

Appendix A: Diversity in UU congregations – data tables

Social, Economic and Racial minorities in FCT congregations								
Socio/Econ/Racial Minorities	0%/ No Resp.	1%-10%	11%-20%	21%-40%	41%-60%	61%-80%	81%-100%	Total Congs.
No HS diploma	143	280	35	7	7	6	14	
Age 35 or Less	30	94	170	151	25	12	10	492
Non - white	115	190	105	55	19	5	3	492
Life-Long UU	14	244	164	52	14	3	1	492
<\$20,000 Income	43	295	121	21	10	2	0	492

Congregation Size (2000) and 11% or more minority participation						
Socio/Econ/Racial Minorities	1-49	50-149	150-349	350-599	600 +	Total # Congs
Non - white	21	28	22	11		82
No HS Diploma	18	21	22	6	2	69
\$20,000 Household Income	44	62	39	6	3	154
Life-Long UU	54	75	70	23	12	234
Age 35 or Less	79	134	102	34	19	368

11% or more minority participation and community size					
Socio/Econ/Racial Minorities	250,000 or more	25,000-249,999	10,000-24,000	Less than 10,000	Rural
11%+ non-white	23%	21%	35%	16%	5%
11%+ African American	50%	33%	17%		
11%+ no HS Diploma	27%	12%	34%	21%	6%
11%+ age 35 or less	26%	25%	30%	14%	6%
11%+ life-long UU	26%	24%	28%	15%	7%
11%+ low household income	22%	26%	27%	19%	7%
All FCT cong.	24%	25%	30%	16%	6%

Growth/Decline (1995-96): FCT cong. with 11% or more participating minorities			
Socio/Econ/Racial Minorities	10%+Loss	10%+Gain	Little Change (+/-9%)
\$75,000 Household Inc.	23%	45%	32%
College Grads	23%	46%	31%
No HS diploma	29%	46%	25%
Life-Long UU	22%	47%	32%
African Amer.	26%	47%	27%
Bi-Racial	26%	48%	26%
\$20,000 Household Inc.	24%	48%	27%
Age 35 or Less	22%	49%	29%

Appendix A: Diversity in UU congregations – data tables

Number of FCT Congregations with 11%+ minority participation					
District	non-white	no HS diploma	low household income	Age 35 or less	Lifelong UU
BC	9	4	8	15	9
CB	8	5	7	23	12
CMW	6	3	14	27	13
FL	3	1	5	14	12
HL	4	2	7	20	15
JP	2	2	3	20	17
MB	3	4	4	16	11
MD	4	4	9	19	8
MNY	7	3	5	18	7
MS		2	1	8	3
NE	4	4	12	16	12
NHV	3		6	14	10
OM	2	5	10	15	9
PC	5	5	6	14	11
PNW	4	5	9	19	19
PS	3	3	12	25	13
PSW	2	4	8	16	14
SL	6	4	9	14	11
SW	2	4	8	24	13
TJ	5	4	8	27	14
WC		1	3	4	1
Totals	82	69	154	368	234

Appendix B: Non-white participants in UU congregations – data tables

Number of FCT Congregations with 11%+ racial minority participation						
UUA District	African American	Latino/a	Asian	Bi-racial	Amer. Indian	Total
BC	1	1				2
CB	1					1
CMW	1	1				2
FL						0
HL		1	1	1		3
JP						0
MB		1		1		2
MD		2				2
MNY		1	1			2
MS						0
NE		1				1
NHV		1	1	1		3
OM	1		1			2
PC	1					1
PNW		1		1	1	3
PS					1	1
PSW				1		1
SL	1	1	1	1		4
SW						0
TJ		1		1		1
WC						0
Totals	6	11	5	7	2	31

UUA Districts: PERCENT FCT congregations with 11%+ racial group participants						
District	non-white	African American	Latino/a	Asian	Bi-racial	All FCT
BC	11%	17%	9%			4%
CB	10%	17%				6%
CMW	7%	17%	9%			7%
FL	4%					5%
HL	5%		9%	20%	14%	6%
JP	2%					6%
MB	4%		9%		14%	4%
MD	5%		18%			5%
MNY	9%			20%		5%
MS						2%
NE	5%		9%			4%
NHV	4%		9%	20%	14%	4%
OM	2%	17%		20%		5%
PC	6%	17%				3%
PNW	5%		9%		14%	6%
PS	4%					6%
PSW	2%				14%	4%
SL	7%	17%	9%	20%	14%	5%
SW	2%					6%
TJ	6%		9%		14%	6%
WC						1%

Appendix B: Non-white participants in UU congregations – data tables

FOCUS of the SERMON: 0-10% non-white			
	Always/Often	Sometimes	Seldom/Never
God's Love	12%	27%	61%
Practical Advice	55%	40%	5%
Spiritual Growth	77%	22%	1%
Social Justice	49%	46%	5%
Mystery of the Holy	30%	42%	28%
Personal Salvation	4%	14%	82%
Struggling with Faith	46%	40%	14%
Moral Living	67%	26%	6%

FOCUS of the SERMON: 11% or more non-white			
	Always/Often	Sometimes	Seldom/Never
God's Love	17%	22%	61%
Practical Advice	40%	44%	16%
Spiritual Growth	74%	22%	4%
Social Justice	44%	55%	1%
Mystery of the Holy	24%	49%	27%
Personal Salvation	5%	6%	89%
Struggling with Faith	44%	40%	16%
Moral Living	79%	18%	4%

Appendix B: Non-white participants in UU congregations – data tables

Congregations with 11% or more non-white participants			
The following descriptions fit our worship services QUITE or VERY WELL			
	Very / Quite	Somewhat	Slightly / Not at all
Reverent	41%	51%	9%
Joyful	77%	22%	1%
Friendly	95%	4%	1%
Informal	38%	40%	22%
Exciting	30%	54%	16%
Liturgical	30%	37%	33%
Innovative	33%	44%	22%
Predictable	32%	53%	15%
Sense of Expectancy	47%	34%	18%
Sense of God's Presence	23%	42%	35%
Inclusive Language	94%	4%	2%

Racial Minority	% racial / ethnic minority participation in FCT congregations : PERCENT of congs.						Total FCT congs.
	0%/ No Resp.	1%-5%	6%-10%	11%-20%	21%-40%	81%-100%	
African American	48%	46%	0%	1%	0%	4%	100%
Latina / Latino	59%	34%	4%	1%	0%	0%	100%
Asian	59%	38%	2%	1%			100%
Bi-Racial	66%	26%	6%	1%			100%
American Indian	80%	18%	1%	0%			100%
Hawaiian	96%	4%					100%
Pacific Islander	97%	3%					100%

Racial Minority	%racial / ethnic minority participation in all FCT congregations: NUMBER of congregations						Total FCT congs.
	0%/ No Resp.	1%-5%	6%-10%	11%-20%	21%-40%	81%-100%	
African Amer.	238	227	1	3	1	22	492
Latina / Latino	292	167	22	7	2	2	492
Asian	289	186	12	5			492
Bi-Racial	327	130	28	7			492
Amer. Indian	393	91	6	2			492
Hawaiian	474	18					492
Pacific Isle.	478	13					492

Appendix B: Racial / Ethnic diversity in UU congregations – data tables

Membership Change (1995-2000)	Non-European American minority participants: PERCENT of all FCT congregations (by row)							Total FCT congregations
	0%/ No Resp.	1%- 5%	6%- 10%	11%- 20%	21%- 40%	41%- 60%	81%- 100%	
10%+Gain	24%	37%	22%	12%	4%	0%	0%	100%
10%+Loss	17%	46%	21%	12%	4%	1%	0%	100%
Little Change (+/- 9%)	27%	35%	21%	10%	4%	2%	1%	100%
Total FCT congs.	23%	39%	21%	11%	4%	1%	1%	100%

Membership Change (1995-2000)	Non-European American minority participants: PERCENT of all FCT congregations (by column)							Total FCT congregations
	0%/ No Resp.	1%- 5%	6%- 10%	11%- 20%	21%- 40%	41%- 60%	81%- 100%	
10%+Gain	48%	45%	47%	49%	47%	20%	33%	46%
10%+Loss	17%	27%	23%	24%	21%	20%	0%	23%
Little Change (+/-9%)	36%	28%	30%	27%	32%	60%	67%	31%
Total FCT congs.	100%	100%	100%	100%	100%	100%	100%	100%

Membership Change (1995-2000)	Non-European American minority participants: NUMBER of FCT congregations							Total FCT congregations
	0%/ No Resp.	1%- 5%	6%- 10%	11%- 20%	21%- 40%	41%- 60%	81%- 100%	
10%+Gain	55	85	27	9	1	49	1	227
10%+Loss	19	51	13	4	1	24		112
Little Change (+/-9%)	41	54	15	6	3	32	2	153
Total FCT congs.	115	190	55	19	5	105	3	492

Appendix B: Racial / Ethnic diversity in UU congregations – data tables

Characteristics of FCT congregations with 11%+ racial minority participation					
“The following statements describe our congregation”	Very Well	Quite Well	Somewhat	Slightly	Not at All
We are spiritually vital/alive	12%	25%	44%	12%	2%
We are like a closely knit family	12%	25%	47%	12%	4%
Our congregation works for social justice	10%	29%	38%	22%	1%
Our cong. helps deepen relat’ship with God	5%	20%	43%	27%	5%
We are trying to increase our diversity	2%	16%	27%	44%	11%
We celebrate our UU heritage	23%	52%	18%	5%	1%
We are a moral beacon in our community	9%	27%	41%	18%	5%
We welcome new worship/ministry ideas	15%	35%	38%	12%	0%
We deal openly with conflict	5%	42%	33%	17%	2%
Our worship is Inspiring and uplifting	19%	54%	25%	3%	0%
We try to preserve our cong’s heritage		1%	4%	18%	77%
We are excited about our future	33%	38%	23%	6%	1%
We incorporate new members well	4%	53%	34%	10%	0%
We have a clear sense of mission	5%	35%	46%	12%	1%
We offer many ways to learn about our faith	12%	30%	40%	16%	1%
Our programs are well organized	5%	54%	38%	4%	0%
The larger comm. Is well informed about us	4%	23%	33%	32%	9%

Characteristics of FCT congregations with 10% OR LESS racial minority participation					
“The following statements describe our congregation”	Very Well	Quite Well	Somewhat	Slightly	Not at All
We are spiritually vital/alive	12%	43%	38%	6%	0%
We are like a closely knit family	2%	7%	16%	43%	31%
Our congregation works for social justice	9%	29%	46%	14%	2%
Our cong. helps deepen relat’ship with God	5%	21%	47%	22%	6%
We are trying to increase our diversity	5%	17%	40%	26%	12%
We celebrate our UU heritage	18%	50%	27%	6%	0%
We are a moral beacon in our community	12%	27%	39%	19%	4%
We welcome new worship/ministry ideas	7%	33%	46%	13%	1%
We deal openly with conflict	7%	36%	40%	16%	1%
Our worship is Inspiring and uplifting	17%	58%	22%	3%	0%
We try to preserve our cong’s heritage	2%	2%	10%	17%	68%
We are excited about our future	30%	43%	21%	5%	1%
We incorporate new members well	10%	39%	42%	7%	0%
We have a clear sense of mission	8%	33%	49%	8%	1%
We offer many ways to learn about our faith	8%	34%	44%	13%	1%
Our programs are well organized	9%	45%	40%	6%	1%
The larger comm. Is well informed about us	5%	18%	35%	36%	6%

Appendix B: Racial / Ethnic diversity in UU congregations – data tables

“The following statements describe our congregation QUITE or VERY WELL”			
	All FCT congregations	0%-10% non-white	11% or more non-white
We are spiritually vital/alive	56%	55%	37%
We are like a closely knit family	11%	10%	37%
We work for social justice	39%	39%	39%
We help deepen relationship with God	26%	26%	25%
We are trying to increase our diversity	21%	22%	18%
We celebrate our UU heritage	69%	67%	76%
We are a moral beacon in our community	38%	39%	35%
We welcome new worship/ministry ideas	41%	40%	49%
We deal openly with conflict	44%	43%	47%
Our worship is Inspiring and uplifting	77%	75%	73%
We try to preserve our cong’s heritage	4%	5%	1%
We are excited about our future	73%	73%	70%
We incorporate new members well	51%	50%	57%
We have a clear sense of mission	41%	41%	40%
We offer many ways to learn about our faith	43%	43%	43%
Our programs are well organized	46%	53%	59%
The larger comm. Is well informed about us	19%	22%	27%

Congregations with 0%-10% non-white participants			
"The following descriptions fit our worship services"			
	Very / Quite	Somewhat	Slightly / Not at all
Reverent	47%	41%	12%
Joyful	73%	25%	2%
Friendly	91%	8%	1%
Informal	43%	39%	18%
Exciting	34%	49%	18%
Liturgical	29%	36%	34%
Innovative	26%	44%	30%
Predictable	32%	50%	17%
Sense of Expectancy	39%	41%	20%
Sense of God's Presence	27%	36%	37%
Inclusive Language	92%	6%	2%

Appendix B: Racial / Ethnic diversity in UU congregations – data tables

Racial Minority	% racial minority participation in FCT congregations with 10%+ MEMBERSHIP GAIN (1995-2000) - NUMBER of congs.						Total FCT congs.
	0% or No Response	1%-5%	6%-10%	11%-20%	21%-40%	81%-100%	
African Amer.	108	105		1		13	227
Latina / Latino	142	72	9	3		1	227
Asian	134	85	5	3			227
Bi-Racial	149	60	15	3			227
Amer. Indian	178	46	2		1		227
Hawaiian	216	11					227
Pacific Isle.	219	8					227

Racial Minority	% racial minority participation in FCT congregations with 10%+ MEMBERSHIP LOSS (1995-2000) - NUMBER of congs.						Total FCT congs.
	0% or No Response	1%-5%	6%-10%	11%-20%	21%-40%	81%-100%	
African Amer.	45	61	1			5	112
Latina / Latino	60	44	7	1			112
Asian	68	40	3	1			112
Bi-Racial	69	37	5	1			112
Amer. Indian	87	23	2				112
Hawaiian	112						112
Pacific Islander	109	3					112

Membership Growth/Decline (1995-2000)	FCT congregations: non-white adult participants		
	0%-10% non-white participation	11%+ non-White participation	Total FCT congs.
10%+Gain	167	60	227
10%+Loss	83	29	112
Little Change (+/-9%)	110	43	153
Grand Total	360	132	492

Appendix B: Racial / Ethnic diversity in UU congregations – data tables

% non-white participants	PERCENT of FCT Congregations 1995-2000 Memb. Growth/Decline			
	10%+Gain	10%+Loss	(+/-9%) Change	% Minorities: Totals
0%/NoResp	46%	22%	32%	100%
1%-5%	43%	25%	32%	100%
6%-10%	48%	23%	29%	100%
11%-20%	48%	20%	32%	100%
21%-40%	58%	21%	21%	100%
41%-60%	100%	0%	0%	100%
81%-100%	33%	33%	33%	100%
Cong. Size Totals	46%	23%	31%	100%

% non-white participants	NUMBER of FCT Congregations 1995-2000 Memb. Growth/Decline			
	10%+Gain	10%+Loss	(+/-9%) Change	% Minorities: Totals
0%/NoResp	53	25	38	116
1%-5%	81	47	62	190
6%-10%	50	24	31	105
11%-20%	26	11	17	54
21%-40%	11	4	4	19
41%-60%	5			5
81%-100%	1	1	1	3
Cong. Size Totals	227	112	153	492

Growth/Decline (1995-96): FCT congs. with 11% or more participating minorities			
	10%+Gain	10%+Loss	Little Change (+/-9%)
Latina / Latino	43%	26%	32%
\$75,000 Household Income	45%	23%	32%
Non-European American	46%	25%	30%
College Graduates	46%	23%	31%
Asian	46%	22%	32%
All FCT congregations	46%	23%	31%
Not HS Grads.	46%	29%	25%
Life-Long UU	47%	22%	32%
African American	47%	26%	27%
5 Yrs. or less in congregation	47%	22%	30%
Bi-Racial	48%	26%	26%
\$20,000 Household Income	48%	24%	27%
Age 35 or Less	49%	22%	29%

Appendix B: Racial / Ethnic diversity in UU congregations – data tables

Relative importance of different sources of authority for FCT congregations with 11% OR MORE non-white participants				
	Absolutely Foundational	Very Important	Somewhat Important	Little or No Importance
The Bible	2%	1%	55%	41%
Creeds/Doctrines/Tradition	1%	23%	40%	36%
Insp. Of Holy Spirit	1%	11%	38%	49%
Human Reason and Knowledge	51%	40%	8%	1%
UU Principles	51%	40%	8%	1%
World Religions	6%	2%	48%	44%
Personal Experience	48%		49%	4%

Relative importance of different sources of authority for FCT congregations with 0% - 10% non-white participants				
	Absolutely Foundational	Very Important	Somewhat Important	Little or No Importance
The Bible	1%	50%	6%	43%
Creeds/Doctrines/Tradition	2%	47%	15%	36%
Insp. Of Holy Spirit	3%	31%	12%	54%
Human Reason and Knowledge	46%	3%	51%	1%
UU Principles	47%	10%	42%	2%
World Religions	10%	39%	48%	2%
Personal Experience	42%	9%	48%	0%

MOST IMPORTANT SOURCE of authority and non-white participation in FCT congregations		
	11% OR MORE non-white participants	0%-10% non-white participants
UU Principles	37%	32%
Human Reason and Knowledge	33%	37%
Personal Experience	26%	25%
Insp. of Holy Spirit	1%	1%
The Bible	1%	2%
World Religions	1%	2%
Creeds/Doctrine/Tradition	0%	1%

Appendix C: Low income participants in UU congregations – data tables

Congregations with 0%-10% low household income participants			
"The following descriptions fit our worship services"			
	Very / Quite	Somewhat	Slightly / Not at all
Reverent	46%	44%	10%
Joyful	73%	25%	2%
Friendly	91%	8%	1%
Informal	41%	37%	23%
Exciting	34%	48%	18%
Liturgical	29%	35%	36%
Innovative	25%	43%	31%
Predictable	33%	52%	15%
Sense of Expectancy	40%	39%	21%
Sense of God's Presence	24%	39%	37%
Inclusive Language	92%	6%	2%

Congregations with 11% or more low household income participants			
"The following descriptions fit our worship services"			
	Very / Quite	Somewhat	Slightly / Not at all
Reverent	48%	40%	12%
Joyful	77%	21%	2%
Friendly	44%	47%	8%
Informal	44%	45%	11%
Exciting	31%	53%	16%
Liturgical	31%	42%	28%
Innovative	30%	47%	23%
Predictable	33%	47%	21%
Sense of Expectancy	40%	42%	18%
Sense of God's Presence	34%	34%	32%
Inclusive Language	96%	3%	1%

1995-2000 Memb. Growth/Decline	FCT congregations with 11% or more low income adult participants (\$20,000 or less)			
	11%-20%	21%-40%	41%-60%	61%-80%
10%+Gain	62	7	4	1
10%+Loss	27	6	3	1
Little Change (+/-9%)	32	8	3	
Grand Total	121	21	10	2

Low household income participants and 1995-2000 Memb. Growth/Decline					
%\$20,000	Number of FCT congregations with more than 10% low household income (\$20,000 or less)				
	11%-20%	21%-40%	41%-60%	61%-80%	Grand Total
10%+Gain	62	7	4	1	
10%+Loss	27	6	3	1	
Little Change (+/-9%)	32	8	3		
Grand Total	121	21	10	2	

Appendix C: Low income participants in UU congregations – data tables

FOCUS of the SERMON: 11% or more low household income participants					
	Always	Often	Sometimes	Seldom	Never
God's Love	2%	15%	29%	35%	20%
Practical Advice	6%	5%	2%	39%	49%
Spiritual Growth	16%	64%	19%	1%	
Social Justice	6%	49%	42%	3%	
Mystery of the Holy	6%	30%	45%	12%	8%
Personal Salvation	1%	3%	14%	36%	46%
Struggling with Faith	8%	38%	42%	10%	2%
Moral Living	21%	47%	24%	6%	2%

APPENDIX D: Participants with incomplete HS education in UU congregations - tables

Congregations with 0%-10% or more participants without HS diplomas			
	"The following descriptions fit our worship services"		
	Very / Quite	Somewhat	Slightly / Not at all
Reverent	45%	44%	11%
Joyful	73%	25%	2%
Friendly	92%	7%	1%
Informal	43%	38%	20%
Exciting	34%	48%	18%
Liturgical	29%	36%	34%
Innovative	27%	44%	29%
Predictable	32%	51%	17%
Sense of Expectancy	40%	39%	21%
Sense of God's Presence	24%	38%	38%
Inclusive Language	92%	6%	2%

Congregations with 11% or more participants without HS diplomas			
	"The following descriptions fit our worship services"		
	Very / Quite	Somewhat	Slightly / Not at all
Reverent	52%	36%	12%
Joyful	77%	20%	3%
Friendly	88%	10%	1%
Informal	42%	45%	13%
Exciting	26%	57%	16%
Liturgical	29%	37%	34%
Innovative	32%	41%	28%
Predictable	32%	51%	16%
Sense of Expectancy	40%	48%	12%
Sense of God's Presence	42%	30%	28%
Inclusive Language	65%	4%	30%

