

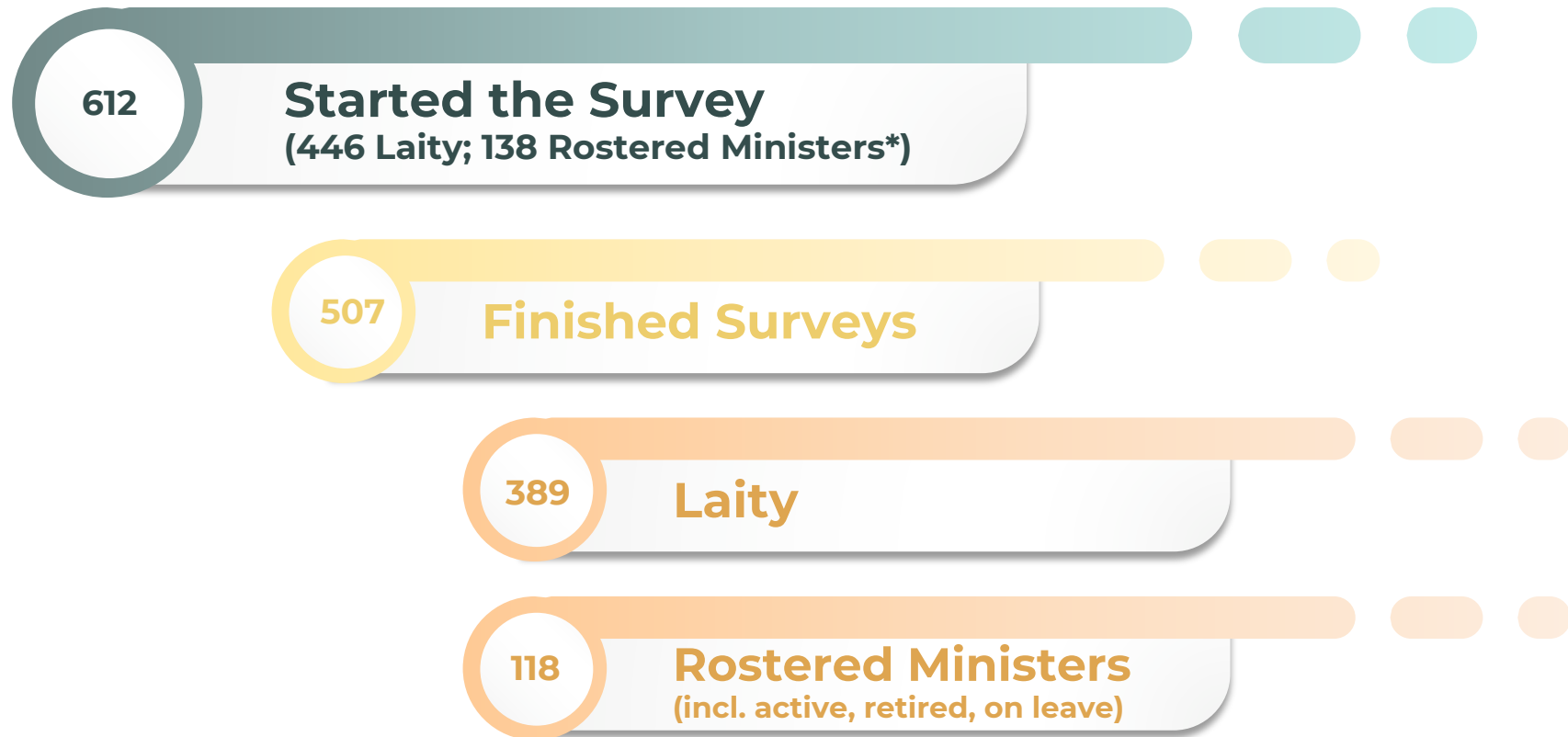


Greater Milwaukee Synod Climate Survey Results

Together in Mission, January 28, 2023

Presented by Gold Enterprises, LLC

Survey Respondent Overview



Note: Three paper results are included in the data

*28 people did not complete the "role" question and 5 people checked "do not consent"

Survey Results Overview



1. All results and findings should be viewed as one part of the evaluation pie in conversation with the results of the other evaluation methods used in the GMS equity assessment (document review, interviews, focus groups).
2. Responses are skewed:
 - white
 - heterosexual
 - upper / middle class
 - women
 - ages 45+
3. Less than ten under 24-year-old responses
4. Congregants from 106 congregations responded. The number of congregants responding ranged from 1 to 38.

Survey Findings Overview



1. Across all groups, the lowest scored questions were:
 - a) Knowledge of Synod Council members
 - b) Knowledge of the 1988 resolution to develop "a program of study and action designed to deal with the issue of racial discrimination"
2. Overall, "Activities and Leadership" had the lowest mean section score, and "Inclusion" had the highest.
3. 59% of respondents believe GMS staff **should not** continue to allow congregations and call committees to exclude LGBTQIA+ candidates when interviewing.
4. Most respondents believe the GMS should (this does not vary by demographic):
 - a) Encourage its congregations to write a diversity statement. (62%)
 - b) Encourage its congregations to create a diversity committee. (56%)

Survey Findings Overview



5. The median rating for the speed at which GMS is implementing racial justice work is 3 – “slightly too slow.” For BIPOC respondents, the median dropped to 2.5 between “slightly” and “moderately” too slow.
6. Across all groups, respondents rated their congregation poorly for readiness / openness to interview a transgender candidate for minister.
7. For rostered ministers who went through the GMS candidacy process, the centrality of equity and inclusion to the process received low scores.
8. Rostered minister respondents appeared unfamiliar with how a congregant could report discrimination to the GMS.

Survey Findings Overview



9. Racial justice and diversity initiatives are less well known at the GMS level than at the congregational level for most respondents. Although, awareness of congregational level initiatives also scored poorly across all groups.
10. Veterans, active military, Reservists and their spouses/partners appeared to have lower scores (less favorable) overall, especially related to LGBTQIA+ inclusion.
11. “In your opinion, how inclusive is the ELCA churchwide currently?” appeared in the top ten lowest rated questions only for members of the LGBTQIA+ community.
12. Heterosexual respondents are far less optimistic about the readiness of their congregation to interview a transgender or LGBTQIA+ candidate for pastor than LGBTQIA+ respondents.

Points of Consideration



1. The GMS may wish to spend time educating their congregations about the Synod itself and its role. Knowledge of who the Council members are and what the Synod does is very low. This could affect a congregation's engagement with racial justice ideas or requests from the Synod.
2. Revisit the decision to allow congregations and call committees to exclude LGBTQIA+ candidates when interviewing. A majority of respondents identified the practice should stop.
3. Perceived support for transgender minister candidates is low. The Synod should consider additional education and awareness work designed to enhance congregational readiness and inclusion of transgender candidates.
4. There is strong support for the Synod to encourage diversity statements and diversity/RJ committees. It is recommended the Synod consider providing examples to its congregations.

Points of Consideration

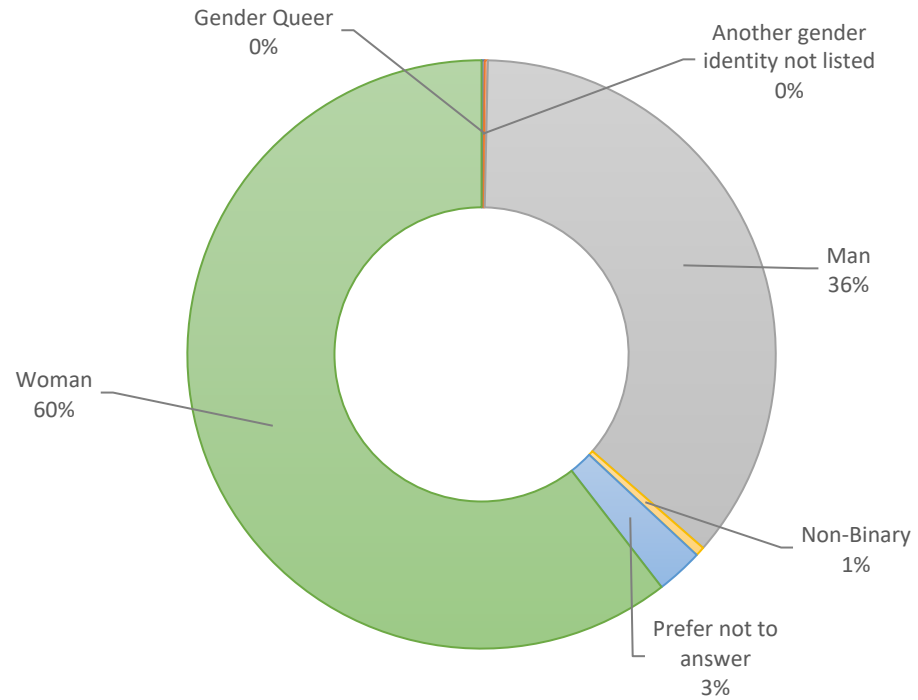


5. The GMS should consider improving the centrality of equity and inclusion throughout the candidacy and call process, especially regarding candidacy committee representation.
6. BIPOC respondents felt the Synod's RJ work was moving too slow as compared to White respondents. This could be connected to communication of actions taken. The GMS should work to improve and streamline communication about RJ initiatives across the Synod.
7. Provide additional support for, and training on, inclusion of the LGBTQIA+ community.

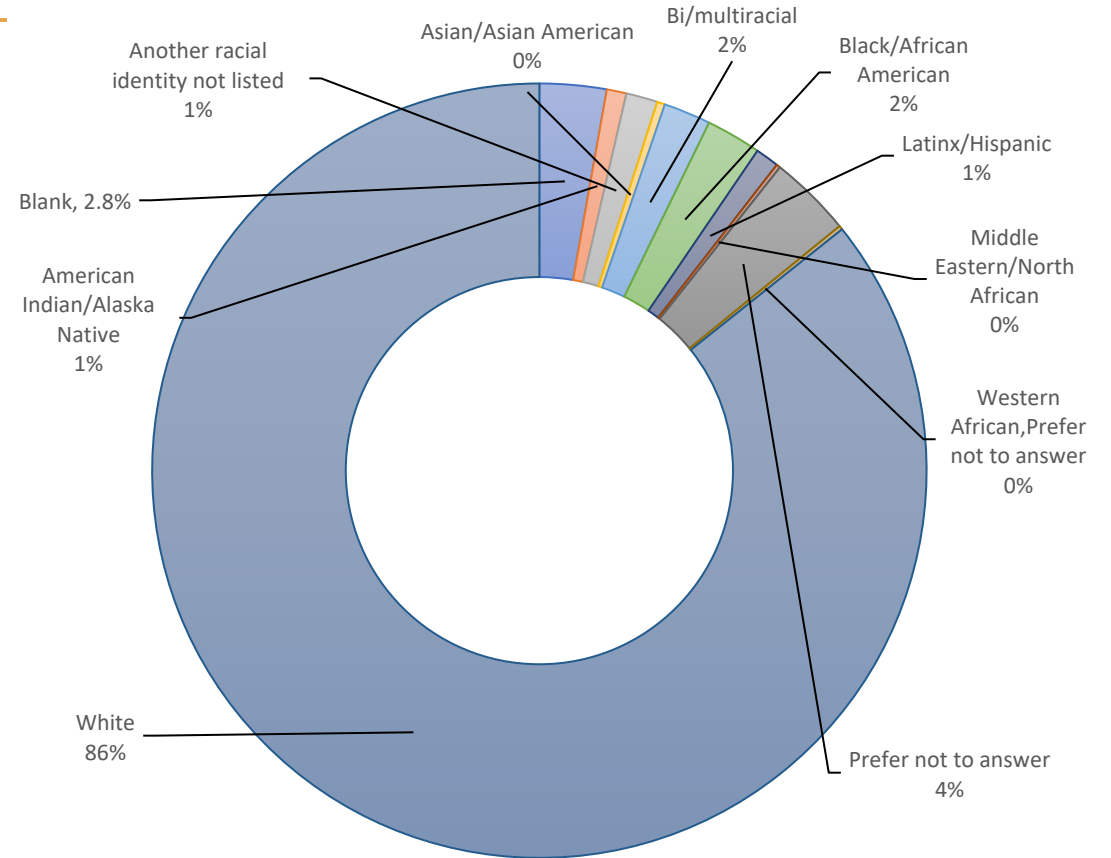
Survey Demographics



Survey Respondent Demographics



Gender
(n = 582, 28 blank)



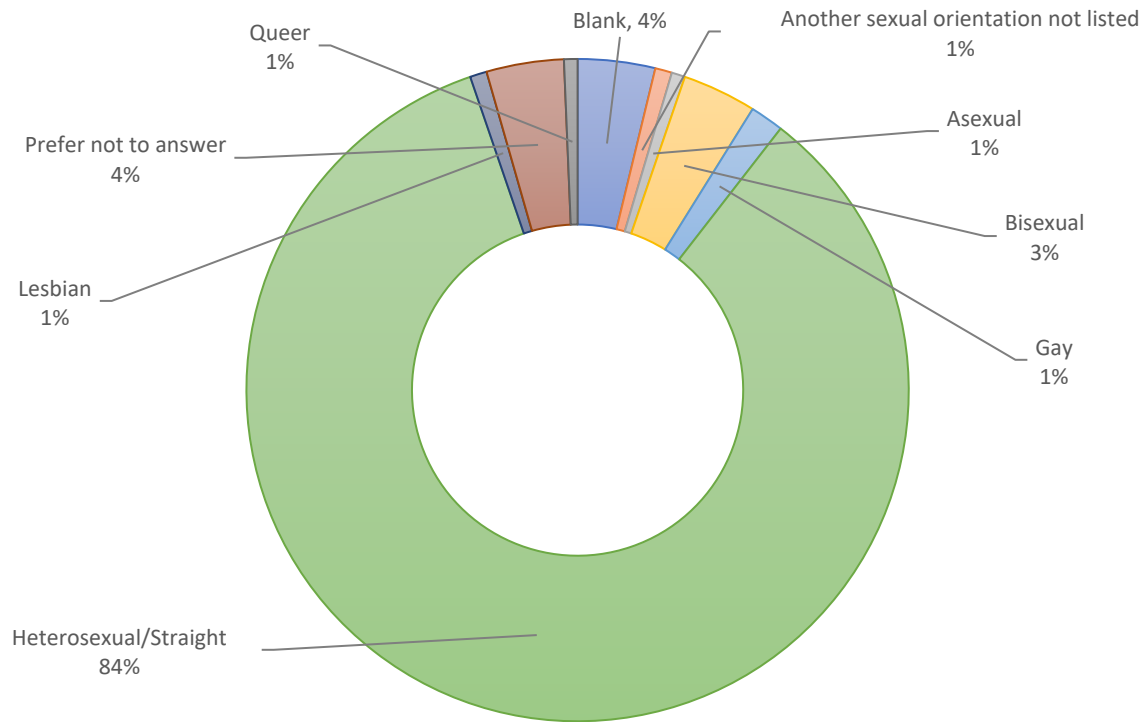
Race (n = 612)

Survey Respondent Demographics

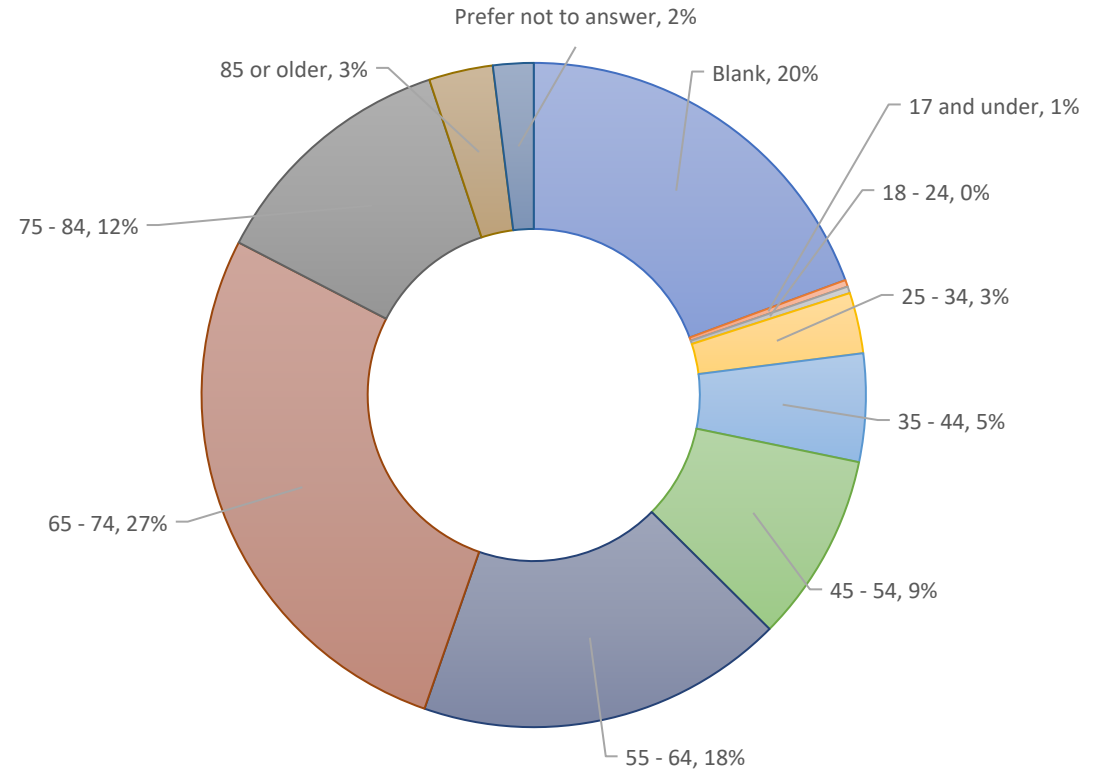


Self Report Racial Identity	2021 % of total Reported to GMS	% of responses
African American/Black	1.77%	2.49%
African National/African	0.04%	0.18%
American Indian/Alaska Native	0.24%	0.89%
Arab/Middle Eastern	0.04%	0.18%
Asian/Pacific Islander	1.12%	0.36%
Latino/Hispanic	2.19%	1.07%
Multiracial	1.21%	2.13%
White	93.39%	92.72%

Survey Respondent Demographics

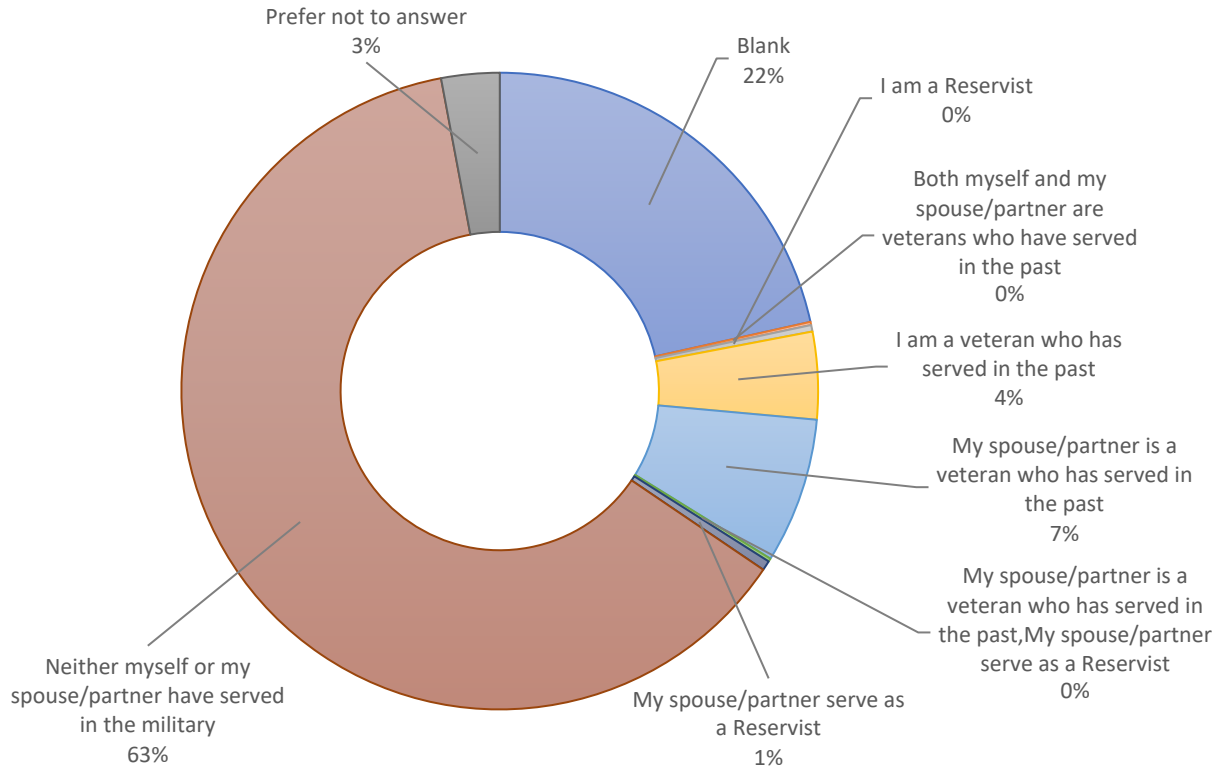


Sexual orientation
(n = 609)

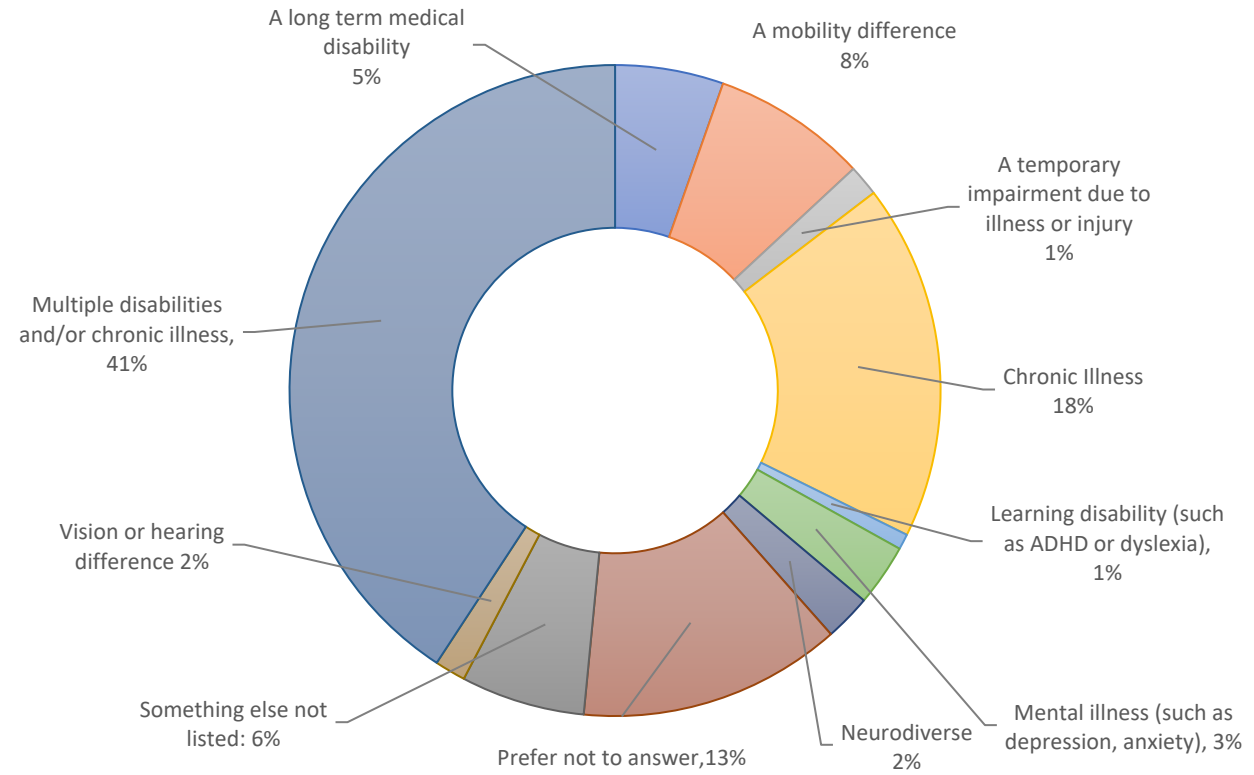


Age
(n = 609)

Survey Respondent Demographics

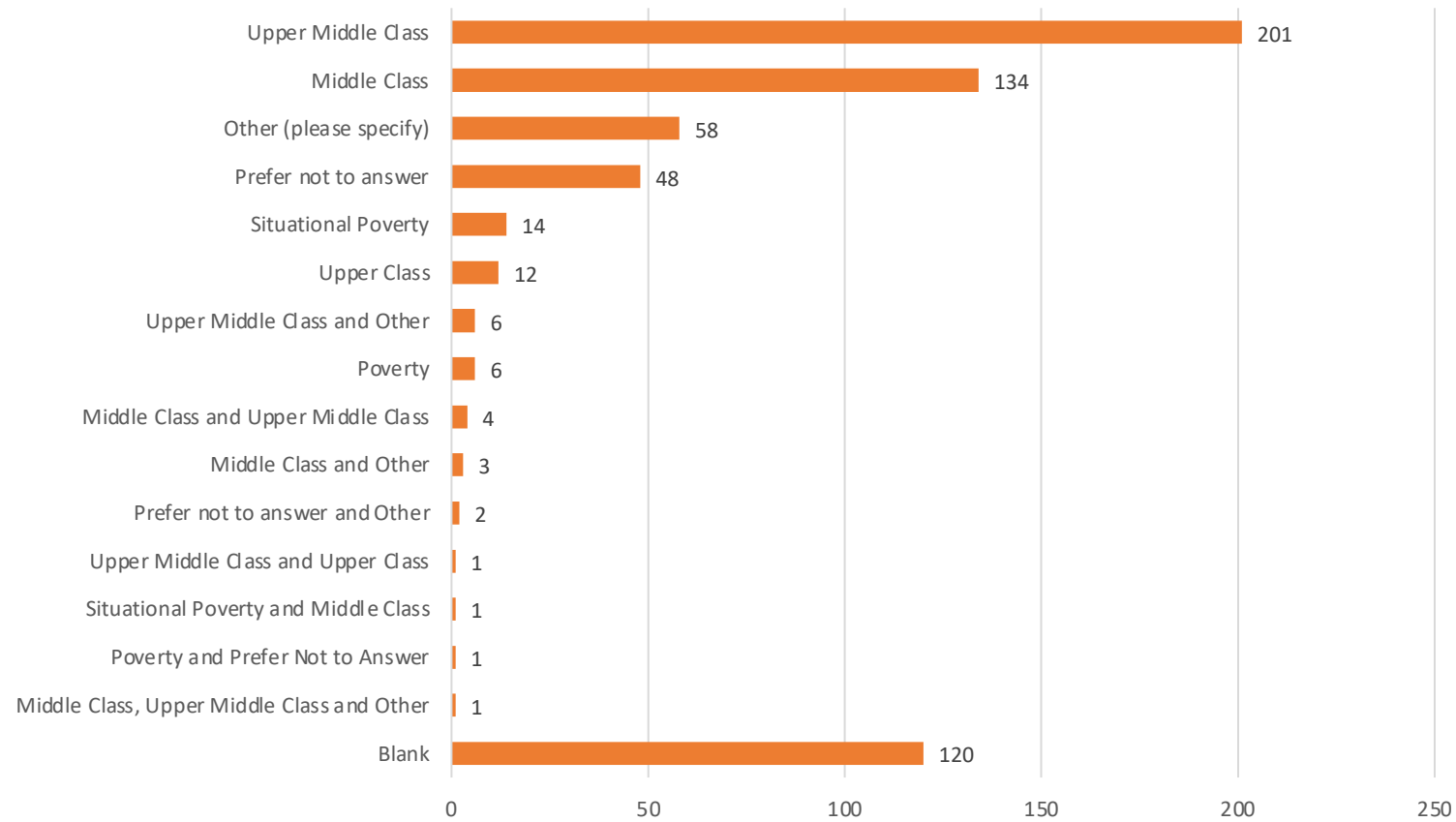


Veteran / Military Status
(n = 609)



Disability Status (n = 131)
Note: Responses indicating more than one item were collapsed as "multiple..."

Survey Respondent Demographics



Economic Class
(n = 609)

Survey Respondent Demographics



Congregation	Responses
Hephatha, Milwaukee	10
All Peoples Gathering, Milwaukee	11
All Saints, Wales	11
St Stephen The Martyr, Greendale	11
Faith, Cedarburg	12
Mount Carmel, Milwaukee	12
Other (Congregation is not listed)	12
St Luke, Slinger	13
St Luke's, Waukesha	22
Trinity, South Milwaukee	29
St Mary's, Kenosha	30
Blank	30
St John's, Brookfield	38
Prefer not to share	43

(n = 609)

94 congregations had less than 9 respondents.

76 congregations had 5 or less respondents.

*Of those congregations with one respondent (23), nine were rostered ministers and 14 were laity

Survey Results



Top Ten Highest rated questions – All responses**



	N	Missing	Mean	Median	SD
How open do you think your congregation is to interviewing a woman candidate for pastor?	516	93	4.42	5	0.77
How included do you feel when attending congregational events?*	517	92	4.14	4	0.87
How included do you feel in your congregational community?	518	91	4.09	4	0.91
How well do you know your congregational leadership?	544	65	3.95	4	0.94
How important is it for Synod leadership to support congregational racial justice work?	491	118	3.93	4	1.13
Reconciling in Christ Congregations are those which affirm people of all sexual orientations and gender identities share the worth that comes from being unique individuals created by God. How important to you is it that the Greater Milwaukee Synod is a Reconciling in Christ (RIC) Synod?	491	118	3.91	4	1.24
How important is it to you that the Greater Milwaukee Synod Council members are socioeconomically diverse?	498	111	3.8	4	1.09
How important is it to you that the Greater Milwaukee Synod Council members are racially diverse?	500	109	3.8	4	1.12
How important is it to you that the Greater Milwaukee Synod regularly talks about racial (in)equity?	498	111	3.77	4	1.15
How important is it to you that the Greater Milwaukee Synod Council members are gender diverse?	497	112	3.75	4	1.19

Not at all (1), A little (2), Somewhat (3), Very (4), Extremely (5)

** Not including minister only questions and Outreach for Hope questions

* I have not attended an event (6) is removed for this mean calculation

Top Ten Highest rated questions – Demographic Comparison*



Heat Map By Question (read across rows)	All	BIPOC	Gender Min[^]	Disabled	LGBTQIA +
How important is it to you that the Greater Milwaukee Synod Council members are gender diverse?	3.75	3.82	3.81	3.85	4.31
How important is it to you that the Greater Milwaukee Synod regularly talks about racial (in)equity?	3.77	3.97	3.91	3.86	4.51
How important is it to you that the Greater Milwaukee Synod Council members are racially diverse?	3.8	3.91	3.88	3.98	4.43
How important is it to you that the Greater Milwaukee Synod Council members are socioeconomically diverse?	3.8	3.83	3.9	4.03	4.49
Reconciling in Christ Congregations are those which affirm people of all sexual orientations and gender identities share the worth that comes from being unique individuals created by God. How important to you is it that the Greater Milwaukee Synod is a Reconciling in Christ (RIC) Synod?	3.91	4.03	4.09	4.03	4.78
How important is it for Synod leadership to support congregational racial justice work?	3.93	3.91	4.05	4	4.7
How well do you know your congregational leadership?	3.95	3.77	3.94	3.92	4.03
How included do you feel in your congregational community?	4.09	3.71	4.05	3.91	3.81
How included do you feel when attending congregational events?***	4.14	3.68	4.16	4.07	4.03
How open do you think your congregation is to interviewing a woman candidate for pastor?	4.42	4.26	4.4	4.36	4.49

Not at all (1), A little (2), Somewhat (3), Very (4), Extremely (5)

* Not including minister only questions and Outreach for Hope questions

** I have not attended an event (6) is removed for this mean calculation

[^] Gender minority includes women, gender queer, and non-binary identifications

Top Ten Lowest rated questions – All responses*



	N	Missing	Mean	Median	SD
In 1988, the GMS passed a resolution to develop "a program of study and action designed to deal with the issue of racial discrimination in the ministry and to direct the program to each congregational council and subsequently to each congregation of the synod" (1988 Res. 13). How aware are you of this directive?	501	108	1.88	1	1.142
How well do you know Greater Milwaukee Synod individual Council members?	548	61	1.92	2	0.912
How familiar are you with any diversity initiatives led by the Greater Milwaukee Synod Council?	525	84	2.55	3	1.039
How open do you think your congregation is to interviewing a transgender candidate for pastor?	510	99	2.6	3	1.135
How familiar are you with any racial justice initiatives led by the Greater Milwaukee Synod Council?	530	79	2.61	3	1.073
How effectively does the Greater Milwaukee Synod communicate its racial justice priorities with you?	495	114	2.83	3	1.104
How familiar are you with any racial justice initiatives led by your congregation?	526	83	2.85	3	1.377
How familiar are you with what the Greater Milwaukee Synod Council does?	549	60	2.9	3	1.003
How important is it to you that your congregational leaders are diverse by sexual orientation?	495	114	2.9	3	1.343
How familiar are you with any diversity initiatives led by your congregation?	527	82	2.94	3	1.308

Not at all (1), A little (2), Somewhat (3), Very (4), Extremely (5)

* Not including minister only questions and Outreach for Hope questions

Top Ten Lowest rated questions – Demographic Comparison*



Heat Map By Question (read across rows)	All	BIPOC	Gender Min.**	Disabled	LGBTQIA+
In 1988, the GMS passed a resolution to develop "a program of study and action designed to deal with the issue of racial discrimination in the ministry and to direct the program to each congregational council and subsequently to each congregation of the synod" (1988 Res. 13). How aware are you of this directive?	1.88	2.09	1.27	1.91	1.62
How well do you know Greater Milwaukee Synod individual Council members?	1.92	2.31	1.83	2	1.84
How familiar are you with any diversity initiatives led by the Greater Milwaukee Synod Council?	2.55	2.71	2.38	2.48	2.41
How open do you think your congregation is to interviewing a transgender candidate for pastor?	2.6	2.71	3.63	2.57	2.84
How familiar are you with any racial justice initiatives led by the Greater Milwaukee Synod Council?	2.61	2.83	2.73	2.56	2.68
How effectively does the Greater Milwaukee Synod communicate its racial justice priorities with you?	2.83	2.46	3.39	2.72	2.78
How familiar are you with any racial justice initiatives led by your congregation?	2.85	2.83	3.43	2.74	2.84
How familiar are you with what the Greater Milwaukee Synod Council does?	2.9	3.06	2.75	3.06	2.92
How important is it to you that your congregational leaders are diverse by sexual orientation?	2.9	3.51	3.88	2.92	4.39
How familiar are you with any diversity initiatives led by your congregation?	2.94	3.09	3.8	2.86	2.95

Not at all (1), A little (2), Somewhat (3), Very (4), Extremely (5)

* Not including minister only questions and Outreach for Hope questions

** Gender minority includes women, gender queer and non-binary identifications

Top Ten Lowest rated questions – By Role**



Role	N	Mean	Median	SD
How familiar are you with what the Greater Milwaukee Synod Council does?				
Laity	434	2.79	3	0.95
Rostered Minister	115	3.67	4	0.89
How well do you know Greater Milwaukee Synod individual Council members?				
Laity	433	1.76	2	0.84
Rostered Minister	115	2.52	3	0.93
How effectively does the Greater Milwaukee Synod communicate its racial justice priorities with you?				
Laity	384	2.7	3	1.1
Rostered Minister	111	3.29	3	0.99
How familiar are you with any diversity initiatives led by the Greater Milwaukee Synod Council?				
Laity	412	2.35	2	0.98
Rostered Minister	113	3.26	3	0.93
How familiar are you with any racial justice initiatives led by the Greater Milwaukee Synod Council?				
Laity	416	2.4	2	1.02
Rostered Minister	114	3.35	3	0.94

Not at all (1), A little (2), Somewhat (3), Very (4), Extremely (5)

** Not including minister only questions and Outreach for Hope questions.

Top Ten Lowest rated questions – By Role**



Role	N	Mean	Median	SD
How familiar are you with any diversity initiatives led by your congregation?				
Laity	414	2.79	3	1.27
Rostered Minister	113	3.45	4	1.31
How familiar are you with any racial justice initiatives led by your congregation?				
Laity	413	2.69	3	1.33
Rostered Minister	113	3.43	4	1.39
How open do you think your congregation is to interviewing a transgender candidate for pastor?				
Laity	397	2.61	3	1.15
Rostered Minister	113	2.58	2	1.09
How important is it to you that your congregational leaders are diverse by sexual orientation?				
Laity	386	2.79	3	1.38
Rostered Minister	109	3.29	4	1.15
In 1988, the GMS passed a resolution...(1988 Res. 13). How aware are you of this directive?				
Laity	389	1.80	1	1.08
Rostered Minister	112	2.18	2	1.31

Not at all (1), A little (2), Somewhat (3), Very (4), Extremely (5)

** Not including minister only questions and Outreach for Hope questions.

Section Means



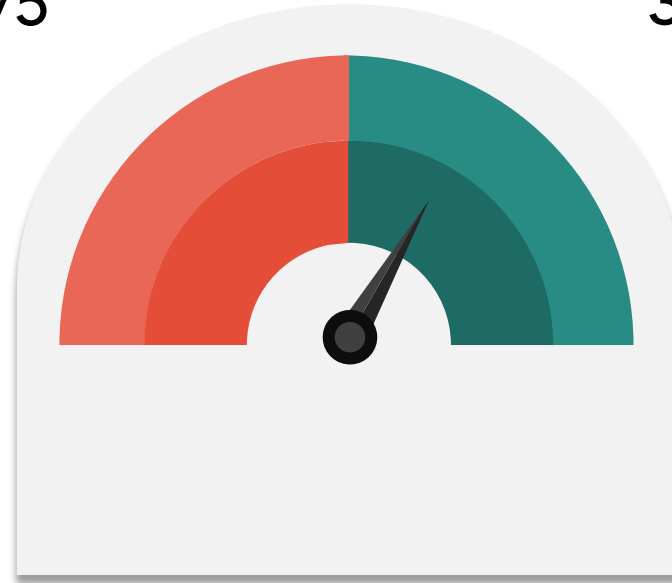
Overall Section Means

Congregational
Openness
3.29/5

Racial & Social
Justice
3.39/5

Activities &
Leadership
3.12/5

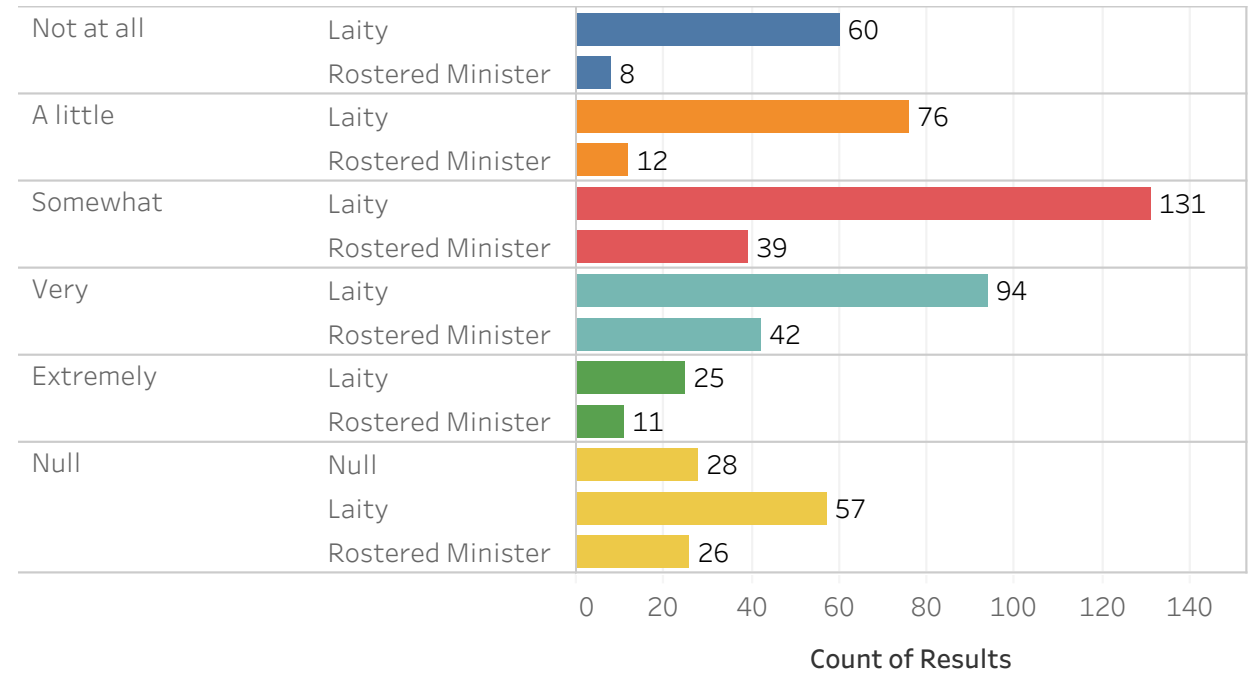
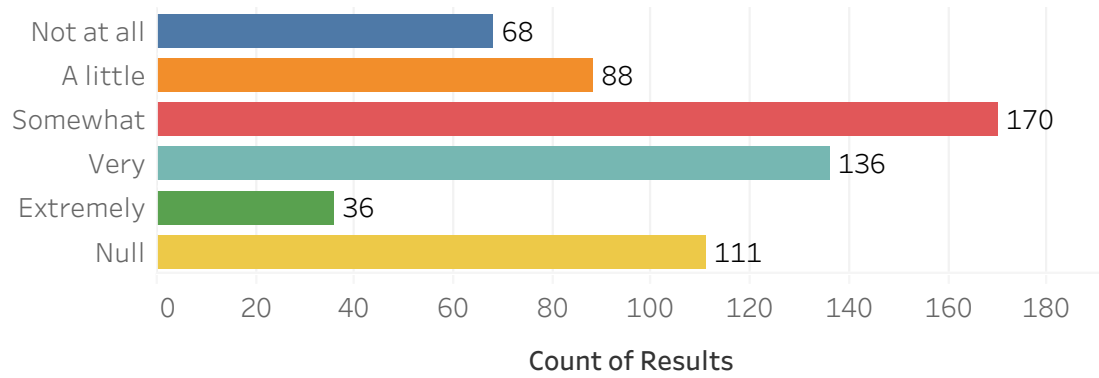
Inclusion
3.55/5



Additional Question Analysis



How clear are the GMS racial justice priorities to you?

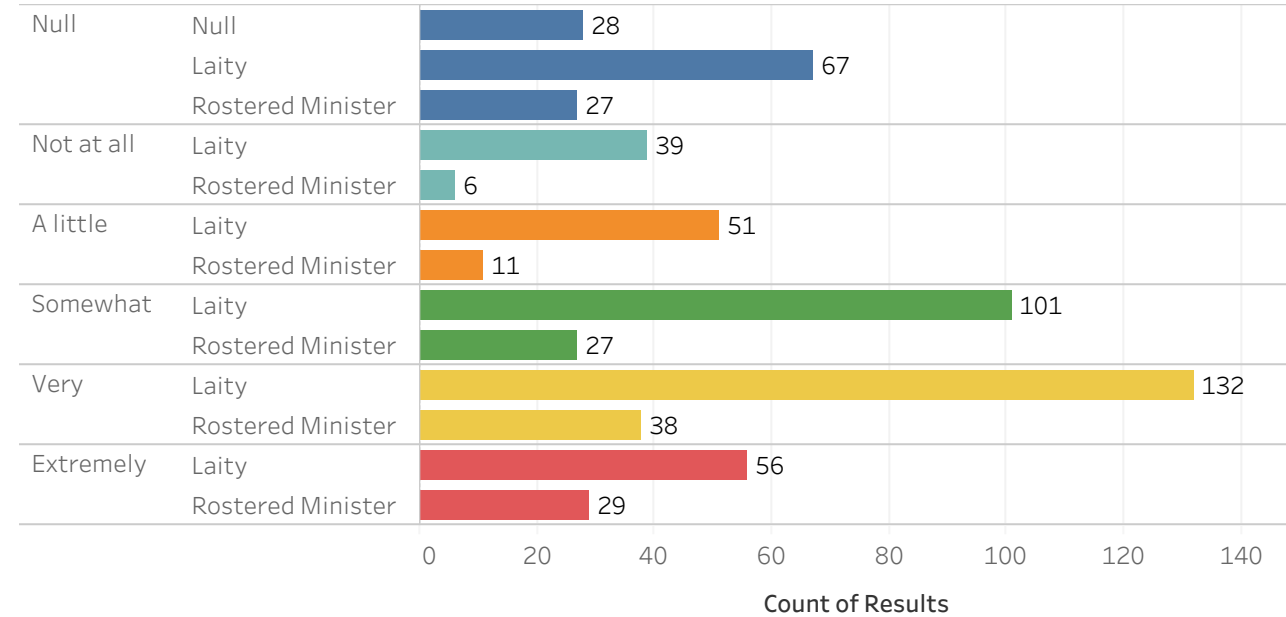


Finished respondents only
 Null means the number of people who did not respond to the question

How important to is the implementation of congregational programs to diversify membership?



	Not at all	A little	Somewhat	Very	Extremely	Null
American Indian/Alaska Native			1	1	2	1
Asian/Asian American			1		1	
Bi/multiracial	1	1	2	2	4	2
Black/African American	2		2	2	6	2
Latinx/Hispanic		1	1	1	3	
Middle Eastern/North African	1					
Western African, Prefer not to answer			1			
White	31	59	116	163	68	85
Another racial identity not listed	3	1	2		1	1
Prefer not to answer	7		1	1		12

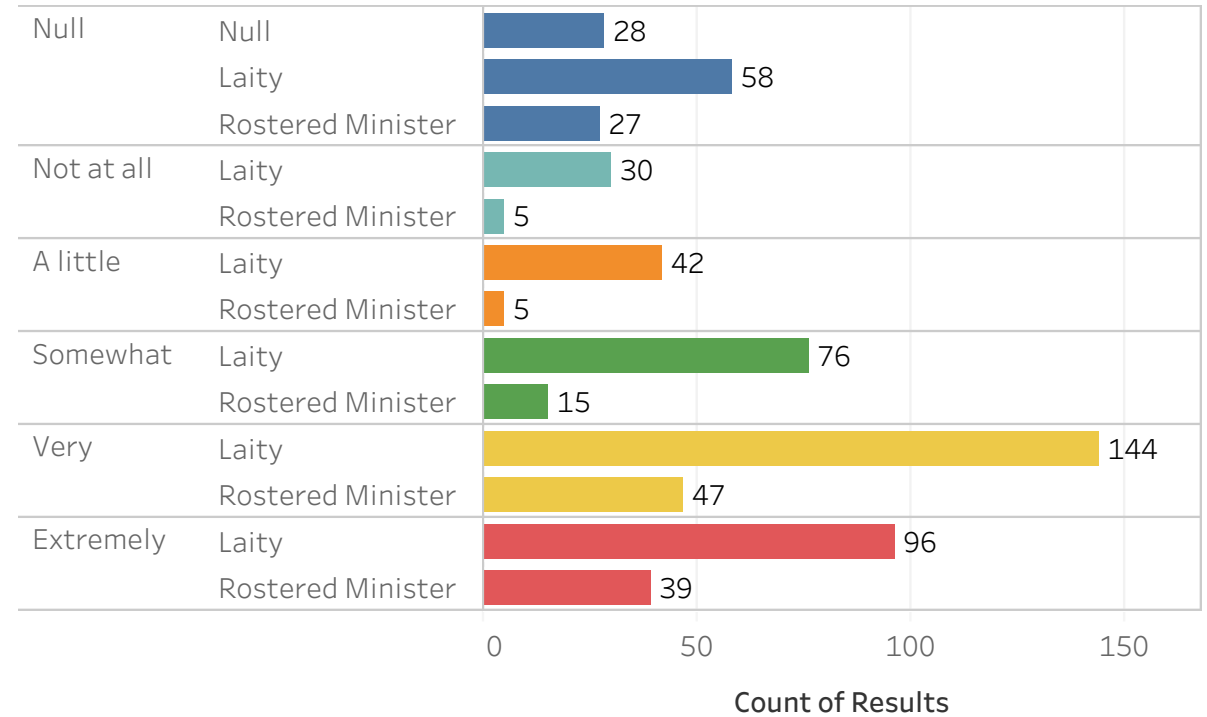


Finished respondents only
 Null means the number of people who did not respond to the question

Importance of congregation regularly talking about connections between faith and racial oppression?



	Not at all	A little	Somewhat	Very	Extremely	Null
American Indian/Alaska Native			1	1	2	1
Asian/Asian American				1	1	
Bi/multiracial		1	3	3	3	2
Black/African American	1		2	4	5	2
Latinx/Hispanic		1		3	2	
Middle Eastern/North African	1					
Western African, Prefer not to answer			1			
White	24	45	82	177	118	76
Another racial identity not listed	3		1	1	2	1
Prefer not to answer	6		1		2	12

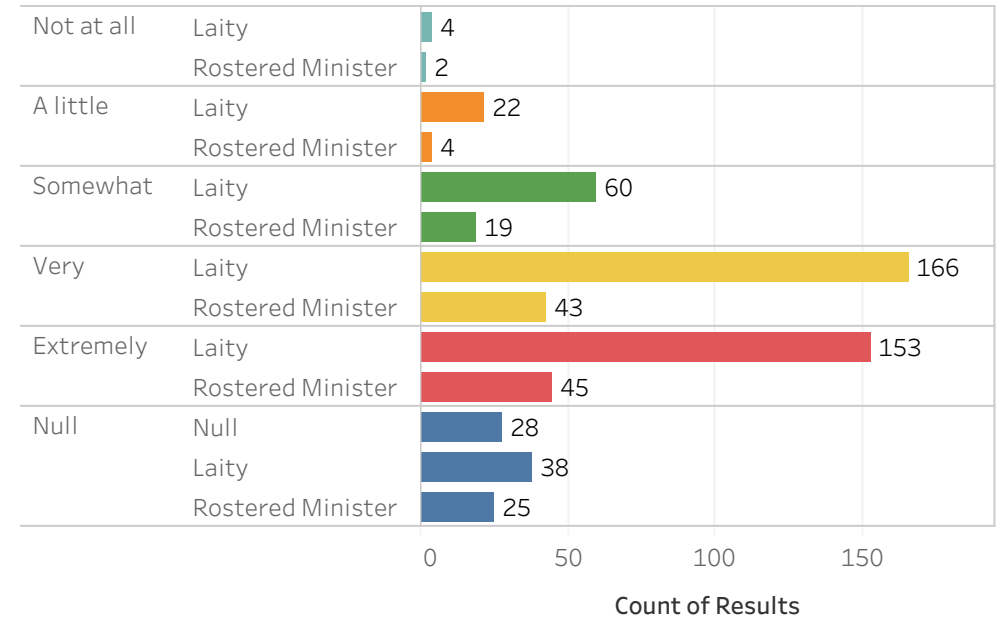


Finished respondents only
 Null means the number of people who did not respond to the question

How included do you feel in your congregational community?



	Not at all	A little	Somewhat	Very	Extremely	Null
American Indian/Alaska Native	1	1	1			2
Asian/Asian American	1			1		
Bi/multiracial			3	4	3	2
Black/African American		3		4	5	2
Latinx/Hispanic		1		4	1	
Middle Eastern/North African				1		
Western African, Prefer not to answer					1	
White	3	19	71	189	182	58
Another racial identity not listed		1	1	2	3	1
Prefer not to answer	1	1	3	3	3	10



Finished respondents only
 Null means the number of people who did not respond to the question

How included do you feel in your congregational community?



	Not at all	A little	Somewhat	Very	Extremely	Null
Asexual			1		3	
Bisexual		4	4	4	5	5
Gay	1		2	2	3	2
Heterosexual/Straight	3	17	65	198	176	54
Lesbian		1	1		3	
Queer				2		2
Another sexual orientation not listed		2	1	1	1	
Prefer not to answer	2	2	4	2	5	8
Null			1		2	20

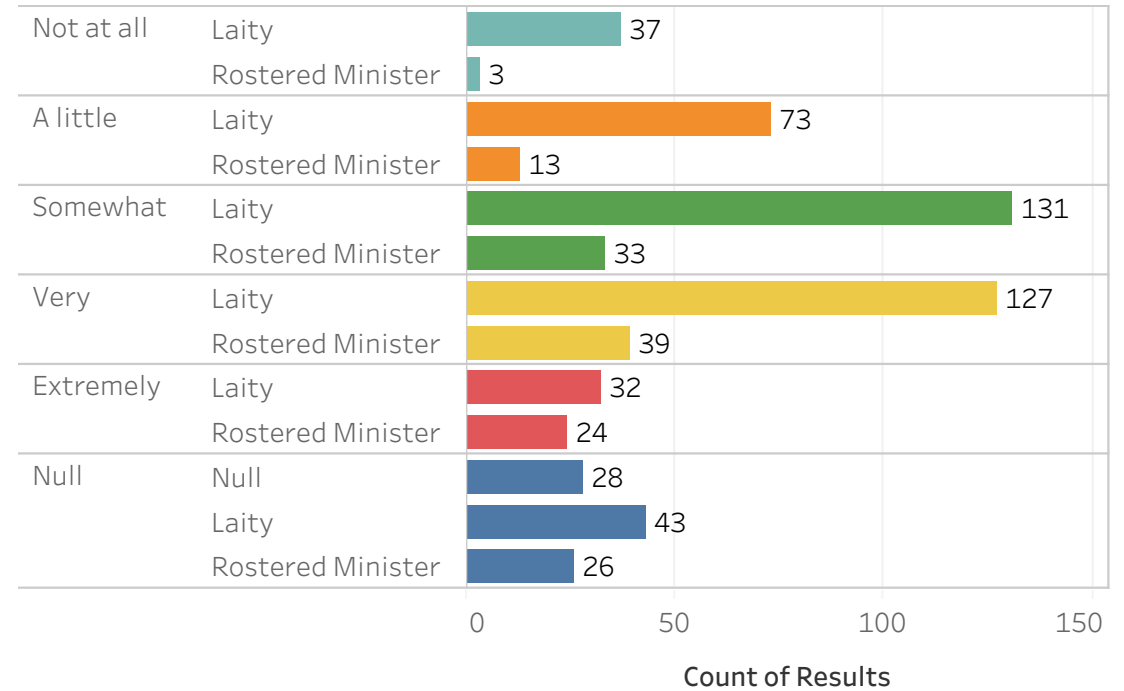
	Not at all	A little	Somewhat	Very	Extremely	Null
Gender Queer					1	
Man	1	4	25	74	79	27
Non-Binary				3		
Woman	4	19	52	127	114	36
Another gender identity not listed		1				
Prefer not to answer	1	1	2	1	3	7
Null		1		4	1	21

Finished respondents only
 Null means the number of people who did not respond to the question

How included do you feel in the GMS community?



	Not at all	A little	Somewhat	Very	Extremely	Null
American Indian/Alaska Native	1	1		1	1	1
Asian/Asian American	1		1			
Bi/multiracial		1	5	4		2
Black/African American		5	3	4		2
Latinx/Hispanic	1	1	2	1	1	
Middle Eastern/North African				1		
Western African, Prefer not to answer		1				
White	33	72	146	153	53	65
Another racial identity not listed	1	3	2	1		1
Prefer not to answer	3	2	5		1	10
Null				1		16



Finished respondents only
 Null means the number of people who did not respond to the question

How included do you feel in the GMS community?



	Not at all	A little	Somewhat	Very	Extremely	Null
Asexual	1	1	2			
Bisexual	2	3	8	4		5
Gay	1	1	2	3	1	2
Heterosexual/Straight	32	71	145	152	54	59
Lesbian	1		2	2		
Queer			1	1		2
Prefer not to answer	3	5	2	3	1	9
Another sexual orientation not listed		2	2	1		
Null		3				20

	Not at all	A little	Somewhat	Very	Extremely	Null
Gender Queer				1		
Man	15	23	54	61	27	30
Non-Binary			1	2		
Woman	23	59	104	101	27	38
Another gender identity not listed			1			
Prefer not to answer	2	3	2		1	7
Null		1	2	1	1	22

Finished respondents only
 Null means the number of people who did not respond to the question