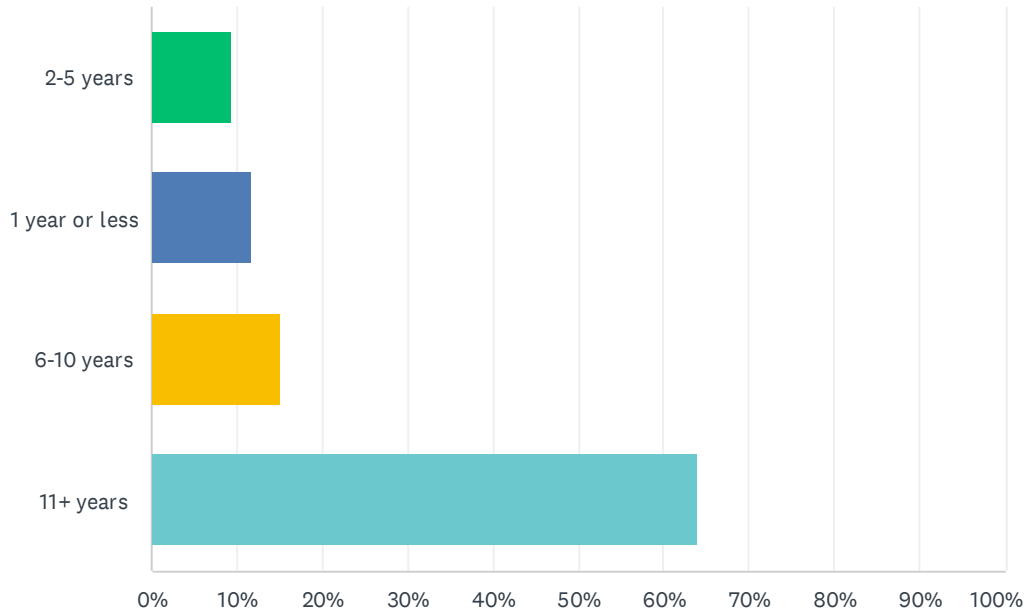


# Q1 How many years have you been part of Jubilee! Community?

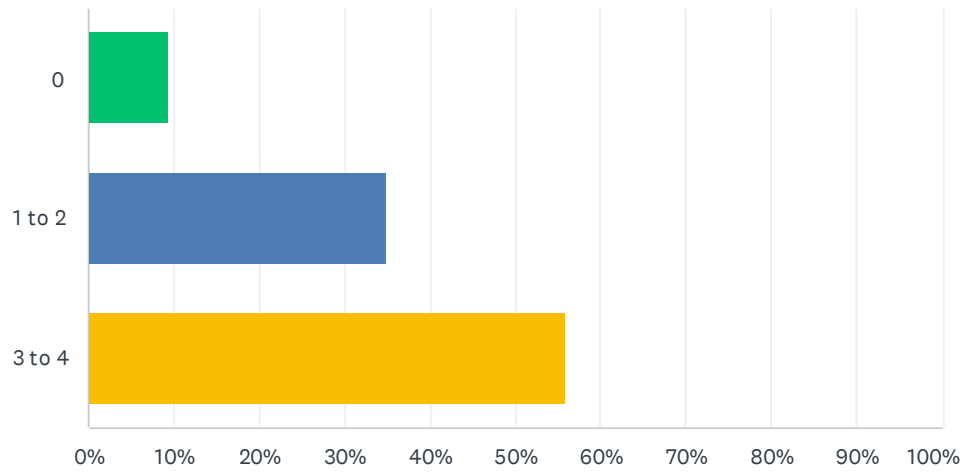
Answered: 86 Skipped: 0



| ANSWER CHOICES        | RESPONSES |
|-----------------------|-----------|
| 2-5 years             | 9.30% 8   |
| 1 year or less        | 11.63% 10 |
| 6-10 years            | 15.12% 13 |
| 11+ years             | 63.95% 55 |
| Total Respondents: 86 |           |

## Q2 How often do you attend Sunday Celebrations at Jubilee! each month?

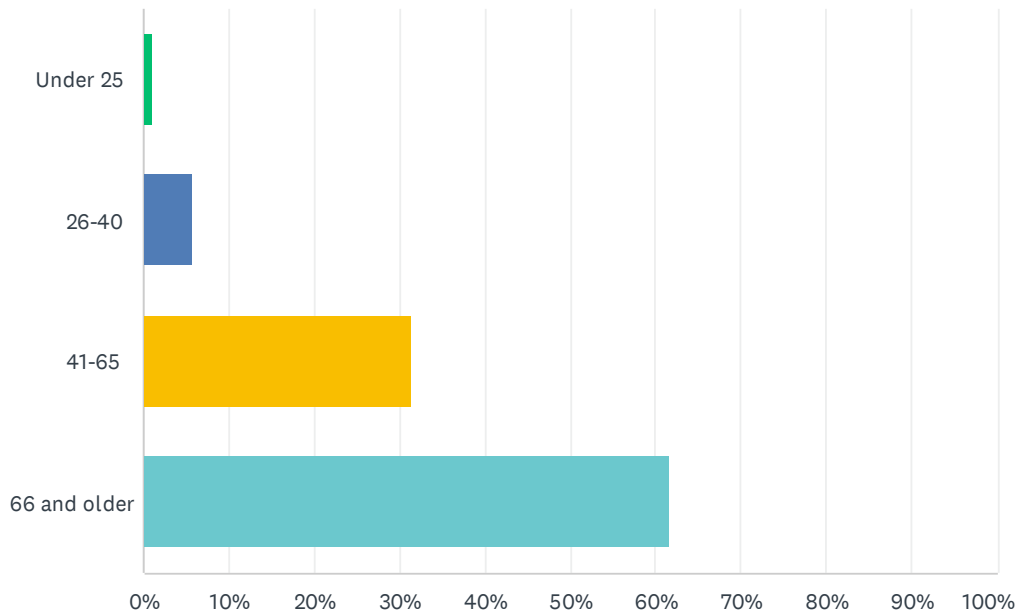
Answered: 86 Skipped: 0



| ANSWER CHOICES        | RESPONSES |
|-----------------------|-----------|
| 0                     | 9.30% 8   |
| 1 to 2                | 34.88% 30 |
| 3 to 4                | 55.81% 48 |
| Total Respondents: 86 |           |

### Q3 What is your age?

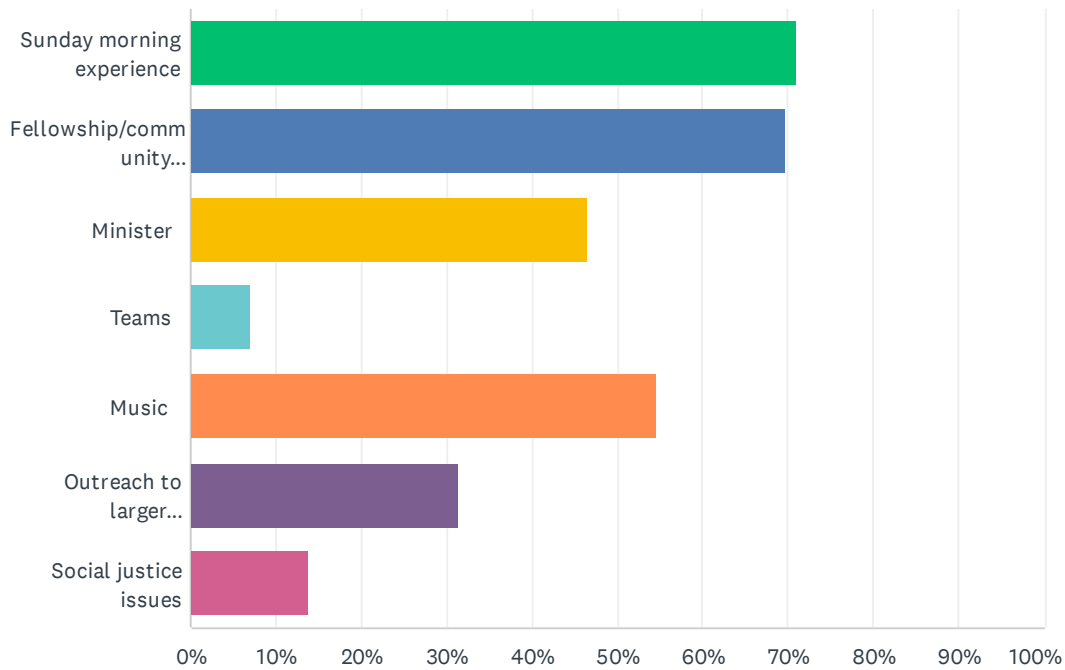
Answered: 86 Skipped: 0



| ANSWER CHOICES        | RESPONSES |
|-----------------------|-----------|
| Under 25              | 1.16% 1   |
| 26-40                 | 5.81% 5   |
| 41-65                 | 31.40% 27 |
| 66 and older          | 61.63% 53 |
| Total Respondents: 86 |           |

### Q4 Why do you participate in Jubilee! Community. (choose your top 3)

Answered: 86 Skipped: 0



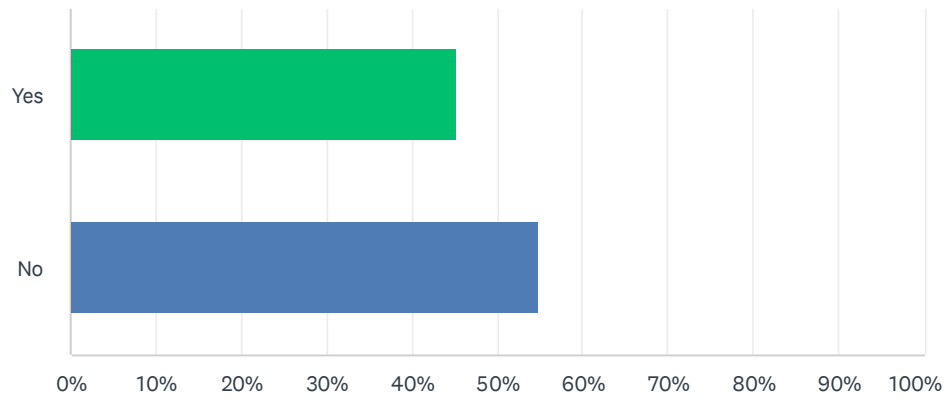
| ANSWER CHOICES                  | RESPONSES |
|---------------------------------|-----------|
| Sunday morning experience       | 70.93% 61 |
| Fellowship/community experience | 69.77% 60 |
| Minister                        | 46.51% 40 |
| Teams                           | 6.98% 6   |
| Music                           | 54.65% 47 |
| Outreach to larger community    | 31.40% 27 |
| Social justice issues           | 13.95% 12 |
| Total Respondents: 86           |           |

| # | OTHER (PLEASE SPECIFY)                                  | DATE              |
|---|---|-------------------|
| 1 | Earth Care  | 3/14/2023 4:09 PM |
| 2 | closest approximately to personal theology              | 3/5/2023 9:14 PM  |
| 3 | obligation  | 3/5/2023 9:07 PM  |
| 4 | dance, love homeless family                             | 3/5/2023 8:53 PM  |
| 5 | choir   | 3/5/2023 8:18 PM  |
| 6 | spiritual encouragement                                 | 3/4/2023 5:23 PM  |
| 7 | Commitment to Creation Spirituality and related actions | 3/3/2023 10:03 AM |

|    |   |                    |
|----|---|--------------------|
| 8  | I believe in the mission, and work to support it.   | 3/2/2023 3:56 PM   |
| 9  | Since 'sunday morning experience' includes Minister, music and Fellowship, I was not clear on how to answer this  | 3/2/2023 3:20 PM   |
| 10 | Pursuit of spirituality   | 3/2/2023 2:09 PM   |
| 11 | Multi-cultural, multi-faith, spiritually filled celebrations.   | 3/2/2023 10:51 AM  |
| 12 | Spiritual, emotional and mental well being  | 2/26/2023 2:03 PM  |
| 13 | A place that I can feel spiritually at home   | 2/20/2023 6:32 PM  |
| 14 | Native American Yona calling the Nations and other blessings  | 2/18/2023 10:26 AM |
| 15 | to better myself to serve others  | 2/16/2023 9:20 PM  |
| 16 | I enjoy submitting readings. It keeps me connected to Jubilee even though I am not able to attend in person right now. I enjoy finding and sharing quotes and hope it is a way to inspire others. | 2/16/2023 6:30 PM  |
| 17 | The message on Sunday am  | 2/16/2023 2:01 PM  |
| 18 | not currently attending, but open to returning  | 2/16/2023 12:25 PM |
| 19 | sunday morning experience too   | 2/16/2023 12:13 PM |

### Q5 Are you involved in a team, committee or other group at Jubilee!?

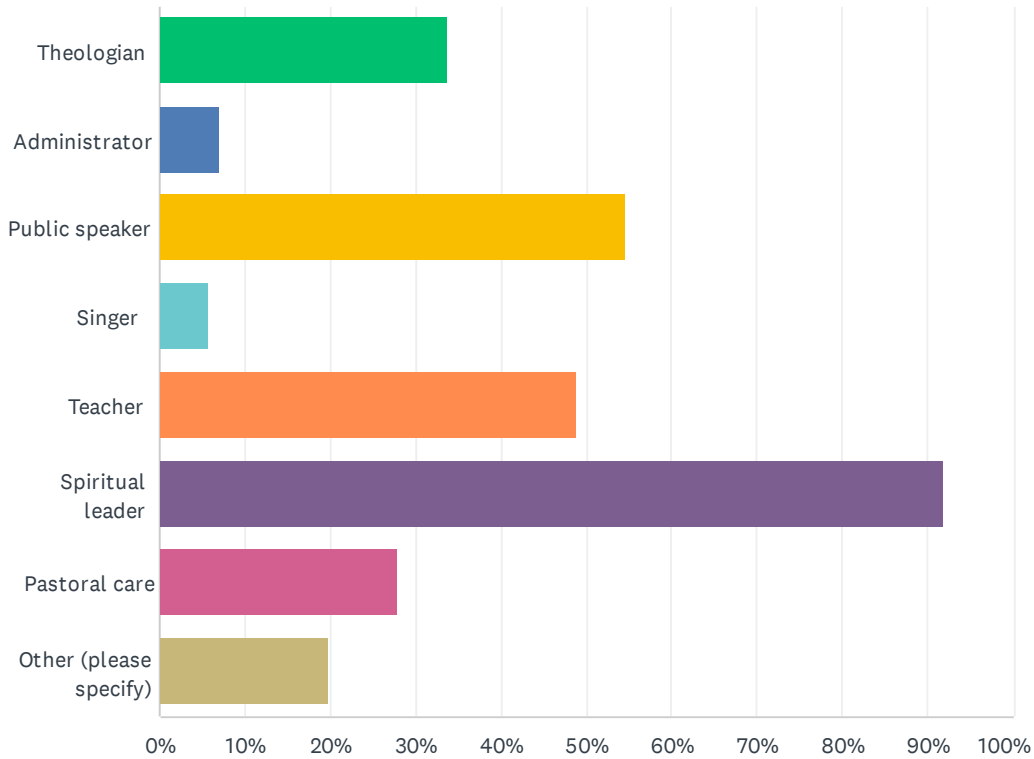
Answered: 84 Skipped: 2



| ANSWER CHOICES        | RESPONSES |    |
|-----------------------|-----------|----|
| Yes                   | 45.24%    | 38 |
| No                    | 54.76%    | 46 |
| Total Respondents: 84 |           |    |

## Q6 What do you prefer to be the new minister's top strengths? (choose your top 3)

Answered: 86 Skipped: 0



| ANSWER CHOICES         | RESPONSES |
|------------------------|-----------|
| Theologian             | 33.72% 29 |
| Administrator          | 6.98% 6   |
| Public speaker         | 54.65% 47 |
| Singer                 | 5.81% 5   |
| Teacher                | 48.84% 42 |
| Spiritual leader       | 91.86% 79 |
| Pastoral care          | 27.91% 24 |
| Other (please specify) | 19.77% 17 |
| Total Respondents: 86  |           |

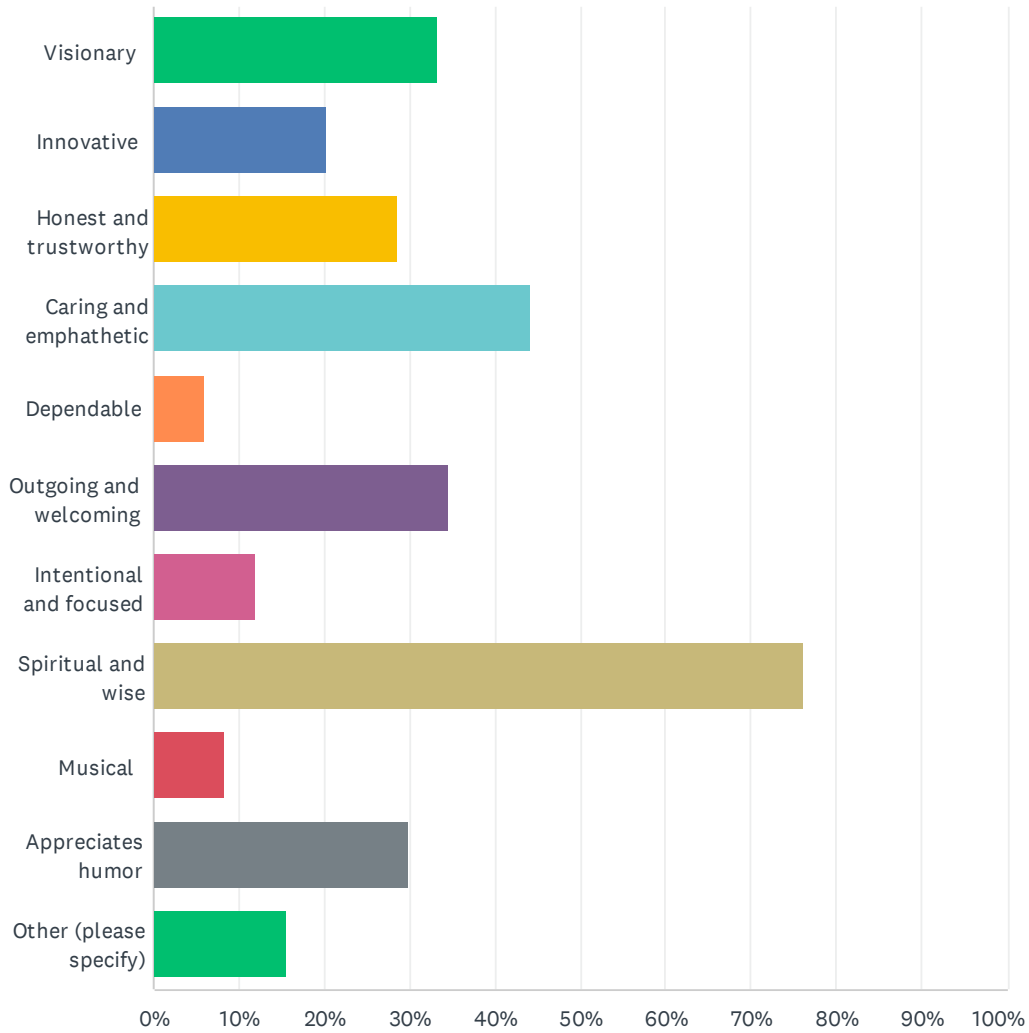
| # | OTHER (PLEASE SPECIFY)        | DATE             |
|---|-------------------------------|------------------|
| 1 | bridge to WNC / AVL community | 3/5/2023 9:14 PM |
| 2 | funny                         | 3/5/2023 9:03 PM |
| 3 | the spirit of love            | 3/5/2023 8:53 PM |

|    |  |                    |
|----|--|--------------------|
| 4  | charismatic leader   | 3/5/2023 8:47 PM   |
| 5  | compassion, welcoming, approachable  | 3/5/2023 8:42 PM   |
| 6  | Celebrant  | 3/5/2023 8:08 PM   |
| 7  | Celebrant  | 3/5/2023 7:45 PM   |
| 8  | in tune with the Jubilee community's spiritual needs   | 3/4/2023 5:23 PM   |
| 9  | Flexibility and open-mindedness.... willingness to allow themselves to evolve into the minister of our community rather than expecting us to become the community of the minister. | 2/23/2023 11:05 AM |
| 10 | Self aware / intuitive   | 2/21/2023 12:36 AM |
| 11 | Visionary  | 2/20/2023 6:32 PM  |
| 12 | Unifier  | 2/20/2023 11:13 AM |
| 13 | someone open to using a variety of spiritual teachings. theological training, yes; but not wedded to being just a "christian theologian".  | 2/17/2023 9:33 AM  |
| 14 | Roots in creation spirituality and open to multi faith connections   | 2/16/2023 6:30 PM  |
| 15 | not Christian. Not tied to Bible verses.   | 2/16/2023 11:40 AM |
| 16 | as i chose theologian, i feel its important to have an understanding of all faiths, and the acceptance that all faiths are relevant and connected.                                 | 2/16/2023 11:34 AM |
| 17 | Brings wisdom from a very wide variety of spiritual practices, not predominantly Christian   | 2/16/2023 9:46 AM  |



# Q7 What are your desired character traits of the new minister? (choose your top 3)

Answered: 84 Skipped: 2

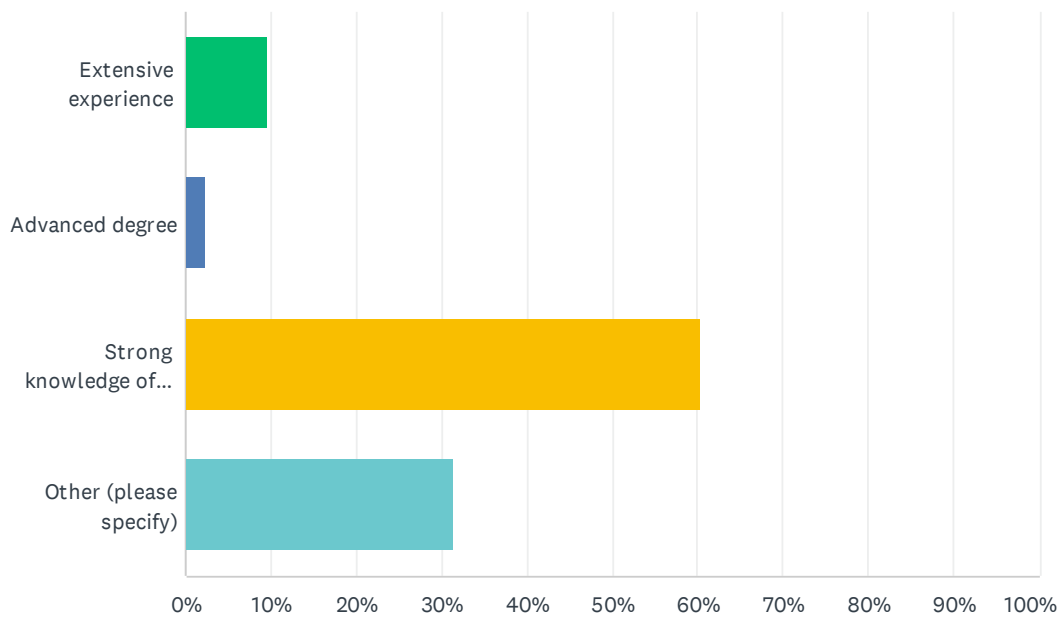


| ANSWER CHOICES          | RESPONSES |    |
|-------------------------|-----------|----|
| Visionary               | 33.33%    | 28 |
| Innovative              | 20.24%    | 17 |
| Honest and trustworthy  | 28.57%    | 24 |
| Caring and emphathetic  | 44.05%    | 37 |
| Dependable              | 5.95%     | 5  |
| Outgoing and welcoming  | 34.52%    | 29 |
| Intentional and focused | 11.90%    | 10 |
| Spiritual and wise      | 76.19%    | 64 |
| Musical                 | 8.33%     | 7  |
| Appreciates humor       | 29.76%    | 25 |
| Other (please specify)  | 15.48%    | 13 |
| Total Respondents: 84   |           |    |

| #  | OTHER (PLEASE SPECIFY)                                   | DATE               |
|----|--|--------------------|
| 1  | and loves music  | 3/5/2023 9:19 PM   |
| 2  | ethical  | 3/5/2023 9:14 PM   |
| 3  | all of these are important-- hard to pick just three     | 3/5/2023 8:32 PM   |
| 4  | high energy  | 3/5/2023 8:21 PM   |
| 5  | inspirational  | 3/4/2023 5:23 PM   |
| 6  | All of the above, except maybe musical                   | 3/2/2023 7:12 PM   |
| 7  | All others answers tie for 3rd                           | 3/2/2023 2:09 PM   |
| 8  | In touch with the needs of the community                 | 2/26/2023 2:03 PM  |
| 9  | able to create a celebration that draws people to attend | 2/16/2023 11:40 AM |
| 10 | plus as many of "all of the above" as possible! :-)      | 2/16/2023 11:34 AM |
| 11 | Inspiring and insightful                                 | 2/16/2023 10:30 AM |
| 12 | Vulnerable   | 2/16/2023 9:46 AM  |
| 13 | ability to simplify and address life's tough questions   | 2/15/2023 2:52 PM  |

### Q8 It is most important our next minister possesses: (choose 1)

Answered: 83 Skipped: 3



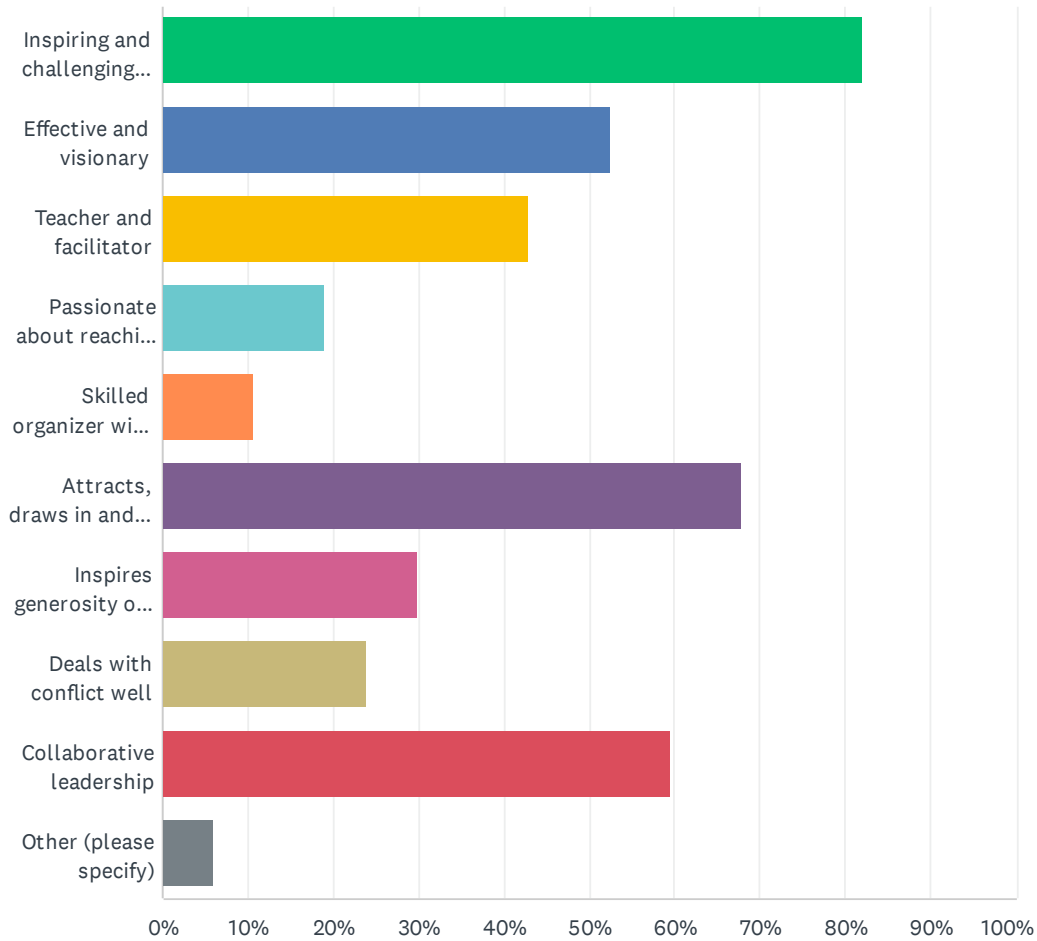
| ANSWER CHOICES                            | RESPONSES |
|---|-----------|
| Extensive experience                      | 9.64% 8   |
| Advanced degree                           | 2.41% 2   |
| Strong knowledge of Creation Spirituality | 60.24% 50 |
| Other (please specify)                    | 31.33% 26 |
| Total Respondents: 83                     |           |

| #  | OTHER (PLEASE SPECIFY)   | DATE             |
|----|--|------------------|
| 1  | diverse knowledge of many faith traditions   | 3/5/2023 9:19 PM |
| 2  | alignment with this community in understanding of life and spirit                          | 3/5/2023 9:16 PM |
| 3  | a mix of the above with prioritization on working with communities that are in transition. | 3/5/2023 9:14 PM |
| 4  | inspiring  | 3/5/2023 9:07 PM |
| 5  | the spirit of love   | 3/5/2023 8:53 PM |
| 6  | ability to engage us   | 3/5/2023 8:44 PM |
| 7  | some experience  | 3/5/2023 8:21 PM |
| 8  | leader   | 3/5/2023 8:18 PM |
| 9  | moral & spiritual center   | 3/5/2023 8:06 PM |
| 10 | appropriate experience   | 3/4/2023 5:23 PM |
| 11 | Kindness and openness  | 3/2/2023 7:12 PM |

|    |  |                    |
|----|--|--------------------|
| 12 | Strong knowledge of Creation Spirituality, yes, but not necessarily beholden to one dogma.   | 3/2/2023 8:39 AM   |
| 13 | Authenticity and depth   | 2/26/2023 2:03 PM  |
| 14 | Calling  | 2/24/2023 12:17 PM |
| 15 | a perspective of spirituality that embraces and honors all cultures and traditions of faith.   | 2/23/2023 11:05 AM |
| 16 | spiritual transmission   | 2/22/2023 9:03 AM  |
| 17 | a theological background, knowledge of creation spirituality, have a strong vision of what can be created  | 2/21/2023 4:44 PM  |
| 18 | Positive experience as a pastor  | 2/17/2023 4:29 PM  |
| 19 | Minister not an entertainer  | 2/17/2023 2:11 PM  |
| 20 | A strong lived experience of Christian Mysticism   | 2/16/2023 8:57 PM  |
| 21 | General spirituality knowledge   | 2/16/2023 2:01 PM  |
| 22 | Ability to connect with community during celebration   | 2/16/2023 1:43 PM  |
| 23 | open and inclusive   | 2/16/2023 11:40 AM |
| 24 | I don't think the 3 choices are paramount. Someone dynamic that is seated in the basics of what Creation Spirituality is. Someone who will generate interest in the existing community, be or get involved the community at large. | 2/16/2023 11:36 AM |
| 25 | Knowledge of all religions and shared themes   | 2/16/2023 10:30 AM |
| 26 | Experience with a wide variety of spiritual practices  | 2/16/2023 9:46 AM  |

# Q9 What are the most important skills our new minister must possess? (choose your top 4)

Answered: 84 Skipped: 2

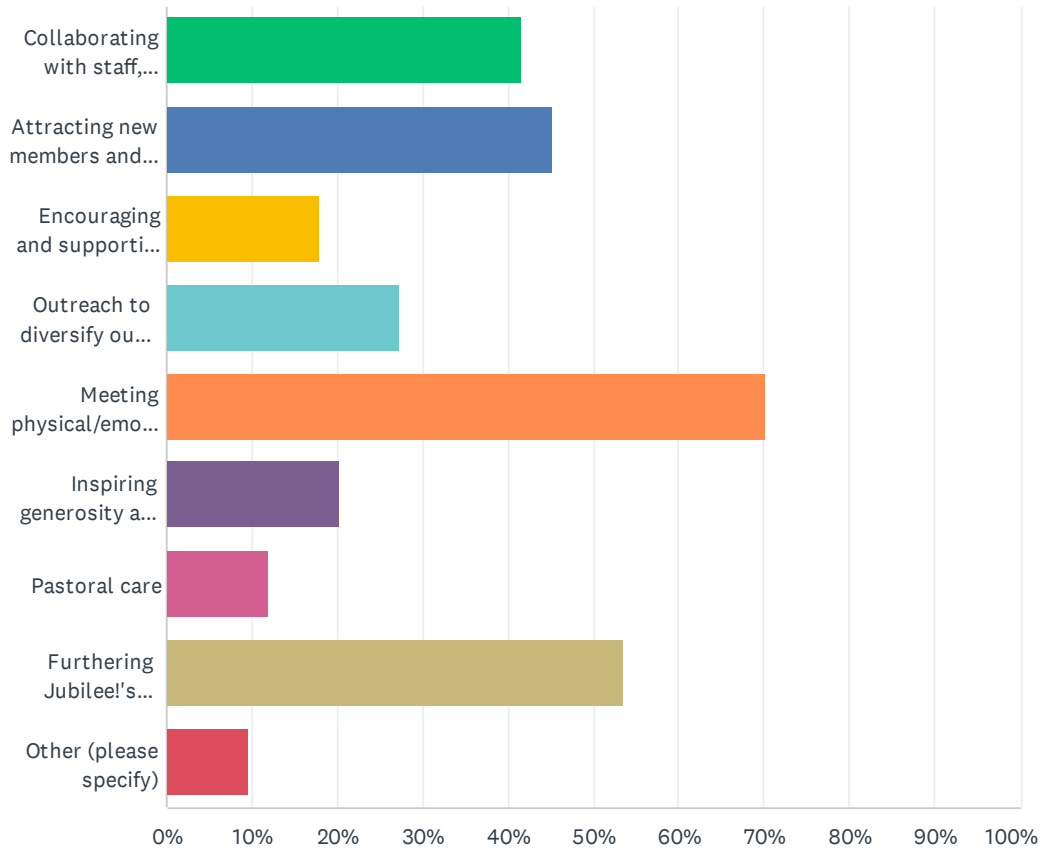


| ANSWER CHOICES   | RESPONSES |    |
|--|-----------|----|
| Inspiring and challenging speaker                                | 82.14%    | 69 |
| Effective and visionary  | 52.38%    | 44 |
| Teacher and facilitator  | 42.86%    | 36 |
| Passionate about reaching young people and young families        | 19.05%    | 16 |
| Skilled organizer with working knowledge of managing non-profits | 10.71%    | 9  |
| Attracts, draws in and welcomes diverse new members              | 67.86%    | 57 |
| Inspires generosity of members' time, money and resources        | 29.76%    | 25 |
| Deals with conflict well   | 23.81%    | 20 |
| Collaborative leadership   | 59.52%    | 50 |
| Other (please specify)   | 5.95%     | 5  |
| Total Respondents: 84  |           |    |

| # | OTHER (PLEASE SPECIFY)                                      | DATE               |
|---|---|--------------------|
| 1 | feeding the flock first!                                    | 3/5/2023 9:19 PM   |
| 2 | welcomer  | 3/5/2023 8:18 PM   |
| 3 | have good personal boundaries                               | 3/4/2023 5:23 PM   |
| 4 | Inspirational   | 2/26/2023 2:03 PM  |
| 5 | can develop the financial means to sustain the organization | 2/16/2023 11:40 AM |

# Q10 What should our new minister focus most of their energy/time on? (choose your top 3)

Answered: 84 Skipped: 2



| ANSWER CHOICES  | RESPONSES |    |
|---|-----------|----|
| Collaborating with staff, teams and board                   | 41.67%    | 35 |
| Attracting new members and retention                        | 45.24%    | 38 |
| Encouraging and supporting teams and small groups           | 17.86%    | 15 |
| Outreach to diversify our community                         | 27.38%    | 23 |
| Meeting physical/emotional/spiritual needs of our community | 70.24%    | 59 |
| Inspiring generosity and stewardship                        | 20.24%    | 17 |
| Pastoral care   | 11.90%    | 10 |
| Furthering Jubilee!'s vision                                | 53.57%    | 45 |
| Other (please specify)                                      | 9.52%     | 8  |
| Total Respondents: 84                                       |           |    |

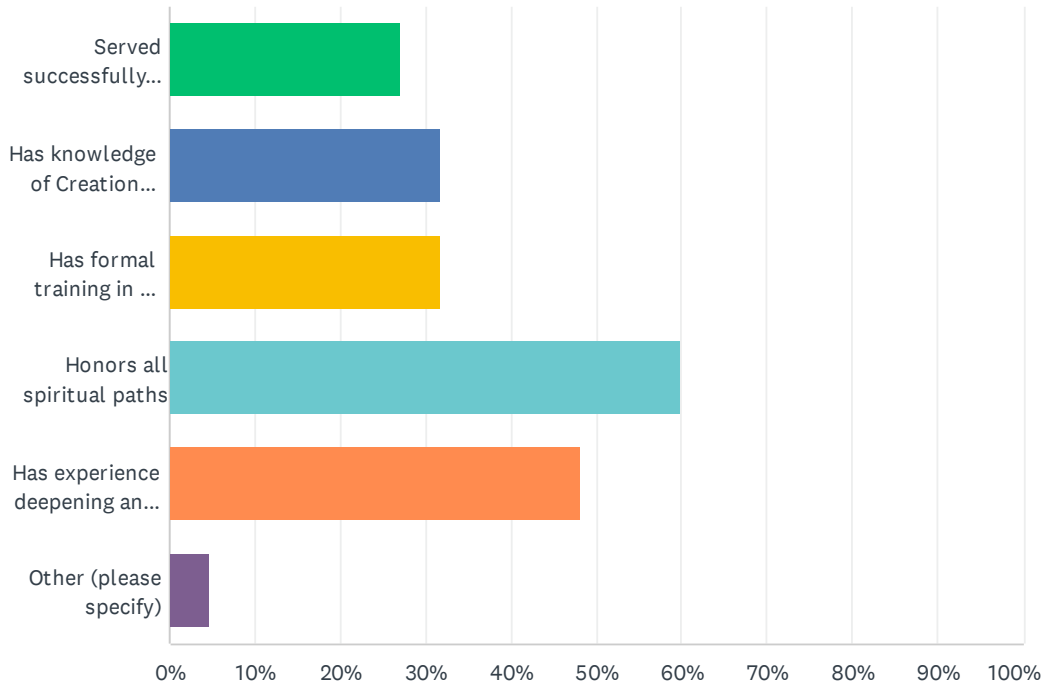
| # | OTHER (PLEASE SPECIFY) | DATE |
|---|------------------------|------|
|---|------------------------|------|

|   |  |                    |
|---|--|--------------------|
| 1 | inclusivity  | 3/5/2023 9:19 PM   |
| 2 | repair of past struggle in community after careful assessment and an authentic desire to listening | 3/5/2023 9:14 PM   |
| 3 | the stability and life of Jubilee with heart and knowledge   | 3/5/2023 8:53 PM   |
| 4 | preparation for Sunday sermons, etc.   | 3/5/2023 8:06 PM   |
| 5 | Creation Spirituality  | 3/5/2023 7:45 PM   |
| 6 | Sunday celebration   | 3/4/2023 5:23 PM   |
| 7 | having their own vision as to what we can become   | 2/21/2023 4:44 PM  |
| 8 | preparing an inspiring and informative talk  | 2/18/2023 10:26 AM |



### Q11 Which of the following is the most important regarding the new minister's experience (choose your top 2)

Answered: 85 Skipped: 1

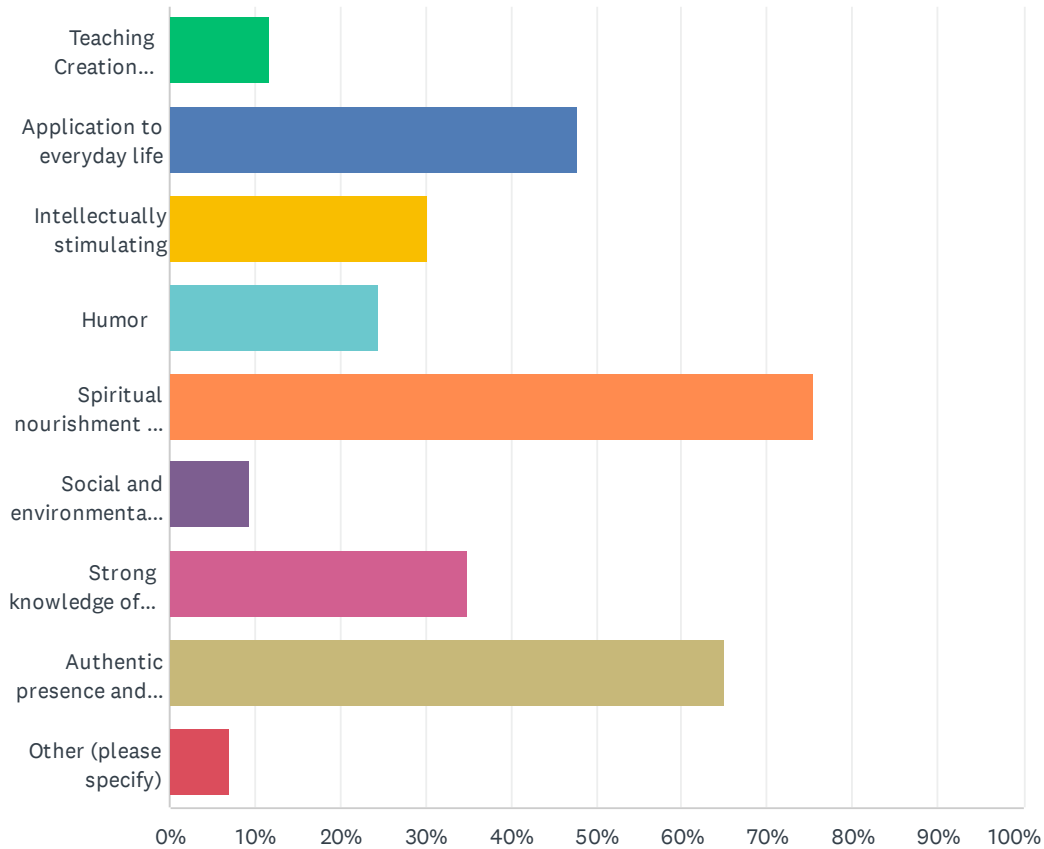


| ANSWER CHOICES   | RESPONSES |
|--|-----------|
| Served successfully as a minister at a spiritual community similar to Jubilee! | 27.06% 23 |
| Has knowledge of Creation Spirituality   | 31.76% 27 |
| Has formal training in and knowledge of spirituality and theology              | 31.76% 27 |
| Honors all spiritual paths   | 60.00% 51 |
| Has experience deepening and growing community                                 | 48.24% 41 |
| Other (please specify)   | 4.71% 4   |
| Total Respondents: 85  |           |

| # | OTHER (PLEASE SPECIFY)  | DATE               |
|---|---|--------------------|
| 1 | spiritual wisdom  | 3/5/2023 8:42 PM   |
| 2 | not just honors all paths but has life experience with many   | 2/18/2023 7:52 PM  |
| 3 | prefer someone with formal theological training, but who also is open to honoring all spiritual paths...not just a THEOLOGIAN of one persuasion | 2/17/2023 9:33 AM  |
| 4 | Knowledge - but not necessarily 'formal' - of spirituality and theology   | 2/16/2023 10:30 AM |

## Q12 In a Sunday morning message, which of the following are most important to you (choose your top 3)

Answered: 86 Skipped: 0



| ANSWER CHOICES   | RESPONSES |    |
|--|-----------|----|
| Teaching Creation Spirituality                             | 11.63%    | 10 |
| Application to everyday life                               | 47.67%    | 41 |
| Intellectually stimulating                                 | 30.23%    | 26 |
| Humor  | 24.42%    | 21 |
| Spiritual nourishment and inspiration                      | 75.58%    | 65 |
| Social and environmental justice                           | 9.30%     | 8  |
| Strong knowledge of sacred texts from many spiritual paths | 34.88%    | 30 |
| Authentic presence and speaking from the heart             | 65.12%    | 56 |
| Other (please specify)                                     | 6.98%     | 6  |
| Total Respondents: 86                                      |           |    |

| # | OTHER (PLEASE SPECIFY) | DATE |
|---|------------------------|------|
|---|------------------------|------|

|   |   |                    |
|---|---|--------------------|
| 1 | sense of humor  | 3/5/2023 9:19 PM   |
| 2 | someone like George Fleming   | 3/5/2023 9:07 PM   |
| 3 | Again, all important -- humor and way message is presented help so much -- make people comfortable -- bring them in and get them involved and committed...it all matters. Well-rounded and experience with different groups, etc. | 3/5/2023 8:32 PM   |
| 4 | not conventionally Christian  | 3/4/2023 5:23 PM   |
| 5 | Musicality  | 2/21/2023 3:12 PM  |
| 6 | as many as possible of "all of the above"!  | 2/16/2023 11:34 AM |