In May 2014, 343 people (significantly more than in the last two years) completed the congregational survey, answering questions about the extent to which they saw the Ends being true for our church and about their own sense of spiritual growth and maturity. This document summarizes what we discovered about our congregation from these survey results. Some of the most interesting findings:

- In general, respondents see us doing well on our Ends (see slide 5). This year's measurements – as the first for our new Ends – establish benchmarks against which measurements in future years can be compared. And, as has been true in the past, *Within* performance is seen as better than *Among* performance which in turn is seen as better than *Beyond* Performance.
- Net loyalty to the church has increased (see slide 7).
- Results on the spiritual maturity portion of the survey encourage us to develop our ability as a congregation to actively develop and integrate spirituality into our lives (see slide 11). In particular, our opportunity is to develop our ability to (see slide 19):
    - Actively practice our spiritual or religious faith.
    - Act in a spiritual manner.
    - Act in a religious manner.
- "Being able to ask for and accept forgiveness" and "having a clear purpose to one's life that can be articulated to others" are characteristics that seem to differentiate those with particularly high levels of self-reported spiritual maturity from others (see slide 22).
- People found pilgrimages to be particularly helpful in developing spiritual maturity (see slides 23 and 24).
- Gender and age differences are not large in assessing the Ends, but there are important differences in the spiritual maturity portion of the survey (see slides 26 and 27). Females and older people (over 35) tended to provide higher evaluations on both the Ends statements and the Spiritual Maturity statements. We appreciate the higher participation from men in this year's survey.

These results were presented at two Wellspring Wednesday sessions in October—our thanks to all who attended. As you review the survey information and results, ask yourself how these results change how you think about Unity in the world. Any board member would greatly value hearing your reflections on that question. Find our board members and their contact information on our website at http://www.unityunitarian.org/board-of-trustees.html. If you have questions about the structure and content of the congregational survey, please contact Bill Etter (better61 at gmail dot com).

Report of Results of 2014 Congregational Survey – Unity Church Unitarian

October 2014

Congregational Survey Structure

1. ## Spiritual Maturity

   Part 1a: evaluation of 44 items related to Spiritual Maturity (SM). For example: *I care deeply about the welfare of others; I seek opportunities to learn and grow; I believe my life has meaning and purpose*

   - Note: Items have evolved over several years and owe much to Rob and Janne, Kendyl Gibbons (formerly minister at First Unitarian Society), and UCU ministerial interns.

   Part 1b: a self-defined, self-reported evaluation of current level of SM and the level of SM five years from now

2. ## Ends Statements/Loyalty

   Part 2a: evaluation of performance on 15 current Ends Statements

   Part 2b: loyal/at-risk evaluation –"Would you recommend UCU to a friend or relative"

3. ## Program/Activities

   Part 3: evaluation of impact on SM of 76 UCU programs and activities

4. ## Demographic information

Outline

- Sample characteristics

- Descriptive Results – Ends Statements
  - Evaluation of Ends Statements
  - Loyal/At-Risk Profile
  - What do comments tell us?

- Descriptive Results - Spiritual Maturity
  - Overall SM
  - Evaluation of Underlying Dimensions of SM
  - Drivers of SM
  - What do comments tell us?

- Prescriptive Results – Spiritual Maturity
  - Quadrant Map
  - Exploring the Difference Between Spiritual Maturity Categories

- Evaluation of Programs and Activities

- Descriptive Results - Evaluation of Ends Statements and SM Items by
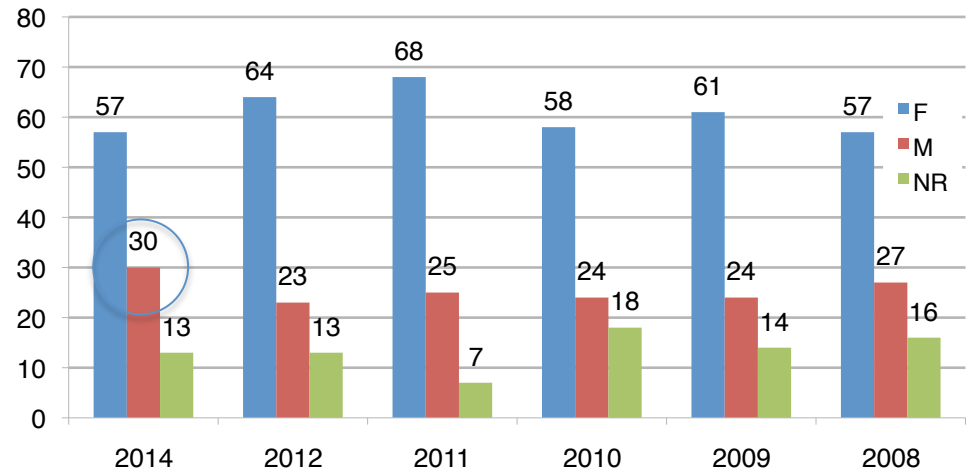 - Age
  - Gender

Sample Characteristics 2008 - 2014

- Good gain in number of responses
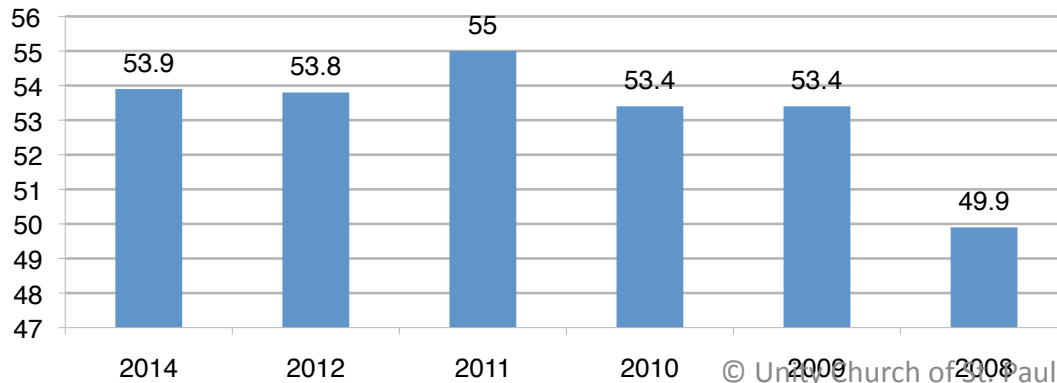- More men than in previous years
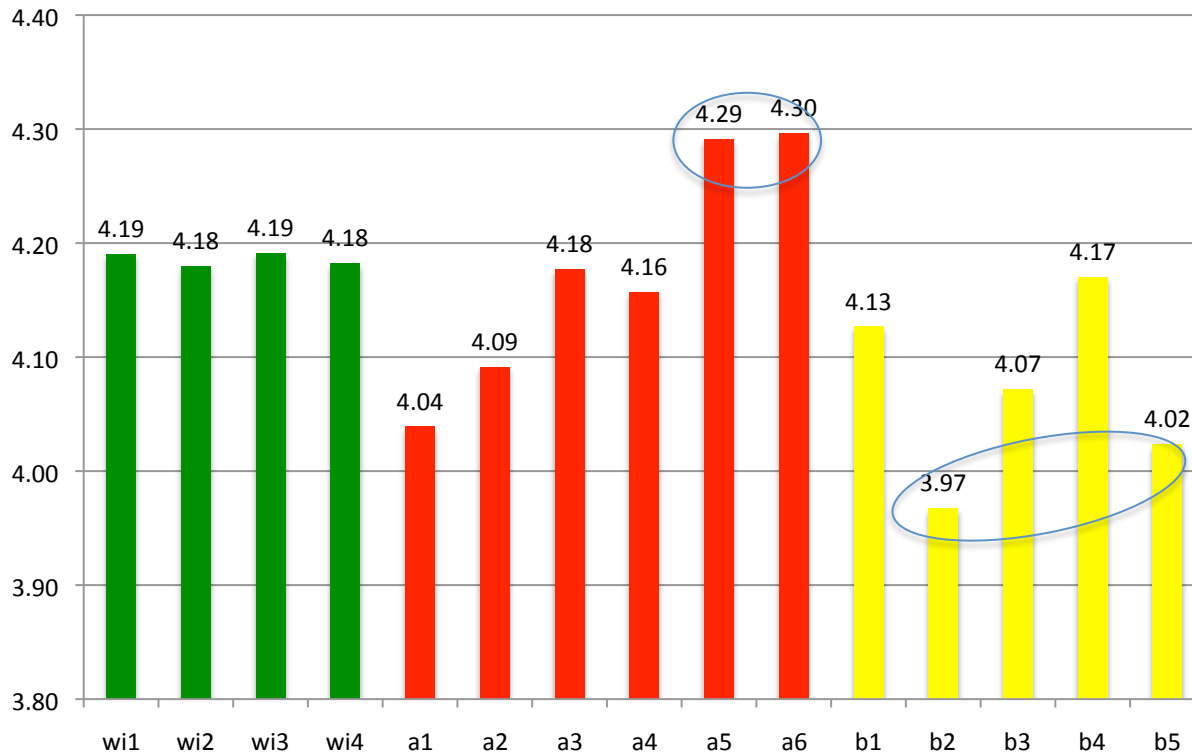- Age as in previous years

responses

gender

age

4
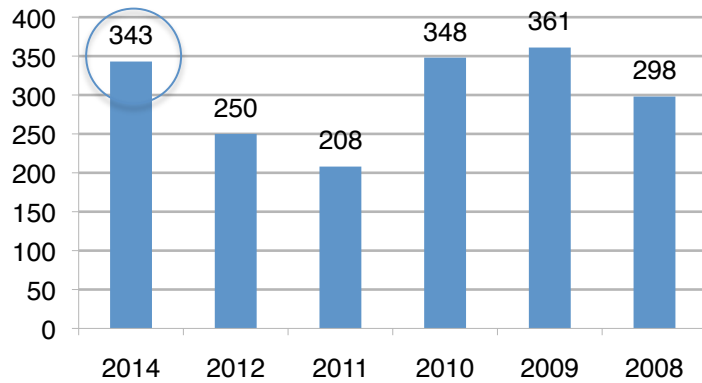
Evaluation of Ends Statements – Averages

Average Performance on Ends - 2014

- Since this is the first year for this new set of Ends no trending is possible.
- Almost no variation among Within Ends.
- Two highest Ends are Among Ends: a5 and a6; two lowest Ends are Beyond Ends: b2 and b5.
- Ave for all Ends are in positive territory (>=4.0)

wi = within
a = among
b = beyond

a5 Are generous with our time, talents, resources and creativity
a6 Are careful stewards of our resources and facilities
b2 Build authentic relationships with people across differences, in the spirit of humility and reverence
b5 Participate actively in the larger Unitarian Universalist community.

differences >= 0.10 are statistically sig at the 95% level of confidence

Macro Scores: Averaging Across Individual Within, Among, and Beyond Ends

Macro Averages
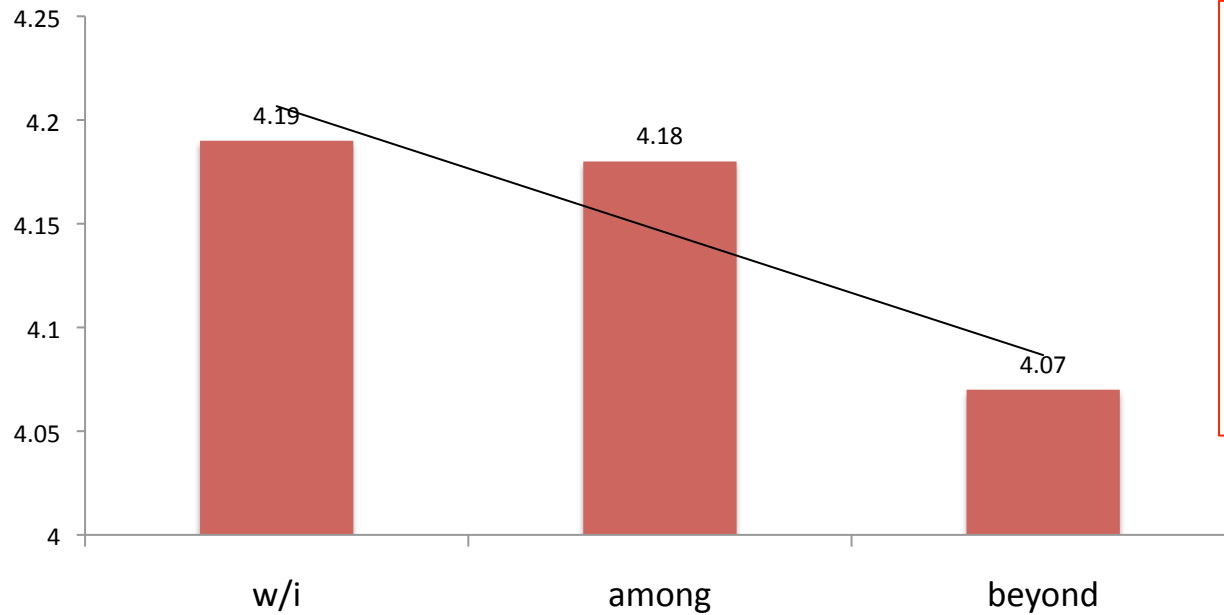
As has been true in previous years, the pattern of Within > Among > Beyond continues. In 2014 the differences at the macro level are tighter than in previous years especially between Within and Among - yielding almost identical macro scores.

6
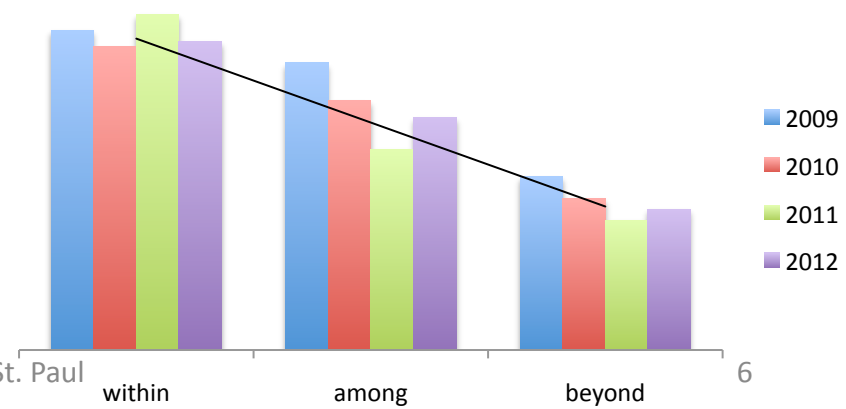
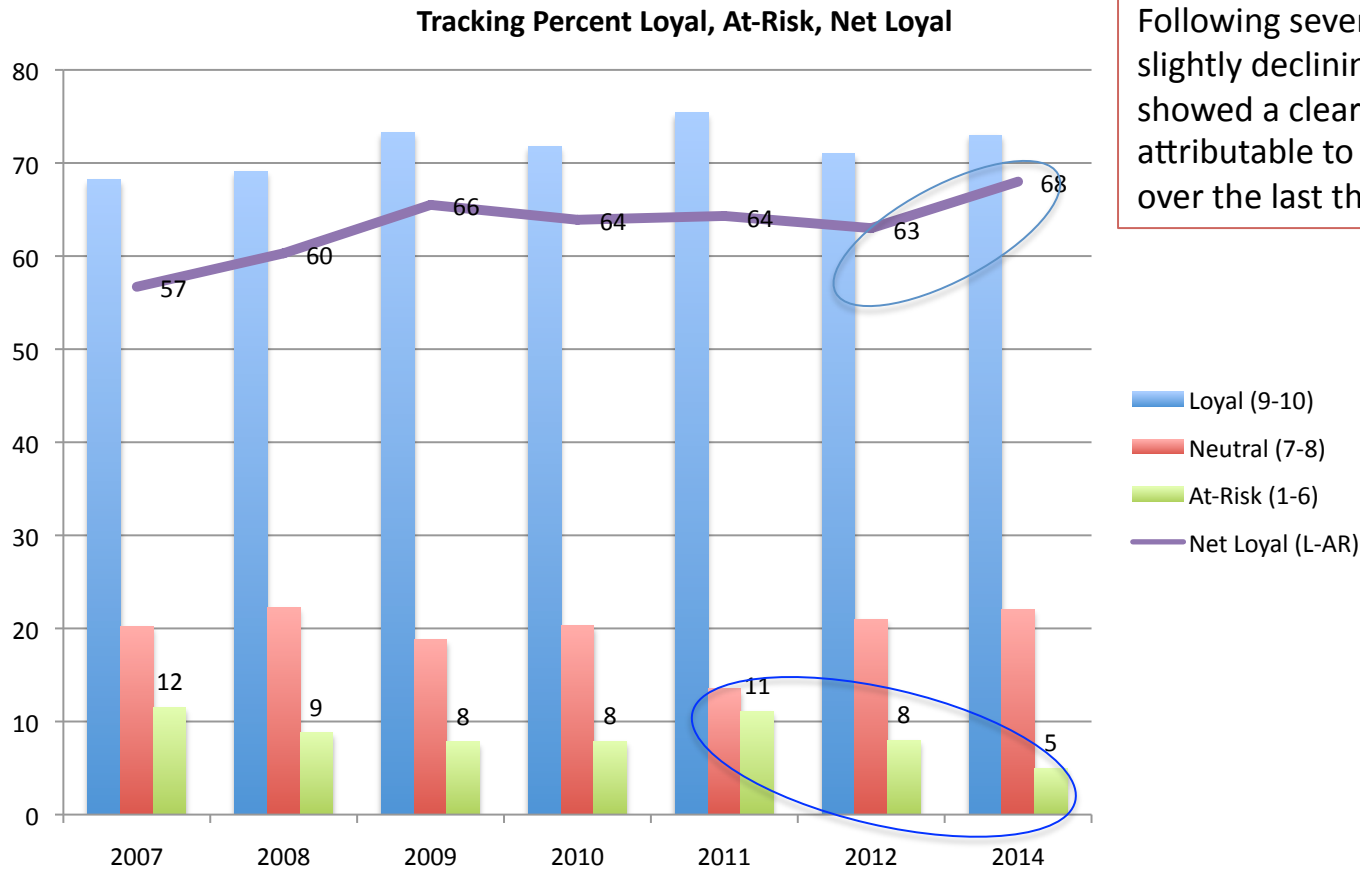# Loyalty: Respondents are asked, *"Would you recommend UC to a friend or relative?"**

Willingness to recommend is viewed in the business world as a key indicator of degree of loyalty to a brand or company.

Tracking Percent Loyal, At-Risk, Net Loyal

Following several years of flat or even slightly declining Net Loyalty, this metric showed a clear gain in 2014. This is largely attributable to the falloff in At-Risk percent over the last three years.

Legend:
- Loyal (9-10)
- Neutral (7-8)
- At-Risk (1-6)
- Net Loyal (L-AR)

Net Loyal data points: 57, 60, 66, 64, 64, 63, 68
At-Risk data points: 12, 9, 8, 8, 11, 8, 5

*10 point scale: 1-6 = At-Risk; 7-8 = Neutral; 9-10 = Loyal

Net Loyalty = %Loyal − %At-Risk

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What Do Comments Tell Us?

- Three comments with strong concerns about debt. In contrast, *Among* End 6 (We are careful stewards of our resources and facilities) scored high (4.30 average response, 93.5% agree or strongly agree)

- Several comments, as in previous years, about the difficulty of finding a way into Unity's community. Scores on the related Ends are quite strong:
  - A1: We sustain and encourage one another in love. (4.04 average response, 16.56% neutral or below—51 responses out of 308: 1 strongly disagree, 4 disagree, 46 neutral)
  - A4: We foster a culture of open, inclusive leadership and meaningful engagement (4.16 average response, 16% neutral or below—49 responses out of 306: 7 disagree, 42 neutral).

- Comments illustrating the challenge of creating worship for all.

- Many comments of gratitude.

- Some comments indicate the need for better publicity about what we're accomplishing around our Ends.

Spiritual Maturity Results – Overall SM

After respondents have evaluated 44 individual items, they are asked,

"Taking the items above as speaking, in aggregate, to your overall level of spiritual maturity, plus any other items we may have missed, and recognizing that some item will be more important to you than others: How would you rate your current level of overall spiritual maturity? 1 = lowest level; 10 = highest level."

Tracking Overall Measure of SM
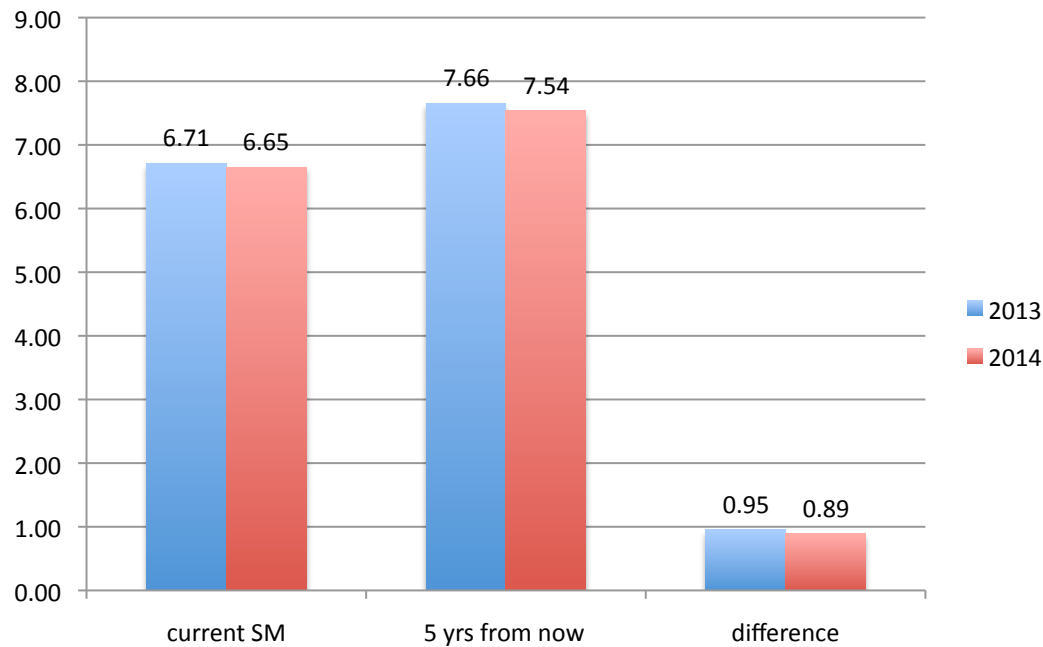
Year-over-year differences are minimal.

Underlying Dimensions of SM

SM part of survey contains 44 items. A certain amount of redundancy exits among these items. For example items like

I seek harmony with others

I give to others fully and generously

I care deeply about the welfare of others

would seem to be related and perhaps measuring the same underlying construct. A statistical procedure called factor analysis can be used to uncover these underlying constructs.

When applied to our 44 items, 10 underlying dimensions emerged. We refer to these dimensions as the Underlying Dimensions of SM.

Underlying Dimensions:

1.   **Cares for others**
2.   **Actively develops and integrates spirituality in their life**
3.   **Connects to a sense of wonder**
4.   **Thinks symbolically or metaphorically**
5.   **Develops their self-awareness**
6.   **A wise decision maker who can deal w/ a variety of situations and outcomes**
7.   **Opens themselves to a wider connection they're unable to control**
8.   **Pursues understanding and growth**
9.   **Develops dedication to purpose**
10.   **Develops clear boundaries to inform intentional action**

Descriptive Results – Macro Level - Evaluation on 10 Underlying Dimensions of SM

Scores on Underlying Dimensions of SM - 2014
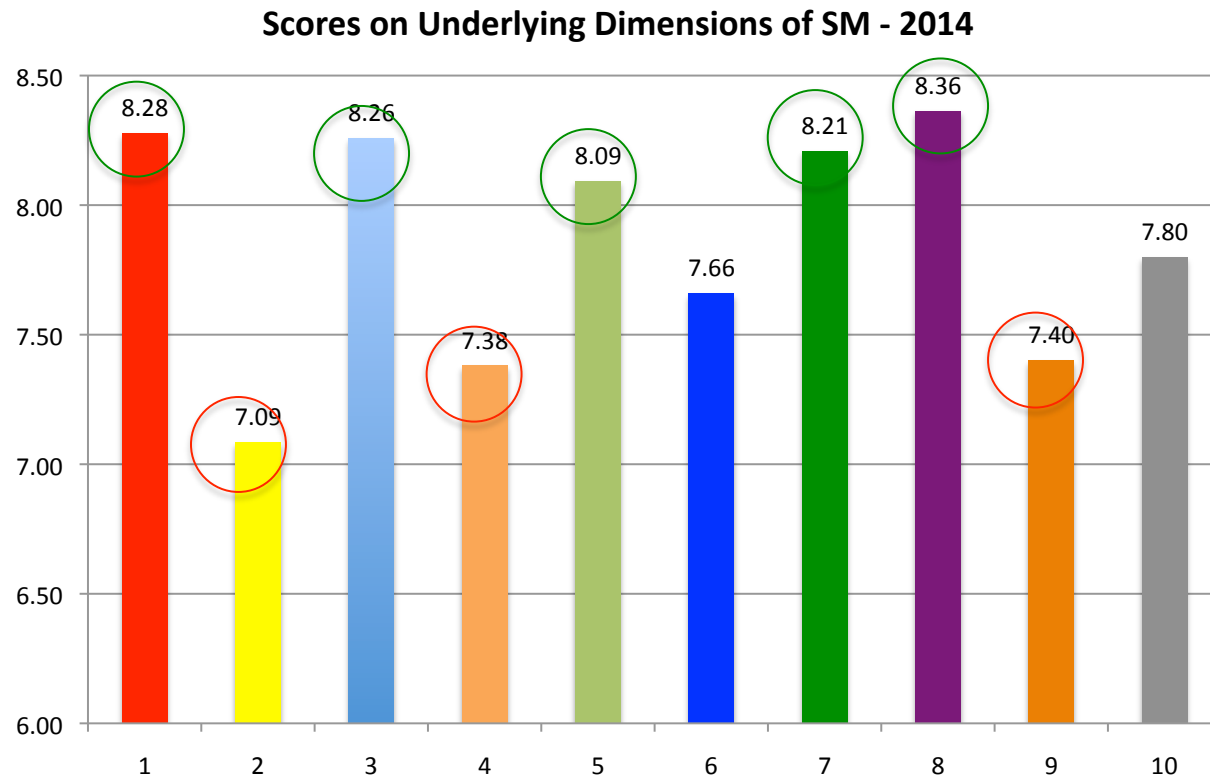
Larger scores for:
- 8 Pursues understanding and growth
- 1 Cares for others
- 3 Connects to a sense of wonder
- 7 Opens themselves to a wider connection they're unable to control
- 5 Develops their self-awareness

Lower scores for:
- 2 Actively develops and integrates spirituality in their life
- 4 Thinks symbolically or metaphorically
- 9 Develops dedication to purpose

1. **Cares for others**
2. **Actively develops and integrates spirituality in their life**
3. **Connects to a sense of wonder**
4. **Thinks symbolically or metaphorically**
5. **Develops their self-awareness**
6. **A wise decision maker who can deal w/ a variety of situations and outcomes**
7. **Opens themselves to a wider connection they're unable to control**
8. **Pursues understanding and growth**
9. **Develops dedication to purpose**
10. **Develops clear boundaries to inform intentional action**

Tracking Performance on Underlying Dimensions 2013 - 2014

Score Comparison on Underlying Dimensions of SM - 2013/2014
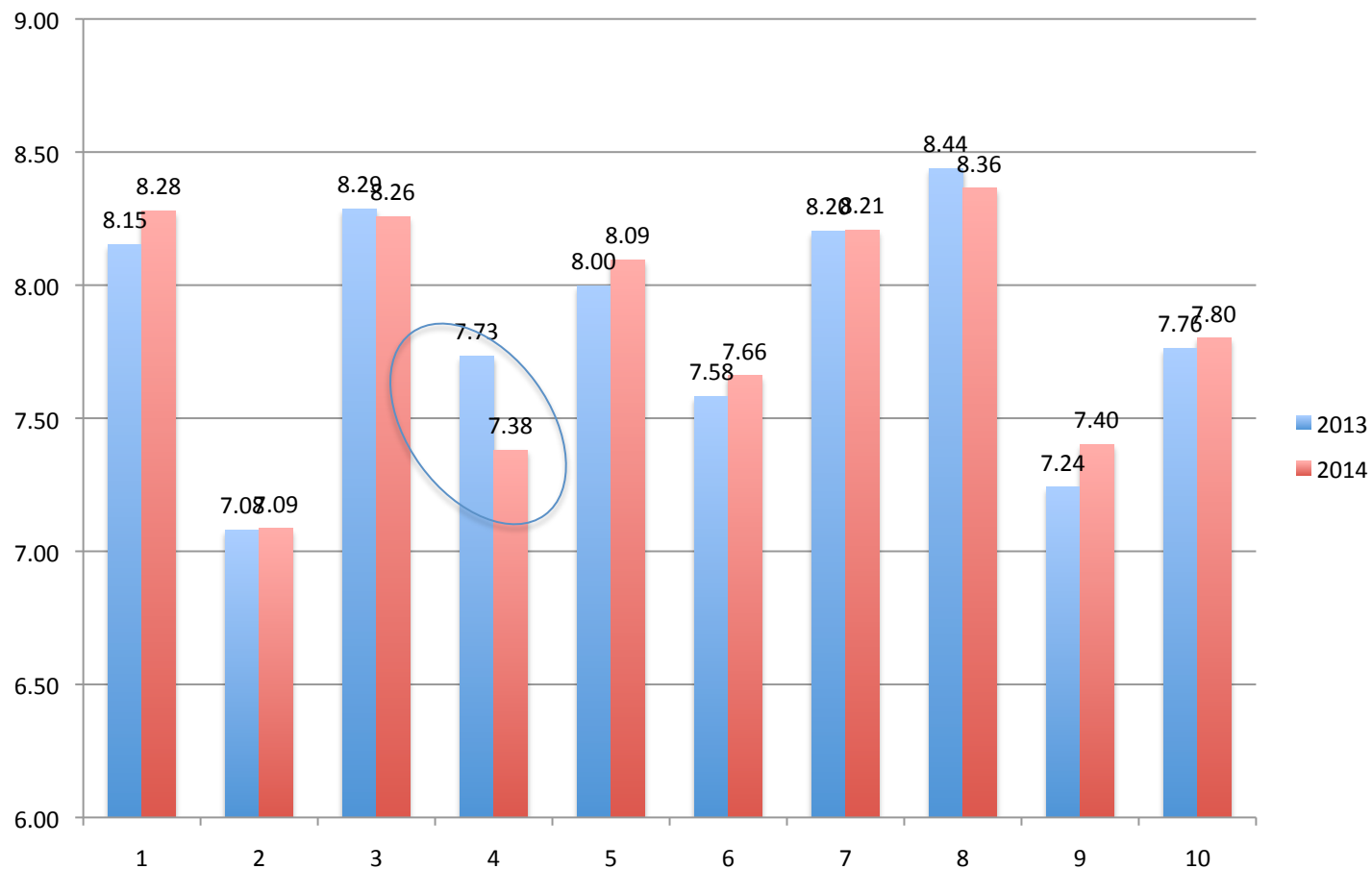
- Differences are small (< 0.16) with the exception of dimension 4 - **Thinks symbolically or metaphorically.**
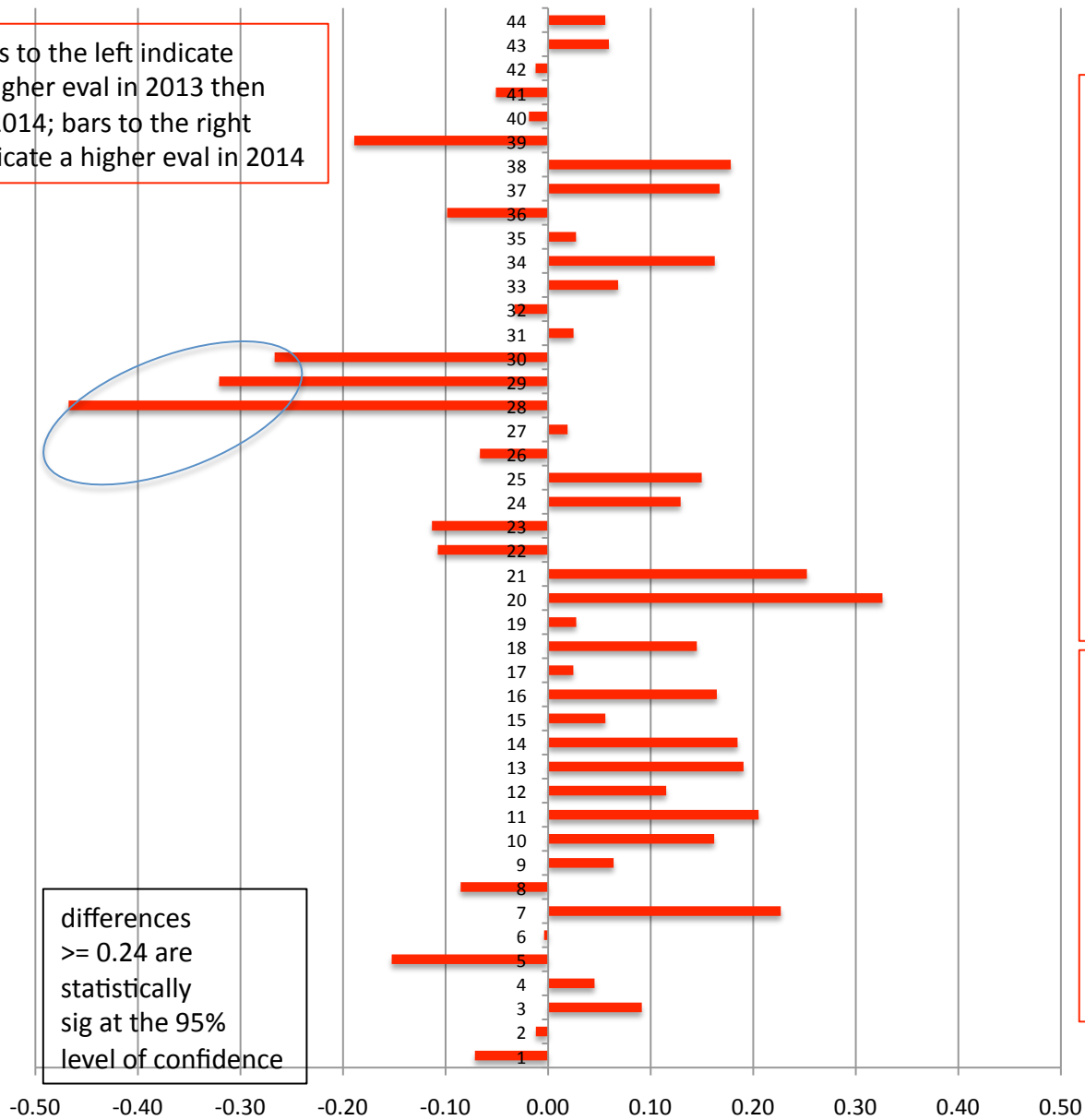- We explore this in more detail on the next slide.

Tracking SM Items - Bars are the difference: (2014 - 2013)

Bars to the left indicate a higher eval in 2013 then in 2014; bars to the right indicate a higher eval in 2014

differences >= 0.24 are statistically sig at the 95% level of confidence

Most differences are small and not significant. A potentially interesting exception is for the items 28, 29, 30 where the 2014 assessments are significantly lower than for 2013. These three items define the underlying dimension "**Thinks symbolically or metaphorically**".

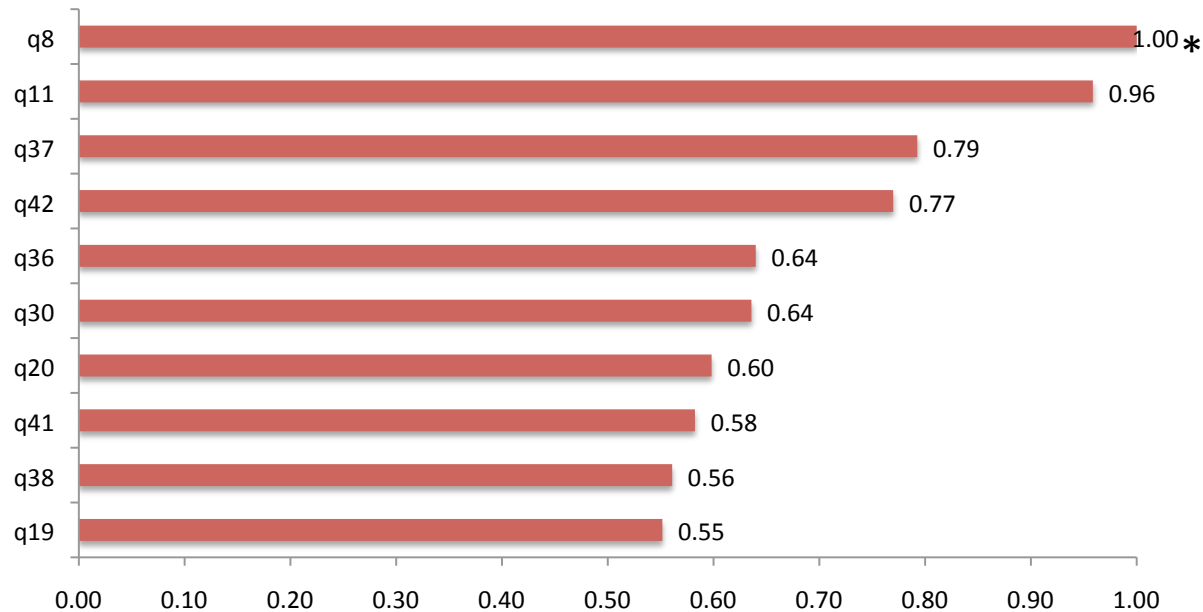Any hypotheses as to why this year-over-year decline?

28 I perceive and respond to truth that is expressed in myth or poetry.

29 I appreciate the beauty and power of religious symbols and rituals other than my own.

30 I am aware of some of the limitations or paradoxes of my own preferred religious vocabulary.

Drivers of SM – Which of the 44 individual SM items are most correlated with Overall SM?
Chart shows the top 10 items

Drivers of SM UCU 2014

Item	Value
q8	1.00 *
q11	0.96
q37	0.79
q42	0.77
q36	0.64
q30	0.64
q20	0.60
q41	0.58
q38	0.56
q19	0.55

0.00 0.10 0.20 0.30 0.40 0.50 0.60 0.70 0.80 0.90 1.00

* Numbers are indices and are a function of a item's correlation with the overall measure of SM. Item with the maximum correlation is given a value of 1.0; other numbers represent the ratio of an item's correlation to that of the item with the max correlation.

8 I actively practice my spiritual or religious faith. (BO)
11 I act in a spiritual manner. (BO)
37 I have the ability to repent, forgive myself, and change. (BO)
42 I act in a religious manner. (BO)
36 My spiritual growth is important to me. (BO/BL)
30 I am aware of some of the limitations or paradoxes of my own preferred religious vocabulary. (BO)
20 I am self-aware. (BL)
41 I can give loyalty to another's leadership without losing my integrity. (BL)
38 I can ask for and accept forgiveness. (BO)
19 I act with integrity. (BL)

Key Words
spiritual
forgive
aware
integrity

BO = Big Opportunity
BL = Big Leverage
See Quadrant Map – slide 20

What Do Spiritual Maturity Comments Tell Us?

- Comments indicate some clarifications may be helpful:
  - The survey's goal is not to test or judge individuals. Instead, its purpose is to give people the opportunity for reflection and insight, and give our leadership an overall sense of how the congregation wants to develop.
  - Asking each person to define spiritual maturity (with the help of the survey questions) honors their individual spiritual journey.
  - The real value of the survey is change over time, thus honoring the journey, not the destination.
- We received several suggestions for additional questions that we'll review. Three key areas:
  - Natural world
  - Humility
  - Action

Prescriptive Results

The next section is intended to provide information to help strategize about programs, activities and initiatives to enhance the level of spiritual maturity of our congregation.

Two analyses are provided. The first combines SM item performance and importance (correlation with o/a SM – see Drivers of SM chart) in the form of a quadrant map.

The second analysis identifies those SM items that maximally discriminate among four levels of SM.
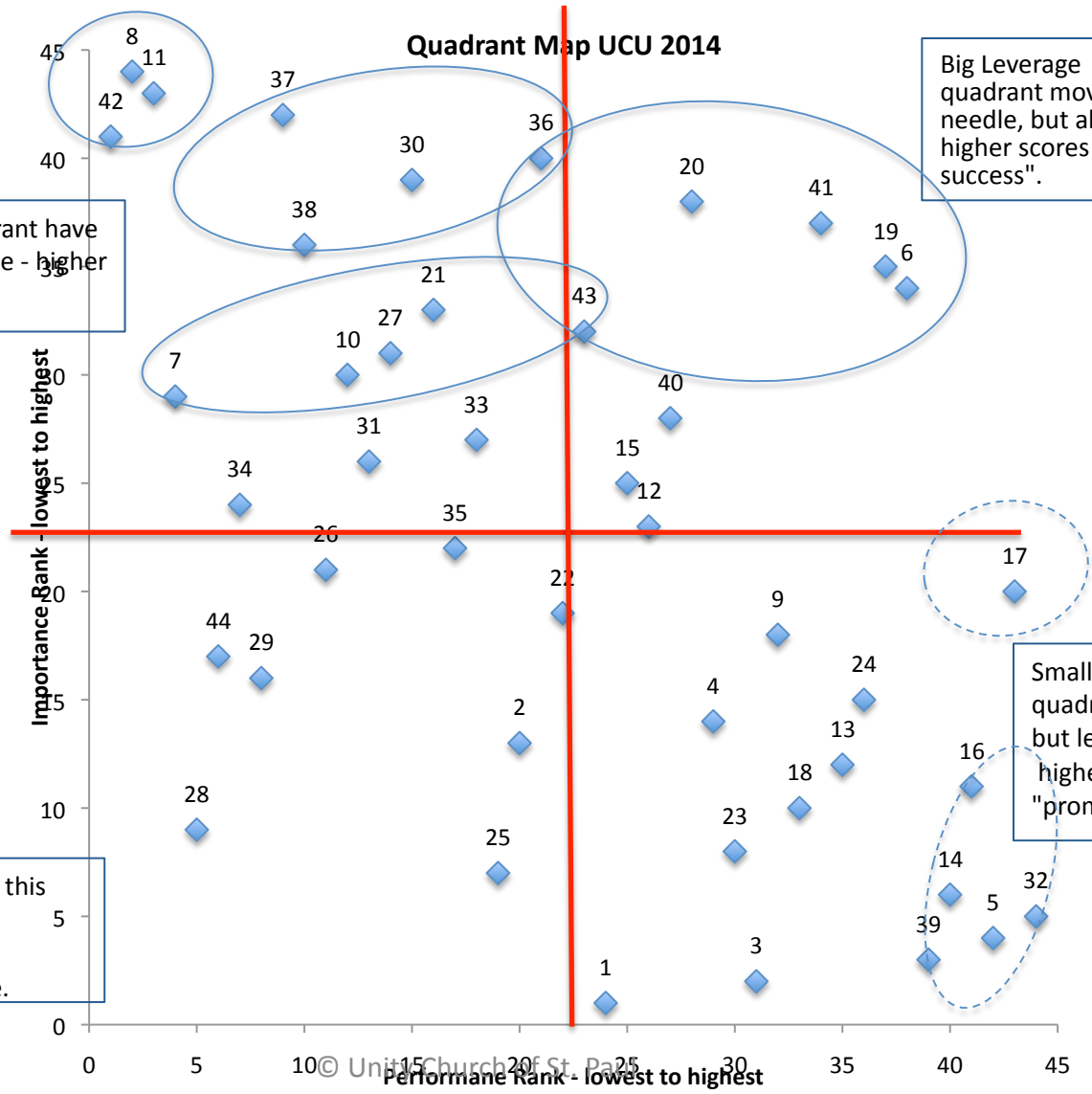

The next slide is the quadrant map showing for each of the 44 items (1) its performance evaluation (horizontal axis) and (2) its importance (vertical axis). On the slides following the quadrant map are (1) key features of the quadrant map, (2) a description of key SM items, and (3) key strategic questions.

Quadrant Map – Combines Item Performance (horizontal axis) with Item Importance (vertical axis)

Number above a point is the item number in the survey. Item descriptions are provided in Appendix A

Quadrant Map UCU 2014

Big Leverage - items in this quadrant move the SM needle, but already have higher scores - "promote success".

Big Opportunity - items in this quadrant have lower scores and move the SM needle - higher scores likely to pay off.

Small Leverage - items in this quadrant have higher scores, but less likely associated w/ higher levels of SM - can still "promote success".

Small Opportunity - items in this quadrant have lower scores, but higher scores less likely to move the SM needle.

Importance Rank - lowest to highest

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Performane Rank - lowest to highest

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Four things to notice about this chart

1. The y-axis (up and down) is importance, or how much an item drives overall spiritual maturity. Items that are more highly correlated with overall spiritual maturity are toward the top of the chart; items less correlated are toward the bottom.
2. The x-axis (side to side) is performance, or how respondents rated themselves on a particular item. Items with lower ratings are on the left, items with higher ratings are on the right.
3. The numbers above the diamonds refer to the survey question number
4. These two scores (importance + performance) combine together into four quadrants:
   a. **Big Opportunity (top left)**. Items in this quadrant have lower performance scores but higher importance scores (they are more highly correlated with overall spiritual maturity). That means that improvement in how people rate themselves on these items would likely result in higher reported overall spiritual maturity.
   b. **Big Leverage (top right)**. Items in this quadrant have both higher performance scores and higher importance scores. This means that there's not as much room for changes in these scores to affect reported overall spiritual maturity. However, they are strengths of our congregation that can promote success in other areas.
   c. **Small Opportunity (bottom left).** Items in this quadrant have both lower performance scores and lower importance scores. That means that even if you focus time and attention at improving people's scores on these items, it's less likely to improve their overall sense of spiritual maturity.
   d. **Small Leverage (bottom right).** Items in this quadrant have higher performance scores and lower importance scores. This means that these items are part of our congregation's identity and brand, part of our strengths like the Big Leverage items, but improving scores on these items, even if we could since they're already high, won't likely to improve people's overall sense of spiritual maturity.

Key Big Opportunity and Big/Small Leverage Items

Big Opportunity Items

8   I actively practice my <u>spiritual</u> or religious faith.
11 I act in a <u>spiritual</u> manner.
42 I act in a religious manner.

37 I have the ability to repent, <u>forgive</u> myself, and change.
38 I can ask for and accept <u>forgiveness</u>.
30 I am <u>aware</u> of some of the limitations or paradoxes of my own preferred religious vocabulary.
(36) My <u>spiritual</u> growth is important to me.

7   I have a clear <u>purpose</u> to my life and am able to articulate that purpose to both myself and others.
10 I <u>give </u>to others fully and generously.
27 Even though I cannot know exactly what will happen, the promises I make give shape to my future and <u>meaning</u> to my life.
21 I freely and intentionally <u>give</u> my time and energy to others.
(43) I believe my life has <u>meaning and purpose</u>.

Big Leverage Items

20   I am self-<u>aware</u>.
41   I can <u>give</u> loyalty to another's leadership without losing my <u>integrity</u>.
19   I act with <u>integrity</u>.
6   Leading a moral life makes me happy.
(36) My <u>spiritual</u> growth is important to me.

(43) I believe my life has <u>meaning and purpose</u>.

Small Leverage Items

17 I believe it matters what I do.
16 I <u>care</u> deeply about the welfare of others.
14 I take responsibility for the consequences of my actions, even those that are unintended.
32 I am curious to <u>learn</u> more about how the world around me works.
5 I seek opportunities to <u>learn</u> and grow.
39 I experience awe.

Key Words: spiritual, forgive, aware, integrity, meaning/purpose, give/care, learn

Some questions to ask

About Big Op Items

•In what ways do our programs, activities and initiatives help people develop these areas of their spiritual lives?
•What could we enhance about our programs, activities and initiatives to promote or encourage improvement in the above areas?

About Big and Small Leverage Items – Signature Strengths

If we think of these items – especially those farthest to the right - as reflecting our identity and brand, the items our community values and feels relatively confident they possess, how could we reinforce this identity in our community and beyond? For example, can we leverage these Signature Strengths in our communications or promotional materials?

About Big Leverage Items

In what ways do our programs, activities, and initiatives leverage these strengths to help people develop new strengths or areas where we're not particularly strong? For example, can we better leverage the fact that people rate themselves relatively highly on "I am self aware" to help them say "I have a clear purpose to my life and am able to articulate that purpose to both myself and others," which people aren't confident about now and which would move the needle on spiritual maturity?

Second Prescriptive Analysis - Exploring the Difference Between Spiritual Maturity Categories

At the conclusion of the main part of our Spiritual Maturity survey we ask the following question:

Taking the items above as speaking, in aggregate, to your overall level of spiritual maturity, plus any other items we may have missed, and recognizing that some item will be more important to you than others: How would you rate your current level of overall spiritual maturity? 1 = lowest level; 10 = highest level.

Based on the response to this question, we define four SM categories:

SM eval = [1, 2, 3, 4] = category 1 (C1)
SM eval = [5 or 6] = category 2 (C2)
SM eval = [7 or 8] = category 3 (C3)
SM eval = [9 or 10] = category 4 (C4)

We could label these categories something like:
C1 = exploring SM
C2 = growing in SM
C3 = approaching SM
C4 = SM - centered

Note: because of the small sample sizes in categories C4 and especially C1, the data for this analysis is from our pilot study where we had 503 respondents from four congregations.

Analysis
The analysis is pretty straight forward. We calculate the average score on each of the 44 items for respondents in each of the four SM categories. We then identify those items which have the largest statistically significant differences for respondents in adjacent groups: C1 and C2, C2 and C3, and C3 and C4.

In other words, we identify those items that maximally discriminate between folks in adjacent spiritual maturity categories.

Items that Maximally Discriminate Between Levels of SM

I actively practice my spiritual or religious faith (8)

I can be in the presence of my own or another's pain without needing to flee or fix it(44)

I act in a religious manner (42)

SM – centered

(SM eval = 9 or 10)

Arrows indicate the "span of discrimination". If an item has no arrow, it discriminates between the SM category above and below.

close to SM

(SM eval = 7 or 8)

• I can ask for and accept forgiveness (38)
• I have a clear purpose to my life and can articulate that purpose to both myself and others (7)

• I act in a spiritual manner (11)

growing in SM

(SM eval = 5 or 6)

exploring SM

(SM eval <5)

• My spiritual growth is important to me (36)
• I believe my life has meaning and purpose (43)
• I think about my place in the universe(2)
• I perceive and respond to truth that is expressed in myth or poetry (28)

Percent for 4 SM categories
c1 = 6.1%
c2 = 31.8%
c3 = 51.6
c4 = 10.5%

Program/Activity Evaluation

pgm/actiity	ave eval	count	
38	4.67	12	Mano a Mano Bolivia Pilgrimage
56	4.50	10	Transylvania Pilgrimage
42	4.44	9	New Orleans Partnership and Pilgrimage
70	4.44	9	Worship Associates
54	4.41	164	Sunday Services
61	4.38	8	Unity Singers
51	4.30	10	Restorative Justice Ministry Team
53	4.29	38	Spiritual growth activities outside of church
1	4.19	42	Adult Religious Education (couples class, world religions class, etc.)
24	4.17	6	Evergreen Projects Ministry Team
37	4.17	12	Mano a Mano Ministry Team
46	4.14	14	Pastoral Care Team
59	4.14	28	Unity Choir
52	4.07	15	Spirit Play Leader in RE
71	4.06	18	Writing as a Spiritual Practice Sessions
62	4.02	62	Volunteer activities in community
7	4.00	13	Board of Trustees
10	4.00	6	Boston Pilgrimage
13	4.00	7	Caregivers Group
63	4.00	6	Volunteer Musician
66	4.00	8	Women's Ensemble
68	4.00	7	Women's Wisdom Circle
65	3.99	78	Wellspring Wednesday Programs
21	3.95	20	Covenant Group
12	3.92	25	Cairns
39	3.89	19	Marriage Equality Work
34	3.89	18	Junior High Teacher in RE
6	3.86	22	Beloved Conversations
72	3.82	22	Young UU Familie
15	3.78	32	Children's Musical
14	3.75	12	Children's Choir
16	3.75	20	Christmas Pageant
44	3.67	6	OWL (Our Whole Lives) Participant
48	3.64	50	Project Home
49	3.64	11	Racial Justice Ministry Team
33	3.63	16	Journey Guide in RE

- Pilgrimages provide great Spiritual Maturity building opportunities.

- Keep in mind that some sample sizes evaluating a given program are very small.

Program/Activity Evaluation

pgm/actiity	ave eval	count	
64	3.61	44	Welcome Teams
20	3.60	30	Cooking Teams (Wellspring Wednesday, pancake breakfast, soup supper, etc.)
69	3.58	12	Workshop Rotation Teacher (RE)
4	3.56	16	Anti-Racism Leadership Team
45	3.55	11	Partner Church Ministry Team
47	3.54	13	Pathways to Membership Classes
31	3.53	15	Jeremiah Program
22	3.50	44	Dine with Nine (formerly Circle Suppers)
25	3.50	16	The Gathering
36	3.50	6	Living with Grief Group
18	3.47	15	Coming of Age Mentor
23	3.46	13	Elders Group
11	3.35	20	Cafe Unity
26	3.33	3	Generosity Ministry Team
9	3.29	7	Bookstall Team
30	3.29	7	Intern Committees
28	3.25	4	Green Sanctuary Ministry Team
3	3.14	7	Afterthoughts
8	3.11	9	Book Club
2	3.00	14	Affordable Housing Ministry Team
5	3.00	4	Archive Team
17	3.00	3	Coming of Age Facilitator
19	3.00	7	Coming of Age Participant
27	3.00	2	Grandparent Unitots!
35	3.00	5	Library Team
41	3.00	4	New Look at the Bible
43	3.00	3	OWL (Our Whole Lives) Facilitator
50	3.00	6	Rainbow Chalice Alliance Ministry Team
57	3.00	3	Unitots!
67	2.90	10	Women's Retirement Group
58	2.60	5	Unity Bridge Club
29	2.50	2	Holdeen India Program
40	2.43	7	Men's Retirement Group
55	2.25	4	Tower Club
32	2.20	5	Job Transitions/Networking Group
60	1.00	1	Unity Men's Group

On the next couple of slides we're going to look at the evaluation of Ends Statements and SM Items by gender and by age.
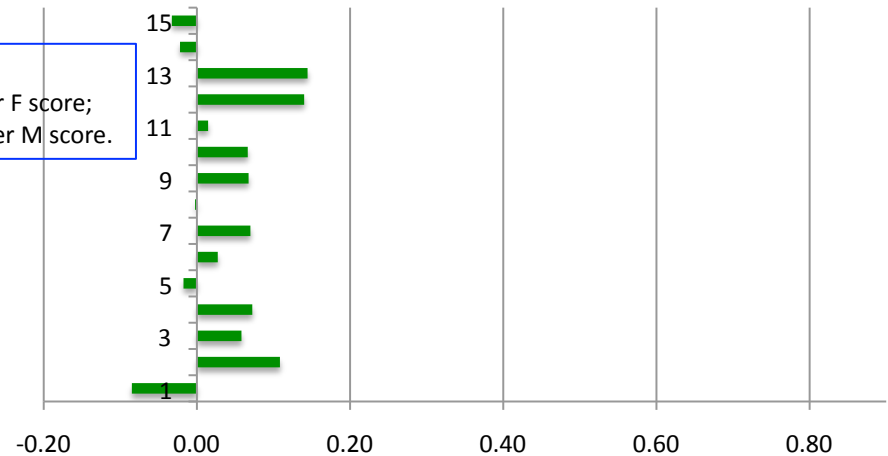
Evaluation of SM Items and Ends Statements by Gender

Gender Difference (F - M) on 44 SM Items
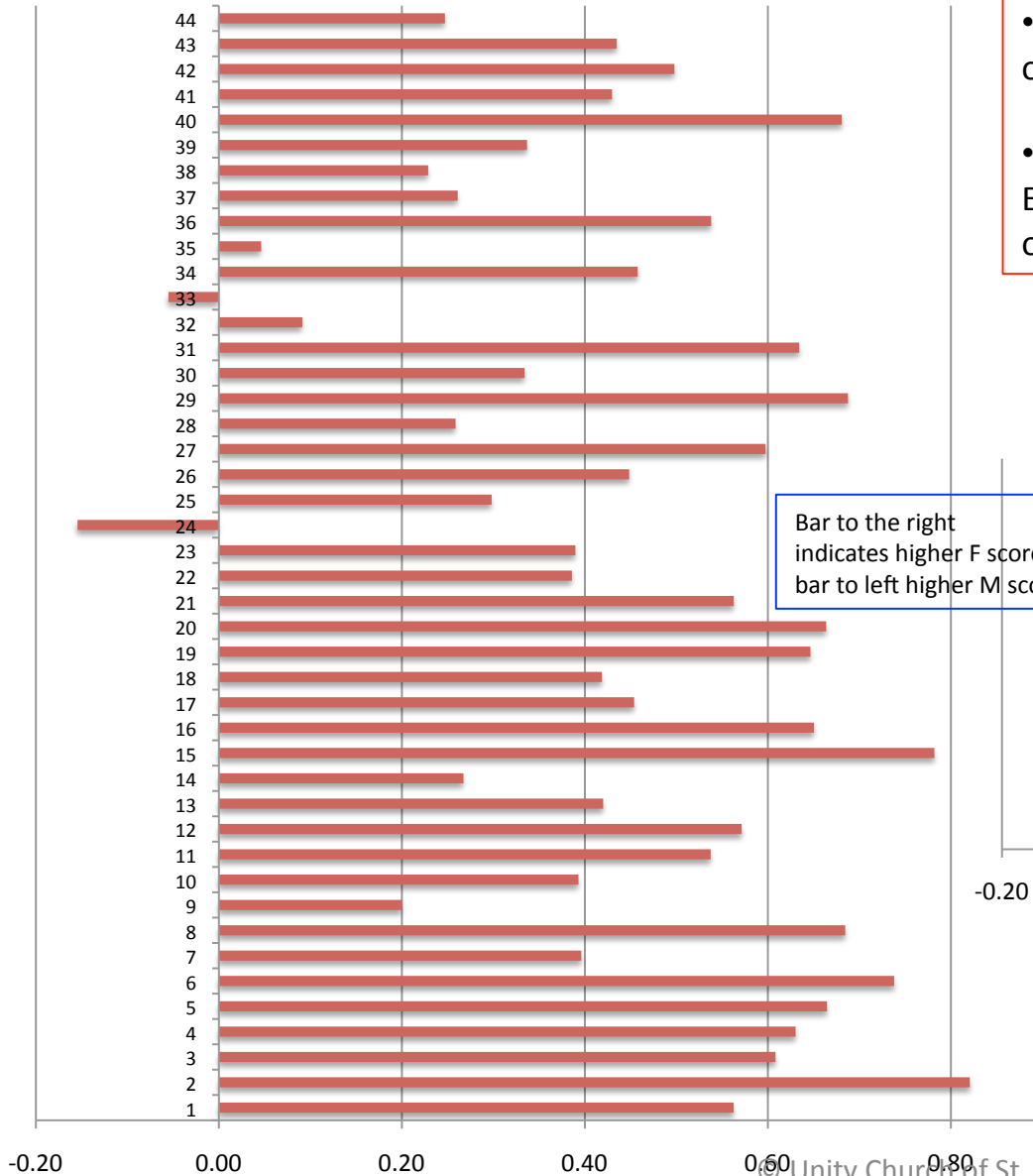
- Females tend to provide higher evaluations on both SM items and Ends Statements

- By comparison, the differences on Ends are much smaller than the differences on SM items.
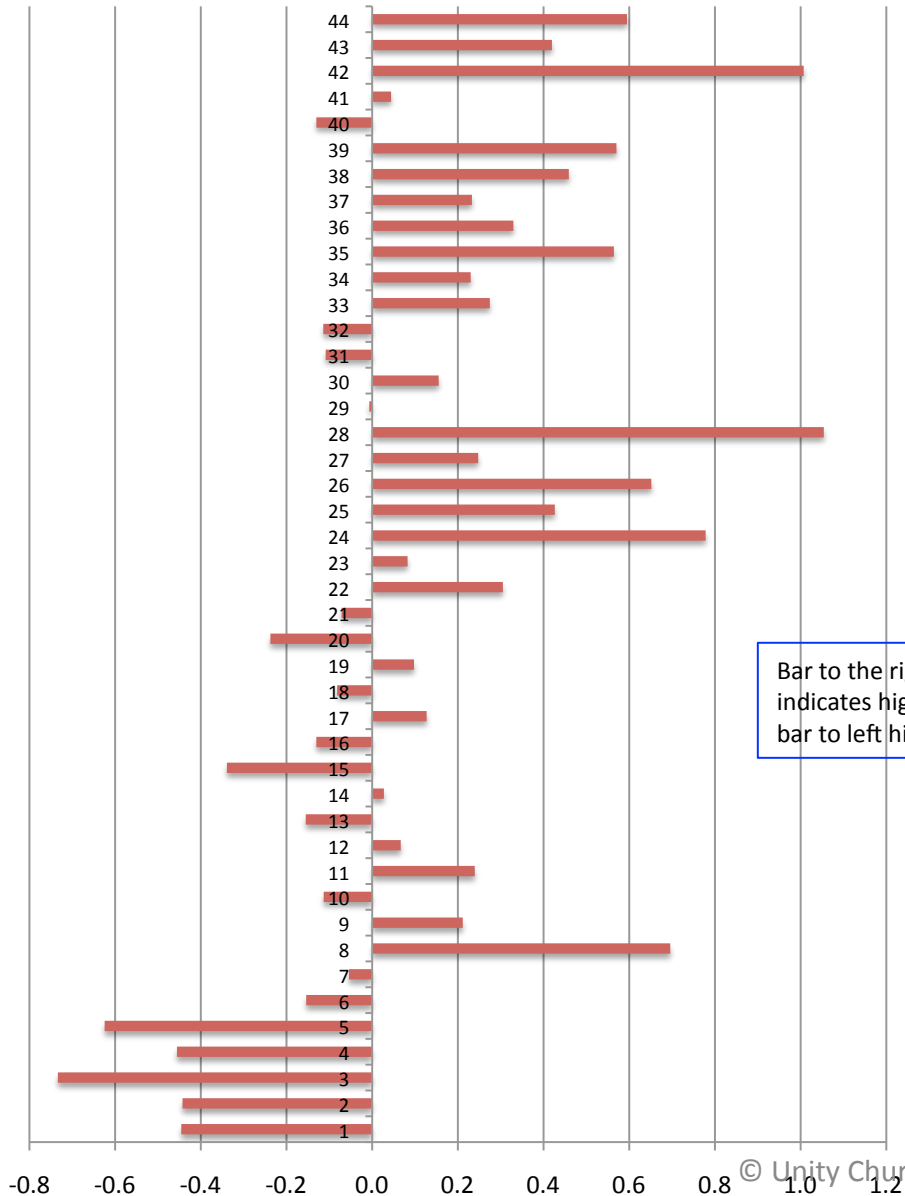
Gender Difference (F - M) on 15 Ends Statements

Bar to the right indicates higher F score; bar to left higher M score.

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Evaluation of SM Items and Ends Statements by Age

Age Difference (O - Y) on 44 SM Items

- Older (> 35) tend to provide higher evaluations on SM items; more balanced on Ends Statements (<= 35).

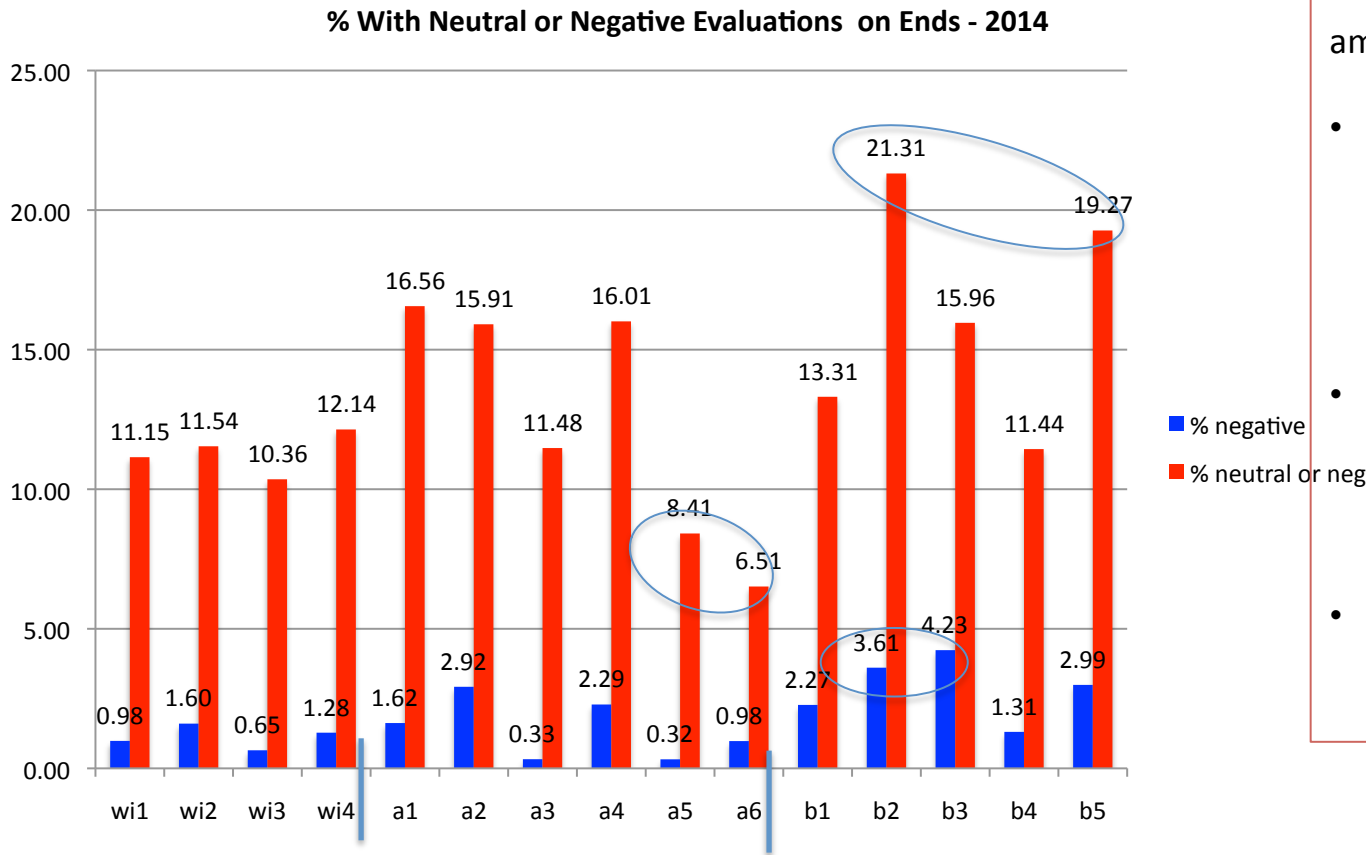- By comparison, the differences on Ends are much smaller than the differences on SM items.

Age Difference (O - Y) on 15 Ends Statements

Bar to the right indicates higher O score; bar to left higher Y score.
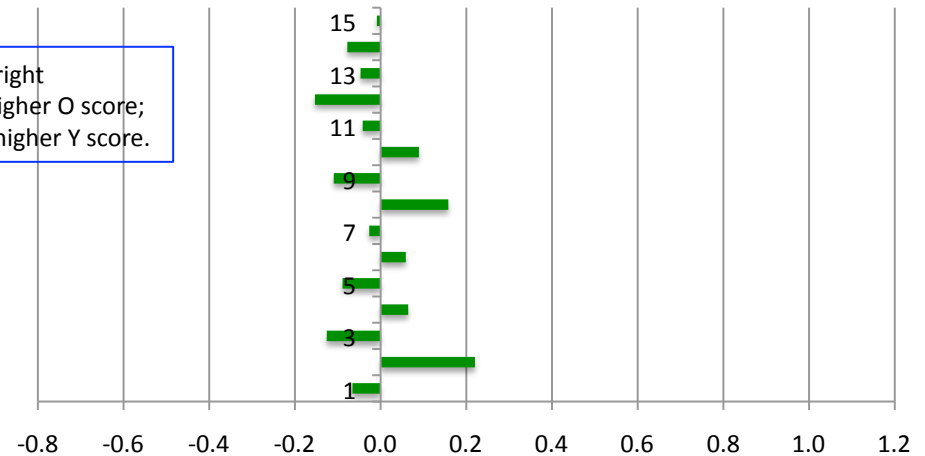
Additional Information

Percentage of Neutral or Negative Evaluation of Ends Statements

% With Neutral or Negative Evaluations on Ends - 2014

- Almost no variation among Within Ends.

- Two Ends with highest "% neutral or negative" are Beyond Ends: b2 and b5... the two Ends with the lowest average evals.

- Two Ends with lowest "% neutral or negative" are Among Ends: a5 and a6... the two Ends with the highest average evals.
- Two Ends with highest negative percent are Beyond Ends: b3 and b2.

a5 Are generous with our time, talents, resources and creativity
a6 Are careful stewards of our resources and facilities
b2 Build authentic relationships with people across differences, in the spirit of humility and reverence
b5 Participate actively in the larger Unitarian Universalist community.
b3 Live out our commitment to racial reconciliation and to dismantling racism

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Descriptive Results – Micro Level -Average Scores on 44 SM Items Arranged by 10 Underlying Dimensions of SM – Complete Description of 44 Items is in Appendix A
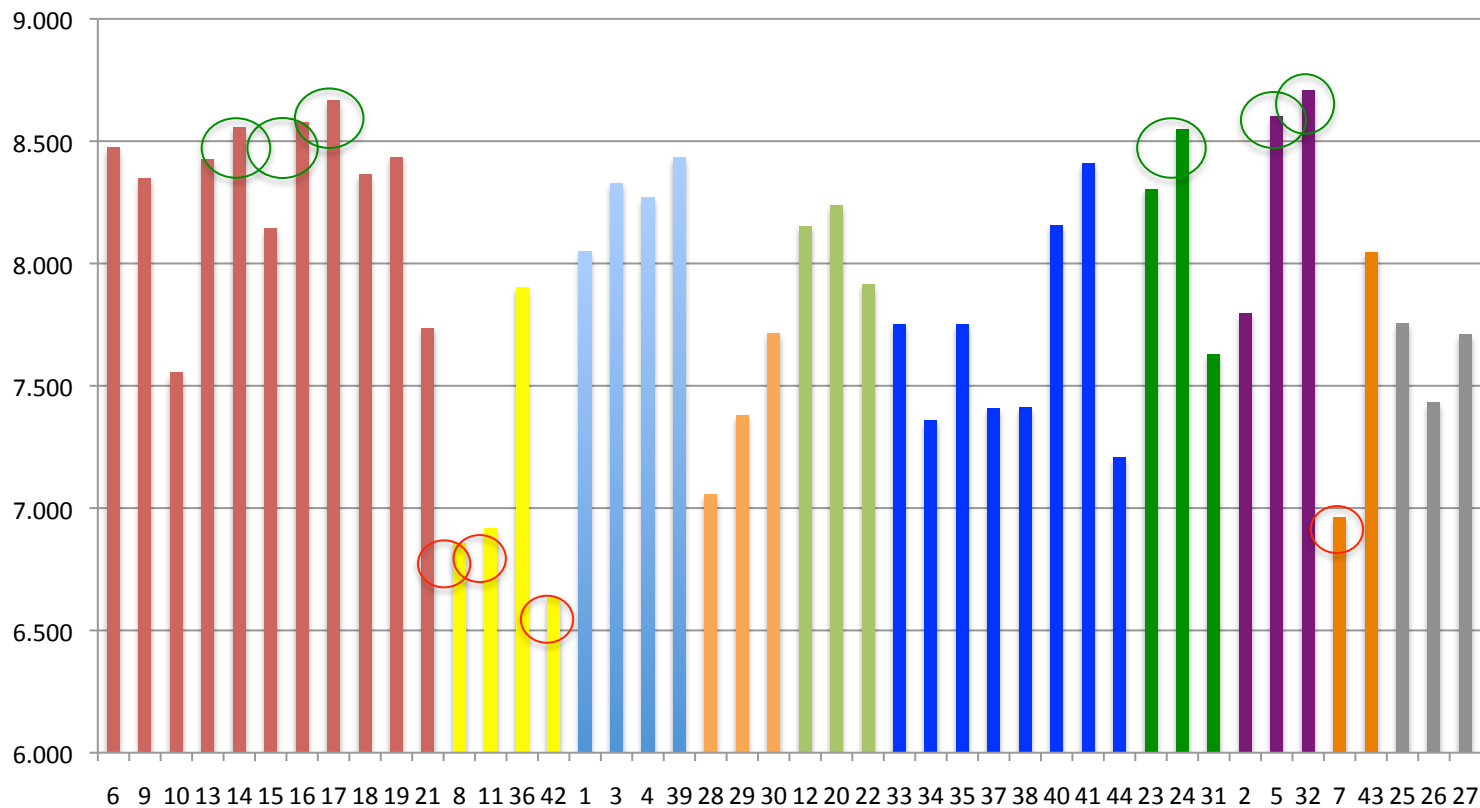
differences >= 0.24 are statistically sig at the 95% level of confidence


Highest scores on
32 I am curious to learn more about how the world around me works.
5 I seek opportunities to learn and grow.
24 I accept ambiguity as inherent in life.
17 I believe it matters what I do.
16 I care deeply about the welfare of others.
14 I take responsibility for the consequences of my actions, even those that are unintended.

Lowest scores on
42 I act in a religious manner.
11 I act in a spiritual manner.
8 I actively practice my spiritual or religious faith.
7 I have a clear purpose to my life and am able to articulate that purpose to both myself and others.

1. **Cares for others**
2. **Actively develops and integrates spirituality in their life**
3. **Connects to a sense of wonder**
4. **Thinks symbolically or metaphorically**
5. **Develops their self-awareness**
6. **A wise decision maker who can deal w/ a variety of situations and outcomes**
7. **Opens themselves to a wider connection they're unable to control**
8. **Pursues understanding and growth**
9. **Develops dedication to purpose**
10. **Develops clear boundaries to inform intentional action**

Tracking SM Items 2014 vs. 2013

■ 2014　■ 2013
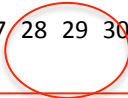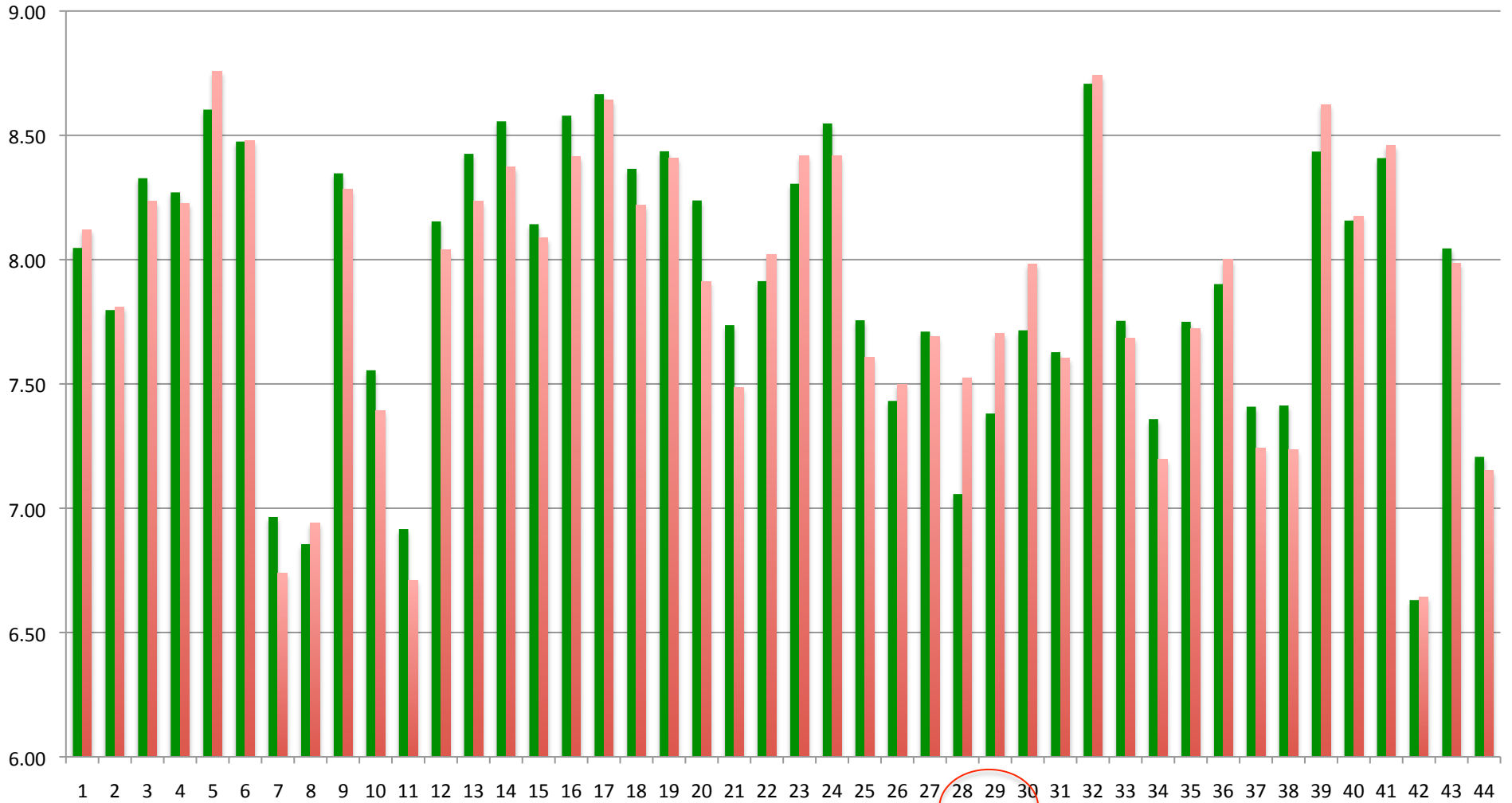
Differences tend to be small. For most items 2014 is greater than 2013. Largest exception occurs for items 28, 29, and 30 – see next slide.

differences >= 0.24 are statistically sig at the 95% level of confidence

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Quadrant Map Results and SM Category Results: Comparison

- Many of the items that discriminate between SM classes also appear as Big Opportunity items and to a lesser extent as Big Leverage items.

- The SM categories look at the SM continuum in "chunks". In our SM category analysis, we look for items that, in effect, move the SM needle between contiguous chunks. The BO and BL items are those items that move the SM needle over the entire SM range.

Appendix A – 2014 Ends Statements

w/l 1   Open ourselves to compassionate pastoral care in times of joy, sorrow, and transition

w/l 2   Develop spiritual practices that nurture reverence and encourage diverse worship services rich in beauty, serenity, community and joy

w/l 3   Embrace our identity as Unitarian Universalists and live out the principles of our shared faith in our daily lives

w/l 4   Cultivate a spirit of curiosity and welcome, growing from a desire for authentic relationship.

among 1   Sustain and encourage one another in love

among 2   Reach out to one another across differences and stand together in the face of injustice

among 3   Value our shared ministry and practice it with integrity

among 4   Foster a culture of open, inclusive leadership and meaningful engagement

among 5   Are generous with our time, talents, resources and creativity

among 6   Are careful stewards of our resources and facilities

beyond 1   Open our doors and our hearts to those who seek comfort, courage, and meaning

beyond 2   Build authentic relationships with people across differences, in the spirit of humility and reverence

beyond 3   Live out our commitment to racial reconciliation and to dismantling racism

beyond 4   Serve as a trusted and visible leader, partner, and advocate for the creation of a just society and a sustainable environment

beyond 5   Participate actively in the larger Unitarian Universalist community.