

Results updated as of: 4/8/2017 8:54 AM

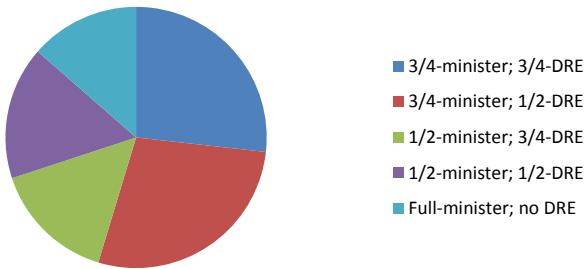
Total Responses: 49

Question 1:

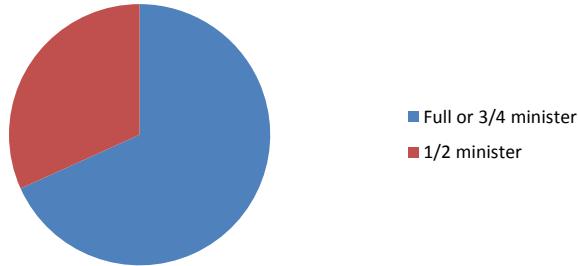
Minister/DRE Staffing Level	Rank 1	Rank 2	Rank 3	Rank 4	Rank 5
3/4-minister; 3/4-DRE	20	9	6	6	3
3/4-minister; 1/2-DRE	17	14	10	5	0
1/2-minister; 3/4-DRE	4	9	5	16	8
1/2-minister; 1/2-DRE	3	8	16	14	2
Full-minister; no DRE	5	5	6	0	28
Total	49	45	43	41	41

Weighted score including:				
1 choice	2 choices	3 choices	4 choices	5 choices
41%	33%	30%	29%	27%
35%	33%	32%	30%	28%
8%	13%	12%	15%	15%
6%	11%	15%	17%	16%
10%	11%	11%	10%	14%
100%	100%	100%	100%	100%

### Minister/DRE Staffing Level



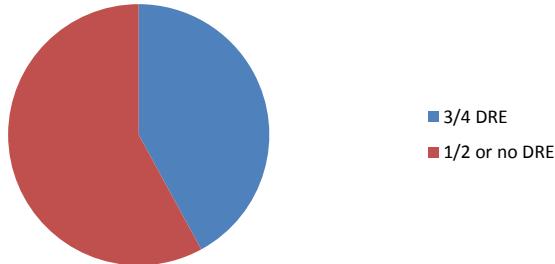
### Minister Options



### Minister options combined

Full or 3/4 minister	68%
1/2 minister	32%
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### DRE Options



### DRE Options combined

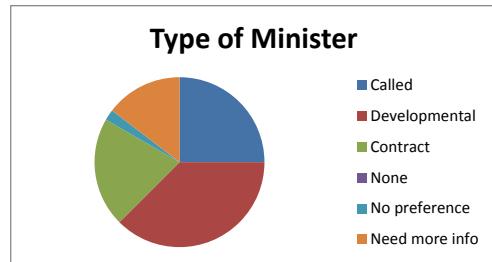
3/4 DRE	42%
1/2 or no DRE	58%
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## UUCM 2017 Board of Trustees Survey

Results updated as of: **4/8/2017 8:54 AM**  
 Total Responses so far: **49**

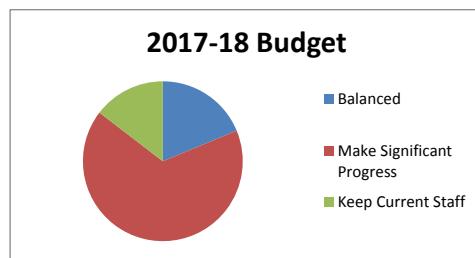
Question 3:

Type of Minister	#	%
Called	12	25%
Developmental	18	38%
Contract	10	21%
None	-	0%
No preference	1	2%
Need more info	7	15%
Total	48	100%



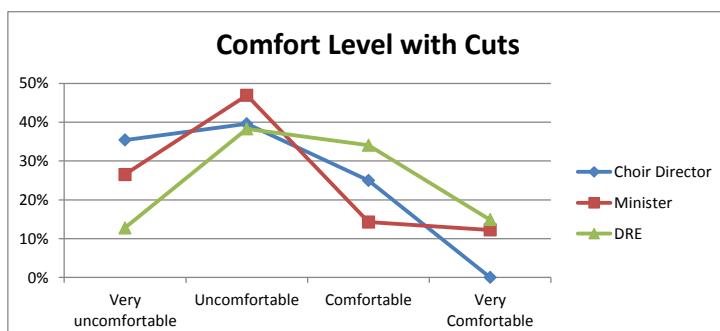
Question 4:

2017-18 Budget	#	%
Balanced	9	19%
Make Significant Progress	32	67%
Keep Current Staff	7	15%
Total	48	100%



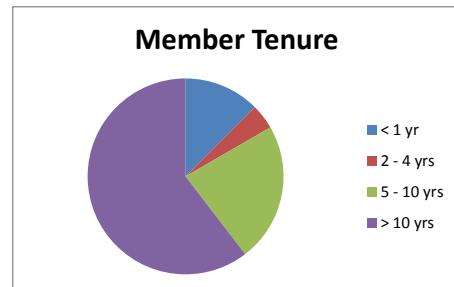
Question 5:

Choir Director	#	%
Very comfortable	-	0%
Comfortable	12	25%
Uncomfortable	19	40%
Very uncomfortable	17	35%
Total	48	100%
<b>Comfort Score (on 0 - 4 scale)</b>	<b>1.9</b>	



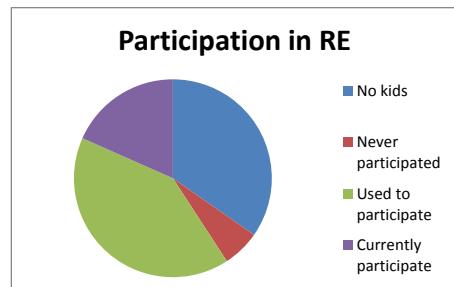
Question 6:

Minister	#	%
Very comfortable	6	12%
Comfortable	7	14%
Uncomfortable	23	47%
Very uncomfortable	13	27%
Total	49	100%
<b>Comfort Score (on 0 - 4 scale)</b>	<b>2.1</b>	



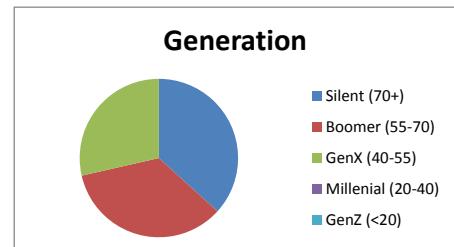
Question 8:

Member Tenure	#	%
< 1 yr	6	13%
2 - 4 yrs	2	4%
5 - 10 yrs	11	23%
> 10 yrs	29	60%
Total	48	100%



Question 9:

Participation in RE	#	%
No kids	17	35%
Never participated	3	6%
Used to participate	20	41%
Currently participate	9	18%
Total	49	100%



## UUCM 2017 Board of Trustees Survey Comments

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Question 2	Comments: Minister/DRE staffing level
4/6/2017	I believe maintaining a DRE is important to keeping the momentum of the current youth program and expanding our outreach to families
4/4/2017	I'm offended by the "full-time minister & no DRE" option. It seems to reflect an insular, self-absorbed kind of thinking - if I and my pals are aging and our kids are grown, then "we" don't need a DRE, and all the church's resources should go to pastoral care of me and mine. I therefore did not rank it, since I don't consider it an acceptable alternative.
3/22/2017	Ideally, 3/4 time minister & DRE would serve our needs the best. I strongly believe that the DRE is a vital position to staff, as the future growth of this congregation depends on families with children.
3/8/2017	I would like my first choice (3/4 M-3/4 D), but if the budget disallows that, I'd make my #2 my #1 choice (3/4 M-1/2 D).
3/5/2017	What about full-time minister, half time DRE?
3/3/2017	I support a professional minister who provides insight, coordinates and keeps communication flowing amongst the different groups and ministries, and other ministerial support. I do not believe it is the calling, or the strength of the DRE to provide for other ministries and conduct RE at the same time.
3/2/2017	First, I would like to make the point that there is no scenario of long term sustainability (10 years or longer) that doesn't include growing the congregation as a goal. Given the current demographics of the congregation, we most likely will start losing members at a quicker pace than we gain new members. So without bringing more new and younger individuals and families the economic problems are going to continue. Having said that, I think it is important to view the question of minister/DRE staffing as not fixed, meaning that we should be looking at a longer timeline than the coming fiscal year. I think that given where we are currently with 3/4 minister & 3/4 DRE we are experiencing a new dynamism is starting to put us on the right path to growing as a congregation. However, I can envision a reduction in the minister for short term duration to 1/2-time while keeping DRE @ 3/4 time with the goal of developing the out reach potential of the RE program to attract more families.
3/2/2017	Because of continuous drawing from reserves, I am making these decisions (selection reflected minimizing both minister and DRE)
3/1/2017	I think we should focus on attracting new members and keeping them so we can at least afford a 3/4 minister
3/1/2017	Could we share a 1/2 time Minister with an other congregation?
3/1/2017	Having a strong minister as a leader for the congregation is very important if we want to grow and attract new members. Someone who can inspire all of us and effectively manage other staff is very important for the sustainability of our congregation.
3/1/2017	Need FT DRE option
2/28/2017	My preference is not listed: 3/4 time minister and no DRE
2/28/2017	Minister is key to growth. 3/4 should be minimum. DRE needs to expand the number of children to justify 3/4.
2/28/2017	Minister (maybe DRE also) should live close-by to facilitate occasional dropping by as necessary.
2/28/2017	We must make the hard choices now. I think we do not have the members to take over r.e. at this time.
2/28/2017	Having experienced a three-quarter time minister this year, I think it would be fine if we went forward in the same way. I do not want to see religious exploration disappear, that is for sure. But if the budget requires, being three-quarter time on that as well would be OK.
2/28/2017	Having everything is preferred, but the reality of resources wont allow that. An experienced minister is needed at this time.
2/28/2017	I do not think we will be able to sustain a vibrant RE program without a 3/4 DRE. I do not think enough volunteers will step forward to pick up the slack if we decrease the DRE hours.
2/28/2017	I don't really like the idea of eliminating DRE but feel financially it may make sense. If we continue to have a strong RE committee and can get full time minister I believe we can fill the gaps.
2/24/2017	Another option I would consider is three-quarter time minister, one quarter time DRE.
2/24/2017	

## UUCM 2017 Board of Trustees Survey Comments

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Question 3	Type of Minister
4/6/2017	A developmental minister with strong RE qualifications would be my choice
4/4/2017	This one should have been a ranked choice ballot, too. I'm leaning toward 1. Developmental, 2. Contractual, 3. Called.
3/22/2017	Could we call a 3/4 time minister?
3/8/2017	I would be choosing between the first 2 choices only.
	If we could choose our own developmental minister I would be more open to it. But I don't like the idea of our minister being assigned to us by someone outside our congregation. Could make for a bad fit. Plus, I think we'd want someone who could become a called minister. There has been plenty of turnover in this area in the last 10 years.
3/6/2017	Called minister would be my preference, but Developmental Minister with specific skills in fundraising and growing membership would be equally good, if not better, i think
3/5/2017	Our congregation's dreams and resources do not match from my experience. I support growth and look to professional ministry to provide that growth. I believe 5-7 years is what this congregation can handle in keeping to its goals without wanting to change them.
3/3/2017	(I would like to) know more about developmental minister
3/3/2017	We've tried the other options (other than Developmental) and they haven't been satisfactory. My son had a Developmental Minister who helped them through the process to finally have a building of their own, very successfully. Of course it helped that there was a rich donor in the congregation.
3/1/2017	A search is very expensive and a contractual minister choice allows more flexibility in our choice
3/1/2017	I would be open to a Developmental Minister but I'm not certain an "assigned minister" by UUA would work for us.
3/1/2017	We need someone who we WANT to lead us.
3/1/2017	Developmental minister could focus on how we can respectfully disagree, grow in size & increase revenue Our past full time ministers have had huge flaws. They presented themselves in the best possible light, but the reality of their ministerial talent was a disappointment on many levels. I've been on the Ministerial Selection Committee, and my husband was on two. I've been a member 45 years of UUCM, and I must tell you I am burned out with this process of calling someone. And I think that the UUA is a ministers union and promotes the minister over the health and welfare of the individual congregation.
3/1/2017	If there were no minister, I would be compelled to leave the church.
2/28/2017	I don't like the idea of the UUA choosing for us, but I like the sound of a developmental minister. I think uucm could maybe benefit from contracting pastoral care and have a congregational minister with developmental skills if that helped partition resources to meet overall needs of congregation.
2/28/2017	Areas of focus to be determined by the board and congregation.
2/28/2017	Grow or die!
2/28/2017	It's time to regroup and focus on how best to be the UU voice in Marin, given the current assets and future potential of the congregation
2/28/2017	Contractual minister fits the 3/4 or 1/2 time ministry.
2/25/2017	I think we need to identify specific goals that could realistically be achieved, and focus on those for a few years. I'm a little nervous about developmental because 1] it's new idea to me, 2] less of our input into selection, but I like the fixed time commitment and easier selection process. If we're feeling burnout, low volunteerism, etc, it might be very good idea to have a less exhausting search process
2/24/2017	My choice would depend on how large the pool of applicants is in a given category.

## UUCM 2017 Board of Trustees Survey Comments

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### Question 5 Comfort level with cutting Choir Director

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A choir NEEDS a professional in this job. I heard a UUCM non-choir member say that "anyone can stand up there and wave arms around" to direct the choir. That is not true. The congregation at large only sees the choir performing one song on most Sundays, but the bulk of the director's job is in choosing appropriate music, motivating and rehearsing singers sometimes 4-5 separate occasions for one song, being liaison with accompanist and other paid staff, and other duties. The director must know how to read complex choral music, sing it, play piano, and know how to conduct a choir that sings in four-part harmony. The choir is made up of members who are exceptionally dedicated to UUCM, and a lot of our commitment comes from singing together. Take away a paid director, and you effectively disable the choir and concurrently dampen the spirits of these true-blue members.

4/5/2017 I don't want the choir to lose their leader, but the children should take priority for funding.

4/4/2017 The choir and the choir director infuse the services with such energy that I feel it's important to continuing staffing the position.

3/22/2017 Could it perhaps be a modified term, i.e.: 3/4 or 1/2 time?

3/18/2017 Without a choir leader there will be no choir. Without a choir, a critical reason for attending services will be gone.

3/8/2017 As a choir member, I know how essential Amanda has been in improving the quality of the choir.

3/6/2017 The choir has improved drastically and I believe helps pull in new members

3/5/2017 While the music program at church is not that important to me, and I'd like to see more foot-tapping, hand-clapping and/or modern music chosen, the music program is VERY important to a large number of congregants and is something that visitors enjoy (especially when tunes are up-tempo!).

A significant and vital part of our congregation is in the choir. They need professional leadership to in order to continue to be an asset in worship. A large portion of the worshipping community are used to and want a choir. The choir needs a professional like Amanda to be versatile and inspiring. In order to attract and keep younger members, and be a community of diverse ages, we need a young vibrant talented professional. I am uncomfortable letting our choir director go, when it costs us so little.

3/3/2017 Music adds a great deal to my church experience

3/3/2017 While I value and appreciate how good the choir has been under Amanda, I don't think of the choir as foundational to the life and health of the church. This is a position that is more luxury than necessity, but one the I would want to be brought back in the future when the church is on firmer financial ground.

3/2/2017 Our choir director is the lowest paid of our staff and she has been an inspiration to the choir. She's raised the quality of our performance in spite of missing rehearsals. We are lucky to have her for whatever time we have.

3/1/2017 The choir is a very important part of the service and they are performing very well under Amanda's leadership. I think good music attracts new members

3/1/2017 Amanda has been wonderful.

3/1/2017 We currently have a strong music program and the choir shows the vitality/energy of our congregation.

3/1/2017 Music is important to our worship and important to me

2/28/2017 Our music is one of our finest offerings

2/28/2017 A volunteer musician is possible.

2/28/2017 I think the congregation gets way more than can be quantified with skilled leadership. Music, community and something that helps people know they want to return.

2/28/2017 I have heard that many people enjoy singing in and listening to the choir. I enjoy hearing the choir, as well. I do not know how important it is to have a paid choir director, having not known anyone in the choir or even talked with anyone in it about the importance of a professional choir director.

2/28/2017 Assuming we could find a relatively qualified volunteer leader.

2/28/2017 I am willing to go without a paid choir director only after other cuts are made. Choir director does not cost much money.

2/28/2017 The choir is wonderful under current leadership.

2/28/2017 depending on participation of choir leaders

2/28/2017 Amanda has made a huge difference in the quality of the choir. I don't recall ever getting applause when Phil was the leader. If we had no choir leader, honestly, I think I'd explore attending in SF instead.

2/28/2017 Choral music is an important part of my religious experience. Perhaps we could reduce hours without losing the position altogether

2/28/2017 Such an emotionally important part of the service!

2/25/2017 Music is important to our worship. We may be able to afford at least one Sunday/month with a choir director

2/25/2017 Would want to consider reducing choir director hours, but not eliminating.

2/25/2017 I enjoy having a choir director

2/24/2017 One of the reasons I come to church is to sing in a choir. It's a special bond in the group that keeps many of us committed. Most of the leaders in the church are in the choir.

## UUCM 2017 Board of Trustees Survey Comments

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### Question 6 Comfort level with cutting Minister from 3/4 to 1/2

	Rev. Joy has shown us a 3/4 time minister is do-able. If the upcoming minister were to spend only half the Sundays in the pulpit, that in itself might reduce the necessary time from 3/4 to 1/2. If the new minister could preach once or twice a month and be available to teach a class during the church year, that would allow her or him to impart his or her personal wisdom. Perhaps the minister could be excused from attending ALL committee meetings, and instead focus, say, on Leadership Council and Board meetings, with a system of email updates from committee chairs on their meetings?
4/5/2017	I think we can do it.
4/4/2017	Reverend Joy is terrific and she is 3/4 time. I think we would lose that level of commitment to our church with a half-time minister.
3/22/2017	Our current level of ministerial leadership has felt "just right".
3/18/2017	After discussing what the difference would be, I think keeping a 3/4 minister is important.
3/8/2017	I would prefer 3/4 time - as long as it's affordable
3/6/2017	I think that the minister really sets the tone for the congregation.
3/5/2017	If our goal is to grow membership, a passionate, consistent, pulpit minister is essential.
3/3/2017	We need professional support. Going from 3/4 to 1/2 time not only means less support, but fewer options of folks to choose from.
3/3/2017	Because our interim minister is so good! (I am uncomfortable cutting any further)
3/2/2017	I think that a short term option of 2-3 years, the lay leadership (WA, RE & Program Council) with the help of the larger community resources (ie. Starr King, PCD) can provide a dynamic worship service program. I would advocate a longer interim period while the congregation focuses on growing the strengths of the community and expands outreach.
3/1/2017	I'm not certain that the younger membership (those under 70 Years of age) would be willing or able to take up the slack, due to work and family priorities. You can't depend on the women anymore, that train has left. Our over 80 group is still participating, but we are not as vigorous as in the past.
3/1/2017	I think we need at least 3/4 time to do the job
3/1/2017	Rev. Joy is doing a great job with 3/4 time and seems to be handling all aspects of ministry. Not all ministers can do this. With 1/2 time, I think we'll sorely miss ministerial support and guidance.
3/1/2017	Fewer candidates and less leadership
2/28/2017	The congregation needs leadership
2/28/2017	We need ministerial support to grow.
2/28/2017	I am right in the middle on this. With Joy at the helm 3/4 time seems right. I think a skilled and well organized minister might be able to make 1/2 time work if we had someone contacted to help with pastoral care when needed.
2/28/2017	Money
2/28/2017	I am not sure of all the tasks the minister is required to fulfill, so I am a bit uncomfortable with not giving them enough time to accomplish their tasks. On the other hand, we need to draw down expenses of the church so... I am not completely sure about this.
2/28/2017	Uncomfortable but can put up with it.
2/28/2017	1/2 time is not long enough to accomplish all we expect a minister to do for us.
2/28/2017	seems an economy we can live with
2/28/2017	I think we are at the right level now. She preaches 3-4 times a month, we fill the pulpit 1-2 times a month,
2/28/2017	Too many aspects of minister's responsibilities would be lost.
2/28/2017	Big savings; and good pulpit speakers are available.
2/25/2017	We need at least 3/4 time to accomplish our goals. We will have much less choice at 1/2 time
2/25/2017	Too many important roles of the minister would be lost at 1/2 time.
2/24/2017	Joy is showing us that 3/4 may be doable...that doesn't mean that 1/2 is...but maybe
2/24/2017	According to Joy, half time ministry would not be a good option for us. I think it's more important to have a strong minister.

## UUCM 2017 Board of Trustees Survey Comments

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### Question 7 Comfort level with cutting DRE from 3/4 to 1/2

4/5/2017	I don't want to lose Jef!! I think he is great for UUCM. Also, one of our pushes has got to be to increase the numbers of families with young kids and teens here, so that we don't just wither up from age-related attrition. I think we'd be foolish to decrease our emphasis on R.E. in any way, shape or form.
4/4/2017	RE leadership provides a future of our congregation by attracting parents - younger people!!! Who will be with us much longer!
4/4/2017	It may be able to be done eventually, but I think July is way too soon.
3/22/2017	As I mentioned in Question #2, I believe a strong DRE will help us grow the congregation by serving the needs of families with children. Less than 3/4 time will not be a strong enough statement of our commitment to serving the greater community.
3/18/2017	It appears that our numbers have diminished a lot.
3/8/2017	I would certainly prefer a 3/4 time, but if budget will only fit with 3/4 on either minister or DRE, I'd rather go with 1/2 with DRE.
3/6/2017	I understand we have budget shortfalls, but without a strong RE program, we'll have trouble bringing in families.
3/5/2017	I don't want to see that, but i do believe the job can be done more efficiently and maintained at 50% until we grow our membership and then we can increase it as more families join
3/3/2017	I experience organization and timely execution are not our present DRE's strength. He needs supervision and goals to keep on track and execute activities for their fullest impact. I believe a professional developmental minister can orchestrate timely and coordinated activities in order to grow more families with children. I would rather have a 3/4 time minister who helps us keep more families. Then we would have the resources for a sustainable 3/4 time DRE.
3/3/2017	RE is a tough go. 3/4 time is good if it works
3/2/2017	I think cutting back on the DRE position just as the program is going through important changes and growth, while at the same time bringing on a new minister( which would by necessity have some lag while getting settled at UUCM) would interrupt the progress and energy that is currently developing. As the saying goes, it would be trying to "change horses mid-stream"
3/1/2017	I'm not involved with RE so I don't feel I should comment.
3/1/2017	We do not have a large amount of kids
3/1/2017	The DRE needs to work more efficiently with the current hours. When there are more children, then more hours could be added.
3/1/2017	Few kids, not enough pledge
2/28/2017	I think we should eliminate the paid DRE
2/28/2017	Not enough children to justify 3/4 time.
2/28/2017	Again, 1/2 time is tricky if we want to grow RE. Based on developments in the past few months RE is growing slowly and steadily. For this to continue we need both professional leadership and increased congregational participation.
2/28/2017	If this church is to be here in the future, I think we all need to foster young people in this congregation + faith
2/28/2017	The children should come first.
2/28/2017	Until we increase the number of children/young adults, half time seems enough time.
2/28/2017	need to look at all parts of the program
2/28/2017	I don't have young children but I imagine those who do might not attend if the RE Director significantly reduced their hours.
2/28/2017	We can't afford more than that at the moment. We have functioned with 1/2 time in the past.
2/28/2017	R.E., COA and youth programs are all important!
2/25/2017	We can not afford 3/4 time and we have only a few kids
2/25/2017	While there is value to having a committed paid RE director, we have operated with just 1/2 time directors in the past.
2/24/2017	We don't have enough kids to support more than a half time DRE.