

Make It So Summit

September 22, 2018 -- Flip Chart content

FOUR QUESTIONS

Infrastructure (Place)

What strengths do we celebrate?

- Newer facilities
- Setting and location
- Windows in sanctuary

What do we want to build on?

- Setting and location

What new opportunities do we have before us?

- Air conditioning in classrooms in Gilmartin
- Evaluate current use of space, showers
- Brick patio
- Extend bus line to Eckly Land on weekends
- Kitchen

What facility needs do we have to Make It So?

- Older buildings need upgrading and address safety issues
- Parking
- Fix hot/cold water in kitchenette (Gilmartin)

Worship/Spiritual Growth

What strengths do we celebrate?

- Preaching from ministers
- Worship associate share from pulpit and their diversity
- Diversity of music/languages
- Blending various aspects of the service
- Vespers/restorative practices
- Variety of classes – adult and restorative

What do we want to build on?

- Streaming – how we advertise, etc
- Sound system – greater utilization (having mikes always on, etc)
- other production capabilities
- can we improve the projection on the screen

- Camera technology, Decotech advice

What new opportunities do we have before us?

- New facilities
- Staff support of production capabilities at event
- More people lighting chalice, etc, such as dedicating candles for peace
- Brief sharing of class experiences to inspire others to come
- Campus ministry (homemade meals)
- Parking lot or sidewalk greeter
- Multigenerational music performance
- Sunday night service
- Off campus streaming locations: East county

What facility needs do we have to Make It So?

- Production capabilities
- People who can not drive (bus or taxi service)
- Length of walk from parking lot. (wheelchairs not used, encourage use) place them in parking unit, greeter in parking lot
- Listening devices – more of them, battery maintenance
- Worship space, more music space, now using bands (may need permanent drum space or space for other instruments)
- Rehearsal space
- Acoustics improved (paneling in choir loft) would allow other types of music
- Air conditioning improved (too cold/too hot) direction of air handlers
- Wraps or sweaters in the back
- HVAC expert to assess whole campus
- Acoustic assessment
- Certification of kitchen facilities (college campus meal idea)

Communications

What strengths do we celebrate?

- New calendar
- New (easier) registration
- Friday email design
- Printed Beacon – something to pick up and read
- History committee work, celebration of 21st century milestones
- Restroom – Potty training
- News clips
- Beginnings of branding => good!

- Printed adult RE quarterly brochure
- Class flyers
- Weekly RE newsletter

What do we want to build on?

- Need new members in committee
- Define how to recruit more volunteers, communications opportunities to be involved
- Figure out how to reach people and really engage them
- Need better targeting of message and consistent content in communications we send out, what's in bathroom, on doors, in emails
- Need to match and need to be right
- Post org chart on bulletin board or in Beacon every 6 months...people don't know

What new opportunities do we have before us?

- It takes a lot of effort to find info you're after
- Reverse ageism in communications – doing much for older folks and not communicating with families or people < 35 in the way they need us to.
- No backup for Jen (Pubs coordinator) – need one **
- Have to start monitoring progress toward goals
- Keep our history. Tout progress
- Get ideas to council/advisory and or somebody or body responsible for communications
- Would like to see board Minutes, Treasurer's report, go to councils
- Accountability – who monitors whether progress is made

What facility needs do we have to Make It So?

- An MDUUC app!
- Doesn't add load to ½ time communications person
- Money for history niche – showcase of our timeline
- Interactive screen where bulletin board is for sign ups and info on each of our focus areas
- Screen out front that says what's happening now
- Let's not 'rinky dink' it
- Hire more communications staff
 - o A/V technicians
 - o FT publications person
- More skilled volunteers linked to our staff person(s)
- Add 'Council Convener' info to name tags to help people find the right folks
- Break up the dizzying vertical slats on the key wall of Bortin Hall with art or something.

Exuberantly Multicultural

What strengths do we celebrate?

- We made this priority

- Open to learning
- This value is embedded in the larger faith
- Ideals/value/aspire to Universalism
- We are committed to make it real – proactive
- Created structures and environment where personal expansion happens, education/opportunities
- Consist → ↑ awareness not “one and done”

What do we want to build on?

- Encouraging appreciation for diversity
- Actively encourage all congregants to engage in radical hospitality culture
- “invite in” members
- Encourage personal esteem and involvement invite to grow
- Expand definition of “welcome/diversity/multicultural”
 - o Race/culture/class/LGBTQ/ableism/multi-gen
 - o Identifying “peers” – creating community/culture -> values multicultural
- Looking outside for understanding / expanding awareness
-

What new opportunities do we have before us?

- Creating inclusive language
- BC class as safety
- Smaller group work
- Address trauma for all of us
- What to do – words to use
 - o ?open ended questions
 - o Ok to be messy and to learn to do different
- Make It So Social
- Ways to celebrate diversity
- Story gathering – members
- Integrating BC into our story

What facility needs do we have to Make It So?

Stewardship

What strengths do we celebrate?

- Hard working, dedicated, skilled committee
- Established program
- Year long Proposed
- Effective FEC, legacy

- Endowment fund
- Testimonials moving
- Acknowledge legacy givers
- Integration at fellowship dinner

What do we want to build on?

- Improve tech options to give
- Take more advantage of UUA (district and national)
- Move from aspirational to implementing year long stewardship
- Testimonials – improve ritual of giving
- Fellowship dinner – build on leveraging event
- Administrative support for stewardship programs
- Continue to talk about money comfortably

What new opportunities do we have before us?

- Educate members on where pledge goes (UUA, district, programs)
- New member info and education (energy high on this opportunity)
- Add stewardship to new member orientation (energy high on this opportunity)
- Talk more about generosity as key UU value in worship & as part of spiritual growth
- Person to person outreach
- Stewardship & membership to work together
- Stewardship becomes a spiritual practice → grow spiritually by giving
- Pledge → need new language to capture concept differently
- Pledge card missing ask for time and talent

What facility needs do we have to Make It So?

- Educate membership on facilities needs
- Technology supporting stewardship

Living Our Values

What strengths do we celebrate?

- Right of passage, sharing joys & sorrows, restorative practices, Beloved Conversations and Commitments
- Worship where seeds of our values are planted
- Justice work is intersectional
- Clear streamlined signing up
- Winter nights
- Connections to wider community provides opportunities to live values
- We bring our gifts and talents to MDUUC
- Present in community –rallies, marches, ecumenical

- MDUUC helps me sustain values

What do we want to build on?

- How we see the whole
- Living values at home

What new opportunities do we have before us?

- Expand restorative practices
- Engage/invite people into opportunities to live values
- Exploration of how we could address larger beliefs religion/science/rational thinking
- Neighborhood networks
 - o Strengthen
 - o Promote
 - o Deeper connections
- Increase participation of volunteers/winter nights
- Increase participation of volunteers congregants within / outside

What facility needs do we have to Make It So?

- 10 years wear and tear. Space is well used.
- More space
- Clock in Bortin Hall to help us get to events on time
- Bigger choir loft

Families

What strengths do we celebrate?

- Wonderful RE director!
- Good volunteers
- Effective curricula/children
 - o OWL/COA
 - o Multicultural
 - o Learn about /respect for many faiths
 - o Developmentally appropriate
 - o YRUU
- Stories for all ages/Young at heart
- Children participate every Sunday

What do we want to build on?

- Learning and respecting other faiths
- Multi-gen activities
- Friendly/child activity area for those who don't want to leave for RE, stay in sanctuary
- Family events
 - o Camp out
 - o Jr Devil Mountain

What new opportunities do we have before us?

- Invite grandparents to
 - o Parenting classes
 - o Inter-gen activities
- Parents/grandparents/guardians/youth & children engage together in classes

ENGAGEMENT STRATEGIES

Worship

- Sign up sheets for volunteers for chalice lighting and other worship activities
- Should we change restorative practice name to 'Feeding the soul'?
- Asks for volunteers to provide one-time activities: a hike, labyrinth walks, etc
- Learn (survey) who has what talents/interests and create a database. We understand it has been attempted.
- Can also identify talent,/interest via conversations then notify music committee, restorative practices, etc
- Go where people are to reach more people, such as a walk in east county
- Use task force structure where possible vs. committee/subcommittee
- Reach young people via text, networking , etc
- Can people list a preferred way of reaching them
- Highlight the summer services, lay-led, what's their background, etc

Membership Ministry

- 100 people sign up in Bortin (members) rotating basis
- Don't know
- Beyond meet and greet task force → connection follow up → meet for coffee, time, #
- Front loading education about radical hospitality
- Community circles emphasis – small tiem-limited → 6-8 new acquaintances
- Work winter nights – 3 hours (model) engaged without commitment
- Yellow cards – invite line?
- Interviewed 3 people → 3 more
 - o Leaves, tree of connections – leaves, list of questions

- Continuing engagement → GTKUU class (Getting to Know UU)
- Neighborhood network – map – Inge/Nancy R – Jim Lewis
- San Ramon church – zones – contact info – yellow pages – businesses – resources
- Membership book of pages – each family or individual has a page
- Private online forum

Place

Strategies for engaging:

- Buildings and Grounds work parties – Food, Social
 - o Make it a family time
 - o Advertise in Beacon, email
 - o Sign up for a specific area to maintain – zones (google map)
 - o **Individual 1:1 ask/personal appeal
 - o Follow up on interest questionnaires

Questions:

- **How do we use Rev. Neal to assist?
- How to get more people involved
 - o Committee fairs – still going on?
 - o Organize by council?

Multicultural

Strategies for engaging:

- “Change” language to be more welcoming/inclusive
- More opportunities for small group conversation
- Providing a safe place for forgiveness
- Monthly “ice breaker” – color/symbols given in the order of service – directing people to engage in small group “chat” → involving people in smaller ways
- Connection session “speed community circles”

Caring Committee

- What they do:
 - o Visit shut-ins (limited)
 - o Caring table (send cards)
 - o Sub-committee for memorials for members
 - o Support Harmony Singers
 - o 90th birthday celebrations
 - o “Can you” board
- Growing Edges:
 - o Members unable/unwilling to physically do things
 - o Need more members
- Strategies for deeper engagement:

- More specific description/education on what is entailed
- More awareness about what is needed
- During joys and concerns, mention card table
- Possibly different place or signage for caring table
- More publicity

Families

- Using committees as engaging mechanisms
- Buddy system for newish members to have resource family who could initiate contact
- Mentor “shadowing” committee member, teaching, reach out to newbies
- How shared ministry expansion /engagement:
- Ask for specific task
- Function “consultant” for non-committee members by committee members
- Customized /tailor to availability, timing, and interest
- Identify talent needed and available

Financial Stewardship

- Identify bite-sized tasks
- Identify members with financial expertise
- Increase members in weekly tasks (cash counting, deposits, posting)
- Member interest survey (good at/what they want to do)
- Testimonial on time given in various areas (technology, finance, etc)
- Revised Pledge cards
- Sustaining member recognition (Hats off, MDuck award, Forum, publications 2 times a year just for membership recognition of stewardship (time , treasure, talent))
- Be willing to ask for their time/help.
-