

Appreciative Inquiry – Analysis Phase Notes
5/31/06, 6/8/06, 6/15/06

NEXT SESSION: Thursday, JULY 7th, 7-9 pm, Fahs Chapel. We will review the "Provocative Proposals that small groups from the 6/15 are creating. This will be the final session for the large combined group.

This document provides a brief summary of the Appreciative Inquiry analysis sessions held weekly for three weeks, with each session attended by as many as possible of members of the Board of Trustees, Program Council, Search Committee and Transition Team.

Participants were:

5/31/06: Barbara Child, Betsy Francis-Connelly, Marion Holt, Becky Hoort, Rick Johnson, Lisa Lemble, Fran Lyman, Terry Madden, Tim Richards, Marshall Shearer, Sandy Simon, Nancy Sims [part of meeting: Bill Canning, Jim Lee, Craig Butcher]

6/8/06: Craig Butcher, Barbara Child, Bruce Gibb, Marion Holt, Becky Hoort, Gretchen Jackson, Rick Johnson, Fran Lyman, Terry Madden, Margaret Pekarek, Carol Shultheis, Sandy Simon, Nancy Sims, Spencer Thomas

6/15/06: Craig Butcher, Bill Canning, Barbara Child, Bruce Gibb, Marion Holt, Becky Hoort, Gretchen Jackson, Fran Lyman, Terry Madden, Margaret Pekarek , Marshall Shearer, Sandy Simon, Spencer Thomas, Joe Walls

5/31/06 7-9pm (Weds)	**Step one** of inquiry analysis (as described by Branson) - We broke up into 4 small groups to review the summarized responses from approximately 300 Appreciative Inquiry interviews with First UU staff and congregants. Each group was asked to focus on the first three questions and call out approximately five "themes" running through the interviews. The themes identified are listed in the notes from that meeting.
6/8/06 7-9pm (Thurs)	**Step two** – We reviewed the previously identified "themes" and broke up into new small groups to distill the themes. Then we agreed on 5 themes to develop into more fleshed out thematic descriptions based on the interview data. Volunteers took the information home, wrote the thematic descriptions and distributed the thematic description prior to the 6/15 meeting. The writers were: Terry Madden- Social Action; Spencer Thomas- Spiritual Quest; Sandy Simon – Resources; Fran Lyman – Community; Nancy Sims – Culture. The thematic descriptions are available in a separate document.
6/15/06 7-9pm (Thurs)	**Step three -** After a reading and brief review of the thematic descriptions, we broke into theme groups – Each of us chose which themes we would like to work with for developing Provocative Proposals. We worked with the thematic descriptions, the "three wishes" data, and a system diagram of First UU. The groups formed 6/15 will continue to work via phone/email, etc to write up the provocative proposals before our next meeting in July.
Mid-July	Board / PC will have the provocative proposals to carry forward. Search Committee will have the proposals/findings as guides for congregational record and congregation's ministerial needs. Sankofa Squad will write up a report on the process and outcomes of this Appreciative Inquiry project.