Appreciative Inquiry Interview Responses
Compiled Responses from Sankofa Sunday Service 4/30/06

(This document represents approximately 250 interviews of members & friends. Visitor interviews and staff interviews are shown in separate documents.)

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QUESTION #1 – Most Excited & Involved

Think back through your entire experience with the First UU congregation. When were you most alive, most motivated and excited about your involvement? What made it exciting? What else was involved? What happened? Describe what you felt.

Services

service was exciting and important*
Guest speaker
Children's dedication***
Service delivered by high school
Water communion
Joys and sorrows
Water ceremony*
liked organization of service
worship that incorporates individual sharing and movements(not just sitting)
most alive in services that referr to our family(wedding and memorial)
minister prepared wedding very carefully
Interfaith service with another church in A2
liked meditative aspects of service
made me reflect on my true beliefs
services makes me think: I carry the thoughts the whole week.
statement from the pulpit on why he became UU
guided meditation led by Peggy

Spirituality / Philosophy

Felt connected to my own spiritual and intellectual curiosity*
Spiritual,new feeling surfaced
Examine my belief system and way of living*
happy to get away from creeds
embracing of all religions was very exciting*
need for something spitiual after 9/11*
phillosophy is so life based, liberal, moral
Not being pushy with religions but still touching on spirituality
discussion around what's important in life, meaning of things*
Cakes was a healing process, learned about myself*
Cakes was exciting to explore feminine spirituality
Men's retreat show how i could improve my life w/ family & the world*
New program (Between Times Sacred Song) meets spiritual needs
Felt connected to a higher power, each other and the congregation
Men's Sunday Service helped me find out who I am
felt I was in an authentic religious experience
Being part of a spiritual community after decades without
Integrated shreds of Christianity with larger purpose of secular humanism

Climate

not having to check brain at the door.*
Active and didn't accept way things are*
refreshing approach, fewer constraints, more free thinking**
like intellectual stimulation, how people are allowed to think for themselves**
found people to be like minded*******
Some groups seem cliquish*
comfortable, at ease **
complete freedom of choice**
letting people be themselves*
all is accepted, everyone is open****
this is safe playground, can find help creating new experiences*
calming, relief, addressing things she couldn't address elsewhere*
like small settings, individual conversations, **
enjoy hearing different perspectives*
place tolerant of my religious beliefs*
support group for family hardships*
sharing of people genuine*
non judgmental atmosphere; different than world around*
diversity of thought, acceptance of ideas***
kid friendly
Tension and discontent by staff with all strengths and weaknesses
freedom of expression
most alive at other bldg. less infrastructure
compassion & friendliness
wisdom seekers was authentic

Belonging, Community, Welcome

Felt welcomed, belonging and fitting in community**********
enjoy being around others he's met,***
felt connected********
felt acceptance, more friendly***
other members met at church***
commaraderie of choir**
friends********
joining in with sub groups**
everyone in congregation is involved**
found people to be like-minded*******
Wanted to attend church on the cutting edge*
get to know other women****
active young adult group in 60's
part of the world*
feel welcome in soccer more than in a service*
broke down barriers*
sharing with others in a safe environment is helpful*
closeness with men and or youth**
people worked together to accomplish move, a very huge task*
involvement with people is exciting*********
Gave me a place to belong as a single parent*

Nice mix of long standing & new people*
enjoy communicating with people****
Help in friends when sickness occurs**
People are committed and work hard*
More comfortable as recognition of diversity
Support from congregation*****
Good to be part of a group interested in music*
connected as part of a working team*******
people don't notice new people:too large,
Congregation welcomes youth
motivated by opportunity as a woman for leadership
Overextended!
being a valued member*
congregation always supportive and welcoming to our adopted daughter
felt more comfortable when she was recognized and faces became familiar
felt relief when I could talk about concerns in men's group
like the simple new member process

Involvement

My wedding here, Ken's retirement party, also men's retreat
Wisdom Seekers***
civil rights trips to D.C.
work on reproductive issues**
when joining soccer team***
coordinated move to new building*
worked on was in RE program **********
worked to revitalize partner-church program*
working with new members*
men's sedar*
President of congregation**
Worked on plans for landscaping,land use**
Women's retreat****
involved with the bookstore*
trips with ASP
Crop Walk,***
Alpha House, **
Cancer Walk*
Re- did bylaw*s
Board*******
Social Action Comm.********
Round Robin dinners*****
Committees and individual groups*****
Greeting table*
Katrina finanicial support**
Leasing space in RE wing to private school*
Participate in drama group**
Youth leader*
Chairman of Architect design comm.*
Women's circle

Involved in the move**
Involved in a lot activities**
Men's retreat****
IHN*
Sanctuary Program**
Asst/. Editor of newsletter*
Marking trails on our land*
Building & Grounds *
Men's group****
greeter
Family camp*
Winter Solstice celebration
Fiber Arts group
Rummage sale
Finance*
Habitat *
Delonis Center
Audio Committee
auction****
re-wrote bylaws
communications chair
nominating committee
RE nights**
coming of age
20's and 30's group****
making coffee
choir***
green sanctuary comm
taught class on sustainable living
drum circles
Helped design and implement initiation of boys, a spiritual event
arts & aesthetics comm
Memorial garden
Wrote history of the First Hundred Years
Search comm for Ken
Khasi Hills project
phoning for donations
family retreats
Jackson Social Welfare Fund Comm
design and construction of RE wing
Tutoring program at Bryant school (mostly low income kids)
Church retreats in the 70's
Working with youth group in Appalachian Service Project
Work for mock governing task force; also governance committee
In the 20-30's group, also getting involved in men's group and sweat lodge
Not comfortable now with "heart and soul" stuff but in the past chair of a committee.
Comfortable with "head stuff"
Being intern minister under Ken, also asked to serve on Board

Feelings

more alive, stepped off the treadmill, life has greater meaning*
most exciting when new bldg. was planned*
I felt motivated to talk w/ wife about things we normally never talk about*
Excited to see youth so involved, appreciated, and discovering UU values******
my involvement in move reaffirmed my abilities, made me feel useful and appreciated*
liked reaction of husband who is more discerning and intellectual*
sense of happiness and renewed spirit*
sense of accomplishment**********
exciting because got chance to share ideas**
class was clarifying process, went in believing she didn't have beliefs but then realized that
she did*
During moving felt terrified, sometimes depressed and sometimes exhilarated
harder to accomplish my task because new members came and hijacked my work*
feel complete *
felt more a sense of belonging to group in old location*
helping gave a way to be connected; lost feeling of helplessness
Felt respected for what I was doing*
Felt excitement and appreciation***
Grateful to Search Committee
Like I finally belonged somewhere in a religious environment***
Felt at home*
felt potent in helping to get Fair Housing Ordinance passed**
I am heard**
Very exciting to see progress
Lots of creative energy from congregation
Excitement over new church and land
optimistic, excited, goal oriented**
attending church was a big step for me as my husband is very anti-religious
invigorating, fulfilling.
hopeful
felt part of a greater community at men's retreat
felt excited but a little nervous
feel empowered and relief after years of searching at other churhes
wish congregation was close
great satisfaction
exciting to see enthusiasm of other UU's
deep sense of gratitude for music performers
Board service can be frustrating
exciting to serve congregation through performing music
felt like she was making a difference
emotionally moved**
was able to get in touch with spiritual side of self.
excited about new encounters

Religious Education

Coming of age ceremony, that the youth are encouraged to think for themselves

Chillden's excitement over RE has dissipated
Loved idea of program for kids******
daughter given opportunity to learn about all religions
excited for kids to get interactions and positive attention w/ adults in RE**
seeing my son enjoy going to GA
find teaching classes to be fun
high school program
children involved with me in RE
good RE program gets me here
Fathers and sons RE program
teachers are enthusiastic and responsive
My children's response to RE inspires similar growth in me

Music

singing under Bill Albright*
presenting musical programs**
enjoyed musicals
offered meaningful experience in worhsip through music
first class music

Classes

Writing you own theology
Intro to UU,
Ethics
Getting to know UU
Cakes of the Queen of Heaven*****
Classes

Sermons & Sunday Services

Attended a moving Christmas service and was part of a dedication ceremony
Listening to a sermon that touched me deeply, also involved in leadership role.
Participated in a Congregational Sunday service that a group of women designed which involved teamwork, creativity and fun

Ministry

supported her during grieving
breadth of research
his involvement
his quality and spirit
in sync with him
stimulating, intllectual sermons
integration of science and spirituality
Barbara speak to exactly what she needs,
challenging and thought provoking

Likes that Barbara tells stories
since Ken left, the congregation lacks certain fire*
would like to be more challenged by sermon content

SOME OF THE FEELINGS AND THOUGHTS ENGENDERED BY THESE ACTIVITIES INCLUDE

Got out of “my head”
Focused
Motivated
Engaged
Worthwhile
Contributing
Exciting
Service
Spiritual
Learned value of delegating
Honored
Emotional
Others value my contribution
Appreciate our talented people

QUESTION #2 – Your Contributions

Don't be humble… This is important information. What are the most valuable ways that you contribute to our congregation—your personality, your perspectives, your skills, your activities?

Category	Activities	#
Building and Grounds	built the pulpit	
Building and Grounds	cleaning and moving	
Building and Grounds	garden	
Building and Grounds	gardening, grounds work	
Building and Grounds	grounds in future	
Building and Grounds	Grounds keeping	
Building and Grounds	helped ensure new building was accessible	
Building and Grounds	husband helps in gardening	
Building and Grounds	involved in RE addition	
Building and Grounds	land - bring food for workers	1
Building and Grounds	maintenance work on building in previous church	
Building and Grounds	worked on physical plant problems	
Church Operation	congregational nurses	
Church Operation	day by day activities to keep church running	
Church Operation	many small contributions toward things that need to be done	
Church Operation	memorial services	2
Church Operation	new member groups	
Church Operation	newsletter	2
Church Operation	provide ministers with confidential listening ear	
Church Operation	retain some history and artifacts	
Church Operation	support to others through extended family groups	
Church Operation	write policies	
Church Operation	writing church history	
Church Operation	wrote column in newsletter	
Come to Church	attend services	13
Come to Church	buy coffee	
Come to Church	come to church	
Come to Church	interacting with other members of congregation	
Come to Church	interaction with other congregants on Sunday	
Come to Church	offer opinion	
Come to Church	participate in services	
Come to Church	social hour	3
Come to Church	talking one on one with people	2
Committees	Ad hoc committees	
Committees	audio committee	2
Committees	bylaws	
Committees	caring committee	7
Committees	co-chair for green sanctuary	
Committees	committees	7
Committees	equal exchange coffee committee	

Committees	land use committee	4
Committees	long range planning committee	
Committees	member of various committees	
Committees	memorial garden committee	
Committees	partner church program, finance	
Committees	personnel committee	3
Committees	planning committee for womens retreat	
Committees	Sunday service committee	2
Committees	volunteers for committees - Khasi Hills, Caring Committee	
Committees	women's retreat committee	
Committees	work on grounds, land use committee	
Evangelize	spread the word about UU outside the church	
Evangelize	talk to friends about UU - those who know little or nothing about UU	
Evangelize	uu evangelist discuss what it means to people and brings them over	
Event Participation	active in 20's and 30's parties	
Event Participation	acution was fun	
Event Participation	attend forums	2
Event Participation	auction	2
Event Participation	bridge	
Event Participation	came to rummage sale as a clown	
Event Participation	coffee hour concerts	
Event Participation	gone to round robins	
Event Participation	good role model on soccer team	
Event Participation	joined soccer team but hurt leg	
Event Participation	many events - seasonal ritual, teen,	
Event Participation	participate in events (auction, rummage sale)	
Event Participation	round robins	2
Event Participation	rummage sale	3
Event Participation	soccer team	4
Financial	congregation is our charity since hard to research worthwhile charities	
Financial	contribute money	
Financial	fair amount of money	
Financial	give money - pledge	
Financial	money/pledge/financially	43
Financial	occasional donation	
Fundraising	art exhibits	
Fundraising	bought books	
Fundraising	concession stand	
Fundraising	contribute exhibitions of work	
Fundraising	craft sale	
Fundraising	devoted time and items to raffles and events	
Fundraising	fund raising	3
Fundraising	game parking	
Fundraising	he and wife have donated dinners to auction	
Fundraising	pledge drive	
Fundraising	raises money for church through car wash	
Fundraising	sell grocery certificates	3
Help with Service	helping with visitors	
Help with Service	in charge of ushering	
Help with Service	loved heading usher program in past	
Help with Service	making coffee on Sunday	

Help with Service	usher/greeter	6
Help with Services	chalice lighting	3
Leadership	a lot of leadership roles in church	
Leadership	board of trustees/program council	16
Leadership	governance and personnel committees on board	
Leadership	have always served in leadership role; worked on finances; people would be there to help	
Leadership	president, choir, newsletter committee, RE	
Leadership	took turn at being treasurer and brining financial sense to keeping costs down	
Men and Women	men's circle	8
Men and Women	men's retreats and sweat lodges	
Men and Women	occasional men's circle meetings	
Men and Women	wisdom seekers	2
Men and Women	women's group started women's seder	
Men and Women	womens groups	
Music	choir	4
Music	contribute musical talent by singing, leading and supporting Sarah	
Music	enjoy participating in singing and choir related projects	
Music	expanded music program	
Music	handbell choir	
Music	looking forward to joining choir	
Music	membership in choir	
Music	music program - music committee	4
Music	plan to join choir	
Music	play for social functions, coffee house, acution dinner, Sunday services	
Music	singing	2
Music	through the choir	
Not Much	don’t contribute	
Not Much	don't contribute much anymore	
Not Much	few activies in last 10 years but many before	
Not Much	have been fairly passive in activities	
Not Much	haven't been active	
Not Much	haven't contributed enough - lending the quiet hand	
Not Much	haven't contributed so far	
Not Much	haven't contributed yet	
Not Much	honestly not much	
Not Much	minimal involvement due to property up north with family and friends	
Not Much	not active	4
Not Much	not contributing much	4
Not Much	not too involved to date	
Not Much	not very consistent about contributing	
Religious Education	active in occasional RE teaching	
Religious Education	active in YRUU	
Religious Education	adult RE programs	2
Religious Education	campus youth	1
Religious Education	children in RE	
Religious Education	COA mentor	2
Religious Education	coming of age mentor	
Religious Education	considering RE	

Religious Education	coordinate info between parents, youth, congregation and staff	
Religious Education	Friday RE night coffeehouse	
Religious Education	get kids on time	
Religious Education	girl in coming of age	
Religious Education	Kids in RE	2
Religious Education	meet other youth	
Religious Education	mostly making sure kids get to RE	
Religious Education	organize youth cons	
Religious Education	play music for RE night	
Religious Education	pre school	
Religious Education	raising children with UU background	
Religious Education	RE committee	
Religious Education	RE teacher	26
Religious Education	serve breakfast after sleepover	
Religious Education	support wife who teaches in RE	
Religious Education	taught cakes class	
Religious Education	thought of teaching in RE	
Religious Education	volunteer for children's programs	
Religious Education	working in nursery	
Religious Education	youth advisor	2
Religious Education	youth chaplin	
Religious Education	youth group	2
Social Action	a teacher who is into social action projects	
Social Action	active member of social justice activities	
Social Action	affordable housing	
Social Action	alpha house	8
Social Action	baked for alpha house	
Social Action	cancer walk	
Social Action	contribute to IHN dinners	
Social Action	contribute to outreach committees	
Social Action	crop walk	2
Social Action	Delonis center - homeless - serving dinner	6
Social Action	Energy committee	
Social Action	environmental committee	
Social Action	environmental stewardship	
Social Action	food bank	
Social Action	green sanctuary	
Social Action	habitat for humanity	5
Social Action	help with Katrina survivors	
Social Action	helped at shelter	
Social Action	helped start green sanctuary	
Social Action	homeless shelter	
Social Action	interested in IHN and other services	3
Social Action	Jackson Social Welfare committee	
Social Action	Khasi Hills	5
Social Action	leadership for social action in past	
Social Action	leading a forum - medical knowledge of hospice, end of life issues	
Social Action	liaison to Michigan Peaceworks	
Social Action	meals for homeless	
Social Action	minimum wage petition	
Social Action	one of early environmental advocates	

Social Action	organize meals for those in need	
Social Action	protests	
Social Action	relay for life	
Social Action	reproductive rights	2
Social Action	social action/justice	8
Social Action	special projects - library for Khasi Hills school	
Social Action	started drop in center, 7 year director for stay at home mothers and small children	
Social Action	Support sanctuary family for many years	
Social Action	UN	
Social Action	union activity	
Social Action	volunteer at cancer center	
Social Action	wants to be more involved in social outreach	
Social Action	write letters to Khasi Hills	
Time	every activity except music	
Time	extemporaneous involvement	
Time	help when schedule permits	
Time	member for 40 years and have served various ways	
Time	participate as much as possible in spite of other commitments	
Time	participate in various activities	
Time	time	7
Time	volunteer and participate	
Time	willing to do admin activities	
Time	willing to share time and money to nurture congregation	
Time	works in the background	
Appreciate Diverse Views	appreciate diversity	
Appreciate Diverse Views	be supportive of diverse views	
Appreciate Diverse Views	believe everyone's perspective is valuable	
Appreciate Diverse Views	idea of accepting everyone	
Appreciate Diverse Views	open to diverse beliefs	
Appreciate Diverse Views	open to understanding many perspectives	
Appreciate Diverse Views	openness to consider other points of view	
Appreciate Diverse Views	provide new perspectives	
Appreciate Diverse Views	sharing perspectives	
Appreciate Diverse Views	traveled extensively and have interests in non-christian religions - need this kind of diverse community	
Appreciate Diverse Views	valuable perspectives	
Bring Diversity	bring different perspective to men's group	
Bring Diversity	bring diversity to congregation - interracial couple	
Bring Diversity	diversity of my partner	

Bring Diversity	family different from many in congregation	
Bring Diversity	uniqueness and diverse family	
Caring Community	being part of events that build community	
Caring Community	came to funeral and was very moved	
Caring Community	caring and sharing perspective	
Caring Community	church has been supportive of her and others through the years	
Caring Community	connect and empathize	
Caring Community	enjoy being involved	
Caring Community	feels good to contribute	
Caring Community	having a place to contribute money to things that matter	
Caring Community	here is a village that knows my face	
Caring Community	investment in support network	
Caring Community	like helping and supporting others, contributing to a plan	
Caring Community	like to collaborate and negotiate solution to problems most people are happy with	
Caring Community	like to facilitate and get people past sticking points	
Caring Community	like to find people to talk with at Sunday service	
Caring Community	likes feeling helpful in a variety of ways	
Caring Community	makes Bill feel involved	
Caring Community	perspective helps to motivate others to participate	
Caring Community	perspective is one of empathy	
Caring Community	perspective is that religious community should reach out to help others	
Caring Community	strong sense of community and value connection	
Caring Community	supportive, share beliefs	
Constraints	another stage in life and struggling financially my oldest is a senior and running my own business	
Constraints	hard to commit due to PhD program	
Constraints	have been unable to attend due to time constraints of teaching on Sundays	
Constraints	looking for ways to find time - 1 year old	
Constraints	more time when I retire	
Constraints	teach so don't come to Sunday services	
Different Churches	grew up in congregation that didn't support this	
Different Churches	grew up in UU church - different experience than joining later	2
Different Churches	has seen lots of UU churches	
Different Churches	very active in previous church - hesitant to step forward here - may only be here one more year	
International	born in Viet Nam and grew up in CA - bring international perspective	
International	international perspective - born in another country	
Liberal Theology	answering my own questions doesn't depend on theology	
Liberal Theology	facilitate open discussion	
Liberal Theology	insists on having freedom (spritual) around him	
Liberal Theology	liberal attitude toward religion	
Liberal Theology	openly liberal, accepting	
Liberal Theology	previous religious experience	2
New member	necomer just prior to Ken's retirement	
New member	new member	
New member	new member - no contribution yet	
New member	new member-new ideas	
Non member	not a member yet	3

Non member	not yet a member but have perspective from long time visitor and other UU congregations	
Outside Perspective	bring a perspective that is still somewhat of an outsider - don't know a lot of people so independent voice	
Outside Perspective	bring voice to conversations, and outside perpspective	
Professional	brings experience as builder to church facility	
Professional	engineers value reason; environmental orientation	
Professional	perspective as physician	
Questioning	basic values fit - still finding niche	
Questioning	church is too large and limits my participation	
Questioning	coming from catholic background and feel there is much to learn before can be a member and contribute	
Questioning	congregation needs to be in charge of the direction of the church	
Questioning	congregation needs to make decisions without as much input	
Questioning	considering joining waiting for new minister	
Questioning	difficulty of being in a pluralistic community - sometimes feels like a mile wide and an inch deep	
Questioning	don't feel as though found niche yet	
Questioning	feel disconnected - gone a lot last year due to illness of parent	
Questioning	feel more connected to activities outside the church	
Questioning	feel passive	
Questioning	feels it’s a little cliquish - hard to get involved	
Questioning	hate asking for money	
Questioning	haven't fully explored how I contribute	
Questioning	how deeply do we want to participate with only assurance of being here 1 year	
Questioning	interests outside of church: league of women voters, planned parenthood,…	
Questioning	lack of childcare limits contribution time	
Questioning	my perspective not given consideration - would have put RE underneath to save money	
Questioning	negative point of view at this point	
Questioning	new chairs - architect decision here too	
Questioning	offered help in building new building - turned out to be architect decision	
Questioning	rather not be distracted by so many leaders - they are intimidating	
Questioning	recalls hitler and stalin	
Questioning	somewhat reluctant to join in activity - doesn't like coercion - even this feels a bit	
Questioning	somewhat skeptical of sermons (?)	
Questioning	still looking for opportunities	
Questioning	still trying to decide if this congregation is for me	
Questioning	still trying to figure out how to fit in and what role to play	
Questioning	wants to better understand what UU is and will then know how to best contribute	
Sense of History	33 year history with congregation	
Sense of History	long term member	
Sense of History	long time uu in 3 churches	
Sense of History	perspective - long term member	
Sense of History	sense of history - attending for 24 years	2
Social Action	become more socially conscious	

Social Action	champion for liberal causes	
Social Action	could be part of community service help bring about change	
Social Action	likes to discuss issues - social justice, economic, political	2
Social Action	passion for environment and social justice	
Social Action	provides outlets for social justice	
Social Action	relate the issues that are important to me	
Social Action	similar outlook on social action, reproductive rights	
Social Action	that uus do social outreach is great	
Social Action	this church is important because of the good things it does	
Social Action	want to change universal healthcare	
Social Action	willing to stand when a social issue needs to be addressed	
Vision	vision	
Vision	vision through UU lenses	
Want to be More Active	not a volunteer but help if asked	
Want to be More Active	wants to attend getting to know UU	
Want to be More Active	wants to be more active	
Want to be More Active	would like to be more involved	
Want to be More Active	would like to lead women's group or retreat	
Want to be More Active	would like to use talent for management	
Want to be More Active	RE program	
Want to be More Active	like to support others who have issues with mental health and substance abuse	
Other	??? from minister intellectual discourse during sermon	
Other	a good music director loves music and loves people	
Other	ability to see big picture of world reality and to think globally	
Other	always leave in the summer	
Other	Barbara's agenda from other congregations or specific to this	
Other	becoming a better listener	
Other	congregational differences	
Other	contribute experience	
Other	delighted congregation can sing on key	
Other	different styles of minister's	
Other	doesn't think personality matters	
Other	don’t take yourself too seriously	
Other	don't necessarily organize but like to assist, sometimes delegate responsibilty	
Other	experience is introspective	
Other	generally positive perspective	
Other	global perspective based on life experiences	
Other	have to motivate self	
Other	helping people, build consensus	
Other	helping to plan things	
Other	husband is involved	
Other	identify good leaders, remain supportive but own task	
Other	if feel strongly about something, will get it done	
Other	I'm a good follower of respected leadership - there are many such leaders	
Other	I'm here today as a treat to myself because its my birthday	
Other	it's so global here I'm able to bring it down smaller perspective	
Other	let things happen when the time is right	
Other	likes the space - more serene and humble than traditional	

Other	many issues, more people to be involved	
Other	many members of congregation come to my clinic - vet - that's how I'm helping	
Other	past church experience show our potential	
Other	provide direction - help people think about where do we go from here	
Other	provide example of how to deal with adversity	
Other	see what we are going through in becoming our own group, our own identity beyond Ken's church	
Other	seeing how church works is valuable	
Other	seen many places and things	
Other	still interested in church activities	
Other	Sunday is day to put aside mundane and think about larger and broader things	
Other	there is energy here to find someplace to use my skills	
Other	through our daughter and her participation	
Other	took time with online survey to describe perspectives	
Other	used to be very involved. Stepped back lately. Resting on laurels.	
Other	bring unconventional thinking	
Other	church did a lot of good and was inclusive	
Other	in tune with history of congregation - liberal, progressive thinking	
Artistic	artist	
Artistic	artist - photographer	
Artistic	interest in art	
Artistic	music skills	7
Artistic	photography, woodworking	
Communication	communication	6
Communication	deaf culture, signing	
Communication	good writer	
Communication	languages	
Communication	public speaking	2
Communication	reading, writing, research,teaching	
Hands on	building, carpentry	
Hands on	completed master gardener class and will participating in planting food for hungry here	
Hands on	hands on	
Hands on	like and have skill in gardening	
Organizational	ability to be an advocate and build networks	
Organizational	can set objectives and with others help it get going	
Organizational	consensus builder	
Organizational	getting people to do things	
Organizational	know how to get things done	
Organizational	leadership skills	8
Organizational	mediator, peacemaker,motivator	
Organizational	organization skills	20
Organizational	people skills	2
Organizational	setting long range goals	
Organizational	skill in encouraging people to support church	
Organizational	try to convey a sense of warmth and welcome	
Organizational	work well in group	
Other	ability to incorporate history	

Other	ability to learn form the past and plan for the future	
Other	background in religion, social justice, education	
Other	being able to share my talents in a service	
Other	lots of experience on different spritual paths	
Other	support programs and generate ideas	
Professional	admin in other non profits	
Professional	bring business perspective	
Professional	contribute legal expertise to first amendment issues	
Professional	experience in training and doing presentations for state of Michigan	
Professional	financial management skills	
Professional	involved in mental health field	
Professional	legal knowledge	
Professional	managing organizations and governing committees	
Professional	medical background	
Professional	professional background as health behavior theorist	
Professional	real estate knowledge	
Professional	skills in contracting	
Professional	social work background	2
Professional	theater background	
Professional	urban planner	
Teaching	teaching skills	8
Teaching	working with young people	7
Technical	computer skills	2
Technical	potential cont to computer facilities	
Technical	technical skills audio committee	2
Technical	technical/perseverance	
Big picture	big picture person	
Big picture	good at overall picture	
Big picture	seeing big picture - long view	
Dependable	conscientious about following through	
Dependable	dependable in the jobs I've done	
Dependable	follow through when make commitment	2
Dependable	reliable	
Dependable	responsible, committed	
Dependable	understand commitment	
Even tempered	calm	
Even tempered	even tempered - avoid polarizing conflicts	2
Even tempered	low key	
Good with kids	able to organize kids and projects	
Good with kids	connect well with teenagers, respect their opinions, they know the truth	
Good with kids	connects with kids - likes them	
Good with kids	like kids	
Good with kids	like to challenge children	
Good with kids	RE relate to small children - bring out empathy	
Helpful	interest in helping people	
Helpful	nurturing	
Open	accepting, interested in people	2
Open	eclectic, open to different points of view, communicate with many individuals	

Open	open minded	7
Open	open to other's religious beliefs	
Open	open view of people; try not to judge	
Open	open, friendly	2
Open	open, honest	2
Open	receptive, seek out others opinions	
Open	will take input from anyone	
Optimistic	optimistic, cheerful	2
Optimistic	positive outlook and says anything is possible	5
Optimistic	upbeat, doer, team player	
Organized	methodical	
Organized	organized	4
Outgoing	outgoing	10
Outspoken	often dissenting voice in group - encourage others to speak up	
Outspoken	speaks her mind	
Outspoken	very opinionated - like to complain	
Parent	2 kids adopted	
Parent	boy in 8th grade	
Problem Solver	enthusiastic about solving problems	
Problem Solver	like dealing with problems finding solution when its unknown, not apparent	
Problem Solver	nuts and bolts type of person - how to keep doors from slamming	
Sociable	affable personality	
Sociable	caring and social person	
Sociable	connect easily with others and make them feel welcome	
Sociable	easy for me to talk to people	
Sociable	easy going	
Sociable	friendly	6
Sociable	friendly personality adds to joyous interactions with others	
Sociable	get along with people, gregarious, welcoming	
Sociable	gregarious enjoys talking to people, gregarious busybody	2
Sociable	knows a lot of people	
Sociable	laid back, easy going	
Sociable	meeting new people	
Sociable	sociable, friendly, positive attitude	
Talkative	chatty likes to discuss may of the issues that Uus believe with others	
Talkative	likes to talk, challenge and be challenged	
Talkative	talks a lot, helpful	2
Willing	don't mind jumping in and doing work	
Willing	willing to be of service	
Willing	willing to do admin type things and just jump in	
Willing	willingness to participate	
Wise	wisdom	2
Work with others	ability to work with others	
Work with others	able to get along	
Work with others	like to work with groups/community service	
Work with others	like working with others to find solutions together	3
Other	80+ years old	2
Other	able to use abilities to best advantage	
Other	agnostic who feels at home here makes it easier for others to feel at home too	

Other	athletic	
Other	belongs to many outside groups - can be helpful	
Other	can be a catalyst for change	
Other	challenging - can argue both sides of an issue	
Other	consistent	
Other	creative and willing to try new things and new ways	2
Other	driven to complete things	
Other	energetic	2
Other	enthusiastic	3
Other	family history of UU	
Other	find areas of agreement	
Other	flexible, receptive, accomodating	
Other	follower	
Other	gentle	
Other	good listener	3
Other	groups help her to get to know congregation	
Other	hard working	2
Other	high energy	
Other	inclusive	3
Other	inquisitive	
Other	introvert	2
Other	intuitive, following heart in trying new things	
Other	involved	2
Other	lacked discipline and motivation to get further involved	
Other	leader	2
Other	lighthearted	
Other	like doing things	
Other	like physical labor	2
Other	like to find underlying structure to make confusing situation clear	
Other	likes to think outside box	
Other	motivated	
Other	new member	3
Other	not afraid to share ability to give of myself while dealing with what I already have going on-set limits	
Other	objective and level headed	
Other	offer perspectives	
Other	proactive, humor	
Other	product oriented, want a product not endless discussion	
Other	progressive	
Other	quiet	
Other	respect for tradition	
Other	responsibility taken seriously	2
Other	responsive, mature	
Other	retired teacher	
Other	sense of humor	4
Other	sixteen year history as member	
Other	small group insights	
Other	sometimes lack patience	
Other	spritual depth	
Other	started Sept 2005	
Other	supportive of people	

Other	sure of what I believe - model for others
Other	sympathetic
Other	tolerant
Other	very reflective and hope to share more of myself here

QUESTION #3 – Best Features of Congregation

Question 3: As you consider the UU congregation, what do you value most about First UU? What activities or ingredients or ways of life here are most important? What are the best features of this congregation?

Community

Feeling of community, feeling of belonging **********
Can come to church alone and still feel like I belong
The people, their talent and vitality, enthusiasm, authenticity, willingness to share and work for the good of the whole, willingness to do whatever it takes
****
Compassion of congregants, pastoral care, care for members in need; Caring Committee **********
A spiritual home; spiritual connection*********
Gives structure to my life
Unusual group of people
Meaningful conversations**********
Humanistic context
Breadth of activities; for all age ranges – make it a family place *********
Social life, friends, friends from small group participation**********
Longevity of congregation
Thriving community
Carries on UU traditions
UUs are seen at many outside events – social culture, university, etc*
A common community of choice, similar objectives **********
Ethical values*******
Provides a way of staying in touch with the world
Liberal perspective on the world *********
Counterweight to religious right

Community – Atmosphere & Culture

Welcoming feel, friendliness of congregants **********
I get more than I give
Fabulous role models for living your passions, particularly as you age
Not just an hour on Sunday
Beacon of rationality and sensibility****
Interest in science
Theme of love*
The 7 principles and the ways they are supported**********
Committed to being what human beings should be
Sharing ideas; learning*********
Seeing all sides of situations*********
Inquisitive approach to religious issues; honest inquiry*******

Intellectual curiosity; searching attitude; interest in growth and progress **********
Intellectual integrity***
Intellectually sophisticated **********
We think outside the box
Theological freedom, liberal religion **********
Sin not emphasized
Tolerance, inclusiveness; acceptance of all sorts of people (achieved or as a goal); compassion for people marginalized by our society; we not only tolerate but accept; value people for who they are, not what they are
****
Genuinely affirming to LGBT people******
Handicapped
Open minded; not dogmatic; no one tells me what to think; willing to try new things; can agree to disagree **********
Feeling of comfort, people exchange ideas with caring and respect, people can speak up **********
Freedom to be who we are; individual search for truth and meaning encouraged**********
Diversity vs uniformity (spiritual and otherwise) **********
Teaching environment, provides good examples for kids***
Focus on principle as opposed to creed**
In this crazy world it is nice to be with people who are concerned with peace
Walking the talk – doing, not just saying **********
Good natured; sense of fun: lively; informal******
People are realistic
"Green" value system******
Contacts with people different than my everyday acquaintances
Good balance between traditional masculinity and new masculinity

Involvement

Lots of ways to contribute, get involved; like social activities in general**********
Large time commitment not needed in order to become involved*
Plays
Small group involvement******
Men's groups ******; Women's groups**; Men's retreat*; Women's retreat**.
I like dealing with problems and having expertise available to help the Congregation
Pagan rituals
Parties
Auctions*
Bridge Club**
Family Camp**
Coffee hour******
Apple dumplings
Soccer
Sweat lodge
Women's seder
Round robin dinners****

Book group
Wisdom seekers
Rummage sale
20s-30s group
Ragtime Bash

Outreach

Contributions to the larger community; open to other religious views in the community*******
Lots of outreach activities to choose from*****
Commitment to social action, social justice
****
Proud to be part of this group; like being involved in a community that is doing good; working as a group is empowering********
Children's involvement in social action
Environmental causes*****
Working for peace**
Iraq
IHN, Alpha House**
Habitat for Humanity
Poverty
LGBT issues
Katrina
Women's issues
Sanctuary family
Fair trade coffee

Sunday Services

Inspiration from Sunday services**********
Spiritual fulfillment*****
Time to reflect & focus on something other than everyday life, time to contact inner, better self, depth dimension *****
Challenge to discover what we want to do with our lives – time & resources for exploration
Empowerment**
Sermons **********
Intellectual sermons******
Humorous sermons
Thought provoking sermons*********
Sermons drawing on different religions, cultures***
Music – depth and breadth **********
Art and poetry
Meditation
Rituals
Children's involvement in services
Children's dedication service
Strong ministry / speakers ****

Large number of members participate in services*
High school and COA services***
Christmas Eve service
Joys and sorrows*
Can introduce visitors to a new way of worshipping

RE

Teaching RE and having children in RE; support for young people; non-dogmatic, non-traditional RE for children and youth **********
OWL curriculum**
Lifespan RE, adult RE, range of classes **********
Death and Dying
Roots*
Self discovery-type classes
Campus ministry
Youth involvement, Youth perspective taken seriously *
RE nights******
Cons, Youth cons
Forums

Governance & Facilities

Well designed, good facilities and lots of potential for the land *********
Beautiful sanctuary
RE Wing
“Green” design
Memorial garden
Two services*
Minister as “front person” with lots of active and invested people
Engaging leaders
Long tenure of last minister***
Barbara’s vision and ideas**
Availability of info. about activities through newsletter and web site
Publication of sermons
Sound system
Book store *
Church structure and organization; opportunity to be a part of decision making; not hierarchical**********
Many opportunities for taking leadership roles
Good balance of structure and flexibility
Involvement of congregation in selecting new minister
Money management, financial power*
Newsletter
Arts and Aesthetics Committee

QUESTION #4 – Three Wishes

Make three wishes for the First UU Congregation.

Membership

Membership Growth: •••• • *****[1]

- Continue to grow •• *****
- Grow, prosper and thrive and be so alive ***** *
- More young families ****
- Grow in membership, spread the message**
- UU Congregation on north side of town; spawn other UU Congregations in and around Ann Arbor **
- Increase membership to meet financial goals
- Maximize to the greatest extent opportunities for growth of the congregation as a whole
- New members continue to join and enrich the congregation
- Find balance between keeping and bringing in new members
- Third service

Maintain Membership: ***** **

- Keep strength in membership that Ken built; greatest fear is that we lose growth and momentum that Ken provided
- Maybe not growth but not attrition
- Successful retaining membership
- Continue to exist, alive, healthy

Smaller Congregation: ***

- Really wish we were a smaller congregation
- "Correctly sized" as a congregation is not really 800 members but 500

Increase Diversity: ••• ***** **

- Race, ethnicity • ****
- Socioeconomic, station in life, background ***** **,
- Age, young families feel welcome; keep the young people coming; greater number of younger people (under 40) involvement in all activities ***** **
- Different families: adoptive; gay and lesbian couples ***
- Different nationalities, cultures **
- Students and graduate students **
- We are an extremely homogeneous congregation intellectually and culturally; expand beyond this without losing our soul in this way
- I enjoy the older members and their commitment and want to replace that with the next generation
- Congregation becomes more diverse ethnically and in religious background become more accepting of other beliefs especially the more conservative
- Sexual orientation

[1] * = mentioned once, • = mentioned 10 times

- Political orientation
- Congregation more accepting of people with varying beliefs
- More diversity with people more representative of the society at large
- People who use sign language join—20 members
- Continued inclusion

Direction

Vision, Mission, Purpose: •

- Greater clarity of vision and mission among congregants
- Visionary leadership
- Congregation creates a stronger sense of purpose and vision for the future that goes well beyond 46 acres
- We find a truly spiritual mission
- Headed in the right direction: need to establish an identity beyond the senior minister so that everything does not depend on the senior minister
- Healthy, successful congregation
- People will become fully engaged in defining what they want the congregation to become
- Keep getting congregational input to determine the direction for the future of the congregation
- I hope we don't make drastic changes because we are a "big church"; don't use the "big church" excuse to make changes
- The congregation becomes a catalyst for kids

Community

Culture: ••• ****

- Open, welcoming, more welcoming, welcoming of people from lower economic status ****
- Open and welcoming to our newcomers, make them feel this is a religious home

- "A carefree congregation", the way we were before we moved
- More emotionality, more vibrant, more vitality
- Wish for us to be "spirited"
- Celebrations more spirited
- More spiritual aspects

- Have fun and enjoy each other
- Maintain sense of humor
- Membership stays harmonious
- Continue to be a group of caring supportive people who truly want to make the world a better place

- Need to develop more sacred values and rituals; we deal with ideas more

intellectually than emotionally
- Have more UU "mysticism" or exploration of it; we have had it in the past (transcendentalists) and need to bring more of it back
- More spiritual – explore and understand world religions
- Greater emphasis on the spiritual needs of a growing percent of the population that wants that
- Continue to have a learning and spiritual environment
- Hold dear tenets of liberal religious community
- No compromising of principles
- To further clarify the foundation of this religion

- Sense of abundance among congregants, monetary, time
- Understand that we have all the resources in the congregation that we need rather than looking to others to solve our problems though outside help is fine
- To have chronic shortages be a thing of the past – both financial and volunteers – pledge drive that brings in all that is needed the first time around; enough RE teachers; go from scarcity to abundance
- To become more fiscally responsible
- Recognize limitations and reallocate our resources to what we focus on, be more pointed in our efforts
- Not get caught in the paradigm of money being the solution to all problems

- Don't get lost in the details, see the forest through the trees
- Concentrate on the here and now
- "Walk the talk" in terms of tolerance of varieties of religious understanding and practice
- Hope that the congregation develops an open-minded attitude toward more traditional religions
- Don't head towards a Christian leaning at all (I'm Jewish)

- Hope to improve resolution of conflict in more positive ways; not only internally but in society too
- Children are nourished by our ideals and deeds
- A little bit of luck!

Congregational Community and Connection: ••••• ***** *
- Grow in sense of fellowship and community • ****
- Vibrant healthy, well functioning religious community, vital, active, happy, thriving, connected, engaged UU community *****
- People better connected ***
- Remain as a cohesive community: know and support each other better ***
- Better networking opportunities to connect with the membership; build a stronger community by building better social opportunities for people to get to know each other in work and play ***
- Congregation continues to love and care for community
- More commitment to each other and the community
- A more genuine fellowship across hierarchies
- Stay a vibrant place where people want to be
- Continue to feel energized in unity as a community
- The "third" meeting place (with home and work as other two)

- Not just a refuge for bruised spirituality but the involved place you want to be
- Cohesive and cooperative, no people breaking away because they disagree with some little detail
- Continue to reach out to each other and the community
- Congregation is successful reaching out to people
- Become more of a community, better support for individuals' issues, not just as a member of a small group
- Group activities that provide people intimate support to each other (in addition to worship services)
- To continue to develop the best of both worlds – larger congregation with all it has to offer; small groups for people to feel at home in – positive tension between the two
- Each family member develops a strong connection to the congregation
- More ways to become integrated into the congregation
- As a new adult attendee—I would like someone who reaches out to new attendees since I am not sure what should happen next, maybe I should take some initiative; set up a buddy for new attendees; membership seems like a huge commitment that I am not ready for
- Make new members feel more a part of the group
- Have effective methods of getting closer to each other
- Better sense of membership and loyalty to the congregation, not just the minister
- Better response to announced sorrows, both by individuals and the congregation
- Develop a strong caring among each other, that we reach out to each other, strong support structure among members, take care of ourselves
- Find a way to be a small congregation within large congregation
- Find a way to welcome those who embrace a Christian tradition
- Growth should be tempered with fostering a greater sense of community; I've been coming here 16 years and still don't feel part of this community
- Being heard in the community

<u>Involvement: •••</u>

- We continue to find more ways for people to feel intimately involved in this larger congregation***** **
- More volunteers to do the work so the regular volunteers aren't overworked ***
- A broader base of involvement (not just a small group); move involvement in decisions rater than top-down management; rather than the board and minister making decisions more votes on decision making; it feels more like a Christian church as of now ***
- Engaged congregation – higher qualitative involvement
- More people in the congregation feel at home here and participate not just come to services
- Higher percentage of membership volunteering and participating in events outside of Sunday morning
- More people should be active and involved (would help with financial problems)
- Don't think a large enough percentage of the congregation is engaged; leadership has to "pull teeth" to get participation

- A more/increasingly engaged congregation; it is important that the money is coming to us in the right way, through investment of members
- Dynamic programs for every segment of the congregation so that everyone finds a way to be involved
- To see people involved with more activities
- Ask more people to get involved; solid core for leadership base need more people involved
- More personal involvement and investment
- Opportunity to participate to the max
- Not lose the strength of longer-term members as new people join
- A buddy person/welcoming group for new comers for first months; it's easy to say "no" and people just slip away
- Reduce the number of activities but concentrate instead on those we could go further with
- A way to know needs—volunteering opportunities without going to a lot of meetings
- Wish that there were "smaller" commitments available
- To make connections members must work to get involved, wish it were easier
- "Involvement" volunteer or staff person to help encourage a wider base of involvement by making the right connections and giving encouragement because more of the membership is known

Personal Growth: • *****

- Individual opportunities for growth
- Maximize to the greatest extent opportunities for growth of individuals
- Greater level of spirituality; although helpful, current focus is on personal development and not enough on spirituality
- Develop a space for spirituality
- Continued growth in spirituality **
- Stronger emotional/spiritual component
- Stronger emphasis on spirituality and spiritual path of discovery
- Church grow more dimensions of spirituality
- Greater attention to spiritual development with intellectual
- Keep our minds challenged
- Powerful creative outlets for members
- Continue to meet new people who share my openmindedness
- Would like to explore my own adult, personal theology—this would be a valuable program (one UU experience in another congregation focused on what UU's are NOT; I want to know what we ARE.

Programs and Activities

Programs in general: *

- Programming that makes me want to participate

Worship Services: ••• ***

- Return Sunday service to more spontaneous and contributory mode; we have become too formal, I like various announcements, a time for anyone

to say what they want to say
- More fun in services

- Continue sense of sacredness in the congregation
- Spirituality should be the center of every service, with less political rhetoric from the pulpit
- Like trend with Barbara, getting more spiritual
- Spiritually challenging
- I like a service that I go away with something to think about, that motivates me to be a better person; take something thoughtful away **
- More meditations, maintain a spiritual ritual (like meditation, spiritual exploration, and self reflection) **

- More opportunity for connecting with people within the service—greeting people, sharing, etc.; put back greeting neighbor in service; reinstate a chance to meet people and interact with them during services ****
- Liked having visitors introduce themselves and greeting time
- Something for new people recognition during services (a ribbon of flower to wear so people will know and talk to newcomers, so they feel special
- More congregational participation in the services
- More connection with children's services!
- Continue to involve our children even more in congregational activities—make them more relevant to our children

- Quality sermons (like Ken's)
- More intellectual sermons; more intellectual challenge and stimulation, (things are pretty dry); thought provoking ****
- I would like our minister to speak more about the world and the problems of the world; I am not much interested in "souls"
- Be moved through hearing religious experiences
- Preach about peace, love, and respect
- Raise the emotions during our services; have been on a real cerebral, intellectual ride with previous minister

- Uniformity and programming brought by Barbara
- Eliminate distractions in services, e.g. applause
- Less talk about money coming from minister
- Communication between early and late services
- Do more things as a single service; we moved to this building so we would have a single service; there are people I know that I never see
- More limited opportunities for people to get up and grandstand but loosen up a little from now
- Be full at services, hate to see the sanctuary half-empty; fill the auditorium most of the time **

Religious Education: •••• ***** ****
- Strong, stable, successful RE curriculum, thriving, flourishing, developing vibrant, growing programs •
- Sustain the RE tradition for children and youth**
- Children who graduate from the RE program will have a life-long connection with UU; that the RE program provides a strong foundation for

their future
- More support for RE: better trained teachers, more information, teaching of UU principles, more attempt to teach comparative religions
- Stronger 2nd-6th grade RE spiritual learning; I wish they would actually teach comparative religions; my daughter wants to learn about other religions and not only cut paper **
- Fluctuates because volunteers want stable, consistent RE program
- Full and multi-tracked adult RE program; classes are not just lectures but incorporate experience; religious training studying other cultures and history **
- Continue to be major focus of congregation
- Expanded in ways that can be helpful to the kids and more structured in terms of religious education, place for kids to learn about spirituality
- Adult RE program that speaks to everyone's interests: spirituality, yoga, all aspects of a human being by bringing resources from the larger community (e.g. University of Michigan)
- More adults involved in the RE program, not just people with kids
- Program that holds families, especially adults, after attraction to RE
- Boy-friendly RE (outdoor, less structure)
- Stronger college program
- RE night expanded to all congregation dinner program; more middle school activities at RE nights, so more children involved **
- Improve RE program, encourage more parental involvement
- RE director with new ideas for a modern large congregation and a full time youth director for teens; a really good RE director **
- Update youth curriculum—youth need to work with adults to create program
- Better trained teachers and leaders
- Plug in to community with my skills in drama, would be involved in the RE program
- Kids are inspired
- RE classes involve and engage the students more, reaching out to some students who are more recalcitrant

<u>Social Action and Justice: •• ***</u>
- Stress social action and caring ***** ***
- Positive social action in the community ***
- Continue to provide leadership in social justice for the community
- Current members are inspired to become involved and to participate in community service activities
- More devotion to social action, doing more rather than talking about it
- Outreach to the less fortunate
- Challenge people to make a difference in the world
- More social action programs with the entire congregation involved
- Continue to make impacts on social justice and the environment
- Commitment to social progress
- In terms of what church does: social action/community outreach
- Continue current path on social change

Music: •• ***

- Organ, as good as the one we had on Washtenaw; great organ, for improved participation in worship service • *
- $ 500,00 for a pipe organ
- Music program includes everyone
- Expanded music program **
- Sara is doing such a good job!
- Musicians, instrumentalists, singers and congregation having a wonderful time making music
- Much more music and making the most of the talent we have
- Sara play slower music
- Increased musical diversity, guitar, singing
- Better music, more contemporary in the services
- More music and types and levels of music
- Choir of 60
- Younger kids music program [kindermusik]

Activities and Special Events: • *

- More accessible women's activities, i.e. women's circle
- Continue to create social activities that draw a significant number of participants, helping UU community and community at large
- Create a program/activities to inspire teenagers
- Childcare provided for more activities
- More family and athletic activities that are affordable—e.g., cost of family retreat prevented participation
- More evening and weekend activities, not workday
- Have one event per year where we can have every member and every friend (all 2,000 people) in one place and have a spiritual weekend or night—the equivalent of a Christian revival
- More planned usage/events of our 40 acres, e.g. sweat lodges
- Concrete activities of a liberal social nature, not so much theology and religion
- Celebrations, musicals, men's and women's gatherings
- More general interest activities of a liberal, environmental social nature
- That we start a MEHER BABA fellowship at the church

Caring Committee:

- The caring committee finds a way to involve the whole congregation (I have a plan—Linda Jones)

Ministers Staff and Resources

Minister and Ministry: ••••• ••••• ••••• ****

- I hope we have a successful interim process and call a strong minister
- Minister who: meets member's needs, accepted by all, compassionate, open/liberal, smart, thoughtful, inspiring, scientific, strong, young, dynamic, intellectual, spiritual, visionary, exciting, close to God, sense of humor, takes a world view, strong, long-term view, interesting, challenging, warm, creative, religious, stimulating, really dynamic, great, good, "cracker-jack", fabulous, uniting, dynamic, energy, drive, really wonderful, stimulates congregation intellectually, challenges spiritual growth, outstanding,

extraordinary, amazing, fun, broad, deep, has social justice values, worthy, encourages growth and easy transitions, open-minded, creative, good people skills, good organizational/fund raising skills, energizing, serious, enthusiastic, inspiring, provides spiritual guidance, restores the intellectual pursuit, inspire people to be their best self. capable, effective, great speaker, leader, well read, articulate, thoughtful, and stimulating, strong personality ••••• •• ****

- Minister is a good fit with the congregation and its philosophy • *****
- Successful search process •
- Minister who will stay a long time ***** *
- Secure a permanent minister without fracturing the congregation *****
- Successfully obtain a new minister without too much change to our services, our beliefs, the way we do things
- A minister who will bring us together and help us move forward and grow spiritually
- A positive transition to a new minister
- A minister who is able to connect, good people skills
- Able to bring values to play without feeling forced—applying our values in a natural way
- A minister with proper balance of theology
- A minister who supports RE
- Broader scope in the ministry; we need to extend our compassion; like more sermons on other religions, their beliefs
- Minister who will grow the community and develop programs to help everyone feel involved and welcomed

- We find minister(s) who combine Ken's intellectual abilities with spirituality and sacred space/time that Barbara has brought
- Find a new minister who combines the intellectual life that Ken brought with some of the more spiritual feeling of sacred time and space that Barbara brings to it
- Senior minister with Barb's range of life experiences
- Minister who continues down the path Barbara has been taking us on
- Find a minister who continues what Barbara has started here (process of growth and reinvigoration)
- New minister who is a mix of Barbara and Ken
- A senior minister with as good as our interim minister; she has a real sense of spontaneity, openness, and sense of adventure and fun
- Minister more like Barbara than Ken; she speaks from the heart and to the heart as opposed to Ken's intellect
- New minister just like and nothing like Reverend Phifer
- New minister with abilities that exceed those of Ken Phifer
- Congregation competes the transition into new settle ministry and leaves the old "era" behind so that the new minister will be valued for his/her gifts

- Let's bring in a minister who can lead us in various spiritual ways but still meet the needs
- To find dynamic minister willing to be involved with larger community and faith groups
- A youth friendly minister
- Minister who is humorous, intellectual, meaningfully significantly involved in and respected by the community

- A senior minister that can take us where we ought to go – a leader; financial problems will be solved if we have these (engaged congregation, "walk the talk")
- Strong, charismatic preacher; I like the intellectual stimulation that comes from that, sense of vision
- Need a strong speaker; a strong sermon is very important; I wouldn't come without a dynamic minister
- Minister that puts research, knowledge, diverse rich set of facts and experiences in the sermon and service
- Settled minister(s) – pulpit inspirational, solid history of liberal commitment; commitment to education; solid administrator
- A new minister who knows how to develop people (lay ministry) and programs and is capable of giving quality sermons
- New ministry with greater willingness and energy for new ideas with some of the intellectual strengths of previous ministries
- A strong senior minister to provide guidance to our members and programs
- Get an engaging and interesting minister—preferably a male, non-homosexual, not exotic or black; an excellent white male
- Hope the congregation is open to the new minister, I hear there is some
` conflict
- Smooth transition to permanent minister
- Co-ministers, two new ministers (senior and assistant) **
- A great new minister(s) with something unique – a team maybe
- Two senior ministers and junior with different perspectives and backgrounds

Music director:

- Find music director when Sarah leaves

Leadership: • *

- Good leadership; visionary leadership **
- Minister a good leader
- New minister and staff that are energized, friendly and skilled
- Good lay leadership
- Leaders should consult with long-time members about proposed changes to get their feedback
- Lay ministry
- Continue with superb intellectual leadership
- Have chairs of committees change more often
- Good qualified new leadership—not just the minister since many positions will turn over in the next few years

Finances; ••••• ••••• •• ***

- Financially sustainable, solvency, stable, manageable, order, solid, health, viable, everyone pledges, support, security, strength, supported by all, sound, greater financial commitment of members ••••• •• ***** ****
- Solve financial problems – essential to all else • *
- Budget under control, balanced budget, budget surplus ***** ****
- Pay off mortgage more quickly, out of debt, debt-free ***** ***
- Everyone working together to meet our needs; all more responsible **
- Develop a healthy financial plan; more specific plan to deal with the financial shortfall **

- Always meet pledge drive **
- New and creative ways to increase funding
- Ways to save money so less need for emphasis on budget
- Go back to student ministers instead of an assistant for a while
- Stimulate more generous contributions so don't have to live by the seat of our pants
- Move beyond the stress re finances/deficit; it is a turnoff, especially for new members
- Enough money to all the things that need to be done (but too much money might make us complacent); a church that's not struggling in some way might be lacking in vision
- Financial stewardship under control; not healthy for congregation; important to get building paid off and be better off financially
- I hope we improve our financial stewardship and increase our financial commitment to the congregation
- Become more realistic about means and obligations (financial)
- Find a permanent source of support
- A rich person who would die and leave us money
- Rise to financial challenges without compromising programs
- Used to have one-on-one pledge visits; I wanted to help but was not contacted

<u>Land and Physical Facilities: ••</u>

- Ann Arbor Academy housed here; steady tenant **
- Our church campus was viewed as a community resource
- Develop and expand the library; there are so many books out to buy, but if you can't afford them, it would be nice to have them in the library
- To do something interesting and worthwhile with land – not just aesthetically pleasing, build a pavilion, build bridges; develop the land area around the building***
- Take care of our responsibilities to the future with our land and buildings
- Successful implementation of the land master plan
- Improve memorial garden
- Facilitate people getting out and enjoying the land
- Use of land – and excitement **
- Good stewardship of our acreage **
- Continue to further refine our earth-friendly environmental approach to everything
- I like a more traditional building
- More decorations in the sanctuary
- A meditation room
- Cushions for the seats
- Commercial kitchen
- Better social hall setup for parents of young children; better seating (high chairs, table to sit at and eat)
- Don't enlarge auditorium, have enough people already
- Pave Ellsworth road

Outreach

Relationship with UUA and Region: *****

- Pay our fair share
- Be leaders in the UUA
- More integration with the UUA
- That we start to see ourselves as leaders in the UU movement
- Develop more denominational leaders from this congregation

Ann Arbor and Regional Community: •••• ***** **

Leadership: ••

- Community leadership; stronger voice, presence in community ***
- Continue active promotion of UU principles and progressive attitudes and outlook
- Find effective ways of community outreach
- Increased participation in the broader community
- Continued outreach to the community (I love it when I read about UU's helping others in the newspaper.)
- More successful, vibrant, influential outreach
- Become as relevant to the wider community as possible and serve
- Make a difference locally in social, political, and environmental issues
- Our congregation serves as a model for other local congregations and political leaders
- Congregation has more impact on this country; specifically, getting people to vote, to contact their representatives, helping disaster victims as with Katrina and the tsunami

Community awareness of UU's and beliefs: • ****

- Community knowledge about UU's
- Offering a liberal religious community to Ann Arbor – more people might be engaged if they know what is going on, especially RE for youth
- Would like to see greater visibility and respect in the larger community; better understanding and knowledge of who we are
- More acceptance in the community of our beliefs—mainstreaming of our beliefs into the community
- Higher visibility in greater, wider community; people should understand our principles and know who we are
- To increasingly benefit the members and larger community through getting the message of UU'ism out there; make us more visible and having a good impact on the world; showing an alternative to conformity and rigidity
- Continue to provide visibility for liberal progressive religion in community and continue a strong program of outreach both at home and abroad
- Enlighten others to our way of thinking
- Continue with outreach in the community, e.g. reproductive rights
- Become more focused on good works in the community, make know what we do, add alternative voice to other congregations
- I hope we stand by our principles—I want us to speak louder about our principles

Outreach to expand membership: **

- More outreach to recruit new members, can be found out through the newspaper
- More community outreach/promotion of UU'ism so I could have joined 20 years ago instead of stumbling upon it

Issues and institutional collaboration: ****

- Deal with issue of universal health care
- More collaboration with the University of Michigan
- More interfaith involvement
- Field trips with members of other congregations

World influence: • *

- Recognized as a source of good in the world
- Continues to be a voice of reason in the world
- World begins to listen to what we have to say
- Be an even stronger beacon for people who care about the world
- UU philosophy will have a positive influence on the world (especially peace)