



National Listening Campaign on Women's Ministries

United Church of Christ
October 5, 2011

Prepared by Round River Consulting, LLC

Acknowledgements

Table of Contents	Page
Key Messages	4
Who Participated in the Survey?	7
Analysis of Key Questions	9
Focus Group Themes	50

Key Messages

Personal Circumstances/Issues

Regarding issues that are most important to respondents and situations that are currently central to their lives, the following were mentioned most prominently:

- Advancing spiritual health
- Paying off debt/difficulty paying bills/stress paying off student loans
- Managing competing priorities/Juggling multiple priorities
- Emotional challenges/Depression (Authorized ministers)
- Tending to young children/Starting a family
- Caretaking elderly parents
- New marriage or relationship/Finding a fulfilling relationship
- Considering more education/starting or ending a job/career change or unemployment
- Mid-life changes
- Retirement
- Personal physical illness (older, African American, Asian)

Personal Support & Self Worth

Generally, all respondents said they reach out to friends, family and church for support (in that order). Interestingly, participants said they gain the greatest sense of self-worth from their faith, their family and their friends (in that order).

Personal Identity

Most minority participants identified their culture/identity group as central to who they are today. Overall, other participants did not indicate that it significantly defines who they are.

Issues of Justice: For the Individual, Community, and Country/World

Two issues were identified in all three questions as top priorities by all demographics: *Women living in Poverty/Poverty and Jobs and Access to Health Care*. Other top priorities were *Violence against Women and Job Discrimination and Job Disparities*. *Peace/War and Public Education* were also mentioned often.

The top issue identified by young adults (ages 18-29) was the *Environment and Climate Change*. It is interesting to note that this demographic was the only one to identify this issue. This age group also said that *Reproductive Rights/Women's Health and Rights for Lesbians, Bi-sexual and Transgender* people were priorities.

In addition to the aforementioned issues, another priority for Women of Color was *Racism & Women*.

Most Helpful to Support your Ability to Act on These Issues?

While most respondents felt that securing *Support from People in Power* was critical, they also identified the need to *Find a Group of Like-Minded Individuals* to work with and they need the *Training, Skills and Education* to be successful.

Participation/Leadership in Women's Ministries

Women's Fellowship Groups were widely identified as an activity most women participate in within their own church community. Most also said they have participated in *Book Studies and Women's Bible Study*. *Craft and Arts groups* were also popular among many demographic categories.

Many respondents said they had helped organize or lead *Study Groups for Women, and Women's Bible Study, and Volunteer Work in the Community*. Several demographic groups indicated that they had been involved with *Young Adult Women's Support Groups*.

Resources to Address Women's Issues

Inclusive, expansive language, Women's Week social issue of Common Lot, and the Women's Webpage on www.ucc.org were embraced by most demographic groups. Common Lot was also identified as a common resource; however, young adults (ages 18-29) identified only one resource as useful – inclusive and expansive language and Asians did not choose any of the options. Generally, respondents indicated that they utilize non-church resources most frequently followed by popular/social media.

The most common request for additional resources was access to actual materials and a progressive curriculum (not Common Lot). In an open-ended question, requests were revealed for offerings that may appear contrary to one another - those which are deemed "traditional" versus those which are more "spiritual" and more open/inclusive in nature. While many respondents expressed a need for Bible study, fellowship and general support, equal numbers of respondents indicated a desire to move toward less "church-like" activities to include: spirituality development, involvement in social justice issues like the environment, violence against women, contemporary book studies and health/wellness and healing activities. Another common response for ministry/activity was related to offering support for mothers in all age groups and circumstances (single, young, divorced, and professional). Finally, a fairly strong minority felt that segregating the genders (by offering "female only" ministries/activities) is not desirable and challenges church culture.

Leadership

Regarding support and resources that would be most helpful to help women connect with and develop their leadership capacity, several areas emerged as most useful:

- Training/Workshops (building self-esteem and confidence/effective leadership in justice ministries/skill development such as facilitating effective meetings)
- Mentoring/Co-Partnering & Specific mentoring to prepare to serve within the association, Encourage and support
- Opportunities and causes to serve

In an open-ended question asking for suggestions regarding opportunities to share gifts, the most common response was the observation of the barriers to share their gifts including perceived age discrimination, discouraging/unwelcoming and closed-minded leadership. Several commented that they felt "disrespected" and "bullied" by church leadership. The most common theme was the need to promote women's empowerment. Other suggestions for opportunities for "sharing gifts" included:

- Encouragement from the church leadership
- Social justice/advocacy platform
- smaller groups for socializing and working together

- small spiritual groups
- book discussion or general discussion groups
- welcome or follow-up groups for new members
- ability to work with the elderly or the terminally ill in the church community
- environmental issues platform

Barriers to Leadership

Over 50% of all respondents feel there are still barriers for women and others to assume leadership roles within the UCC structure. Specific demographic group responses who said there are barriers are as follows:

Age 18-29: 43%	Age 30-39: 14%	Age 40-49: 49%
African American: 63%	Latino: 59%	Asian: 48%
Authorized Ministers: 77%		

To address barriers, respondents identified the need to position *Ministers Who Encourage Women to Lead* and provide *Specific Training with Pastoral Search Committees* as key actions. *Seeing More Diversity in Leadership* was also acknowledged as important to dismantle barriers. In several demographic groups, *Conference and Association Leadership Intentionally Inviting Women to Lead* was also a priority. (Note: Authorized Ministers identified *Specific Training with Pastoral Search Committees* as the top priority.)

In an open-ended question, respondents consistently expressed the need for the *end of discrimination within the church*, specifically when it comes to placing women in positions of leadership/authority, as well as related to age (ageism) and sexual orientation. Also expressed was a need to *increase education* around these social issues.

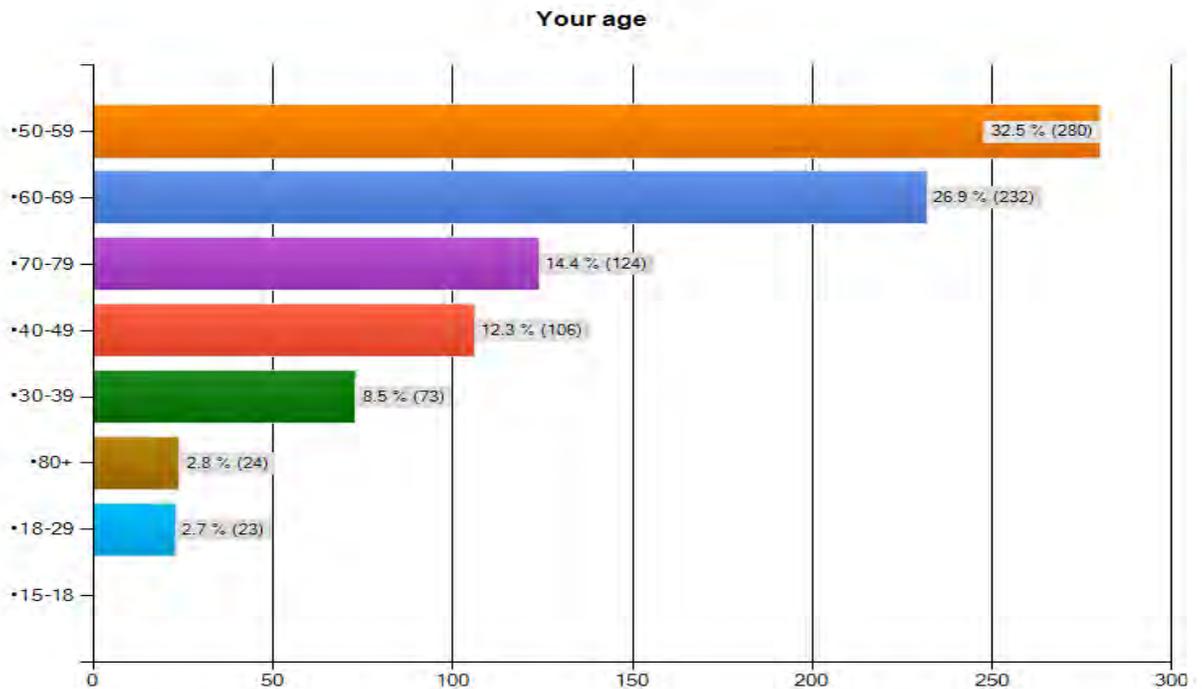
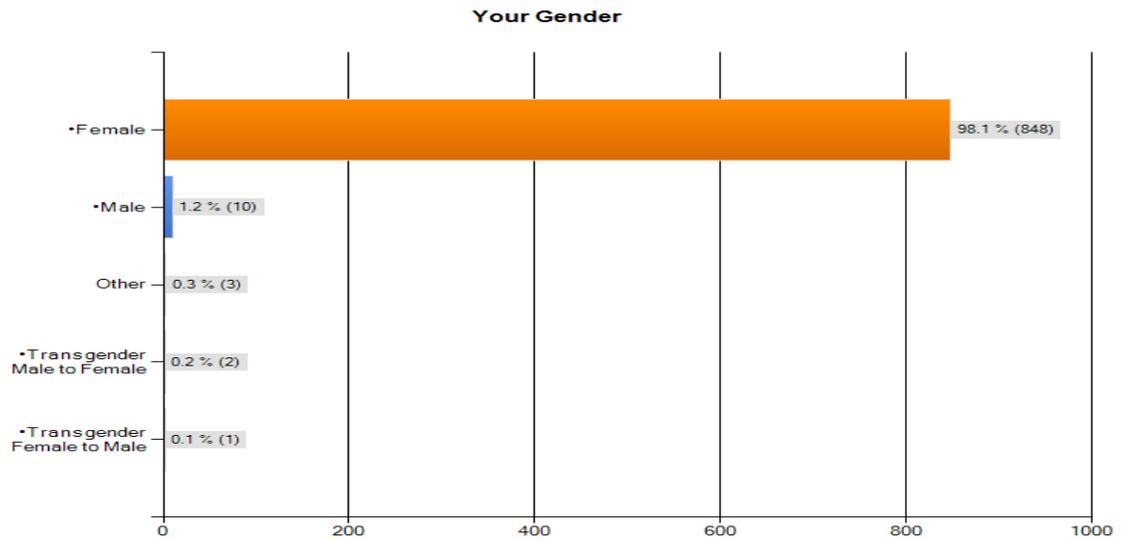
Authorized Ministers

Responses were generally within 1-2% of the lay person respondents for most questions; however, some more significant variances were evident as follows:

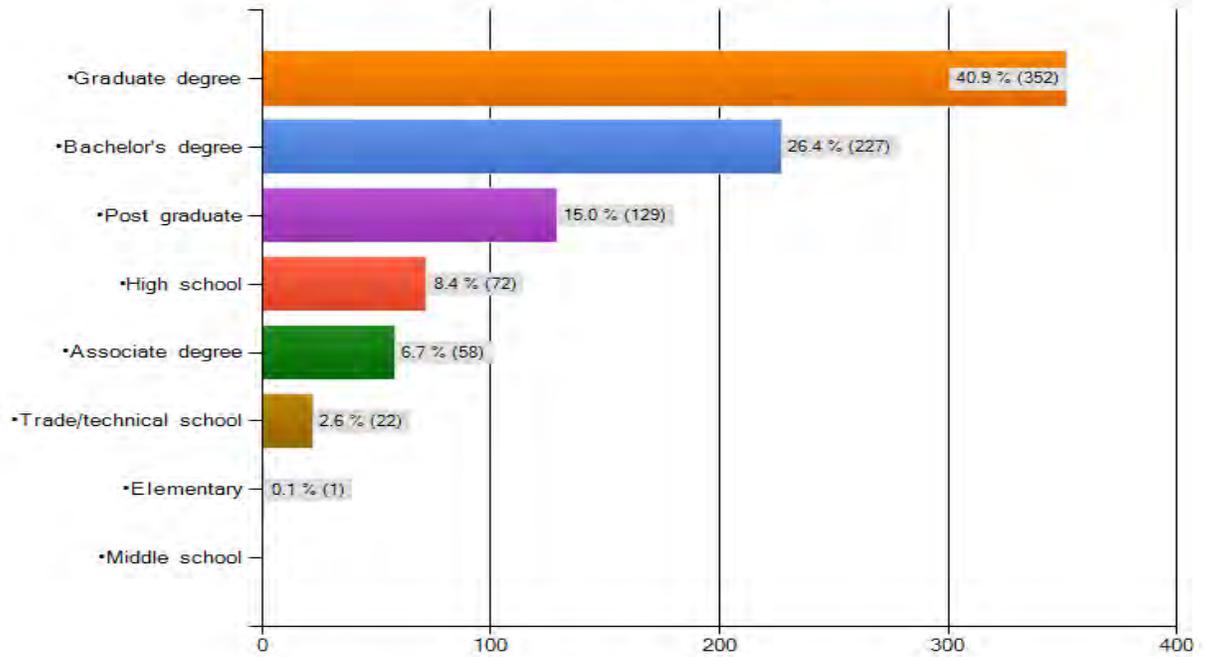
- 80% of the ministers indicated that their faith is guided by a call to act for justice and compassion. The majority of lay respondents indicated their faith guides their day to day life by giving them strength in times of crisis. Secondarily, their faith compels them to act for justice.
- 77% of the ministers agree that barriers still exist in the church for women to assume leadership roles compared to 54% of lay respondents.
- Regarding actions to dismantle barriers, ministers prioritized specific training for pastoral search committees to encourage consideration of women candidates while lay respondents prioritized ministers who encourage women to lead.
- Ministers identified depression as the most significant issue they are addressing with women in their ministries. While mental health issues were identified in some questions by lay respondents, it is important to note that it was the top issue mentioned by ministers which is not surprising given the personal circumstances that were identified in questions #1-3.
- Three-quarters of ministers agreed with the majority of lay persons that they use non-church resources for their women’s groups.

WHO PARTICIPATED IN THE SURVEY?

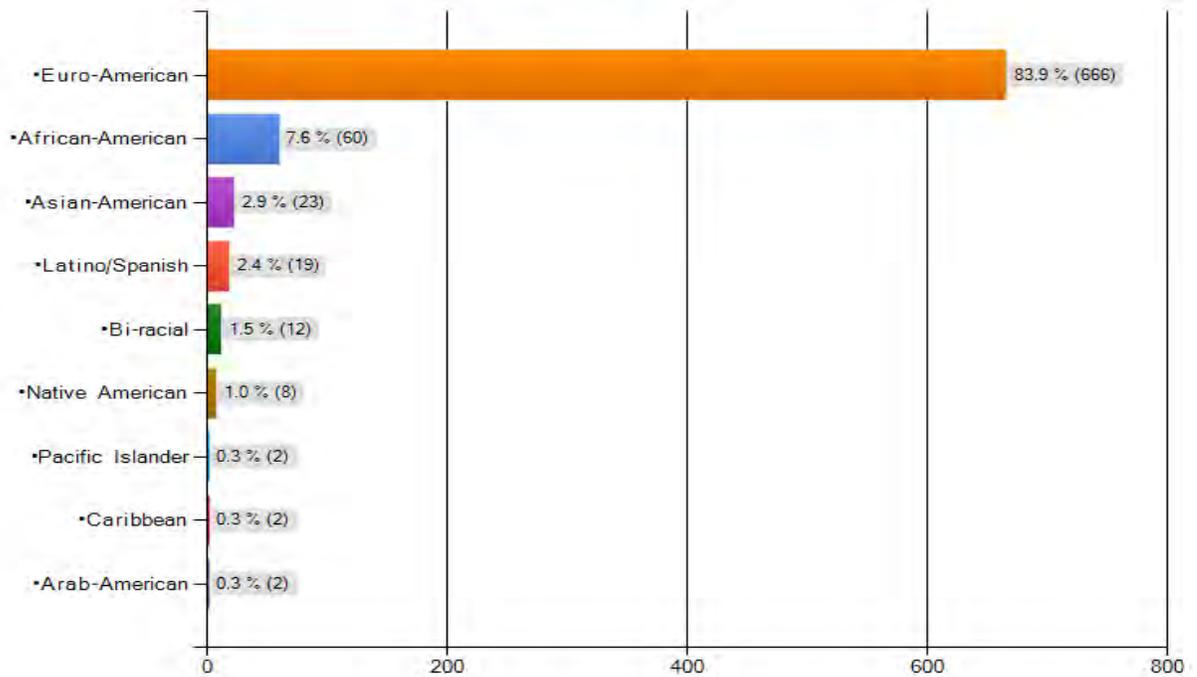
One-thousand sixteen people participated in the on-line survey with 871 completing it in its entirety. Given the very high number of educated, older, Euro-Americans who completed the survey and based upon significant interest in younger and minority perspectives, this analysis pays close attention to 18-49 year olds and people of color.



Your education (Please check the highest level attained)

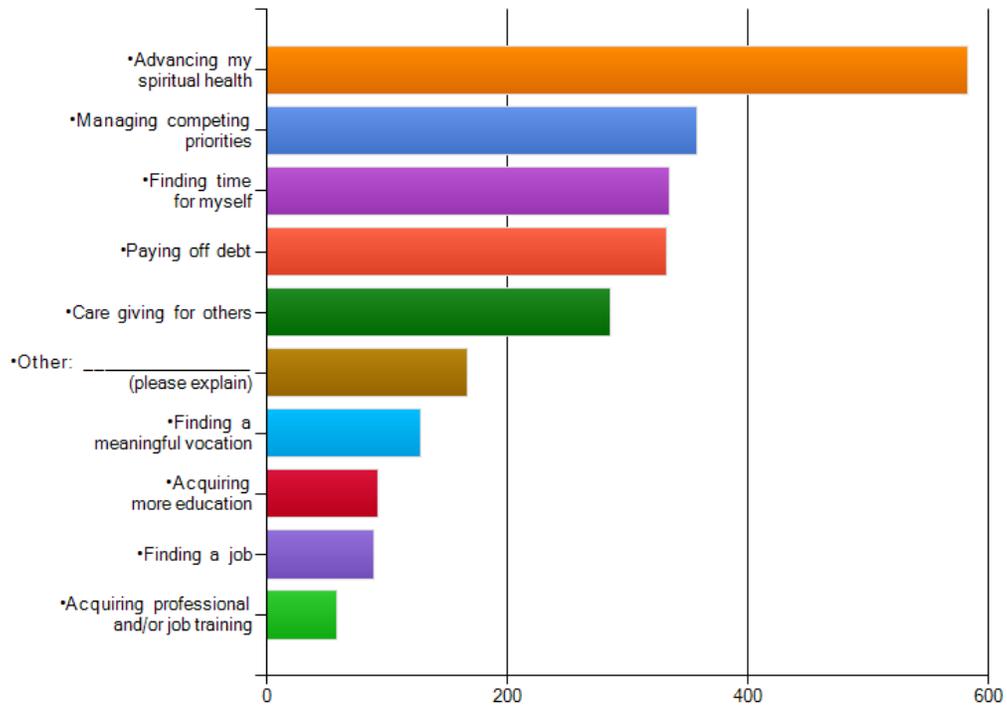


Your Race or Ethnicity

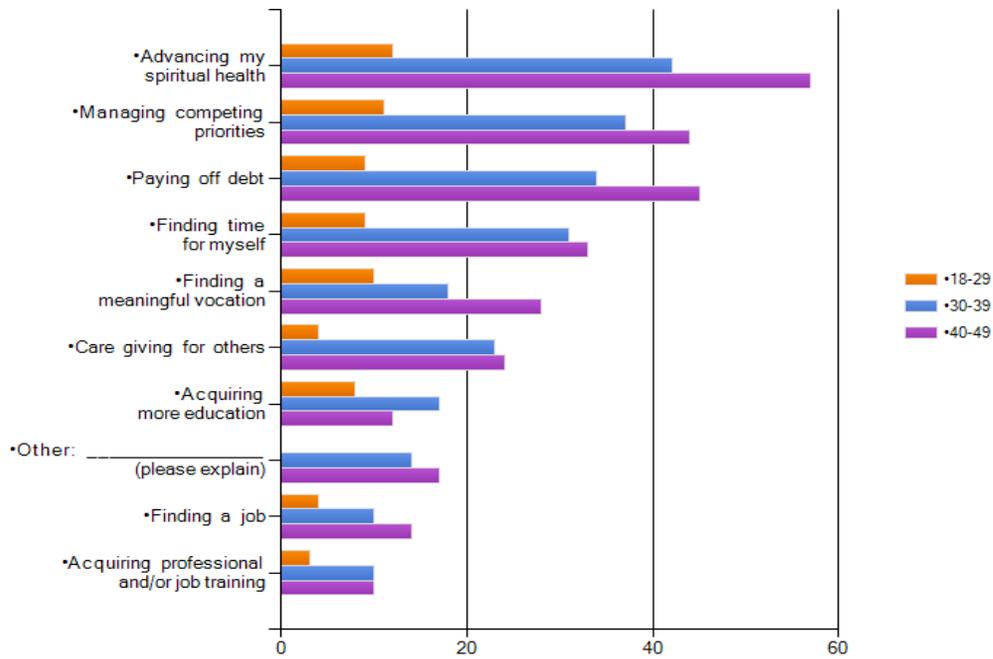


1. WHAT IS MOST IMPORTANT TO YOU RIGHT NOW?

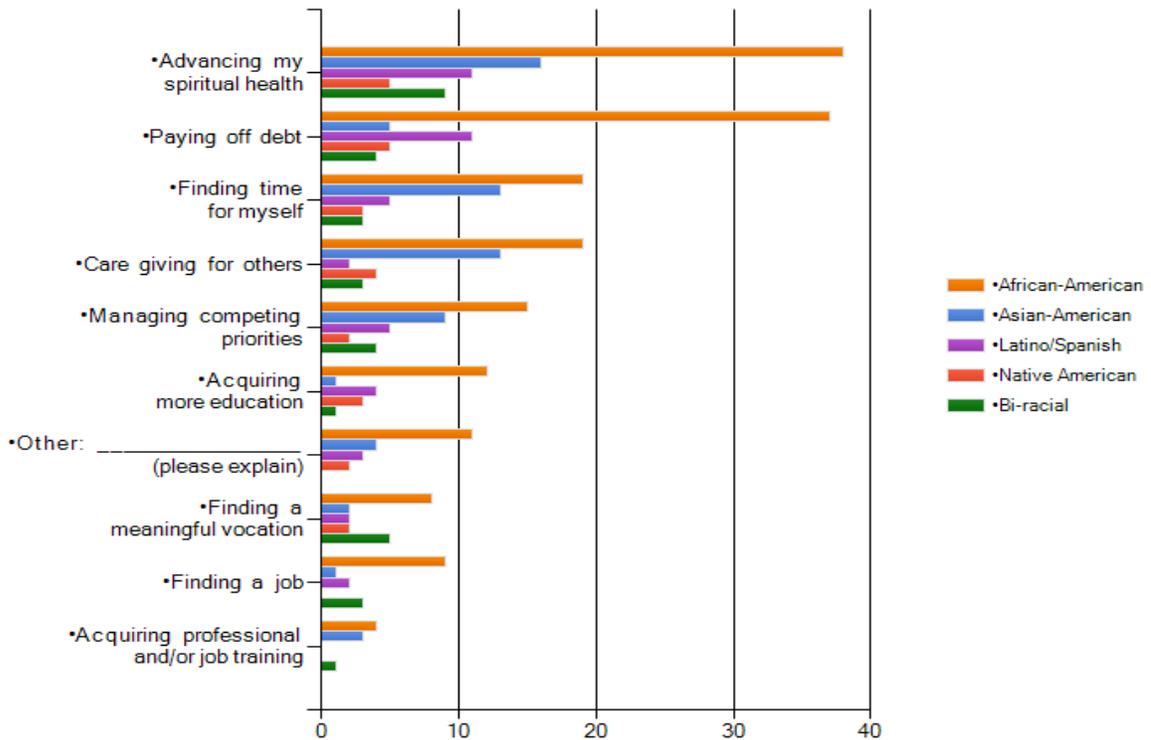
What is most important to you right now? (Check any that apply)



What is most important to you right now? (Check any that apply)



What is most important to you right now? (Check any that apply)



Advancing Spiritual Health was identified as the area of most importance in the lives of all respondents, regardless of age and race/culture; however, *Paying Off Debt* was a issue of substance as well. Not only was it essentially tie for third place overall, but Latinos indicated *Paying Off Debt* as their most important concern equaling commitment to spiritual health, African Americans and Bi-Racial individuals ranked it second, and those in the 30-49 age group ranked it third. *Managing Competing Priorities* was identified as the second most significant concern overall and in every age category, although African Americans, and Asian Americans ranked *Finding Time for Self* and *Caregiving for Others* as slightly more important. The top five areas of importance for specific groups were as follows:

Age 18-29

1. Advancing my spiritual health
2. Managing competing priorities
3. Finding a meaningful vocation
4. Paying off debt/Finding time for self

Ages 30-39

1. Advancing my spiritual health
 2. Managing competing priorities
 3. Paying off debt
 4. Finding time for self
 5. Finding a meaningful vocation
- (Ages 40-49: virtually the same)

Age 40-49

1. Advancing my spiritual health
2. Paying off debt
3. Managing competing priorities
4. Finding time for myself
5. Finding a meaningful vocation

African American

1. Advancing my spiritual health
2. Paying off debt
3. Finding time for self
Caregiving for others
4. Managing competing priorities

Latinos/Spanish

1. Advancing my spiritual health
Paying off debt
2. Managing competing priorities
Finding time for self
4. Acquiring more education

Asian

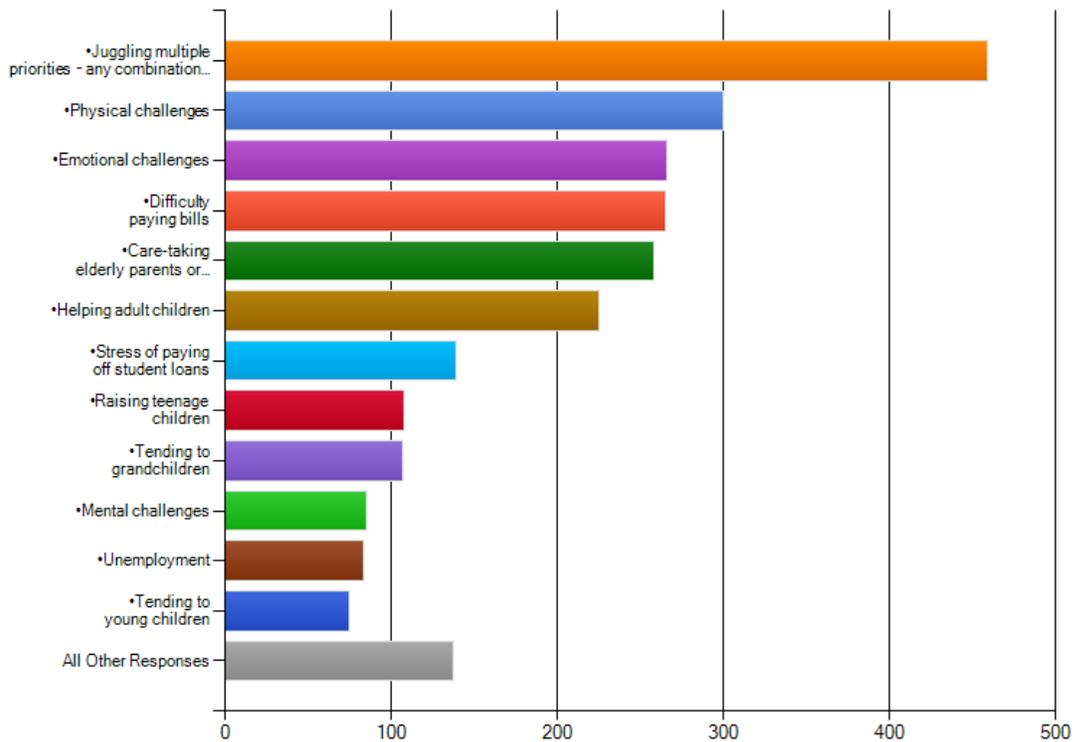
1. Advancing my spiritual health
2. Finding time for self
Caregiving for others
3. Managing competing priorities
4. Paying off debt

Asian

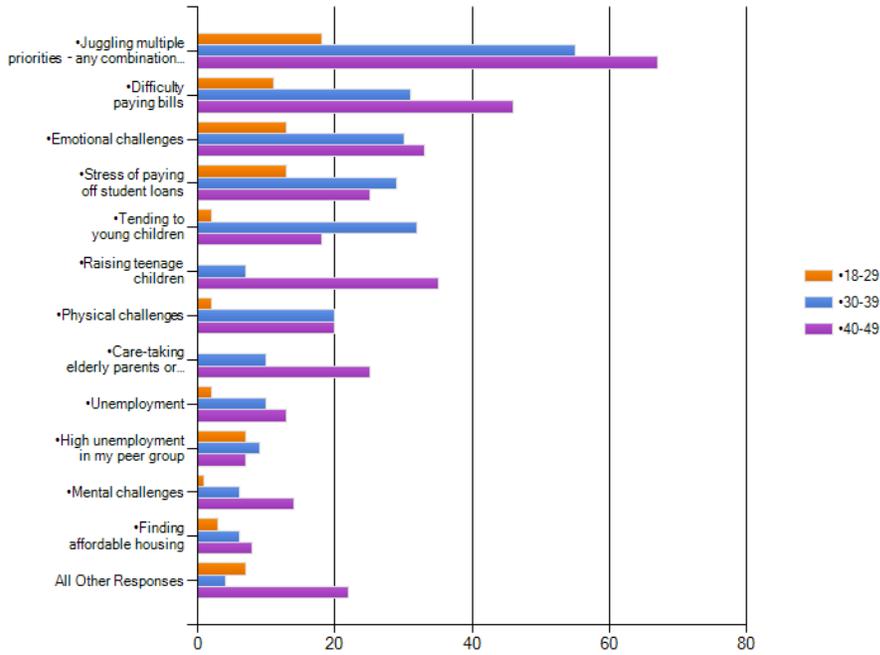
1. Advancing my spiritual health
2. Finding time for self/Caregiving for others
3. Managing competing priorities
4. Paying off debt

2. WHICH OF THESE DO YOU CURRENTLY DEAL WITH?

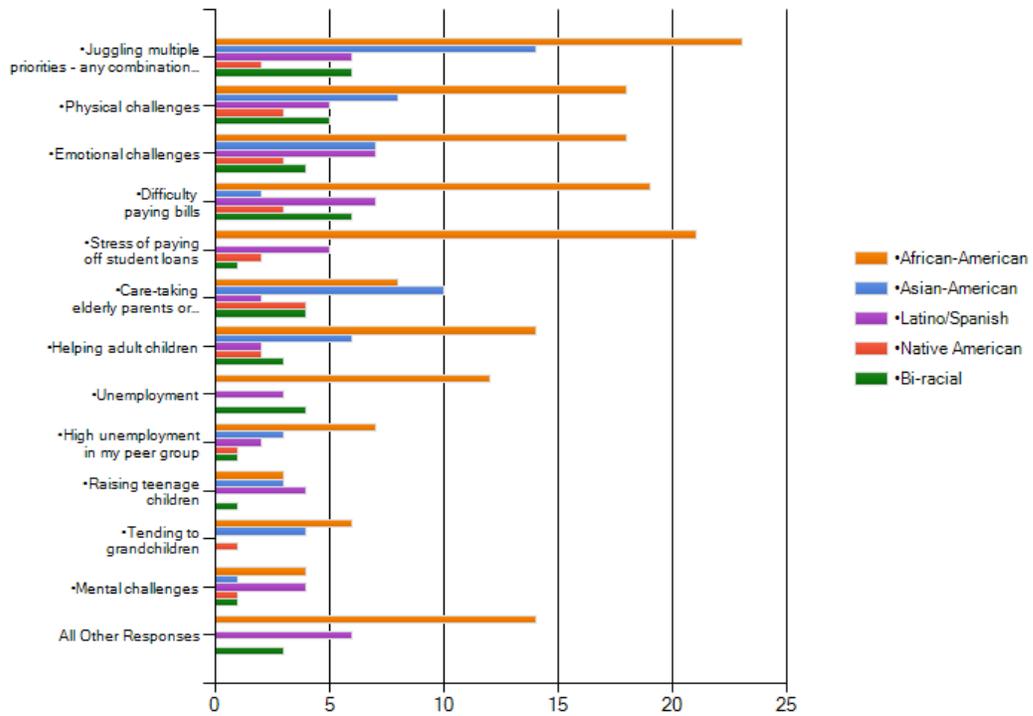
Which of these do you currently deal with? (Check any that apply)



Which of these do you currently deal with? (Check any that apply)



Which of these do you currently deal with? (Check any that apply)



Overall, respondents said they are *Juggling Multiple Priorities* as the most frequent challenge; however, Latinos indicate that *Emotional Challenges* and *Difficulty Paying Bills* are both their top issues. The fact that *Physical Challenges* is rated as second overall is due primarily to the high numbers of respondents over 50 years of age, although African Americans also list it in the top five areas. Otherwise, the following issues rise to the top five life circumstances: *Difficulty Paying Off Bills/Stress Paying Off Student Loans/Emotional Challenges/Tending to Young Children & Raising Teenage Children/Caretaking Elderly Parents*.

Age 18-29

1. Juggling multiple priorities
2. Emotional challenges
Stress of paying off student loans
3. Difficulty paying off bills
4. High unemployment in peer group

Ages 30-39

1. Juggling multiple priorities
2. Tending to young children
3. Difficulty paying bills
Emotional challenges
4. Stress of paying off student loans

Age 40-49

1. Juggling multiple priorities
2. Difficulty paying bills
3. Raising teenage children
4. Emotional challenges
5. Stress of paying off student loans
Caretaking elderly parents

African American

1. Juggling multiple priorities
2. Stress of paying off student loans
3. Difficulty paying bills
4. Emotional challenges
Physical challenges

Latino/Spanish

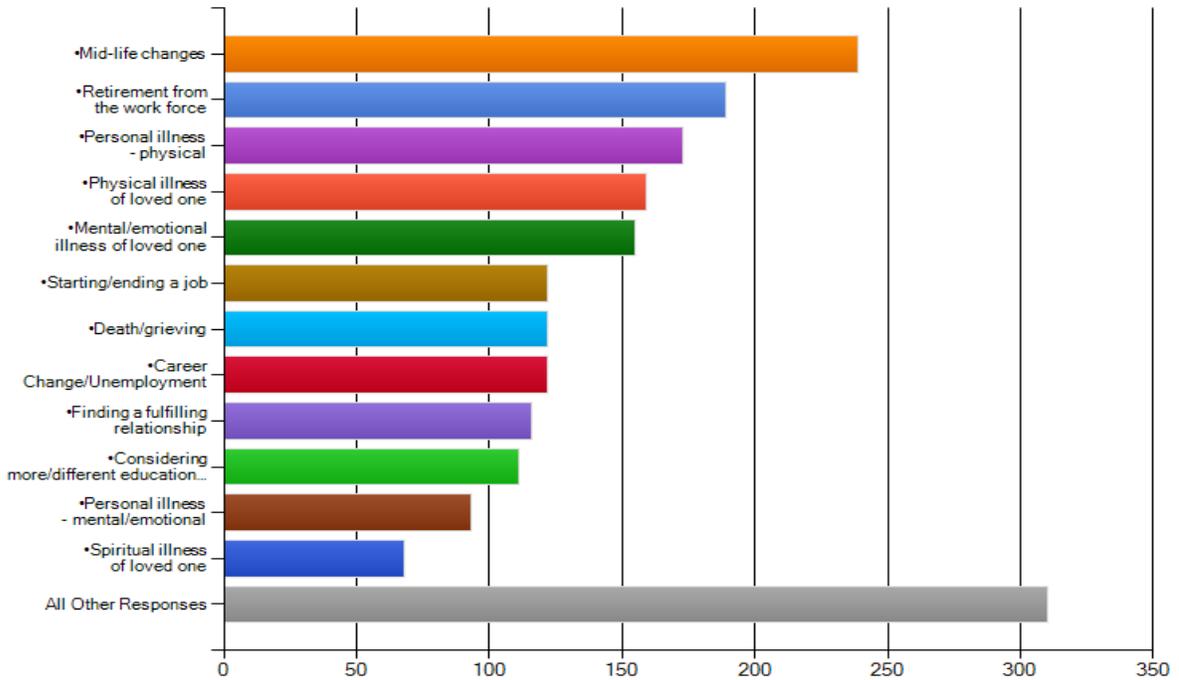
1. Emotional challenges
Difficulty paying bills
2. Juggling multiple priorities
3. Physical challenges
Stress paying off student loans

Asian American

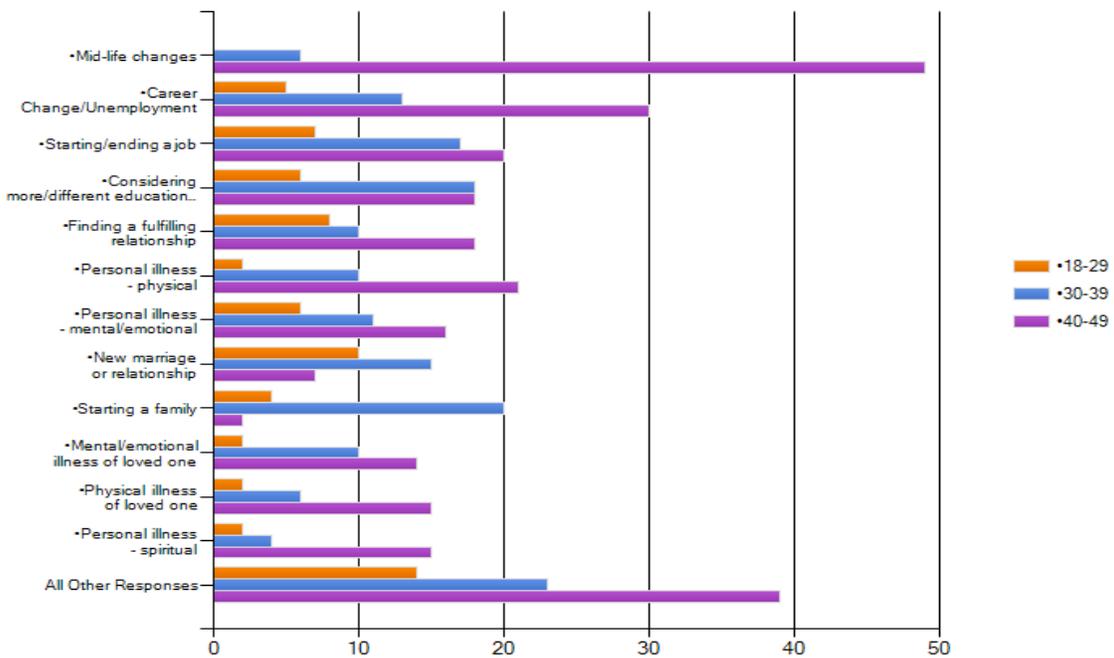
1. Juggling multiple priorities
2. Care taking elderly parents
3. Physical challenges
4. Emotional challenges
5. Helping adult children

3. WHICH OF THESE LIFE TRANSITIONS CARE CENTRAL TO YOUR LIFE RIGHT NOW?

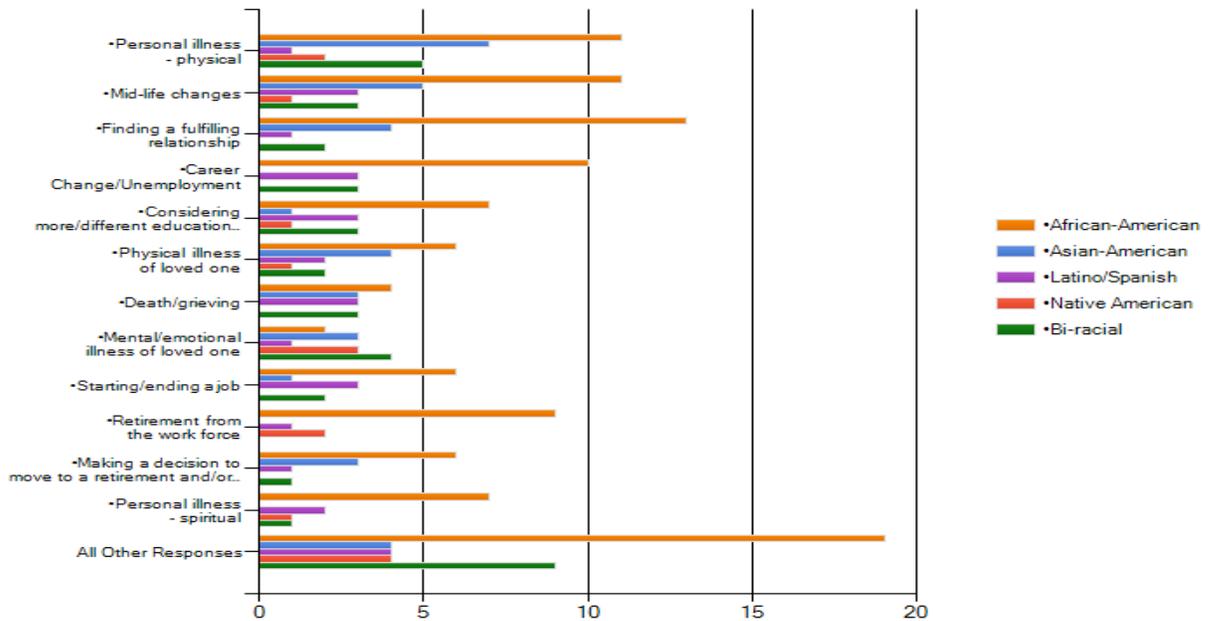
Which of these life transitions are central to your life right now? (Check any that apply)



Which of these life transitions are central to your life right now? (Check any that apply)



**Which of these life transitions are central to your life right now?
(Check any that apply)**



Given the age of most respondents, it is logical that *Mid-Life Changes*, *Retirement from the Workforce*, *Personal Physical Illness*, and *Physical/Mental/Emotional Illness of a Loved One* would all top the list of life transitions most being experienced. *Personal Physical Illness* was also identified within the top five transitions listed by several other demographic groups. However, other transitions rose to the top five in younger age groups – Personal: new marriage/relationship or finding a fulfilling relationship, starting a family and Professional: considering more education, starting/ending a job, and career change/unemployment.

Age 18-29

1. New marriage/relationship
2. Finding a fulfilling relationship
3. Starting/ending a job
4. Considering more education
- Personal illness – mental/emotional

Age 30-39

1. Starting a family
2. Considering more education
3. Starting/ending a job
4. New marriage/relationship
5. Career change/Unemployment

Age 40-49

1. Mid-life changes
2. Career change/Unemployment
3. Personal illness – physical
4. Starting/ending a job

African American

1. Finding a fulfilling relationship
2. Personal illness-physical
- Mid-life changes
3. Career change/unemployment

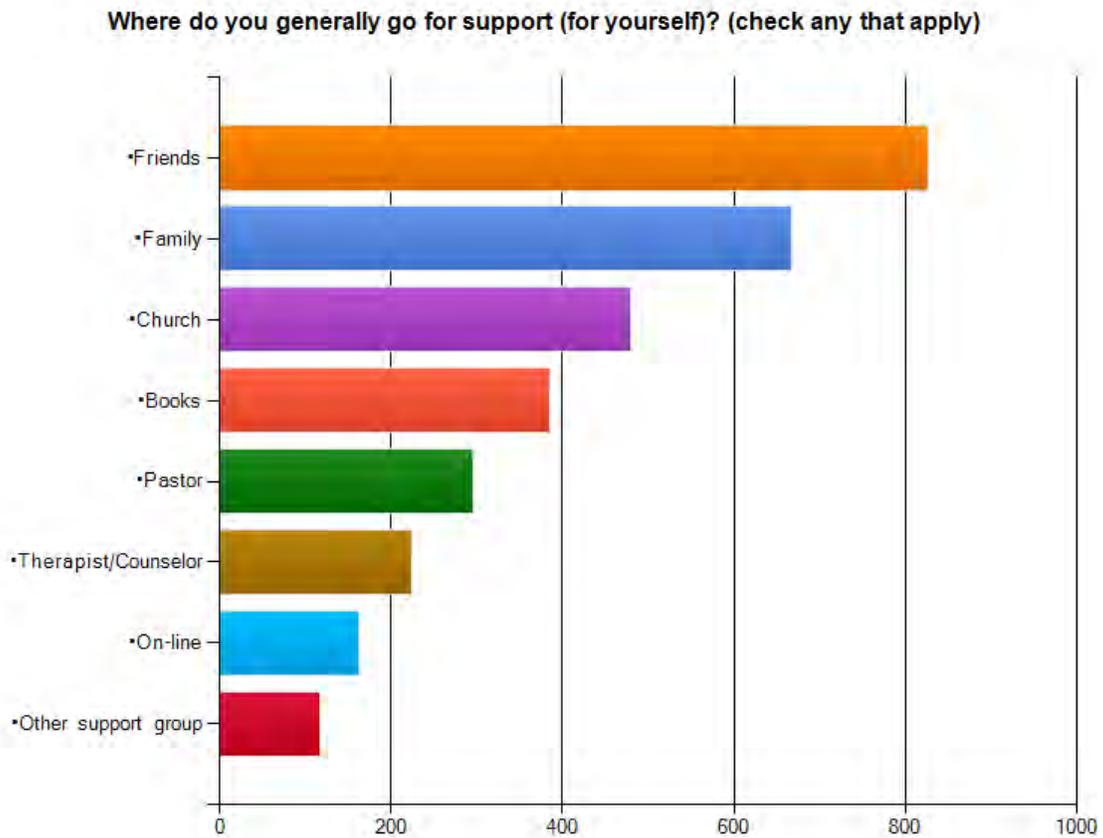
Latino/Spanish

- 1. Career change/unemployment
Considering more education
Death/grieving
Starting/ending a job

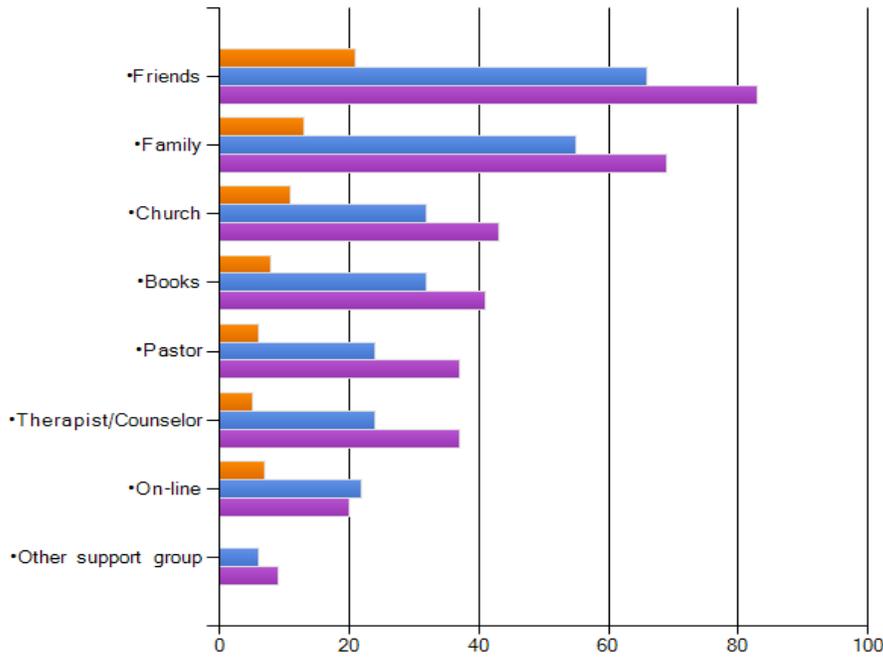
Asian American

- 1. Personal illness - physical
- 2. Mid-life changes
- 3. Finding a fulfilling relationship
Physical illness of a loved one
- 4. Death/grieving
Mental/emotional illness of loved one

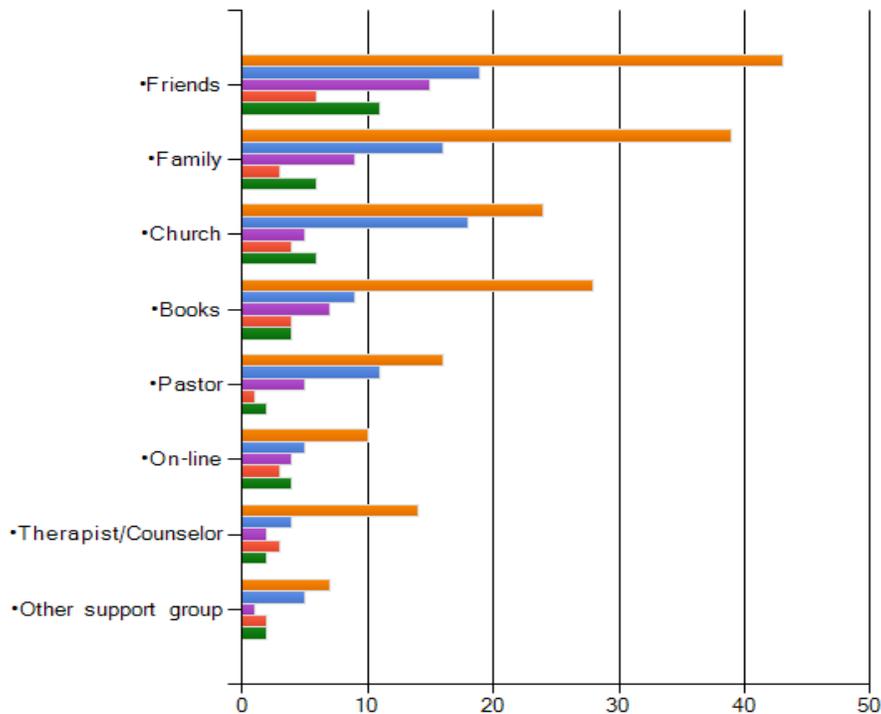
4. WHERE DO YOU GENERALLY GO FOR SUPPORT (FOR YOURSELF)?



Where do you generally go for support (for yourself)? (check any that apply)

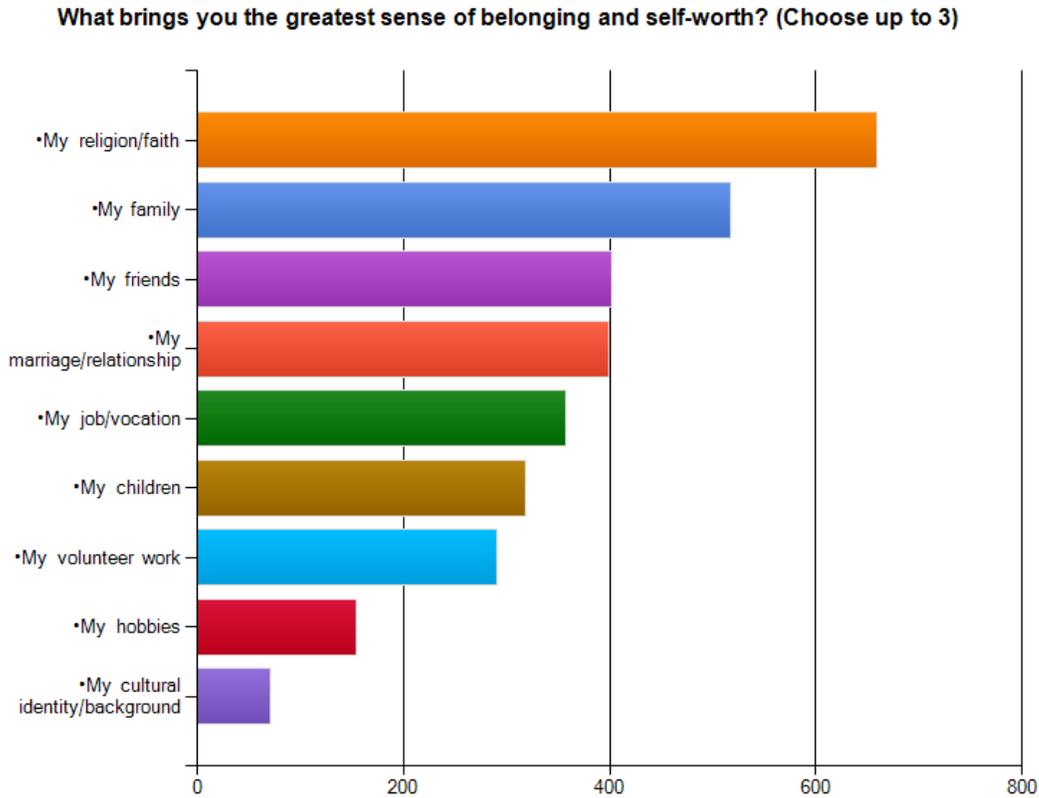


Where do you generally go for support (for yourself)? (check any that apply)

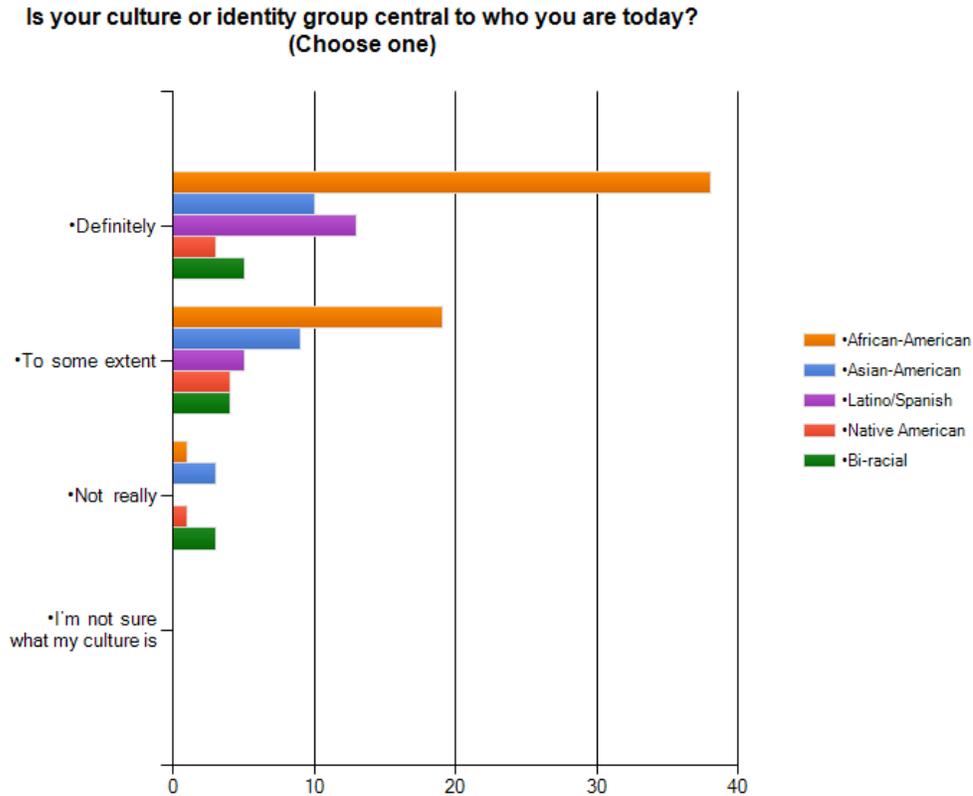


Generally, all demographic groups identified *Friends, Family and Church* (in that order) as the three places they go for personal support; however, African Americans, Latinos and Asian Americans consult *Books* as the third resource and *Church* as the fourth tool.

6. WHAT BRINGS YOU THE GREATEST SENSE OF BELONGING AND SELF-WORTH?

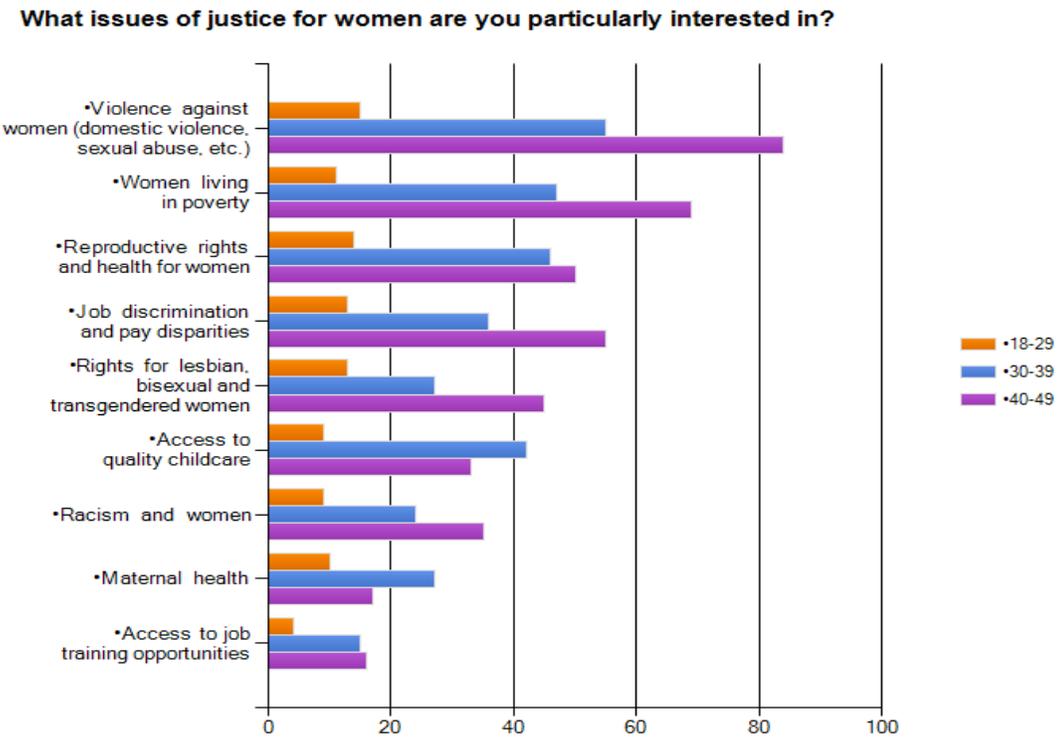
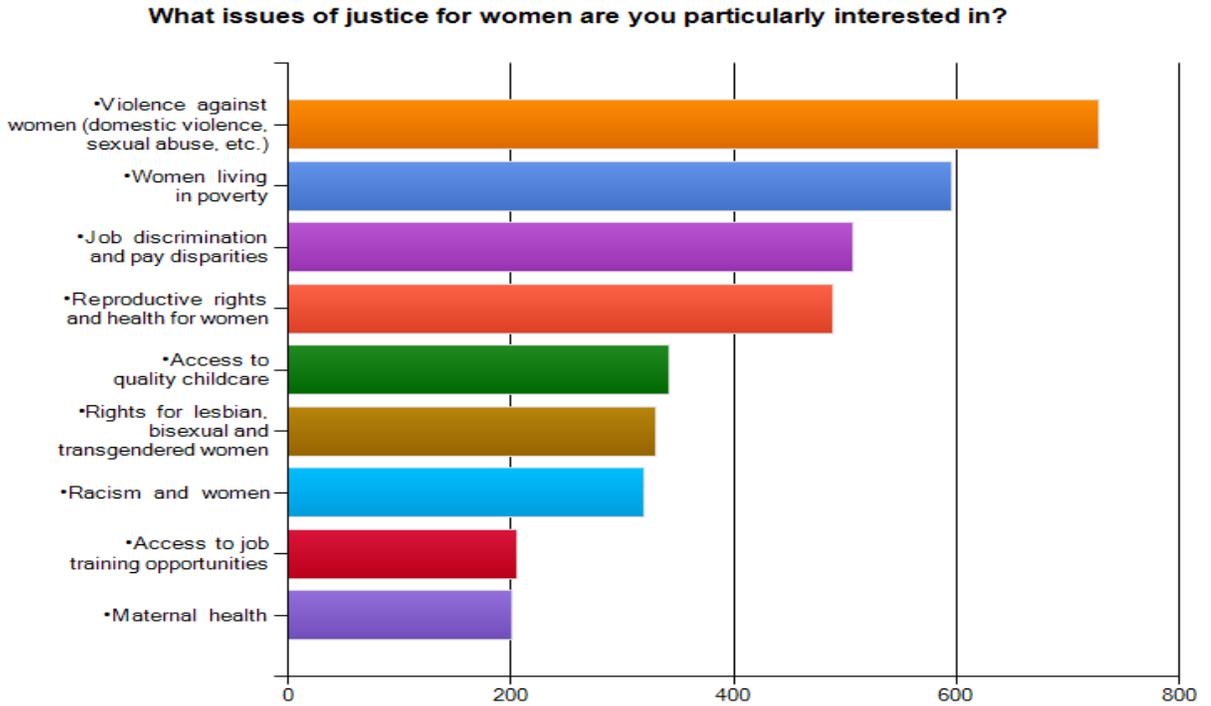


7. IS YOUR CULTURE OR IDENTITY GROUP CENTRAL TO WHO YOU ARE TODAY?

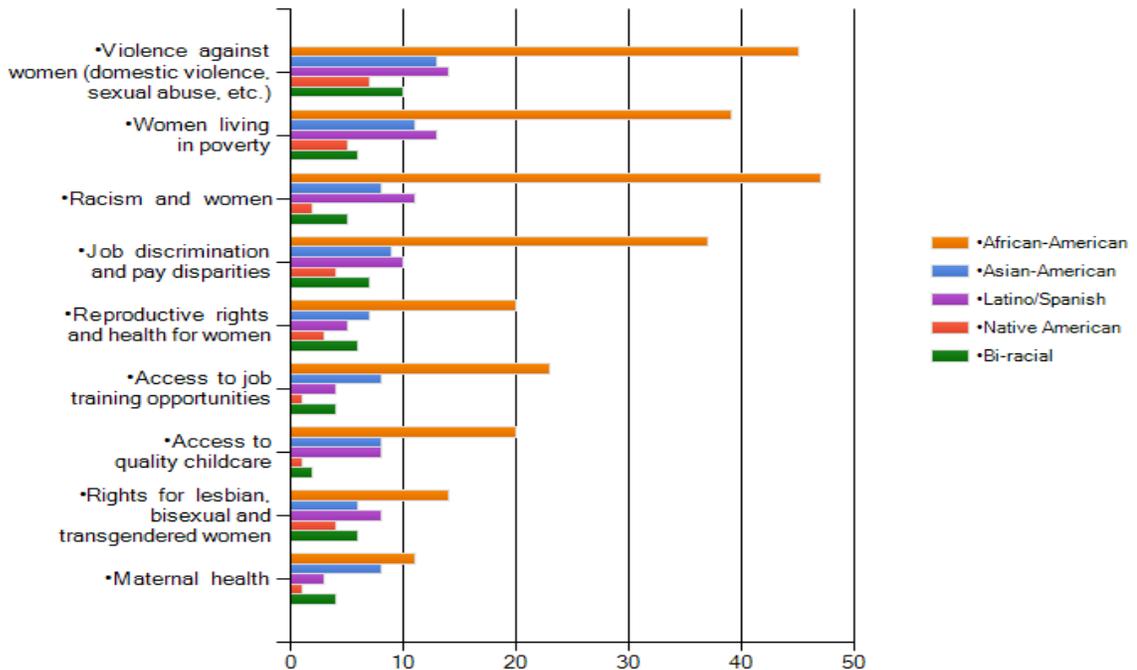


Over 60% of all African American participants said that their culture/identity group is *definitely central* to who they are and over 30% indicated that it is *central to some extent*. Almost 75% of Latino respondents said their culture/identity group was *definitely central* to who they are and over 25% indicated that it is *central to some extent*. About 44% of Asian Americans said their culture *definitely defines* who they are and nearly 35% indicated that it is *central to some extent*.

11. WHAT ISSUES OF JUSTICE FOR WOMEN ARE YOU PARTICULARLY INTERESTED IN?



What issues of justice for women are you particularly interested in?



Overall, every age group identified *Violence Against Women* as their most significant interest. With the exception of African Americans who identified *Racism and Women* as their top priority, every other cultural demographic also named this as their top concern. (Note: African Americans ranked *Violence Against Women* as a close second.) *Women Living in Poverty* was almost universally embraced as the second priority and *Job Discrimination/Pay Disparities* was identified at least in the top five concerns by every demographic group. Top five rankings for each demographic group were as follows:

Age 18-29

1. Violence against women
2. Reproductive rights/health for women
Rights for lesbian, bisexual, transgender
3. Job discrimination/Pay Disparities
4. Women living in poverty

Age 30-39

1. Violence against women
2. Women living in poverty
3. Reproductive right/health
4. Access to quality childcare
5. Job discrimination/Pay disparities

Age 40-49

1. Violence against women
2. Women living in poverty
3. Job discrimination/Pay disparities
4. Reproductive rights/health
5. Rights for lesbian, bisexual, transgender

African American

1. Racism and women
2. Violence against women
3. Women living in poverty
4. Job discrimination/pay disparities
5. Access to job training

Latino

1. Violence against women
2. Women living in poverty
3. Racism and women
4. Job discrimination/Pay disparities
5. Access to quality childcare
Rights for lesbian, bisexual, transgender

Asian American

1. Violence against women
2. Women living in poverty
3. Job discrimination/job dis
4. Rights for lesbian, bisexual, trans
5. Racism and women
Access to job training
Access to quality childcare
Maternal health

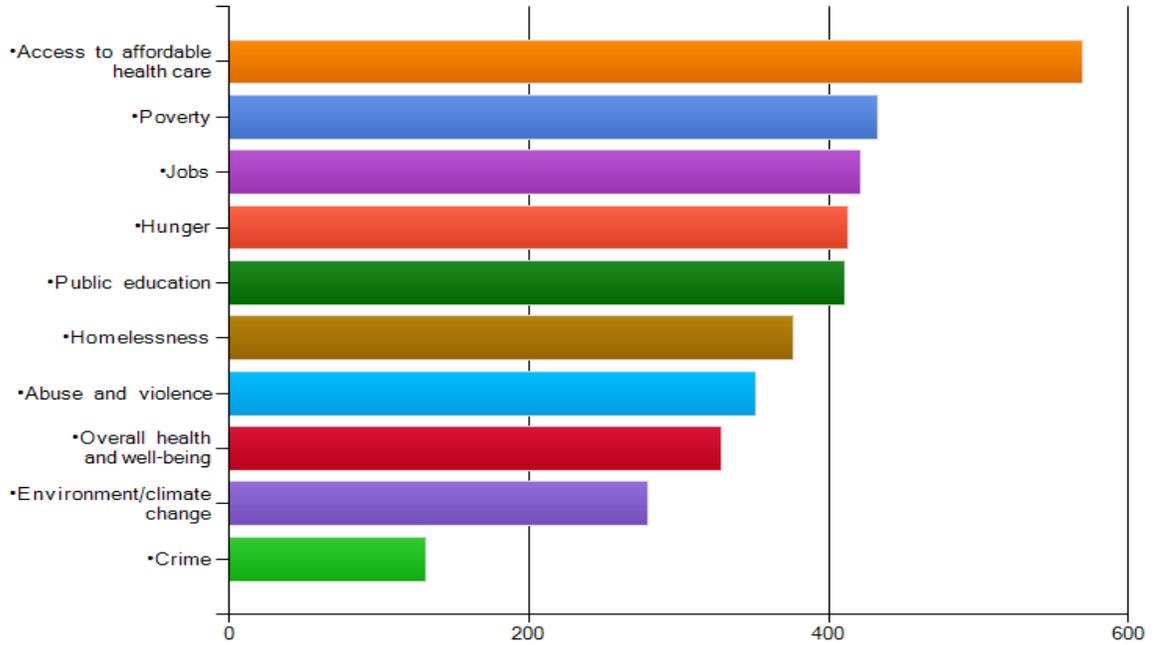
12. OPEN-ENDED: ARE YOU ALREADY INVOLVED WITH A MOVEMENT, ORGANIZATION OR GROUP TO ADDRESS ANY OF THESE PREVIOUS ISSUES? IF SO, WHAT KIND OF GROUP?

Participants identified a wide array of ways in which they are responding to these issues. A sampling of responses follows:

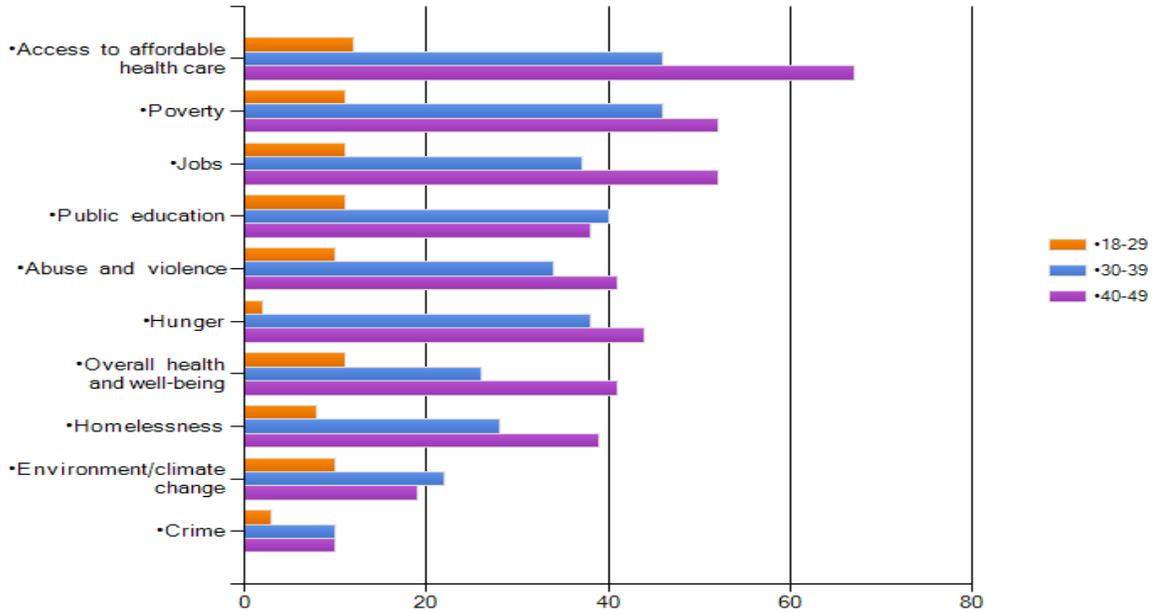
- Church Groups
- Social justice groups/Human Rights Organizations
 - UCC Justice and Witness Ministries
 - Amnesty International
 - Domestic violence organizations/groups
 - League of Women Voters
 - Peace x Peace
 - Human Rights Coalition (HRC)
 - NOW
 - NARAL
 - ERA
- Advocacy groups
 - NAMI
 - MHA
 - Autism Speaks
 - NAACP
 - LGBT Groups
 - Planned Parenthood
 - PFLAG
- La Leche
- Social Service Groups and other Community Organizations
 - Food pantries
 - Salvation Army
 - Shelters
 - Hospice
 - YWCA
- Girl Scouts
- Political Groups (MoveON, Political campaigns)

13. WHAT ISSUES FACING YOUR OWN COMMUNITY DO YOU FEEL A SENSE OF URGENCY TO ADDRESS?

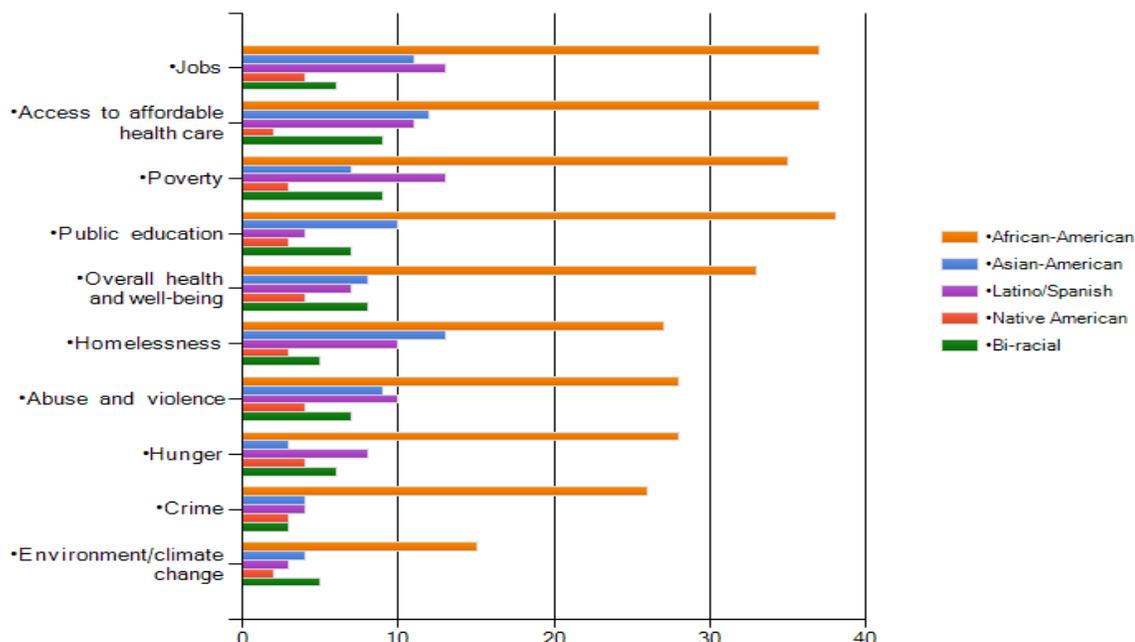
What issues facing your own community do you feel a sense of urgency to address?
(Check any that apply)



What issues facing your own community do you feel a sense of urgency to address? (Check any that apply)



What issues facing your own community do you feel a sense of urgency to address? (Check any that apply)



Access to Affordable Health Care, Poverty and Jobs were ranked very high in every age category and nearly every cultural group. It is interesting to note that in the young adult category (18-29), five issues were of equal importance as listed below.

Age 18-29

1. Access to affordable health care
- Poverty
- Jobs
- Public Education
- Overall health/well-being

Age 30-39

1. Access to affordable health care
- Poverty
2. Public education
3. Hunger
4. Jobs

Age 40-49

1. Access to affordable health care
2. Poverty
- Jobs
3. Hunger
4. Abuse/Violence
- Overall health/well-being

African American

1. Public education
2. Jobs
- Access to affordable health care
3. Poverty
4. Overall health/well-being

Latino

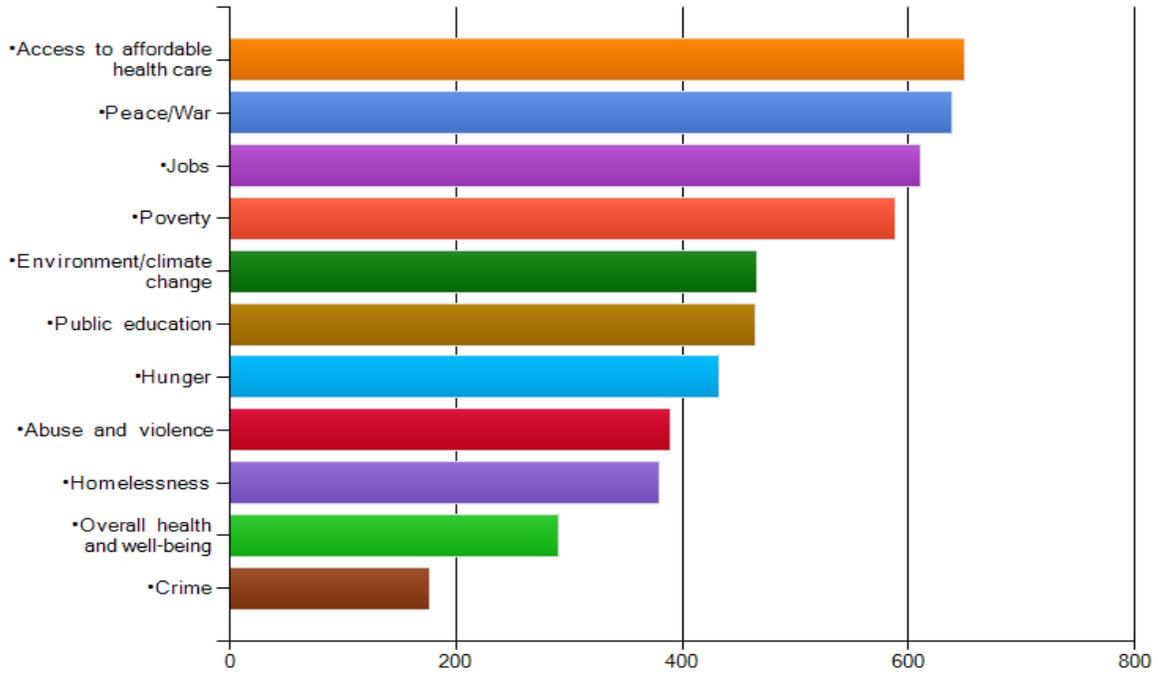
1. Jobs
- Poverty
2. Access to affordable health care
3. Homelessness
- Abuse/Violence

Asian American

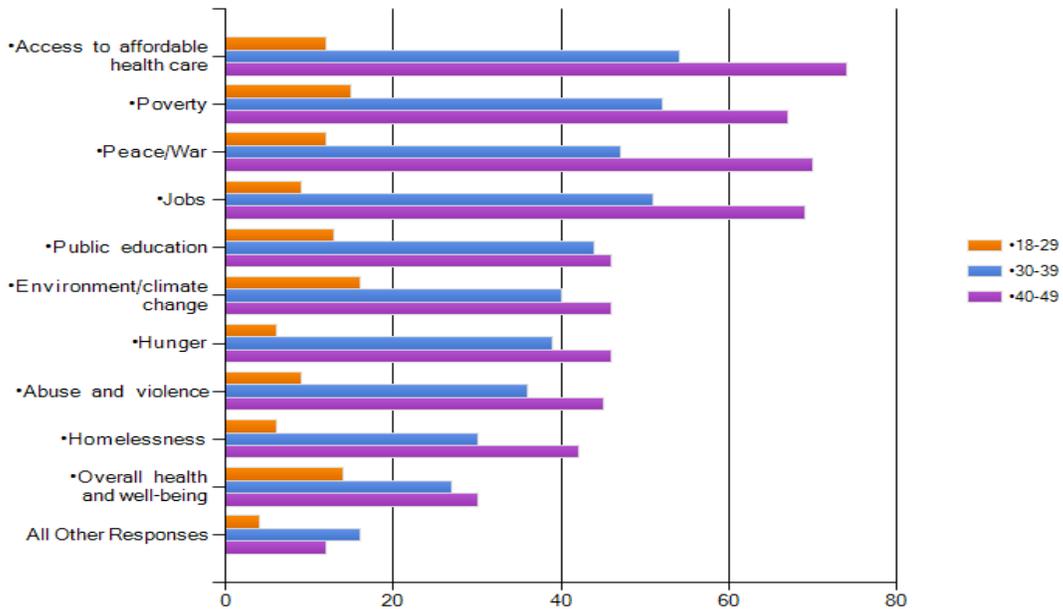
1. Homelessness
2. Access to affordable health care
3. Jobs
4. Public education
5. Abuse/violence

14. WHAT ARE YOU SENSING AS THE MOST CRITICAL ISSUES FACING OUR COUNTRY AND WORLD TODAY?

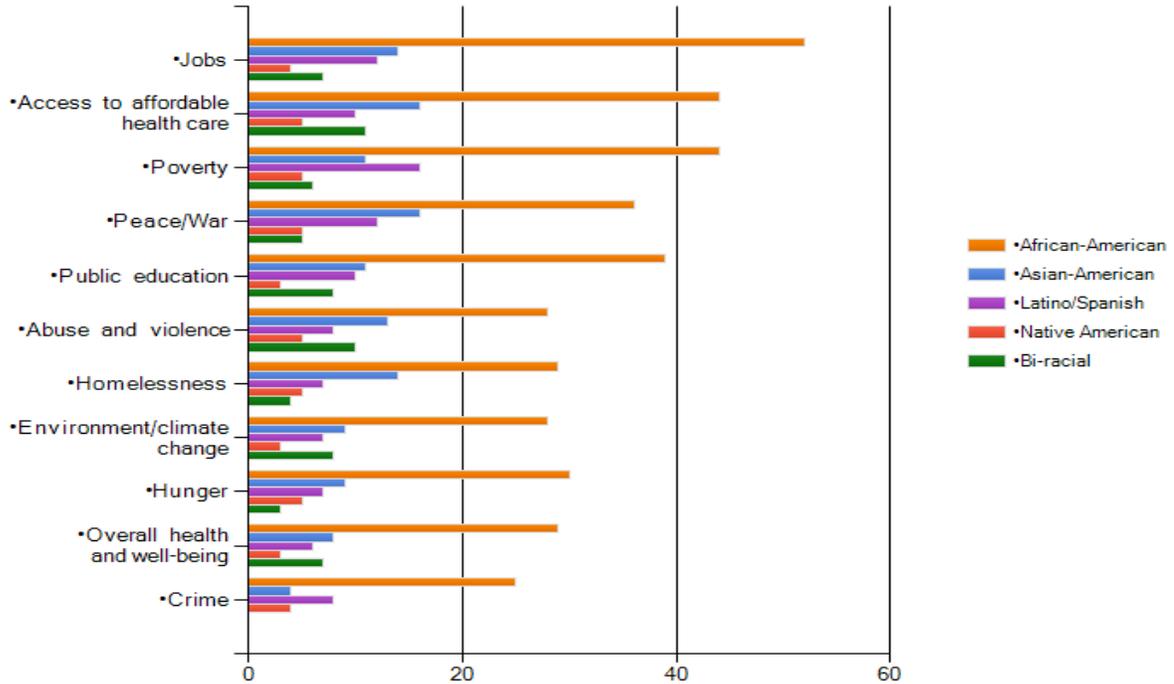
What are you sensing as the most critical issue(s) facing our country and world today?
(Check any that apply)



What are you sensing as the most critical issue(s) facing our country and world today? (Check any that apply)



What are you sensing as the most critical issue(s) facing our country and world today? (Check any that apply)



Access to Affordable Health Care, Peace/War, Poverty, Jobs and Public Education appeared in the top five issues in every age category with two exceptions – young adults did not identify *Jobs* in their top five concerns and Asian Americans did not identify *Poverty and Public Education* in their top five issues. It is important to note that young adults identified *Environment/Climate Change* as their top concern. Some of those their parent’s age (40-49) also cited this issue in their top five concerns.

Age 18-29

1. Environment/Climate Change
2. Poverty
Overall health/well-being
3. Public education
4. Access to affordable health care
Peace/War

Age 30-39

1. Access to affordable health care
2. Poverty
3. Jobs
4. Peace/War
5. Public education

Age 40-49

1. Access to affordable health care
2. Peace/War
3. Jobs
4. Poverty
5. Public education
Environment/Climate Change
Hunger

African American

1. Jobs
2. Access to affordable health care
Poverty
3. Public education
4. Peace/War

Latino

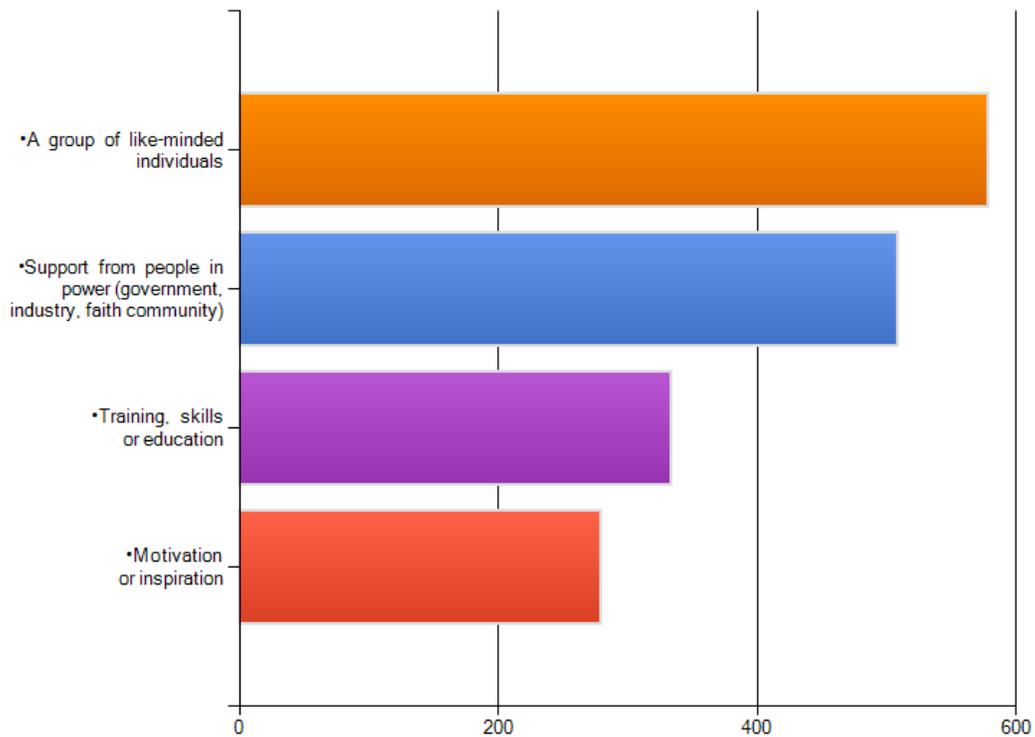
1. Poverty
2. Jobs
Peace/War
3. Access to affordable health care
Public Education

Asian American

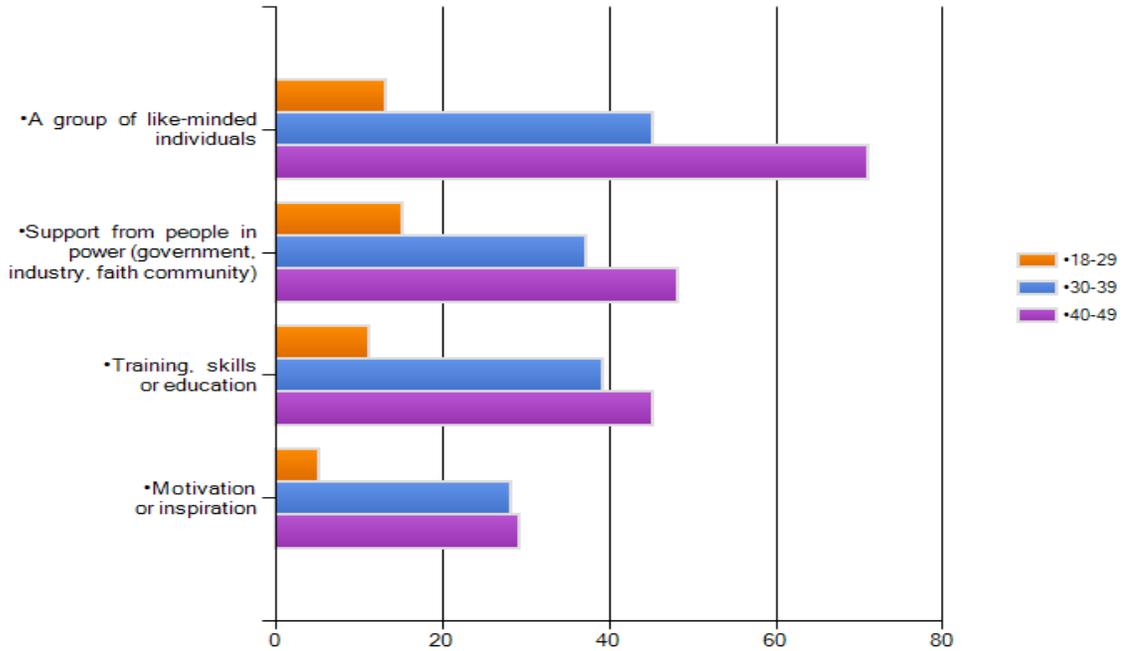
1. Access to affordable health care
Peace/War
2. Jobs
Homelessness
3. Abuse/Violence

15. WHAT WOULD BE HELPFUL TO SUPPORT YOUR ABILITY TO ACT MORE POWERFULLY IN YOUR COMMUNITY?

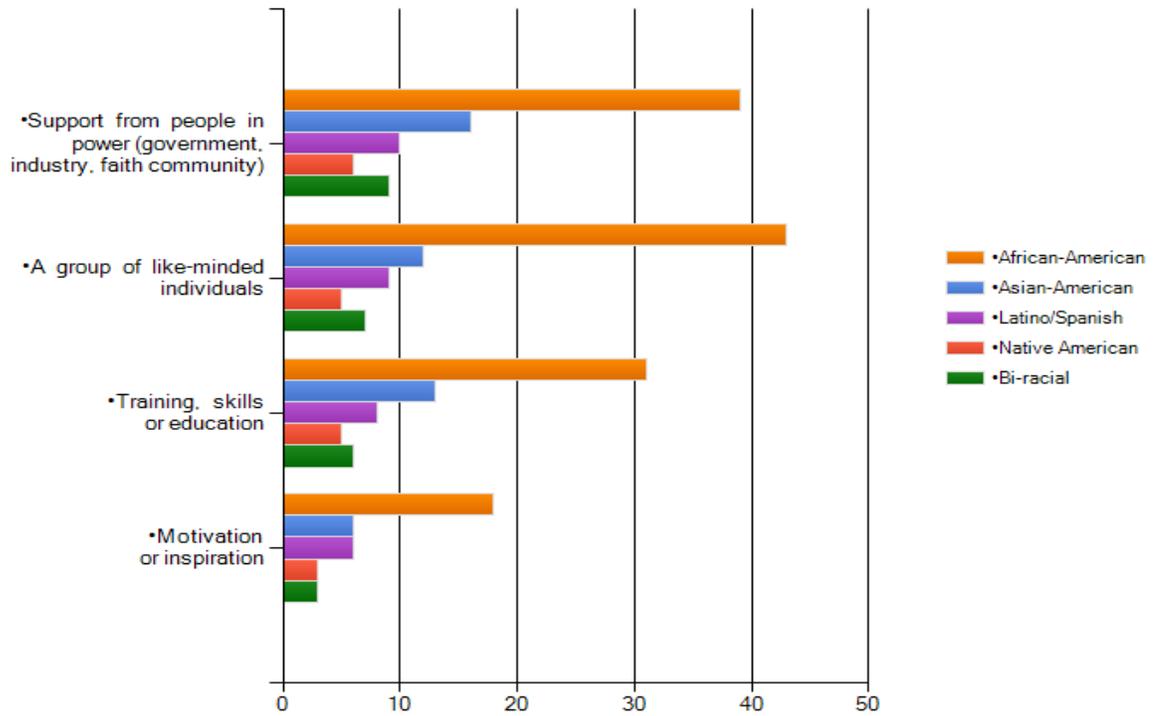
What would be helpful to support your ability to act more powerfully in your community?



What would be helpful to support your ability to act more powerfully in your community?



What would be helpful to support your ability to act more powerfully in your community?



Certainly, none of the respondents seem to need motivation to act. Finding a *Group of Like-Minded Individuals and Securing Support from People in Power* were broadly embraced by all ages and demographic groups. Percentages of those who identified *Training, Skills, & Education* in each demographic category are noted below.

Age 18-29

1. Support from people in power
2. Group of like-minded individuals
3. Training, skills, education (22%)
4. Motivation

Age 30-39

1. Group of like-minded individuals
2. Training, skills, education (53%)
3. Support from people in power
4. Motivation

Age 40-49

1. Group of like-minded individuals
2. Support from people in power
3. Training, skills, education (40%)
4. Motivation

African American

1. Group of like-minded individuals
2. Support from people in power
3. Training, skills, education (50%)
4. Motivation

Latino

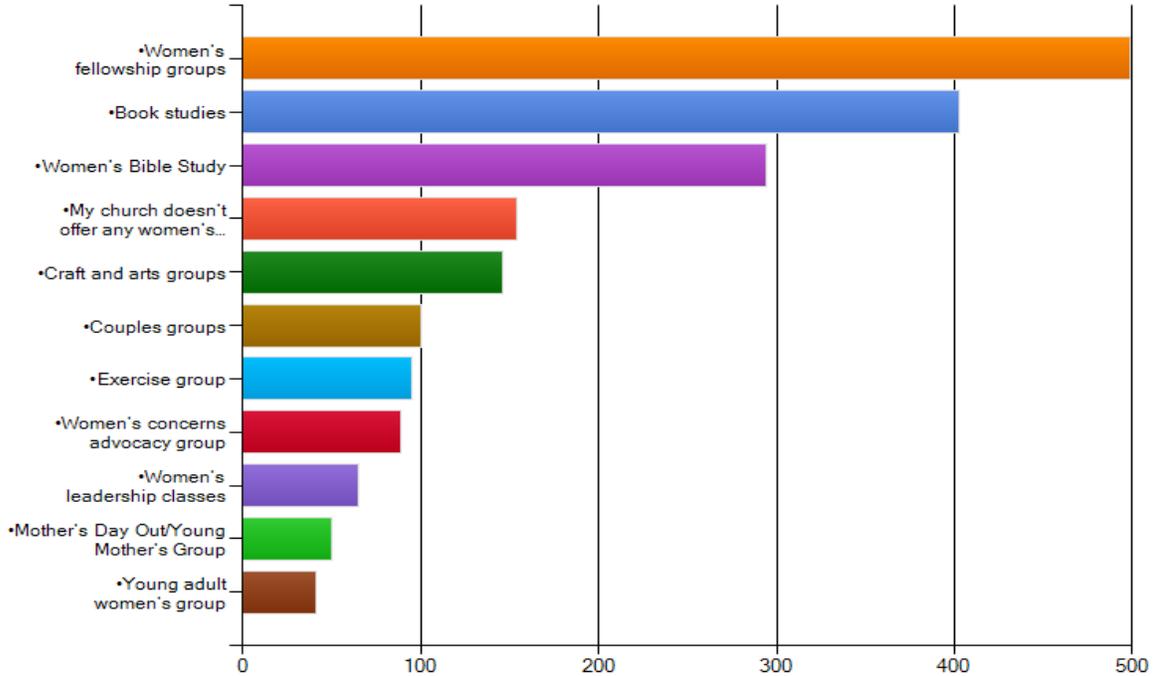
1. Support from people in power
2. Group of like-minded individuals
3. Training, skills, education (42%)
4. Motivation

Asian American

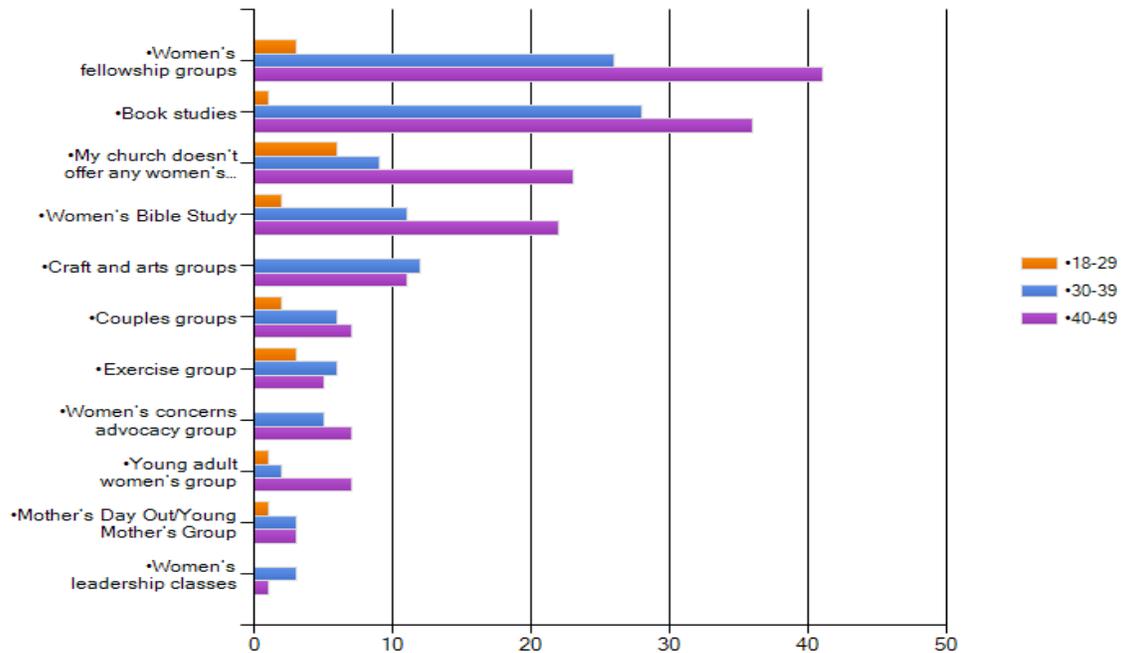
1. Support from people in power
2. Training, skills, education (56%)
3. Group of like-minded individuals
4. Motivation

19. HAVE YOU PARTICIPATED IN ANY OF THESE MINISTRIES/PROGRAMS IN YOUR CHURCH COMMUNITY?

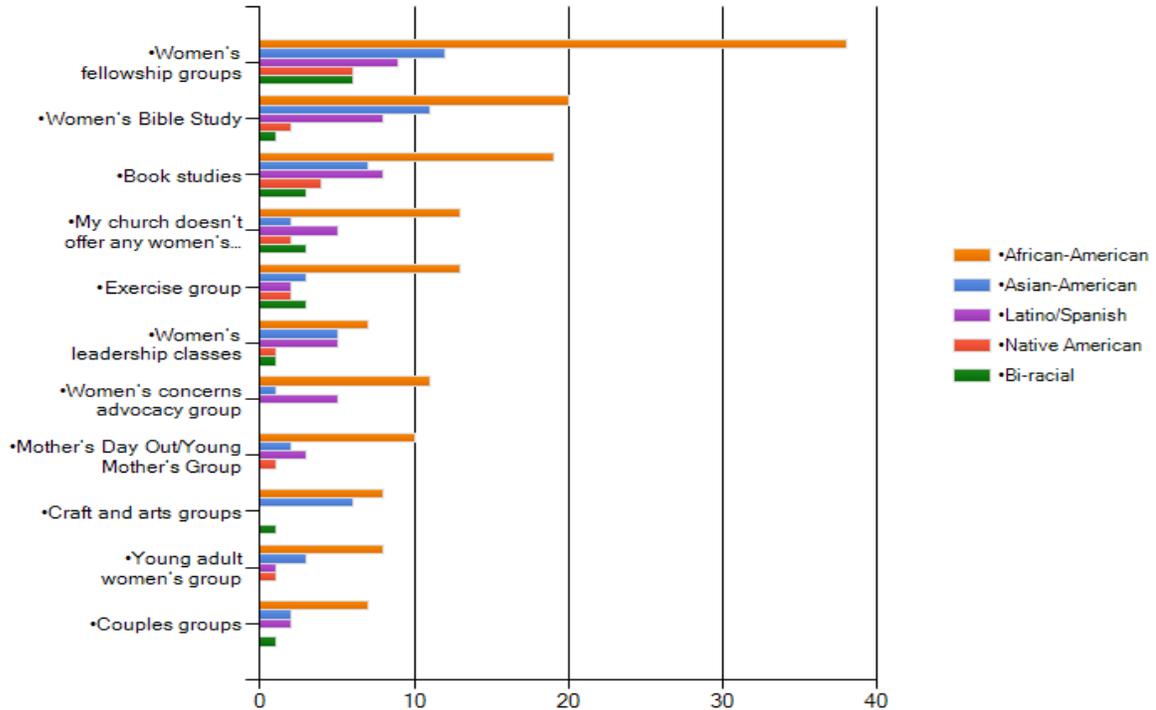
Have you participated in any of these ministries/programs in your church community?
(Check all that apply)



Have you participated in any of these ministries/programs in your church community? (Check all that apply)



Have you participated in any of these ministries/programs in your church community? (Check all that apply)



Women's Fellowship Groups were widely identified as an activity most women participate in within their own church community. All but young adults said they had participated in *Book Studies* in their top five activities. Every demographic identified *Women's Bible Study* within their top five activities. *Craft and Arts Groups* were popular among many demographic categories. A good number of Latino and Asian Americans said they had participated in *Women's Leadership Classes*.

Age 18-29

1. My church doesn't offer
2. Women's fellowship groups
3. Exercise group
4. Couples groups
- Women's Bible Study

Age 30-39

1. Book studies
2. Women's fellowship groups
3. Craft and arts groups
4. Women's Bible Study
5. My church doesn't offer

Age 40-49

1. Women's fellowship groups
2. Book studies
3. My church doesn't offer
4. Women's Bible Study
5. Craft and arts groups

African American

1. Women's fellowship groups
2. Women's Bible Study
3. Book studies
4. My church doesn't offer
- Exercise groups

Latino

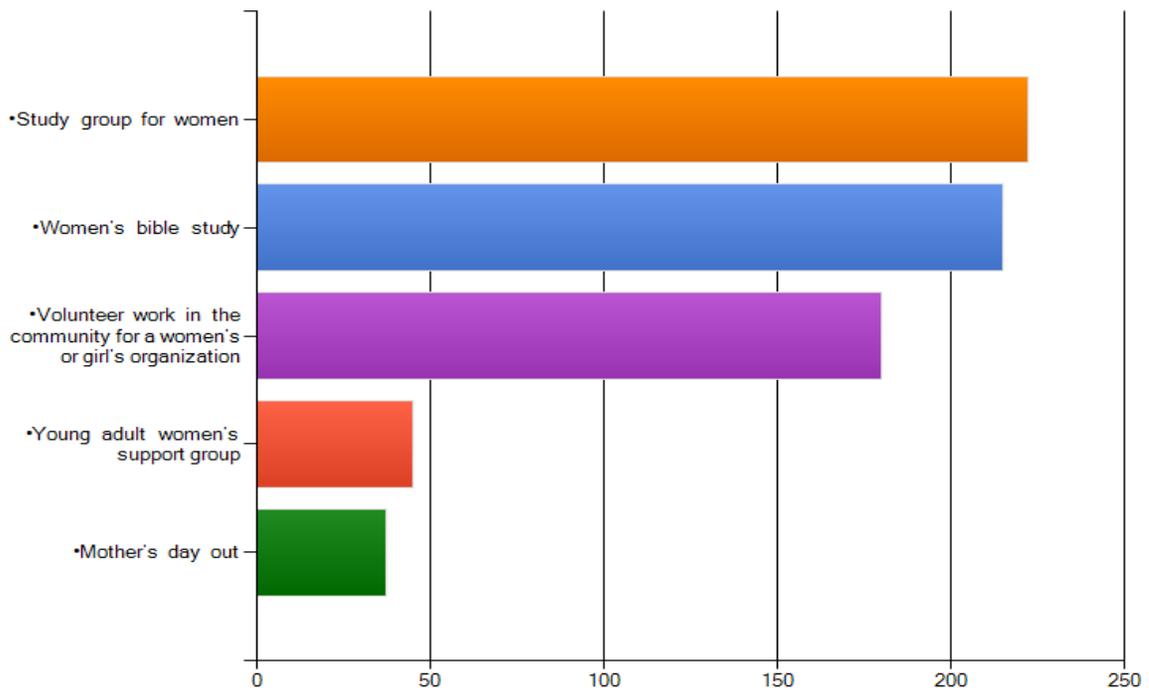
1. Women’s fellowship groups
2. Women’s Bible Study
Book studies
3. My church doesn’t offer
Women’s leadership classes
Women’s concerns advocacy group

Asian American

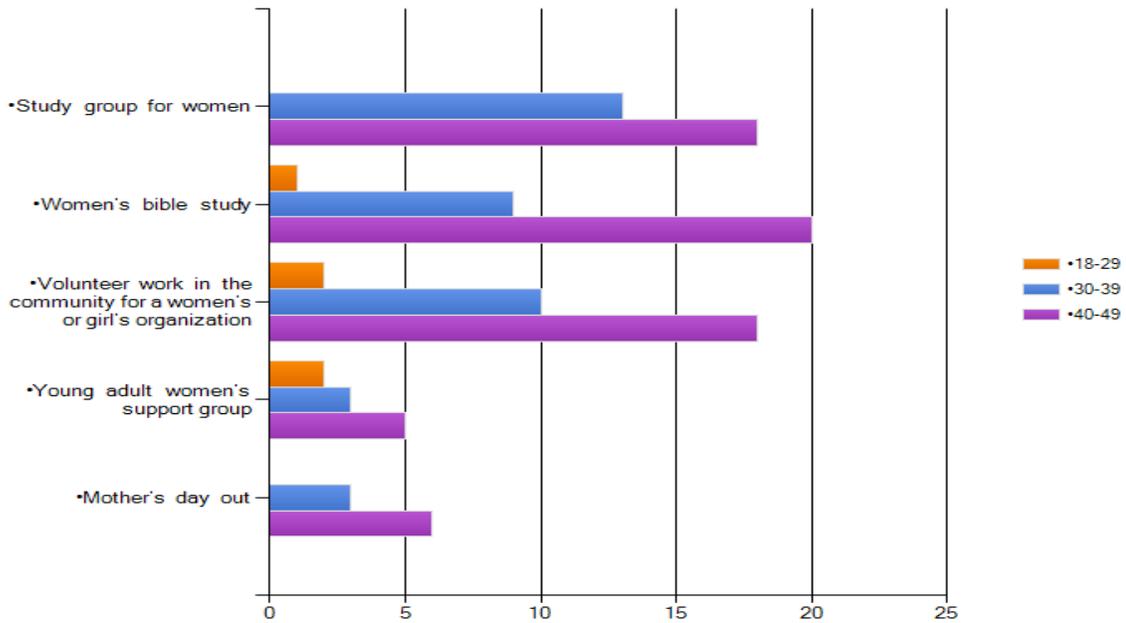
1. Women’s fellowship group
2. Women’s Bible Study
3. Book studies
4. Craft and arts groups
5. Women’s leadership classes

20. HAVE YOU HELPED ORGANIZE OR LEAD ANY OF THE FOLLOWING?

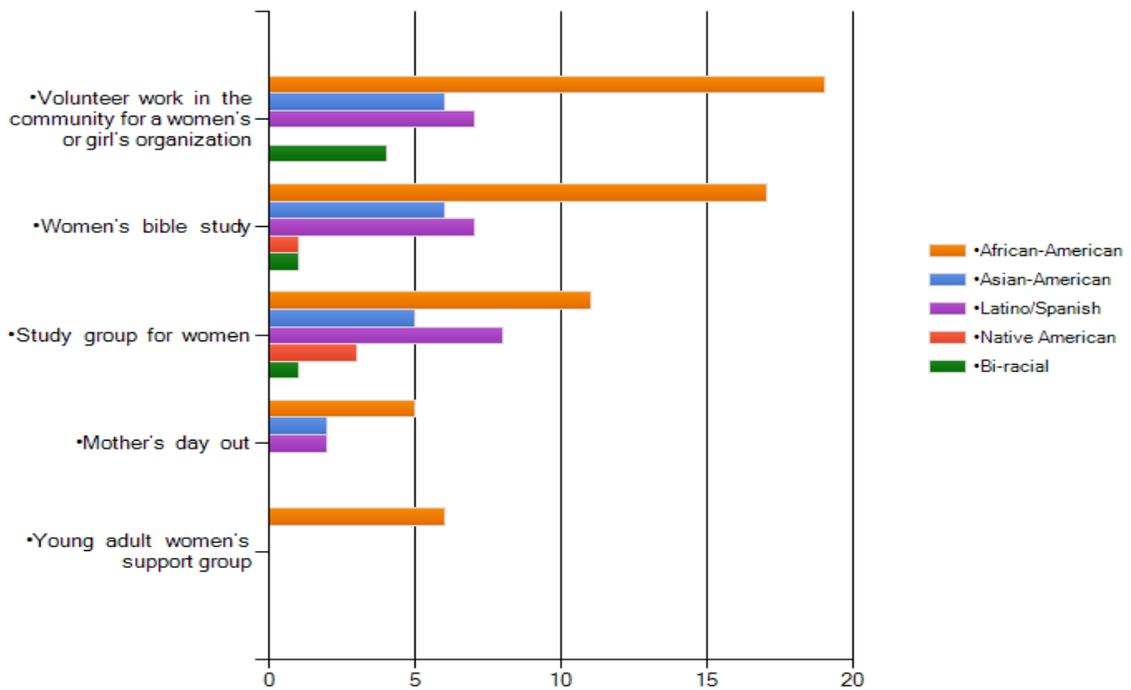
Have you helped organize or lead any of the following in your church:



Have you helped organize or lead any of the following in your church:



Have you helped organize or lead any of the following in your church:



Many respondents said they had helped organize or lead *Study Groups for Women, and Women’s Bible Study, and Volunteer Work in the Community*. Several demographic groups indicated that they had been involved with *Young Adult Women’s Support Groups*.

Age 18-29

1. Volunteer work in the community
2. Young adult women’s support group
3. Women’s Bible Study

Age 30-39

1. Study group for women
2. Volunteer work in the community
3. Women’s Bible Study
4. Young adult women’s support group
- Mother’s Day Out

Age 40-49

1. Women’s Bible Study
2. Study Group for women
- Volunteer work in the community
3. Mother’s Day Out
4. Young adult women’s support group

African American

1. Volunteer work in the community
2. Women’s Bible Study
3. Study group for women
4. Young adult women’s support group
5. Mother’s Day Out

Latino

1. Study group for women
2. Volunteer work in the community
- Women’s Bible Study
3. Mother’s Day Out

Asian American

1. Volunteer work in the community
- Women’s Bible Study
2. Study group for women
3. Mother’s Day Out

Open-Ended Themes:

Respondents indicated experience in organizing or leading the following:

- Womens’ workshops
- Groups centered around crafting (Knitting and quilting)
- Prayer, meditation and spiritual groups
- Social service and justice initiatives (domestic violence, peace, dinner bell)
- Traditional church groups (youth, bible, clergy women, fellowship)
- Social groups (movie discussion, garage sales, book groups, music/choir groups)

21. OPEN-ENDED: IS THERE A MINISTRY OR ACTIVITY SPOECIFICALLY FOR WOMEN YOU WOULD LIKE TO CREATE IN YOUR CHURCH?

Requests were revealed for offerings that may appear contrary to one another - those which are deemed “traditional” versus those which are more “spiritual” and more open/inclusive in nature. While many respondents expressed a need for Bible study, fellowship and general support, equal numbers of respondents indicated a desire to move toward less “church-like” activities to include: spirituality development, involvement in social justice issues like the environment, violence against women, contemporary book studies and health/wellness and healing activities. Another common response for ministry/activity was related to offering support for mothers in all age groups and circumstances (single, young, divorced, and professional). Finally, a fairly strong minority felt that segregating the genders (by offering “female only” ministries/activities) is not desirable and challenges church culture.

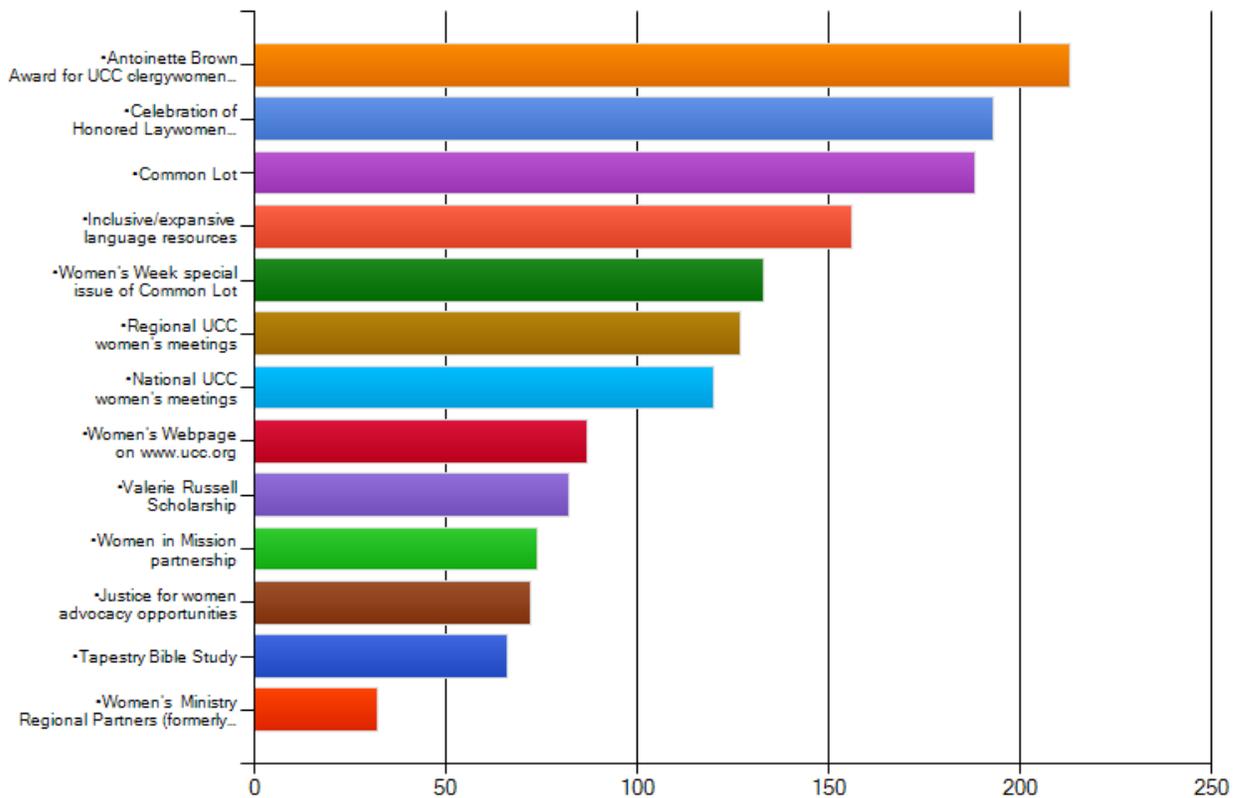
22. WHAT PEOPLE, THINGS OR CIRCUMSTANCES WOULD INSPIRE YOU (Open-ended responses)?

Respondents said they struggle with not having enough time in their busy lives to be active in the church. Ideas that would inspire them to use the time they do have were:

- New ideas and more progressive thinking
- Better communication
- New pastors and/or support/training for existing ones
- A more welcoming atmosphere
- Better worship services with a focus on ritual and tradition
- The elimination of “praise” band services

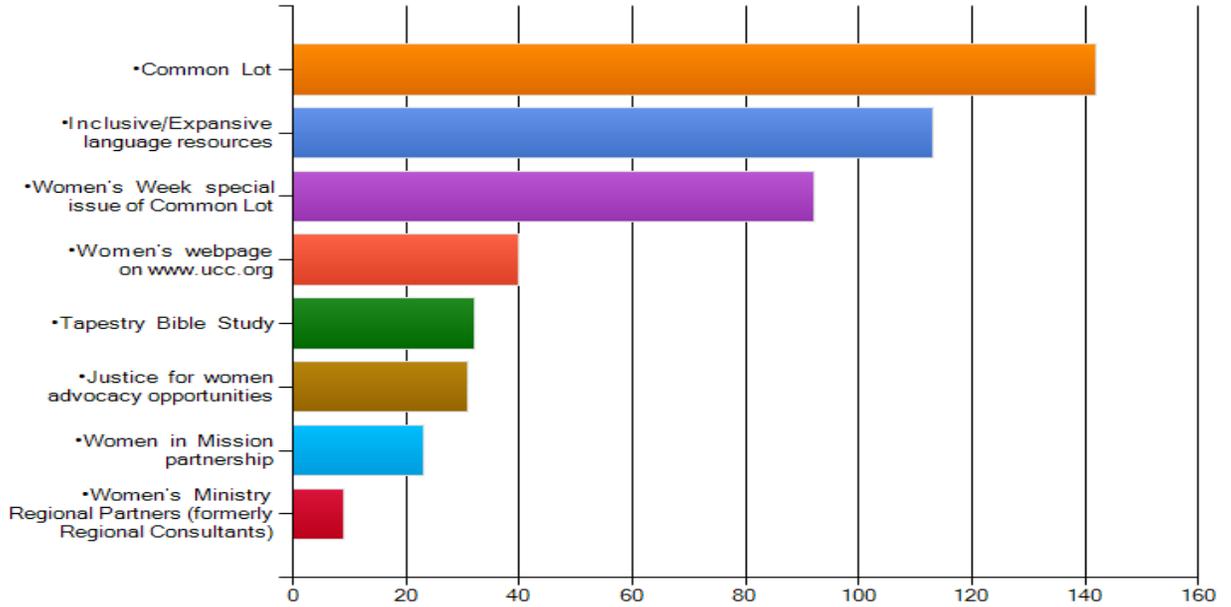
24. WHAT RESOURCES/PROGRAMS FROM THE NATIONAL SETTING ARE YOU AWARE OF?

What resources/programs from the national setting of the UCC are you aware of? (Check all that apply)

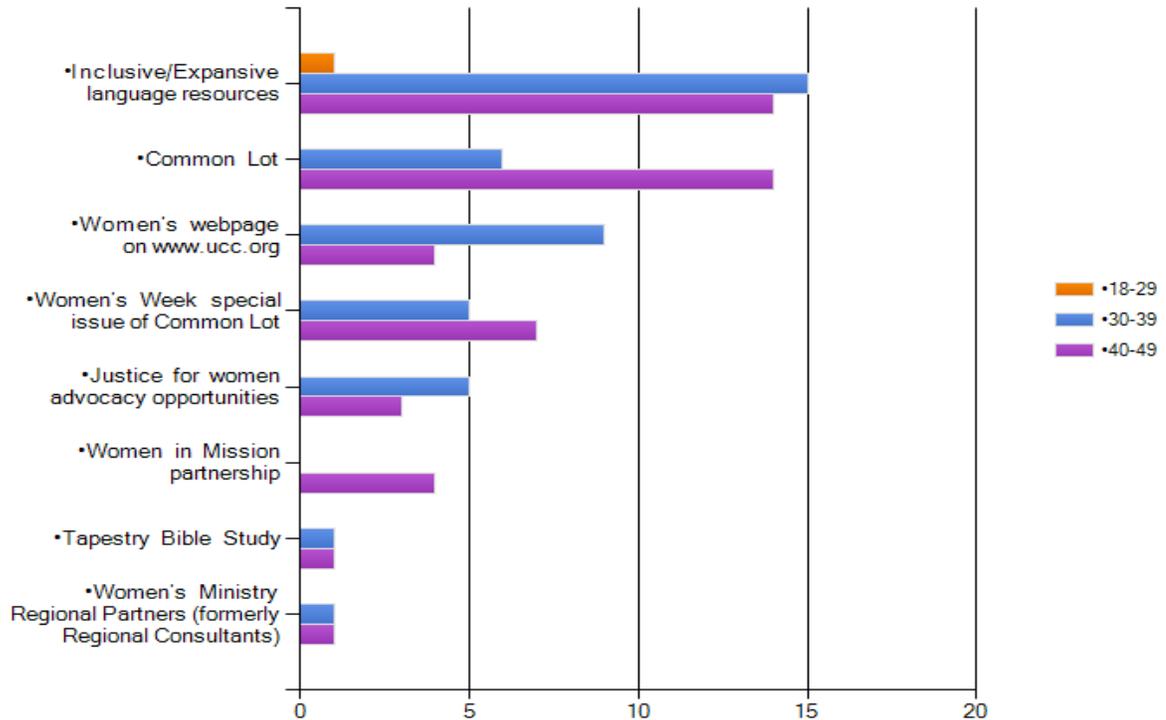


25. WHAT OF THESE RESOURCES/PROGRAMS HAVE YOU USED AND FOUND VALUABLE?

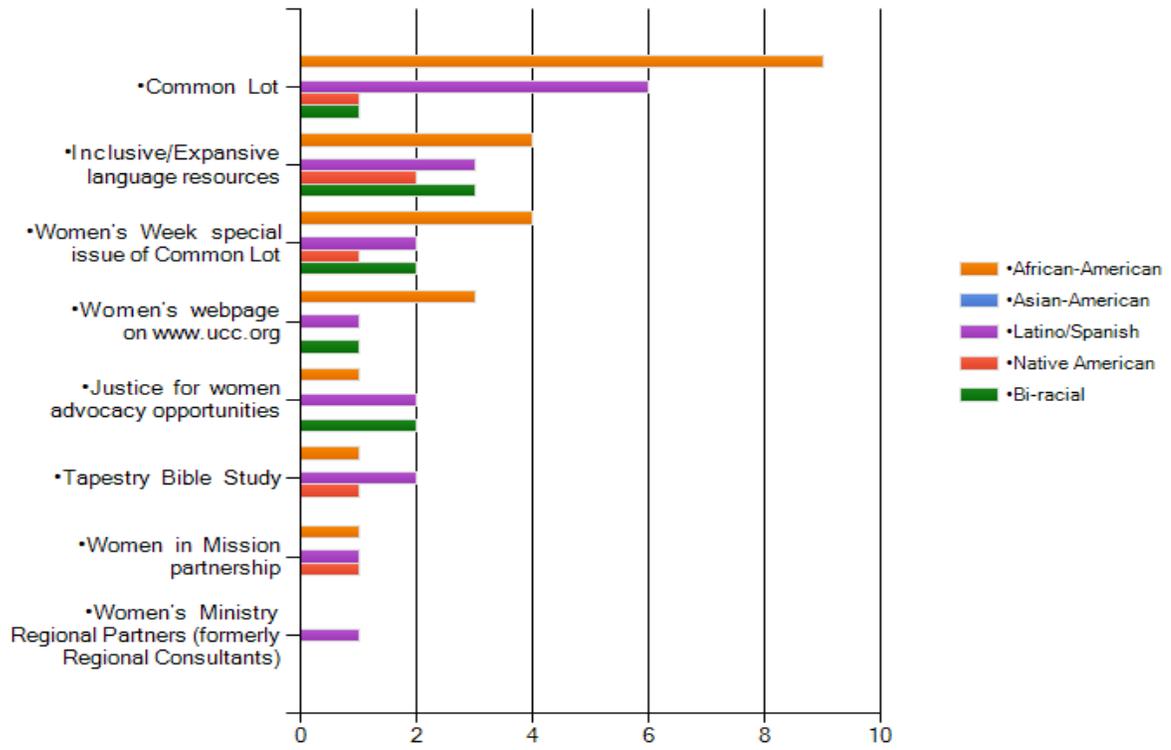
Which of these resources/programs have you used and found valuable? (Check all that apply)



Which of these resources/programs have you used and found valuable? (Check all that apply)



Which of these resources/programs have you used and found valuable? (Check all that apply)



Common Lot appears as the top resource utilized by all respondents; however, it did not appear as the top item in several demographic groups. Specifically, young adults and Asian Americans did not identify it at all as a resource they have utilized. Furthermore, young adults identified only one item as useful and Asian American did not choose any of the options presented in the survey. *Inclusive/expansive language*, *Women's Week special issue of Common Lot* and the *Women's Webpage on www.ucc.org* were all embraced by most demographic groups.

Age 18-29

1. Inclusive/expansive language resources

Age 30-39

1. Inclusive/expansive language resources
2. Women's webpage on www.ucc.org
3. Common Lot
4. Women's Week Special issue of Common Lot
Justice for women advocacy opportunities

Age 40-49

1. Inclusive/expansive language resources
Common Lot
2. Women's Week special issue – C Lot
3. Women's webpage on www.ucc.org
4. Women in Mission partnership

African American

1. Common Lot
2. Inclusive/expansive language resources
Women's Week special issue – Common Lot
3. Women's webpage on www.ucc.org
4. Justice for women advocacy
Tapestry Bible Study/Women in Mission Ptnrshp

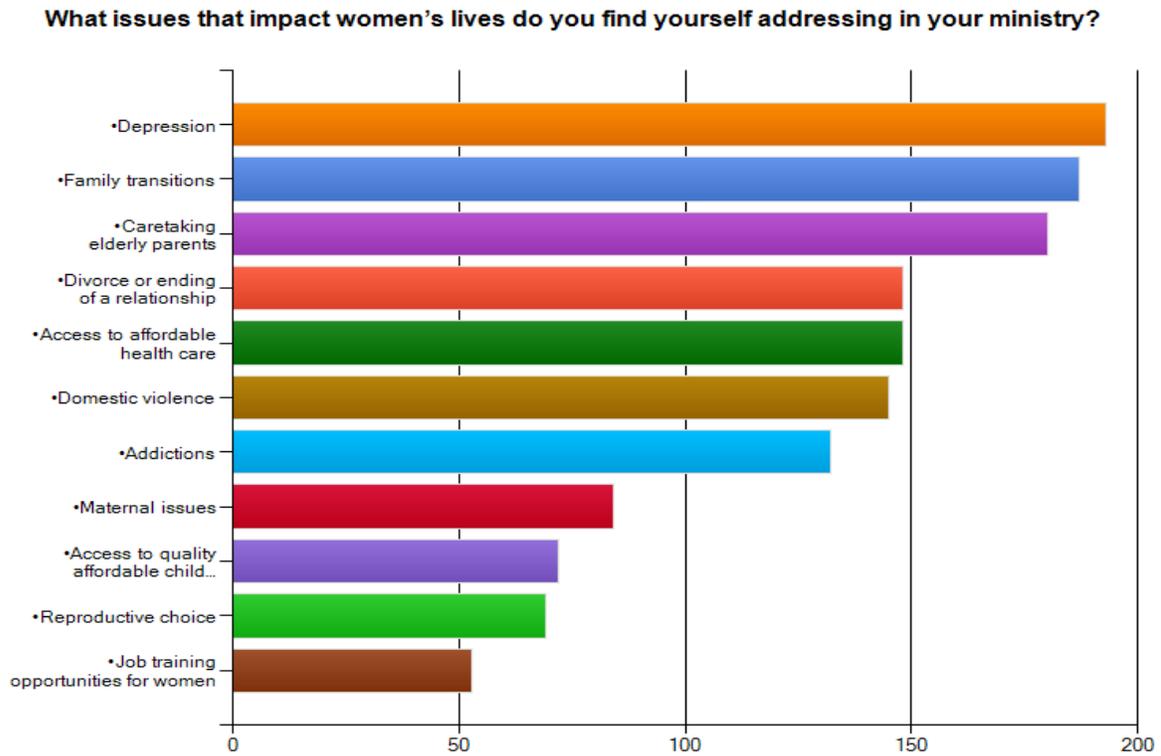
Latino

1. Common Lot
2. Inclusive/expansive language
3. Women's Week special issue of C Lot
Justice for women advocacy opportunities
Tapestry Bible Study

Asian American

1. None

27. WHAT ISSUES THAT IMPACT WOMEN'S LIVES TODAY DO YOU FIND YOURSELF ADDRESSING IN YOUR MINISTRY?

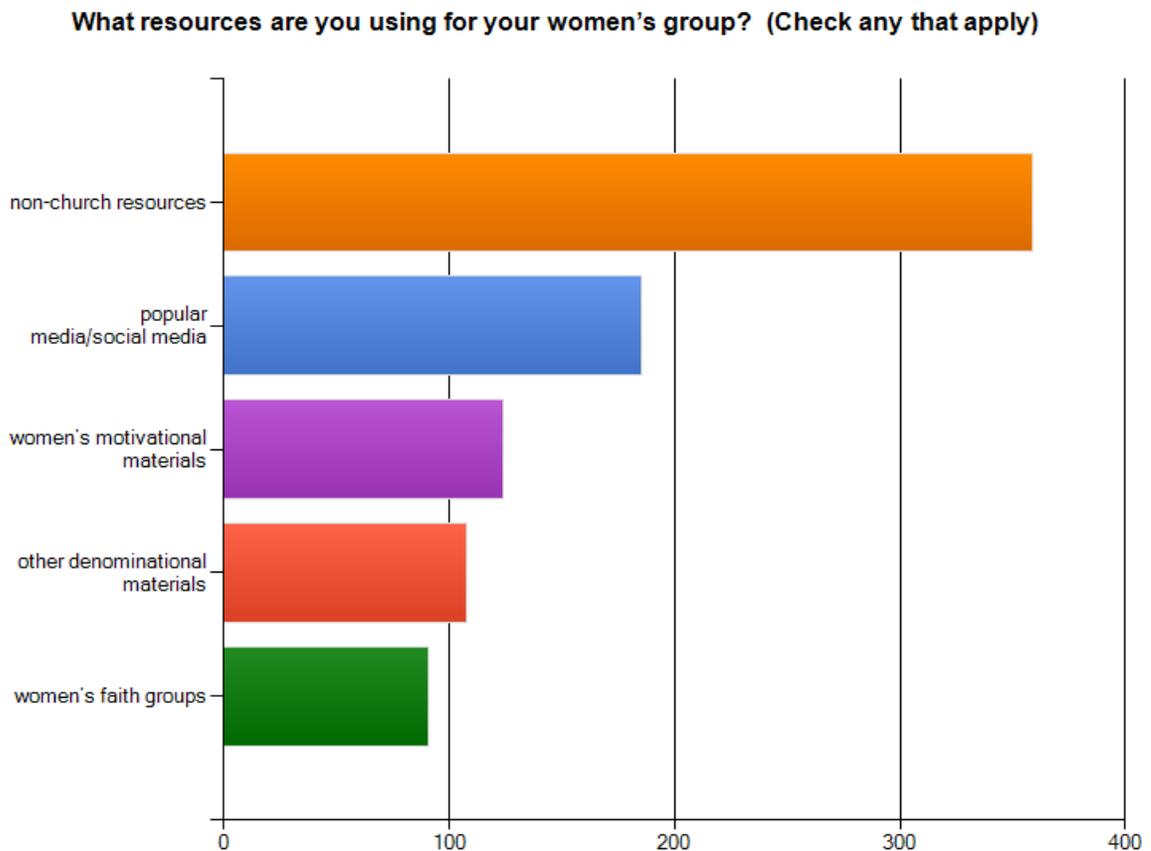


29. OPEN ENDED QUESTION; WHAT RESOURCES OR SUPPORT WOULD ENHANCE YOUR ABILITY TO ADDRESS WOMEN’S ISSUES?

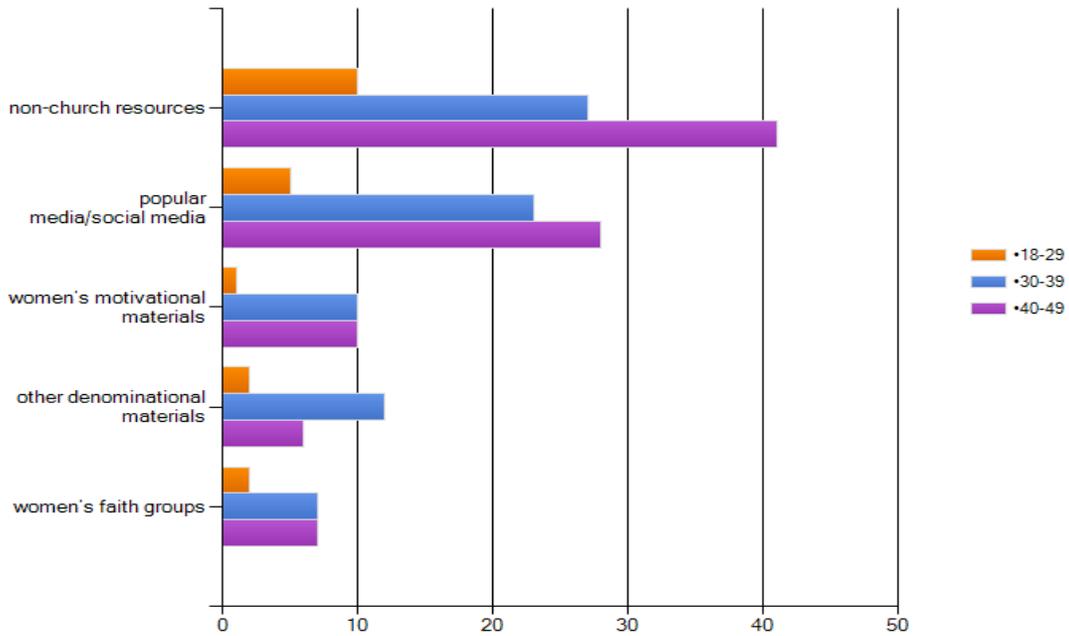
The most common answer to this question was the *access to actual materials and a progressive curriculum (not Common Lot)*. Other necessary support desired included:

- Overall education about what actually constitutes women’s issues and how they impact everyone (not just women)
- Financial resources
- Education, training and support to work at this level
- More time
- Support from the pastor
- Ability to hold classes on line or hosting webinars (using Skype or on-line conferencing)
- Active and well-publicized women’s groups at the national and regional level

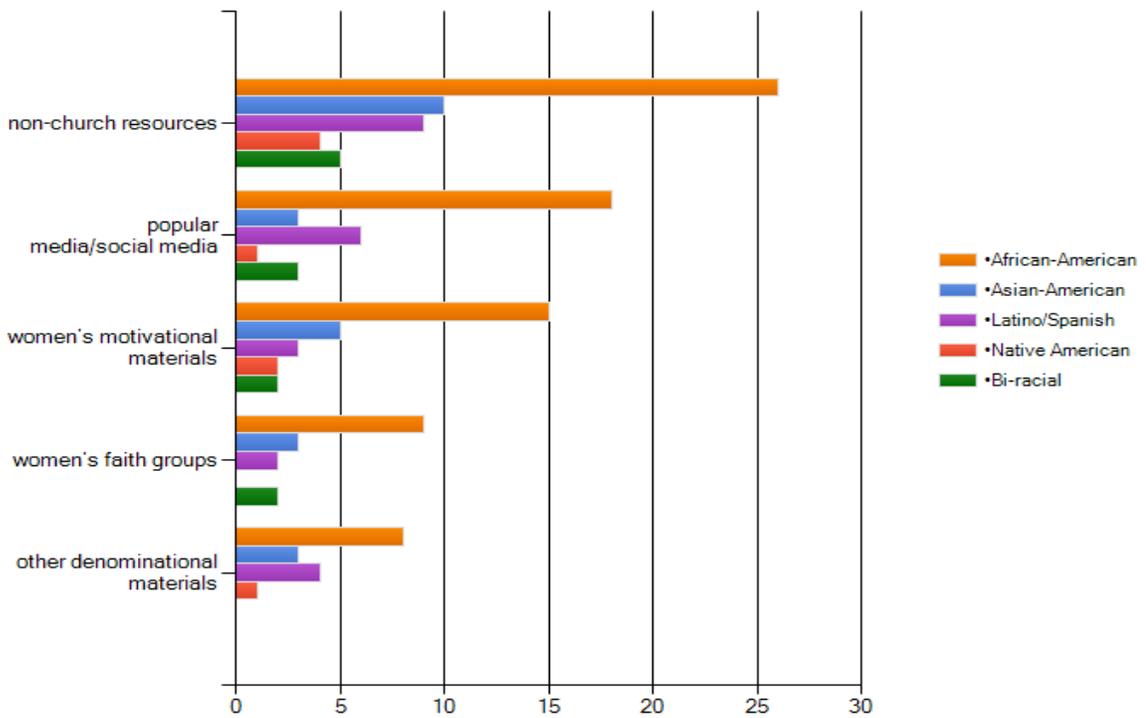
36. WHAT RESOURCES ARE YOU USING FOR YOUR WOMEN'S GROUP?



What resources are you using for your women's group? (Check any that apply)



What resources are you using for your women's group? (Check any that apply)



Generally, *Non-Church Resources* were used most frequently by all demographic groups. *Popular/Social Media* was identified as the second most popular resources used for women's groups, except for Asians.

Age 18-29

1. Non-church resources
2. Popular/social media
3. Other denominational materials
4. Women's faith groups
5. Women's motivational materials

Age 30-39

1. Non-church resources
2. Popular/social media
3. Other denominational materials
4. Women's motivational materials
5. Women's faith groups

Age 40-49

1. Non-church resources
2. Popular/social media
3. Other denominational materials
4. Women's motivational materials
5. Women's faith groups

African American

1. Non-church resources
2. Popular/social media
3. Women's motivational materials
4. Women's faith groups
5. Other denominational materials

Latino

1. Non-church resources
2. Popular/social media
3. Other denominational materials
4. Women's motivational materials
5. Women's faith groups

Asian

1. Non-church resources
2. Women's motivational materials
3. Popular/social media
Women's faith groups
Other denominational materials

37. OPEN-ENDED QUESTION: HOW DOES YOUR CULTURE OR IDENTITY GROUP CONTRIBUTE TO YOUR PERSONAL SENSE OF IDENTITY OR POWER?

"This question did not yield any quality data. Most respondents identified themselves/their culture and basically provided a commentary on how culture provides "context" to their experience....that is "how" it contributes to their sense of identity of power. We strongly recommend that we throw this question out of the analysis/report.

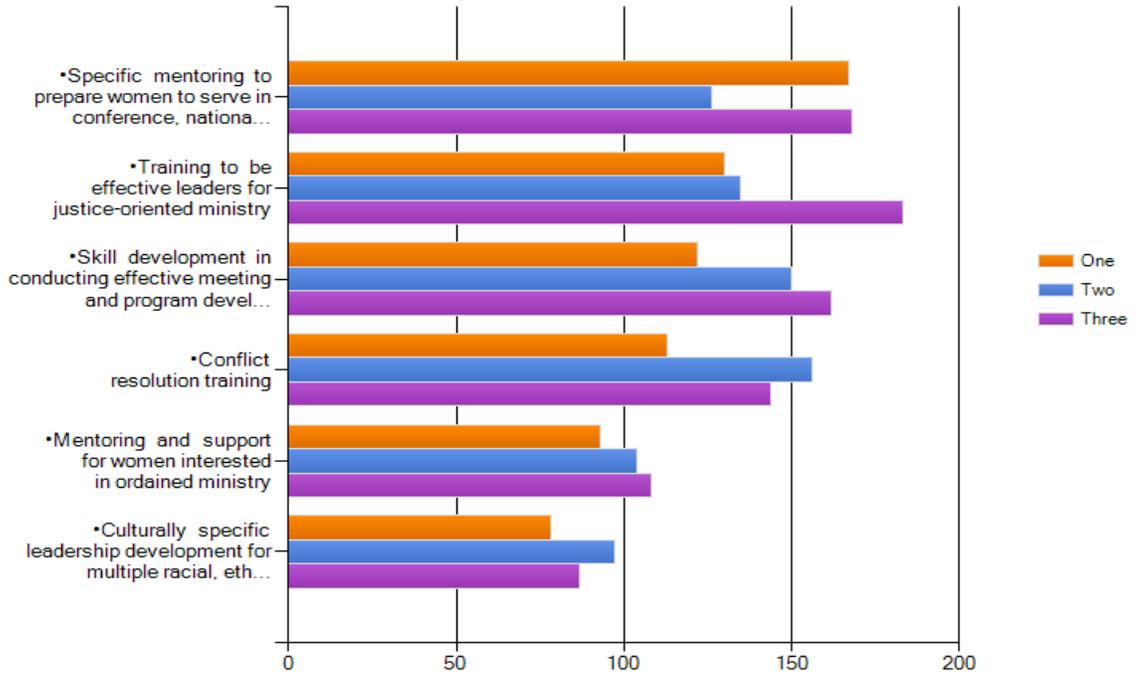
41. OPEN-ENDED QUESTION: WHAT SUPPORT WOULD BE MOST HELPFUL IN HELPING YOU CONNECT WITH YOUR LEADERSHIP ABILITY? (N=54)

The most frequently identified support was:

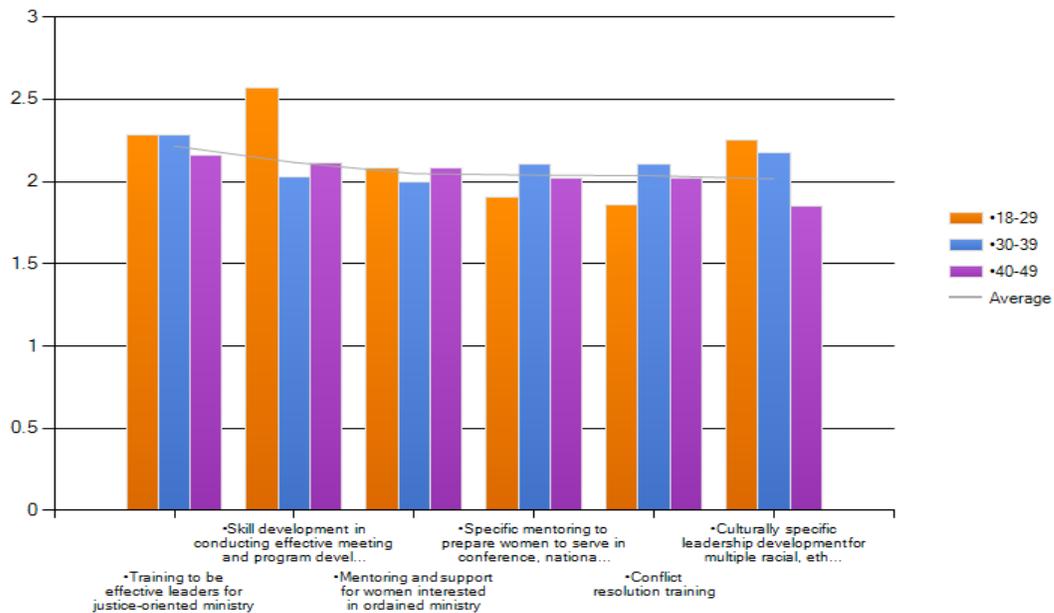
- training and workshops (specific ones mentioned included self-esteem and confidence building)
- a mentor(s) or co-partners
- a cause or opportunity to serve in this capacity
- encouragement and support to lead

43. WITHIN THE UCC, WHAT LEADERSHIP DEVELOPMENT INITIATIVES FOR WOMEN AND AUTHORIZED MINISTERS WOULD YOU LIKE TO SEE?

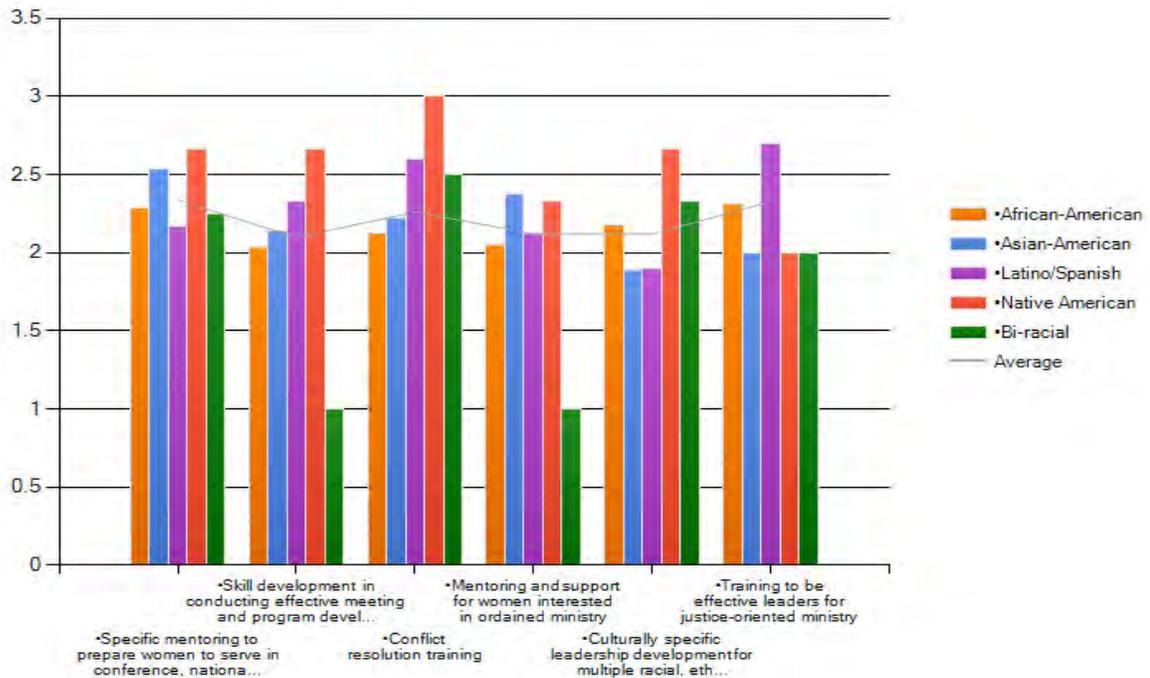
Within the United Church of Christ, what leadership development initiatives for women (lay and authorized ministry leaders) would you like to see? Please select only 3 from the list below that are most important to you and rank them 1, 2, 3 (3 being the most important).



Within the United Church of Christ, what leadership development initiatives for women (lay and authorized ministry leaders) would you like to see? Please select only 3 from the list below that are most important to you and rank them 1, 2, 3 (3 being the most important).



Within the United Church of Christ, what leadership development initiatives for women (lay and authorized ministry leaders) would you like to see? Please select only 3 from the list below that are most important to you and rank them 1, 2, 3 (3 being the most important).



Overall, two leadership development opportunities rise to the top of the priority list ... *Training to be More Effective Leaders in Justice-Oriented Ministry* and *Skill Development in Conducting Effective Meetings, etc.* *Specific Mentoring to prepare Women to Serve in Conference, etc.* was also identified as a top priority. Specific demographic breakdowns are as follows:

Age 18-29

1. Skill development (conducting mtgs, etc.)
2. Training to be effective ldrs (justice)
Culturally-specific ldrship development
3. Mentoring/support (ordained ministry)
4. Specific mentoring (serve on conference)

Age 30-39

1. Training to be effective ldrs (justice)
2. Culturally specific ldrshp development
3. Specific mentoring (serve on conference, etc.)
Conflict resolution
4. Skill Development (conducting mtgs, etc.)
Mentoring/support (ordained ministry)

Age 40-49

1. Training to be effective ldrs (justice)
2. Skill Development (conducting mtgs, etc.)
3. Mentoring/support (ordained ministry)
4. Specific mentoring (serve on conference)
Conflict resolution

African American

1. Training to be effective ldrs (justice)
2. Specific mentoring (serve on conference)
3. Conflict resolution
4. Mentoring/support (ordained ministry)
5. Skill development (conducting mtgs, etc.)

Latino

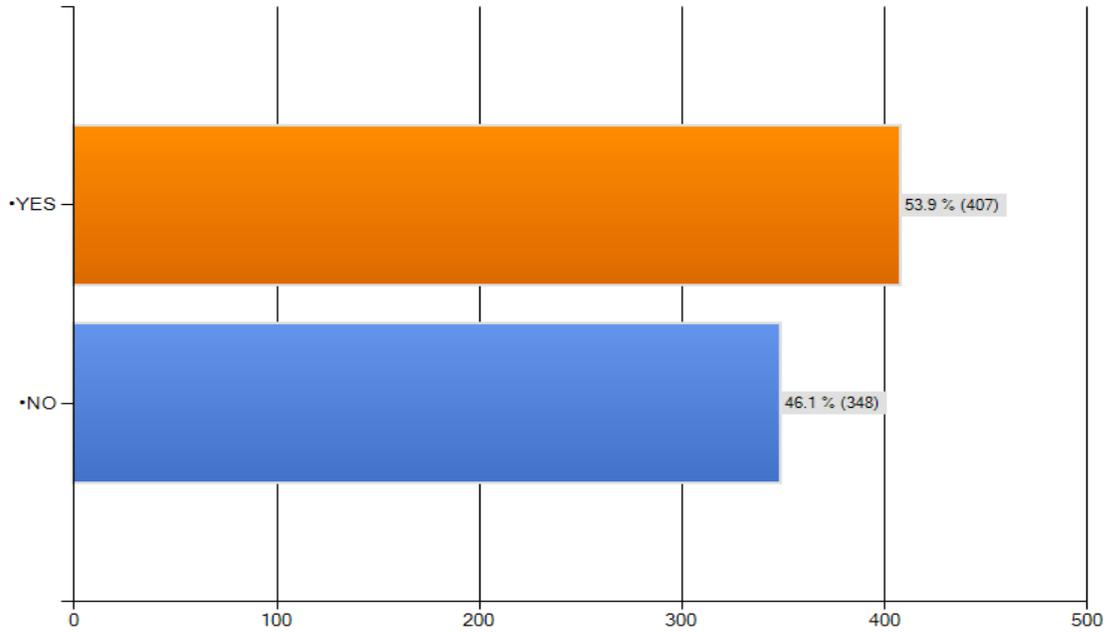
1. Training to be effective ldrs (justice)
2. Conflict resolution
3. Skill development (conducting mtgs, etc.)
4. Specific mentoring (serve on conference)
5. Mentoring/support (ordained ministry)

Asian

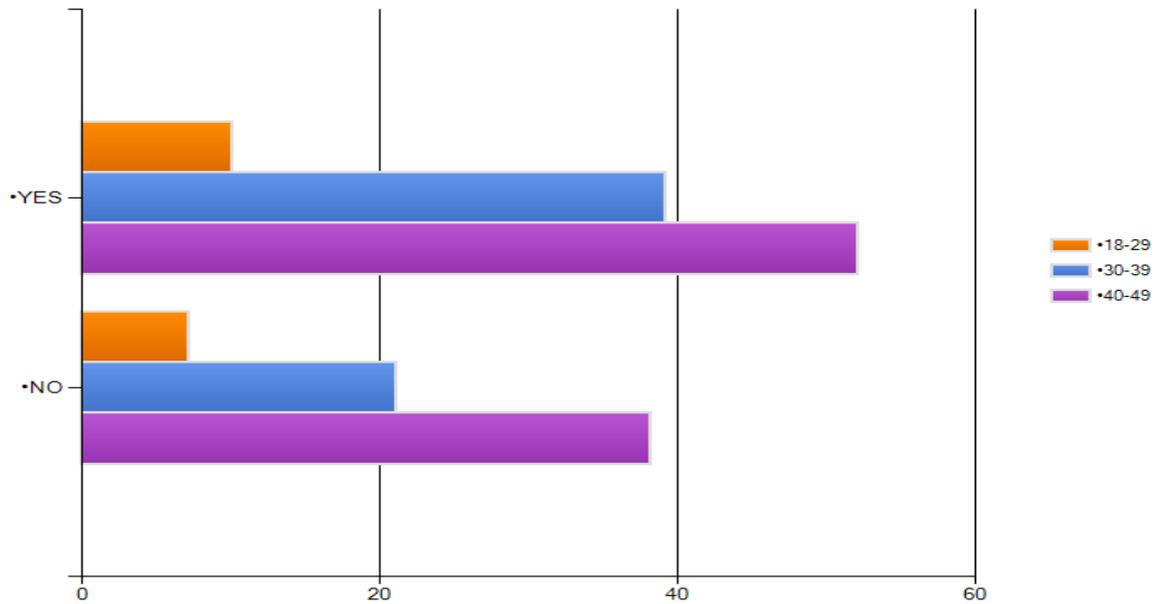
1. Specific mentoring (serve on conference)
2. Mentoring/support (ordained ministry)
3. Conflict resolution
4. Skill development
5. Training to be effective ldrs (justice)

44. DO YOU FEEL BARRIERS STILL EXIST FOR WOMEN AND OTHERS TO ASSUME LEADERSHIP ROLES?

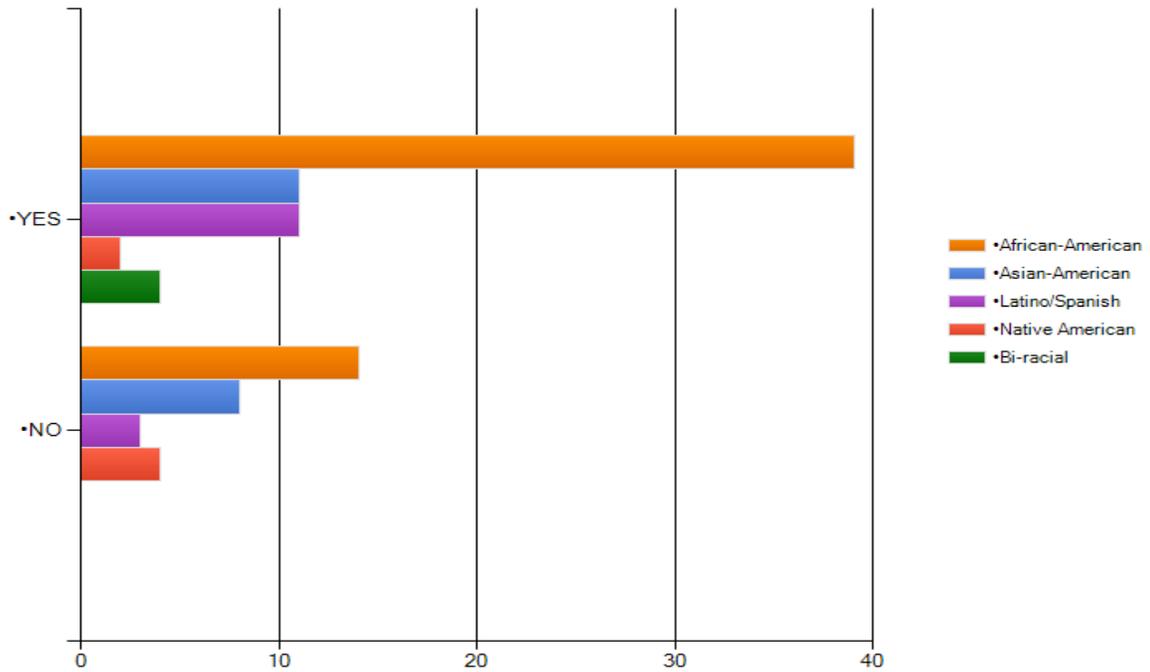
Do you feel barriers still exist in the church for women (lay and authorized ministers) to assume leadership roles? (Choose One)



Do you feel barriers still exist in the church for women (lay and authorized ministers) to assume leadership roles? (Choose One)



Do you feel barriers still exist in the church for women (lay and authorized ministers) to assume leadership roles? (Choose One)

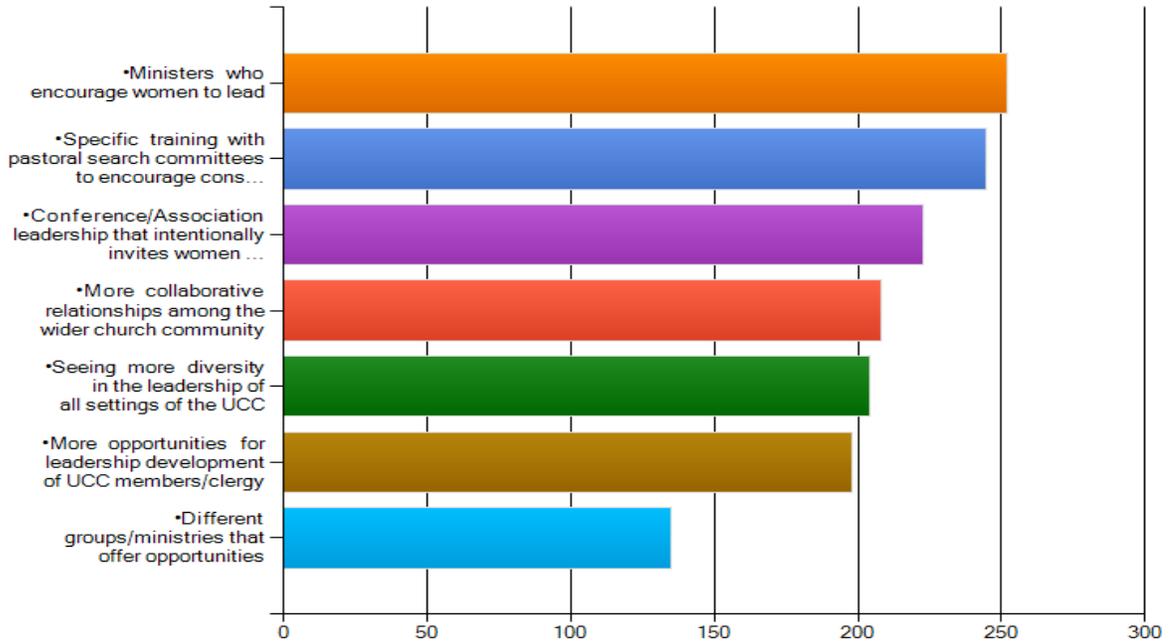


Over 50% of all respondents feel there are still barriers for women and others to assume leadership roles within the UCC structure. Specific demographic group responses who said there are barriers are as follows:

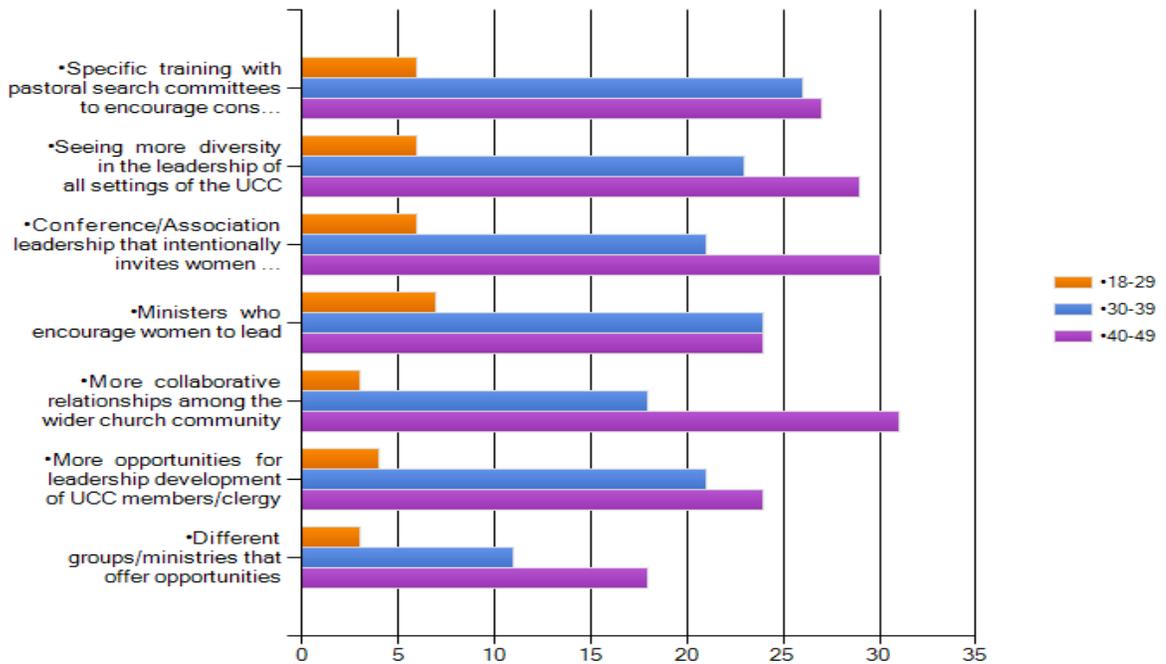
Age 18-29: 43%	Age 30-39: 14%	Age 40-49: 49%
African American: 63%	Latino: 59%	Asian: 48%
Authorized Ministers: 77%		

45. WHAT DO YOU THINK IS NECESSARY TO DISMANTLE THOSE BARRIERS?

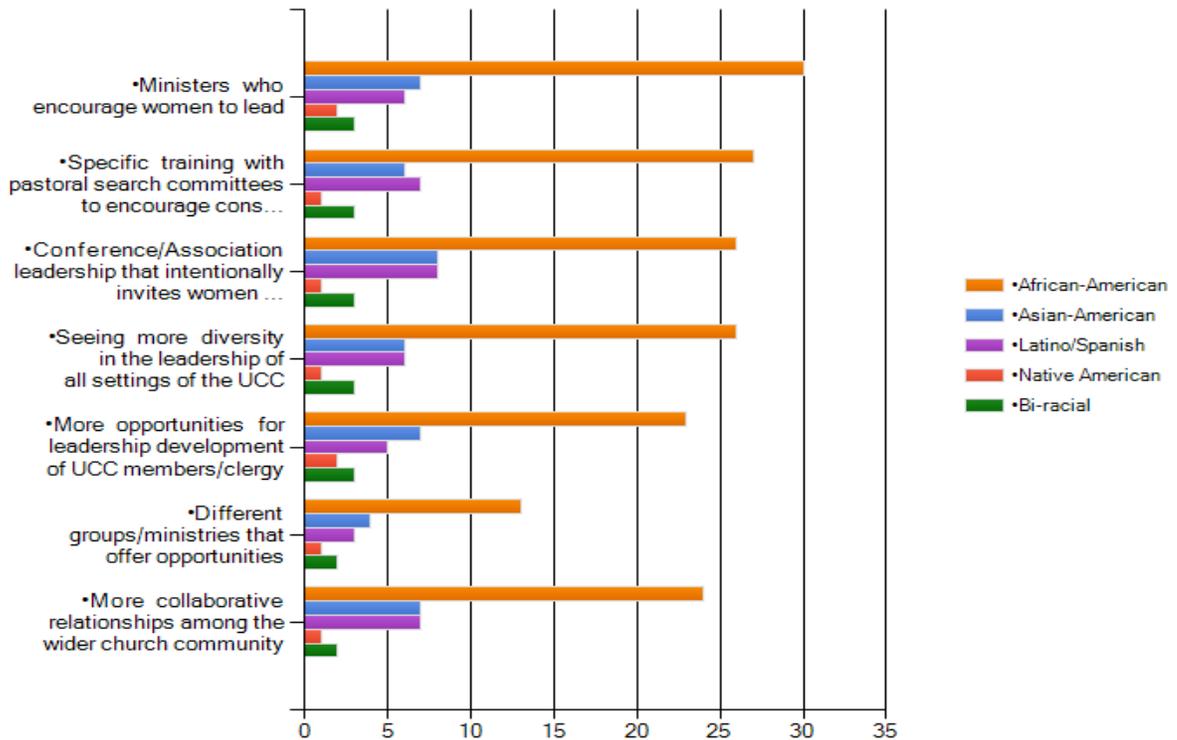
What do you think is necessary to dismantle those barriers?



What do you think is necessary to dismantle those barriers?



What do you think is necessary to dismantle those barriers?



The overall top recommendations were the need for *Ministers Who Encourage Women to Lead* and *Specific Training with Pastoral Search Committees*. The demographic groups below also think *Seeing More Diversity in Leadership* is important to dismantle barriers to leadership. In several demographic groups, *Conference and Association Leadership Intentionally Inviting Women to Lead* was also a priority. Authorized Ministers identified *Specific Training with Pastoral Search Committees* as the top priority.

Age 18-29

1. Ministers who encourage people to lead
2. Conference/Assn ldrshp intentionally invite
3. Seeing more diversity in ldrshp (all settings)
4. Specific training with pastoral search comm.
5. More opportunities for ldrshp dvlpt

Age 30-39

1. Specific training with pastoral search comm.
2. Ministers who encourage women to lead
3. Seeing more diversity in ldrshp (all settings)
4. Conference/Assn ldrshp intentionally invite
- More opportunities for ldrshp dvlpt

Age 40-49

1. More collaborative relationships
2. Conference/Assn ldrshp intentionally invite
3. Seeing more diversity in ldrshp (all settings)
4. Specific training with pastoral search comm.
5. More opportunities for ldrshp dvlpt

African American

1. Ministers who encourage women to lead
2. Specific training with pastoral search comm.
3. Seeing more diversity in ldrshp (all settings)
4. Conference/Assn ldrshp intentionally invite
- More collaborative relationships

Latino

1. Conference/Assn ldrshp intentionally invite
2. Specific training with pastoral search comm.
More collaborative relationships
3. Seeing more diversity in ldrshp (all settings)
4. Ministers who encourage women to lead

Asian

1. Conference/Assn ldrshp intentionally invite
2. Ministers who encourage women to lead
More opportunities for ldrshp development
3. Specific training for pastoral search comm.
Seeing more diversity in ldrshp (all settings)

Open Ended Responses

Respondents consistently expressed the need for the end of discrimination within the church, specifically when it comes to placing women in positions of leadership/authority, as well as related to age (ageism) and sexual orientation. Also expressed was a need to increase education around these social issues.

Q49: OPEN ENDED: WHAT OPPORTUNITIES DO YOU WISH YOU HAD TO SHARE YOUR GIFTS?

The most common answer was the observation of the barriers to share these gifts namely, perceived age discrimination, discouraging/unwelcoming and closed-minded leadership. Several commented that they felt “disrespected” and “bullied” by church leadership. The second most common theme was the need to promote women’s empowerment.

Other suggestions for opportunities for “sharing gifts” included:

- Encouragement from the church leadership
- Social justice/advocacy platform
- smaller groups for socializing and working together
- small spiritual groups
- book discussion or general discussion groups
- welcome or follow-up groups for new members
- ability to work with the elderly or the terminally ill in the church community
- environmental issues platform

FOCUS GROUP THEMES

Four focus groups were held during the listening campaign period. The following reports on the themes that were generated.

Q #1: Describe your most fulfilling experience in a faith community.

- Opportunities to connect and to serve together
- Building supportive and lasting relationships
- Feeling accepted

Q#2:What does/would it mean to embrace your power as a young woman/woman?

- Advocacy for and with women
- Take ownership for personal direction
- Becoming oneself
- Responding faithfully to injustice
- Having the power to Influence others

Q#3: How does your culture or identity group impact your sense of power?

- Culture definitely impacts our sense of power.
- Acceptance and love positively impact our sense of power.
- If you're in a church that does not allow female leaders, it impacts your sense of power.
- If you're in any group that tolerates you but does not fully accept you, it impacts your sense of power.
- HCUCC promotes women leaders – almost all leadership positions are women and this is very empowering.

Q#4: What value and/or purpose do you see in women meeting together as part of your church's ministry?

- The feeling that we are not alone
- Focus on women's issues
- Encourage and support
- Opportunity to leverage relational and conversational skills

Q#5: In what ways do you like to gather with other women?

- Social gatherings
- Justice oriented groups
- Book clubs
- Church groups
- Movie Nights
- WC4J
- Habitat Women's Build
- Dinner group
- Shopping & Lunch
- Kanasta

Q#6(a): What do you feel are the most pressing issues in your community, our nation, or the world that significantly impact women?

- Inequality and powerlessness
- Healthcare
- Education
- Violence against women and domestic abuse
- Trafficking
- Rise of AIDS/HIV among women of color
- Defense budget – allocation of resources, violence against women in countries at war.
- Social services – how to break the cycle of poverty -family planning; child care; education.
- Unemployment

Q#6(b) What issue facing your own community do you feel a sense of urgency to address?

- Unemployment
- Education
- All of the issues from 6(a)

Q#7: What would be most helpful from the national setting of the UCC in terms of resources and/or leadership development for women in the UCC?

- Visibility to what's going on at the national level so that others may understand how to get involved
- Funding opportunities to support local projects
- Nurturing connection to the national church