

Albany UU Covenant Survey 2018 Results

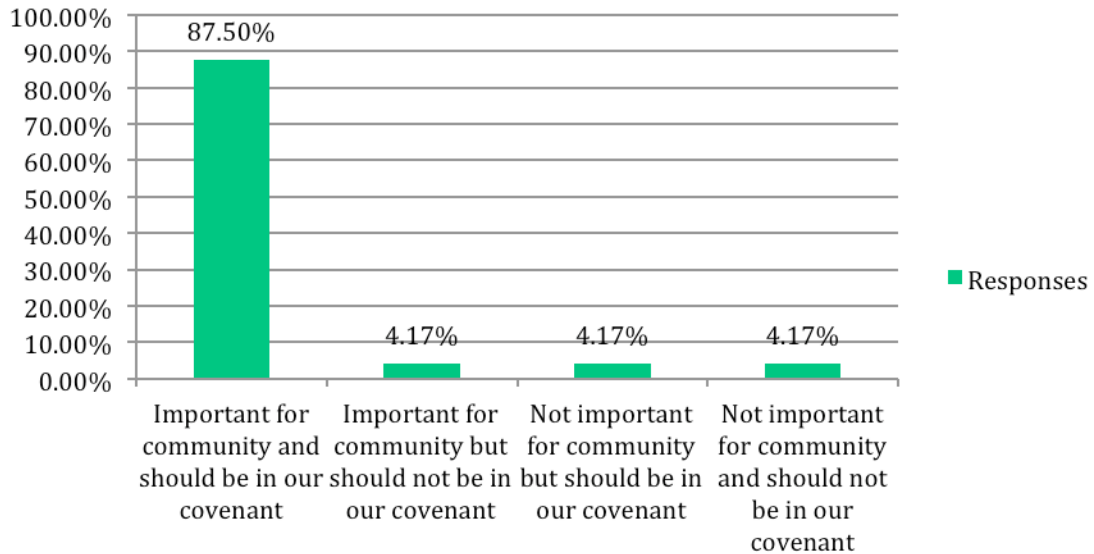
1. Overview:

- We had 29 online responses and 21 hardcopy responses to the survey for a total of 50 responses.
- Respondents voted almost all of the listed behaviors as Important for Community; where they differed was in whether they thought the behaviors should be included in our covenant.
- The exceptions to the above were questions #3 (“Help others see my point of view”) and #10 (“Refrain from associating with people who make me uncomfortable”). Both were voted as not important for community and should not be in the covenant.
- Some respondents skipped questions. Additionally, some hardcopy respondents did not indicate yes/no for both categories. With only a few exceptions, these responses indicated yes for Community but had no response for Should be In Our Covenant. They were therefore coded as skipped responses.

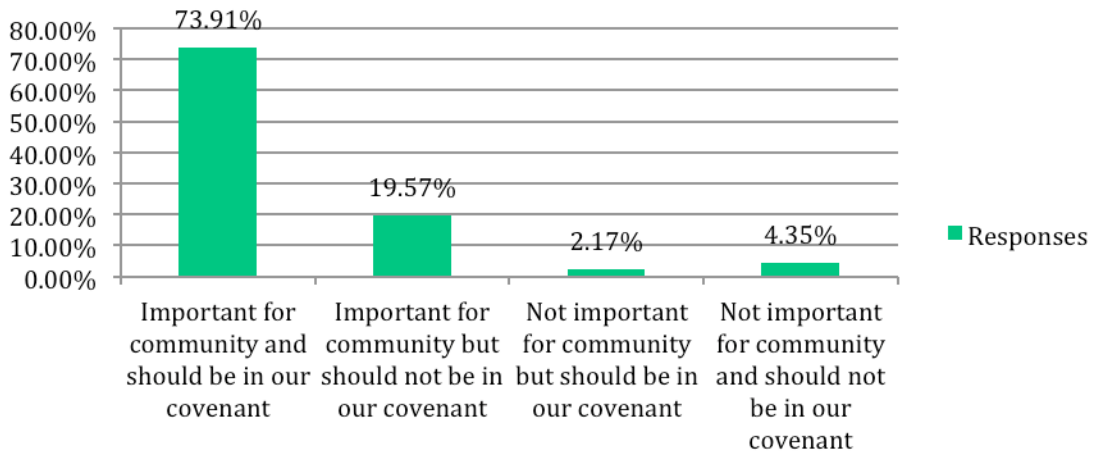
2. List of Behaviors

The responses are shown below in decreasing order, i.e., starting with the highest percentages for both Important for Community AND Should Be in Our Covenant. The 18 behaviors below are our “top picks”, i.e., 50% or more of the respondents indicated that these behaviors should be in our covenant. Note that after the first 3 behaviors, everything else falls into the 50-60% range.

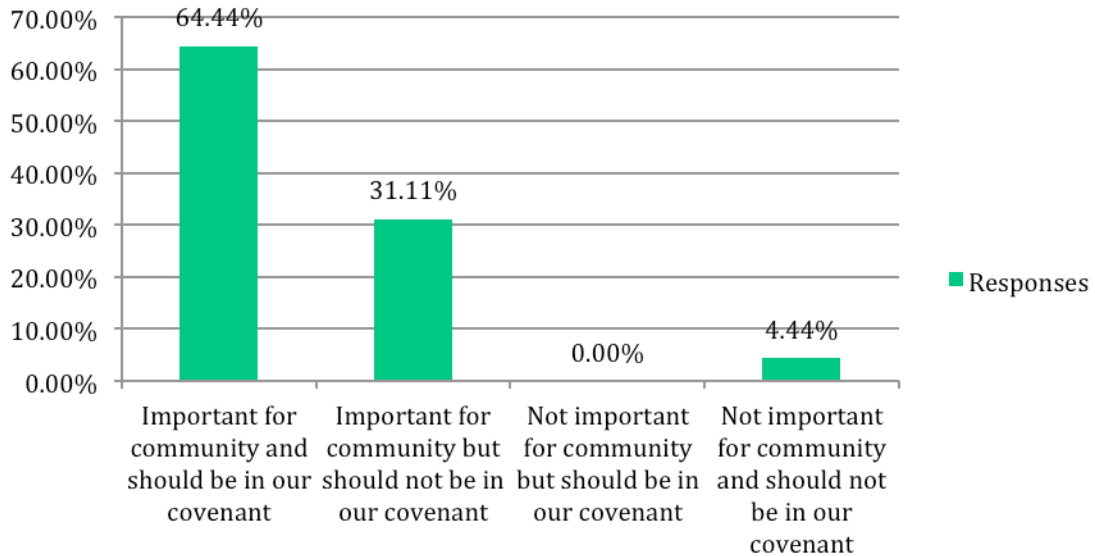
Actually make others feel welcome



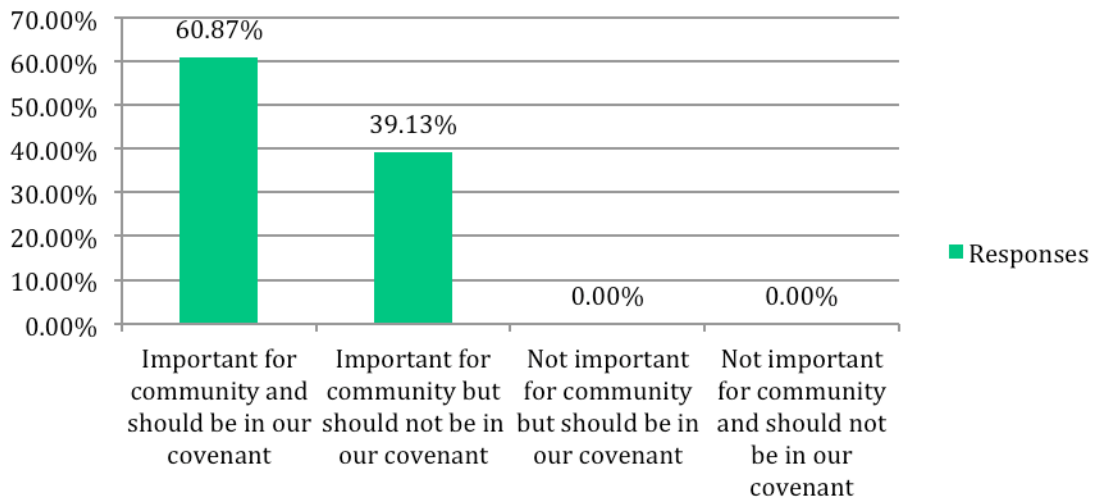
Take concrete actions to make our community more welcoming, diverse and inclusive



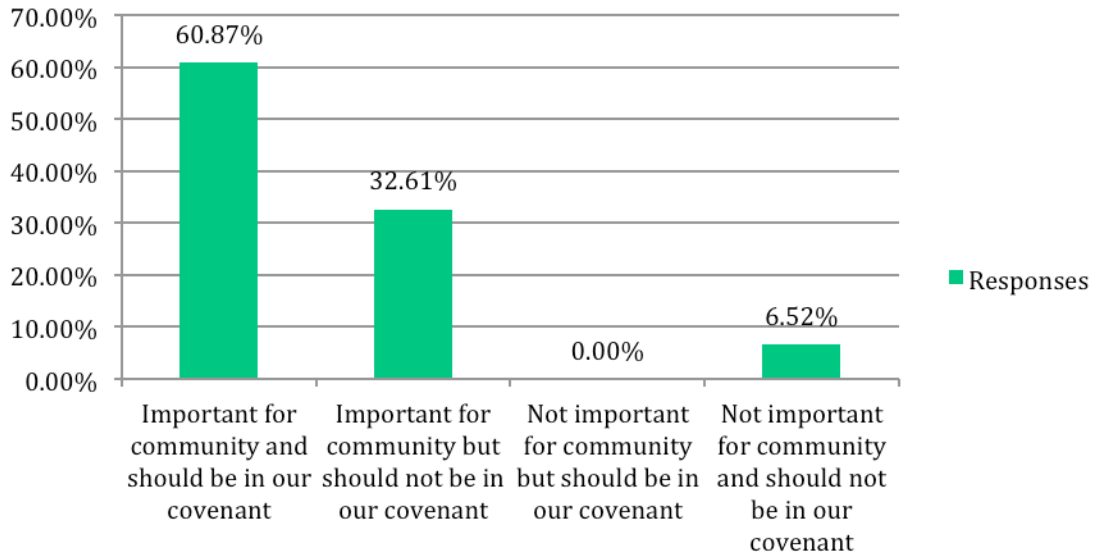
Treat others the way I want to be treated



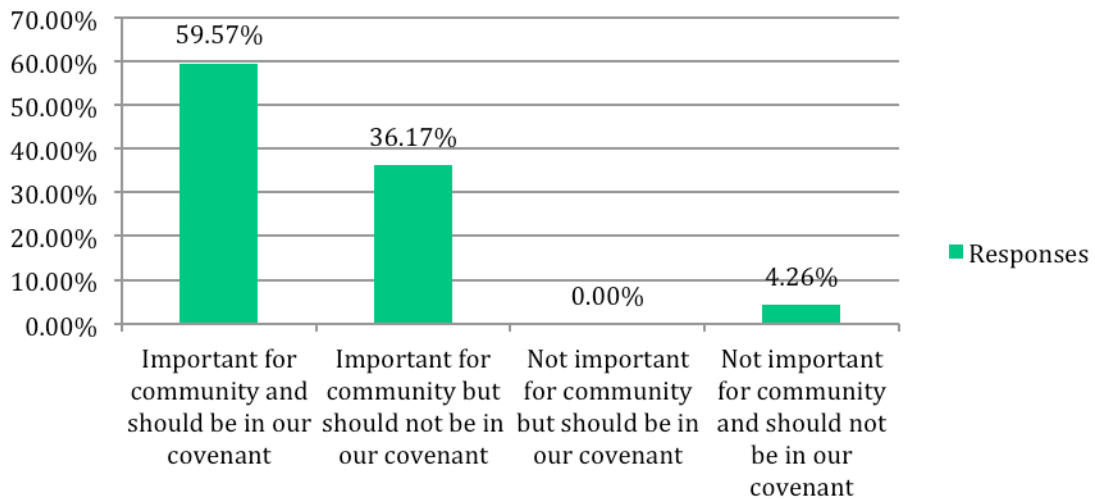
Show others they are accepted and appreciated



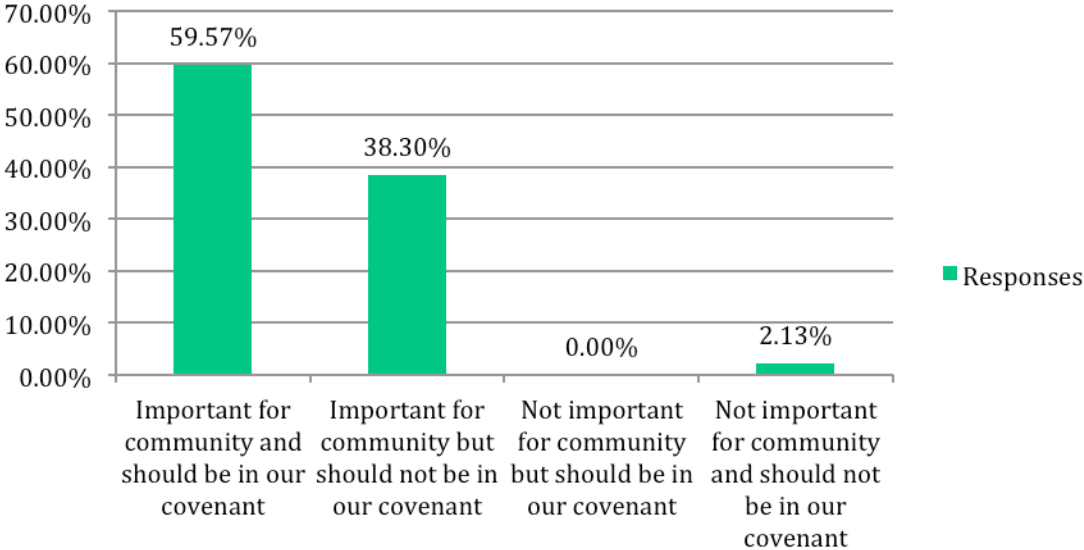
Contribute to the growth of children



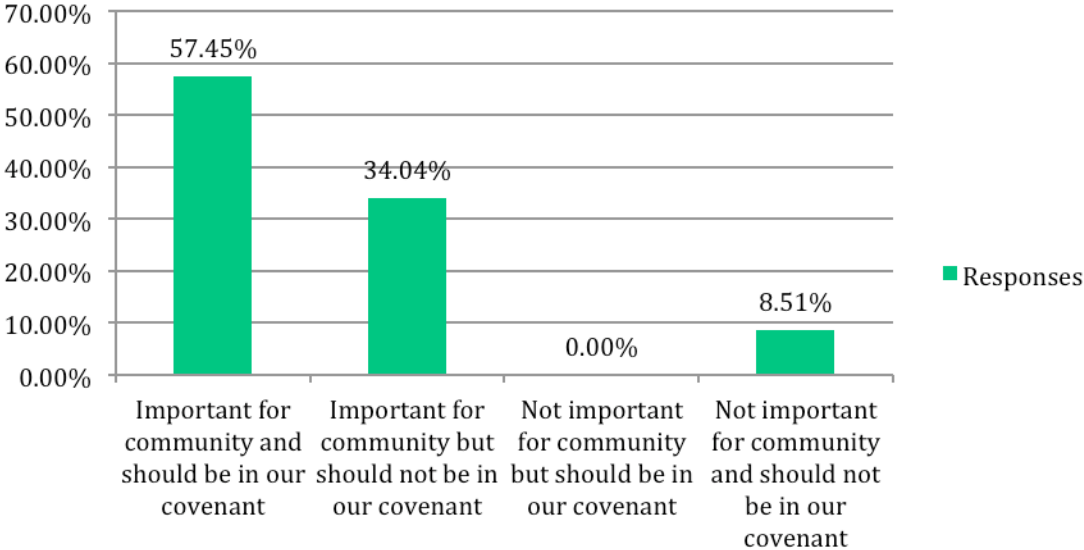
Take concrete actions to create a sense of community and belonging



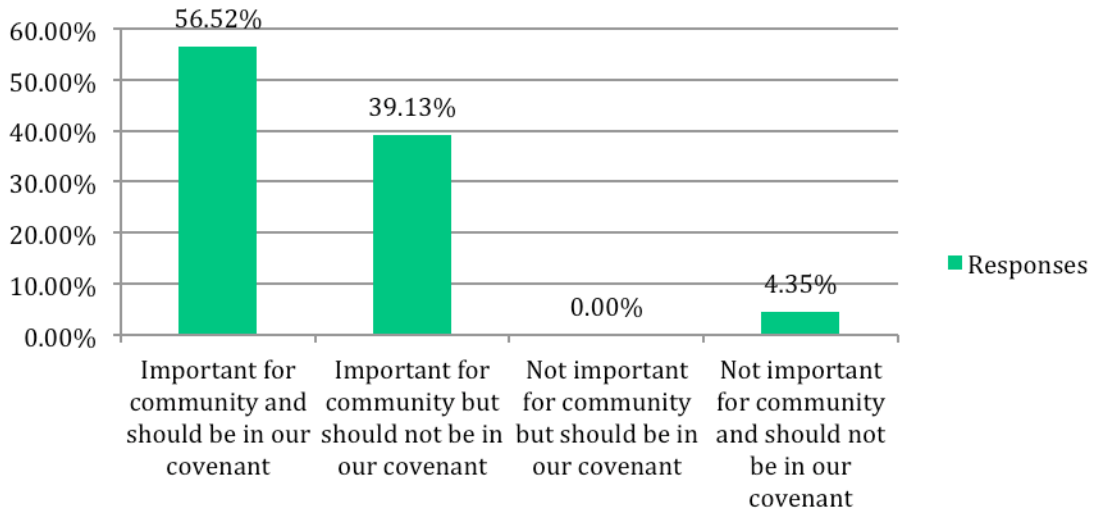
Be open to new ideas



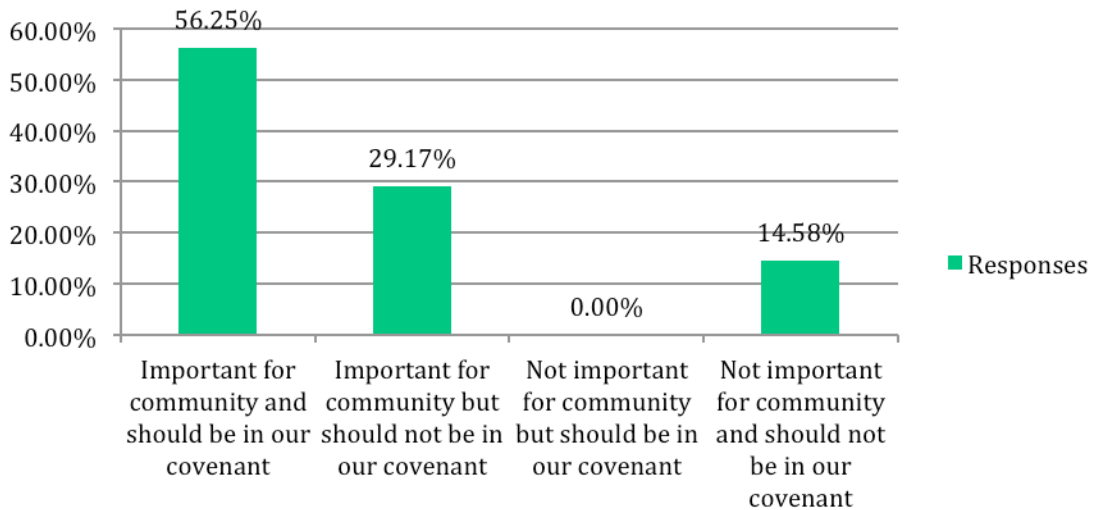
Promote a sense of safety in others



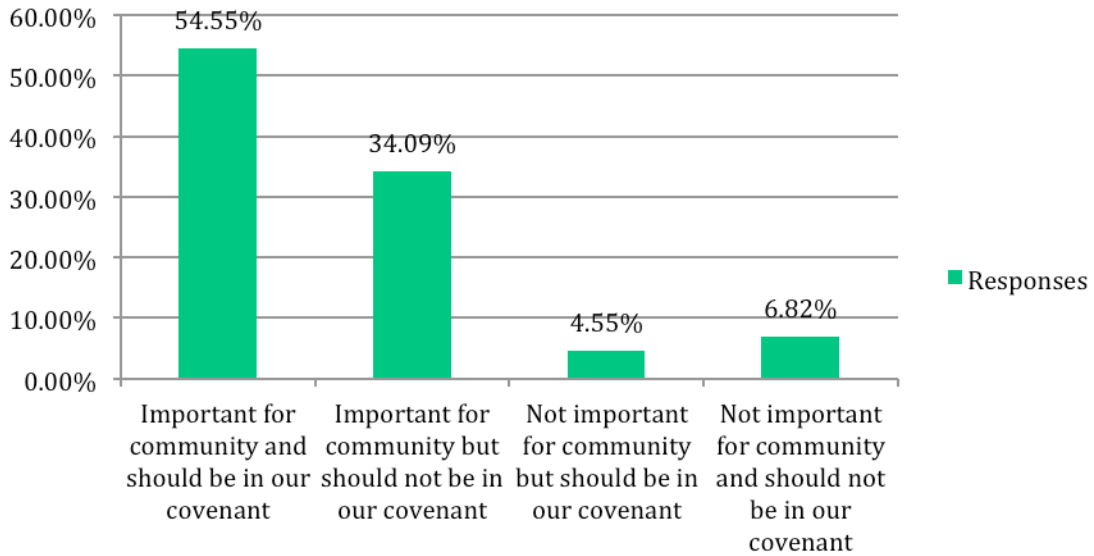
Works to understand others' points of view



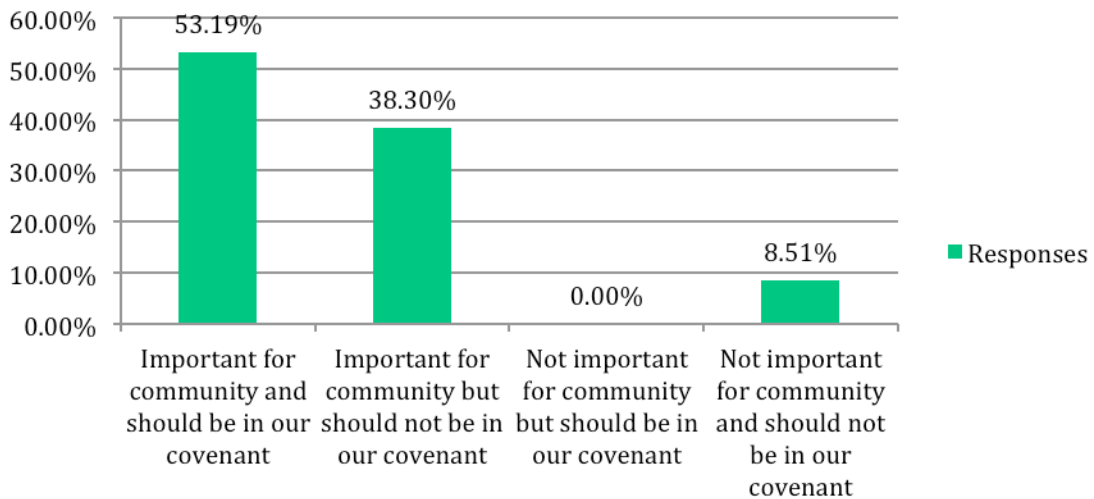
Participate in opportunities to make a difference in the world



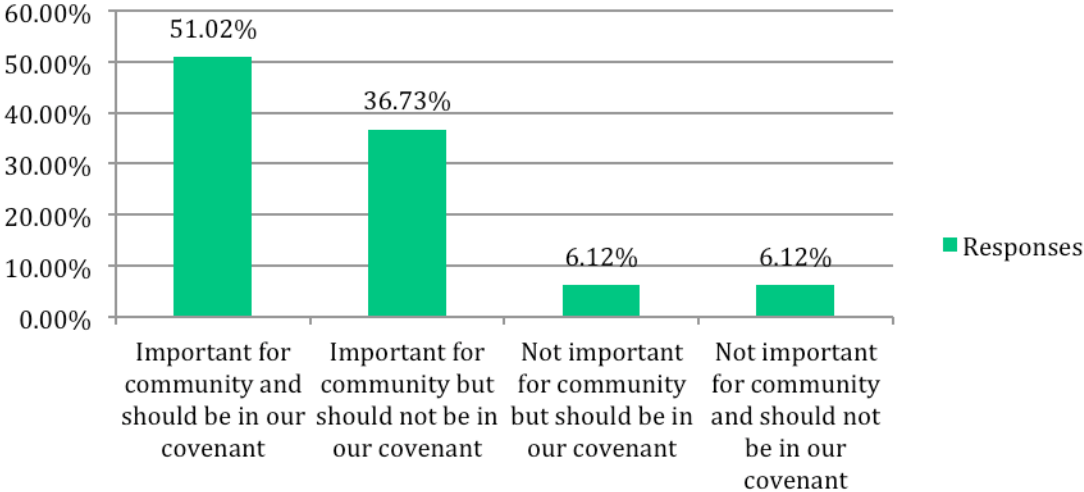
Actively support congregational mission



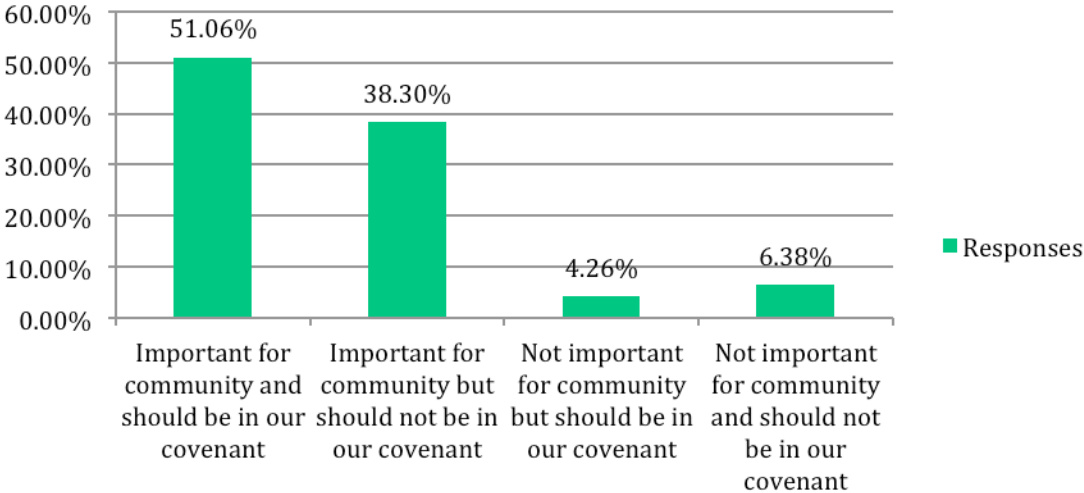
Contribute to the growth and development of myself and others



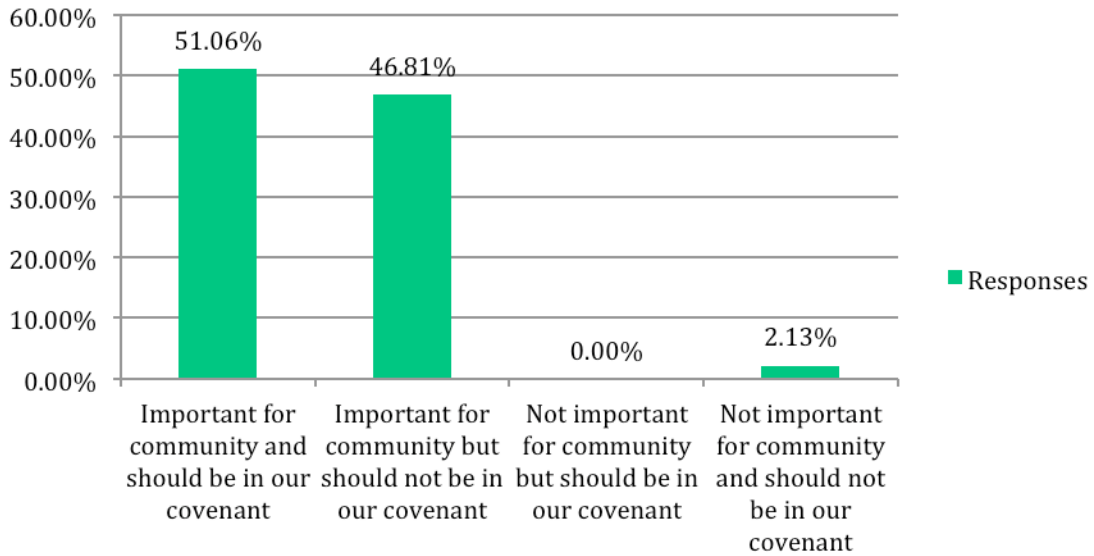
Help others feel they are part of something larger than themselves



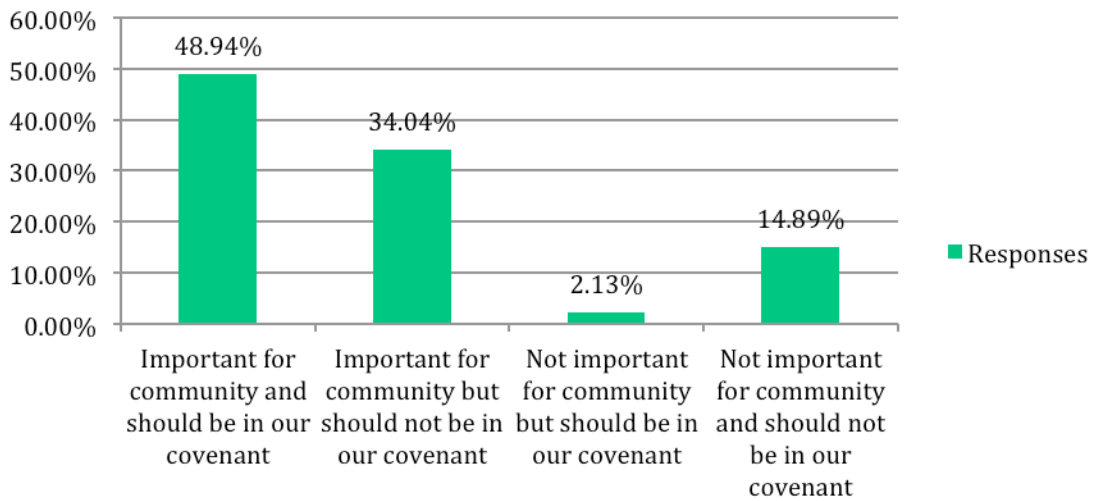
Being aware of negative cultural norms, practice true equity in dealing with others

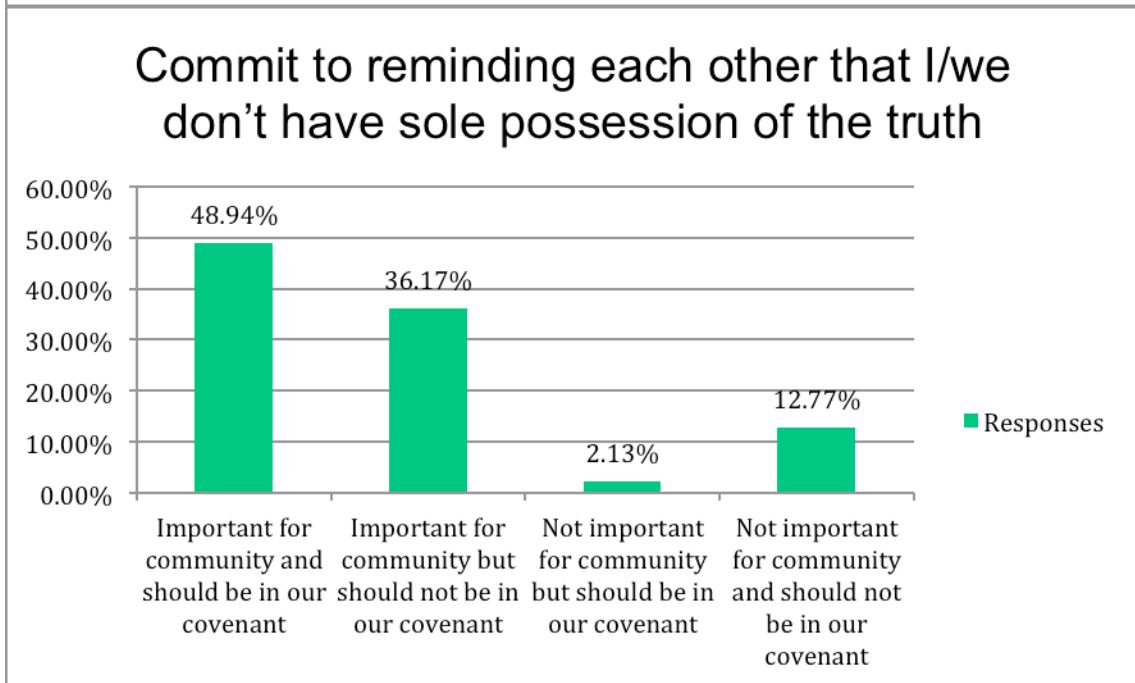
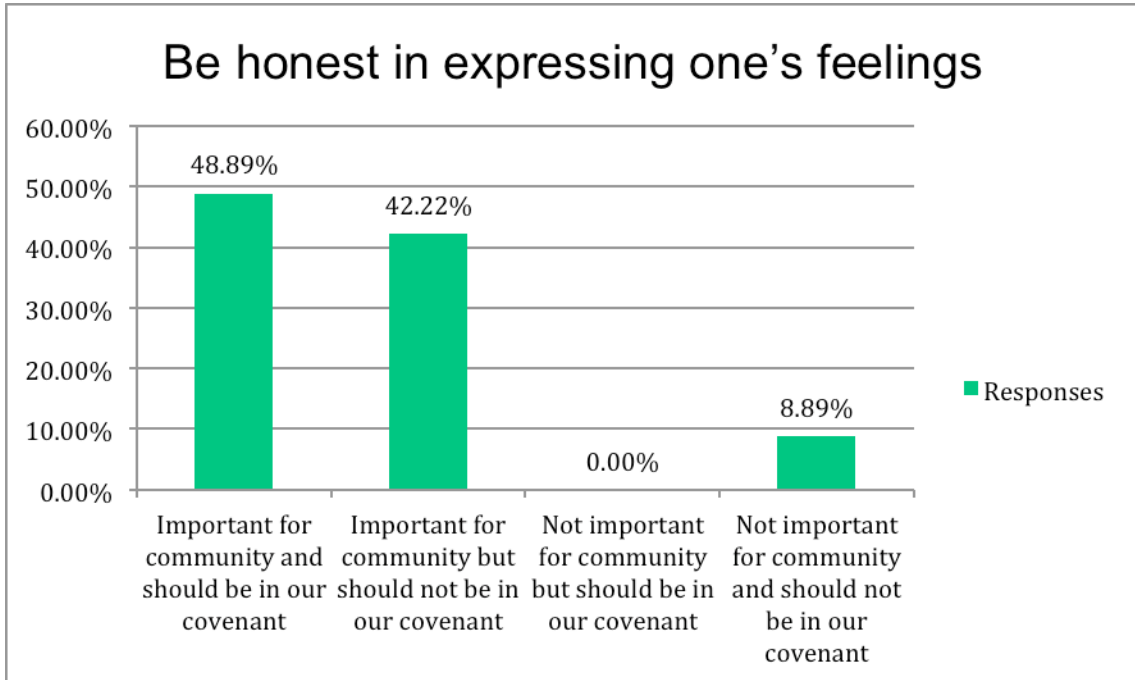


Cultivate and practice empathy



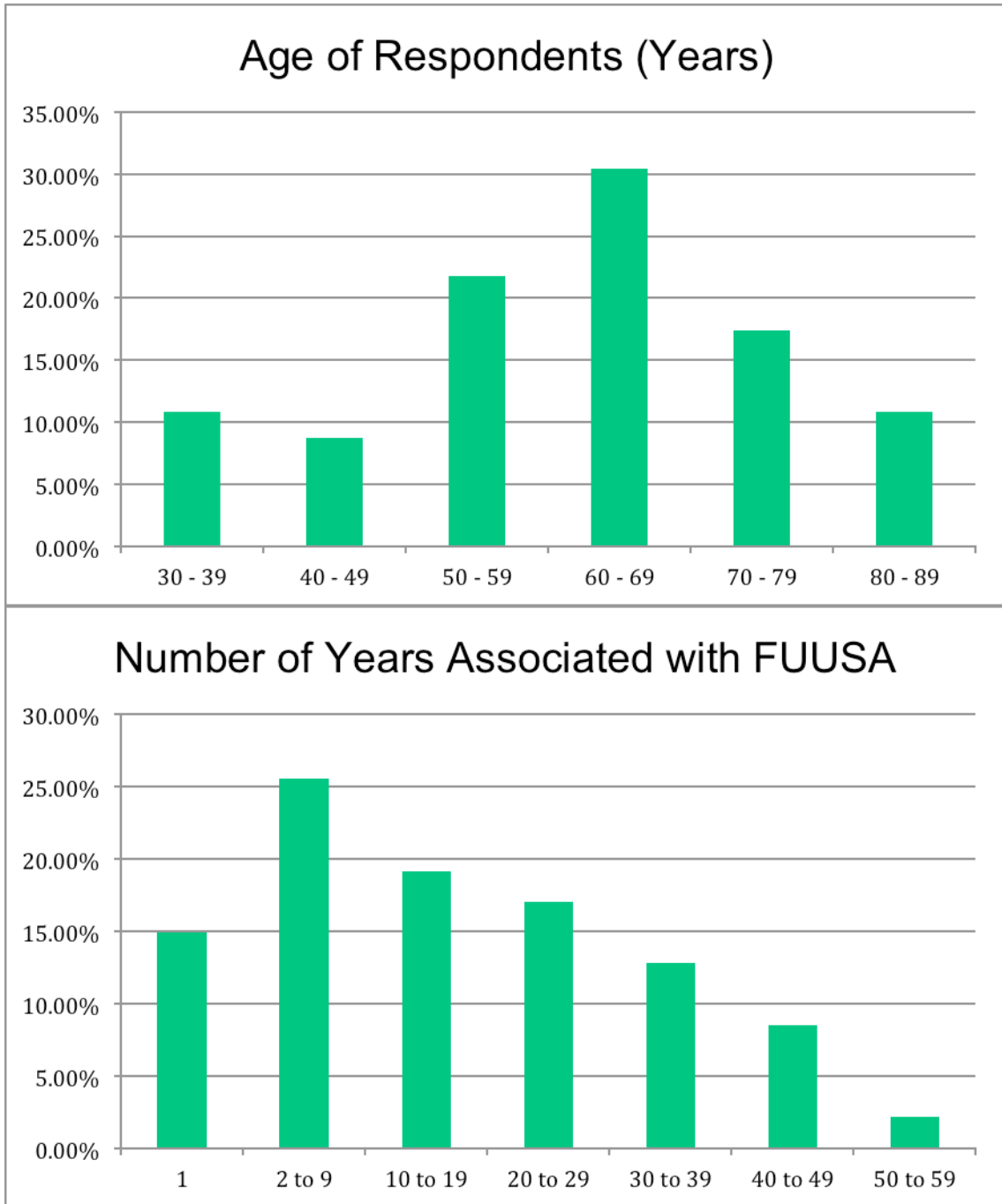
Use my participation to assist others in being the best they can be

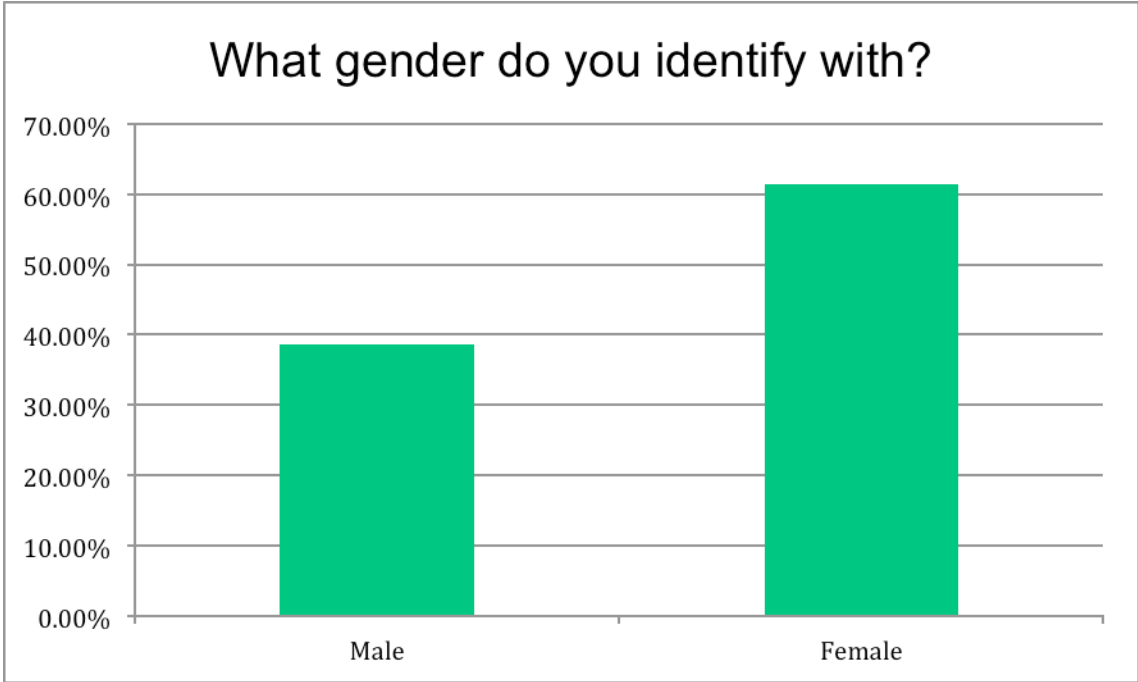




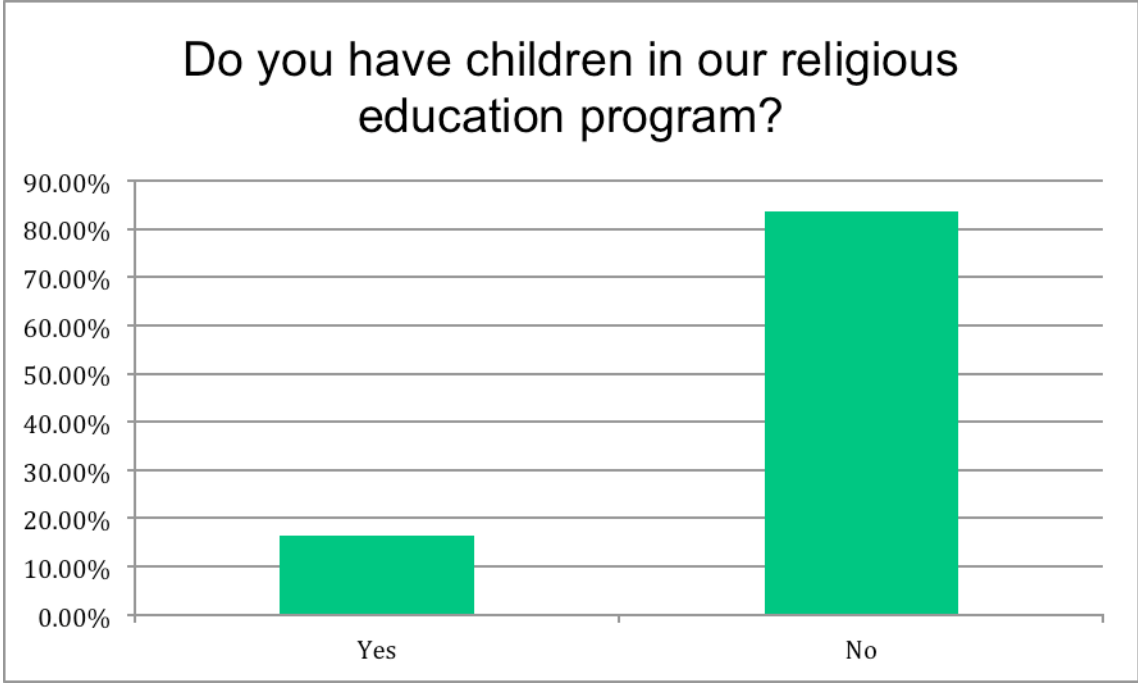
Charts for the remaining 18 behaviors are in the accompanying Excel file for reference. For all of them, 47% or fewer of the respondents indicated that they should be part of the covenant.

3. Demographics

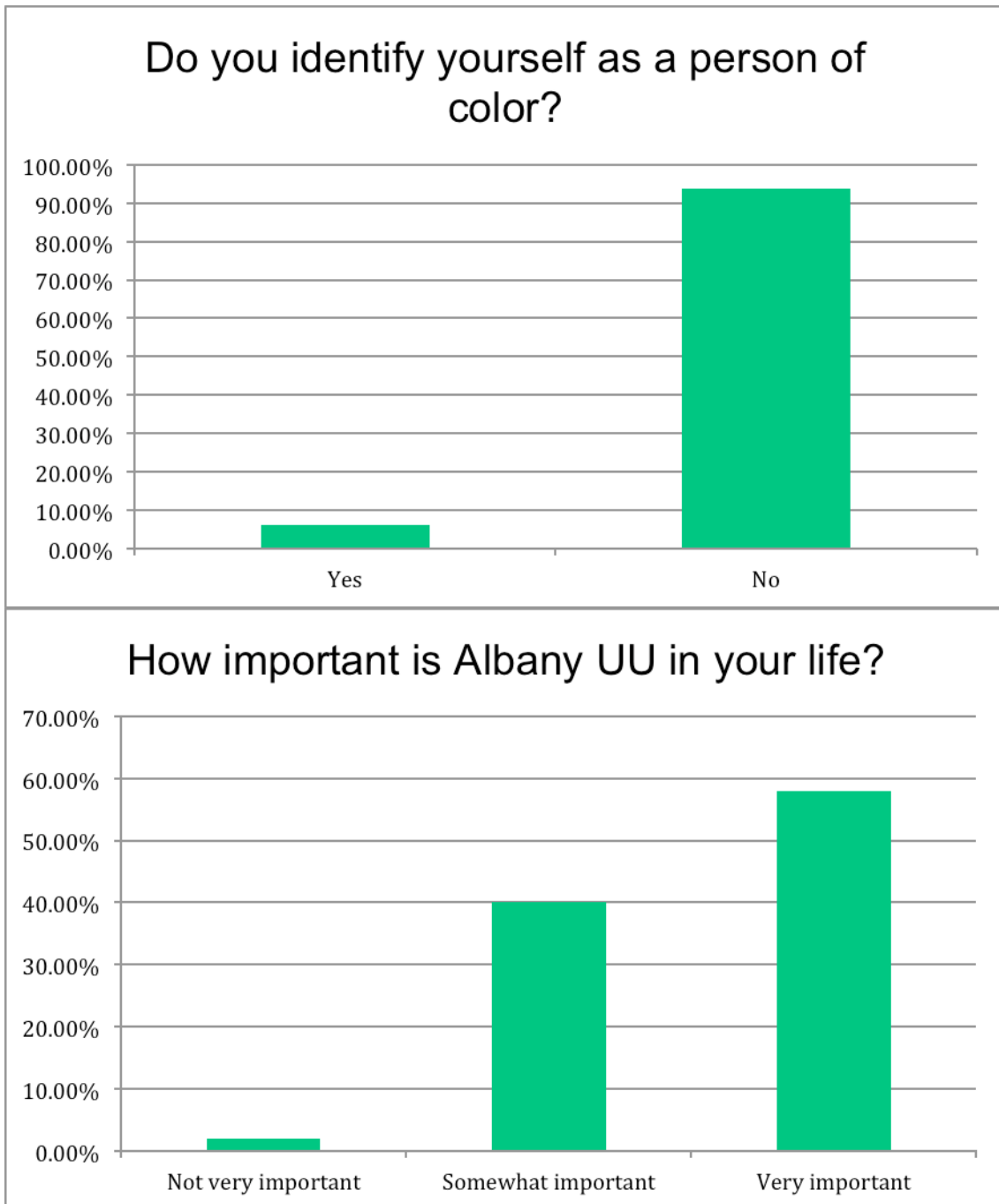




Note that one respondent indicated non-binary gender.



Note that several respondents also indicated that they previously had children who attended RE programming.



4. Additional comments:

- Understanding that even within UU, not everyone sees things the same way. Need more tolerance to different viewpoints within our ranks. Accept that others will have different priorities.
- Take action to promote sustainable growth of our UU community and our larger community

- you covered them well!
- If using "reason & experience" makes it into the covenant, then I would also want to see mention of using intuition and self-trust.
- Be mindful of initiatives that could marginalize those with limited resources or different political views.
- The covenant of the Albany UU Board of Trustees is a gold mine of good ideas.
- I'm uncomfortable regulating/dictating/mandating behaviors.
- Respect for differences among members of the congregation
- When the actual covenant is written: Less "cognitive/intellectual" language, a bit more spiritual. Our chalice lighting reads like a manual for assembling an appliance.
- The covenant must be enforceable in some way or it is meaningless.
- Commit to having half governance by people of color, meaning 50/50 people of color on the board
- We should go out of our way to interact and seek to understand those different than us
- I think these are too many directives to include and become presumptuous! You can't presume people lack these qualities or can be directed to exhibit them if they are not so motivated already.
- Embrace our differences.
- Develop more ways for members to share their beliefs with the congregation if they want
- You all covered them!

Covenant.CCT-UUSurvey2018Summary