

Survey Results

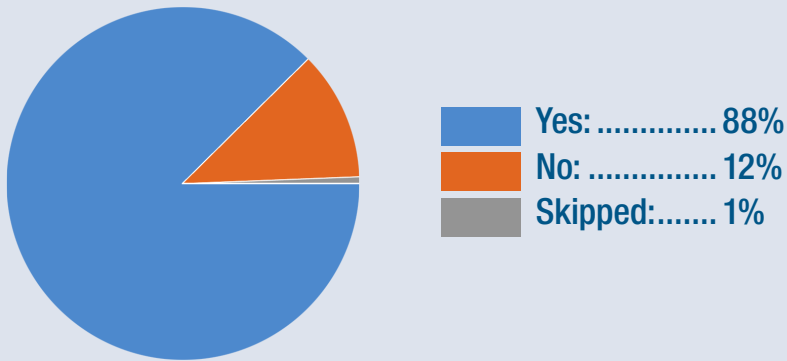


## Reconciling Works

In March of 2021, Nativity Council approved the formation of a small group (Core Team) to begin leading Nativity through the Reconciling in Christ (RIC) Program; a program of ReconcilingWorks. The RIC Program is a way for faith communities to ensure the welcome, inclusion, celebration, and advocacy for people of all sexual orientations, gender identities, and gender expressions in the Lutheran church. The Nativity Reconciling in Christ (RIC) Core Team is pleased to present this summation of the results of the RIC Survey, which was open to the congregation January 30 through February 13. We, the Core Team, were so pleased that 161 submissions of the survey were received and wish to express our gratitude to all who took the survey.

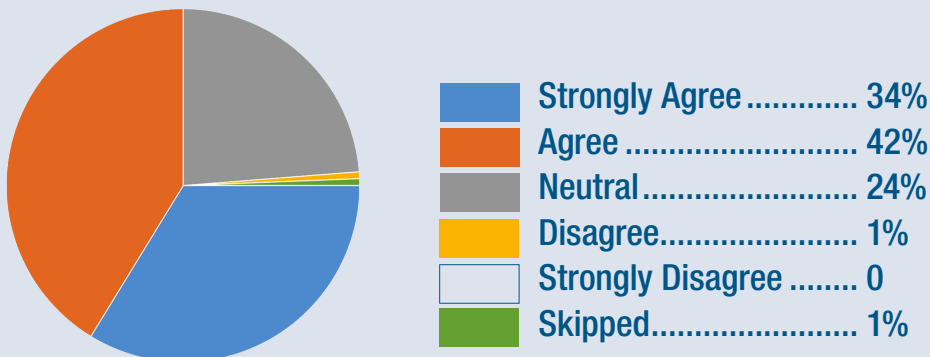
# QUESTION ONE

**Nativity began its RIC Process in March 2021. Are you aware of Nativity's participation in this process?**



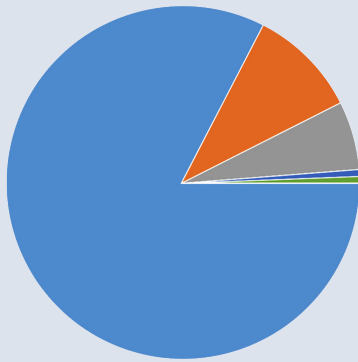
# QUESTION TWO

**Nativity RIC Core Team has offered opportunities to the congregation for engaging in the RIC process.**



## QUESTION THREE

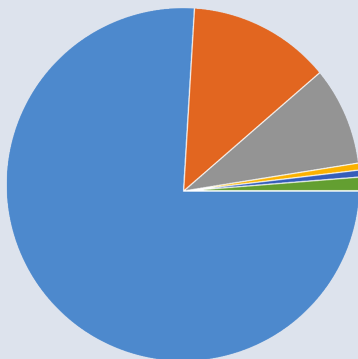
**As a member of Nativity, I support the church's commitment to welcoming, including, and celebrating people of all sexual orientations, gender identities, and gender expression.**



Strongly Agree .....	83%
Agree .....	10%
Neutral .....	6%
Disagree.....	0
Strongly Disagree .....	1%
Skipped.....	1%

## QUESTION FOUR

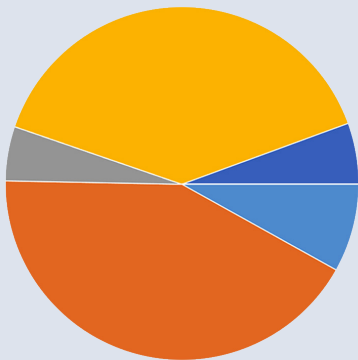
**I support Nativity becoming an RIC Congregation.**



Strongly Agree .....	75%
Agree .....	13%
Neutral .....	11%
Disagree.....	1%
Strongly Disagree .....	1%
Skipped.....	2%

# QUESTION FIVE

Some of the RIC process offerings provided by the Core Team have been: RIC Table in the Commons; 1-on-1 conversations; educational and devotional materials; books and book groups; messages in worship; “Meet Your RIC Core Team” video series; and open invitation to the congregation for feedback and/or questions. Select the statement that best describes you:



■ "I have engaged in the offerings provided by the Core Team, and it did not change my initial opinion about becoming a RIC Congregation."

Engaged and Opinion Not Changed: 45%

■ "I have not engaged in the offerings provided by the Core Team, and my initial opinion about becoming a RIC Congregation has changed."

Not Engaged and Opinion Changed: 5%

■ "I have not engaged in the offerings provided by the Core Team, and my initial opinion about becoming a RIC Congregation has not changed."

Not Engaged and Opinion Not Changed: 41%

■ Skipped..... 5.6%

■ "I have engaged in the offerings provided by the Core Team, and it changed my initial opinion about becoming a RIC Congregation."

Engaged & Opinion Changed: 9%



- 161 survey submissions were received.
- Five survey participants asked for follow-up conversations with members of the RIC Core Team.