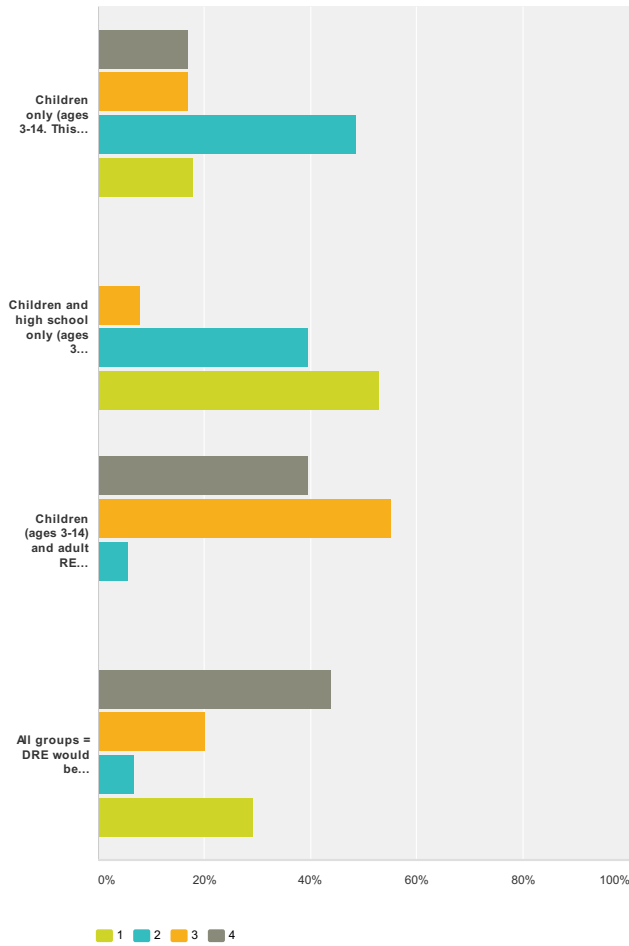


Future of RE at UUS:E

Q1 In our current model, the DRE is responsible for “children’s” programming up to the age of approximately 14 (typically middle school). Affirmation is the culmination of the children’s program. High school youth programming is not currently managed by the DRE but by the Committee of Adults and Youth (CAY) comprised of volunteers from the congregation. For the past two years, the “Breakfast Club” has been available for high school youth. This program was organized by Vicki and not by CAY. Volunteers organize and manage the Adult Religious Education Program through the Adult RE Committee. Currently, the DRE position has no involvement in Adult RE. Looking ahead, we need to consider whether to keep these programs (children, high school, adult RE) separate from each other or create a different model. If you had to choose between these age groups, what should the scope of responsibilities be for our next religious education professional? Please rank the choices in order from 1 = most important to 4 = least important.

Answered: 89 Skipped: 0



	1	2	3	4	Total	Average Ranking
Children only (ages 3-14. This is the current model)	17.98% 16	48.31% 43	16.85% 15	16.85% 15	89	2.67
Children and high school only (ages 3 through 18)	52.81% 47	39.33% 35	7.87% 7	0% 0	89	3.45
Children (ages 3-14) and adult RE only – this would exclude the high school kids from DRE responsibilities	0% 0	5.62% 5	55.06% 49	39.33% 35	89	1.66
All groups = DRE would be responsible for lifespan religious education (age 3-adulthood)	29.21% 26	6.74% 6	20.22% 18	43.82% 39	89	2.21

Future of RE at UUS:E

Q2 If you imagine something other than one of the above possibilities, what would that look like? Please describe.

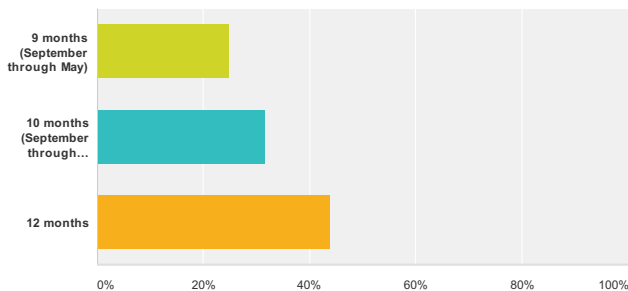
Answered: 19 Skipped: 70

#	Responses	Date
1	It will take more than just the RE committee to handle all of this but having one minister in charge would be fine.	10/3/2013 3:29 PM
2	can't get the above to work i think a dre should be life span re	10/2/2013 11:09 PM
3	I think the 3-4 year old program could be developed and run by a committee of volunteers.	10/2/2013 7:41 PM
4	It is a matter of clarity and accountability. If someone is provided the title of Director of Religious Education it makes sense that that individual is accountable for all Religious Education. If that is not the case then lets search using an accurate title.	10/2/2013 12:31 PM
5	DRE is a connector in a way that helps folks share their gifts and blurs the line between adult and youth, in a way that drives spiritual exploration	10/2/2013 12:18 PM
6	I can NOT make the numbers change. My order is 2 1 4 3	10/2/2013 11:36 AM
7	N/A	10/2/2013 2:54 AM
8	It is very important to me that the DRE be responsible for our youth (14-18) high school aged children.	10/1/2013 10:47 PM
9	don't know	10/1/2013 6:30 PM
10	Everything's covered.	10/1/2013 1:36 PM
11	I can't get the numbers above to work: My choice would be "I don't know" I think it depends on the candidate selected, her skills and strengths.	10/1/2013 10:20 AM
12	Should be responsible for all programs for children through high school. ARE should be responsible for adult programs. Need some special focus on young adults like UUA is doing.	9/29/2013 10:03 PM
13	All groups would be great but probably unaffordable. given our resources, my priority is on kids through high school and parent programs for these age groups.	9/28/2013 2:19 PM
14	If we have the finances and IF the responsibilities do equal a full time job then I would say the DRE should focus on ages 3-18. However, if finances don't make this possible then I would say have the DRE responsible for all groups. That will take someone who is flexible and has vision and can understand all the variations of learning needs for this wide range of ages.	9/28/2013 11:40 AM
15	Above scale is not working. The ranking does not reflect my view. It only allowed me to rank one way! What's up with that? :-)	9/27/2013 8:59 AM
16	Not applicable	9/25/2013 7:34 PM
17	I think there can be some cross-over here. Vicki offered some adult RE programs, in the past and I would hope that opportunity would be there for a new DRE if they care to do that.	9/23/2013 3:30 PM
18	I would think it would be helpful to have one person be the contact for all RE, and would help consistency between the groups.	9/23/2013 1:33 PM
19	I think it is important for volunteers to have someone on staff who can help guide them in decision making and in organizing a program. I see that the DRE could act as an advisory person for all ages of Religious education. But responsibility for for the 3 to 14 year olds should be a priority. I think the DRE should be responsible for training of the volunteers for the 3-24 year olds as well.	9/23/2013 9:29 AM

Future of RE at UUS:E

Q3 How long should the RE program for children (ages 3 through 14) run? (It is currently run year round. However, summer programming is less structured and depends in large part on attendance.)

Answered: 89 Skipped: 0



Answer Choices	Responses	
9 months (September through May)	24.72%	22
10 months (September through June)	31.46%	28
12 months	43.82%	39
Total		89

#	Please explain your response	Date
1	Plus casual summer spacethat is fun for kids that need that.	10/3/2013 3:29 PM
2	School is usually most of June. I think it should be the same.	10/3/2013 12:56 PM
3	we need to have excellent engaging programs for kids all year round. This is important for 2 reasons: 1) kids have a place to be during all Sunday's and 2) it develops a culture where kids want to be at UUSE.	10/2/2013 11:09 PM
4	Summer should have gardening/social justice etc activities	10/2/2013 7:41 PM
5	Summer should be a separate "session" tapping into volunteers that are not necessarily regular teachers - another option for folks to help with the children with a shorter/smaller commitment	10/2/2013 7:25 PM
6	follow the school year - with summer activities available or multi gen sunday services	10/2/2013 5:21 PM
7	I strongly support the plan of having one summer service and a corresponding summer RE program. If there are two services in the summer there should be RE for both services. In the past people with kids were forced to go to the 11 AM service, which was unfair and discriminatory. Further, going forward, the Director of RE should not be allowed to "take the entire summer as vacation." It sends many messages, most of them bad.	10/2/2013 12:31 PM
8	I'd prioritize higher qualified DRE with summer off :)	10/2/2013 12:18 PM
9	Volunteers can run the summer program. There should not be down time between the end of regular RE and beginning of Summer	10/2/2013 11:36 AM
10	Because summer attendance is so unpredictable, I don't think it's necessary to have continued structure throughout the summer. I think offering summer activities the way they are offered now is great because it allows children of all ages to do things together and socialize on a larger level. Maybe this can be looked at as more of a theme based programming though in which each summer takes on a different theme for kids to do activities around (best would be to tie in some UU principle to activities so children can further grasp applying UU principles to all aspects of life.)	10/2/2013 11:16 AM
11	Some parents rely on RE so that they can attend services. Also, this would keep children involved in the church year-round.	10/2/2013 6:18 AM
12	my children are away at camps most summer	10/2/2013 2:54 AM
13	The #s are too low in July & August for RE programming.	10/1/2013 10:47 PM
14	to allow kids to participate more in summer lay led services	10/1/2013 8:28 PM
15	It is very difficult to have continuity in the summer when people are frequently unavailable for services. May is a better end date since many children (and families) are quite busy at the end of a school year (June).	10/1/2013 7:58 PM
16	If we got rid of summer RE it might discourage new families visiting over the summer; I like the way we do it now.	10/1/2013 7:57 PM
17	Children and Young People need to get out and play. May through the end of August are perfect times for "free play and exploration."	10/1/2013 7:57 PM
18	Kids need a break, parents vacation, more to life than re	10/1/2013 6:30 PM
19	Maybe the summer program can be fortified to attract more children?	10/1/2013 4:53 PM
20	A less structured summer keeps children engaged at UUSE all year.	10/1/2013 4:16 PM
21	Everyone should enjoy an unstructured July & August	10/1/2013 1:36 PM
22	I think if the kids are still actively coming, it's good to keep more formal programming until school is out for the summer.	10/1/2013 1:33 PM
23	DRE should have some prep time like school teachers	10/1/2013 1:19 PM
24	low attendance in summer	10/1/2013 1:07 PM
25	July and August could be less organized but we have a large number of people attending in the summer.	10/1/2013 12:48 PM
26	We need something in the summer so adults can attend services but DRE needs a break too.	10/1/2013 10:28 AM
27	Summer should be a relaxed time for kids rather than structured.	10/1/2013 10:20 AM
28	summer should continue to be an alternative to attending service with parents.	9/30/2013 9:09 PM
29	with some abbreviated but meaningful program during the summer for those families who do want to come with their children	9/30/2013 11:21 AM
30	I think it makes sense for the formal program to mirror the school year. It would be nice to have other experiential learning opportunities for the summer months.	9/29/2013 10:07 PM
31	Kids need a lot of exposure to RE.	9/29/2013 10:03 PM
32	only if there are enough kids in the summer	9/29/2013 5:37 PM
33	Maximize children's and families' involvement in RE program.	9/28/2013 2:19 PM
34	Again, if finances allow I think it would benefit all if there were some programming in the summer AND I understand that it would probably be amended due to people's summer schedules and mindsets.	9/28/2013 11:40 AM
35	Actually, I think Sept - mid June. Summer attendance drops off considerably, but this would give the children to participate in the garden fully, which they love.	9/28/2013 8:10 AM
36	It makes most sense to me to have a year-round program.	9/27/2013 10:29 AM
37	Works well as is	9/27/2013 8:59 AM
38	I think the structure is important year round.	9/26/2013 11:30 PM
39	A summer break would peak the interest returning	9/26/2013 8:06 PM
40	continued involvement is important to the community	9/26/2013 7:42 AM
41	I think that that the RE program for children should parallel the "all year" service concept that we introduced several years ago.	9/25/2013 8:04 PM
42	Due to our families summer schedule, there really is nothing you can do programming wise that would get us to come all year round. The summers represent our break from the routines of the school and sports year.	9/25/2013 7:34 PM

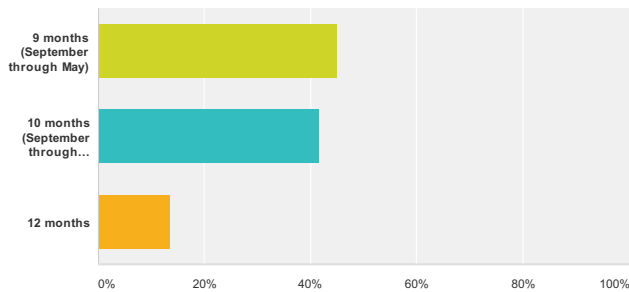
Future of RE at UUS:E

43	Summer months provide more unstructured and outdoor activities. Time to just be kids and build friendships.	9/24/2013 4:32 PM
44	My response is based on cost, and probable decreased attendance in the summer.	9/24/2013 10:34 AM
45	families need to spend more time together without the pressures of classes	9/23/2013 9:20 PM
46	I would still like to see some kind of "loose" program for kids who show up after May and before September.	9/23/2013 3:30 PM
47	I think it is important that the kids have something to do in the summer, also. The less structured programming in the summer is nice.	9/23/2013 1:33 PM
48	Structured RE should be 9 months. Summer time less so but available.	9/23/2013 1:25 PM
49	either we need to offer children's programming in summer or make worship more kid-friendly	9/23/2013 12:34 PM
50	I think that we should run a vibrant RE program for the children all year long. I guess it depends on the question - kind of like what came first, the chicken or the egg? Do we have low attendance because we don't provide better programming during the summer? Or have we cut back on the programming because the attendance is lower (folks on vacation, etc.)?	9/23/2013 11:42 AM
51	If we are trying to truly offer a way of walking in the world to our youths, maintaining this focus year round offers continuity. Young people often have trouble getting back into "school mode" in the fall. Offering continuity all summer I think will enrich their lives.	9/23/2013 10:40 AM
52	We attend church sporadically, if at all during the months of June - August.	9/23/2013 10:09 AM
53	Children would not miss out if they go on vacation in June.	9/23/2013 9:44 AM
54	I don't know what the school year is but I think it should follow close to that. I would hope that work on finding volunteers and training would extend beyond that.	9/23/2013 9:29 AM
55	young children need a summer break and many people are away	9/23/2013 9:27 AM
56	access to RE is an important part of children's faith	9/22/2013 9:20 PM
57	We have been members of UUSE for nearly ten years, and throughout that period of time summer program has varied from highly structured to loosely structured. Regardless of programming, our family typically attends very little (if at all) during the summer months. During the summer we spend most of our weekends camping, visiting family in other states, and sometimes just sleeping in. Even if incredibly enticing summer programming was offered, we would likely still not attend.	9/22/2013 9:08 PM
58	Promotes and supports family commitments to UUSE year round.	9/22/2013 9:08 PM
59	It is not necessary in the summer.	9/22/2013 8:59 PM
60	Summer is a great time for creative programming	9/22/2013 8:55 PM
61	I think kids appreciate their own activities even in the summer.	9/22/2013 7:56 PM
62	I think a break similar to academic schools' is good. Irregular attendance in summer can cause problems.	9/22/2013 7:55 PM
63	This might be an outlet for some children who might not be able to go to their parents for issues, etc and it would be good to have someplace for the kids to be with others in some form year round, even if it's less often or less structured in the summer months.	9/22/2013 7:47 PM
64	It is difficult attracting attendance in the summer. Plus, summer is a great planning time for the DRE.	9/22/2013 7:39 PM
65	It should correspond to the public school academic year.	9/22/2013 7:06 PM

Future of RE at UUS:E

Q4 How long should the RE program for youth (roughly ages 14 through 18) run? (It is currently run September through May.)

Answered: 89 Skipped: 0



Answer Choices	Responses	
9 months (September through May)	44.94%	40
10 months (September through June)	41.57%	37
12 months	13.48%	12
Total		89

#	Please explain your response	Date
1	Plus casual summer spacethat is fun for kids that need that.	10/3/2013 3:29 PM
2	same	10/3/2013 12:56 PM
3	These kids are more likely to be away during the summer and they can attend up stairs more reliably	10/2/2013 11:09 PM
4	Summer can be very flexible, depending on attendance, but it would be nice to have something	10/2/2013 7:25 PM
5	I would not call what we presently have in place an RE Program for Youth. As a result, kids drop off the radar once they complete Affirmation and nothing effective is being done to keep them engaged. College aged young adults also need to eb brought into the community. At present, we have a huge gap in our community that starts at Affirmation and ends when young people have Kids. (there are exceptions but this is an accurate generalization.)	10/2/2013 12:31 PM
6	I really think this is something that should be decided each year based on participation. If high school youth wish to have a program run 12 months, and there is participation to support summer activities, then this should be allowed and encouraged. Maybe since they are on vacation from school this would be a good time to get the youth involved in community service projects. I know I for one would be happy to get involved in supporting summer activities for the youth.	10/2/2013 11:16 AM
7	Older kids should have summers off for part time jobs, etc.	10/2/2013 6:18 AM
8	in line with most school calendars	10/2/2013 2:54 AM
9	kids are busy attending camp and working in summer	10/1/2013 8:28 PM
10	Same as above.	10/1/2013 7:58 PM
11	As Young People become Young Adults their level of responsibility increases and with that increase should come an increased length of scheduled learning time.	10/1/2013 7:57 PM
12	2 mo break, more to life than re	10/1/2013 6:30 PM
13	Knowing teenagers, I can see it would be very hard to get them to come in the summer.	10/1/2013 4:53 PM
14	Everyone should enjoy an unstructured July & August	10/1/2013 1:36 PM
15	low attendance	10/1/2013 1:07 PM
16	Not sure why I feel this way but older kids may have other opportunities during summer months.	10/1/2013 12:48 PM
17	Less structured at times but always available. Keeps the group cohesive which at this age is most important.	10/1/2013 10:28 AM
18	Ask them, not us.	10/1/2013 10:20 AM
19	June is a very busy time for the youth anyway	9/30/2013 9:09 PM
20	Same as above	9/29/2013 10:07 PM
21	Maximize youth involvement.	9/28/2013 2:19 PM
22	Again, if finances allow I think it would benefit all if there were some programming in the summer AND I understand that it would probably be amended due to people's summer schedules and mindsets.	9/28/2013 11:40 AM
23	Teenagers tend to be more active with outside interests after school year ends.	9/28/2013 8:10 AM
24	Powerful relationship builder	9/27/2013 8:59 AM
25	The kids are available through June, and I think the program should be too.	9/26/2013 11:30 PM
26	The current program seems successful; continue	9/26/2013 8:06 PM
27	Some summer jobs would likely interfere	9/26/2013 7:42 AM
28	Although there is perhaps more of a chance that a year-round program f or this age group may not work as well (for example, youth are able to stay at home without adult supervision and may choose to do that in the summer), I think at effort should be made to include all age groups in our year-round church.	9/25/2013 8:04 PM
29	Due to our families summer schedule, there really is nothing you can do programming wise that would get us to come all year round. The summers represent our break from the routines of the school and sports year.	9/25/2013 7:34 PM
30	There might be no 'classes' per se, but there could be real and virtual meetings as well as assignments.	9/25/2013 2:52 PM
31	Children of these ages have more summer responsibilities and activities, let them concentrate on those.	9/24/2013 4:32 PM
32	I see no reason to change but I'm not involved in the program.	9/24/2013 10:34 AM
33	From what I've seen, the attendance is very low for kids from after May until the summer ends.	9/23/2013 3:30 PM
34	Seems like there is never enough time to do all the things in the curriculum, an extra month would give us more time.	9/23/2013 1:33 PM
35	youth are less likely to attend in summer	9/23/2013 12:34 PM
36	There seem to be more conflicts, especially with sports on Sunday mornings, in this age group.	9/23/2013 11:42 AM
37	High school kids have finals, graduation activities, proms, you name it for June. They also often need summer jobs. AND they are kids. Period. I think we should recognize that RE in summer is not likely to draw teens much, if at all.	9/23/2013 10:40 AM
38	Youth would not miss out if they go on vacation in June.	9/23/2013 9:44 AM
39	It would be great if there were a volunteer run summer program for the 14 to 18 year group	9/23/2013 9:29 AM
40	see above	9/23/2013 9:27 AM
41	The summer is a time for less formal fun activities	9/22/2013 10:31 PM
42	Youth have many options in common with adults in the summer	9/22/2013 9:20 PM
43	I think the 9 month model works well for both children and youth.	9/22/2013 9:08 PM
44	Youth have many other commitments and probably it is not realistic to expect them to attend in summer.	9/22/2013 9:08 PM

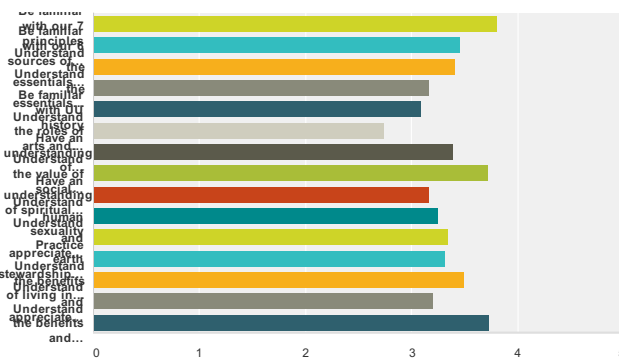
Future of RE at UUS:E

45	It is not necessary in the summer.	9/22/2013 8:59 PM
46	Youth may want to start attending adult service in the summer	9/22/2013 8:55 PM
47	Same reasons as #3, plus many older teens have summer jobs.	9/22/2013 7:55 PM
48	Same as above. This might be an outlet for some children who might not be able to go to their parents for issues, etc and it would be good to have someplace for the kids to be with others in some form year round, even if it's less often or less structured in the summer months.	9/22/2013 7:47 PM
49	See above	9/22/2013 7:39 PM
50	School year also need inout from the HS youth and parents for dates.	9/22/2013 7:18 PM
51	should correspond to the public school academic year.	9/22/2013 7:06 PM

Future of RE at UUS:E

Q5 In thinking about what we want the RE program to accomplish, please consider and rate the following goals that we think our children and youth should achieve by the time they complete the program.

Answered: 89 Skipped: 0



	Not Necessary	Somewhat important	Important	Essential	Don't know	Total	Average Rating
Be familiar with our 7 principles	0%	1.12%	19.10%	79.78%	0%	89	3.79
Be familiar with our 6 sources of the UU Living Tradition	0%	8.99%	39.33%	49.44%	2.25%	89	3.45
Understand the essentials of the world's major religions	0%	2.25%	55.06%	42.70%	0%	89	3.40
Understand the essentials of earth-based religions	0%	10.11%	64.04%	25.84%	0%	89	3.16
Be familiar with UU history	0%	21.35%	49.44%	29.21%	0%	89	3.08
Understand the roles of arts and creativity in liberal religion	4.49%	31.46%	50.56%	13.48%	0%	89	2.73
Have an understanding of oppression and privilege in society	0%	12.36%	37.08%	50.56%	0%	89	3.38
Understand the value of social justice and community service	0%	3.37%	22.47%	74.16%	0%	89	3.71
Have an understanding of spiritual practices from various traditions	0%	14.61%	55.06%	30.34%	0%	89	3.16
Understand human sexuality	3.37%	8.99%	50.56%	34.83%	2.25%	89	3.24
Understand and appreciate conflict resolution	1.12%	13.48%	38.20%	46.07%	1.12%	89	3.33
Practice earth stewardship (e.g., recycling, organic gardening)	0%	6.74%	55.06%	38.20%	0%	89	3.31
Understand the benefits of living in community	0%	4.49%	43.82%	50.56%	1.12%	89	3.48
Understand and appreciate the power of the democratic process	0%	17.98%	44.94%	37.08%	0%	89	3.19
Understand the benefits and challenges of moral/ethical decision making	0%	3.37%	22.47%	73.03%	1.12%	89	3.72

#	Other important goals (please specify)	Date
1	human sexuality can be done at school or home	10/2/2013 5:21 PM
2	Again, the wording of this question is misleading. It is tying RE only to youth and children. If that is the final decision then the title of the position should reflect that reality, i.e. Director of RE for Children and Youth.	10/2/2013 12:31 PM
3	for those who want this ... model adult spirituality ... sharing gifts and passions	10/2/2013 12:18 PM
4	Affirmation/Coming of Age programming	10/1/2013 10:47 PM
5	become familiar with activities/work of UUSE	10/1/2013 8:28 PM
6	You've got it covered	10/1/2013 1:36 PM
7	The OWL program is one of the BEST things I got for RE as a kid.	10/1/2013 1:33 PM
8	None of us have all these goals. We pick and choose, so older kids should also have some freedom of choice.	10/1/2013 10:20 AM
9	An enthusiastic, high energy person who can lead the RE program to another level.	9/30/2013 11:21 AM
10	Access and connection to other adult role models and mentors.	9/29/2013 10:07 PM
11	Develop personal statement of beliefs.	9/29/2013 10:03 PM
12	Learn to honor and respect one another, their parents, and all others in the community. Value those who may be "different" from themselves.	9/28/2013 2:19 PM
13	Individual spiritual quest	9/27/2013 8:59 AM
14	NOTE: I rate the "somewhat important" goals not because I think they are less important per se, but I think they are less important in this venue, given time constraints and the need for exposure to the others.	9/25/2013 8:04 PM
15	A good connection to our religious community. Perceiving our community as a safe, supportive, positive place to be part of.	9/23/2013 3:30 PM
16	These are not goals: these are foundational elements to an RE program.	9/23/2013 10:55 AM
17	Understand the concepts of tolerance and celebrating diversity	9/23/2013 10:40 AM
18	Understand the democratic processes of consensus building; Learning and practicing the basics of non violent communication.	9/22/2013 10:31 PM
19	Create a positive social environment in which children are encouraged to appreciate each other's differences	9/22/2013 10:12 PM
20	Understanding diversity and differences	9/22/2013 8:55 PM
21	Values in the context of caring for all and resolving conflicts nonviolently are the big take home message for UU youth in which to be skilled	9/22/2013 7:18 PM

Future of RE at UUS:E

Q6 What else should the RE programs for children and youth accomplish by the time children and youth complete the program? 50 words or less.

Answered: 89 Skipped: 0

#	Responses	Date
1	No opinion.	10/3/2013 3:29 PM
2	I couldn't add anything to the above list. Very thorough.	10/3/2013 12:56 PM
3	kids should have some engagement in the care of our building and grounds.	10/2/2013 11:09 PM
4	Perhaps RE could serve as a facilitator for parents to discuss parenting in the digital age. How do we deal with technology and social media with our kids? The internet and gaming? How is modern media transforming the way children communicate with each other and their parents?	10/2/2013 7:41 PM
5	children should come away with tools to help them explore their own spirituality and discover what moves them and what they believe. They should also have a solid sense of what UUs believe and be clear that it isn't a vague idea that it just ok to believe whatever you want. In addition children should have a sense of social & global responsibility.	10/2/2013 7:25 PM
6	Need to have respect for UUSE and others and take responsibility.	10/2/2013 5:21 PM
7	?	10/2/2013 12:31 PM
8	self exploration / discovery on spiritual path	10/2/2013 12:18 PM
9	All the children and youth should have the opportunity and be encouraged to participate in the regular Sunday Services.	10/2/2013 11:36 AM
10	They should have a sense of community and be able to migrate from the RE community up to the adult community. Their studies should help mold foundations for how they will choose to live their life and provide opportunities for them to make decisions and learn from those decisions and how they may affect others.	10/2/2013 11:16 AM
11	See above	10/2/2013 6:18 AM
12	No additional suggestions at this time	10/2/2013 2:54 AM
13	UU history is important. What is Unitarian history? What is Universalist history? How are they connected in Unitarian Universalism?	10/1/2013 10:47 PM
14	Understand that being a UU can be a constantly evolving experience and confidence in each individuals journey.	10/1/2013 9:20 PM
15	teach the kids to care for themselves, care for our space (both UUSE and Earth), care for each other; lead them into opportunities to help in our congregation and in the wider community	10/1/2013 8:28 PM
16	Help children begin to determine their own spiritual beliefs and best practices. (which we already do through our affirmation program).	10/1/2013 7:58 PM
17	They should feel that they are active, contributing members of the greater (i.e., including adults) UUS:E community.	10/1/2013 7:57 PM
18	Give the young people in the program a concrete understanding of the traditions of worshiping in a UU meetinghouse. Allow for young people exploring their spirituality to actually express if they are not humanist.	10/1/2013 7:57 PM
19	To have a balanced world view, a sensitivity and motivation to act on social justice issues, and be fluent in our principles.	10/1/2013 7:54 PM
20	Comfortable relations with adults and elders	10/1/2013 6:30 PM
21	7 principles -- that covers it.	10/1/2013 4:53 PM
22	I would like them to have an understanding and have made connections in the adult UUSE.	10/1/2013 4:16 PM
23	The importance of participating in the church community.	10/1/2013 3:12 PM
24	The list seems comprehensive.	10/1/2013 2:57 PM
25	if there is more, I don't know what it might be.	10/1/2013 2:00 PM
26	Complete a service project or volunteer in the greater community	10/1/2013 1:36 PM
27	To me the most important part is being part of a community that cares about the greater community.	10/1/2013 1:33 PM
28	I am sure it is done already, but not directly mentioned above: start to articulate what aspects of these different traditions are most compelling personally and attempt to integrate those elements into a personal viewpoint.	10/1/2013 1:19 PM
29	i will need to get more info on the programs	10/1/2013 1:07 PM
30	The above list is a lot to learn and covers many ways to think in our religious/spiritual tradition. Can't think specifically of what else is needed.	10/1/2013 12:48 PM
31	Grasp of society they inherit from their parents generation that is flawed and unworkable. EQ decline of American Respect and leadership on the world stage.	10/1/2013 11:28 AM
32	relationship with parents and family as spiritual guides	10/1/2013 11:18 AM
33	Emphasis on Christianity as that is still the dominant religion in our society. My child came through the system thinking Christ and Jesus were two different people!	10/1/2013 10:28 AM
34	Respect, ability to listen, integrity, truth-telling, cleanliness, standing tall. The DRE should be able to discern when a kid comes from a dysfunctional family where secrets and lying take place.	10/1/2013 10:20 AM
35	Not sure	10/1/2013 10:08 AM
36	Be able to live their lives according to moral compass; i.e. have the courage and self-confidence to do so.	9/30/2013 9:09 PM
37	sense of connectedness to other youth	9/30/2013 8:56 PM
38	Lay the ground work to make our children caring, responsible, and contributing adults.	9/30/2013 8:02 PM
39	To encourage our youth to continue to be part of our society or any UU society and feel an attachment to UU'ism and live their lives based on our principles.	9/30/2013 11:21 AM
40	Connections to other members who are not involved with RE.	9/29/2013 10:07 PM
41	Be interesting and challenging enough to them so they want to participate through high school.	9/29/2013 10:03 PM
42	Should be familiar with the major, more common stories & ideas from the Bible so they can interact with the larger society (ie school) which is primarily a Judeo-Christian one.	9/29/2013 5:37 PM
43	The program should encompass the goals listed above but also involve the parents in meaningful ways so that they, as well as their children, are connected to the UUSE community.	9/28/2013 2:19 PM
44	An opportunity for understanding (in a non-judgemental, non-attacking, non-traumatizing teaching style) of where our food comes from, who and how people and animals are oppressed, and how the earth is damaged, during this process and ways to own our individual food production. I'd call it "Ethics of Eating" (and I'd be glad to talk more about this with someone if you're interested. Lynda Dyar)	9/28/2013 11:40 AM
45	Activities building self-confidence and belief in themselves, thus making it easier to stand up for their beliefs, esp. during the teen years.	9/28/2013 8:10 AM
46	Make friendships with other UU children/youth	9/27/2013 4:36 PM
47	Understanding of and respect for the beliefs and opinions of others.	9/27/2013 10:29 AM
48	Attitude of acceptance, beginning of search for truth and meaning	9/27/2013 8:59 AM
49	Know and understand the importance of "The Golden Rule"--do unto others as you would have them do unto you	9/26/2013 11:30 PM
50	Prepare for what is means to be a participating adult in the congregation.	9/26/2013 8:06 PM
51	They should be able to articulate their Credo.	9/26/2013 7:42 AM
52	I think the above expectations cover it.	9/25/2013 8:04 PM
53	Not applicable	9/25/2013 7:34 PM
54	xxxx	9/25/2013 7:17 PM
55	They should be comfortable being UUs and be able to converse thoughtfully with people of other religions and no religion.	9/25/2013 2:52 PM
56	Joyful identification with UUS:E	9/25/2013 7:39 AM
57	Life long connections, solid moral and spiritual foundation.	9/24/2013 4:32 PM
58	I have been involved in the RE program so I feel I don't have any answer to this question.	9/24/2013 10:34 AM
59	no comment	9/23/2013 9:20 PM
60	There should be frequent interaction between the children, youth and adults. This would be either upstairs, special events or RE events.	9/23/2013 7:04 PM

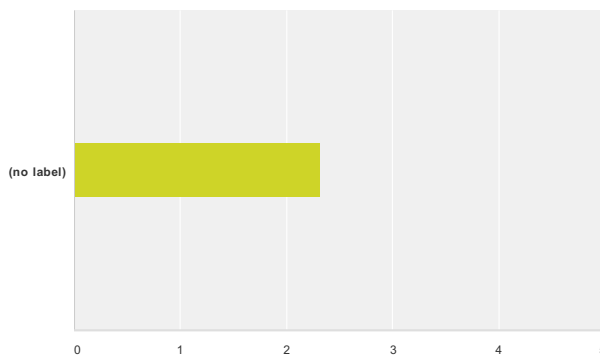
Future of RE at UUS:E

61	Opening their minds, supporting their creativity and individuality .	9/23/2013 3:30 PM
62	Include more time in the younger grades to help them to start thinking about their own belief system in prep for affirmation	9/23/2013 1:33 PM
63	Children should have a good grasp on what being UU means to them .	9/23/2013 1:25 PM
64	children should have an idea of the main beliefs of major religions and should have a process to decide what is true for them. they should have some ethical standards that feel true for them	9/23/2013 12:34 PM
65	It should provide exposure to adult services. Kim Paquette (theme speaker at Ferry Beach) made a very good point when she said (paraphrased) that we tend to keep the kids in very good RE programs until they are ready to move on. We expect them to move into adult services naturally, but why should they when they have been used to something different and have not had a significant transition.	9/23/2013 11:42 AM
66	A deep connection with the adult members and friends of the congregation.	9/23/2013 10:55 AM
67	Our country's population is changing and we need to infuse the program very specifically with an appreciation for diversity of every kind. Our children need to grow up actively seeking relationships with people of different races, different heritages, and different traditions--it needs to be more than implied in the curriculum.	9/23/2013 10:40 AM
68	I think the stated goals are right on target.	9/23/2013 10:09 AM
69	The above list is fairly thorough, but perhaps interpersonal skills would be helpful for young people as they grow. I am sure those would be involved in the programming whether taught directly or not.	9/23/2013 9:44 AM
70	I think the children should have a strong sense of who they are, where they come from and how to care for and nurture those things that they value. They should learn to adapt to new information and new feelings.	9/23/2013 9:29 AM
71	awareness of peoples differences and tolerance, if not acceptance of the many beliefs and opinions of others within UU and beyond	9/23/2013 9:27 AM
72	It has all been covered	9/23/2013 8:48 AM
73	The importance of being knowledgeable about our political system, the UN, peace building, non violent communication and freedom for all peoples of the Earth.	9/22/2013 10:31 PM
74	Respect for other religious traditions, how to handle situations in which another individual might viciously defend their own beliefs or attack someone else's	9/22/2013 10:12 PM
75	All important goals already listed above.	9/22/2013 9:48 PM
76	the development of informed citizens capable of high level moral and ethical reasoning based on a strong faith foundation	9/22/2013 9:20 PM
77	Ideally when children and youth complete the program they will have a strong UU identity and a strong feeling of connection to UUSE.	9/22/2013 9:08 PM
78	Don't have anything to add. Understanding UU and the world's major religions and being prepared to discuss ethical issues are the most important goals	9/22/2013 9:08 PM
79	Understanding the importance of community .	9/22/2013 8:59 PM
80	The ability to reason and think for themselves compassionately	9/22/2013 8:55 PM
81	Have an understanding of what it means to be a UU and how to articulate that to friends, relatives, etc.	9/22/2013 8:55 PM
82	Give children confidence in their importance in the church community and the larger society , as well as conviction in their beliefs.	9/22/2013 7:56 PM
83	Be ready for a lifetime quest to grow in spirit and as a conscientious member of society .	9/22/2013 7:55 PM
84	Help them find a sense of self. Self confidence, conflict resolution, kindness for others.	9/22/2013 7:47 PM
85	no opinion	9/22/2013 7:43 PM
86	Being able to articulate their current beliefs, as affirmands do now with their credo statements.	9/22/2013 7:39 PM
87	Don't know	9/22/2013 7:26 PM
88	Projects and creative goals to be tried and acted upon in our communities for social justice. youth leaders in our area!!	9/22/2013 7:18 PM
89	Be ready to live in the community of people from varied backgrounds. compassionately deal with the complexities of the people they may meet.	9/22/2013 7:06 PM

Future of RE at UUS:E

Q7 How important is it for the RE programs for children and youth be conducted exclusively in a classroom setting with appropriate curricula?

Answered: 89 Skipped: 0

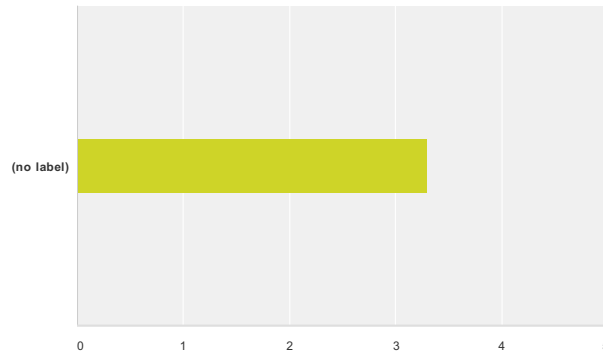


	Not Necessary	Somewhat important	Important	Essential	Don't know	Total	Average Rating
(no label)	35.96% 32	21.35% 19	26.97% 24	6.74% 6	8.99% 8	89	2.31

#	Other (please specify)	Date
1	exclusively is exclusive	10/3/2013 3:29 PM
2	I struggle with the class room setting for all of the RE experience. I feel that there should be much more diversity in learning situations.	10/2/2013 11:09 PM
3	Seems to make sense to have most of RE Program in the classroom with curricula from UUA but not essential that it be exclusively that.	10/2/2013 7:25 PM
4	it's not school	10/2/2013 12:18 PM
5	I grew up in the UUS:E RE program. There were times that classes were conducted outside of the classroom and I think those times were very important, while few and far between. It's easier for youth to apply what they are taught if it is shown in realistic situations.	10/2/2013 11:16 AM
6	Some curricula should accompany out-of-classroom activity	10/2/2013 6:18 AM
7	Where opportunities allow - "field trips" also suggested: into nature or other religious communities	10/2/2013 2:54 AM
8	Exclusively--No, but some classroom time with a curricula is important.	10/1/2013 7:58 PM
9	I think the classroom curricula is important, however, having regular exposure to services is equally important.	10/1/2013 7:57 PM
10	outside world	10/1/2013 6:30 PM
11	Religious education should also take place in the world at large	10/1/2013 1:36 PM
12	Not sure if you mean having kids come to the upstairs service, which I don't think is appropriate. But I think that getting out into the world for some lessons is good, too.	10/1/2013 1:33 PM
13	I would guess that an established curricula (= reading materials??) is essential for efficiency	10/1/2013 1:19 PM
14	some classroom, some real world experiences	9/30/2013 9:09 PM
15	High school program can branch out a bit. Could meet in evening.	9/29/2013 10:03 PM
16	Some activities would appropriately be held outdoors or field trips to other places of worship, or community outreach projects. In some cases, the teacher needs the latitude to go where the interests of the children and youth take them. Of course, activities should be "appropriate" for a religious education program.	9/28/2013 2:19 PM
17	For much of the program a standard classroom setting with tables, chairs, etc is very helpful. However, much is learned by getting outside and taking field trips.	9/28/2013 8:10 AM
18	I believe RE should NOT be conducted exclusively in a classroom setting. I think this is a convenient way to introduce and discuss important concepts, but we have to reach out into the community, participate in social activism, help our children and youth put out principles to work in the real world.	9/27/2013 8:59 AM
19	Children sometimes get bored in a continuous classroom.	9/26/2013 8:06 PM
20	Outside activities and field trips should also be options	9/26/2013 7:42 AM
21	it would be appropriate to visit other houses of worship or spiritual spots of interest to UU's	9/23/2013 9:20 PM
22	This is important for certain curriculums, less so for others. I wouldn't want to see every class permanently "wed" to this concept. A lot of learning can take place outside of a classroom.	9/23/2013 3:30 PM
23	With occasional time outside classroom	9/23/2013 1:33 PM
24	Curricula is going to be developed no matter what, and "classroom setting" could be anywhere. I am not in favor of a haphazard, barely planned program. You have not defined classroom setting here. A classroom could be a designated area outside. Any classroom area can have experiential learning.	9/23/2013 10:55 AM
25	That needs to be decided by parents--permission to leave can be complex. Plus there are liability issues. I don't think a simple question works here.	9/23/2013 10:40 AM
26	should include authentic experiences in the wider community	9/22/2013 9:20 PM
27	This is a confusing question that I'm not sure how to answer above. I think its important that they have a mix of classroom and out of classroom experiences.	9/22/2013 8:55 PM
28	Get out and go places, hands on projects!	9/22/2013 7:18 PM

Q8 How important is it for the RE programs for children and youth include projects such as working with adults in soup kitchens and other community service projects, as well as projects that maintain and beautify our building and grounds (experiential learning)?

Answered: 89 Skipped: 0



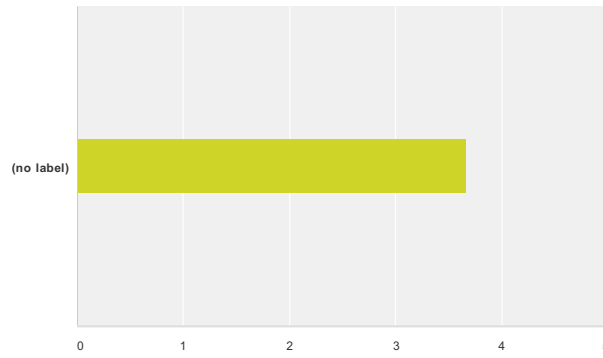
	Not Necessary	Somewhat important	Important	Essential	Don't know	Total	Average Rating
(no label)	0% 0	8.99% 8	52.81% 47	38.20% 34	0% 0	89	3.29

#	Other (please specify)	Date
1	when possible it is helpful to tie learning to practice	10/2/2013 12:31 PM
2	for those who want this ... model adult spirituality ... sharing gifts and passions	10/2/2013 12:18 PM
3	As children/youth get to a certain age, it's important for them to go outside the walls of the classroom and find things they are passionate about to tie in with the lessons they are learning.	10/2/2013 11:16 AM
4	Helping others should always be a part of any RE program.	10/1/2013 7:57 PM
5	Children should not be used in place of adult volunteers or hired help.	10/1/2013 10:20 AM
6	This would be important to get full buy-in from youth of our principles and maybe improve our chances of keeping them involved after they complete Affirmation.	9/30/2013 11:21 AM
7	This is an area that we have been lacking.	9/29/2013 5:37 PM
8	While service projects with children, youth and adults are great, this will not appeal to all people and families and some kids get this through other programs and activities. It should be an available opportunity but not an expectation for every one.	9/23/2013 3:30 PM
9	Would be great, but it seems hard to coordinate	9/23/2013 1:33 PM
10	Not just projects. It should be part of every lesson to end with a thought on how they leave the space they used	9/23/2013 9:29 AM
11	Application of principles and values!	9/22/2013 7:18 PM

Future of RE at UUS:E

Q9 How important is it for the RE programs for children and youth to be conducted using a combination of experiential and classroom learning?

Answered: 89 Skipped: 0

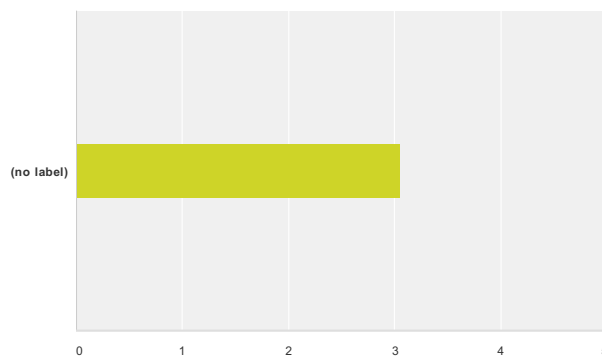


	Not Necessary	Somewhat important	Important	Essential	Don't know	Total	Average Rating
(no label)	0% 0	5.62% 5	25.84% 23	66.29% 59	2.25% 2	89	3.65

#	Other learning modes (please specify)	Date
1	classroom learning can also be experiential and interactive	10/2/2013 12:18 PM
2	Put what one learns into practice.	10/1/2013 7:57 PM
3	Ask them.	10/1/2013 10:20 AM
4	visual, verbal and written modes of learning	9/30/2013 8:02 PM
5	Different children learn differently.	9/29/2013 10:03 PM
6	Some learning activities may be open-ended (particularly for youth) that allow kids to explore further on their own or with their parents.	9/28/2013 2:19 PM
7	May be an independent research project for each student?	9/28/2013 11:40 AM
8	Other learning occurs through attending programs together, taking nature hikes, doing community service, visiting with other religious groups, seeing films, performances, artwork.	9/23/2013 3:30 PM
9	Classroom learning can be experiential learning. This is a nonsense question. The term "classroom learning" is being used to indicate "lecture" learning or traditional, non-experiential learning. That has nothing to do with the location. This question is invalid.	9/23/2013 10:55 AM
10	I think a combination is important but I would have somewhat more classroom than experiential. Experiential should be clearly connected to classroom content and should where appropriate engage in social justice.	9/22/2013 9:08 PM
11	Wh participation of more adults ..	9/22/2013 7:18 PM

Q10 Should there be alternatives to Sunday morning RE services/classes such as Sunday afternoons/evenings or on other days? An example is the Soulful Sundown Service we tried.

Answered: 89 Skipped: 0



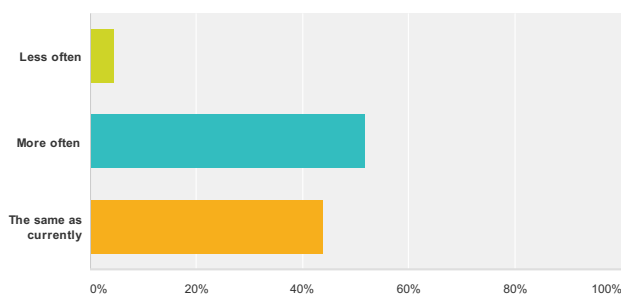
	Not Necessary	Somewhat important	Important	Essential	Don't know	Total	Average Rating
(no label)	16.85% 15	22.47% 20	25.84% 23	8.99% 8	25.84% 23	89	3.04

#	Please specify what days & times might work	Date
1	Sunday evenings would not work for my kids - they tend to do their homework all day Sunday....	10/2/2013 11:09 PM
2	Perhaps special services based on specific traditions if there is interest, for example Sader services or Pagan celebrations	10/2/2013 7:25 PM
3	Yes, alternatives to Sundays as families are too busy with sports and such. Perhaps a religious education class after school one afternoon per week.	10/2/2013 5:21 PM
4	I feel this would be something to consider if there was enough interest amongst the children/parents. I'm not sure this would be necessary.	10/2/2013 11:16 AM
5	Friday or Saturday evenings, Sunday afternoons	10/2/2013 2:54 AM
6	Wouldn't work for our family, but is worth exploring as it may be a good option for others.	10/1/2013 7:58 PM
7	Other RE days help every one fit RE into their schedules. Other days and times would also allow young people to be able to sit through service more often.	10/1/2013 7:57 PM
8	Friday nights and/or Saturday mornings	10/1/2013 1:36 PM
9	It is important for Adult and older teens to have times outside of Sunday services for RE.	9/30/2013 8:02 PM
10	We need to have options, especially for teen agers and young adults.	9/30/2013 11:21 AM
11	Schedule is unpredictable to provide days and times. Access to information via electronic means can help youth maintain connection even if unable to attend every in person class.	9/29/2013 10:07 PM
12	Only for high school students.	9/29/2013 10:03 PM
13	Might be interesting to explore further	9/28/2013 2:19 PM
14	Because I'm new, I'm not familiar with the Soulful Sundown service but it certainly couldn't hurt. Maybe alternatives could be gatherings/services of different religious origins (Solstice, Tet, etc)	9/28/2013 11:40 AM
15	Family schedules are so different these days, alternatives may be very helpful.	9/26/2013 11:30 PM
16	Sunday afternoons	9/25/2013 7:34 PM
17	This may well be essential for many people in our congregation. Sunday mornings are clearly not good for a number of our families. I would support whatever days and times might draw the most people.	9/23/2013 3:30 PM
18	UUS:E has never tried a Soulful Sundown service. UUS:E only tried a Friday Family service. There's a difference. And a Soulful Sundown service is a service, though it has elements of education. Why confuse services with education in this question?	9/23/2013 10:55 AM
19	I think that the DRE should cultivate a can do attitude for trying new things and support the volunteers in trying out things outside the scope of the classroom	9/23/2013 9:29 AM
20	Friday evenings, Sat evenings, Sunday evenings	9/22/2013 9:08 PM
21	For those who live at some distance from UUSE (25 min), coming twice on a Sunday is not an option.	9/22/2013 9:08 PM
22	Saturdays or Friday evenings	9/22/2013 8:55 PM
23	If this is something that the new organizer would like to try, I think it would be great.	9/22/2013 7:47 PM
24	Needed as it applies to each age group and their goals	9/22/2013 7:18 PM

Future of RE at UUS:E

Q11 How often should children be part of an intergenerational service? (Current practice is twice per year in addition to Christmas and Easter.)

Answered: 89 Skipped: 0



Answer Choices	Responses
Less often	4.49% 4
More often	51.69% 46
The same as currently	43.82% 39
Total	89

#	Other (please specify)	Date
1	I think it important for the children to be exposed to services upstairs and for adults to get to know the children and build strong community connections	10/2/2013 7:41 PM
2	Frequency is not an issue, however, appropriate sunday service material is. If it involves listening to "Childrens Stories" every time, then keep as is.	10/2/2013 5:21 PM
3	at present it is far too separated	10/2/2013 12:31 PM
4	different if answering for older kids. Services aren't suited for younger kids ... I think many would say they aren't into it. dunno	10/2/2013 12:18 PM
5	I think intergenerational services are important for the kids, for families, and for other adults. I'd like to see kids at the first part of the service at least twice a month.	10/2/2013 11:36 AM
6	I remember being a child sitting in the intergenerational services and it was tough! Children have a worship service of their own that is catered to the attention span and understanding of kids and I know I got more out of children worships as a kid then I did from the adult services.	10/2/2013 11:16 AM
7	One or two other additional opportunities	10/2/2013 2:54 AM
8	A few more times--especially for middle school age and up. Services with a sermon geared towards tweens and teens would be nice a couple of times per year.	10/1/2013 7:58 PM
9	There is no reason for young people to be kept from regular service. How else does one better learn how to behave in church than to watch their elders.	10/1/2013 7:57 PM
10	I just don't know how meaningful the IG services are to the children?	10/1/2013 1:36 PM
11	Only if there is appropriate programming that will interest both adults and children - not easy to do.	9/30/2013 11:21 AM
12	Once a month.	9/29/2013 10:03 PM
13	Not sure	9/29/2013 5:37 PM
14	Intergen services must be genuine. Some of ours seem contrived. They should be used when appropriate, not necessarily on a prearranged schedule. Programming for younger children (not just nursery) should be provided during holiday services. These services are too long for younger kids to sit through and the music isn't really interesting to them..	9/28/2013 2:19 PM
15	I don't know if there is a "should" but I think there is definitely an attention span limit depending on the age. We don't want to totally turn off children/youth to services and their future in UUS:E	9/28/2013 11:40 AM
16	Monthly	9/26/2013 7:42 AM
17	I know this is a "controversial" topic, but I believe there is still a divide that needs to be lessened.	9/25/2013 8:04 PM
18	I don't have an exact suggestion here. I don't believe we have too many or necessarily too few. I think it is important that the intergen services be meaningful for the children and the adults, which isn't always easy to achieve. My children would not have wanted more intergen services. They weren't crazy about them and I often spent them trying to keep them from misbehaving.	9/23/2013 3:30 PM
19	I think a couple more times would be nice, esp as they get older - again as preparation for joining the community after affirmation.	9/23/2013 1:33 PM
20	I think that children should participate more in "regular" services. I love having the children's choir sing, but I really like more integration into the service - readings and skits have been used in the past to involve children. We have also had some youth speak.	9/23/2013 11:42 AM
21	Children should be an integral part of all services.	9/23/2013 10:55 AM
22	If a particular subject lends itself particularly well to a planned lesson, being flexible may be the best option. But, for me, no more than 6 times a year.	9/23/2013 10:40 AM
23	start with kids every service and then release them to their classes - they and the teachers will feel more a part of the community and people will embrace them more	9/23/2013 9:27 AM
24	Four additional times for the Solstice celebrations	9/22/2013 10:31 PM
25	once every six-eight weeks	9/22/2013 9:08 PM
26	I'm not really sure.	9/22/2013 7:47 PM
27	Unless they have something to share with us and they want more time upstairs in our service.	9/22/2013 7:18 PM

Future of RE at UUS:E

Q12 RE families need support in a variety of ways. Some congregations have a fall or spring family event such as a karaoke night, potluck or amusement park visit. Others hold parenting workshops or potlucks. How important is it and how should UUS:E support RE families?

Answered: 89 Skipped: 0

#	Responses	Date
1	Six Flags!	10/3/2013 3:29 PM
2	It is very important and I believe we could come up democratically with some creative and enjoyable activities.	10/3/2013 12:56 PM
3	family events are a good thing - but it seems like these are harder and harder for families to attend... sports are also taking over more time for those families whose kids participate. not sure of the answer to this but getting together in community is a very good thing...	10/2/2013 11:09 PM
4	I think weekend/evening events will help strengthen the bonds of this community	10/2/2013 7:41 PM
5	it is important because it is a way for families to get to know each other outside of regular Sunday services. I like informal events such as pot lucks, game nights, music. Also, small groups that will "speak" to families are good.	10/2/2013 7:25 PM
6	Families have very busy schedules these days with children and extra curricular activities and sports. Not sure they have time for much more outside activities with UUSE - we don't see much participation currently and that may be just one more burden to a heavy schedule.	10/2/2013 5:21 PM
7	very important.	10/2/2013 12:31 PM
8	I don't understand the question. It seems like you are talking about community building... vs support? Yes, community building activities, led by those within the community, would be great	10/2/2013 12:18 PM
9	I don't know.	10/2/2013 11:36 AM
10	Supporting families is always important. Having a few events per year is a great way to get the parents involved in the program and see what the kids are doing. It keeps everyone together and inspires a larger sense of community in the eyes of the kids	10/2/2013 11:16 AM
11	I feel that it is important, but as someone who does not have children, I feel awkward and uncomfortable at these events.	10/2/2013 6:18 AM
12	Very important for UUS:E to provide opportunities for parents and families to connect with the rest of the congregation so there is more of a feeling of connection and spirituality.	10/2/2013 2:54 AM
13	Unsure	10/1/2013 10:47 PM
14	communication with families and what has been successful previously will give a clearer picture	10/1/2013 9:20 PM
15	important to help the families network	10/1/2013 8:28 PM
16	Parenting workshops sound great. I was under the impression that we already offer a number of family events each year.	10/1/2013 7:58 PM
17	Of course-it's very important. Aren't we doing any of those things?	10/1/2013 7:57 PM
18	It is important, though, I am at a loss for other ways to engage and help.	10/1/2013 7:57 PM
19	I have no feedback on this.	10/1/2013 7:54 PM
20	Ask them	10/1/2013 6:30 PM
21	Intergenerational potlucks, picnics, singalongs are good. Not sure about emphasis on individual performances. Fun to be a part of a group.	10/1/2013 4:53 PM
22	important but challenging to include the adults without children. Do they always know what's going on downstairs	10/1/2013 4:16 PM
23	Our talent show is a great way to do this.	10/1/2013 3:12 PM
24	I think the RE committee and staff have been offering many fine opportunities to get together.	10/1/2013 2:57 PM
25	it is quite important	10/1/2013 2:00 PM
26	Very important! We especially need fun events that will include/involve the children.	10/1/2013 1:36 PM
27	The events we have now, both for "families" or for the entire congregation are good--the right amount.	10/1/2013 1:33 PM
28	I recall liking a game night that I went to. Perhaps have more betw generation interaction by pairing youth and seniors into teams that compete together.	10/1/2013 1:19 PM
29	important with family support	10/1/2013 1:07 PM
30	I am learning that it is very important for the congregation to support parents in RE; otherwise, they don't have an expanded opportunity at UUS:E	10/1/2013 12:48 PM
31	Have them present need use UUSE facilities	10/1/2013 11:28 AM
32	Parenting workshops or support groups for specific needs like special education or health issues.	10/1/2013 11:18 AM
33	Don't know how things are now. In my last congregation we had family overnights off season to UU Camps that were very valuable for many reasons.	10/1/2013 10:28 AM
34	Ask them.	10/1/2013 10:20 AM
35	This is important, to foster a sense of community.	10/1/2013 10:08 AM
36	probably very important since most parents work and have little free time	9/30/2013 9:09 PM
37	important	9/30/2013 8:56 PM
38	Parenting workshops we went to at our old UU church were very useful in raising teen agers.	9/30/2013 8:02 PM
39	RE families need to be better integrated into our society in a way that will keep them from dropping out when their children leave RE - we lose too many people this way, because they don't feel part of the "upstairs" crowd.	9/30/2013 11:21 AM
40	I think it is important for families to be in contact with teachers to know/learn how students are experiencing the curriculum and if there are suggested additional ways to connect the class with the children to reinforce concepts.	9/29/2013 10:07 PM
41	Potlucks would be good. do not do things that would cost money for families.	9/29/2013 10:03 PM
42	Yes we should support RE families - I've heard of some churches sponsoring Parents' Night Out where the congregation babysits at the church for a couple of hours - not sure how that would work but it's another idea.	9/29/2013 5:37 PM
43	Pastoral care should extend to RE families. New babies need to be celebrated and families with new babies supported (meals, occasional babysitting so parents can have a night out). Play group. Discussion groups for parents (with DRE and/or minister)	9/28/2013 2:19 PM
44	Makes perfect sense. Continuity. Maybe ask the families what type of support they need?	9/28/2013 11:40 AM
45	Very important. It provides a low cost, healthy way for family interaction and to feel the support and inclusion of the UUS:E community. The Welcome back Pot Luck and Sing Down is a good example, as is the craft afternoon during the holiday season.	9/28/2013 8:10 AM
46	Very important - all above	9/27/2013 4:36 PM
47	Of course support is important. Since I don't have children, I'm not sure what it should look like, but I think it should be based on what would be most meaningful for our group of families. Perhaps a separate survey for them to find out what we can all do to assist.	9/27/2013 10:29 AM
48	Vital to RE. Vital to UUS:E. I can't begin to describe all the ways RE has supported our family and other families. I believe it is the bedrock of the effort to bring in new families.	9/27/2013 8:59 AM
49	I think it's important for the families to have time to get to know the members of the meetinghouse who don't have young children. Game nights, potlucks, karaoke night, stories around a campfire	9/26/2013 11:30 PM
50	Important. Hold parenting workshops.	9/26/2013 8:06 PM
51	It is essential that RE families feel part of the larger community at UUS:E.	9/26/2013 7:42 AM
52	I think all of us, with or without additional RE family members, should support those who do by being as involved as we can with all age groups. I don't think parents should have to bear the greatest volunteer responsibility in the current RE program..	9/25/2013 8:04 PM
53	Very important. These types of events would not only draw in those that are enrolled/involved in RE, but the entire congregation. This will help foster relationships and community.	9/25/2013 7:34 PM
54	xxxx	9/25/2013 7:17 PM
55	Very important. Many ways possible as mentioned.	9/25/2013 2:52 PM
56	Very important	9/25/2013 7:39 AM
57	Important to have events for parents and non-parents to mingle and share the responsibility of the event.	9/24/2013 4:32 PM

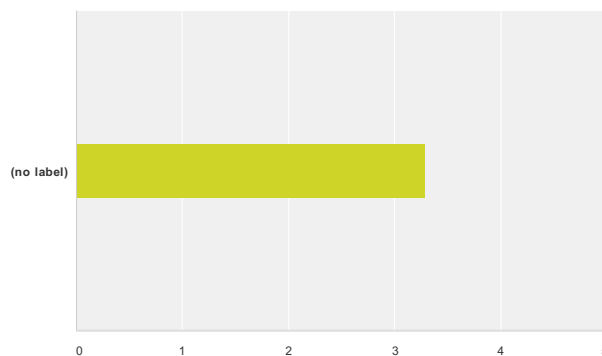
Future of RE at UUS:E

58	I don't have an answer to this question.	9/24/2013 10:34 AM
59	attendance should be our guide. If parents how up for activities then continue to offer them. If attendance is sparse, don't offer as many activities.	9/23/2013 9:20 PM
60	UUS:E should support RE families in planned ways such as were mentioned and as needed in any family that has unexpected or unusual needs (pastoral care-related??).	9/23/2013 7:04 PM
61	I think that any and all of these things would be nice to do. I think that supporting our RE families is very important. They are the lifeblood of our church and our denomination.	9/23/2013 3:30 PM
62	Since RE happens at the same time as service, I think it is important that other activities occur to get the entire congregation involved with the kids. I think events that can involve the whole family and also interest people without children. Karaoke, potlucks would cover all bases.	9/23/2013 1:33 PM
63	Very important. I have always wondered what it means to be a UU parent.	9/23/2013 1:25 PM
64	not sure what you mean by "support." families have common interests and need time to be with others who share those interests and can exchange ideas.	9/23/2013 12:34 PM
65	I think that UUS:E could do more to integrate RE families into our congregation. I think that the suggestions are great for RE families I fully support those kinds of things, but I think we need more interaction between RE families and other folks in the congregation. People have to be brought together to get to know each other and strengthen our community with each other. RE folks having social hour on the garden level and everyone else having social hour in the program room doesn't mix people up. I like the RE brunch, but there need to be more things.	9/23/2013 11:42 AM
66	I find this question offensive. Aren't families with children and youth in R/E a part of this congregation? Why have they been branded "RE families"? All families of all different types should be supported. UUS:E could really use help in adding things that help parents integrate into adult congregational life. Right now, parents are zoned into only the R/E area and it is very hard for them to experience adult events such as Sunday services. This is what we need fixed.	9/23/2013 10:55 AM
67	I don't know how important it is for the families to have support from UUS:E adults who do not have children--I'm one. I certainly think that we should offer support to families in financial need if there are activities that cost money! I would be HAPPY to have part of my money go for that, always.	9/23/2013 10:40 AM
68	I feel that events where RE families can socialize and get to know one another better are very bebeficial.	9/23/2013 10:09 AM
69	Potlucks and workshops are a great idea, a chance for children and adults in the congregation to interact freely and create positive memories of their community.	9/23/2013 9:44 AM
70	RE families are part of UUS:E. They comprise a large part of membership. They should feel free to ask other members to help out. But it is really up to them to communicate their needs and to create activities and environments where people want to help. UUS:E and its members are not separate.	9/23/2013 9:29 AM
71	very important... families need all the support they can get!! social activities with other UU families and parenting wkspss sound terrific	9/23/2013 9:27 AM
72	important	9/23/2013 8:48 AM
73	Essential in community building.	9/22/2013 10:31 PM
74	Pretty important--offer babysitting or occasional day care for busy parents	9/22/2013 10:12 PM
75	Somewhat important, but current model is okay.	9/22/2013 9:48 PM
76	Very important; social as well as content based programs chosen using topics chosen by families in the congregation	9/22/2013 9:20 PM
77	Extremely important!! Support /discussion groups for parents, multi-gen retreats, family outings, parent-child book discussion groups, establishing mentoring relationships, multi-gen theatre performances, congregational weekend retreats at Ferry Beach, etc. The possibilities are endless and we don't do nearly enough!	9/22/2013 9:08 PM
78	Very important, Builds community and builds UU identity.	9/22/2013 9:08 PM
79	Somewhat	9/22/2013 8:59 PM
80	Very important also support groups for parents with children with differences	9/22/2013 8:55 PM
81	This is important and we should continue holding family oriented events, especially those that attract a broad spectrum of members as opposed to just families.	9/22/2013 8:55 PM
82	I am not a parent, so I am unsure.	9/22/2013 7:56 PM
83	May be intergenerational working together on certain projects within or outside our community would be worthwhile.	9/22/2013 7:55 PM
84	Love the idea of parenting workshops. Would love a group around UU parenting. Loved the book group that Josh did on the Spiritual Adventure of Parenting.	9/22/2013 7:47 PM
85	no opinion	9/22/2013 7:43 PM
86	Very	9/22/2013 7:39 PM
87	Important	9/22/2013 7:26 PM
88	Very and keep asking adults and offering info on what is needed from adults!	9/22/2013 7:18 PM
89	Support parents in home activities that follow from the church school lessons.	9/22/2013 7:06 PM

Future of RE at UUS:E

Q13 Should the religious education professional have a committee that supports him or her with feedback from the congregation in much the same way as the current Committee on Ministry supports Rev. Josh? (This would not be the RE Committee that is concerned only with programming.)

Answered: 88 Skipped: 1



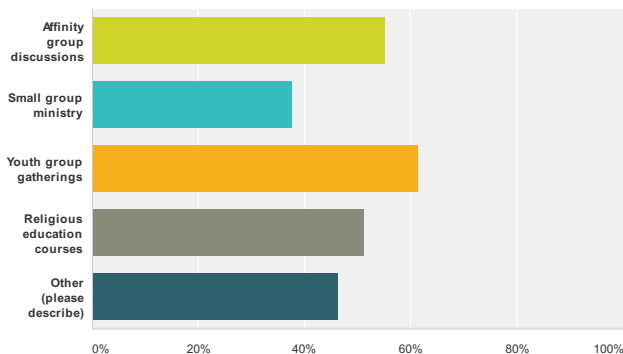
	Not Necessary	Somewhat important	Important	Essential	Don't know	Total	Average Rating
(no label)	7.95% 7	6.82% 6	50% 44	19.32% 17	15.91% 14	88	3.28

#	Other (please specify)	Date
1	The purpose of this group would have to be developed more for me to form an opinion	10/2/2013 7:41 PM
2	Important however someone needs to act on the feedback. In past no one has acted on the feedback and issues grew and never were addressed.	10/2/2013 5:21 PM
3	It is also important to establish the relationship between the RE Committee and the next Director. At present it does not work. I know too many people who have found the present format extremely discouraging and has led to families leaving the congregation. This is unacceptable but has been allowed to continue.	10/2/2013 12:31 PM
4	I'd rather see volunteers involved in activity involving youth sharing something they are passionate about. More committee structure doesn't seem the answer	10/2/2013 12:18 PM
5	I think this may be a good idea to consider- it's important to get congregation feedback and involvement and this might be a great way to support the DRE	10/2/2013 11:16 AM
6	A committee seems unnecessary. If the person is a professional, he/she would presumably be an expert at the job and shouldn't need support. However, he/she should be open to feedback from the congregation at all times.	10/1/2013 7:58 PM
7	UUS:E needs an ombudsman	10/1/2013 6:30 PM
8	I think that the current Committee on Ministry is not used appropriately to make members aware of how it works and why we even have it! How can we give this committee feedback if we don't know it exists. If we do the same with an DRE, it would serve a good purpose.	9/30/2013 11:21 AM
9	Religious Educator should get lots of feedback.	9/29/2013 10:03 PM
10	Comm on Ministry seems in cognto so not sure I want one for the DRE	9/29/2013 5:37 PM
11	Define "feedback". It could get tricky and seem more like surveillance than support but I'm sure you already know this and would take steps to prevent it.	9/28/2013 11:40 AM
12	If the DRE has an open door policy for suggestions, a separate committee shouldnt be necessary.	9/28/2013 8:10 AM
13	One person can lead, but there needs to be others who help carry out the programming.	9/26/2013 11:30 PM
14	What a great idea!	9/23/2013 1:33 PM
15	I think that the Committee on Ministry and a similar committee for RE would be appropriate only if it acts as a liaison between the congregation and minister/RE director as well as providing support.	9/23/2013 11:42 AM
16	Yes. However, the Committee on Ministry is not currently functioning in this capacity. These types of committees should be the congregation and not hand-picked by the minister or the DRE. The Director of Music also needs support with a committee such as this. Perhaps one committee could serve all three functions.	9/23/2013 10:55 AM
17	The DRE should have an avenue to get feedback from the congregation. I do not know how the current system works with Josh. But there needs to be something	9/23/2013 9:29 AM
18	Member volunteers with educational and/or psychological experience	9/22/2013 10:31 PM
19	Depends on the relationships, they do in other churches when needed or for particular goals. Get more adults interested in RE!!	9/22/2013 7:18 PM

Future of RE at UUS:E

Q14 Today, electronic and social media platforms are very popular communication tools. What ways would you like to see UUS:E utilizing web-based and mobile technologies in the future? (Check all that apply)

Answered: 80 Skipped: 9



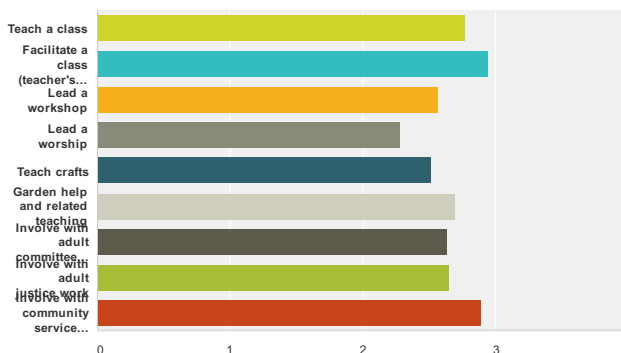
Answer Choices	Responses	
Affinity group discussions	55.00%	44
Small group ministry	37.50%	30
Youth group gatherings	61.25%	49
Religious education courses	51.25%	41
Other (please describe)	46.25%	37
Total Respondents: 80		

#	Other (please describe)	Date
1	not important	10/3/2013 3:29 PM
2	Don't know. Not very adept at these technologies.	10/3/2013 12:56 PM
3	as communication tools yes - but not in place of meeting face to face for the above groups.	10/2/2013 11:09 PM
4	Social justice activities	10/2/2013 7:41 PM
5	discussion topics that those interested in can be involved in	10/2/2013 7:25 PM
6	Telephone meetings with speaker phone or dial in conference number or online meeting tools. Travelling to meetinghouse limits some people's participation.	10/2/2013 5:21 PM
7	to supplement and extend face to face interaction.	10/2/2013 12:18 PM
8	Suggestion for closed circuit calendar events to be posted electronically on flat screen monitor in foyer to help keep people connected	10/2/2013 2:54 AM
9	unsure	10/1/2013 10:47 PM
10	Any and all ways possible. Reach more people in more ways. Offer past services as podcasts, etc...	10/1/2013 7:57 PM
11	Hardly have time for work, church, and all activities. Would have to see advantages in more time spent on the computer or smart-phone.	10/1/2013 4:53 PM
12	Person to person is an effective communication tool.	10/1/2013 1:36 PM
13	I don't really use anything beyond email, so would tend to keep communication techniques down to essentials. However, for building community it might make sense to have facebook pages devoted to specific groups or activities.	10/1/2013 1:19 PM
14	No opinion at this time	10/1/2013 11:18 AM
15	Everything should be face to face as far as is possible.	10/1/2013 10:28 AM
16	How is this question related to the DRE and RE programs?	10/1/2013 10:20 AM
17	Not sure	10/1/2013 10:08 AM
18	Provide the RE Sunday classes online so that if the children miss a session, they can still participate. This might be applicable to adult RE as well. Having WebEx or Go To meeting capability would allow those that cannot make it to the church to participate in adult RE classes and discussion groups. Webcams would a great addition.	9/30/2013 8:02 PM
19	I think that we must reach the youth/young adult demographic any way possible using all social media - we must seek out members from this group to figure out what they want and how to implement it.	9/30/2013 11:21 AM
20	Publicity, a way for students to communicate among themselves. Could be important in the event of an emergency or something everyone needs to know quickly.	9/29/2013 10:03 PM
21	Flash-mob (of UU youth in the region)? Certainly use it for announcements and reminders.	9/28/2013 11:40 AM
22	I would participate in online Adult RE. I am rarely free to attend in person during weekday evenings.	9/27/2013 8:59 AM
23	I would like to see web based technologies to help people who can't get to meetings, but I think the emphasis should be on face-to-face contacts as much as possible.	9/26/2013 11:30 PM
24	I'm not sure about this...am leaving it blank.	9/25/2013 8:04 PM
25	Edmodo, Google Hangouts, Skype, FaceTime	9/25/2013 2:52 PM
26	I am in the older generation at UUS:E and presently don't have mobile technology. I do have a PC but don't use it as much as I could. If I did use technology more, I would support these platforms as communication tools.	9/24/2013 10:34 AM
27	I think it is up to the people in our congregation whether they want more of this or not. I participate on Facebook and also on the service discussion dialogue but I'm personally interested in more Face to Face time with people vs more time spent on the computer. Most of the studies about people spending a lot of time on social media indicate that this can lead to isolation and depression. I guess I'm not eager to see us become a "virtual" church - yikes!	9/23/2013 3:30 PM
28	I would like it so that these discussions are not mixed up with dialog on the sermons--ie getting emails about those discussions. However, I think it could be useful for high schoolers, IF they could be coaxed to do it. Other people can speak to how these tools would be useful. Just bear in mind all the ways that PRIVACY IS INVADDED. These are our CHILDREN, so we need to have someone who truly understands the privacy ramifications before we jump into it... and ask whether it's really necessary.	9/23/2013 10:40 AM
29	Unsure which would be helpful at this time.	9/23/2013 9:44 AM
30	I think that there are many existing UUA and UU related websites, blogs, and other sites that UUS:E is not plugged into. We need to open ourselves up electronically to the world around us.	9/23/2013 9:29 AM
31	great for setting up schedules, having discussions, but important to not rely on as face to face is more important!	9/23/2013 9:27 AM
32	not essential for and during services	9/22/2013 10:31 PM
33	Community outreach/service opportunities	9/22/2013 10:12 PM
34	An RE Blog would be great!	9/22/2013 9:08 PM
35	UTube Services for those who miss them	9/22/2013 8:55 PM
36	Communicating upcoming events, outside events of interest, etc.	9/22/2013 8:55 PM
37	It depends on what they want to accomplish etc...do not box our young ones in!! Make this available for their creativity! Listen to them!!	9/22/2013 7:18 PM

Future of RE at UUS:E

Q15 What role(s) should adults with or without children in RE play in carrying out the RE program?

Answered: 83 Skipped: 6



	Not Necessary	Somewhat important	Important	Essential	N/A	Total	Average Rating
Teach a class	7.32% 6	25.61% 21	50% 41	17.07% 14	0% 0	82	2.77
Facilitate a class (teacher's helper)	4.88% 4	18.29% 15	54.88% 45	21.95% 18	0% 0	82	2.94
Lead a workshop	9.76% 8	31.71% 26	47.56% 39	8.54% 7	2.44% 2	82	2.56
Lead a worship	20% 16	36.25% 29	37.50% 30	5% 4	1.25% 1	80	2.28
Teach crafts	8.54% 7	37.80% 31	43.90% 36	7.32% 6	2.44% 2	82	2.51
Garden help and related teaching	4.88% 4	29.27% 24	56.10% 46	8.54% 7	1.22% 1	82	2.69
Involve with adult committee work	7.23% 6	36.14% 30	39.76% 33	14.46% 12	2.41% 2	83	2.63
Involve with adult justice work	4.88% 4	36.59% 30	43.90% 36	12.20% 10	2.44% 2	82	2.65
Involve with community service projects	2.50% 2	27.50% 22	48.75% 39	21.25% 17	0% 0	80	2.89

#	Other roles or functions (please specify)	Date
1	anybody can do any thing/evry thing	10/3/2013 3:29 PM
2	teachers should be paid and if that means less \$\$ for DRE that is ok. Volunteers can participate as they wish. DRE continually whining for volunteers is actually a turn-off. Strong arming tactics to get volunteers also need to stop. People will naturally step up to help out in a positive environment.	10/2/2013 5:21 PM
3	there should also be a place for people to be members without obligation.	10/2/2013 12:31 PM
4	it depends on their passions ...	10/2/2013 12:18 PM
5	Older kids could be more involved with adult committee work.	10/2/2013 6:18 AM
6	Participation should be encouraged--not mandated.	10/1/2013 7:58 PM
7	All are important, but should never be pushed.	10/1/2013 7:57 PM
8	music and choir	10/1/2013 3:12 PM
9	bad question as I would give different responses based upon whether person had kids in RE	10/1/2013 1:19 PM
10	Are you planning to conscript adults to do these things? :-)	10/1/2013 10:20 AM
11	Mentors.	9/29/2013 10:07 PM
12	Lead field trips	9/29/2013 10:03 PM
13	Volunteer work has to be done within one's comfort zone. Easier roles might include volunteering in the nursery, elders being interviewed by youth, mystery friend, help at an intergen event. .	9/28/2013 2:19 PM
14	Not quite sure what you mean by "involve with"? Do you mean an adult would involve children with the adult works like justice, etc?	9/28/2013 11:40 AM
15	All adults should have some hands-on participation at some point, just to become more aware of the program, its future needs, and how to help. And to stay young!	9/28/2013 8:10 AM
16	All roles and activities should be shared as interest and abilities allow.	9/26/2013 7:42 AM
17	financial contributions should be per child and mandatory	9/23/2013 9:20 PM
18	I think that it is important that the adults who do these things be people who really want to and enjoy being with children and youth. You can't force this on people who really don't like this kind of thing.	9/23/2013 3:30 PM
19	Help integrate music into the RE program.	9/23/2013 11:42 AM
20	Rating here makes no sense to me... I am rating more in terms of MOST SUITED, rather than most important. Sorry.	9/23/2013 10:40 AM
21	It is essential that however an adult without or with children get involved with the RE, they should have some sort of training that helps them understand what is expected of them and how the particular activity relates to the overall picture of the RE program, the lesson for the day, and it's place at UUS:E	9/23/2013 9:29 AM
22	Preparing and clean up after meals and events	9/22/2013 10:31 PM
23	Any or all of the above, depending on wishes of the DRE	9/22/2013 7:26 PM
24	Any and all but get rid of the word "should". This is punitive, you must learn how to make adults WANT to join in. We do not want adults out of obligation but out of choice! Market what exciting opportunities we have for adult participation!! Do not pay teachers!	9/22/2013 7:18 PM

Future of RE at UUS:E

Q16 If you have participated in adult RE programs, how would you assess them (please be specific)?

Answered: 49 Skipped: 40

#	Responses	Date
1	What Moves U was awesome. Christian UU was well done.	10/3/2013 3:29 PM
2	not able to fit them into my life at this time...	10/2/2013 11:09 PM
3	n/a	10/2/2013 12:18 PM
4	I have enjoyed and learned with several Josh taught classes. Also Carol Lacoss and David Games' classes. Judy Robbins autobiography class was excellent. I know there are others - can't remember any negative experiences.	10/2/2013 11:36 AM
5	I participated in a writing workshop with younger students and it was wonderful. We planned the activity, and children seemed to enjoy it and get our message.	10/2/2013 6:18 AM
6	N/A	10/2/2013 2:54 AM
7	It's been difficult for me to fit RE adult programs into my schedule.	10/1/2013 10:47 PM
8	The introduction was interesting and fun.	10/1/2013 7:57 PM
9	Stimulating, fun.	10/1/2013 7:54 PM
10	Outstanding. Wish I had more time to attend. Jay Hughes's workshops were great.	10/1/2013 4:53 PM
11	use online resources made available by UUA	10/1/2013 2:00 PM
12	All of the adult RE programs that I've attended have been well constructed, meaningful and most helpful.	10/1/2013 1:36 PM
13	I was only able to go to one, and it was very good.	10/1/2013 1:33 PM
14	Only participated in 1.5 "classes" that had multiple meetings over a set of readings. I found them useful and stimulating.	10/1/2013 1:19 PM
15	Good. New ideas and interaction. Variety.	10/1/2013 10:28 AM
16	Not recently--no new subject matter	10/1/2013 10:20 AM
17	For the most part well done. I've esp. enjoyed Crystal Ross's classes on the old testament because she had been personally involved in the research and structure of them (much work on her part).	9/30/2013 9:09 PM
18	very interesting and thought-provoking	9/30/2013 8:56 PM
19	It is hard to get volunteers. Sometimes the volunteer teachers are not a team player and do not work with the assistants in ensuring the team is prepared for class. The curriculum had many choices of what to do. Being prepared helps the quality of the class. I have also watched as an assistant as the teacher and the students talk away the class without fulfilling the objectives of the class. One is okay, but over and over is a problem for the students. It can get frustrating for some of the quieter students.	9/30/2013 8:02 PM
20	I think it has been done very well in the last couple years since we have had an active adult RE committee - the trick is to continue it at a high level.	9/30/2013 11:21 AM
21	Very superficial.	9/29/2013 10:03 PM
22	I've enjoyed them - especially Judy Robbins and Carol Lacoss. Also Racism 101 with Josh.	9/29/2013 5:37 PM
23	Those I have attended have been of high quality. There is clearly an attempt to offer classes at a variety of times and appeal to different interests.	9/28/2013 2:19 PM
24	Haven't yet.	9/28/2013 11:40 AM
25	They do an excellent job of providing education and awareness of other religions without emphasizing any particular one. Also, of many all children feel included. And the 7 principles are incorporated well, however, perhaps more activities building self-esteem could be built in.	9/28/2013 8:10 AM
26	I enjoy adult RE classes related to theological issues. I also enjoy community building RE programs.	9/27/2013 4:36 PM
27	Vital to my child's development. Very fulfilling for me. Effective in presenting ideas to children. Effective in encouraging young families to explore UUS:E as a religious home.	9/27/2013 8:59 AM
28	I attended Judy Robbins writing class and thought it was excellent.	9/26/2013 11:30 PM
29	I have participated in several of the programs and been impressed with their quality.	9/26/2013 7:42 AM
30	1. Affirmation - great experience 2. Nursery - ditto 3. Summer program - needed more attendees	9/25/2013 8:04 PM
31	Not applicable	9/25/2013 7:34 PM
32	Fall of 2012. I felt that we were not giving enough training or information on how to integrate the theme or message into the craft or activity. I was involved mostly in crafts and we were rushed to complete the craft, with little interaction on why this fit in, or what it meant. One morning with the more active/outside group, we were hampered by a large age and skill gap making it hard to keep it interesting for all.	9/24/2013 4:32 PM
33	I have attended some adult programs. They have been well run and attended.	9/24/2013 10:34 AM
34	I have enjoyed the adult RE programs I have attended. Unfortunately my work schedule interferes with my ability to participate on a regular basis.	9/23/2013 9:20 PM
35	Well organized with interesting topics; variety of starting times is helpful.	9/23/2013 7:04 PM
36	I have enjoyed the programs that I've participated in and appreciate these opportunities for further education. The people who offer them are well-informed and prepare a great program.	9/23/2013 3:30 PM
37	I'm not sure what are adult RE programs and what are affiliated groups that meet outside the RE program, ie Humanists, Buddhists.	9/23/2013 12:34 PM
38	I think that there is a good variety of programs being offered.	9/23/2013 11:42 AM
39	They're great.	9/23/2013 10:55 AM
40	a life long learning experience. I will always remember the planning and going on the trips and the mentoring of the students.	9/22/2013 10:31 PM
41	Many have been offered during day time hours when I am at work, which makes it difficult for me to participate. I very much enjoyed the workshop offered by Marta Koontz (discovering one's true strengths and passions), and another offered by Michelle LaGrave (Soul Collage). I most enjoy classes that combine spirituality and creativity. I like to share, interact, and connect with people, and I love an opportunity to learn new skills.	9/22/2013 9:08 PM
42	Some are very good and others are not as good.	9/22/2013 8:59 PM
43	Great and very accepting of all	9/22/2013 8:55 PM
44	I felt that last spring's SLC Earth Day celebration on trees fell flat.	9/22/2013 7:55 PM
45	They've been great! I did a simplicity class many years ago and I've done the intro to UU class. All very informative and enjoyable.	9/22/2013 7:47 PM
46	wonderful... would do more if I could	9/22/2013 7:43 PM
47	Very worthwhile	9/22/2013 7:26 PM
48	Mediocre.	9/22/2013 7:18 PM
49	Very informative. they make me think about topics I would not otherwise encounter.	9/22/2013 7:06 PM

Future of RE at UUS:E

Q17 If you have NOT participated in adult RE programs, please explain why.

Answered: 37 Skipped: 52

#	Responses	Date
1	I participated many years ago, but not in the past 15-20 years. No good reason, but would consider helping out in the future.	10/3/2013 12:56 PM
2	schedule conflicts	10/2/2013 11:09 PM
3	Started attending UUS:E in last month	10/2/2013 7:41 PM
4	We are new to the congregation so haven't participated, but didn't participate much at our old church either because of scheduling/time conflicts and child care.	10/2/2013 7:25 PM
5	Tried a couple of times, very disorganized and unfriendly environment from DRE. The children are sometimes unruly and UUSE does not seem to expect them to help them learn to act appropriately.	10/2/2013 5:21 PM
6	I have not participated, mostly due to the time offered was not conducive to full time employed and people with family.	10/2/2013 12:31 PM
7	not a priority because would take time away from family and other activities already engaged	10/2/2013 12:18 PM
8	I grew up in the UUSE RE program and went through affirmation.	10/2/2013 11:16 AM
9	Limited time available with scheduling especially for working families	10/2/2013 2:54 AM
10	I'm often too busy many evenings throughout the week.	10/1/2013 10:47 PM
11	lack of time, often scheduled during business hours	10/1/2013 8:28 PM
12	No time.	10/1/2013 7:58 PM
13	Scheduling issues, usually...	10/1/2013 7:57 PM
14	I'm too old	10/1/2013 6:30 PM
15	too old	10/1/2013 2:00 PM
16	There are usually a few things I'd like to attend but just can't due to scheduling conflicts or life getting int he way!	10/1/2013 1:33 PM
17	Time restraints	10/1/2013 11:28 AM
18	Doesn't fit in my schedule or not interested in topics.	10/1/2013 11:18 AM
19	No time and I live a half-hour from UUSE these days.	10/1/2013 10:20 AM
20	Time and other commitments.	9/29/2013 10:07 PM
21	Some are during the day.	9/29/2013 5:37 PM
22	Just became involved. Waiting for UU 101.	9/28/2013 11:40 AM
23	Lack of time with family on weekends	9/26/2013 8:06 PM
24	Most of them are scheduled during the day, during the week. I would love to come, but my work schedule does not allow for it.	9/25/2013 7:34 PM
25	Schedule conflicts.	9/25/2013 2:52 PM
26	no time	9/23/2013 1:33 PM
27	time, topics don't work with my schedule, interests	9/23/2013 12:34 PM
28	Generally if I have not participated in a program, that's because it's during the day when I am working. So many adult RE programs cater to the retired.	9/23/2013 10:55 AM
29	My life. I have mobility and stamina issues--a disability wherein my hours of productivity are profoundly limited. I MIGHT want to consider an acvity involving Eric Carle's techniques for illustration.	9/23/2013 10:40 AM
30	I have only been a member for 1 year and am still "feeling" my way around.	9/23/2013 10:09 AM
31	They seem very interesting, however my personality, schedule and stage of life are not conducive to many social and time commitments at this point.	9/23/2013 9:44 AM
32	My husband and I have a hard time making a weekly commitment even though UU and RE are an important part of our lives... we live 1/2 hr away, have a 4 yr old and try to come 2x a month ... we hope that RE could be more flexible in the future	9/23/2013 9:27 AM
33	Never had the opportunity (I just turned 18).	9/22/2013 10:12 PM
34	Very limited time available - I work at two jobs & try to maintain a balanced life with peaceful family time. I have worked with children and led Sunday Schools for many years and need a break from work on Sundays	9/22/2013 9:20 PM
35	Time commitment; distance from home to congregation	9/22/2013 9:08 PM
36	My ears are aging, I have difficulty understanding young kids voices, and all those who talk very fast.	9/22/2013 7:55 PM
37	Current lack of time, interest.	9/22/2013 7:39 PM

Future of RE at UUS:E

Q18 Please write your views and suggestions for the future of RE at UUS:E below in 50 words or less.

Answered: 89 Skipped: 0

#	Responses	Date
1	examine our own theology personal exploration	10/3/2013 3:29 PM
2	I hope that our continued excellence in Sunday Services will draw in more and more parents of young children, and that our excellent liberal approach to RE will be an additional incentive to keep them in the fold.	10/3/2013 12:56 PM
3	RE is really important. We need a vibrant RE program for all kids.	10/2/2013 11:09 PM
4	See above	10/2/2013 7:41 PM
5	I think RE should be comprehensive to cover all age groups. It would be nice if music were incorporated into the children's worship circle.	10/2/2013 7:25 PM
6	x	10/2/2013 5:21 PM
7	There needs to be a dramatic change to a model that is accountable to those it serves.	10/2/2013 12:31 PM
8	connect people with passions and focus on spiritual path, adults and children in community.	10/2/2013 12:18 PM
9	I would like to see the RE program grow. I would like more participation and inclusion with the regular services, and more non-parent adults participating with children and youth. I hope we can afford a full time RE professional, but I realize we probably can't t this time.	10/2/2013 11:36 AM
10	I loved growing up in the program. While there have been many changes since then, I would imagine the main goal is still similar. I think it's really important to have a structure to teach kids the fundamentals of UUism and all that goes with it. As I get more involved, I feel it's so gratifying as an adult to help mold the lives of kids and help as they experience RE and all that it has to offer.	10/2/2013 11:16 AM
11	I think adults should be involved in RE activities to promote a sense of community. Maybe we should have adult "greeters" for the children, who greet them when they arrive and do a brief "check in" with how the students are feeling that day. As someone without children, I sometimes feel disconnected and would like more ways to be involved.	10/2/2013 6:18 AM
12	More community activities involving children and youth. More outdoor and nature related worship services.	10/2/2013 2:54 AM
13	I strongly believe that DRE needs to be directly responsible for our teen programming. We need a full-time DRE.	10/1/2013 10:47 PM
14	Try to understand why some parents seem removed and/or preoccupied when they are downstairs with the children, not behaving in an interested or connected way.	10/1/2013 9:20 PM
15	The few times I've been involved with RE I've been discouraged by the lack of organization and a pretty indulgent attitude towards the kids, even when they're not behaving with respect towards others or the building. I think a volunteer orientation would help to define expectations and goals for the year's program.	10/1/2013 8:28 PM
16	A warm, welcoming director and well trained teachers are essential ingredients to a quality program.	10/1/2013 7:58 PM
17	I'd love to see more integration of children's/youth RE programs with adult activities at UUS:E. My children are grown and I feel quite removed in general from what goes on at the Garden Level.	10/1/2013 7:57 PM
18	Nothing comes to mind as of yet.	10/1/2013 7:57 PM
19	To have kids turn out not only willing but excited about doing affirmation.	10/1/2013 7:54 PM
20	intertwine re & re parents with upstairs activities	10/1/2013 6:30 PM
21	The most important thing is accessibility. The DRE should be accessible to kids and parents. Next, good organizational skills to inspire volunteers, oversee all programs (including summer programs, even if volunteers run them).	10/1/2013 4:53 PM
22	I don't feel I know enough about RE to have views or suggestions.	10/1/2013 4:16 PM
23	I would like to see more integration between "upstairs" and "downstairs" Children should not feel they are NOT part of the "grown up" worship.	10/1/2013 3:12 PM
24	I am sure others will have good suggestions.	10/1/2013 2:57 PM
25	It seems OK as it is but not being close to the program it's hard for me to tell.	10/1/2013 2:00 PM
26	Continue the tradition of excellence that Vicki has created with a full-time DRE who is responsible for life-span education.	10/1/2013 1:36 PM
27	I think it is discouraging that it is so hard to get enough volunteers to "staff" the RE programs. It seems systemic, i.e. it's just not something everyone just does. But I think it also feels a little disorganized downstairs, which makes people feel uneasy and therefore less likely to volunteer.	10/1/2013 1:33 PM
28	Sorry, but you will have to infer that from my other responses. I do not have sufficient knowledge to answer this question.	10/1/2013 1:19 PM
29	i havent gave it much thought i will work on that	10/1/2013 1:07 PM
30	We should certainly offer RE and child care through affirmation. If we can support more through pledges, then I feel we should extend RE through high school.	10/1/2013 12:48 PM
31	Would like to see more varied programs that members who have interest in certain areas could co-ordinate. EQ Have a book written by Individuals that leader has interest in and make it reference for group to read for discussion.Few sessions would ensue.	10/1/2013 11:28 AM
32	I feel that there is little to no deviation from the age groups of children in particular learning groups. It is important to take into consideration that some children are not able to learn at an "average" pace and there for feel alienated from the learning process when they are expected to just "Keep Up" with there peers. I would very much like to see children with special learning needs have a chance to learn at there pace in environments where they don't feel left out.	10/1/2013 11:18 AM
33	Have none. Been away from it too long.	10/1/2013 10:28 AM
34	I would like to see less control. I notice a trend in our church towards control, control, rules, rules.	10/1/2013 10:20 AM
35	More involvement of the whole congregation, and a variety of teaching methods/experiential learning.	10/1/2013 10:08 AM
36	Continue to offer a variety of classes for all ages so that we may continue our search for truth and meaning in life.	9/30/2013 9:09 PM
37	keep it strong	9/30/2013 8:56 PM
38	I would like a curriculum that dealt with evolution vs creationism. I would like to see a clearer understanding with the parents about what is being covered and how they can help to reinforce the classes. There needs to be ways to make up lessons, even if the parent can teach it to their child. Absences just happen and it is important to get continuity of the classwork.	9/30/2013 8:02 PM
39	The decision we make regarding a new DRE will be one of the most profound decisions we can make as a society - it will determine our future growth and success as a society. We need to select a diverse search committee who will understand this mission and find the right person for this job.	9/30/2013 11:21 AM
40	We need someone who will think outside the proverbial box.	9/29/2013 10:07 PM
41	Kids need strong background in UU history and theology.	9/29/2013 10:03 PM
42	Children should learn about UUism and the major religions of the world, especially Judeo-Christian.	9/29/2013 5:37 PM
43	Most important from the leader (DRE)-energy and enthusiasm, the ability to engage others in a positive way, outreach to the entire congregation, flexibility to meet others where they are and encourage involvement.	9/28/2013 2:19 PM
44	I think it is essential to have an RE program.	9/28/2013 11:40 AM
45	Overall, I think the way things are going now is really good, although I really don't have anything else in my past experience to compare it to.	9/28/2013 8:10 AM
46	I enjoy multi-generational activities and would like them to continue and/or to see more	9/27/2013 4:36 PM
47	Experiences for kids and families that meet their actual and realistic needs. A more democratic system that involves parents in decision making and acknowledges that they have important skills and information to share about how their children should experience RE. A leader who is connected to the dominant youth paradigm, with lots of energy and creative ideas.	9/27/2013 10:29 AM
48	Expressed in other answers	9/27/2013 8:59 AM
49	Providing a way for children to express their thoughts and feelings about religion, spirituality and feeling confident in themselves and their convictions is what I expect the RE program to help them attain. Helping to attain justice, feelings of responsibility for their community and respecting the earth are all things that will follow them all the days of their lives.	9/26/2013 11:30 PM
50	RE should not be too stressful for the youngest children; involve teens in some adults programs and not require them to be in classroom setting always.	9/26/2013 8:06 PM
51	Lifelong RE is an essential part of "the responsible search for truth and meaning."	9/26/2013 7:42 AM
52	With the unfortunate elimination of the Youth position, I think it all the more important that this group be paid attention to and integrated into as much of the fabric of UUS:East as possible. I also feel that we still have a ways to go in mixing and integrating all our age groups (seniors to nursery). We all represent steps in the life cycle and need to relate to each other.	9/25/2013 8:04 PM
53	Nothing additional	9/25/2013 7:34 PM

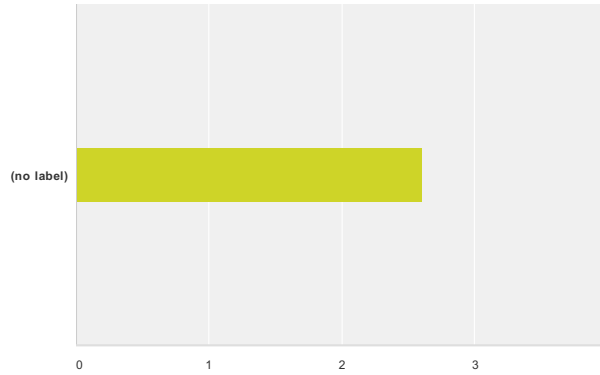
Future of RE at UUS:E

54	xxxx	9/25/2013 7:17 PM
55	We need to assess best practices from around the region and elsewhere and incorporate as appropriate. We need to support parents with kids in RE better. We need to have more adults with no kids in RE participate. We need more intergen/multigen services/projects.	9/25/2013 2:52 PM
56	Vibrant and inspiring for all kids, their parents, and non-RE age kid adults.	9/25/2013 7:39 AM
57	Engaging, fresh, enthusiastic. I see from the very outside of RE that there is an aura of tiredness or sameness at times.	9/24/2013 4:32 PM
58	I think, generally, that our congregation is short of the financial obligation to have a highly paid RE director. Finances are an issue. I want to see the best for our children but we do have a fiscal responsibility and that all members and frequent visitors must help in financing UUS:E, including RE. Volunteerism is a problem.	9/24/2013 10:34 AM
59	no comments	9/23/2013 9:20 PM
60	I am concerned about the "upstairs and downstairs" reality. I would hope that the next DRE could focus on ways to make that less divisive.	9/23/2013 7:04 PM
61	My main suggestion is that we look hard at what families are wanting and needing for their children. Do they want a Sunday morning program or would another day and time of day work better. There seem to be a lot of kids who are involved with sports on Sunday mornings and the parents are too, as they coach, etc. While I was really happy to have my kids attend church at the same time that I did, we may need to look at a completely different format now and I would totally support that. My kids didn't care for sports a lot, so I didn't have the conflict with sports that so many other folks have. I want to see us keep families involved and do whatever we need to, to attract them.	9/23/2013 3:30 PM
62	I think what we currently have is really great, but could be improved upon by closer involvement between RE and entire congregation activities	9/23/2013 1:33 PM
63	I sometimes feel like in order to have my kids in RE I have to give up going to services. I got burnt out and stopped coming. We haven't been in months but would like to come back. I feel like I almost can't just drop in. I understand how important it is to volunteer but it felt like it was too much for me. I work all week and Im with my kids all week. I come for an hour of spirtial adult time.	9/23/2013 1:25 PM
64	RE and the search for morals and truths is an important, lifelong aspect of being a UU.	9/23/2013 12:34 PM
65	I think our RE program needs to be rejuvenated. We need someone who is knowledgeable and dynamic. They also need to be able to empower volunteers. I think encouraging them to go to GA, RE week at Ferry Beach and Star Island, having retreats are some good ways to energize people.	9/23/2013 11:42 AM
66	The future of RE is the future of our congregation.	9/23/2013 10:55 AM
67	I have said as much as I can I think.	9/23/2013 10:40 AM
68	I think a strong RE program is crucial to the continued health and growth of UUS:E, and needs to be one of the top priorities.	9/23/2013 10:09 AM
69	I have seen and heard about nothing but the best experiences in RE classes. I only hope that this tradition continues to be thought provoking, stimulating, and growth-promoting for our youth and any other ages within its scope. Young people love for their abilities, thoughts, opinions and beliefs to be valued, and to enjoy themselves as much as possible. Any environment that fosters these experiences will be memorable, engaging and beneficial in a young person's development.	9/23/2013 9:44 AM
70	I think that as important as it is to have an experienced qualified person, we need a person who is not currently associated directly with UUS:E. We need fresh eyes to help bring the program into a new future. We need someone who is more interested in collaboration with volunteers and listens to new innovative ideas than to following a specific track.	9/23/2013 9:29 AM
71	we belonged to a congregation that had an RE minister and it was wonderfull! the kids and parents felt very supported and integrated with the community...	9/23/2013 9:27 AM
72	Have parents involved completely in their children's religious education.	9/23/2013 8:48 AM
73	having a professional RE director is essential for the development and sustainability of RE. Vicky cannot be replaced. Whoever replaces her must have integrity, be creative, flexible and easy to work with.	9/22/2013 10:31 PM
74	Great program! Try to carpool more--I personally wanted to take the affirmation course at UUS:E a few years ago but was unable to due to a lack of transportation to and from the meetinghouse.	9/22/2013 10:12 PM
75	We love what Vickie has accomplished and would like to see someone carry on her spirit while bringing a fresh perspective and energy to the job.	9/22/2013 9:48 PM
76	Since I have not had the pleasure of enrolling myself or my children in UUS:E RE, it is difficult for me to comment. I do think a lifespan approach with family supports and integrated programming would be most appropriate.	9/22/2013 9:20 PM
77	My hopes and dreams for the future of RE at UUSE includes an enthusiastic, passionate DRE who oversees programming for both children and youth, with the enthusiastic support of the whole congregation..	9/22/2013 9:08 PM
78	Focus on children to 18 years old by paid staff. Keep adult RE done by volunteers.	9/22/2013 9:08 PM
79	The Re department should try to integrate with the congregation and do social service.	9/22/2013 8:59 PM
80	Vicki always made every child and their parents feel welcome and she knows how to calm the child living where the wild things are. I would hope we would hire someone with those essential skills.	9/22/2013 8:55 PM
81	We need an RE program that is more coordinated with the adult programming on a regular basis (I realize it cant happen all the time), especially Sunday services. Families need to have a common experience on most Sunday instead of parents seeing one thing in a service and kids doing something completely different.	9/22/2013 8:55 PM
82	It is essential to have quality children's programming. Though I am not a parent, I have volunteered in RE and have really seen how much the kids learn, think, and grow there. To have any reduction in th quality of programming would be a truly great loss.	9/22/2013 7:56 PM
83	I'm sorry that my sons and grandsons did not have the opportunities of an RE program as good as UUSE's from what I see of it./	9/22/2013 7:55 PM
84	I have two young children, but have not yet been involved RE at UUS:E. I have hung close to the community and been excited about my children attending when they are old enough. I am sad to see Vicki go, but excited for the future. I know you'll find someone amazing!	9/22/2013 7:47 PM
85	I'd like to see more adult RE opportunities	9/22/2013 7:43 PM
86	Invest in a DRE that can attract and retain children of all ages, including high school.	9/22/2013 7:39 PM
87	I think a key issue is getting the students here. The short R.E. year and the competing priorities of sports teams concern me. Technology may be an answer for older kids?	9/22/2013 7:26 PM
88	None other.	9/22/2013 7:18 PM
89	Continue the wonderful program we have. Expand to involve high school youth.	9/22/2013 7:06 PM

Future of RE at UUS:E

Q19 It is possible for us to hire a religious education professional to assist Reverend Josh and the Pastoral Care Committee with pastoral care of the congregation. This care would be in addition to the religious education professional's RE duties. How important is it for UUS:E to hire a religious education professional who assists Rev. Josh with pastoral care and directs our religious education programs across the lifespan?

Answered: 87 Skipped: 2



	Essential	Important but not essential	Nice to have but not important	Not important at all	Total	Average Rating
(no label)	6.90% 6	39.08% 34	41.38% 36	12.64% 11	87	2.60

#	Your view (please specify)	Date
1	I tend to think the RE duties alone would be enough pressure without adding the extra burden of pastoral care. (I'm no expert but we currently have a pastoral care committee who assists Josh with this.)	10/3/2013 12:56 PM
2	it would be nice to have a person with this ability to help reach out to RE families as needed.	10/2/2013 11:09 PM
3	I think it is essential for the RE professional to oversee all RE programs across lifespan but if that is the case I am not sure there would be much time left over to help Rev. Josh with pastoral care. Overseeing all RE programs is more important than helping with pastoral care for an RE Director in my opinion.	10/2/2013 7:25 PM
4	Not sure about this. Is there a true need for another professional? What do other churches our size do? We have a Pastoral Care committee which is quite robust. Rev. Josh may need to focus more of his time on pastoral care and less on social justice items which take time away from pastoral duties. Most professionals work some overtime in their positions as part of the job and we may need to pare outside commitments for Rev. Josh, particularly in light of our budget issues. We need all professionals to step up now.	10/2/2013 5:21 PM
5	What are the choices .. why is pastoral care singled out v.s. other ministry activities. Need to know more before can give an informed answer	10/2/2013 12:18 PM
6	I wanted to say "essential" - but that would mean we have to pay for it - and we probably can't.	10/2/2013 11:36 AM
7	I think it's important for the DRE to work closely with Josh and pastoral care. RE is a life journey so it's only fitting that there be a link between the DRE, Rev. Josh, and the pastoral care committee	10/2/2013 11:16 AM
8	As we grow this becomes more important - at the edge of critical need now	10/2/2013 2:54 AM
9	This may be particularly helpful when a family is struggling with an issue that is impacting a child/youth.	10/1/2013 8:28 PM
10	It would depend on the individual's skill set and personality, but that sounds like quite a range of responsibilities for one person...	10/1/2013 7:57 PM
11	Have the RE Director focus on RE, and be good at being an Educator.	10/1/2013 7:57 PM
12	I worry about Josh burning out with his work load. Having someone who could assist him would be great.	10/1/2013 7:54 PM
13	If DRE future duties are expanded from current duties, I'd prefer the DRE to be more involved with all kids up to age 21 AND the adult r.e.	10/1/2013 4:53 PM
14	At this time I do not believe that our current budget nor the budget in the future can support someone with the credentials needed to fulfill the responsibilities described. In our last stewardship campaign we were unable to support the staff that we have without cutting other areas.	10/1/2013 2:57 PM
15	It seems as though Josh needs more help with pastoral care, so although I don't think this is essential, pastoral care is an important aspect of UU life.	10/1/2013 1:36 PM
16	Pastoral care and RE do not require the same set of skills.	10/1/2013 10:28 AM
17	Are you trying to hire someone who must do it all, thus spread herself too thin?	10/1/2013 10:20 AM
18	We need a DRE to focus on religious education. Do not dilute that person's efforts. A strong RE program will provide a strong base for the congregation. RE is one of key reasons why young adults come to our church once they have kids.	9/30/2013 8:02 PM
19	I don't feel this DRE position should be shared with any ministerial duties which would dilute their focus.	9/30/2013 11:21 AM
20	Generally, one person will not have all these skills. RE director should only work with childrens programs. Adult RE Committee should address adult programs.	9/29/2013 10:03 PM
21	I doubt we can afford that at this time.	9/29/2013 5:37 PM
22	I am more concerned that we get RE on the right track. Perhaps the job can expand in the future.	9/28/2013 2:19 PM
23	Again, depends on demand and finances. Ideally these would be two separate, full-time positions. I don't know what the demand is now on the RE director so can't say but, to me, it seems like it would be a full-time job without assisting Reverend Josh with pastoral care.	9/28/2013 11:40 AM
24	It might tend to incorporate the children's' activities more with the general congregation if the DRE is more aware of the needs. Sometimes it does seem that the RE program is a little too separate, and this might be a way of more joining together.	9/28/2013 8:10 AM
25	I am very much influenced by my perception of Vicki's role. She is integral to many important functions of the congregation. She is often the first on to know of a family in need. This model (if I see it correctly) seems very demanding on RE professional but important to the well being of the congregation. The idea of having a minister in the RE director role is very interesting.	9/27/2013 8:59 AM
26	Where are we ever going to find such a wonder-person?	9/26/2013 11:30 PM
27	The budget is already stretched and the current set-up seems to be working.	9/26/2013 8:06 PM
28	I'd rather see the minister be the coordinator and principal religious profession involved in Pastoral Care.	9/25/2013 8:04 PM
29	Given that we want to reinvigorate our RE program, there is A LOT of work to be done and I think that should be the main focus of the new DRE, not pastoral care.	9/25/2013 7:34 PM
30	We can't afford it.	9/24/2013 10:34 AM
31	as we grow this will be important but not at this time	9/23/2013 9:20 PM
32	I am concerned about the cost of such a person.	9/23/2013 7:04 PM
33	This could be very helpful. It also would offer a great connection to the needs of families in our congregation, which is sometimes hard for the pastoral care committee to keep informed about.	9/23/2013 3:30 PM
34	I think having the RE professional directing RE across the lifespan would be helpful, but assisting with pastoral care as a nice to have. Seems like a lot that might take away from focus on RE program.	9/23/2013 1:33 PM
35	not clear what is meant by "pastoral care"	9/23/2013 12:34 PM
36	I do not think pastoral care should be included unless it is specifically with a family.	9/23/2013 11:42 AM

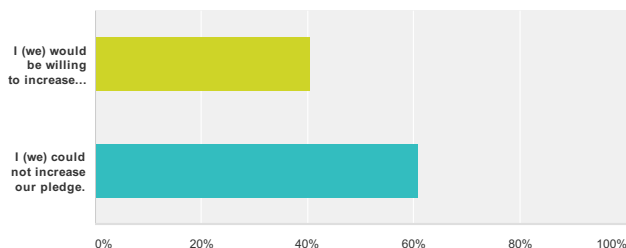
Future of RE at UUS:E

37	Our minister does not like pastoral care and does not wish to spend time on it. This is not a reason to assign any or all of his pastoral needs to a new DRE. I agree with having a new DRE direct our religious education for all ages, but I'm strongly against hiring an associate minister who will have to split time between our religious education and covering the duties our minister doesn't want to do or at which he is poorly skilled. If our minister has time to serve on an executive board for the UU ministers and he does not have time for pastoral counseling for the congregation - which we are sorely lacking - then I have to ask what is really happening here and why the minister has chosen to direct his energy outside of this congregation rather than within it. This past - a minister as DRE - can too easily lead to a new associate minister taking on more and more duties from our main minister, thus taking away from a full focus on religious education. I cannot support this at all, and it seems like a thinly disguised way for our minister to offload pastoral responsibilities. And where does it stop? I do not understand why the minister is not working on developing lay pastoral care teams - or fostering that growth. This is could something that could be done without the budget expenditure and could cover the this perceived need for an associate minister.	9/23/2013 10:55 AM
38	If we can afford to hire someone the benefits could be two-fold: share some of Josh's responsibilities, freeing him perhaps for concerns he may not be able to address as he wants, and/or increase the opportunities for adult religious education. Not sure about pastoral care. When we need our pastor, well, sometimes quite frankly, it is JOSH we need... but not always. I may be unfair there.	9/23/2013 10:40 AM
39	It would really depend upon whether or not Rev Josh felt he needed help with pastoral care, and if so, the RE directors role should be focused on pastoral care for those 18 and under.	9/23/2013 10:09 AM
40	I am not familiar enough with the pros and cons of this dual-role to make an educated statement on its importance.	9/23/2013 9:44 AM
41	I would hope that the RE professional would be helping in all things RE related. I would think it more important that they take a roll in Adult and young adult RE education.	9/23/2013 9:29 AM
42	see above	9/23/2013 9:27 AM
43	Everything cost money and it is getting harder and harder to fund the budget.	9/23/2013 8:48 AM
44	Directing RE is a full time job for an Ed specialist perhaps with part time psycho/social person as backup. Josh may need an assistant too, that job requires someone with a different focus.	9/22/2013 10:31 PM
45	Rev. Josh does very well and is very active, but having a colleague to share with would, I imagine, be a significant support	9/22/2013 9:20 PM
46	Cost is essential to keep in mind. Hence my response, nice but not important.	9/22/2013 9:08 PM
47	I think we need someone focused on the youth.	9/22/2013 8:55 PM
48	If we can find and afford a person who could do all that, it would be ideal. If not, I think we would still have a very supportive community.	9/22/2013 7:55 PM
49	It seems to be that the religious education program is a full time job within itself, but that's just my opinion as an outsider. I would not want someone new to be overwhelmed and leave after a few years or less.	9/22/2013 7:47 PM
50	Not a good idea at all. Some youth have such inklings and the director could lead them to helping with pastoral counseling, but not necessary nor is it the job of a youth director except with youth problems, they should refer the youth to the pastor.	9/22/2013 7:18 PM
51	This can overload the person with too much work. We already have a lay pastoral initiative.	9/22/2013 7:06 PM

Future of RE at UUS:E

Q20 No matter what religious professional we hire, it is likely to require increased funding. If UUS:E were to expand the RE program, improve the quality and outcomes of the program as well as potentially assist with pastoral care, would you be willing to increase your financial commitment?

Answered: 89 Skipped: 0



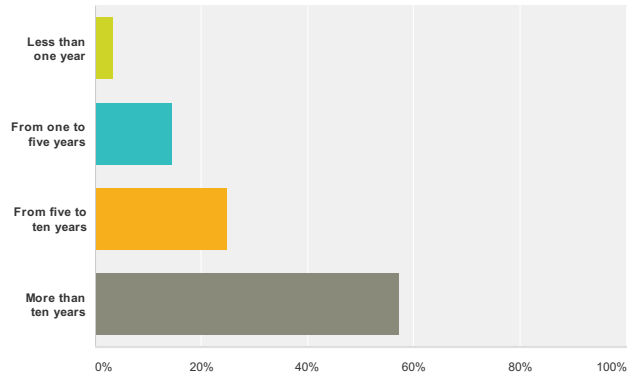
Answer Choices	Responses
I (we) would be willing to increase our pledge.	40.45% 36
I (we) could not increase our pledge.	60.67% 54
Total Respondents: 89	

#	Other comment on funding (please specify)	Date
1	I believe we can and should find a DRE within current budget. May be go one year without one and fill in with volunteers to help with budget and save \$\$.	10/2/2013 5:21 PM
2	I would be willing to increase my support after a trial period to see if there is actual change.	10/2/2013 12:31 PM
3	I tried to not check one of the boxes ... it wouldn't let me. Would like to see how expanding membership. Through hiring sexton, building process, more .. same few people expected to increase their pledges	10/2/2013 12:18 PM
4	Would like to, but realistically could not increase enough to make a difference.	10/2/2013 11:36 AM
5	We have committed more funding to UUS:E over the years but is all dependent on means	10/2/2013 2:54 AM
6	Unless my income increases I've maxed out my pledge.	10/1/2013 8:28 PM
7	I am not sure if I could increase my pledge, but would consider it after reviewing my finances, and after reviewing the changes to the RE program.	10/1/2013 7:57 PM
8	It's difficult right now to predict 2014 income.	10/1/2013 4:53 PM
9	I increased my pledge last year and then increased it even more when our campaign fell short of expectations. I intend to return to my original increase and not stay at this increase or next year. Currently I am giving more than 10% of my net income and plan to reduce to 5%.	10/1/2013 2:57 PM
10	Our finances are a mess and it's kind of shocking that we're using up the reserves. I think this is going to be a BIG discussion over the next year. There's lots of stuff we want, but it's not free so we need either increased pledging or increased volunteers to offset staff duties and/or increase other fundraising.	10/1/2013 1:33 PM
11	Not possible for now as I am on a limited income.	10/1/2013 12:48 PM
12	Going into retirement 2014	10/1/2013 11:28 AM
13	As always I would do what I could to fully support UUS:E.	10/1/2013 11:18 AM
14	We seem to be running a deficit already.	10/1/2013 10:28 AM
15	Oh sure, increase funding when most of us can barely live on what we earn now. Pay attention to the economic situation or UUSE will become a place for the rich. Whether or not you improve quality cannot be predicted.	10/1/2013 10:20 AM
16	To some extent	10/1/2013 10:08 AM
17	would increase if possible but not certain	9/30/2013 8:56 PM
18	We need a razor sharp focus on RE not pastoral care. Don't go there!! Increased funding for all age RE would be a noble cause to be supported by my contributions.	9/30/2013 8:02 PM
19	I think the gradual expansion of duties and increased compensation should be a phased in approach until we are sure we have the right person who can do the complete job.	9/30/2013 11:21 AM
20	Someone with new energy will likely provide more than what we currently have.	9/29/2013 10:07 PM
21	I do not think this is the direction we should be going. It would dilute all 3 components, childrens RE, Adult RE, and pastoral care. There has to be another way to enhance pastoral care.	9/29/2013 10:03 PM
22	Be careful with this one - people will check the first but in reality may do the second.	9/29/2013 5:37 PM
23	We always increase our pledge even when the outcomes of this program have been disappointing.	9/28/2013 2:19 PM
24	Based on my present income situation I could not BUT when/if that changes I would certainly consider it.	9/28/2013 11:40 AM
25	I hope to increase out pledge in any case as we emerge from our current state of financial emergency.	9/27/2013 8:59 AM
26	Both of us are retired and we are giving more now than we ever have.	9/26/2013 11:30 PM
27	Yes, if I continue to be satisfied with UUS:East in general	9/25/2013 8:04 PM
28	I am willing but my budget does not allow. It should be a pay to play system.	9/23/2013 9:20 PM
29	We have increased our pledge almost every year that we've been at UUSE. At some point, after retirement, we may not be able to continue that course. But as long as we can swing it, we will do our best to support the church.	9/23/2013 3:30 PM
30	I would not like to increase my pledge but I think RE provides a very important foundation and needs to have strong leadership.	9/23/2013 11:42 AM
31	If the congregation hires Gina Campellone, then I would gladly increase my pledge to pay for further education for her. She is a known quantity of extremely high caliber. She is well-liked and well-respected in our congregation and she knows well how to navigate its challenges.	9/23/2013 10:55 AM
32	I am poor. That is not an understatement. If I can afford to increase my pledge, then doing so so that we can hire a professional would be a top giving priority for me--above, perhaps, some other giving that I do.	9/23/2013 10:40 AM
33	Our pledges may be able to increase in a few years, but for now this is the most we can do and still stay in our home.	9/23/2013 9:44 AM
34	we are tapped out. I would hope that those who could afford to would increase their pledge	9/23/2013 9:29 AM
35	we have yet to join because of both time and financial challenges	9/23/2013 9:27 AM
36	have moved, no longer an active member	9/22/2013 10:31 PM
37	We currently give as generously as we possibly can.	9/22/2013 9:08 PM
38	But there are limits. It is important to be realistic about what we can afford.	9/22/2013 9:08 PM
39	I plan to increase my pledge when we become more involved with the church and our children become involved in RE.	9/22/2013 7:47 PM
40	Increase our time commitments, wrong environment to ask for money.	9/22/2013 7:18 PM
41	I try to increase my pledge every year.	9/22/2013 7:06 PM

Future of RE at UUS:E

Q21 How long have been you a member or friend at UUS:E? (A member is a person who has publicly committed to membership by signing the membership book; a friend is a person who is otherwise engaged and connected but who has not signed the book.)

Answered: 89 Skipped: 0



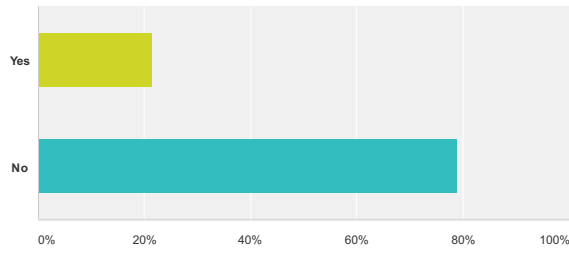
Answer Choices	Responses
Less than one year	3.37% 3
From one to five years	14.61% 13
From five to ten years	24.72% 22
More than ten years	57.30% 51
Total	89

#	Other (please specify)	Date
1	almost 14 years	10/2/2013 2:54 AM
2	28 years	10/1/2013 10:47 PM
3	What if your UU commitment extends to past congregations?	10/1/2013 10:28 AM
4	I joined at the time of Rev. Diane Heath	10/1/2013 10:20 AM
5	About 25 years.	9/29/2013 10:03 PM
6	Not a member	9/28/2013 11:40 AM
7	Just over 1 year.	9/28/2013 8:10 AM
8	and were members of USNH for many more	9/23/2013 9:27 AM
9	member	9/23/2013 8:48 AM
10	Friend (not yet a member)	9/22/2013 7:47 PM

Future of RE at UUS:E

Q22 Are you currently enrolled in a RE program at UUS:E?

Answered: 89 Skipped: 0



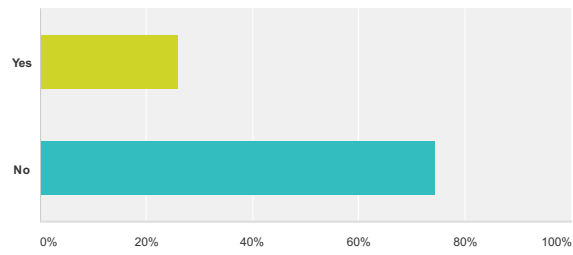
Answer Choices	Responses	
Yes	21.35%	19
No	78.65%	70
Total		89

#	If yes, grade level (please specify)	Date
1	Breakfast Club - Senior	10/3/2013 3:29 PM
2	x	10/2/2013 5:21 PM
3	Adult	10/2/2013 11:36 AM
4	Adult RE	10/2/2013 6:18 AM
5	5th and 8th	10/2/2013 2:54 AM
6	OWL, Affirmation, Youth Group	10/1/2013 10:47 PM
7	affirmation	10/1/2013 7:58 PM
8	affirmation	10/1/2013 4:16 PM
9	1,2,3	10/1/2013 1:07 PM
10	grade level?? Not sure if this is what you mean - UU 101 is what I'm enrolled in.	9/28/2013 11:40 AM
11	3-4	9/28/2013 8:10 AM
12	Affirmation	9/25/2013 8:04 PM
13	Grades 3 and 8	9/25/2013 7:34 PM
14	assist in 1st and 2nd grade class at 11 a.m.	9/25/2013 7:39 AM
15	We have not been in a long time. Once soccer and other fall activities are done we will try to come back	9/23/2013 1:25 PM
16	Adult RE	9/23/2013 10:55 AM
17	Adult	9/22/2013 7:26 PM

Future of RE at UUS:E

Q23 Do you currently have children in RE?

Answered: 89 Skipped: 0



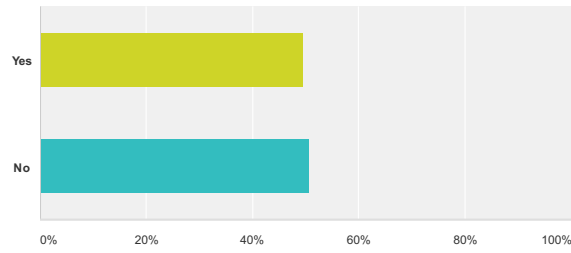
Answer Choices	Responses	
Yes	25.84%	23
No	74.16%	66
Total		89

#	If yes, how many children?	Date
1	one	10/3/2013 3:29 PM
2	1	10/2/2013 7:41 PM
3	1	10/2/2013 7:25 PM
4	2	10/2/2013 12:31 PM
5	2	10/2/2013 12:18 PM
6	2	10/2/2013 2:54 AM
7	1	10/1/2013 7:58 PM
8	1	10/1/2013 3:12 PM
9	1	10/1/2013 1:33 PM
10	3	10/1/2013 1:07 PM
11	1	10/1/2013 11:18 AM
12	2	9/30/2013 8:02 PM
13	3	9/29/2013 10:07 PM
14	1 niece	9/25/2013 7:39 AM
15	2	9/23/2013 1:33 PM
16	2	9/23/2013 1:25 PM
17	1	9/23/2013 10:09 AM
18	one, age 4... has dropped in last yr a few times	9/23/2013 9:27 AM
19	2	9/22/2013 9:08 PM
20	two	9/22/2013 9:08 PM

Future of RE at UUS:E

Q24 Have you ever had children in the UUS:E RE program?

Answered: 89 Skipped: 0



Answer Choices	Responses	
Yes	49.44%	44
No	50.56%	45
Total		89

#	If yes, how many children?	Date
1	one	10/3/2013 3:29 PM
2	2	10/3/2013 12:56 PM
3	2	10/2/2013 11:09 PM
4	1	10/2/2013 7:41 PM
5	1	10/2/2013 7:25 PM
6	odd question	10/2/2013 12:31 PM
7	2	10/2/2013 2:54 AM
8	1	10/1/2013 10:47 PM
9	1	10/1/2013 9:20 PM
10	1 additional	10/1/2013 7:58 PM
11	2	10/1/2013 4:53 PM
12	2	10/1/2013 3:12 PM
13	1	10/1/2013 1:33 PM
14	1	10/1/2013 1:19 PM
15	3	10/1/2013 1:07 PM
16	3	10/1/2013 10:28 AM
17	4	9/30/2013 8:02 PM
18	3	9/29/2013 10:07 PM
19	2	9/29/2013 5:37 PM
20	2	9/28/2013 2:19 PM
21	two	9/25/2013 2:52 PM
22	same as above	9/25/2013 7:39 AM
23	Briefly before we had our own building.	9/23/2013 7:04 PM
24	three	9/23/2013 3:30 PM
25	2	9/23/2013 1:33 PM
26	2	9/23/2013 1:25 PM
27	1	9/23/2013 10:09 AM
28	3	9/22/2013 9:08 PM
29	two	9/22/2013 9:08 PM
30	Two	9/22/2013 8:55 PM
31	two	9/22/2013 7:39 PM
32	2	9/22/2013 7:18 PM

Future of RE at UUS:E

Q25 Do you have any additional or final thoughts or comments?

Answered: 40 Skipped: 49

#	Responses	Date
1	I think we should focus on kids newborn - 12th grade. But have the DRE be more involved with Adult RE & CAY. I just think think it is too much for 2014. Getting people without children to help with children's programs is SUPER important. A new DRE might want to be the staff tie into CAY and Adult RE for continuity but I wouldn't want the RE Committee to take it on. They have their hands full. Celebrating volunteers is SUPER important.	10/3/2013 3:29 PM
2	Good luck on this big task!	10/3/2013 12:56 PM
3	I am worried about RE parents leaving when their kids age out of the RE classes and stop coming... IF we can change the culture at UUSE with a more positive face on RE for our kids, perhaps we can get more volunteers for RE which will help more parents have time to attend Sunday Services. I also would like kids to come to the beginning of the service on a more regular basis. Many congregations do this for ALL sunday services.	10/2/2013 11:09 PM
4	At our last fellowship the OWL program covered all ages from K/1 through Adult. I was not so sure this was necessary for the younger children but after our daughter attended in 1st grade I was convinced it was a valuable resource for her and for us. I think this congregation would benefit from expanding their OWL program.	10/2/2013 7:25 PM
5	We need to look at goals and tasks of professional staff overall, particularly until the budget and contributions pick up. Biggest concern is the ongoing health of overall UUSE into the future and we need to be prudent now with choices and dollars spent. We were previously vry lax with current DRE and that has wasted many dollars. We need more from our professional staff, they may need to put in some unpaid overtime now and in the future as other professionals do in the course of their jobs. We need to take a hard look at outside activities and pare those back to meet pastoral needs.	10/2/2013 5:21 PM
6	This was a long survey. I was frustrated when I couldn't put in the rankings in #1. Hope what I put in the box makes sense.	10/2/2013 11:36 AM
7	Listen and be open to the volunteers and continue to offer ways for them to balance their spiritual needs with the congregation and attending Sunday services with being RE volunteers. Being open to flexible and creative format changes.	10/2/2013 2:54 AM
8	We'd be better to "shoot for the moon" and hire a full-time DRE.	10/1/2013 10:47 PM
9	If the kids' activities are in some way reflective of the Sunday services or other "adult" activities in the church they can more easily become involved as they grow older.	10/1/2013 8:28 PM
10	Engage the boys in RE as much as the girls. Find an RE Director that can do that, will do that, and will not try to "fit" a boy into the current learning model best suited for girls. Read "Why Gender Matters." and ask educated questions of the RE Director candidates based off some of this research. If you find a zealot with an overt political or social bent that will unduly bias young people away from developign their own ideology DO NOT HIRE THEM. Be very very careful about hiring anyone who will shape the ideologies of our young people!	10/1/2013 7:57 PM
11	Good job, Deb and Polly, involving the whole congregation.	10/1/2013 4:53 PM
12	I am very concerned that our hopes accede our financial abilities. We should have been planning for this change years ago in our long term financial projections.	10/1/2013 2:57 PM
13	no	10/1/2013 2:00 PM
14	Good luck with the process!	10/1/2013 1:36 PM
15	I would support an interim person so that we as a congregation have time to digest what a new RE position would look like and would also cost us.	10/1/2013 12:48 PM
16	Like see expansion of ideas eq. afterlife, nature of reality and other non-traditional spiritual experiences that could be explored and discussed in Adult RE. Find some topics for me Boring!!!	10/1/2013 11:28 AM
17	Think the program had expanded and improved over the years.	10/1/2013 10:28 AM
18	I would rather begin with the candidates' goals rather than trying to find someone who fits in. You're likely to find more innovation that way.	10/1/2013 10:20 AM
19	No	10/1/2013 10:08 AM
20	I cannot express the importance, that in any position we recruit for, there must be a razor sharp focus on RE. If this person is intended to manage / support social justice and pastoral care then who are we hiring? Let's be honest. We need a lot of work to make UUSE's RE program 1st class. It is mediocre today for the younger children. It is important to our children, to potential kids we get and to our community to make it the best it can be. Keep the focus on RE. We always want to do every thing with everyone and we get a lackluster results. That is not what I want to support.	9/30/2013 8:02 PM
21	As I stated before, I think the most important requirement of any new DRE, in whatever form it takes, is to have an enthusiastic, high energy person who can grow with us and help us grow.	9/30/2013 11:21 AM
22	Need to think about Faith Formation as a lifelong process and give it a strong basis in childhood and adolescence. Need to find ways to get kids really interested. Kids need good grounding in UU theology and history.	9/29/2013 10:03 PM
23	The DRE should spend the majority of his/her time at UUSE.	9/29/2013 5:37 PM
24	Our vision of what we want our RE program to be like is important but the ideas, experiences, and talents of the person we consider are also important. I think we need to listen carefully to what the applicant can bring to the program and build on their ideas, talents, strengths, and passions.	9/28/2013 2:19 PM
25	No, but thank you for your time.	9/28/2013 8:10 AM
26	Thanks for asking for our thoughts and opinions. Best wishes with your search.	9/27/2013 10:29 AM
27	I am very grateful to RE for supporting out family in spiritual development and for the opportunity to volunteer. We need a director for RE that can continue to assure the warm, accepting, inviting atmosphere RE has always had.	9/27/2013 8:59 AM
28	The teens need various teachers and not always a classroom setting to stay interested.	9/26/2013 8:06 PM
29	Good survey. Thanks for providing the opportunity for input.	9/25/2013 8:04 PM
30	I'm currently a teacher in an RE program at UUSE.	9/23/2013 3:30 PM
31	I hope that we have a very thoughtful process with opportunities to share ideas with each other in intergenerational settings.	9/23/2013 11:42 AM
32	Once again I say: hire Gina Campellone as the new DRE. She is a known quantity with a very high work ethic and a deep love of this congregation and its members and friends. I believe we would be well-positioned to fix her salary at a level commensurate to her current experience and help pay for further education on her path to becoming a credentialed DRE. We could increase her salary - and plan for those increases in the budget - as the years go by. This is our chance to grow a new DRE who has a long-term commitment to this congregation. Gina is fully capable of handling not only education for our children and youth (ages 3-18) but also directing the adult religious education program.	9/23/2013 10:55 AM
33	I welcome the opportunity as someone without RE age children, to offer thoughts. While not all of us would want to work in RE, it is important for us to recognize that children in this community are OUR CHILDREN. Perhaps intergenerational art classes, gardening/environmental projects, etc. may be increasingly and more consciously planned. (I'm thinking of a series of perhaps three classes wherein each person would wind up with a finished piece that has been produced by the whole class--adults and children alike. A specific landscaping project that is thought out with all ages in mind might work, too. I'm sure others might have great ideas--better than mine, for instance...	9/23/2013 10:40 AM
34	I look forward to having children who would attend the RE program, hopefully a few years from now.	9/23/2013 9:44 AM
35	I feel that there is an institutional cloud hanging over the RE program. It is an "I can't" attitude from all sides and it permeates to the core. I hope that a professional from outside UUSE can come in and listen carefully to what we want and be able to weed out the negativity and add in a new vibrant energy that can energize all of UUS:E. I hope that we can give a new professionals the space to be successful and give them our best creative selves so that we can be successful in creating a positive experience for all.	9/23/2013 9:29 AM
36	some families have struggles that make it hard to commit to a weekly volunteer position but would like to help/have their children participate whenever possible... increased flexibility and communication would be wonderful	9/23/2013 9:27 AM
37	Families with children that attend RE program should support the program in volunteering and funds.	9/23/2013 8:48 AM
38	no	9/22/2013 7:55 PM
39	Good luck with your search. I have faith that you will find someone wonderful. And please let Vicki know she will be missed!	9/22/2013 7:47 PM
40	This should not be a job for we adults to stay engaged with our youth. We can bring great joy to adults as we care about all.	9/22/2013 7:18 PM