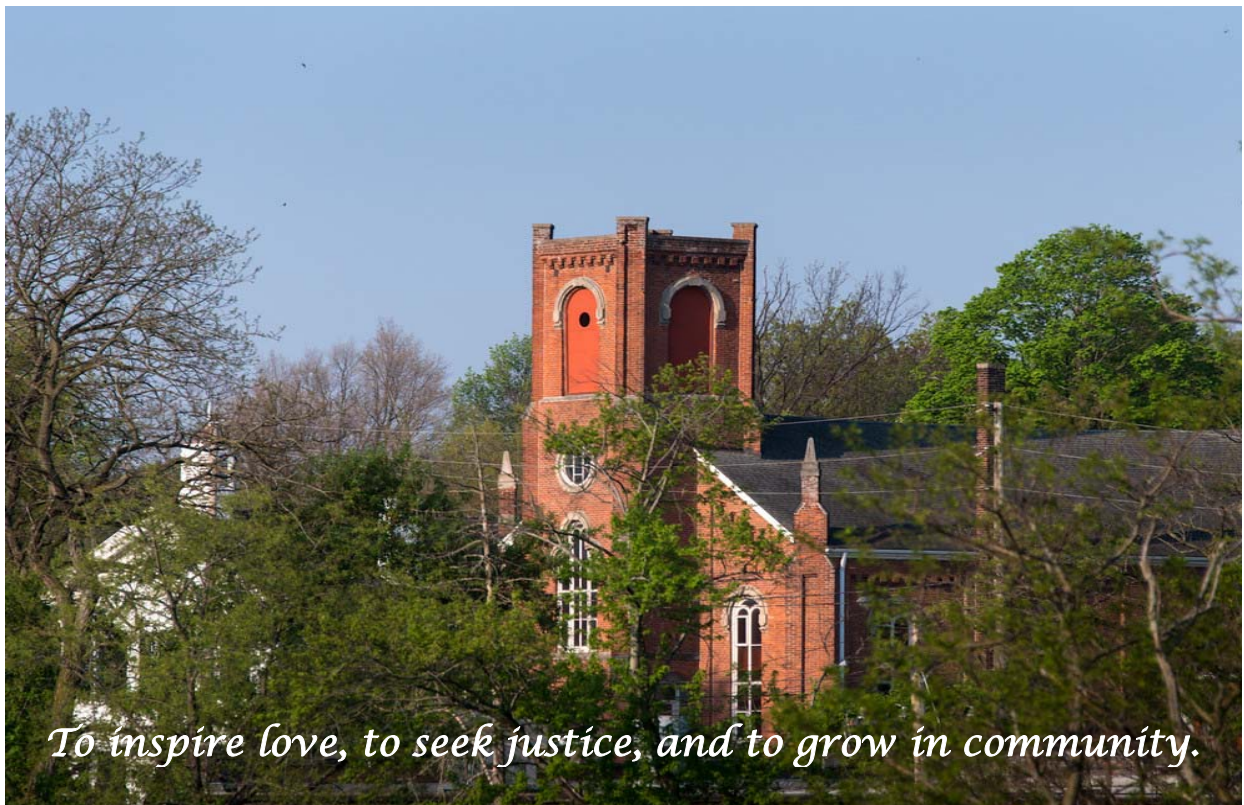


# *The Voices of the WUCK Survey Results*



**A Listening Project Conducted by  
the Ministerial Search Committee**

# *The Voices of the UUCK*

## *Background*

The Ministerial Search Committee conducted a self-study of the community using the theme “The Voices of the UUCK.” In the first phase of our self-study, we created five open-ended questions to (a) conduct 20 interviews, primarily with staff members and selected lay leaders; (b) facilitate 11 small group discussions (similar to focus groups) with specific leadership groups (e.g., the Board, Building Expansion Team, Stewardship/Capital Campaign Committees) and four open-invitation groups; and (c) seek written input (via questionnaires). Those five questions focused on: Describing the UUCK; Strengths of the UUCK; Challenges, Issues and Concerns in the UUCK; Desired Characteristics in a New Settled Minister; and Hopes and Dreams for the UUCK.

Responses from the first phase of our self-study were analyzed for patterns and themes. Those patterns and themes served as the basis for developing many of the questions for the second phase of our self-study, a comprehensive community-wide survey. Approximately 285 surveys were distributed to all active members and congregational friends. More than 77% of members ( $n = 155$ ) responded to the survey. The results presented here

## 1. Reasons I Am a Part of the UUCK Community

People choose to be a part of a church community for numerous reasons. These may be as diverse as religious/spiritual beliefs, the nature of Sunday services, community values, personal relationships, and church activities. Please indicate **all of the reasons** you continue to be involved in the UUCK by placing “X” in the box in front of each reason for your continued involvement. (Note: Bold indicates endorsement by more than 60% of respondents.)

### Percentage Who Endorsed Reason

**61%** **The UUCK community feels like family.**

22% Adult religious education (e.g., workshops, classes).

53% Alternative to traditional or orthodox religion.

40% Children’s religious education and activities.

**74%** **Celebrating common values.**

**82%** **Sense of community.**

**63%** **Social fellowship, friendships.**

33% Family-centered.

56% Minister.

**78%** **Music.**

57% Social justice commitment and activities.

**61%** **Spiritual growth.**

**65%** **Intellectual stimulation.**

32% Location.

**77%** **Unitarian Universalist beliefs.**

**61%** **Quality of Sunday services.**

20% Youth activities.

26% Adult social activities.

**61%** **The UUCK encourages me to think rather than telling me what to think.**

8% Parents of young children activities.

9% Other (please specify): \_\_\_\_\_

## 2. My Attendance at Sunday Services

During the past year, I have attended Sunday services (attendee or RE teacher) approximately:

50% Almost always (3-4 times per month)      17% A few times per year

29% Twice a month      1% Never

3% Once a month

When I attend Sunday services, I tend to go to:

46% 9:45 am service

31% 11:30 am service

23% Varies which I attend

### 3. Reasons I Attend the Sunday Services

People attend Sunday services for different reasons. Please rate the importance of each factor (listed in random order) in your decision to attend Sunday services. Circle the number that indicates the extent to which you believe each factor is important to your attendance: “1” means “Not at All Important” and “7” means “Very Important.” (Note: Bold indicates average rating is in top 10 Reasons)

	<b>Average (Mean) Ratings</b>
A respite from the stresses of daily life .....	4.85
<b>Affirming community.</b> .....	<b>5.53</b>
<b>Challenges me to be a better person.</b> .....	<b>5.61</b>
<b>Emotionally uplifting.</b> .....	<b>5.48</b>
Facilitates spiritual growth. ....	5.39
Hearing multiple voices, including personal reflections	5.43
I am “recharged” by the services. ....	5.36
<b>Provides personal meditation and encourages reflection.</b>	<b>5.51</b>
<b>I like the people.</b> .....	<b>5.81</b>
<b>Intellectual stimulation.</b> .....	<b>5.61</b>
Provides new paths for personal growth .....	5.23
<b>Music (hearing, playing, singing)</b> .....	<b>6.19</b>
<b>My values are reinforced and validated.</b> .....	<b>5.46</b>
Services help me cope with life .....	4.89
Offers support for social action. ....	5.11
Promotes my sense of self-worth and dignity.....	4.78
<b>Provides a supportive environment</b> .....	<b>5.49</b>
Relevance to all levels of life (personal to global) .....	5.43
Services help to inspire reverence and awe .....	4.91
Social hour before/after the service. ....	4.29
Spurs individuals to engage in social justice actions ....	5.08
<b>Services help to build community</b> .....	<b>5.62</b>
Other (please specify): _____	

#### 4. My Prior Religious Affiliations

Many but not all people who have come to the UUCK have, at some point in their lives, been affiliated with other religious organizations. Please place an “X” in the box in front of **all prior religious** affiliations. (Note: Bold indicates most common prior affiliations.)

##### Percentage of Respondents Previously Affiliated with Other Religions

1%	Baha’i Faith	3%	Judaism
3%	Buddhist	0%	Islam
<b>22%</b>	<b>Catholic Christian</b>	14%	Life-long UU
<b>56%</b>	<b>Protestant Christian</b>	<b>18%</b>	<b>No religious affiliation</b>
1%	Hinduism		

#### 5. My Beliefs and Faith Traditions

Please identify which of the following faith traditions informs your theological belief system. **Identify all that apply to you** by placing an “X” in the box in front of each tradition that informs your belief system. (Note: Bold indicates endorsement by 30% or more of respondents.)

##### Percentage of Respondents Informed by Particular Faith/Belief Traditions

<b>39%</b>	<b>Agnosticism</b>	13%	Mysticism
25%	Atheism	16%	Paganism
3%	Baha’i Faith	16%	Taoism
<b>35%</b>	<b>Buddhism</b>	<b>43%</b>	<b>Science</b>
<b>52%</b>	<b>Christianity</b>	<b>62%</b>	<b>Unitarianism</b>
<b>32%</b>	<b>Earth-Centered Spirituality</b>	<b>65%</b>	<b>Universalism</b>
12%	Hinduism	8%	Wicca
<b>44%</b>	<b>Humanism</b>	6%	Other (please specify)
14%	Indigenous		
3%	Islam		
19%	Judaism		

**6. Elements or Attributes of UUCK Services That Are important to Me**

Our new minister may benefit from knowing how we feel about specific elements of worship. Please consider how important each of the following elements or attributes of UUCK services is to you personally. Rate the importance of each on a scale from “1” to “7” where: “1” means “Not at All Important” and “7” means “Very Important.”

(Note: Bold indicates average rating is in top 10 elements or attributes.)

	<b>Average (Mean) Ratings</b>
Greeters.....	4.86
Announcements .....	4.83
Welcoming .....	5.48
Greeting neighbors .....	5.09
Chalice lighting .....	5.44
Call to Worship .....	5.41
<b>Music (vocal and instrumental performances).....</b>	<b>6.47</b>
Reciting covenant or mission .....	5.06
Doxology .....	4.83
<b>Music (singing hymns) .....</b>	<b>5.90</b>
Time for All Ages .....	5.31
Singing the children out .....	5.47
<b>Meditation, silence.....</b>	<b>5.79</b>
<b>Sharing cares and concerns (via yellow cards) .....</b>	<b>5.57</b>
Prayer .....	5.12
<b>Readings (prose or poetry) .....</b>	<b>5.80</b>
<b>Sermon/homily.....</b>	<b>6.31</b>
Benediction.....	5.29
<b>Diversity of theological perspectives .....</b>	<b>6.27</b>
<b>Unified message across the elements of a service.....</b>	<b>5.68</b>
Monthly themes for services .....	4.50
Social hour.....	4.86
Pancake Sundays .....	3.52
<b>Worship Associate participation (personal reflections) .....</b>	<b>5.83</b>
<b>Celebrating diverse religious holidays .....</b>	<b>5.66</b>

## 7. My Views of the UUCK as a Community

The following statements (listed in random order) relate to how you see the UUCK as a community. Please circle the number that indicates the extent to which you Agree or Disagree with each of the following statements: “1” means “Totally Disagree” and “7” means “Totally Agree.” (Note: Bold indicates average rating is 6.00 or above.)

	<b>Average (Mean) Ratings</b>
People are respectful. ....	5.92
The community is nurturing. ....	5.81
<b>Many strong and dedicated lay leaders. ....</b>	<b>6.26</b>
<b>The people are the church. ....</b>	<b>6.36</b>
<b>The UUCK is a safe place. ....</b>	<b>6.10</b>
<b>People are kind, caring, warm, and compassionate. ..</b>	<b>6.07</b>
<b>The community is well-educated. ....</b>	<b>6.26</b>
The community feels like family. ....	5.53
People are generous. ....	5.78
<b>Diverse theological views are welcome. ....</b>	<b>6.01</b>
<b>People are creative and talented. ....</b>	<b>6.56</b>
<b>Strong sense of community. ....</b>	<b>6.14</b>
<b>The UUCK is welcoming. ....</b>	<b>6.11</b>
<b>The UUCK is accepting. ....</b>	<b>6.16</b>
Friendships made here extend beyond Sunday morning.	5.99
<b>The community cares about social justice. ....</b>	<b>6.09</b>
<b>The UUCK is a progressive community.....</b>	<b>6.16</b>
People are open-minded. ....	5.76
The UUCK reflects multigenerational inclusiveness. ....	5.93
The UUCK feels like home. ....	5.78
People in the UUCK tend to be cliquish. ....	4.29
The UUCK is inclusive. ....	5.70
We are economically diverse. ....	5.70
<b>The community is particularly musically talented. ....</b>	<b>6.52</b>
<b>The community is diverse with regard to sexual orientation.</b>	<b>6.45</b>
<b>The UUCK is strongly committed to the UU’s 7 Principles.</b>	<b>6.20</b>
<b>This community is vibrant. ....</b>	<b>6.01</b>
<b>The community is friendly. ....</b>	<b>6.06</b>
<b>We are people who want to learn and grow. ....</b>	<b>6.03</b>
<b>The community is intellectually stimulating. ....</b>	<b>6.08</b>
<b>The UUCK values children and youth. ....</b>	<b>6.34</b>

## 8. My Views on Growth of the UUCK Membership and Facilities

Please circle the number that indicates the extent to which you Agree or Disagree with each of the following statements: “1” means “Totally Disagree” and “7” means “Totally Agree.”

	<b>Average (Mean) Ratings</b>
I would like to see our membership grow steadily. ....	5.80
We will be more financially stable if we grow larger.....	5.49
UUCK’s culture will change negatively if we grow much larger.....	2.72
I would like to see the social hall completed in the next year.	5.82
We should renovate the Fessenden Hall and the kitchen within the next 3 years. ....	5.66

## 9. My Participation in UUCK Activities in the Past Year

Please indicate in which of the following UUCK activities you have participated in **the past year**. Place an “X” in the box in front of **all activities** in which you participated. (Note: Bold indicates participation in activity by 30% or more of respondents.)

### Percentage of Respondents Who Participated in Activity

- 32%** Adult Religious Education (e.g., leadership training, racial justice workshops)
- 16% All church clean-up day
- 6% Book discussion group
- 17% Chalice Group or Food for Thought Group
- 45%** Church Dinners (vegan, Circle Suppers, Election Day Dinner)
- 55%** Concerts, musical events (as attendee)
- 21% Greeter/usher
- 20% Hogwarts
- 32%** Leadership role (Chair of Committee or Board; other leadership)
- 31%** Member of Board, Committee, or Task Force
- 6% Movie night or movie group.
- 26% Music (as a performer; e.g., choir, chimes, orchestra)
- 6% New to UU classes
- 12% Parents of young children group/activities
- 32%** Provided food other than social hour (concerts, memorial services/funerals)
- 13% Retirees’ Lunch
- 57%** Service Auction (attended)
- 25% Service Auction (volunteered)
- 40%** Service Auction (contributed items or services for purchase)
- 55%** Service Auction (purchased and attended auction event)



**9. My Participation in UUCK Activities in the Past Year (continued)**

Please indicate in which of the following UUCK activities you have participated **in the past year**. Place an “X” in the box in front of **all activities** in which you participated. (Note: Bold indicates participation in activity by 30% or more of respondents.)

**Percentage of Respondents Who Participated in Activity**

- 39%** Social justice activities (e.g., workshops, meetings, marches)
- 26% Sacred Song Circle
- 24% Stewardship activities (attended events and/or made testimonials)
- 27% Summer Institute (SI) (attendee)
- 8% Summer Institute (in leadership role)
- 15% Sunday Services (as leader, speaker, Worship Associate)
- 66%** Sunday Social Hour (as attendee)
- 45%** Sunday Social Hour (volunteered, provided food, made pancakes)
- 12% Teen/youth group social activities
- 11% Where’s Walden or other retreat
- 14% Winter Institute (attendee)
- 3% Winter Institute (in leadership or service role)
- 3% Writing Group
- 9% UUA regional or national (attended meetings, workshops)
- 3% Youth CONs
- 17% Other (please specify): \_\_\_\_\_

**10. What I See as the Strengths of the UUCK**

The UUCK brings strengths to the table in working with a new settled minister. Please assess the relative strengths of the UUCK. For each item (listed in random order), circle the number that indicates the extent to which you believe it represents a strength of the UUCK: “1” means “Not At All Strong” and “7” means “Very Strong.” (Note: Bold indicates average rating for strength is 6.00 or above.)

	<b>Average (Mean) Ratings</b>
<b>Affiliated and community lay ministers .....</b>	<b>6.38</b>
Members well-integrated into Kent and surrounding area	5.87
Small Group Ministry (Chalice, Food for Thought Groups)	5.40
Large number and variety of programs .....	5.59
<b>The people .....</b>	<b>6.36</b>

### 10. What I See as the Strengths of the UUCK (continued)

For each item, circle the number that indicates the extent to which you believe it represents a strength of the UUCK: “1” means “Not At All Strong” and “7” means “Very Strong.”  
(Note: (Note: Bold indicates average rating for strength is 6.00 or above.)

	<b>Average (Mean) Ratings</b>
Policy-based governance structure .....	5.32
Carefully-crafted Sunday services (unified and thematic) .....	5.93
<b>Religious Education (for children) .....</b>	<b>6.23</b>
<b>Hogwarts .....</b>	<b>6.21</b>
Large volunteer base .....	5.13
<b>Accepting, open-minded people .....</b>	<b>6.07</b>
<b>Opportunity for personal and spiritual growth .....</b>	<b>6.11</b>
<b>Tradition of addressing social justice issues .....</b>	<b>6.05</b>
<b>OWL .....</b>	<b>6.45</b>
Welcoming nature .....	5.93
<b>Service Auction .....</b>	<b>6.03</b>
Desire to learn and grow .....	5.95
<b>UUCK’s lay leaders .....</b>	<b>6.28</b>
<b>Competent, skilled, knowledgeable people .....</b>	<b>6.33</b>
<b>Lay-led services .....</b>	<b>6.14</b>
<b>Staff .....</b>	<b>6.25</b>
<b>Care Team .....</b>	<b>6.01</b>
Adaptable .....	5.47
Social hour .....	5.23
Sense of humor and ability to have fun and laugh together.....	5.95
<b>Commitment to children and youth .....</b>	<b>6.43</b>
<b>Music program .....</b>	<b>6.73</b>
Feels like family of choice .....	5.75
Source of deep and lasting friendships .....	5.79
<b>Worship Associates .....</b>	<b>6.24</b>
Adult Religious Education (workshops).....	5.25
<b>The presence of caring, supportive people .....</b>	<b>6.13</b>
Sense of joy .....	5.95

## 11. What I See as the Challenges and Needs of the UUCK

Every organization experiences ongoing challenges and needs. We will have a new settled minister who will work with our community to address these. The search committee would like to know how important each listed challenge or need is to you. For each item (listed in random order), please circle the number that indicates the extent to which you believe each represents a challenge or need that is important for the UUCK to address in the next 1 to 5 years: “1” means “Not At All Important” and “7” means “Very Important.” (Note: Bold indicates average rating for challenge/need is in top 1/3 of items.)

	<b>Average (Mean) Ratings</b>
<b>Improve financial health .....</b>	<b>6.20</b>
Stronger social justice stands, advocacy, and action .....	5.47
<b>Integration of new members into community .....</b>	<b>5.85</b>
<b>Facilitate “outsiders” becoming “insiders” .....</b>	<b>5.89</b>
Need for young adult lay leadership .....	5.49
Need for more parking space .....	5.42
Anxiety around differences on national political issues ..	4.66
<b>Increase cultural, ethnic, and racial diversity .....</b>	<b>5.70</b>
Communication issues .....	5.31
Need to develop innovative services for the youth .....	5.32
Growing pains (impact of more members on dynamics)	5.06
<b>Need for more effective fundraising .....</b>	<b>5.71</b>
Reluctance to address controversial topics .....	4.72
Resistance to change .....	4.65
Healing after loss of beloved minister .....	4.96
Tension between what we want and available funds .....	5.55
Stretched thin by large number of activities and commitments .....	4.75
Need to grow more lay leaders .....	5.13
<b>Inadequate space for current community needs and activities.....</b>	<b>5.97</b>
Increased involvement in interfaith activity.....	5.19
Recruitment of more volunteers .....	5.51
<b>Complete construction of new social hall.....</b>	<b>5.99</b>
<b>Update equipment and maintenance of existing buildings</b>	<b>5.89</b>
Tensions around Christian beliefs.....	3.71

## 12. What I See as Hopes and Dreams of the UUCK

We would like to know your hopes and dreams for the UUCK. Think about the extent to which each item represents an important hope or dream for the UUCK's future. Please circle the number that indicates the extent to which each item (listed in random order) represents an important hope or dream: "1" means "Not At All Important" and "7" means "Very Important." (Bold indicates average rating for hope/dream is 6.00 or above.)

	<b>Average (Mean) Ratings</b>
Increase social/racial justice actions .....	5.62
Grow the membership .....	5.54
<b>Maintain strong, inspiring Sunday services .....</b>	<b>6.63</b>
Maintain what is good about being "small" (love, service)	5.58
Increase cultural, ethnic, and racial diversity in UUCK ..	5.64
<b>Establish financial security .....</b>	<b>6.31</b>
Strong visibility of UUCK in surrounding community ...	5.87
<b>Ensure fair compensation for staff .....</b>	<b>6.38</b>
<b>Maintain vibrant, healthy, and cohesive community .</b>	<b>6.45</b>
Complete all three phases of building projects .....	5.79
Increase number of young adult and young family members .....	5.68
<b>Maintain and grow strengths (music, RE, Worship Associates) .....</b>	<b>6.37</b>

## 13. What I Want in a New Settled Minister

We are interested in the personal characteristics, background, and skills you believe are important for a new settled minister. For each characteristic (listed in random order), please circle the number that indicates the extent to which you believe it is important: "1" means "Not at All Important" and "7" means "Very Important." (Note: Bold indicates average rating is in top 10 items.)

	<b>Average (Mean) Ratings</b>
<b>Good listener .....</b>	<b>6.63</b>
<b>Adaptable, flexible .....</b>	<b>6.49</b>
Firmly committed to UU principles .....	6.26
<b>Authentic .....</b>	<b>6.65</b>
Energetic, enthusiastic .....	6.19
Master of Divinity degree .....	4.88
Self-confident, mature, clear sense of identity .....	6.29

### 13. What I Want in a New Settled Minister (continued)

Please circle the number that indicates the extent to which you believe each characteristic is important: “1” means “Not at All Important” and “7” means “Very Important.” (Note: Bold indicates average rating is in top 10 items.)

	<b>Average (Mean) Ratings</b>
Sense of humor .....	5.93
<b>Strong oral and written communication skills .....</b>	<b>6.52</b>
Open .....	6.35
Can admit when wrong .....	6.39
Strong liberal arts education.....	4.94
Sets and observes clear professional/personal boundaries	6.01
<b>Strong interpersonal and small group communication skills</b>	<b>6.56</b>
Passion for social justice .....	5.85
<b>Honesty, integrity, trustworthiness .....</b>	<b>6.83</b>
Life experience .....	5.46
<b>Caring, compassionate, kind, warm.....</b>	<b>6.48</b>
Strong .....	5.65
Bachelor’s degree .....	5.20
Organized .....	5.94
Depth and breadth in diverse theologies.....	6.04
Centered .....	6.04
Recent seminary graduate .....	3.54
Views ministry as a calling more than “a job” .....	6.16
<b>Respectful .....</b>	<b>6.58</b>
<b>Life-long learner, curious .....</b>	<b>6.57</b>
Has own spiritual practices .....	5.77
Ability to “be present” .....	6.42
<b>Personally accessible, approachable.....</b>	<b>6.52</b>

#### 14. What I See as the Important Roles, Functions and Leadership Capacities for Our New Settled Minister

Ministers play numerous roles, fulfill varied functions, and provide leadership. No one person can do all of these exceptionally well. Please tell us how important it is that our new minister be able to do the following especially well. For each item (listed in random order), circle the number that indicates the extent to which you believe it is important for the new minister to do that item especially well: “1” means “Not at All Important” and “7” means “Very Important.” (Note: Bold indicates average rating is in top 15 items.)

	<b>Average (Mean) Ratings</b>
<b>Collaborative decision maker</b> .....	<b>6.28</b>
<b>Open to new ideas and innovation.</b> .....	<b>6.33</b>
<b>Inspiring speaker</b> .....	<b>6.43</b>
Stimulates professional growth of staff members. ....	5.89
<b>Willing to learn and grow together</b> .....	<b>6.34</b>
Willingness to share own life experiences .....	5.90
<b>Collaborative/supportive of shared ministry in worship</b>	<b>6.28</b>
Strong spiritual leader .....	6.08
Supports fundraising activities .....	5.70
Provides strong pastoral care .....	6.19
Supports interfaith community activities .....	5.76
Brings fresh ideas .....	6.11
<b>Ability to manage conflict and dissent</b> .....	<b>6.45</b>
<b>Creates well-crafted services (thematic, clear message)</b>	<b>6.44</b>
Challenges the UUCK community .....	5.88
<b>Present in a crisis</b> .....	<b>6.56</b>
<b>Willingness to make hard decisions and take a stand</b>	<b>6.28</b>
<b>Wants to get to know us and our programs</b> .....	<b>6.44</b>
<b>Actively supports children’s RE program(s)</b> .....	<b>6.29</b>
Services balance spiritual and intellectual perspectives .	6.15
Respectful of UUCK’s traditions .....	5.73
Grows and develops lay leadership .....	5.91
Services draw from varied theological perspectives .....	6.08
<b>Open to feedback</b> .....	<b>6.36</b>
<b>Engages in and supports shared leadership/governance</b>	<b>6.29</b>
Model for activism .....	5.61
Effective manager .....	6.03
<b>Empowers people to be leaders</b> .....	<b>6.31</b>

**14. What I See as the Important Roles, Functions and Leadership Capacities for Our New Settled Minister (continued)**

Circle the number that indicates the extent to which you believe it is important for the new minister to do each item especially well: “1” means “Not at All Important” and “7” means “Very Important.” (Note: Bold indicates average rating is in top 15 items.)

	<b>Average (Mean) Ratings</b>
Services build on themes across multiple weeks .....	4.13
Facilitates development of strong youth programs .....	5.76
Supports committees and ministries .....	5.99
<b>Inspiring leader .....</b>	<b>6.49</b>

**15. My Comfort with Characteristics of a New Minister**

Listed below are several personal, social, and political characteristics. Please circle the number that indicates the extent to which you are comfortable with calling a new minister who has each characteristic: “1” means “Not at All Comfortable” and “7” means “Very Comfortable.” (Bold indicates average rating is below 5.50.)

	<b>Average (Mean) Ratings</b>
White .....	6.58
Non-white .....	6.51
Female .....	6.72
Male .....	6.31
Gay or lesbian.....	6.48
Bisexual .....	6.36
Transgender .....	6.04
Physically challenged .....	6.28
<b>Politically conservative .....</b>	<b>3.11</b>
Politically liberal .....	6.37
Younger than 40 .....	6.29
<b>Older than 60 .....</b>	<b>5.24</b>

## 16. Information About Me

We would like to get some general information about you. For each question below, please check the box that best describes you in relation to the UUCK or as a person. Please check the appropriate box for the questions below. (Note: All except the first question are responses by members only.)

I am: 78% A member of the UUCK ( $n = 155$ ) 22% A friend of the UUCK ( $n = 43$ )

I have a spouse or relational partner who also attends the UUCK: 59% Yes 41% No

I have been associated with the UUCK:

0%	Less than 1 year	16%	11-15 years
2%	1-2 years	19%	16 to 20 years
14%	3-5 years	26%	21 years or more
24%	6-10 years		

My travel time to the UUCK is:

53%	Less than 15 minutes	0%	46 to 60 minutes
35%	15 to 30 minutes	2%	More than an hour
10%	31 to 45 minutes		

I am:

35%	Male	64%	Female	1%	Transgender
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I am:

8%	Bisexual	7%	Lesbian
2%	Gay	3%	Other (please specify):
81%	Heterosexual		

I consider myself:

98.0%	White
0.0%	Black or African American
0.7%	American Indian or Alaska Native
0.7%	Asian
0.0%	Native Hawaiian or Other Pacific Islander
0.7%	Other (please specify)

Are you of Hispanic or Latino origin? 0% Yes 100% No



I am:

15% Single/Never Married	11% Divorced
66% Married	0% Separated
5% Widowed	3% Domestic Partner

My age is:

3% Under 21 years	25% 51-60 years
1% 21-25 years	25% 61-70 years
1% 26-30 years	11% 71-80 years
7% 31-40 years	9% 81 years or older
18% 41-50 years	

The highest level of education I have completed is:

(Note: Results include members who are in high school and college)

1% Junior High School
1% High School [or obtained GED]
5% Attended some college.
5% Associate or Technical 2-year Degree
27% Bachelor's degree
40% Master's degree
19% Doctoral degree
2% Other advanced degree

The following questions should be answered by ONLY ONE member of your household. If another member of your household is completing these questions, please check here (20%) and skip this question.

Including my own income, our gross (before taxes) annual household income is:

13% Less than \$30,000	18% \$90,001 - \$125,000
27% \$30,000 - \$60,000	18% Greater than \$125,000
24% \$60,001 - \$90,000	

