

### Reading Assignments

Group 1 First names begin with A - G

What is the most important difference Unitarian Universalism could make?

pp. 6, 7, 9-11

What are the challenges your congregation or UU community faces, and how could a neighboring congregation help you with this?

pp. 13-15 (note these are consecutive pages)

Group 2 First names begin with H - L

If we were meeting 3 years from now, looking back, what would have happened within Unitarian Universalism for you to be proud of the progress made by the UUA?

pp. 17-22 (as printed on pages)

Group 3 First names begin with M-Z











Same questions and pages as group 2: pp: 17-22

1. Are there any particular themes or patterns in the data? What are they? What quotes best illustrate them?

2. Are there any particular comments that fit the description of “higher ground” in the quote below?

‘Encourage attention to higher ground rather than common ground. Although we do ask people to discover patterns and trends in the data, we also encourage them to seek out the lone, inspired voices - the individual stories, quotations, or comments that have the capacity to revolutionize the way they see themselves and their organization... They serve as triggers that set off meaning making. They are generative in their capacity to make the exceptional seem plausible. They awaken the impetus and courage for transformation.’ *The Power of Appreciative Inquiry, Diana Whitney and Amanda Trosten-Bloom*

1. Did this conversation include (check all that apply)

		Response Percent	Response Count
called or elected congregational leaders, i.e.: called minister or board president?		50.6%	45
other elected leaders, such as board members?		32.6%	29
General Assembly delegates?		18.0%	16
Youth?		1.1%	1
Children (or their proxies)?		0.0%	0
Young Adults?		23.6%	21
UU seminarian or recent theological school graduate		5.6%	5
Former UUs, not now attending or members of a congregation?		5.6%	5
People who represented the heritage, traditions, and ideals of UUism?		44.9%	40
People who represented the values of our Vision of Beloved Community?		44.9%	40
A connection with the Spirit of Life, love, and the holy?		24.7%	22
	Other (please specify)		13
		<b>answered question</b>	<b>89</b>
		<b>skipped question</b>	<b>3</b>

Page 2, Q2. What did you hear?

1	Want to make a difference for good/justice in the world. Expand the reach of our individual congregations.	Apr 4, 2013 1:03 PM
2	There is a unique opportunity right now to make the connection between climate change and our AR/AO/MC values in that it is the traditionally marginalized who are most impacted by climate change. This is an opportunity for a faith community, and an excellent space for Unitarian Universalism to fill.	Mar 25, 2013 10:04 AM
3	a) Truly focus on helping people to transform themselves into greater a greater bearers of love in every aspect of their lives. b) Truly listen to each other and encourage each other in our ongoing conversion. c) Continue to join with other religious organizations to build public conversation and public conversion toward love on big issues such as - global economic justice, global development of sustainable ways of living, global transformation away from domestic violence, economic violence, social violence, war and military violence.	Mar 21, 2013 12:42 PM
4	We talked about reframing outreach to those who define themselves as "spiritual but not religious" and "none." As ministers, we are often called to defend "religion," but maybe we're going about this the wrong way.	Mar 8, 2013 11:06 AM
5	Reorganize	Feb 20, 2013 8:09 PM
6	We have something to offer those who seek beloved community.	Feb 20, 2013 7:23 PM
7	Always has thought of UU as a haven for all kinds of people. She would like to create a bigger presence so that others could find us more easily.	Feb 20, 2013 7:11 PM
8	That it is important to make a difference in the here and now, do the right things solely because they are the right things to do, not for any reward either now or in the future (hereafter), that do the righting makes a difference in who we are. Modeling love not hate	Feb 7, 2013 6:22 PM
9	Overall increase in the happiness of people. lots of people think "I'm happier because of UU."	Feb 1, 2013 1:12 PM
10	We can provide a home for many of those who have views and beliefs consistent with our principals and who currently have no religious community	Jan 5, 2013 2:35 PM
11	UUs promote equality and acceptance, not an emphasis on the bible. We talk more about current issues and we learn about the world issues we try to make a positive difference. Justice equality.	Jan 5, 2013 7:45 AM
12	Possibilities for our movement to be a strong active presence in social justice	Dec 31, 2012 2:46 PM
13	This lay leader has put lots of energy into getting our congregation into the print media. She also helps produce our radio show and will be helping out on our new cable TV show. She believes in getting the word out through media	Dec 31, 2012 2:44 PM
14	Capacity of UU to be a strong liberal voice on social issues	Dec 31, 2012 2:41 PM
15	Gratitude and hope that UU will grow and change the world	Dec 31, 2012 2:39 PM
16	a deep longing that we could be a stronger voice in the world	Dec 31, 2012 2:36 PM

**Page 2, Q2. What did you hear?**

17	Found first question the most interesting: since our congregation is the largest in our area, two of the questions did not seem applicable.	Dec 31, 2012 2:34 PM
18	This person is passionate about climate change, appreciates our focus on that issue, but would like us to do more.	Dec 27, 2012 8:26 PM
19	Possibility of the power of our voice in the public square	Dec 27, 2012 8:21 PM
20	Hope that we can help change the world	Dec 27, 2012 8:18 PM
21	went directly to what UUism had done for her in transforming her life, e.g.: ability to ask questions without having to have the answers, find my own answers to life, "no right or wrong". "There are so many ways here to learn to consider things: worship, Personal Theology (a church program), conversations with others [in the UU community]	Dec 20, 2012 4:19 PM
22	transforming lives as a way of transforming the world	Sep 14, 2012 8:50 AM

**Page 2, Q3. Please identify any "quotable quotes" from the conversation.**

1	"More emphasis on inherent worth and dignity; more emphasis on sharing resources equitably in society" "Need more RE resources" "UUism should change individuals, families, and our culture towards love and beauty."	Apr 4, 2013 1:03 PM
2	I think the best thing we could do to help would be to continue to encourage people to look at their world through unclouded eyes.	Mar 31, 2013 1:51 PM
3	To continue being openminded, fair, tolerant and transparent. In addition: continue helping others to help themselves.	Mar 31, 2013 1:50 PM
4	The simple answer is the UU community offers individuals the freedom to come together in a supportive community to search for truth an meaning in their lives and work for a just and peaceful world	Mar 31, 2013 1:49 PM
5	The single most important difference our denomination can make is to be a model of a "new way to do religion". Although it is not new to us, the concept of a community committed to exploring what is a good and spiritual life and to living that in their lives without the crutch of a creed or test of faith is unknown to most of the world. Being a liberal religion and educating the world about what that means is how we make a difference	Mar 31, 2013 1:48 PM
6	teaching unconditional love and acceptance AT ALL LEVELS. Focusing on the "unnecessary" divides that prevent world peace, prevent democrats and republicans from working together... focusing UU healing on that space that separates one human being from another. A kind of existential HEALING.	Mar 31, 2013 1:47 PM
7	....Unitarian Universalist could make a difference by letting more people know that a wonderful religion awaits them, where they will be fully accepted! The more members we have, the more good work that happens. Also, wish we could encourage other religions to be more inclusive. It's just amazing to me that some "houses of God " can cause such hurt to people.	Mar 31, 2013 1:46 PM
8	The most important difference UU can make is to help those unfairly treated in America by discrimination (race, religion, orientation, immigration) or family circumstance (poverty, lack of education) to improve their opportunities.	Mar 31, 2013 1:44 PM
9	After listening to all the moving testimonials of our youth last Sunday, I was left with a powerful sense that our faith has to renew its commitment in meaningful ways to our youth. It is through them, that we will change the world.	Mar 31, 2013 1:42 PM
10	Reorganize, - Thank You	Feb 20, 2013 8:09 PM
11	We could end people's need for violence by promoting equality, and providing routes to justice.	Feb 20, 2013 7:23 PM
12	Love that we are the place for "ex-prebyterians, members of GLBT community for who a safe haven is hard to find.	Feb 20, 2013 7:11 PM
13	This is the life we have, do right to make the world better now.	Feb 7, 2013 6:22 PM
14	I was very busy with school, then and now, so Sundays was and is hard but whenever I did go, I would have this lingering feeling of happiness for days after. I think it would be great lots of people thought "I'm happier because of UU."	Feb 1, 2013 1:12 PM

**Page 2, Q3. Please identify any "quotable quotes" from the conversation.**

15	1)"I am being raised Christian but I didn't like it, we didn't explore other religions like UUs do". 2)UUism makes me a better person."	Jan 5, 2013 7:45 AM
16	Trying not to be overly-broad, I would say that for the UUA to stand up and speak out for every person's right to live in safety with clean water, clean food, warm clothing and appropriate housing. I would like to include every species in terms of clean water, food and appropriate habitat.	Dec 31, 2012 2:46 PM
17	TROY I believe that Unitarian Universalism IS making huge differences in the way our country and beyond overcome prejudices - against other races, religions, the impoverished, the mentally and physically challenged, and the LGBT community, and we walk our talk when it comes to the environment. Yet not wanting to sound like a broken record, I still think there is twice as much that we could do if only our numbers were greater - much greater. What we do, which is stunningly expansive, we do so very very well. It's just that we're the best kept secret out there. If our numbers were greater, the difference we could make on this planet would be that much greater. We need to be a well oiled marketing machine for starters, and then the rest will fall into place. We occupy a niche that is appealing to so many, yet we do very little to shine the light on it. We need to hustle - all the time. Does Coca Cola prop its feet up and say - "well, we've had a good ad campaign, people are aware of us - now we can relax." And I'm not talking about just paid advertising - I mean free publicity.	Dec 31, 2012 2:44 PM
18	Foster a more healthy dialogue on religious and societal behaviors (i.e. role of women, use of contraception, reducing consumption, recognizing and appreciating diversity in all its forms)	Dec 31, 2012 2:41 PM
19	Sometimes I wonder if we are doing all we can to help make people aware of our faith and how it can be a place for people to be part of a supportive community when other organized religions may not feel right. The seven principles are common ground that many, many people can agree on. And I believe that the more of us who join in community around the seven principles, the more peaceful the world will become.	Dec 31, 2012 2:39 PM
20	If only we could get our message of acceptance and understanding to more people. If there were more of us we could do more to help others, to influence public opinions, to offer a community of caring to those who want and need it.	Dec 31, 2012 2:36 PM
21	Letting people know that there is an ethically-based religious community that is open to skeptics, agnostics, atheists and those who have outgrown their traditional religious background, whatever it may be.	Dec 31, 2012 2:34 PM
22	To take the lead and sound the alarm about Global Climate Destruction by divesting from all fossil fuel companies ( if they have not already done so?) and spreading the word of these actions so member churches will do the same.	Dec 27, 2012 8:26 PM
23	Right now, I think the best use of our UU energies would be support a common sense discussion of the difference, value and priority of inalienable human and social rights as opposed to legislated governmental/political freedoms, especially as it applies to is issue of responsible gun ownership.	Dec 27, 2012 8:21 PM
24	The UUA has historically forged vanguard positions on race relations, gender identity, immigration and theism / atheism. We should remain in the vanguard of	Dec 27, 2012 8:18 PM

**Page 2, Q3. Please identify any "quotable quotes" from the conversation.**

whatever the leadership judges is the most needy area within that range

25	"I think about Peter saying we have a religion for the "nones" who have our values, but what would make someone who is fully content NOT to have a faith, walk in our doors?"	Dec 20, 2012 4:19 PM
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26	"bless the world with our gifts" "Helping people find that place in themselves to make the world a better place" "Unitarian Universalism is an abstraction; it is in groups, in people, that we are going to make a difference--personal transformation, caring for one another, transforming the world." "It has to start with individuals in congregations; those 600,000 out there couldn't make the change without a congregation."	Sep 14, 2012 8:50 AM
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Page 3, Q4. What did you hear?

1	I think being in relationship with another congregation somehow calls us to be our best selves, to call us to accountability. What if we met with another congregation to deliver our annual report, and give them a tour of our building and community to show them how we are engaged. And then we return the favor by being the guest of another congregation to hear their report, and join them on their tour. And that we do this with with a different congregation every year, so that we don't fall into routine.	Mar 28, 2013 8:43 PM
2	From Laura that she would like to see Unity (her congregation) working in an interfaith effort to deal with AR/AO/MC issues. This led to an interesting discussion with Kurt joining on the relative merits of a mostly white interfaith group dealing with their own issues of white privilege vs. in partnership with African-American or Latino/a churches on common issues related to social justice. Both participants took "congregation" to mean outside of neighboring UU congregations.	Mar 25, 2013 10:11 AM
3	We talked largely about the voice of UUism in a larger progressive, religiously pluralistic, interfaith movement. How prepared are we (and our leaders) to meaningfully engage in interfaith dialogue? How prepared are we to lead social change towards religious pluralism?	Mar 8, 2013 11:05 AM
4	Being the community we claim to be but are not yet requires more work.	Feb 20, 2013 8:18 PM
5	How can we move from thinking to doing?	Feb 20, 2013 8:05 PM
6	Connecting with the larger UU community...	Feb 20, 2013 7:57 PM
7	WE are losing the ability to jointly celebrate significant events. We need to share educational opportunities and encouragement.	Feb 20, 2013 7:52 PM
8	As a congregation in a college town, one of their biggest challenges is the transient nature of the community. Both students and faculty are there for a limited amount of time so membership numbers, if they even join, are constantly changing. Especially with the students, new members do not mean a growth in financial resources. They are growing and nurturing future members for other congregations. How others could help? Financial and resource support from the Assn, acknowledging the unique role these college town congregations play. Also, forming clusters with other similarly-situated congregations, maybe with a facebook page or occasional online meetings to share ideas and experiences and challenges, or opportunity to meet together in person.	Feb 12, 2013 12:47 PM
9	The biggest challenge for her small congregation is not having a minister, especially for pastoral care. A neighboring church and minister might mentor or advise them on providing pastoral care and avoiding missteps. Also, it is a challenge to get the congregation connected to the larger UU community. Just having a relationship with another congregation would ground their activities more in the faith than social or even advocacy interests.	Feb 3, 2013 9:46 AM
10	Other UU congregations, arge or small, could partner with us to develop a quality leadership development program that was not just more affordable because more were participating but also one that provided a variety of insights and learnings.	Jan 31, 2013 4:14 PM



**Page 3, Q4. What did you hear?**

11	Social Justice. We would like to know what our neighbors are doing, and would like to welcome folks from other UU congregations at "our" events and be welcome at "theirs."	Jan 26, 2013 12:12 PM
12	Our current challenge is having a larger, more diverse (age and ethnicity) committed congregation. We are already active in cluster activities but could benefit additionally by having a closer relationship with with the nearby Cong of the Lowcountry.	Jan 5, 2013 2:39 PM
13	She said she chose this question because of the second part. She was recently contacted by a neighboring congregation of a similar size about strategic planning, which is currently going on at her church. Then she identified several current issues, including trust between leadership and several groups of members. She was unsure of how she would reach out for help to other congregations, because it was "airing dirty laundry".	Dec 20, 2012 4:29 PM
14	UUs pride themselves on their intellectual tradition, but congregations have no connection or knowledge of persons doing work; we would like to do academic work accountable to UUism, but have no way of being in relation except through our intentions	Dec 18, 2012 5:16 AM
15	A big challenge we are facing is the over-scheduling of people's lives in general. How do we, as a church, not just add to this over-scheduling, but provide a meaningful alternative to that kind of life? I especially have families, kids and youth in mind, but it applies to adults just as much. It's hard to get volunteers to feel really good about volunteering when they're already feeling overloaded. I think we'll continue to move toward professionalization of what used to be done by volunteers. To the extent that we can provide training and resources to non-ordained staff to support the ministry of the church. We've already seen the professionalization of administrators, religious educators, musicians--but we need to move toward membership coordinators, communications/outreach. The UUA can provide templates and resources which can be replicated from congregation to congregation. This has already happened in many ways. It has been helpful, for instance, to have the UUMN set standards and resources. Use web technology better. For instance, have a centralized podcast server that everyone can use. Help with branding of our faith tradition that congregations can use. IT support in general. Blueprints for church wireless set-up, for instance, so we don't have to hire expensive consultants.	Oct 16, 2012 3:42 PM
16	Challenges:1) inadequate structured time for meaningful conversation; growth happens in small groups; space for trust, intimacy, and deep sharing. Small group ministry is the thing to work on. 2) need better modes of communication with young people (under 45); the technology exists but somebody needs to build a better website, e.g., podcast of minister preaching, an electronic calendar Resources: need a group of people who agree on these priorities and have the skill and time to do it; have 39 committees; too few people wearing too many hats; everybody is pretty much handling 5 jobs; need to prioritize the work.	Sep 15, 2012 11:14 AM

**Page 3, Q5. Please identify any "quotable quotes" from the conversation.**

1	"Inter congregational accountability!"	Feb 20, 2013 8:18 PM
2	"We aren't as different as we think."	Feb 20, 2013 8:05 PM
3	Clusters can help with this by organizing meetings, not just for the congregational leaders but for entire congregations.	Feb 20, 2013 7:57 PM
4	We should have "intertwining" churches	Jan 26, 2013 12:12 PM
5	NA	Jan 5, 2013 2:39 PM
6	She quoted two questions from recent presentations at a congregational meeting: "where will our next 200 members come from" and "what keeps us from personally spreading the good news".	Dec 20, 2012 4:29 PM
7	Some of our wisest people get bogged down with administration. When people are governing, the challenge is allowing them to experience spiritual growth before they burn out. When people see that, it doesn't help in attracting sequential leadership.	Sep 15, 2012 11:14 AM

**Page 4, Q6. What did you hear?.**

1	Need for more 'alternative' worship times, styles, themes, etc. Need to make UUism more relevant for working-class young people.	Apr 4, 2013 1:09 PM
2	We would have decided to go to every other year GAs, with regional assemblies in between. This makes it more affordable for people to attend. I can afford to go to Long Beach, or even Salt Lake, but not Boston or Louisville.	Mar 31, 2013 1:51 PM
3	Our congregations would be working extensively with other non-UU organizations engaged in Social Justice, through Congregationally Based Community Organizing or other partnerships.	Mar 31, 2013 1:48 PM
4	UU voices would be heard and seen regularly, at every level of community, across the land.	Mar 28, 2013 8:39 PM
5	Pride about upcoming marriage equality that people expected, and UUA's part in it. And someone said--to the nods of others--that she wished the UUA would do the same thing with climate change legislation. The focus was on public witness, generally--that's where the conversation went, with how clusters could get organized around making a difference through legislative ministries, etc. No mention of growth in membership, retention of marginalized groups within Unitarian Universalism, etc. Just how the public national debate could be impacted by Unitarian Universalism.	Mar 25, 2013 2:38 PM
6	1) Spirit-filled worship. 2) Funding of our theological schools that is on par with how other denominations fund theirs. 3) Something to replace YRUU.	Mar 15, 2013 11:28 AM
7	I'd like to see people live their lives based on UU principles. I'd like to see the groundwork done with our communities of color to begin to look at the class question. I would like to see people identify and be with each other as UUs instead of ex-(fill in the blank childhood religion).	Mar 15, 2013 11:27 AM
8	We spend some real time looking at how we function as an institution and what that says about our class expectations... for instance, I know whenever the UUA invites me anywhere, I stay in a fancy hotel... fancy on UUA dime.	Mar 15, 2013 11:26 AM
9	Mine is so personal - that a bisexual, disabled 1/18 Shoshone Indian Neo-Pagan polyamourist is ordained, fellowshipped and encouraged on her way with resources and support to bring the good news of UU to the fringe folk who falter in isolation. 3 years.	Mar 15, 2013 11:25 AM
10	That the active discouragement of people who want to do ministry in the "abandoned places of empire" will stop.	Mar 15, 2013 11:25 AM
11	Would like to see more activity in two areas. First, need youth and young people to be more integrated into the church community instead of separate. They need to remain connected and to have strong RE programs. Second, congregations need to be more visible and active on social issues.	Mar 10, 2013 10:55 AM
12	We will have moved beyond our anti-authoritarianism. We will have stellar worship and music in each and every one of our congregations. We will understand ourselves as stewards and we will give to support our faith at a sacrificial level.	Mar 9, 2013 1:05 PM

Page 4, Q6. What did you hear?.

13	Ok, then... That we will be truly aware of our idolatry of process. We are the Velveeta of denominations, defined by our processes. No wonder GA is so important, it is a sacramental act. Once we see that processes cannot save much less grow us, we will have to the tougher question: have we a 'saving message' for the world not just ourselves.	Mar 9, 2013 1:05 PM
14	that even worship music will reflect a new paradigm: upbeat, joyful for the most part. with banjos.	Mar 8, 2013 11:22 PM
15	We will have figured out that our classism is making us increasingly irrelevant and will be taking steps to learn about how to undo our systematic methods of making poorer people unwelcome in our congregations.	Mar 8, 2013 11:21 PM
16	That we have seen no examples of power struggles for the puny amount of power involved within Unitarian Universalist circles. It's so weird to see folks playing "king of the mountain" on a two inch rise.	Mar 8, 2013 9:12 PM
17	We have real support and a sense of institutional culture that supports moving ministry into the bars and coffeehouses and streets and homes and public parks around our congregations. Less edifice complex!	Mar 8, 2013 6:18 PM
18	We will be mission driven....we, as an Association will craft a mission (not a mission statement) of service and outreach in a way that speaks to the needs of the people in the 21st century....in a way that also speaks to us UUs as a spiritual community with a spiritual vision,. It means that we do not jump from issue to issue every year based on a few thousand UUs voting at GA. A sustained mission that is so basic to what Unitarian Universalism means and can be in the world that it surpasses the individual (person, committee, congregation, administration, and maybe board) need to be center.	Mar 8, 2013 4:20 PM
19	We will be able to have vibrant congregations appealing to all people--and we will NOT be having committee meetings every week over some silly detail	Mar 8, 2013 3:58 PM
20	#1: That in calling ourselves "an association of congregations," we don't forget about people. #2: A concrete way of assuring that people are heard: Institute an ombuds office at 25 Beacon, and encourage our various congregations and other institutions to do the same. #3: Revamp and re-energize our outreach to, and advocacy for, marginalized sexuality communities.	Mar 8, 2013 3:57 PM
21	1. That fewer people say "isnt' that some kind of cult"? 2. Our social justice actions speak more or at least as loudly as our words. 3. We have youth and young adults in positions to observe and develop leadership skills as a constant, not as after thoughts. 4. That articulate, talented, and passionate People of Color are seen as the norm within our congregations and not the the exception. 5. That opportunities to gather annually as identity groups is valued and supported financially by congregations, regions and the UUA. 6. That opportunities to learn about, practice and deepen spiritual practices are accessible in as many formats as possible so people can access even if the majority of members in their local congregation do not ascribe to the same religion or spiritual practice. 7. That we are the place where ministers of color, with disabilities and/or who are GLBT receive the same opportunities to candidate and be called as a white, male, able bodied heterosexual minister. 8. And that wherever in the country a visitor enters a UU congregation, they be welcomed openly and leave with a good experience	Mar 8, 2013 3:56 PM

Page 4, Q6. What did you hear?.

they will share with others.

22	I'd feel proud to say "Wow, we as a denomination finally stopped lamenting the lack of racial and socioeconomic diversity, and we (all of us) decided to really start examining white privilege, class privilege, ability privilege, etc., not from a place of defensiveness or guilt, but from a place of lovingkindness and openness to radical transformation. And while we did that personal growth work, we really used our hands and our feet more than ever in our congregations to DO social justice work, alongside others who wanted to work with us, not charity work for others but transformative work, as a part of our community(ies). We feel so much more authentic now, to me. So much less elitist. (Accidentally elitist. Never intentional to begin with.) We are getting out of our own way so effectively. We are so much more effective interfaith partners in our communities. And our racial justice work and economic justice work is so meaningful. And huh! Wouldn't you know it, slowly, many of our congregations are actually beginning to become more racially and socioeconomically diverse. We feel like a Denomination of Change now. More than ever. Changing ourselves, as individual UUs, changing congregations, and changing the world, for the better, with our progressive partners (other denominations and partners in pursuit of justice.) Man, UUism is a denomination on the move! It's so exciting!"	Mar 8, 2013 3:55 PM
23	That UUism becomes more of a religion and less committee meetings and discussion groups. Touching my head and heart are wonderful, but I want a church that touches my spirit more.	Mar 8, 2013 2:51 PM
24	We will have saved 25 Beacon & renovated it to be a historically useful, purposeful landmark of our living tradition, while finding a suitable close by alternative to house our daily operations, regularly scheduled governance, & larger community needs.	Mar 8, 2013 2:50 PM
25	I'd like to see our congregations look more like the America we live in, and not a suburban subset.	Mar 8, 2013 12:57 PM
26	95% Annual Program Fund average! It sounds mundane, but from this administrator's point of view, it's hard to make good things like resources happen without the ability to fund those resources ...	Mar 8, 2013 12:55 PM
27	UUA headquarters would be reduced to a tiny portion of its current size and all the money saved would go to strengthening congregations -- helping them to pay for more minister than they could otherwise afford, or paying for youth to go on mission trips, paying for leadership training for board members. (Yes this happens, but I'm talking about multiplying it a thousand-fold and bringing it to congregants much more aggressively.) GA only once every three or four years.	Mar 8, 2013 12:54 PM
28	The ratio of action/change to meetings/emails/committee discussions went from 20:80 to 80:20	Mar 8, 2013 12:53 PM
29	I would be proud to see that Unitarian Universalism was re-committed to its essential religious mission- to give meaning to human experiences and direction to human community. Im sure there is a sexy/modern/relevant way to express that primary purpose. To adhere to that religious mission is to not only be a religion for our time, but a religion for all time.	Mar 8, 2013 12:52 PM

**Page 4, Q6. What did you hear?.**

30	I am guessing that our transition to District and Regional Assemblies rather than General Assemblies will make me proud. I am hoping our congregations will do more collaboration toward community service and social justice rather than seeing each other as competition.	Mar 8, 2013 12:51 PM
31	That our governance has become transparent. Instead of saying "We can't do that," the UUA learns to say "We have to find a way to do that."	Mar 8, 2013 11:34 AM
32	We'll broaden, deepen, and otherwise improve our congregations' worship life, inviting UUs to a new depth of spiritual maturity and identity (this is not, to use a term above, navel-gazing.) My observation is that some of our congregations are drowning in worship that mostly conveys information about the next big social justice project. People's spirits are shriveling as they hunger to connect to that which is larger than us, to build us up for our work in the world. I'm *very* proud of Standing on the Side of Love and don't view spiritual depth as precluding our bold prophetic activism... and, I dream of a commitment to sensory-rich, Spirit-filled UU worship.	Mar 8, 2013 11:31 AM
33	We would find the will and the way to address sexual and other misconduct by religious professionals in an open, healing, and transparent way which puts congregations and victims first. We would be an example for gender justice without allowing our PC tendencies to get in our way.	Mar 8, 2013 11:30 AM
34	The UUA would have made significant efforts to get the word out in the whole US about who we are. Once people find us, it is up to our congregations to provide radical hospitality, develop relationships, be involved with social action, and have the programming necessary to grow us as individuals and as a community. But often we just don't have the funds or ability (staff, skills) to "advertise" who we are and what we're all about in a meaningful and sustained way. Get our light out from under the bushel!	Mar 8, 2013 11:17 AM
35	That our congregations will stop with the apathy and be ready to do some REAL work. Scholarships would be made actually accessible where you don't have to front all your money to get there and then get reimbursed because that really isn't plausible. That we stop talking about everything and actually do things. We tend to over analyze everything as a denomination and then act, but by doing that, we typically then are acting on outdated information, and often, the information we need is actually in the field. Also some real progress on mental health issues. Why is there no RE curriculum on that, especially for high schoolers who need that information when they graduate and go off to do whatever they are going to do. A lot of mental illness shows up after high school and I have yet to see any major movement on standing on the side of love with these people. Why do we not make posters about 'No Matter Your Brain Chemistry: You are Welcome Here' Why is that rarely mentioned? Okay getting off my soap box now...just a few things really close to my heart	Mar 8, 2013 11:12 AM
36	The vast majority of our congregations will be clear about their purpose - why they exist in their particular context - and there will be ministers of faith formation doing deep spiritual formation work within metro areas, regions and other settings. There will also be clearly defined funding and process for innovative church-plant projects (funding beyond one year) that will reward mission and not insist on particular kinds of "branding".	Mar 8, 2013 11:07 AM

**Page 4, Q6. What did you hear?.**

37	We will be regularly doing something like what we did in Phoenix. Maybe not always on that scale. But instead of navel gazing about how big we aren't, we'll be regularly acting in solidarity, grounded in our values, and using our religious witness to help marginalized groups be heard. There was just something very different about Phoenix and if we build on that success I will be very proud. If it becomes one flash in the pan I will have a crisis in my faith in UUism.	Mar 8, 2013 11:01 AM
38	50% of the congregations have completed the Accessibility credentialing program.	Mar 8, 2013 11:00 AM
39	UUA to be an effective voice in social structure of nation. Involved in gun control, immigration reform, voting rights. We are so small, how can a small group do or be big thing? Need to connect with other groups, form coalitions focused on our initiatives. Cannot do a whole lot by ourselves.	Feb 26, 2013 2:54 PM
40	Our progress would be more visible, more people would know about it. Thinks UUism has done a lot of great things but few people know about it.	Feb 22, 2013 4:04 PM
41	Lay leaders will receive more visits from field staff and shown the steps to greater effectiveness.	Feb 20, 2013 7:37 PM
42	Two things 1.That the UUA made a stand on behalf of equality, specifically a fair and equitable tax code. 2. That we are identified as leaders in the Climate change arena, that our congregations are recognized as "green."	Jan 26, 2013 12:08 PM
43	UUA as strong advocate for justice for equal marriage and immigration rights.	Jan 5, 2013 2:42 PM
44	Significant social commentary that we as a movement were galvanizing around. UUA provides resources for my congregation to meaningfully get involved. A sense that we are a vibrant, meaningful religious tradition that is not dying but is providing really good religious homes for a group of people who otherwise would not find that home in the U.S. A sense of progress and movement that we are a happening place! Resources made available that speak to people meaningfully: social justice issues, music and worship resources--a critical piece.	Oct 16, 2012 3:41 PM
45	Thomas Jefferson's prediction was that every young American would be a Unitarian. If we only knew how to do this. Now when we say we are UU, you are a "what?" Our principles would be known to and understood by everybody, just as everybody knows what a Catholic is. They would know that a UU is somebody who respects everybody, the environment, someone whom I can trust. If they understand, they will respect us. We could have a UU president. We would automatically have more members People would be more like us. If that happens, everything else will fall into place.	Sep 20, 2012 8:58 AM
46	The UUA would be in the forefront of the immigration and reproductive rights action, working with outside partners to do so.	Sep 4, 2012 4:25 PM

**Page 4, Q7. Please identify any "quotable quotes" from the conversation.**

1	"I might still attend church if I could find one that had people my age and that didn't meet early on Sunday mornings."	Apr 4, 2013 1:09 PM
2	"We are stepping into interfaith. We have the right message, but we may not have the credibility."	Mar 31, 2013 1:48 PM
3	none	Mar 28, 2013 8:39 PM
4	We need to focus on action.	Mar 10, 2013 10:55 AM
5	"Be effective in these areas". "Accomplish or do something".	Feb 26, 2013 2:54 PM
6	We need something big, like "Occupy the Capitol"	Feb 22, 2013 4:04 PM
7	He is asking, relative to fields that we "ramp it up."	Feb 20, 2013 7:37 PM
8	We are so visible and so outspoken that we have a seat at the table. Like the NRA does!	Jan 26, 2013 12:08 PM
9	NA	Jan 5, 2013 2:42 PM
10	"aligned front and center in the battle"	Sep 4, 2012 4:25 PM



**Page 9, Q1. Please tell us anything we should know about how this process worked.**

1	She was delighted to be asked.	Apr 1, 2013 1:54 PM
2	Opened up a nice conversation with this minister that felt like it added to our relationship in a very positive way.	Mar 31, 2013 1:49 PM
3	quick & easy	Mar 31, 2013 1:43 PM
4	Jim really appreciated a chance to share his ideas.	Mar 29, 2013 5:05 AM
5	well appreciated	Mar 28, 2013 8:37 PM
6	Very well, his comments hit home!	Mar 27, 2013 10:10 PM
7	Very well. I forwarded his comments to our regional webmaster.	Mar 27, 2013 10:04 PM
8	People really appreciate being asked.	Mar 27, 2013 9:57 PM
9	Very Well so far	Mar 27, 2013 9:52 PM
10	I liked the casual approach.	Mar 25, 2013 2:39 PM
11	It was a great conversation, with all three of us engaged for the entire drive.	Mar 25, 2013 10:12 AM
12	Since we were in a car for 30 minutes, he was a captive audience.	Mar 25, 2013 10:04 AM
13	She was interested in the work of the UUA in expanding beyond congregations. Wanted to help when she finished her process.	Mar 21, 2013 1:00 PM
14	I had to provide the bylaws definition of "congregation." With some encouragement, the group defined "covenanted community" for themselves.	Feb 28, 2013 11:44 AM
15	The questions hit him a little "cold" as his experience has been primarily congregational -- and even that has been limited.	Feb 22, 2013 4:04 PM
16	It was a conversation after class.	Feb 21, 2013 9:37 AM
17	Love these conversations! They are so easy to do and record.	Feb 3, 2013 10:04 AM
18	Worked well	Feb 1, 2013 1:42 PM
19	Worked well.	Feb 1, 2013 1:35 PM
20	Pretty easy to do.	Feb 1, 2013 1:13 PM
21	Very well. It was brief enough that it did not feel onerous to either of us.	Jan 31, 2013 4:15 PM
22	Was easy to add to a conversation that started about something else.	Jan 26, 2013 12:55 PM
23	It could have been a much longer discussion...	Jan 26, 2013 12:09 PM
24	Was very easy to work into a conversation that was initially about something else.	Jan 24, 2013 1:33 PM
25	na	Jan 5, 2013 2:50 PM

**Page 9, Q1. Please tell us anything we should know about how this process worked.**

26	na	Jan 5, 2013 2:47 PM
27	NA	Jan 5, 2013 2:45 PM
28	NA	Jan 5, 2013 2:43 PM
29	NA	Jan 5, 2013 2:39 PM
30	NA	Jan 5, 2013 2:35 PM
31	One youth refused to stay and converse with his friends and me. Another time when I was with him he said, "What question did you want to ask me?"	Jan 5, 2013 7:49 AM
32	Parishioner enjoyed responding and feeling empowered by the possibility of our faith	Dec 27, 2012 8:23 PM
33	Simple---questions provoked thoughtful answers	Dec 27, 2012 8:19 PM
34	Not too well. Maybe it was the question I selected. The whole topic of congregations of being self-imposed isolated congregation seemed to be one needed in this group. Was allotted 10 minutes at the meeting so there wasn't much time for background information from me.	Dec 20, 2012 5:32 PM
35	I picked the first question and let her pick the second. The idea of support from neighboring congregations clearly intrigued her, but she really did not know what that looked like (though she made several suggestions).	Dec 20, 2012 4:30 PM
36	If we want to use this information in the governance process of the UUA, the way the first question is worded may continue the confusion between what impacts the Association has versus its congregations.	Dec 20, 2012 4:21 PM
37	fine	Dec 20, 2012 3:32 PM
38	ok	Dec 20, 2012 3:31 PM
39	fine though people feel caught off guard	Dec 20, 2012 3:29 PM
40	a little difficult getting taken seriously	Dec 20, 2012 3:27 PM
41	People seemed to enjoy it. Lots of laughter in the room.	Dec 18, 2012 5:07 AM
42	Briefly addressed other questions. #4 (one need) Probably money. We are such a small congregation but a generous one. Only have 56 members. The things that are important to us are a paid DRE, music with paid soloists, a full time minister, and the expense of keeping up an old building. #1 (most important difference) Make people care about other people in their actions. So many pious people are focused on the hereafter, not making this world better. UUs are focused on the here and now, making this world better. It's very important that we teach our children, should be the focus of our Sunday School--social justice, environment, etc. #2 (challenges and resources) If Unitarian Universalism were better understood, more people would come. We need more members, more money, more people in the pews. Every UU church feels it needs to grow. Resources--more money.	Sep 20, 2012 9:07 AM

**Page 9, Q1. Please tell us anything we should know about how this process worked.**

- |    |   |                       |
|----|---|-----------------------|
| 43 | <p>She initiated the conversation by saying, "When I want to optimize an answer, I would have liked to have known the question ahead of time to get the best data. You would also get a better answer if you ask the whole board." "Interesting that you use the word 'challenges,' implies that something is doable whereas a problem can't be solved." As I did with our minister, I quickly reviewed the other three questions. For #1 (most important difference), she asked whether that meant "in the world." I responded with "Whatever it means to you." Her thoughts included, "I don't think it is a faith that will ever be popular. Most faiths have answers and people like their answers. It's a hard faith. You have to change yourself; idealistic; what I like a lot of others wouldn't. Romney has allowed us to see that Mormons aren't 'crazy.' Seeing a famous UU doing justice work would be a good thing. College campuses seem to be a time of life when people make choices. (Our minister) has done a lot for the faith by being loved but people don't look beyond Old Ship and don't think about Unitarian Universalism. #3 (3 years from now) I know they are in the process of looking for a new building. It would be nice if they had a building big enough to have conferences. I wish the UUA were more of a presence in our congregation. Maybe the wider movement should be coming to me. I read the magazine, like guest speakers, visit the website. Don't know whether it is the congregation's issue or the UUA's. When young people here say they are UU, I don't know if they mean anything other than our congregation. It would be nice to have regional conferences rather than have to go to GA. #4 (one need) One thing that has me nervous is that someday in the not too distant future we will need a new minister (current minister is in 26th year). We're right on the cusp to start to prepare for that. That 's what concerns me about a congregation that identifies itself as Old Ship and the minister. Ideally, money were not an object, in a year or two, breaking in a second minister who could take over when our minister retires.</p> | Sep 15, 2012 11:32 AM |
| 44 | <p>I also tried the other three questions with the understanding that only the first one used "counts." For #2, the response was "money and volunteers," accompanied by the comment that this is probably what everyone would say. For #3, "the question assumes progress. How would you measure that? Some way that the UUA was more effectively supporting congregations. The ongoing challenge is how to get everybody collectively to address an issue. #4. Leadership development. Money will follow if we more effectively spread leadership.</p>   | Sep 14, 2012 8:55 AM  |
| 45 | <p>We tried #4 first, and that was far too ethereal for her to relate to.</p>   | Sep 4, 2012 4:26 PM   |