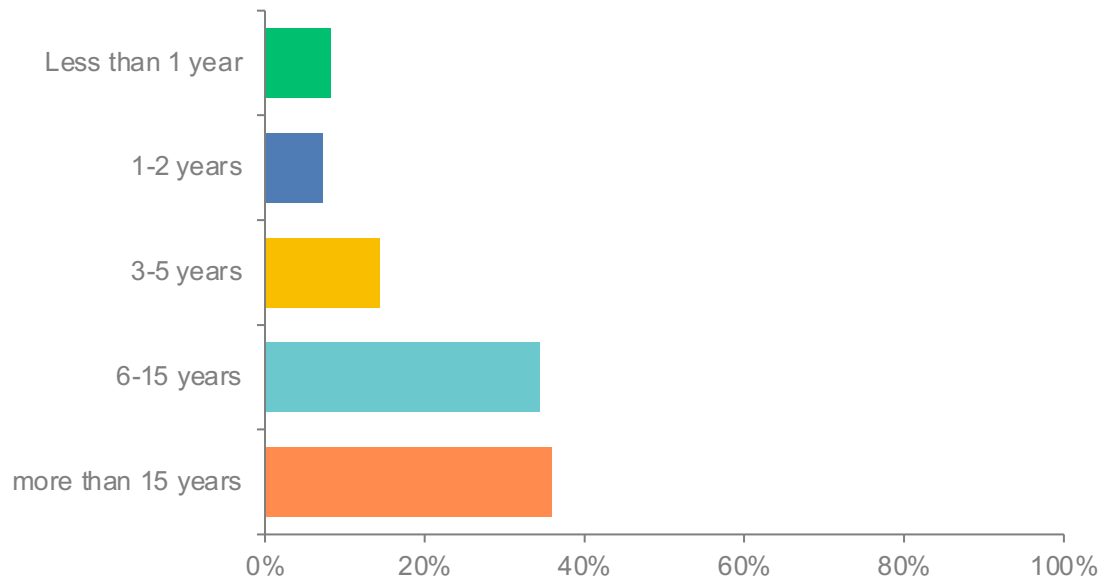
ABOUT 75% OF RESPONDENTS LIVE LESS THAN 10 MILES FROM ERUUF



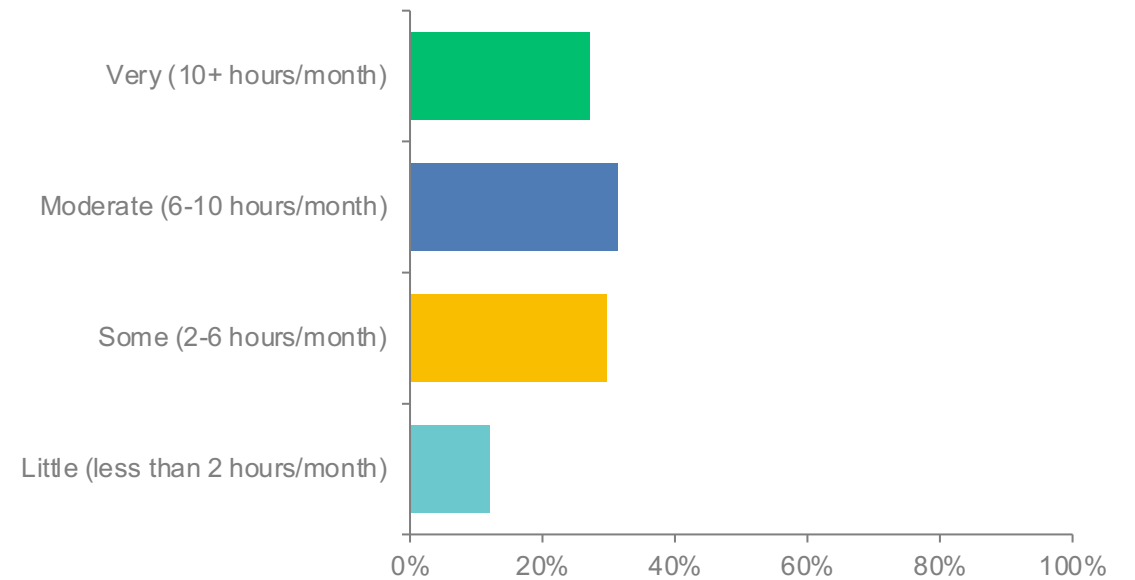
Q54: How far do you live from ERUUF?

MORE THAN 70% OF RESPONDENTS HAVE BEEN INVOLVED WITH ERUUF FOR 6+ YEARS; NEARLY AN EVEN SPLIT AROUND THE LEVEL OF ACTIVITY SPENT P/MONTH

Involvement



Level of Activity

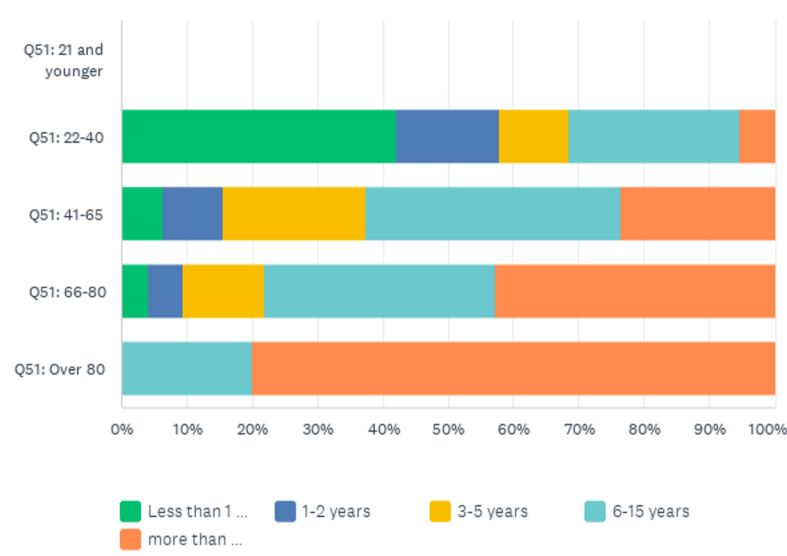


Q49: How long have you been involved at ERUUF?

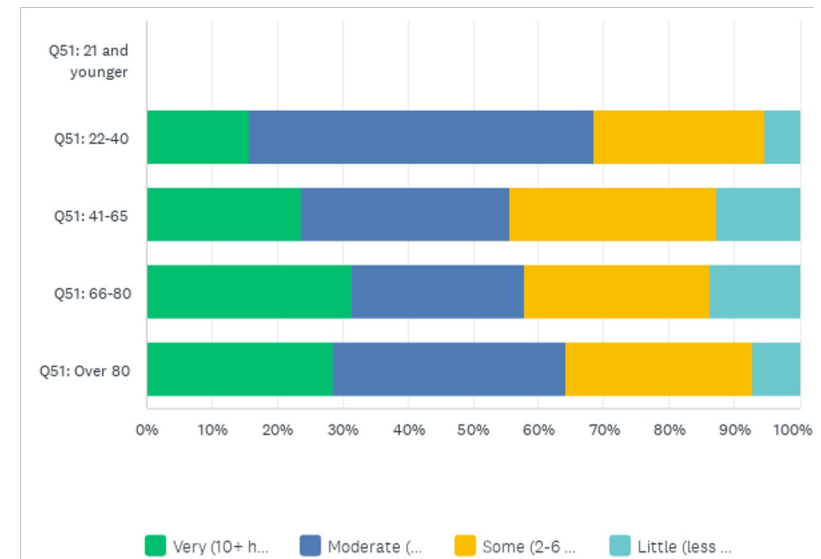
Q50: How active are you at ERUUF? (How much time do you spend at ERUUF, or with ERUUF activities, including attending services?)

MORE THAN 4 IN 10 RESPONDENTS AGES 22-40 HAVE BEEN INVOLVED AT ERUUF FOR LESS THAN A YEAR, AND NEARLY 2/3 ARE MODERATELY ACTIVE/VERY ACTIVE

Involvement



Level of Activity

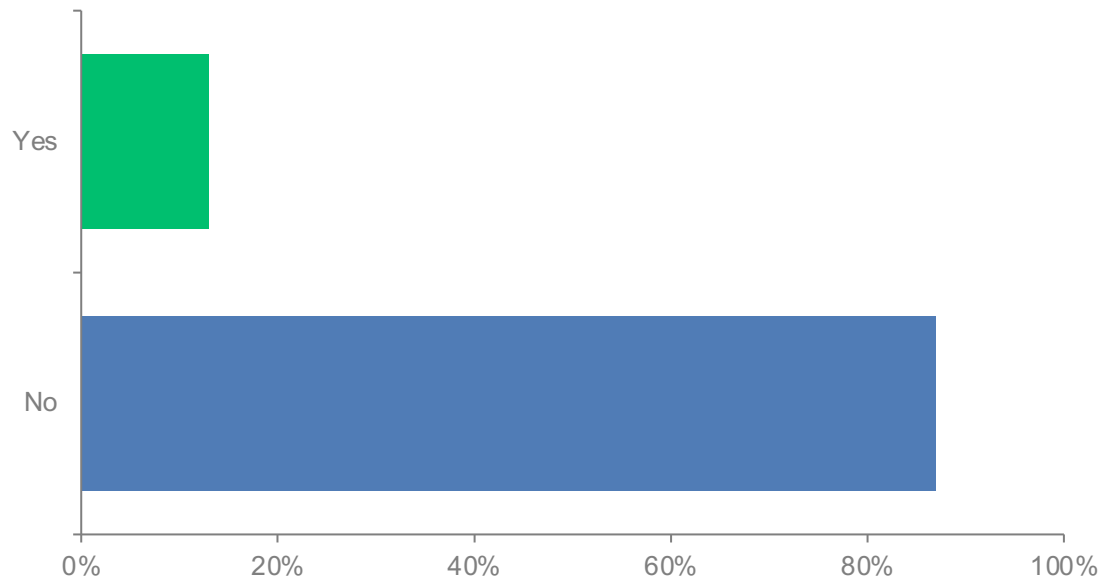


Q49: How long have you been involved at ERUUF?

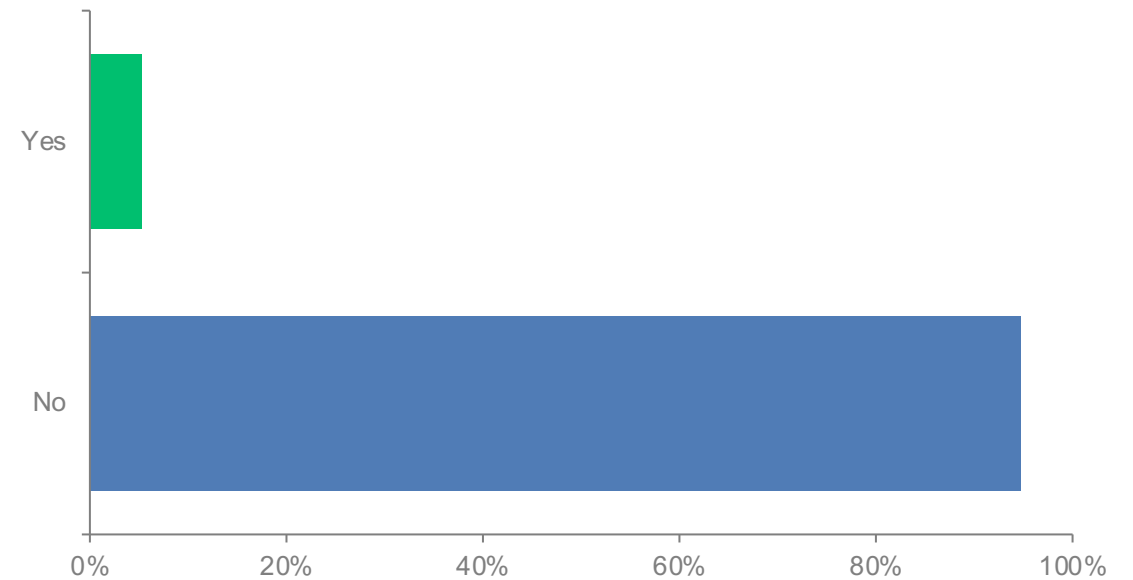
Q50: How active are you at ERUUF? (How much time do you spend at ERUUF, or with ERUUF activities, including attending services?)

MORE THAN 10% OF RESPONDENTS PARTICIPATE IN RELIGIOUS EDUCATION (RE) AND ABOUT 5% HAVE CHILDREN WHO PARTICIPATE IN RE

Percentage that participate in religious education (RE)



Percentage that have a child of religious education (RE) age



Q55: Do you have a child who participates in religious education at ERUUF?

Q56: Do you have a child who is of religious education age (preschool through high school), but does not participate?



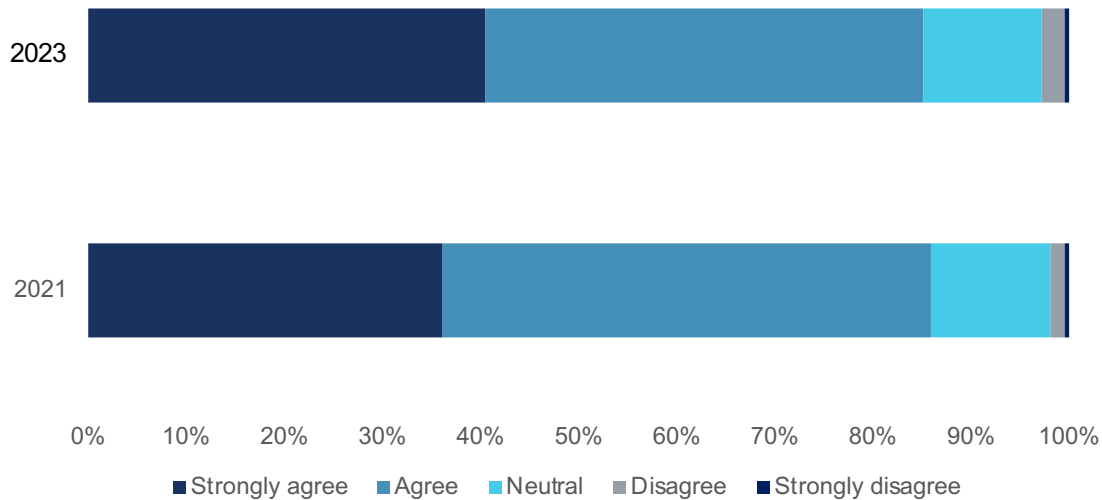
RESULTS

PERSONAL EXPERIENCE

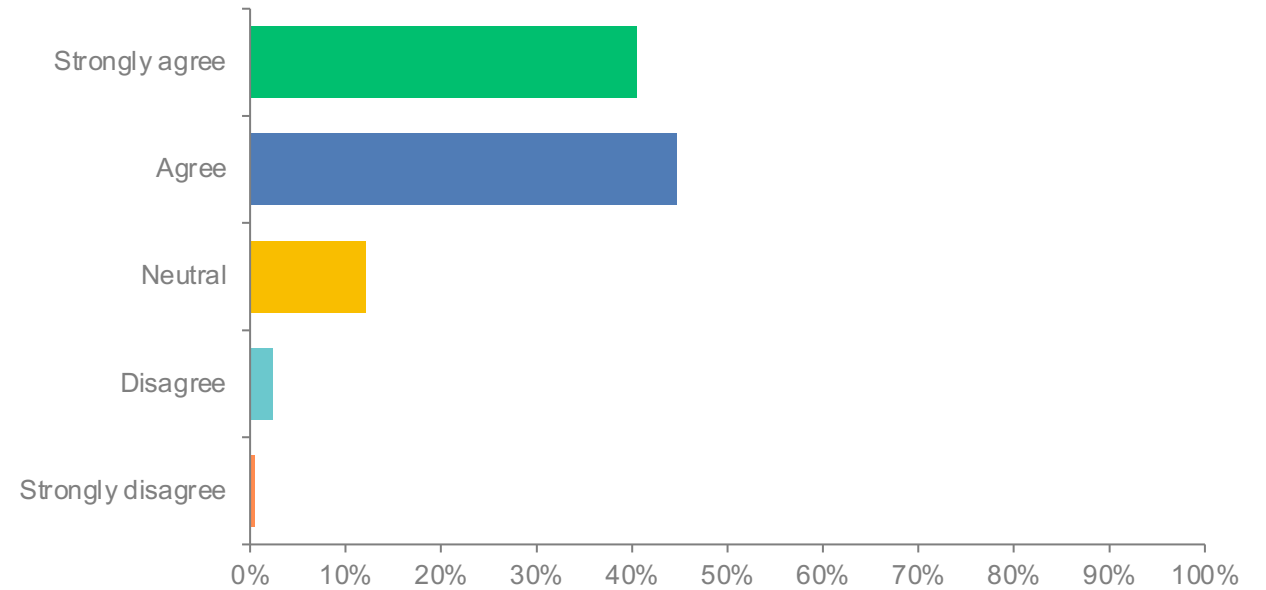


THE MAJORITY OF RESPONDENTS (~85%) AGREE THAT ERUUF IS DOING WELL, NOT CHANGING FROM 2021

Comparison



2023 Breakdown



Q1: For me personally, I believe ERUUF is doing well.
(Comments follow.)

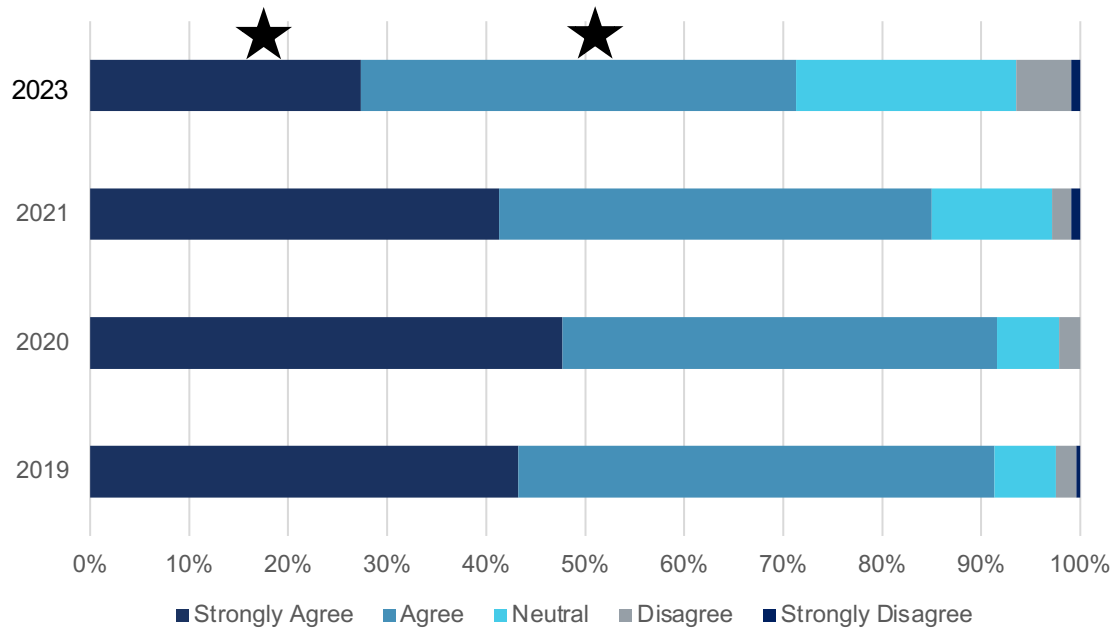
THE MAJORITY OF RESPONDENTS (85%) AGREE THAT ERUUF IS DOING WELL

"ERUUF is doing an excellent job. I would be having a much more difficult time in my life if I wasn't a part of ERUUF."

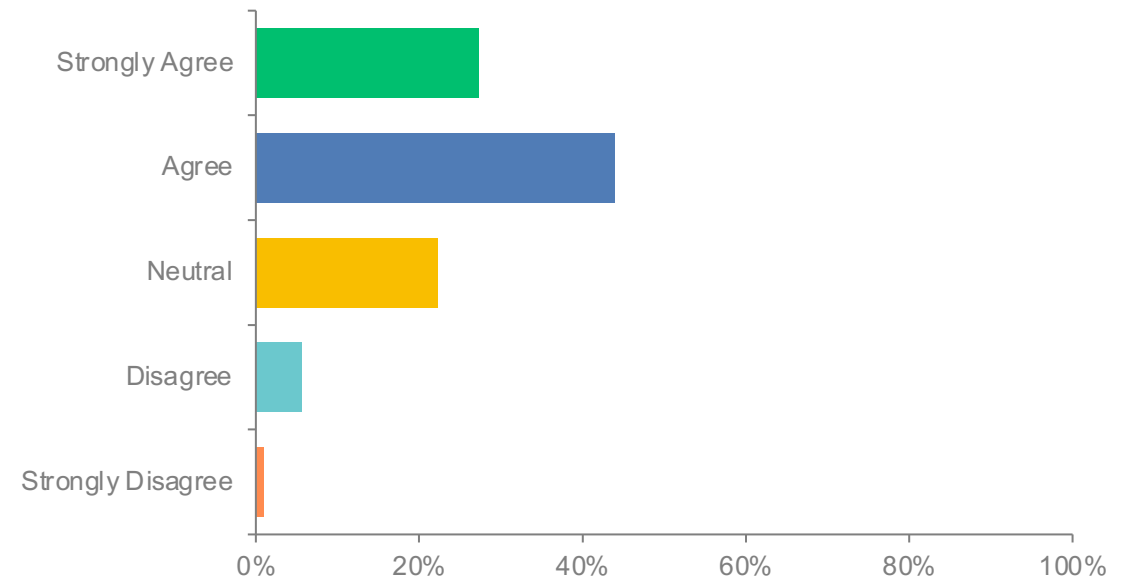
"I like the direction ERUUF is going in. The mix of community, spiritual growth, and social justice is wonderful."

COMPARED TO 2021, FEWER RESPONDENTS REPORT THAT ERUUF HELPED THEM GROW AS A PERSON

Comparison to 2021



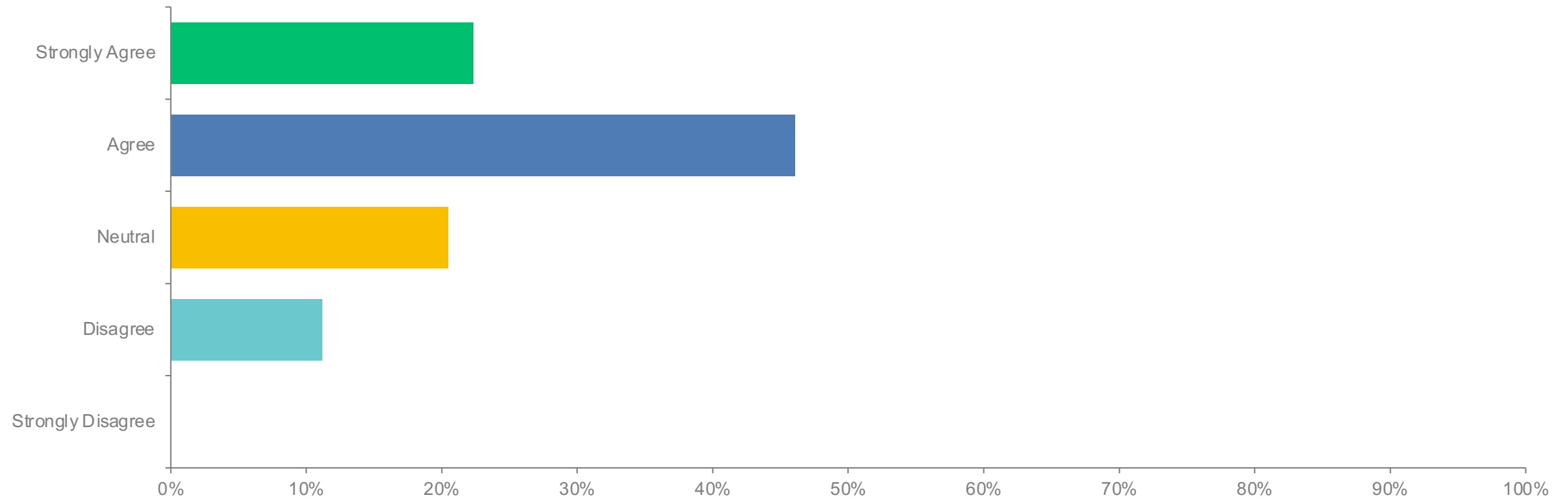
2023 Breakdown



Q2: ERUUF helped me grow as a person.

black star: results statistically lower 2023 vs 2021

ONLY 7 OUT OF 10 RESPONDENTS AGREE THAT DIVERGENT VIEWS ARE ACCEPTABLE AT ERUUF



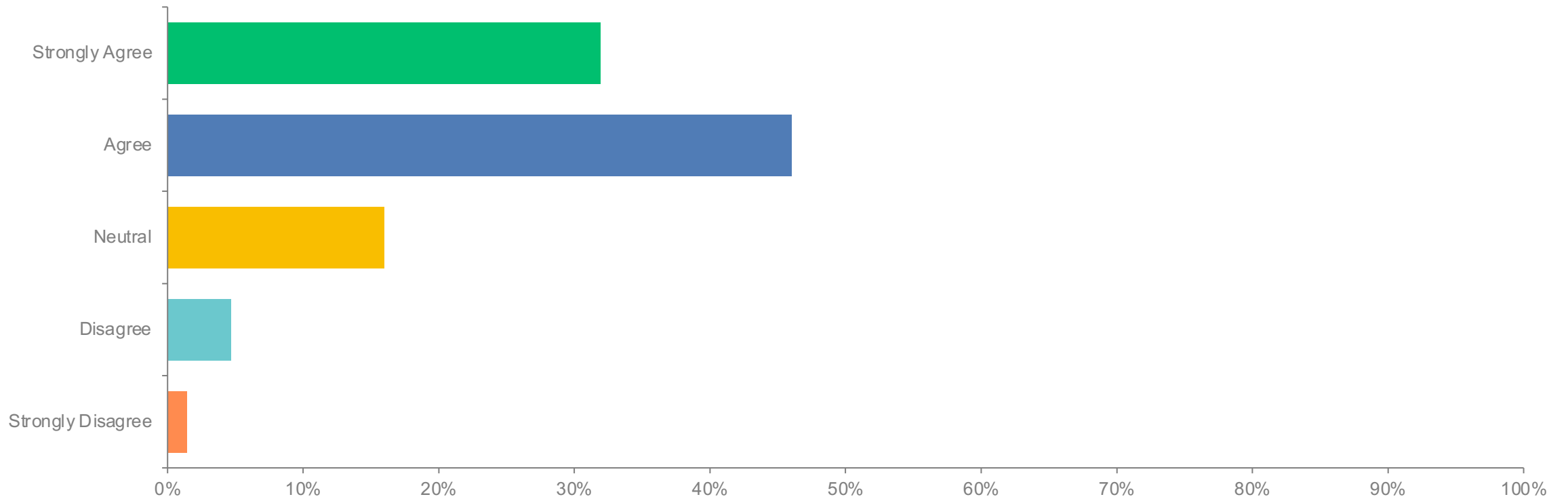
Q3: I felt divergent views were acceptable at ERUUF.
(Comments follow.)

7 OUT OF 10 RESPONDENTS AGREE THAT DIVERGENT VIEWS ARE ACCEPTABLE AT ERUUF

"There seems to be a drift to intolerance of views that don't conform to a single-minded emphasis on racial equality to the exclusion of all other concerns and to a broad liberal religion in general."

"Related concern is about defining and focusing on diversity only on racial, sexual orientation, ethnicity, and gender terms. For example, do we equally attract people who are not highly educated or well-off elites, progressive liberals, racial justice activists, or LGBTQs? Just asking to be more expansive in drawing our circle wider."

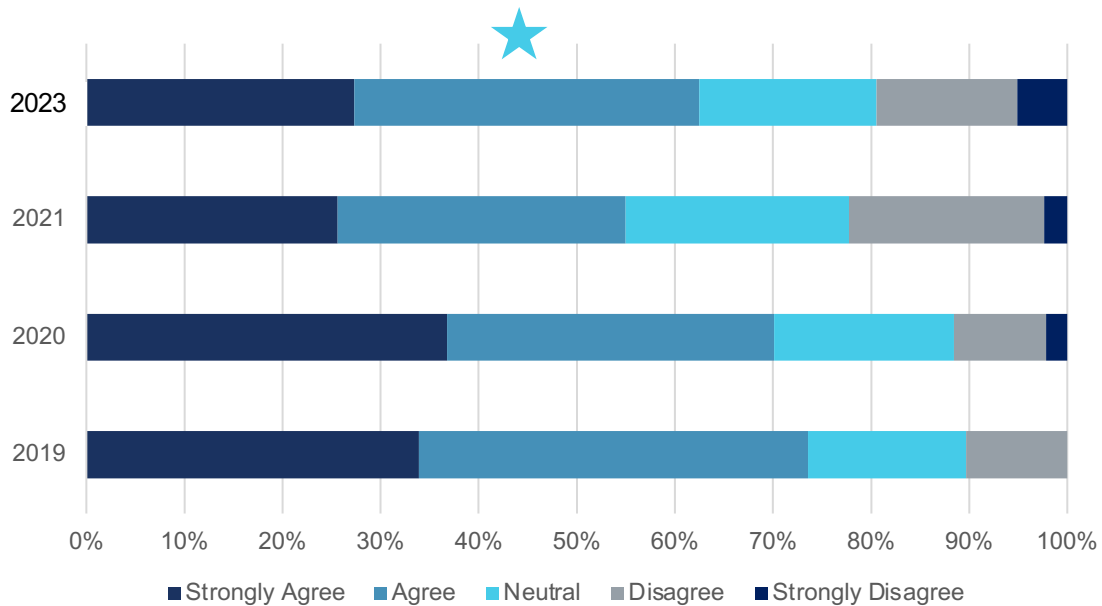
MORE THAN 75% FELT IT IS EASY TO BE INVOLVED IN ERUUF



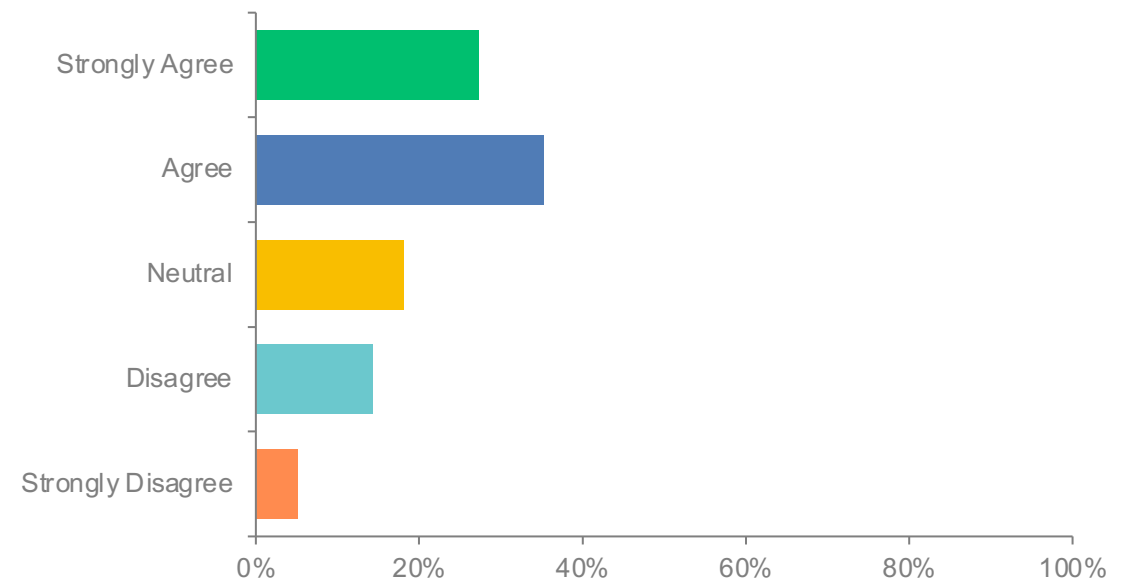
Q4: I felt it was easy to be involved in this fellowship.

COMPARED TO 2021, MORE SERVED AS ACTIVE VOLUNTEERS

Comparison to 2021



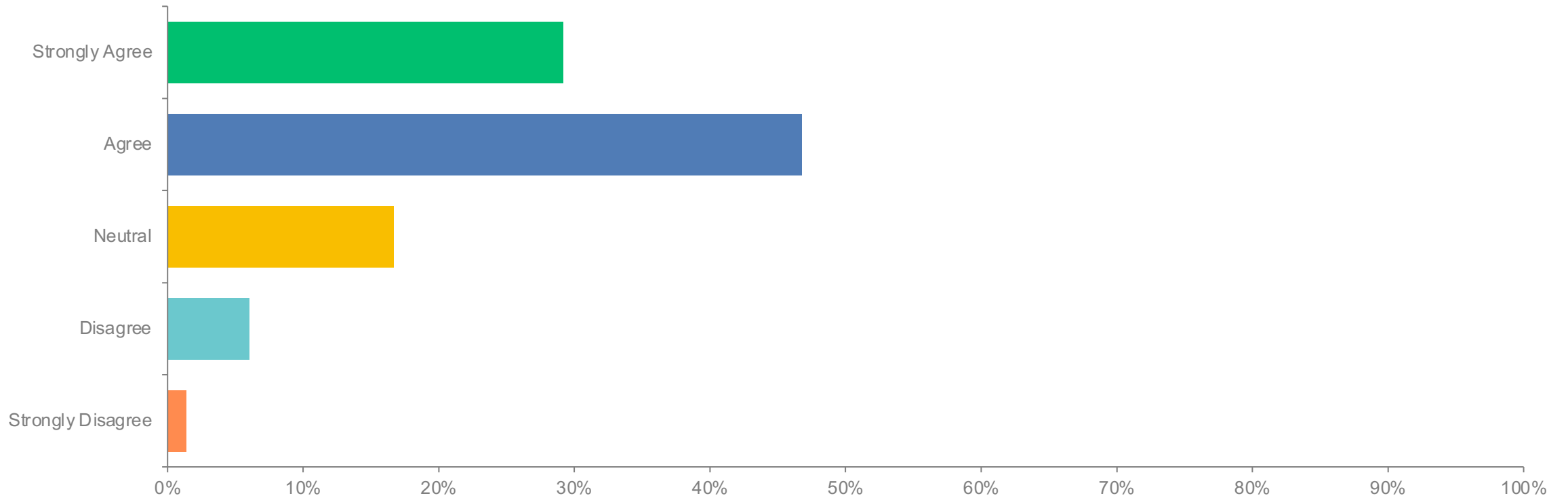
2023 Breakdown



Q5: I was an active volunteer at ERUUF.

blue stars: results statistically higher 2023 vs 2021

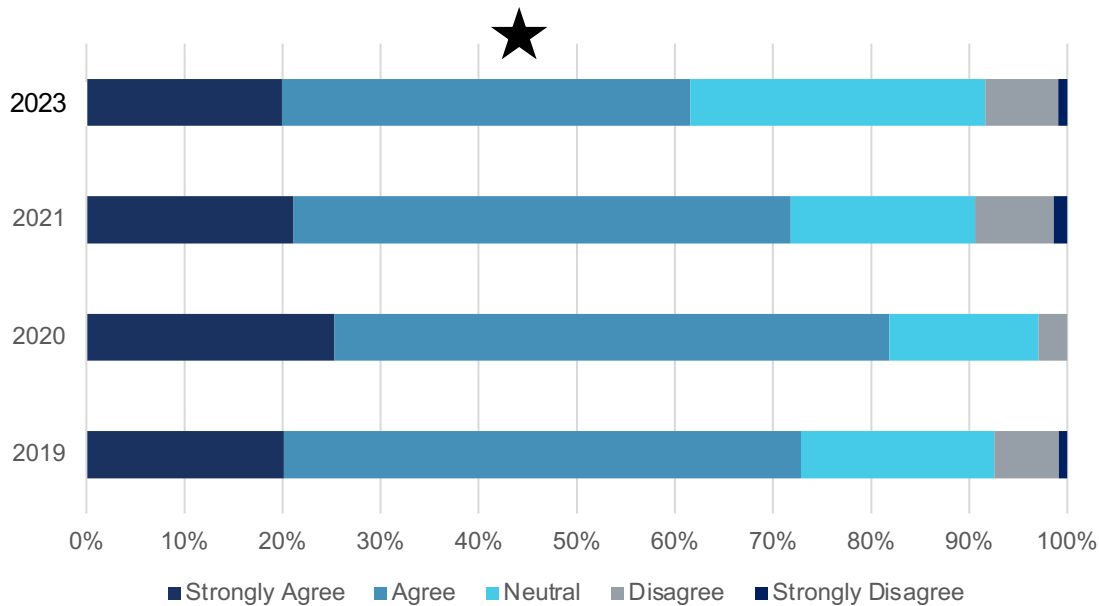
MORE THAN 75% FELT A SENSE OF CONNECTION TO THE ERUUF COMMUNITY



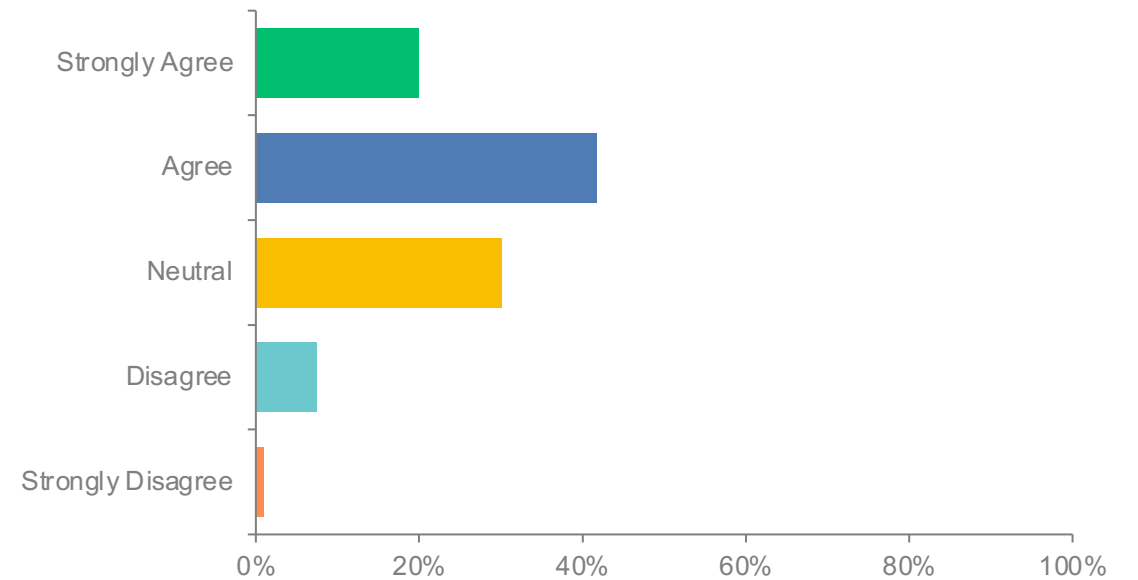
Q6: I felt a sense of connection to the ERUUF community.

COMPARED TO 2021, FEWER WERE CHALLENGED TO REACH OUT TO THE WIDER COMMUNITY

Comparison to 2021



2023 Breakdown

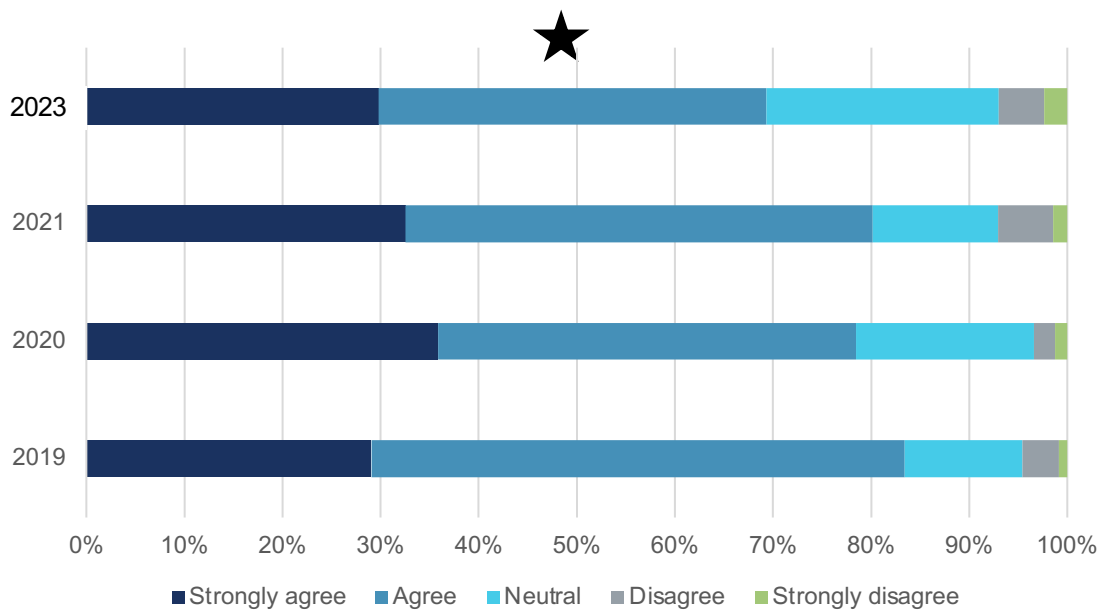


Q7: ERUUF challenged me to reach out to the wider community.

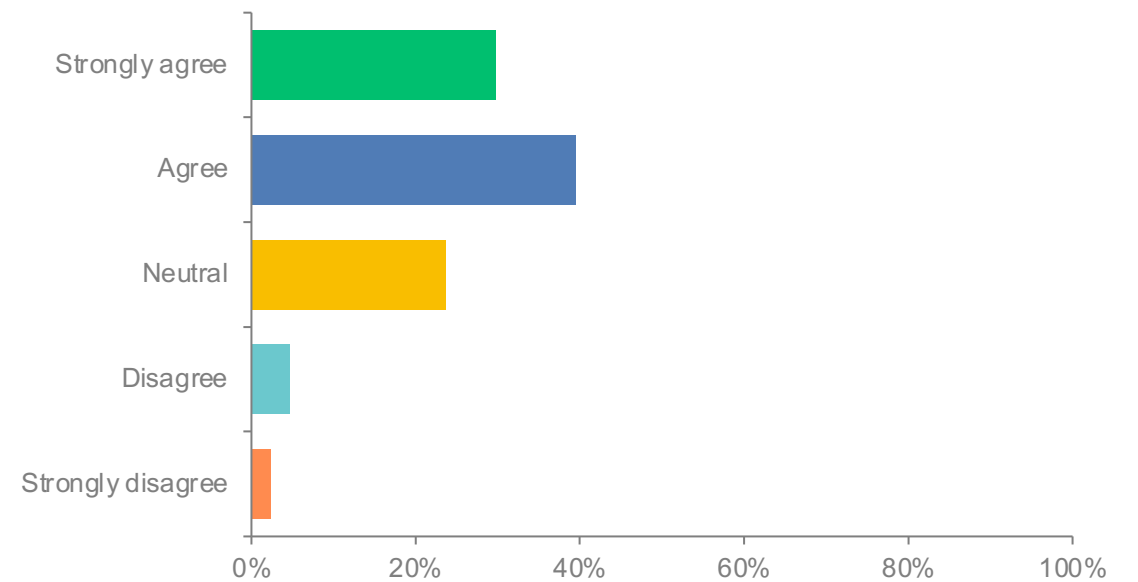
black star: results statistically lower 2023 vs 2021

COMPARED TO 2021, FEWER FELT CARED FOR AT ERUUF

Comparison to 2021



2023 Breakdown



Q8: I felt cared for at ERUUF.

black star: results statistically lower 2023 vs 2021



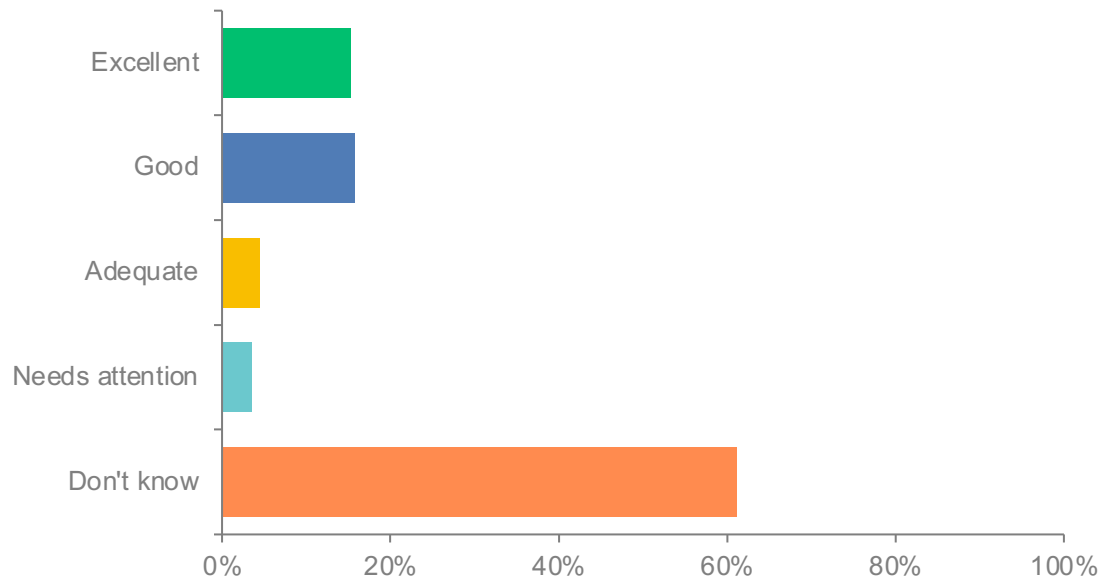
RESULTS

PROGRAMS & OTHER ACTIVITIES

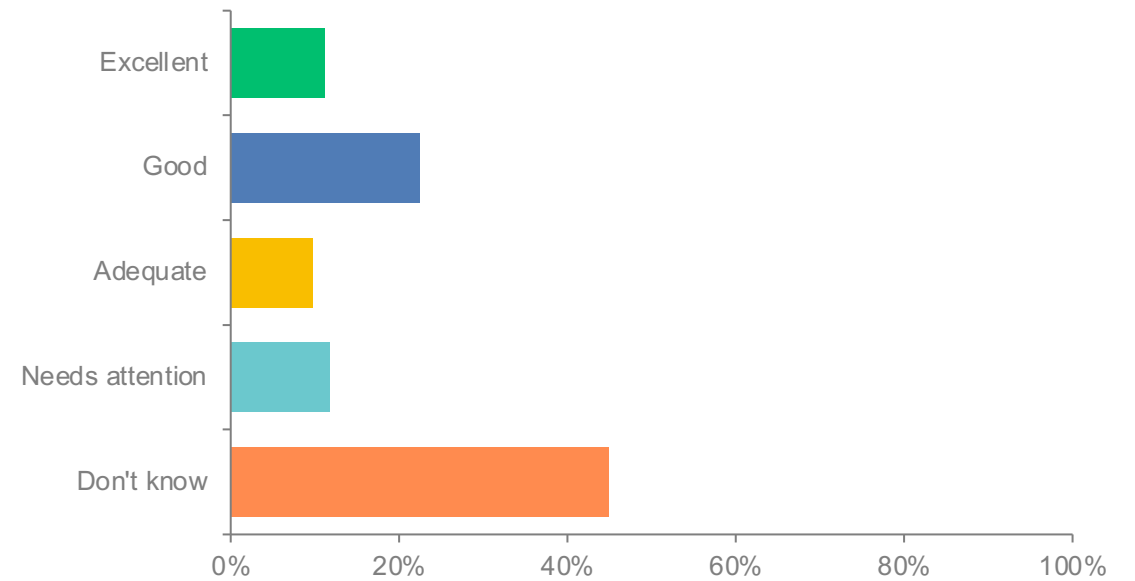


LIKE PREVIOUS YEARS, MANY RESPONDENTS DON'T KNOW ABOUT CHILDREN/YOUTH AND ADULT RELIGIOUS EDUCATION

Children/Youth Religious Education

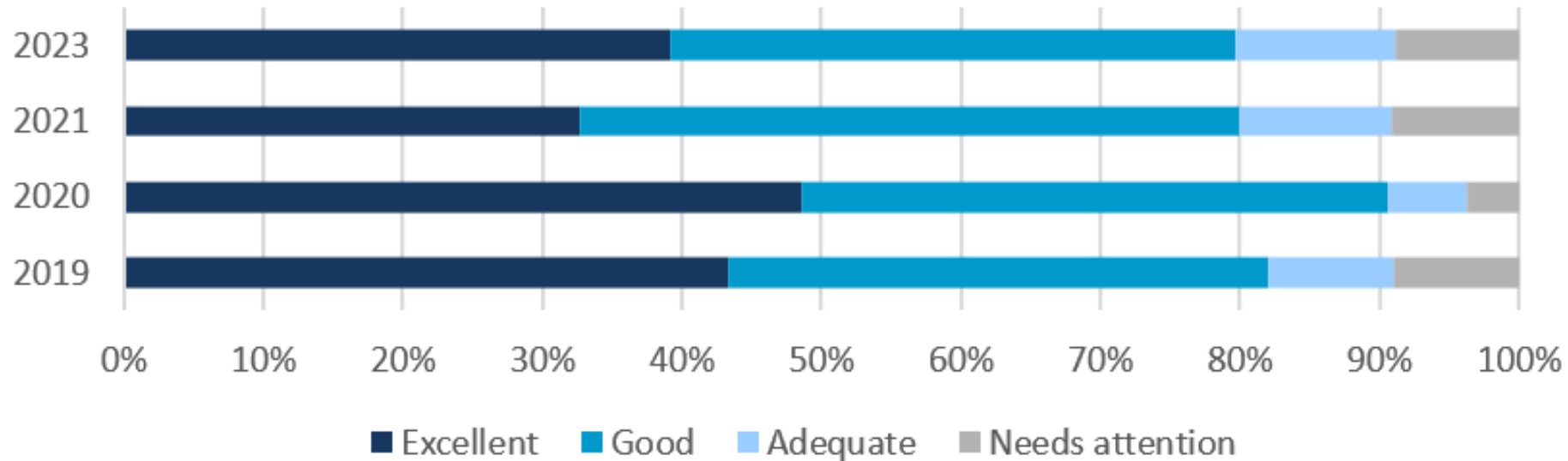


Adult Religious Education



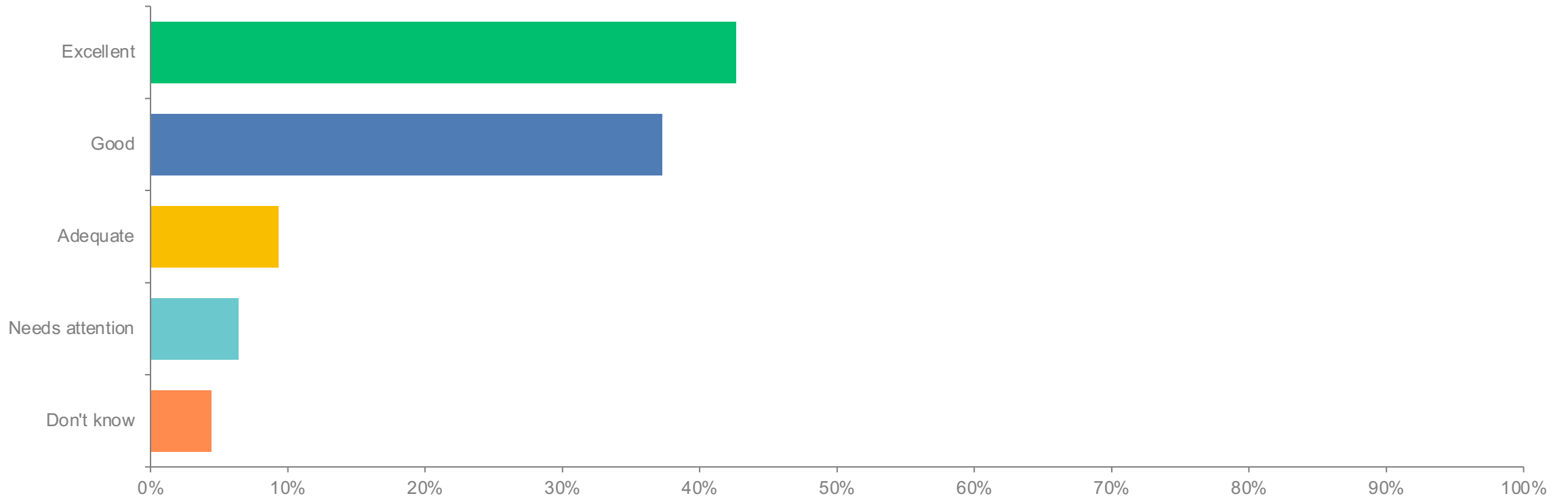
THE PERCENTAGE OF TOP RATINGS (“EXCELLENT”) FOR CHILDREN’S RELIGIOUS EDUCATION AMONG PROGRAM-AWARE RESPONDENTS TRENDED* HIGHER IN 2023 VS. 2021

Children/Youth Religious Education
(Perceptions of Members/Friends who were aware of the program)



*(Differences were not statistically different, though this may have been a function of low sample sizes.)

8 OUT OF 10 RESPONDENTS RATE SUNDAY MORNING WORSHIP AS EXCELLENT/GOOD



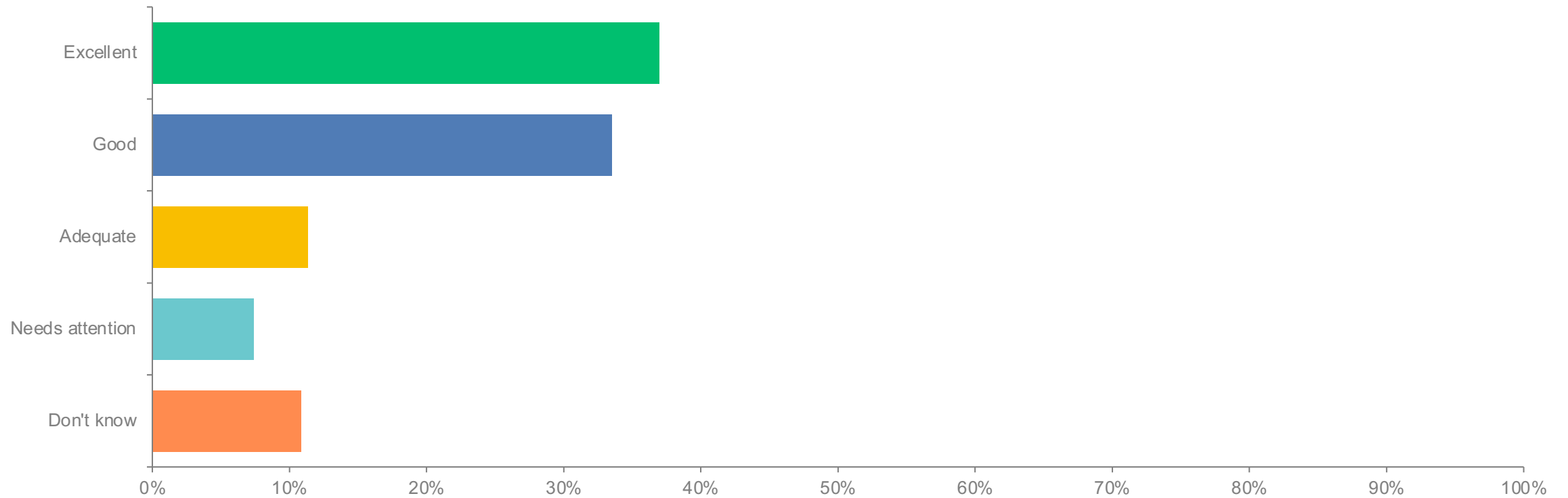
Q11: Sunday Morning Worship (Comments follow.)

8 OUT OF 10 RESPONDENTS RATE SUNDAY MORNING WORSHIP AS EXCELLENT/GOOD

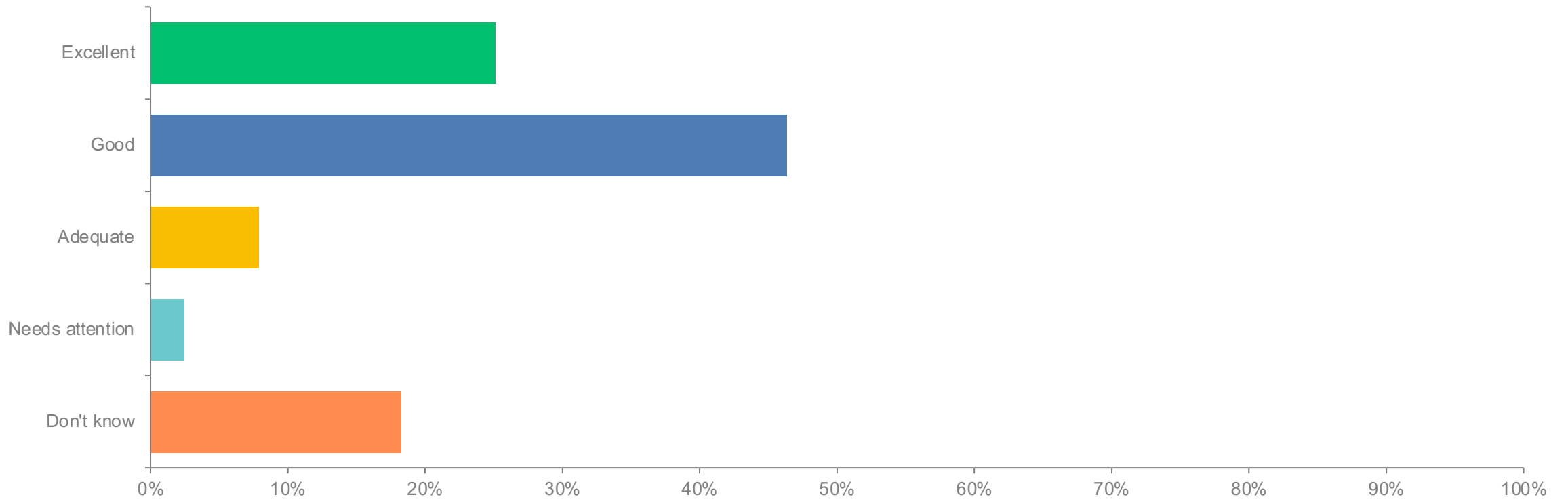
"I notice and appreciate how tightly themed each Sunday service is since the fall, with every part of the service relating to and augmenting every other element."

"I am especially impressed with the quality, depth, and coordination of all parts of the Sunday worship services."

APPROXIMATELY 75% OF RESPONDENTS THINK THE MUSIC PROGRAM IS EXCELLENT/GOOD

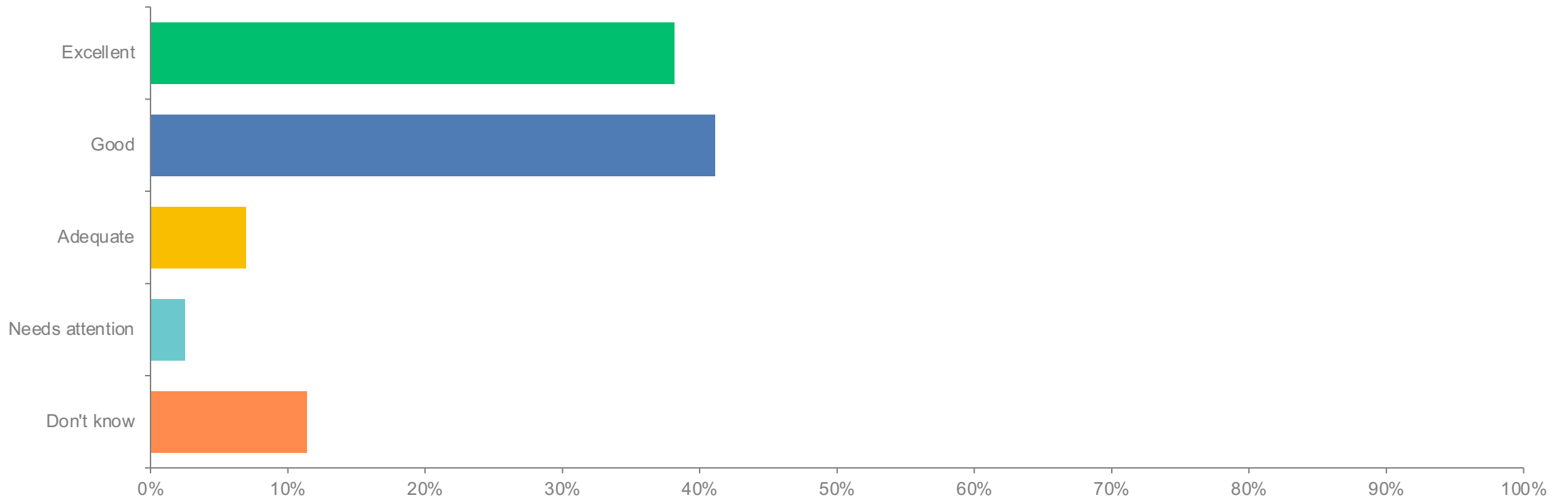


NEARLY 1 IN 5 RESPONDENTS DON'T KNOW ABOUT ERUUF'S JUSTICE MINISTRY ACTIVITIES



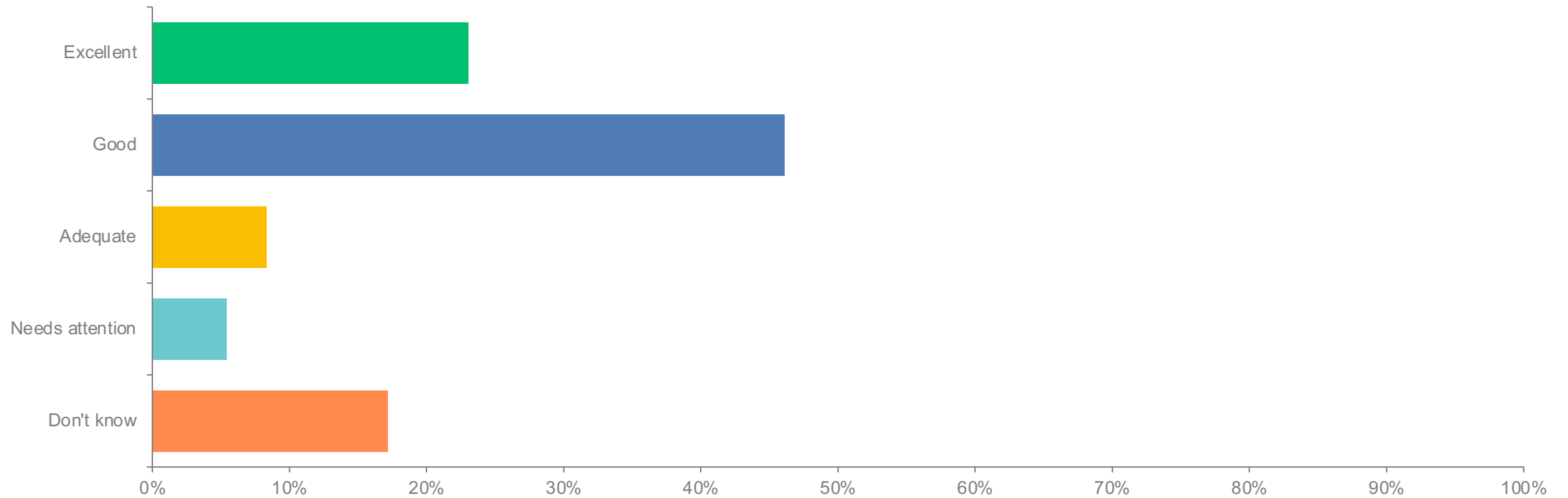
Q13: ERUUF's Engagement in Justice Ministry Activities

ABOUT 8 IN 10 RESPONDENTS THINK ERUUF'S RACIAL EQUITY & INCLUSION ACTIVITIES ARE GOOD/EXCELLENT



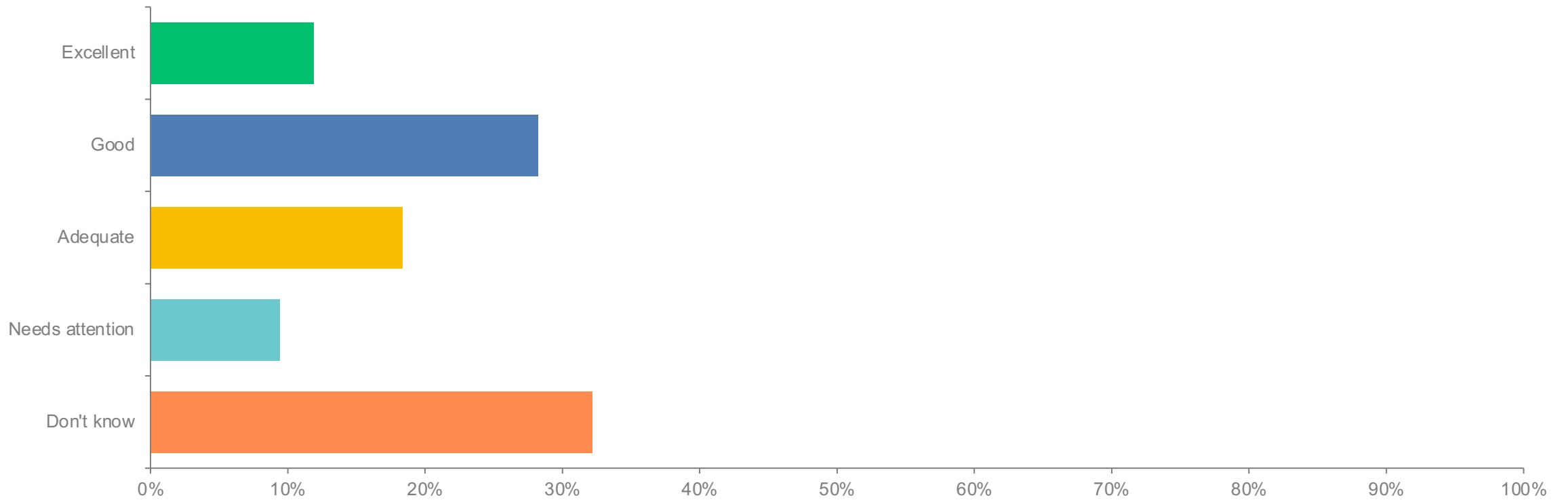
Q14: ERUUF's Engagement in Racial Equity and Inclusion Activities

ABOUT 1 IN 5 RESPONDENTS DON'T KNOW ABOUT ERUUF'S ENVIRONMENTAL JUSTICE ACTIVITIES



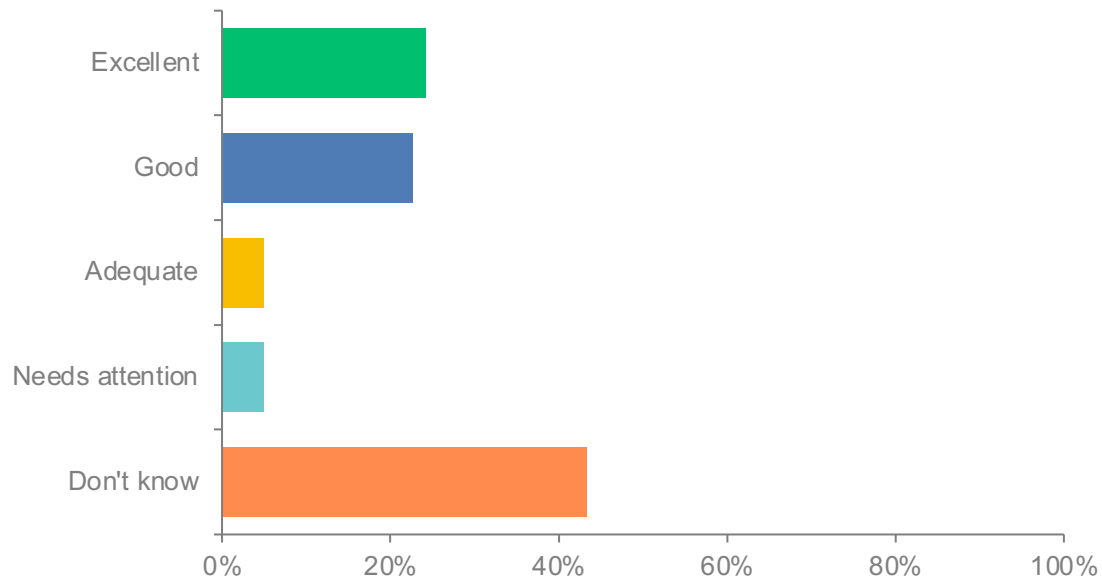
Q15: ERUUF's Engagement in Environmental Justice Activities

ERUUFANS' EXPERIENCE WITH COFFEE HOUR IS MIXED

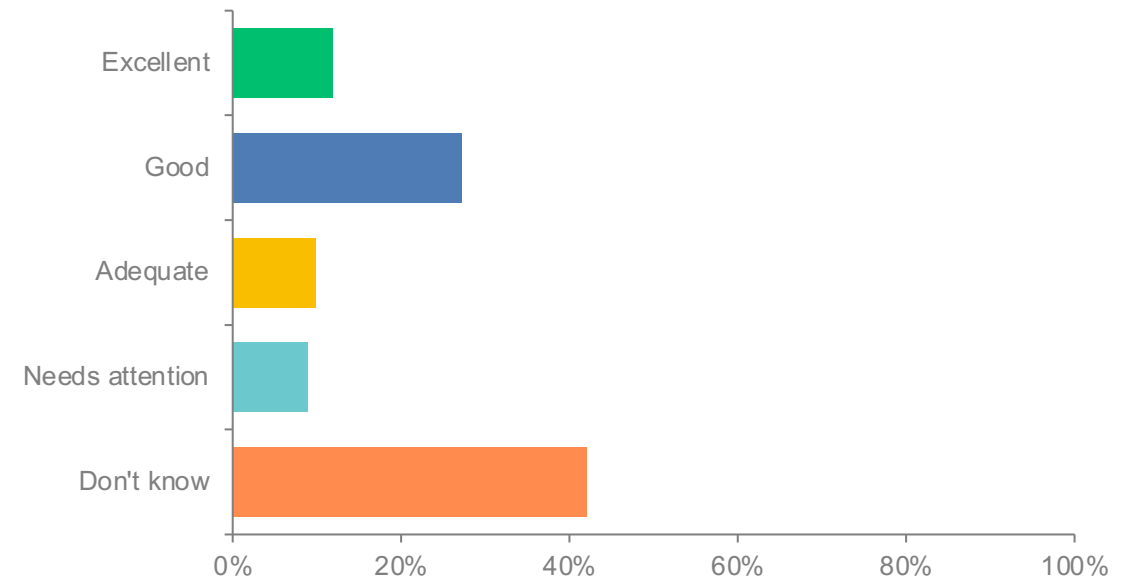


MORE THAN 4 IN 10 RESPONDENTS DON'T KNOW ABOUT ERUUF'S PASTORAL CARE SERVICES AND VOLUNTEER COORDINATION

Pastoral Care

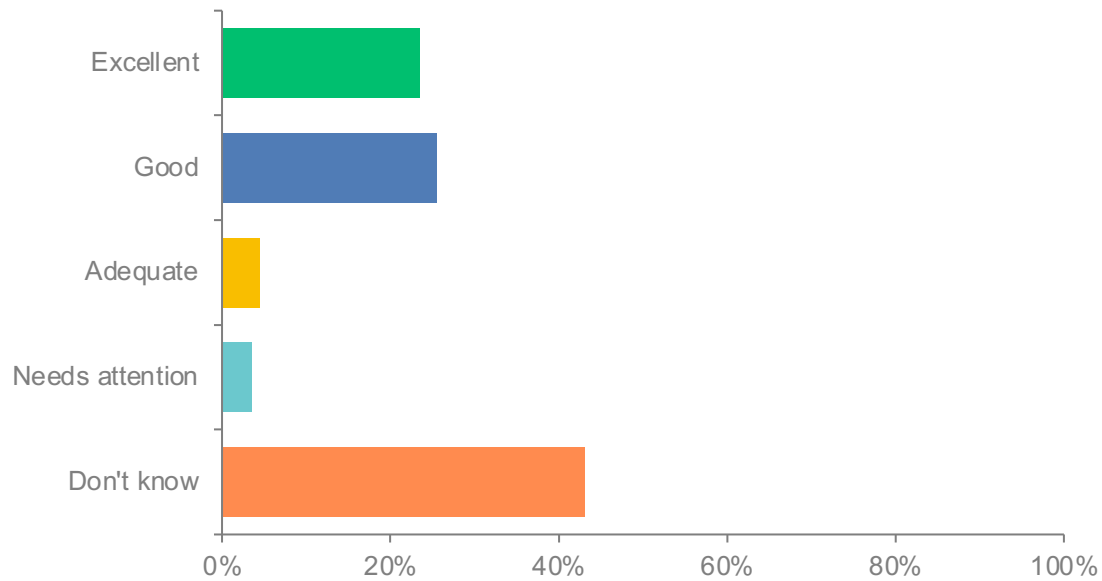


Volunteer Coordination

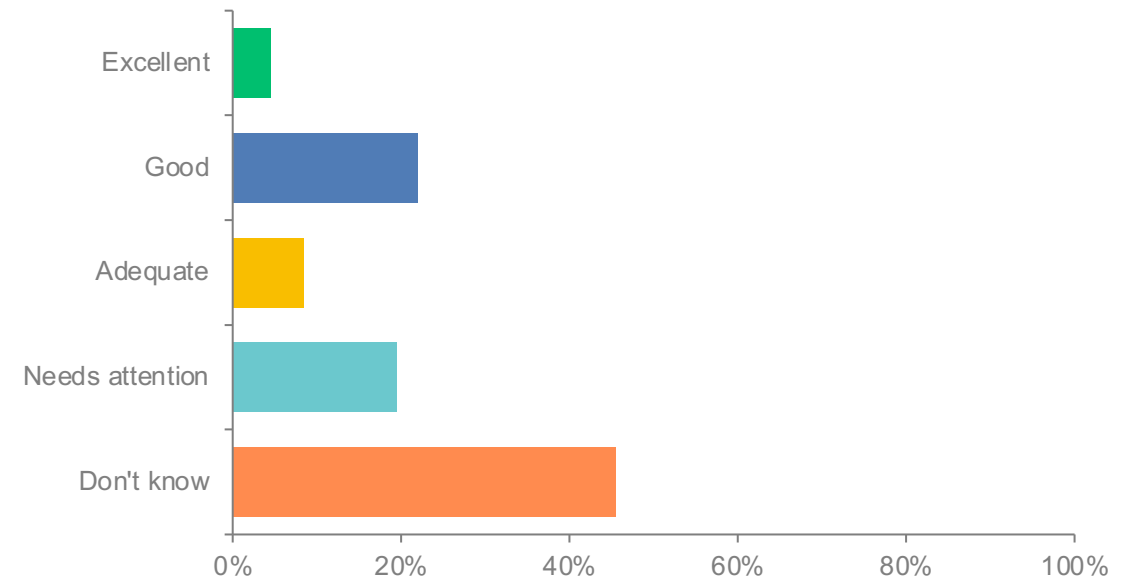


MORE THAN 4 IN 10 RESPONDENTS DON'T KNOW ABOUT ERUUF'S SMALL GROUP MINISTRIES AND MULTIGENERATIONAL ACTIVITIES

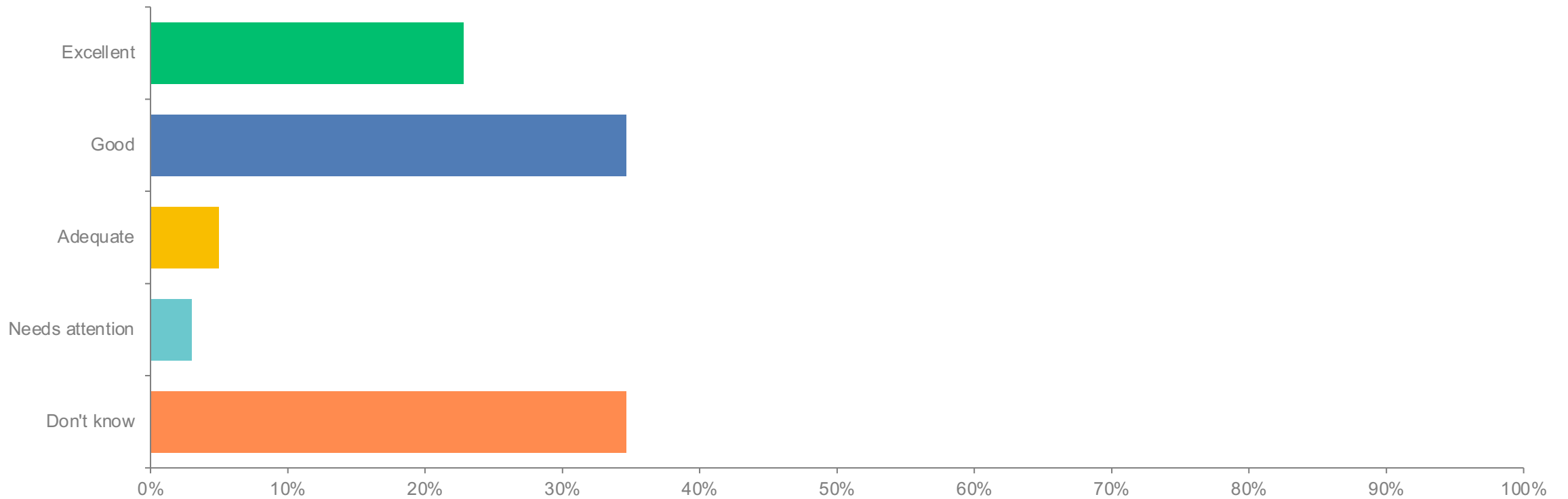
Small Group Ministries



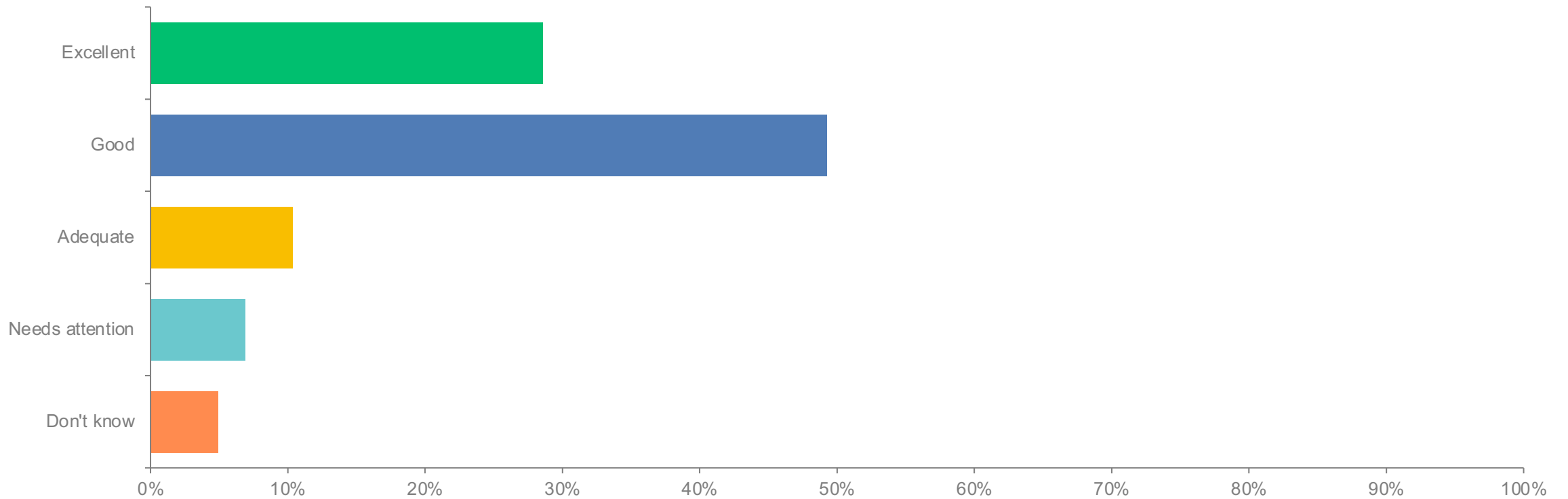
Multigenerational Activities



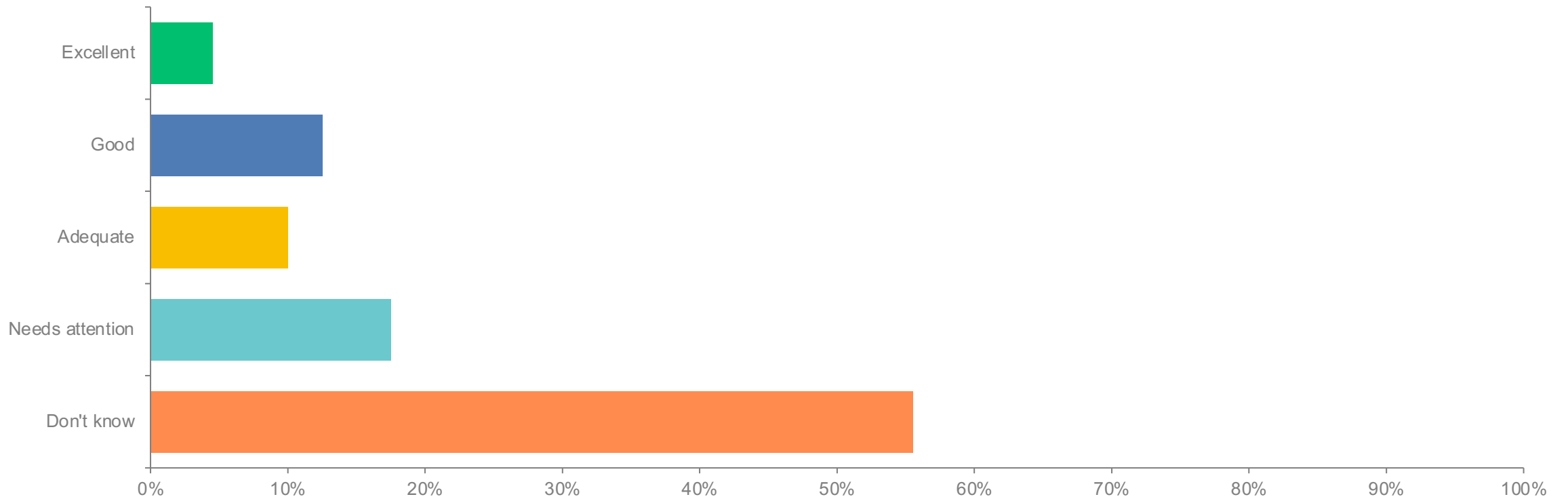
WHILE THE MAJORITY REPORT THAT FINANCIAL MANAGEMENT AND STEWARDSHIP ARE EXCELLENT/GOOD, MORE THAN 33% DON'T KNOW ABOUT THEM



NEARLY 80% STATE THAT ERUUF'S CONGREGATIONAL COMMUNICATIONS ARE EXCELLENT/GOOD

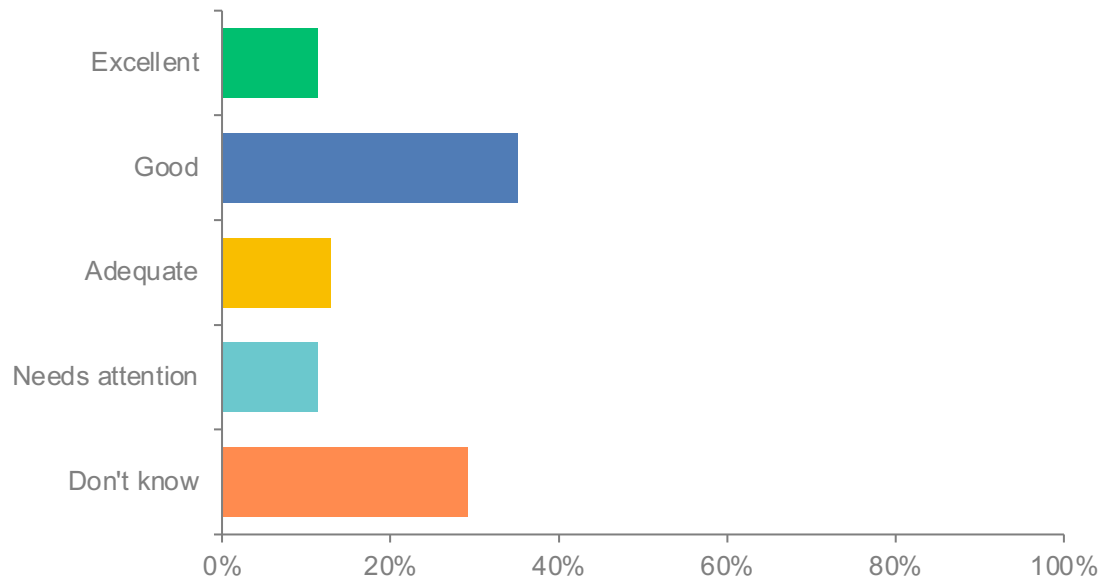


THE MAJORITY OF ERUUFANS DON'T KNOW ABOUT ITS EXTERNAL PUBLICITY

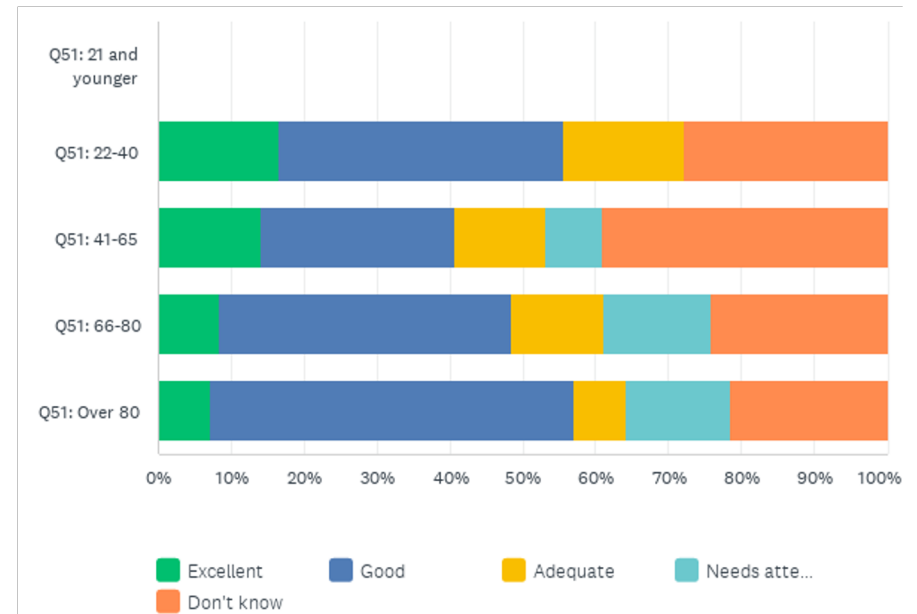


RESPONSES ARE SPLIT ABOUT ERUUF'S ENGAGEMENT IN THE WIDER COMMUNITY

Total Congregation

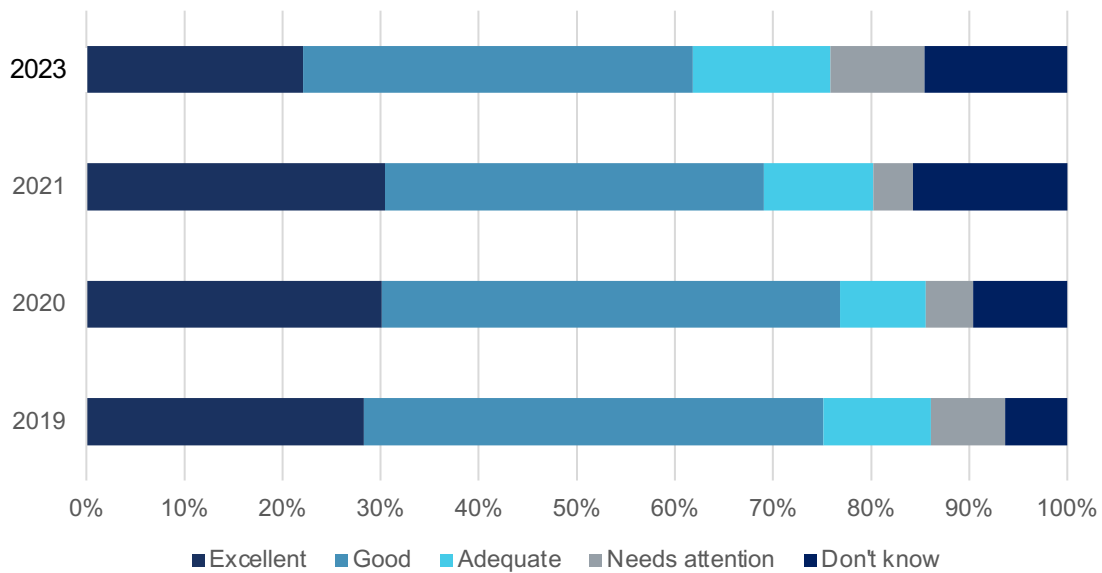


Congregation Broken Down by Age

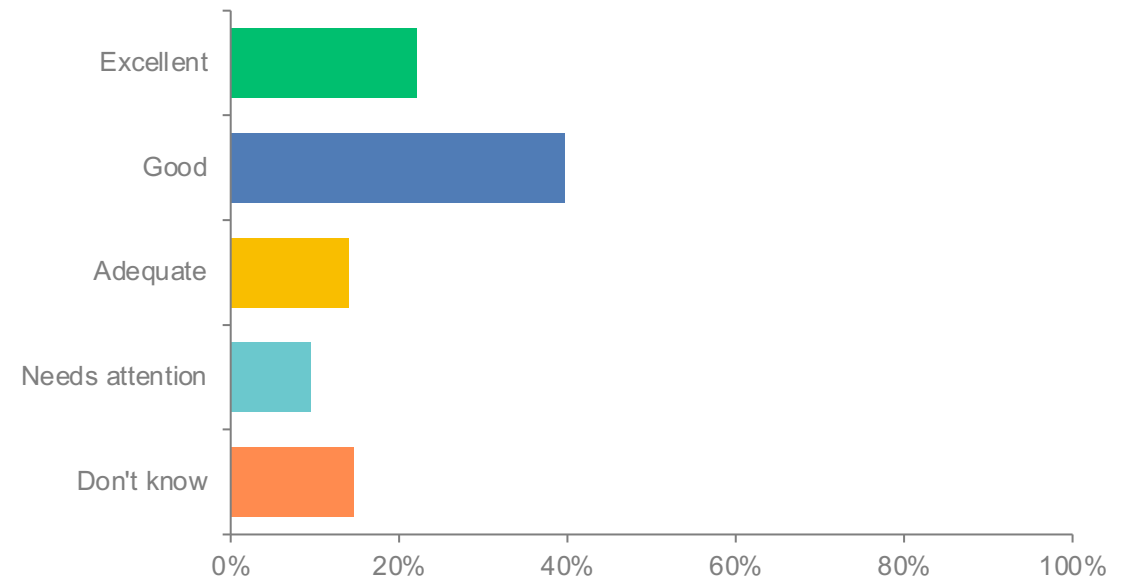


25% REPORT THAT ERUUF'S SPIRITUAL DEVELOPMENT PROGRAMS ARE ADEQUATE/NEED ATTENTION, A TREND OCCURRING OVER TIME

Comparison over Time

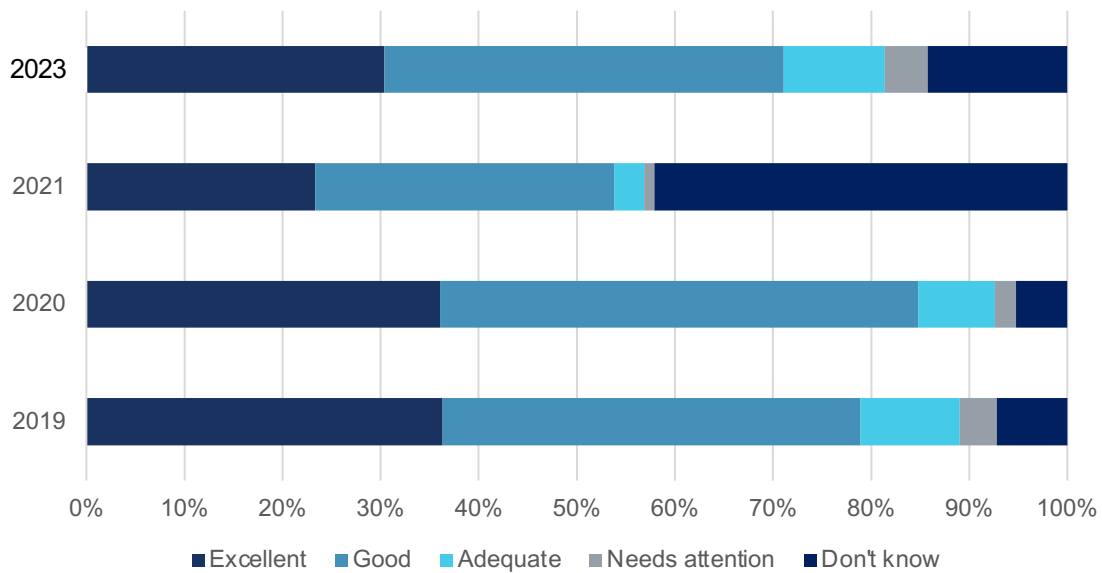


2023 Breakdown

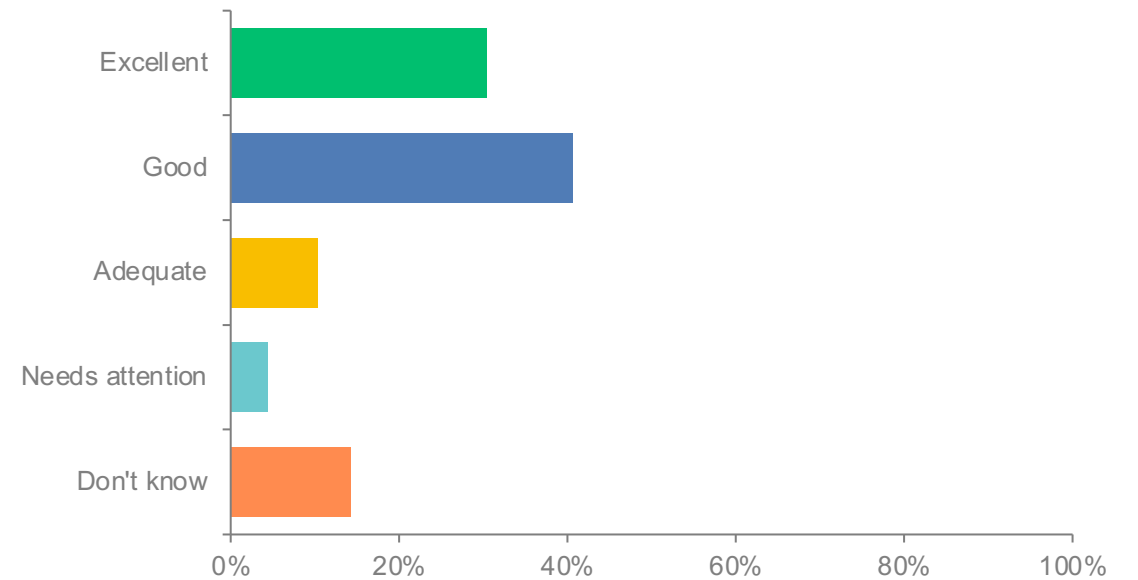


THOUGHTS ABOUT BUILDING/GROUNDS MANAGEMENT ARE BACK TO PRE-PANDEMIC (2019) LEVELS

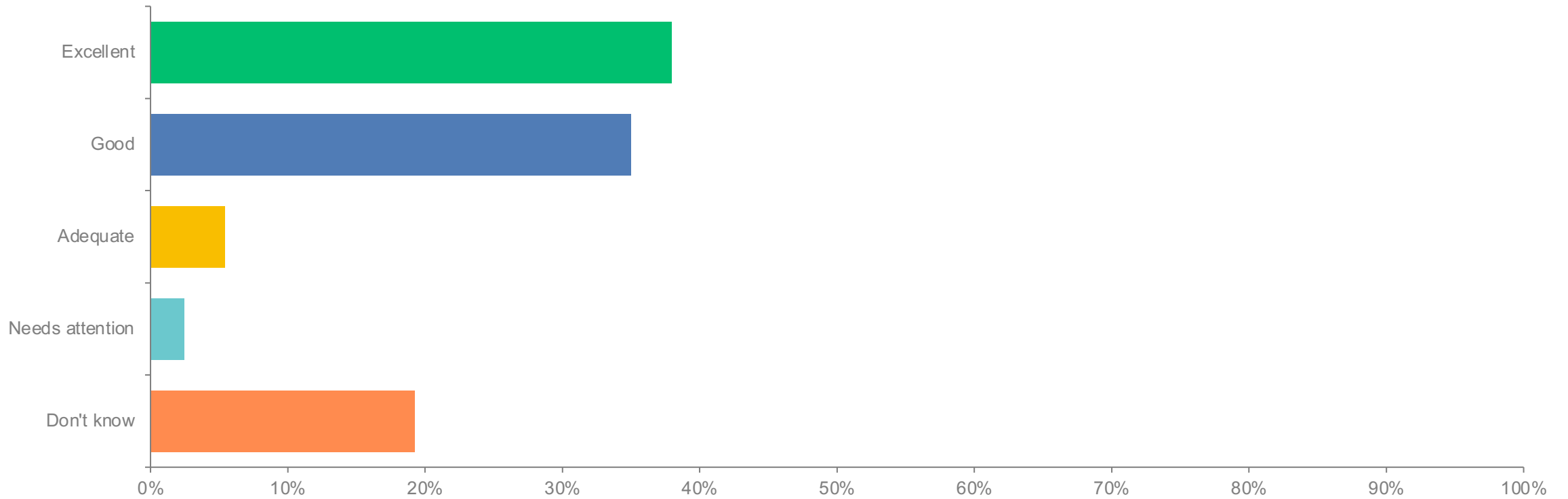
Comparison to 2019



2023 Breakdown

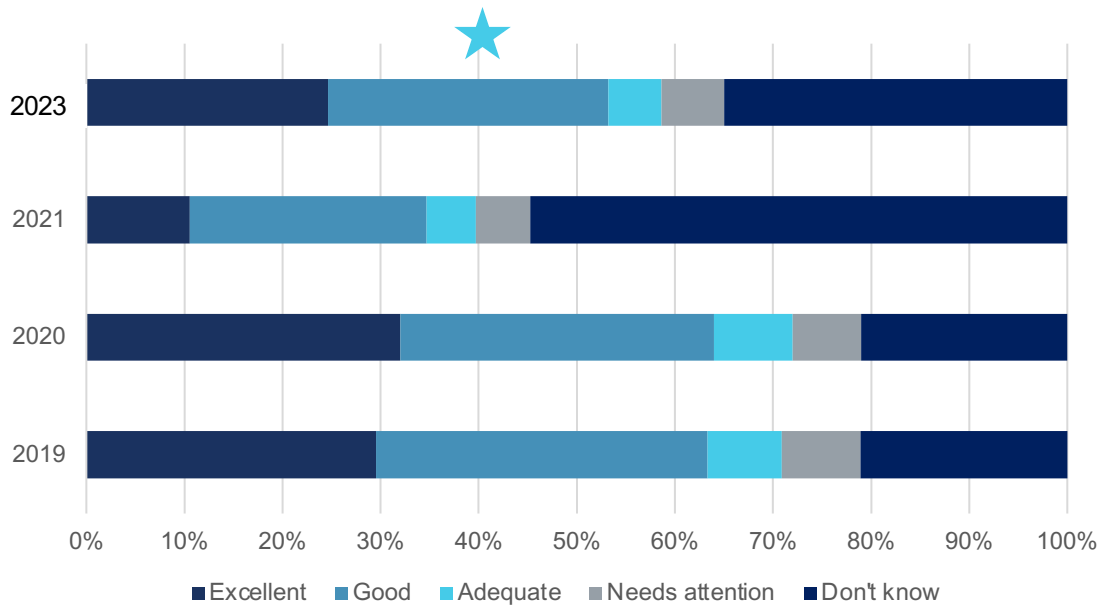


NEARLY 75% REPORT THAT OFFICE ADMINISTRATION IS EXCELLENT/GOOD

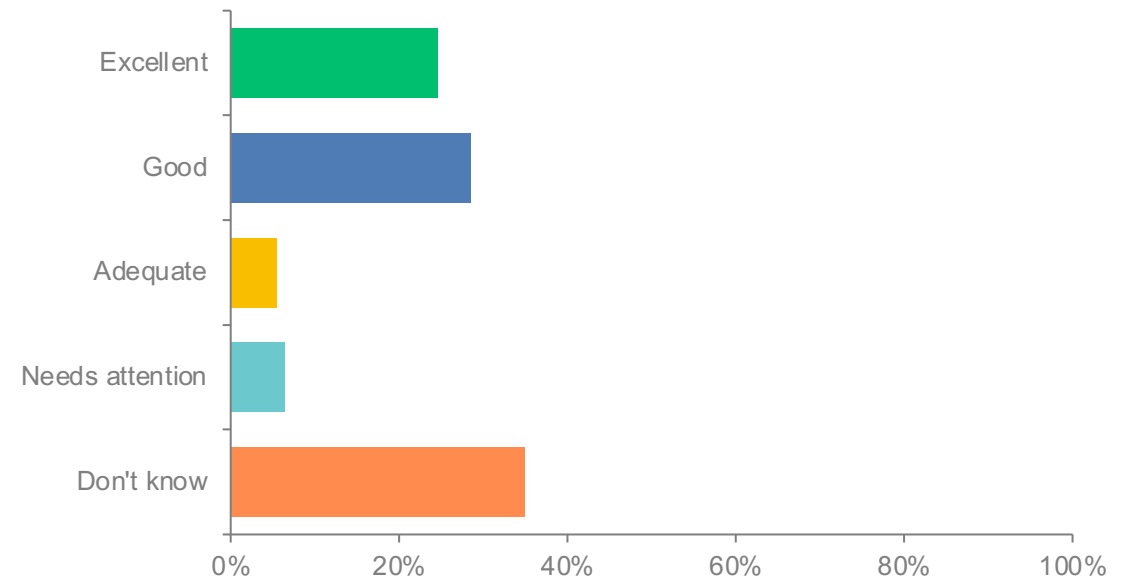


COMPARED TO 2021, ERUUFANS REPORT THAT INTEGRATION OF NEW MEMBERS HAS IMPROVED

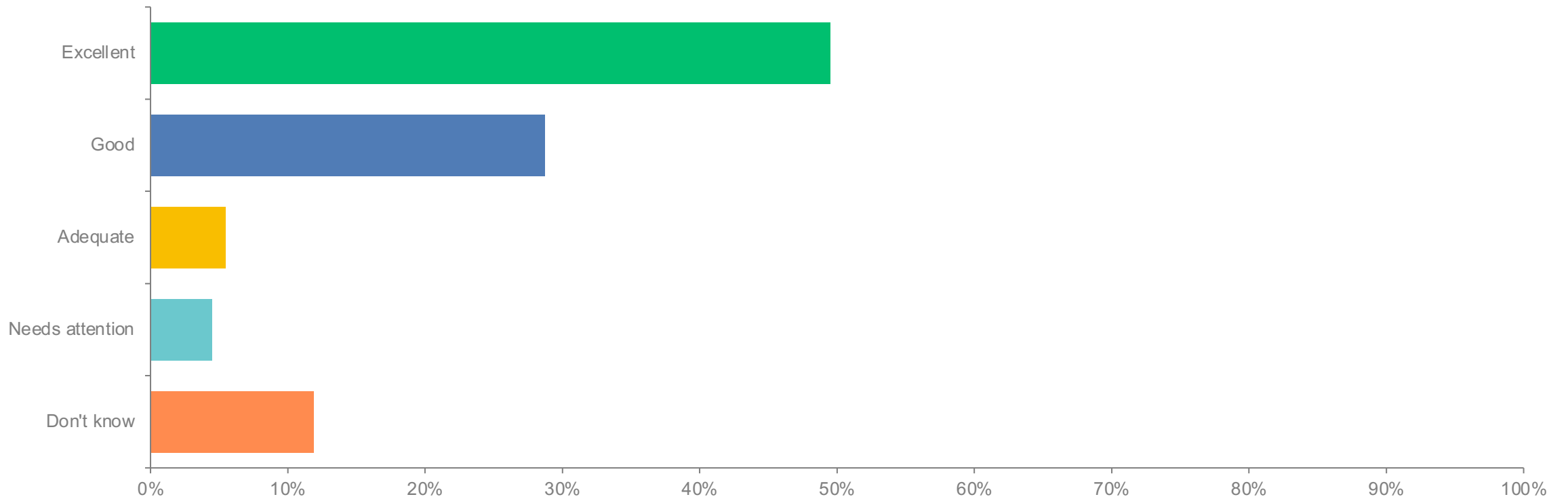
Comparison to 2021



2023 Breakdown



NEARLY 8 OUT OF 10 RESPONDENTS REPORT THAT THE MINISTRY TEAM IS EXCELLENT/GOOD



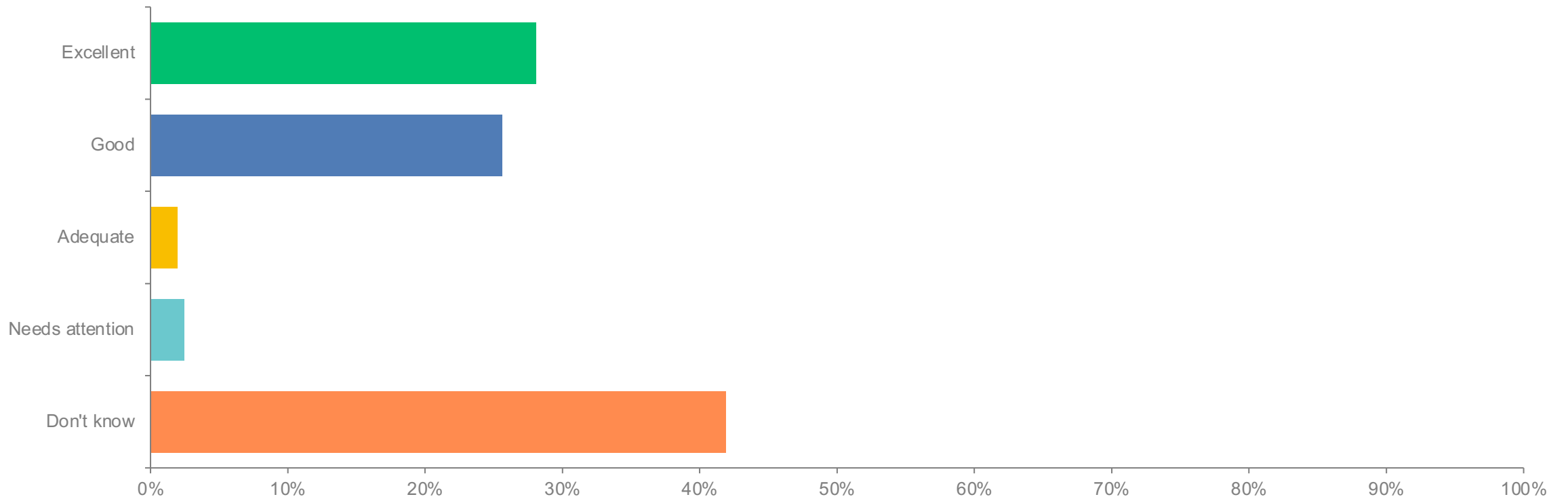
Q29: Ministry Team (Comments follow.)

NEARLY 8 OUT OF 10 RESPONDENTS REPORT THAT THE MINISTRY TEAM IS EXCELLENT/GOOD

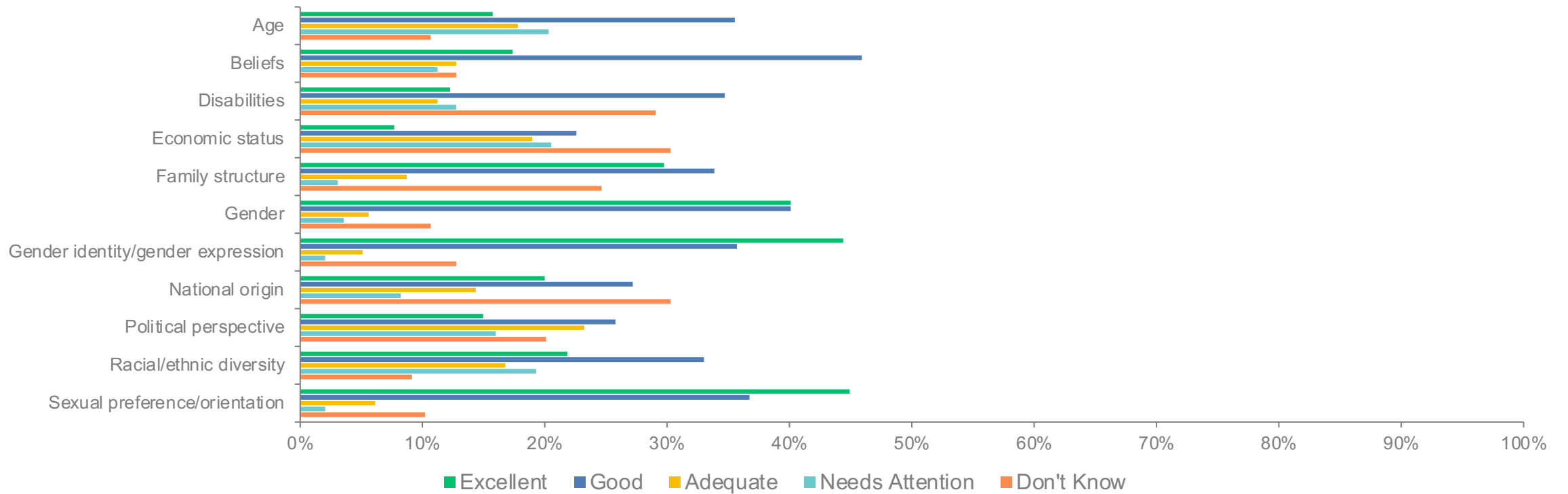
"I am so pleased and excited about the directions Rev. Brett and the Board of Trustees are taking us and so very happy with Rev. Jim's addition -- he brings such wonderful, caring energy and wisdom. Also, Rev. Daniel's more visible role -- who knew he could be such a force in the pulpit?"

"The new ministerial team has injected new energy and new visions into what ERUUF is doing -- and can do in the future."

AS IN PREVIOUS YEARS, MOST RESPONDENTS REPORTED THEY DID NOT KNOW MUCH ABOUT THE BOARD OF TRUSTEES

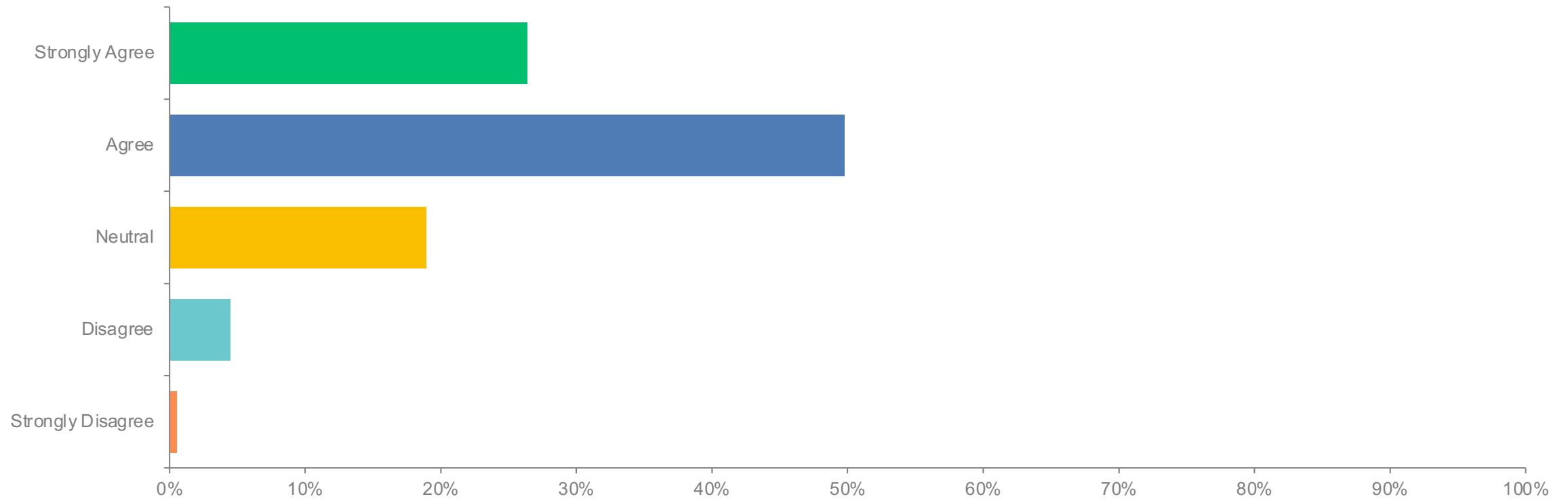


GENDER IDENTITY/EXPRESSION AND SEXUAL PREFERENCE/ORIENTATION ARE THE TOP AREAS OF DIVERSITY THAT RESPONDENTS FEEL ERUUF DOES WELL



Q31: Please reflect on how well ERUUF did with different kinds of diversity.

MORE THAN 85% STRONGLY AGREE/AGREE THAT ERUUF IS A WELCOMING COMMUNITY



Q32: How much do you agree with the following statement? ERUUF was a radically welcoming community.



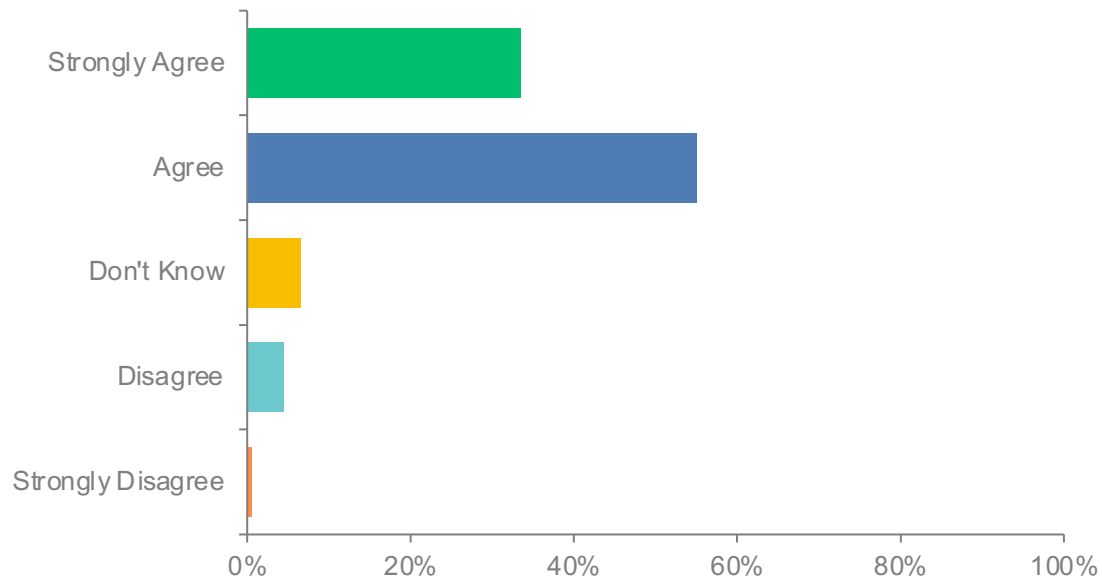
RESULTS

INVOLVEMENT IN MINISTRY

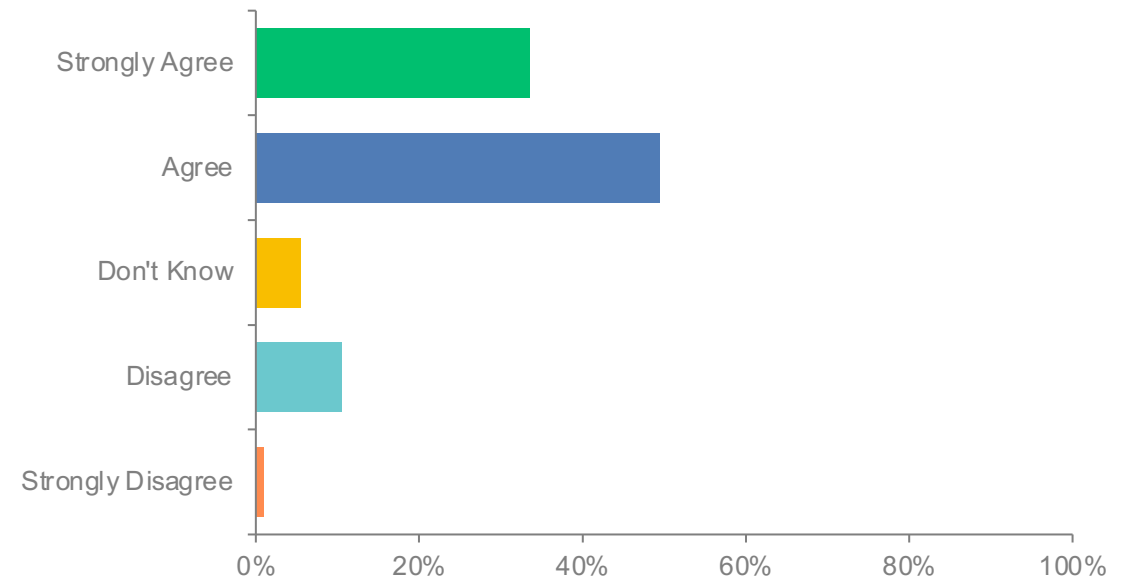


THE LARGE MAJORITY STRONGLY AGREE/AGREE THAT ERUUF ENCOURAGES MEMBERS TO MAKE SIGNIFICANT FINANCIAL CONTRIBUTIONS AND THAT IT IS A PRIORITY

Encouraged to make financial contributions



Supporting financially was a priority

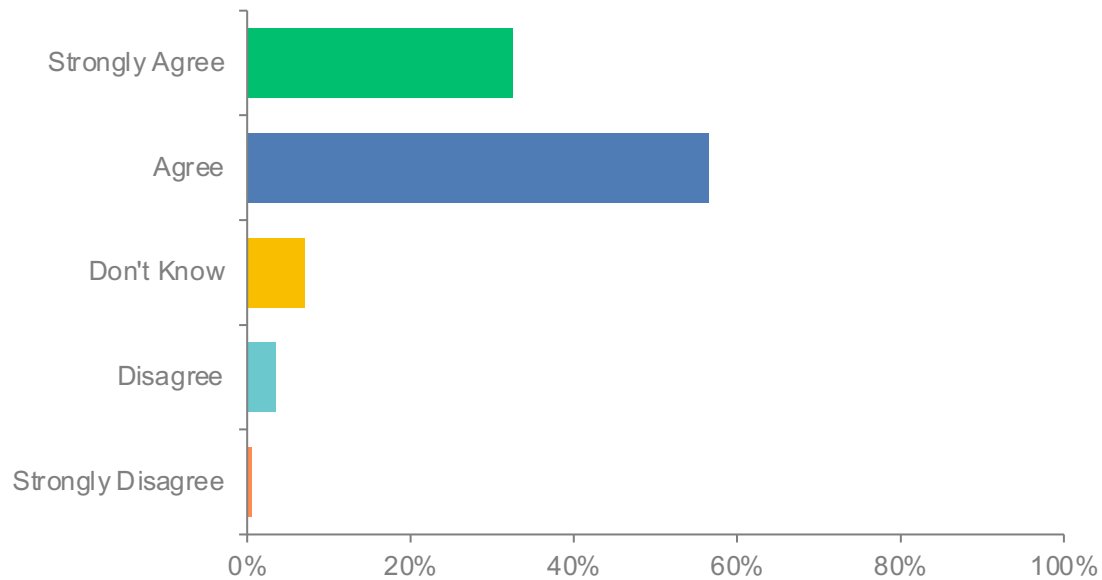


Q34: At ERUUF, the culture encouraged members to make significant financial contributions (relative to their means) to support ERUUF.

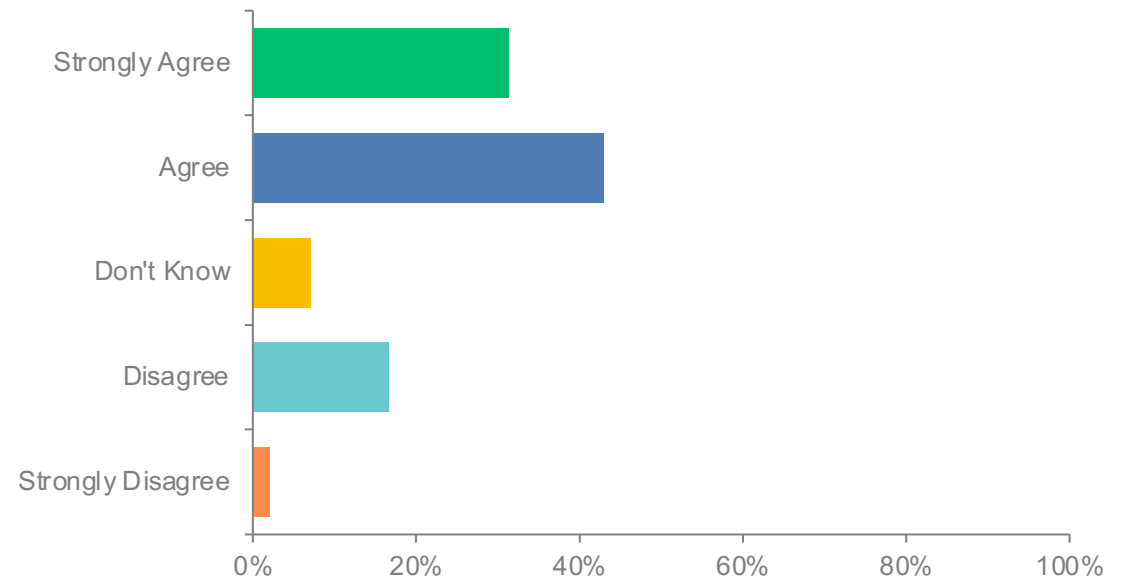
Q36: Supporting ERUUF financially was a priority for me.

WHILE MOST AGREE THAT ERUUF ENCOURAGED MEMBERS TO GIVE THEIR TIME/TALENTS, 1 OUT OF 5 REPORT THAT IT WAS NOT A PRIORITY

Encouraged to give time/talents

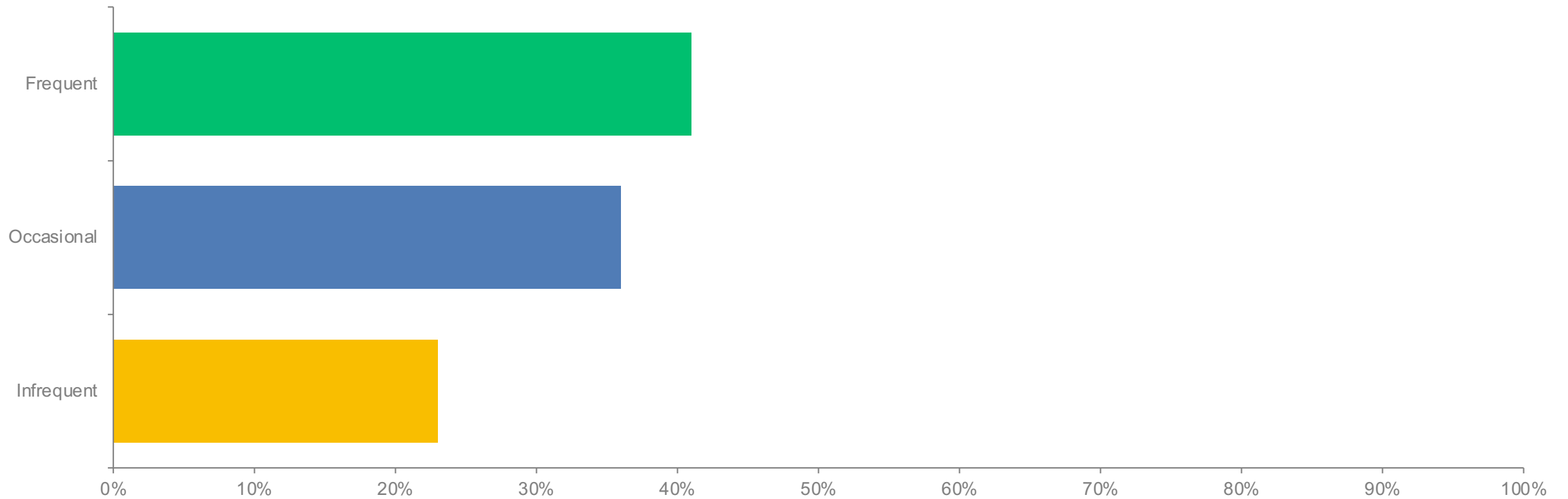


Supporting with time/talents was a priority



Q33: At ERUUF, the culture encouraged members of the Fellowship to give generously of their time and talents. Q35: Supporting ERUUF with my time and talents was a priority for me.

FELLOWSHIP PARTICIPATION REMAINED AT SIMILAR LEVELS TO PREVIOUS YEARS



Q37: My participation in workshops, events, and activities of the Fellowship was: Frequent, Occasional, Infrequent.

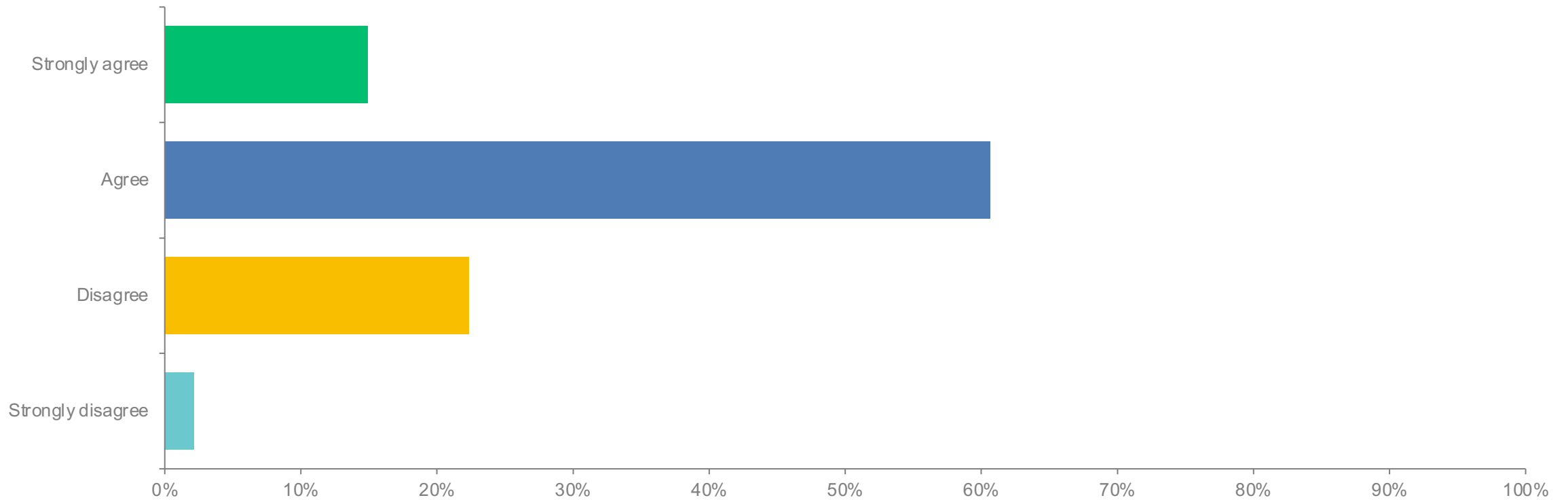


RESULTS

PROGRESS TOWARDS GOALS

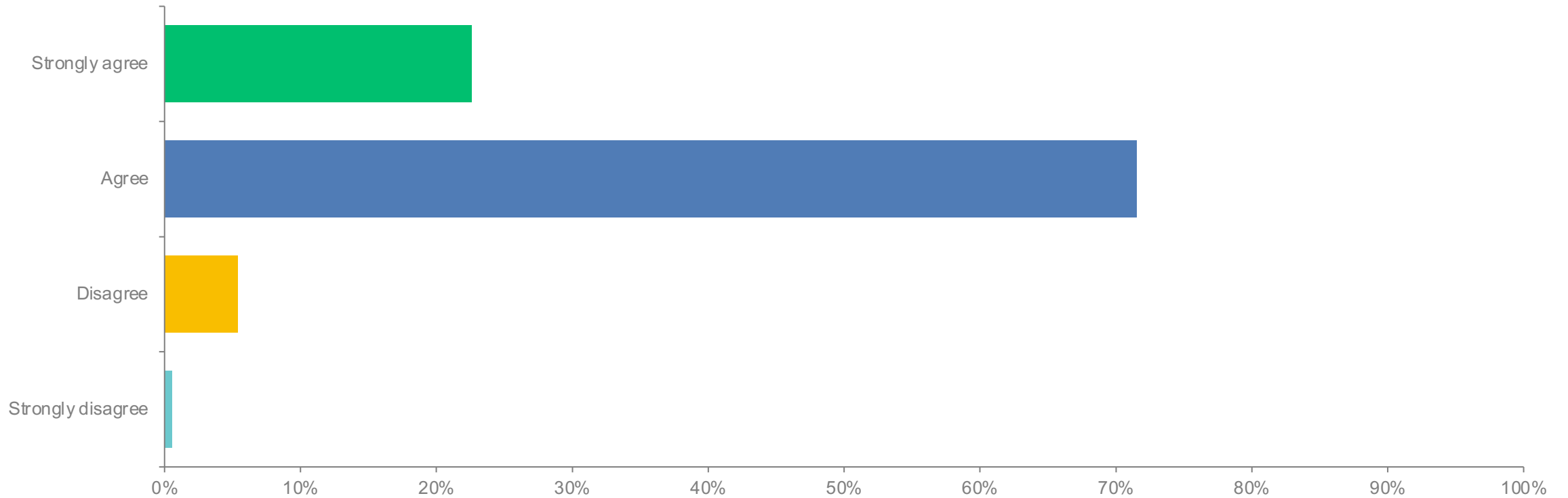


25% DISAGREE/STRONGLY DISAGREE THAT INTERACTIONS WITH DIFFERENT PEOPLE OCCURRED BECAUSE OF ERUUF



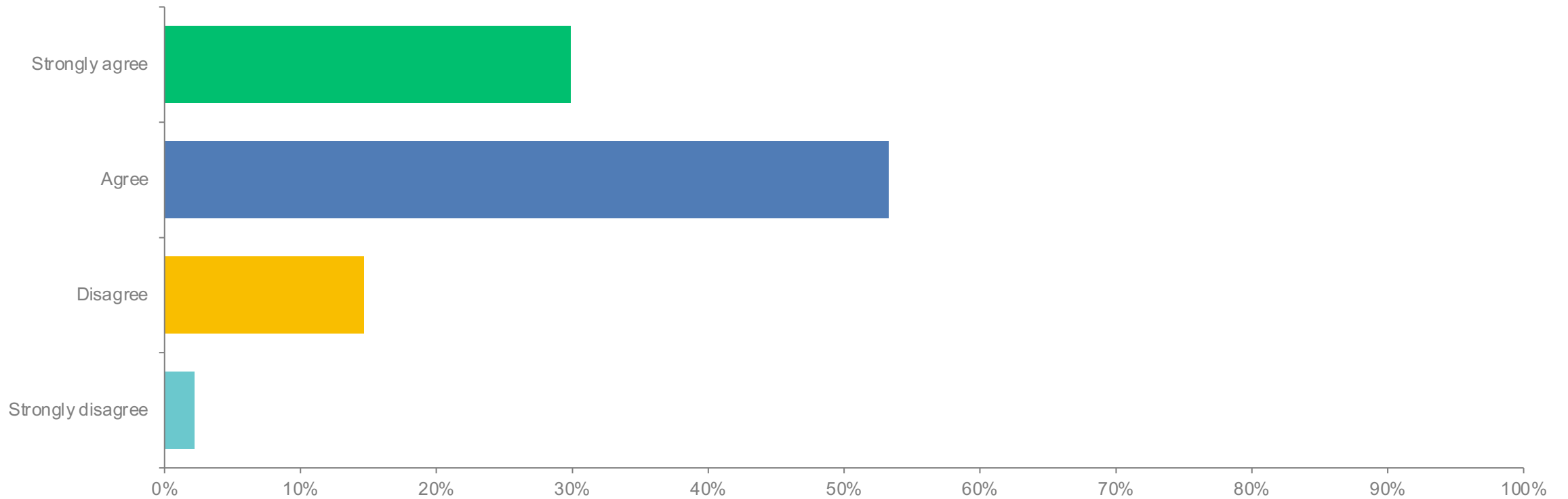
Q38: Because of ERUUF, I was better able to interact effectively with people whom I considered to be very different from me.

MORE THAN 90% REPORT THAT ERUUF CONTRIBUTED TO A MORE RACIALLY EQUITABLE COMMUNITY



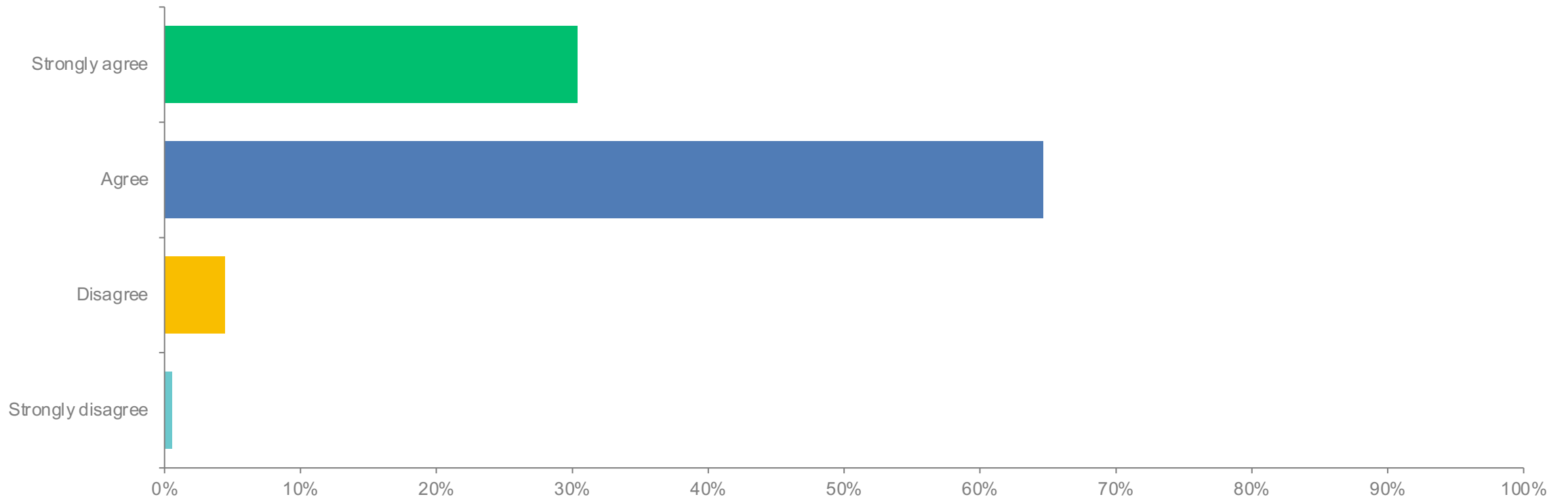
Q39: ERUUF contributed to the creation of a more racially equitable community.

MORE THAN 80% STATE THAT ERUUF INCREASED THEIR COMMITMENT TO RACIAL EQUITY AND INCLUSION



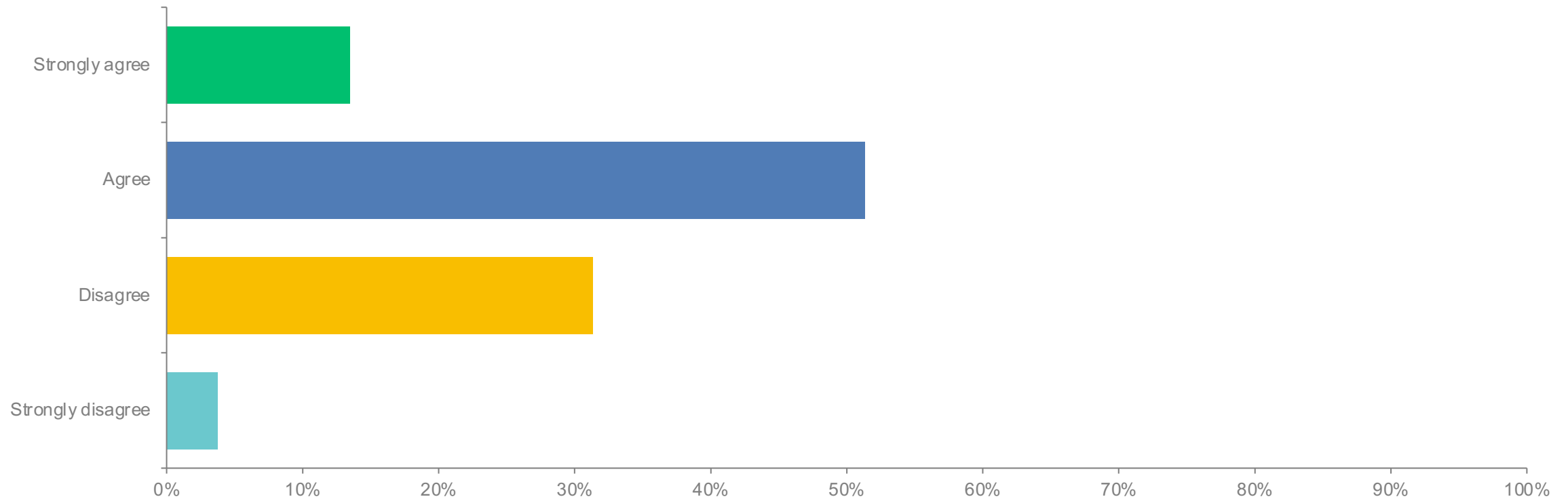
Q40: Because of ERUUF, I increased my commitment to racial equity and inclusion.

MORE THAN 95% STATE THAT ERUUF BECAME A GREENER CAMPUS



Q41: ERUUF became a greener campus, focused more on living and operating sustainably.

MORE THAN 33% DISAGREE/STRONGLY DISAGREE THAT ERUUF ENCOURAGED THEM TO MAKE MORE SUSTAINABLE LIFE CHOICES



Q42: ERUUF supported and encouraged me to make more sustainable life choices (e.g., drove a more fuel-efficient car, ate less meat, invested in renewable energy, etc.)

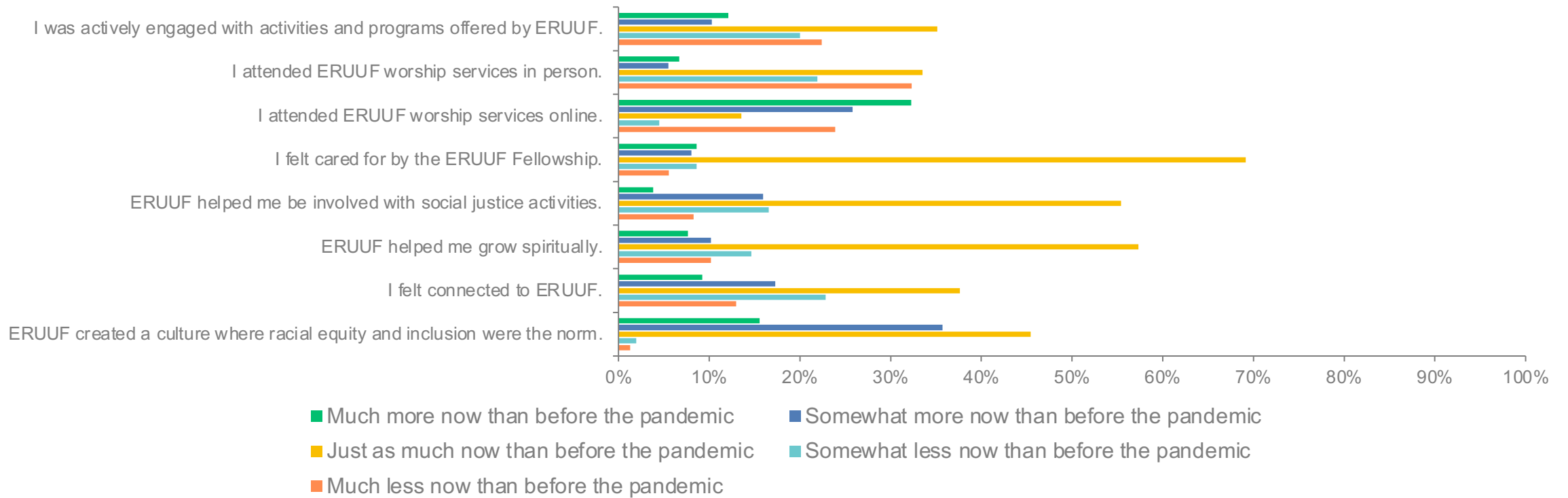


RESULTS

PANDEMIC EXPERIENCE



MOST ERUUFANS' ENGAGEMENT WITH PROGRAMS IS CONSISTENT PRE- AND POST-PANDEMIC; THERE IS VARIABILITY BETWEEN PROGRAMS.



Q44: Please indicate the response that best reflects your experience during the past calendar year (i.e., 2022) compared to your experience prior to the start of the pandemic.