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Category	Report -- Uses the convention that a frequently mentioned topic has a number in front of it indicating how many individuals or teams brought it up.
<p>Advertising & Public Relations</p>	<p>We want to pursue synergistic efforts to market our church, grow membership and extend our reach into the larger community by connecting with community programs. We want to expand our advertising and seek creative methods of doing so. This may take more staff and volunteers.</p> <p>People Leading Effort A separate team to reach out to community to get people in the door A team that could work with the Membership Coordinator and the Membership Team (or Congregational Life Team if that is what we have at this point) working with the intention of increasing diversity in the church More young people.</p> <p>Image 3 - Develop a church apparel line that appeals to young adults and everyone can wear. 2 - Have a church logo design. Install better external lighting in the front of the church, including up lit trees, so the church is beautiful at night and people realize it is there. Develop an image that is more accessible than "the big white church on the hill." Fix perception that we are "the rich well-educated church". Do something so we're not the "best kept secret" Some form of promoting advertising to get our name out there. Work on public image of church.</p> <p>Message Let people know what we are doing and how we do it 3 - Be known for justice outreach/ social justice. Be known as a congregation that contributes to local charities. Be known as the church with solutions Take more credit for what we do and bring the community into it. How do we assert that image (beacon part in End Statements) to community Pitch our social justice themes. Share how we do things. Have an article in the newspaper about how we give away our weekly collection each month. Share our covenant. Share our values. Be involved, and let people know you're UU.</p>

Promote ourselves and our engagement in the community.
Publicize programs, such as adult education, that are open to the community.
Seminar or series on Social Justice related topics. Bring people from outside congregation to lead this.
Promote our website and let people know what is on it.
3 - Develop the elevator speech and give UUCN congregants the words to get the word out.
Information about the cemetery.

Vehicle

English and Spanish Websites that are accessible to all and kept current.
Relevant social media, eg, FB & Twitter.
Keep up-to-date on current ways to reach out on Social Media.
Go on Harvey's TV show to reach 90,000 Nashuans on access Nashua television
Retain youth that grow up in our church (retention over recruitment)
Let people know when we sponsor events
Tag UU Church Community Dinner and other events.
TV/radio Station.
Own newspaper.
Local Newspapers.
Signs on UUCN adopted roads.
Signs on buses and billboards.
Our work with Outreach.
Presence at high profile events; ie, we could present large checks at sports events and award scholarships.
More presence at cons and summits.
More visibility and involvement in the community as individuals and as a church.
More visibility and involvement in social justice
More networking between organizations and other churches.
Developing a boilerplate for newsletters of recipient organizations.
Hosting events.
Promoting events through preschool parents.
Congregants sharing UU faith at work and wherever they communicate with others.
Personalized invitations to people.

Target

Everyone in the larger community to help them, gain their trust, and attract members.
Congregants to let them know what is going on and to help them develop spiritually.
Younger adults to attract their energy and skills.
Diverse cultures to connect with them, broaden our perspective, and attract members.
Families to help them and to get them to raise their children in our church.
Retain youth that grow up in our church (retention over recruitment).

[TOC](#)

<p>Beyond the UUCN: Outreach, Connection & Participation</p>	<p>Goals</p> <ul style="list-style-type: none">2-Run our building as a community center.Open our church for more community functions.Open up dining room to outside groups.2-Share our values and covenant.Share our resourcesHelp develop a more civil communityStrengthen our communityBecome known for justice outreach/social justiceLead by example.Have church be known as anti-poverty church make us have an identity.Pursue synergistic efforts to market our church, grow membership and extend our reach into the larger community by connecting with community programs.Be religious and socially active not necessarily in the “old school” outreach religious way. <p>Institutions</p> <ul style="list-style-type: none">Visit nursing homes.Have the choir bring music to hospitals, nursing homes, and hospices.Wherever others gather, we need to be heard, too (even prisons, and detention centers). <p>Neighborhood(s)</p> <ul style="list-style-type: none">Help with clean up.Help homes obtain solar power.Insulate houses.Musical outreach with caroling.Go door to door to get the word out for our congregation<ul style="list-style-type: none">Ask people what problems they see in their community/neighborhood, or about what kind of help they needOffer daycare to neighborhood children.Offer homework club to neighborhood children.A lot more racial and socio-economic diversity, including our neighbors.Return to summer camp like the one Nancy Dowey ran – one week in summer, partial day, no charge, served area kids/community <p>Civic Involvement and Political Activism</p> <ul style="list-style-type: none">Work with My Brother’s Keeper.Look for the kids who are not excelling academically, and offer them opportunities to get into a trade school/apprenticeship.
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Adopt, perhaps annually, a fire department, police department.
Adopt a road and keep it clean.
Liberal think tank. Be known as the church who has solutions to things.
Involve our church in social justice initiatives that do not necessitate a far-left political orientation
The Cemetery Committee wishes to forge relationships with the Great American Downtown Project
Need to build respect, and promote education in poor people.
We need to help build power and self worth to counteract wealth inequality.
We need to work against white supremacy.
Reach out to minorities using past and successful methods, create connections with organizations
Meaningful way in terms of social justice to get more involved politically, eg Black Lives Matter.
Speak more and get involved with legislation.
Facilitate members in political issues connect with American Friends Service Committee, and other groups to promote diversity and issues important to UUism.
UU Action NH, focus on issues in NH.
Merge 1st in nation for Presidential election with Social Justice mission and connect the two.
Open floor for debates for candidates to come and speak. If we did this, the agenda would be for well-being for others and direct people to who they should connect with if they had any issues.
Reach out and create connection with new Veterans Center.

Social Justice Organizations

To make a difference in Nashua and the wider world our members should join groups that support sj and diversity
Choir sings in parades, vigils and protests.
Join marches.
Work on things that go against white male supremacy.
Get behind immigration movements.
Participate in parades, and hand out free stuff.
Focus on Puerto Rican social justice.
More youth based “mission work” – volunteer projects, group assistance, etc.
Find ways to influence our community on a variety of social justice issues.
Fight homelessness and hunger.
Do service projects.

Charities

Adopt, perhaps annually, a charity such as the Boys and Girls Club and have projects with them.
Maybe choose a different one each year.
Volunteer at the Nashua Soup Kitchen or other charity.

Scholarship program in local schools to high school students with progressive ideas and certain economic situations (or make it open to anyone regardless of socioeconomic status). Invite them (and their families!) to come to church to present their essays, welcome them in the door. This could be based on a social justice scholarship.

Invite the groups that we help with our Outreach Collections to come to church here for the service. (beyond the one person who explains the program to us)

Clubs and Societies

Work with local scout troops

The Cemetery Committee wishes to forge relationships with historical societies in Nashua.

More cooperation with other existing community groups.

Other Churches and Religious Organizations

4 - Choir exchanges.

Establish relationship with another church, use music as main way of doing this

2 - Have a sister church. Young adults could partner with this church.

Connect with other UU churches around the country and world-wide.

Continue pulpit swaps (including non-UU's) to expand our exposure to other people/points of view.

After services by conducted by leaders of other faiths, we should have an opportunity for dialogue with the presenter.

This will enhance the way in which we operate "beyond" and expose us to other churches/religions

Do more with other churches. And other denominations, not just other UU churches.

2 - Go outside of our doors for worship – Go to other churches

Attend them as adults, not just as children in Neighboring Faiths class.

It could be a goal for each covenant group to experience a service at another church

Invite other churches to visit us on certain Sundays

Develop an interfaith campus like the one in Derry.

Share our resources (financial, intellectual, etc) with other UU churches

Participate in GA yearly.

Visit other churches and learn about spiritual and cultural diversity.

UU youth visit other churches.

Music Team Members visit other UU churches to learn about their programs.

Learn how our church might be off-putting or lacking in some way to people of color.

See how others celebrate and incorporate music into worship.

Better and more coordination with other UU churches in the area.

More representatives from our church attend conferences and summits

Keep participating in Interfaith Choir, and expand it to include churches outside of Nashua.
Get involved in the Southern New England Interfaith Choir.
Increase interfaith community activities. Involve them in community dinner.
Have an intercultural or interfaith fair to help spread awareness about other people and how they worship and their culture.
Need more work and outreach to other UU congregations.

Schools and Colleges

Create more economic diversity in our preschool - more scholarship funds - integrate the school more into the local neighborhood - this would be a motivation for giving from the community as well.
Add extra preschool programming in the afternoon (extracurriculars).
Better and more coordination with colleges in the area.
 More programs for, and outreach to, area colleges, whether that for youth or seniors (Rivier's Institute for Senior Education was mentioned specifically.)
HS kids earn credit for completing OWL.
Promote music in our local schools.
Make our cemetery a field trip destination for local schools
Do something about underfunded schools in poor areas.
Hook up with one of Nashua's most underserved elementary schools (Fairgrounds) to offer homework help, tutoring, other services, etc. — Ideally we'd bring services to them, rather than them having to come to us.
Offer more diverse programming beyond traditional "church things" & Sunday services
Partner with Adult Learning Center
Have lonseum, center for learning and dialogue.

Arts Groups

Have our choir collaborate with other choral groups in the community
Promote the arts in Nashua.

General Ideas for the UUCN

Connect more with outside organizations so people find out what we do and how we do it
Dedicate more funds,time, space and people to community outreach and participation.
Be a vibrant force in our community.
Create a fusion between our church and other places.
Advocate for the community.
Show commitment.
Show leadership.
Be a community gathering spot.

Have more involvement with the organizations we donate to.
Social justice activities together.
Develop more ways to help the less fortunate.
Members become more involved in community events.
Have young adults help in the community.
Support work that is being done.
Educate ourselves about other cultures, especially those that are present in our community.
Review current issues in Nashua.
Keep an up-to-date Community Resource List and be aware of what community needs are.
Be in our community with conflict resolution.
Invite people to conversations.
A place for sanctuary where both sides meet.
Create a facility that meets the needs of what the broader community wants.
We hope for a future political structure who has heard our needs and who works with the community and churches to meet those needs.
Do UU mission work.
AFF will help people develop as activists by helping them discover how to effect change in church, family and country.
Be resource for helping people who are struggling and not sure where to go (politically as well as logistically meaning helping people adjust to Nashua), do this through sponsoring events.
Lay a foundation for social justice work by utilizing worship, ff, forums and committee development to promote personal spiritual development and self-care.

More UUCN Initiatives

7 - Have TV/radio station/newspaper to promote UUism, featuring music, liberal messages.
Increase and improve communication with the community.
Open our church events to outside community.
Conduct ethical forums.
Create a more radical presence for UUCN outside of this community.
Take the church to places where youth meet, such as the mall.
Have a community minister doing outside work in the community. We will be relevant to people's spirits and nurture people's souls in times of insecurity.
Hold a Body and Soul for youth and others where they meet.
Invite community to social events.
Organize concert series for the community.

	<p>Have a Transylvanian Festival or other festival. Have a Cemetery Tour every 5 or 6 years. Sponsor community events and activities. Network between organizations via ice cream socials, galas, dinners, etc. Vacation Bible School, summer activities and day camps for kids. Offer classes that are open to the community. Food Bank. Increase the Community Dinner to once a week. Daytime refuge when it's extremely cold. Soup, hot drinks, etc. Inexpensive hot dinner service to pick up at the end of the day for preschool families. 2-Offer service translations in Spanish, have a Spanish website and staff member. Make the cemetery a city landmark or optimize as a community-oriented space with tours offered more regularly and formally March on Washington about the conditions of our country, like gun control. Get all UUs together to march on Washington and help bring change. Help with Southern NH and the opioid crisis. Offer sober activities (concerts, camping trips, etc.) Create social sober groups.</p> <p>TOC</p>
<p><u>Communication Within Church</u></p>	<p>We need a central way to get information out.</p> <p>Limited streaming, for example to Hunt community and extended UUCN community who can't get to the church.**</p> <p>Communications will be appropriate for the many different ways our members absorb information (video, audio, tactile).**</p> <p>Communications will be more accessible to all people (paper not video)</p> <p>Better communication; ie. social media and multimedia.**</p> <p>Sign welcoming people in.</p> <p>Give a clearer sense of what programs are for.</p>

	<p>Have face to face methods.</p> <p>Create 1 source to hit in face where functions are and easy to find.</p> <p>Have an app where you check in and have access to what is happening, who needs help, how you can volunteer and be involved, etc.</p> <p>Conduct exit interviews to see what needs to improve.</p> <p>**Discussed in Technology.</p> <p>TOC</p>
<p>Culture</p>	<p>Develop a Culture of Community and Larger World Connection, Outreach and Participation</p> <p>See Beyond the UUCN: Outreach, Connection & Participation</p> <p>Raise Community Leaders</p> <ul style="list-style-type: none"> Raise leaders who have a vision for positive change in their community. They would be adults who can make a path of their own to support this vision. We would support them with resources, time and information. <p>Help start new charities.</p> <p>Join and support groups that encourage diversity and social justice and be guided by the experiences of those in different circumstances.</p> <p>4 - Develop a Culture of Volunteerism</p> <ul style="list-style-type: none"> Establish an Action Committee on whom the whole church could count for physical work and odd jobs Could be for <ul style="list-style-type: none"> Outreach Property Pastoral Care Broaden participation in Property team and its activities by the congregation. Broaden participation in Social Justice Committee. Broaden participation in CFF Make it part of the culture that it is such a privilege to teach in our classrooms that we always have a waiting

list. Change this from being an obligation, a sense of “I have to” to a shift that teachers benefit from teaching and it is a privilege to be in that room with the children and other teachers. Help people realize that it is an honor to teach.

Honor volunteers. Hold something like former “Ladies Lunch” to honor those who have given years of service to the church.

Focus on social justice first and our self-actualization (our personal religious search) later.

Put the community first.

4 - Be More Vocal About Who We Are

Congregants won't hesitate to say I'm a UU. Not telling you to be one. Talking about being UU at work.

3 - Develop the elevator speech and give UUCN congregants the words to get the word out.

Evangelize with a radio/TV station.

Have our church brag more.

Cultural Changes in Our Efforts to Grow Our Church Family

3 - Strive To Be More Welcoming To New People.

See [Growth](#)

Focus On Supporting And Planning For Higher Education.

Cultural shift to make academics and lifelong planning (professional) a part of the discussion at church & perhaps part of the curriculum and worship services. This might be of value to families who do not come from a culture where higher education is a given and are seeking support on this issue.

Change the church culture to include a vision of how to achieve in education by celebrating the accomplishments of children and adults, which will help us to become a diverse church.

Scholarships

Support Lifelong Professional Planning

Cultural shift to make it a part of the discussion at church & perhaps part of the curriculum and worship services.

Develop A Culture Of Stewardship In Our Church.

We want our members to realize that they value our church, so they are glad to pledge generously.

We want to talk easily about money with the congregation.

20% are contributing 50%.

We want this balanced out. We want larger contributions from the 80%.

Develop a Culture Of Planned Giving

Establish a committee for planned giving.
Get people to talk about this
Get people to know that this is for everyone, not just billionaires.
Make sure people know easy ways to do it.
Have clear instructions, with a good brochure
Encourage gifts that are of a modest amount, as well as large amounts.
Could have a painted wall with bronze doves attached if you donate a certain amount.

Use Endowment Funds To Promote And Support Businesses Run By Members Of The Church.

Use endowment funds to promote the mission of the entire church community

- o This would shift the financial balance of the community. (Right now 10% have all the wealth, and 90% don't. This would begin to more evenly distribute that.)
- o Also this would give people, who might not otherwise have it, the opportunity to get involved in a business
- o This would provide hope, encouragement, build character, and redefine people's self worth

Create occupational feeders that our church can feed people into.

Build Character Of Individuals

Character building, self-worth of individuals is central to our future
Offer education to promote this
Reach out to organizations to help youth find job
Provide scholarships for youth
Ask leadership to set an example from the top.
Cultivate young people so they know how to go out into the world, be human, and embrace UU principles.
Embrace diversity and social justice within the church; in other words, treat people at UUCN in a way that reflects what we want to see in the the community and world.

Provide Community That Is Inclusive and Supportive.

Meaningful, fun and vibrant community building activities that appeal to a broad spectrum of needs and tastes
Conflict resolution training
Support for each other
Strengthen community and offer wide variety of activities
Makes a huge difference in our lives and the lives of others.
Make our church matter to people.
Church as a religious body may be at apex, but as a community it may be more important than ever.
Less cliquish
Embrace individuals of diverse socio economic and educational backgrounds

Educate members and the larger community on the root causes of poverty
Make implementing systemic changes to overcome economic and educational inequity the core of our social justice vision and mission
All people should be made to feel welcome, regardless of their past religious affiliations, economic background, allergies and sensitivities, politics, skin color, education level, careers, etc.
3-Evolve into a nonpartisan church that is accepting of diverse political affiliations and beliefs, as our covenant promises.

Develop a culture of service.

Involve need & passion with body, emotion, head. Incorporate physical.

Keep reminding ourselves that we are sane.

Consensual validation that we are worthy.

Keep what we have because it is treasured, but move out and make it what the community needs.

Keep supporting the Social Justice Committee, Community Dinners, and protesting

Have fun with people who “get” you.

Have a kindness team.

Concern raised that we may be implicitly setting expectations too high for some. Sometimes people just need a safe, welcoming, warm space without being made to feel like we could be doing more, which can feel like too much work sometimes when life has overwhelmed you.

Drop the word "worship."

[TOC](#)

Finances

Get More Money

Increase Contributions To The Annual Pledge Drive

We want our members to realize that they value our church, so they are glad to pledge generously.

We want to talk easily about money with the congregation.

20% are contributing 50%.

We want this balanced out. We want larger contributions from the 80%.

Make it easier to give: Method for giving contributions electronically, or on our church app.

Increase Our Endowment

Have a committee for planned giving.

Change culture to have people be able to talk about this and see that this is for everyone, not just billionaires.

Make sure people know easy ways to do it.

Have clear instructions, with a good brochure

Encourage gifts that are of a modest amount, as well as large amounts.

Could have a painted wall with bronze doves attached if you donate a certain amount.

Grow the endowment and let it fuel programs.

Explore Idea Of Building An Endowment For The Preschool

Preschool goes through peaks and valleys of attendance

Seek out old alumni from both schools as possible contributors.

Concerns About A Capital Campaign:

1. It might conflict with a pledge drive.
2. Determine whether we need a capital campaign before we do one.
 - a. Start with a vision for the church so we can be specific about what we have to spend to achieve it.
 - b. Educate the congregation in stewardship and implement changes to the pledge drive.
 - c. See if more capital is generated and there is less of a need for a capital campaign.

2-sell our current property to someone who would commit to maintaining its historic integrity

Share our space by renting it to another church hold services and use a few hours a week

Make the cemetery a city landmark or optimize it as a community-oriented space to earn money for the church.

Have an online site (like EBay or Amazon) for the auction.

Have a Bigger Budget

To grow the church

By

	<p>Updating and expanding the facility by purchasing property, renovating old buildings, building new ones and improving grounds and parking Or selling the facility and purchasing or building a new one With new and expanded programs including Music - more sheet music, instrument and equipment purchases. Outreach FF Scholarships By hiring a larger staff or giving more hours to existing staff To maintain our facility and make it adequate to serving our needs with Comfortable and appealing decor Modern technology Cost saving upgrades, such as commercial toilets that reduce water and plumbing bills Routine upkeep Staffing needs such as Benefits for part-time staff Training and retreats Reconfigured office space</p> <p>For advertising and public relations</p> <p>To provide transportation for attendees</p> <p>TOC</p>
<p>Growth</p>	<p>6 - Strive To Be More Welcoming To New People. Get people in the door and then into little groups so they feel they belong. Continue welcoming vibe. Get our LGBTQ Certificate. Make more diverse and have more functions to support these groups, inclusion (LGBT friendly) Game night/music night (karaoke), bowling nights, and other activities to connect with the LGBT community We need to be aware of how to bring people into conversations, in ways that are welcoming, so we can have more socio-economic diversity in our congregation. Asking someone where they went to college implies everyone goes to college Asking someone what they do for work implies that everyone has a job</p>

Church Needs To Grow In Size (Membership), But Stay A Family. We have much to offer. We have done very well keeping our church connected, but don't grow as a business just to grow, without keeping our people in mind.

Attract More Members (Very Popular Idea From Surveys, Cottage Meetings And Team Interviews)

Be welcoming to people we want to attract, such as

Young families

Families from all walks of life

Minorities from all walks of life.

Welcome people from the AA meetings and community dinners and help them feel part of this church.

More people!

Younger people

2 - Attract young adults who need a church to help them change.

Use methods that are relevant to them.

Involve them.

If we are successful people will want to give their gifts to the church. Teams will automatically reach out to youth "We need your help. You are a part of our church family."

College age kids

Create outreach programs for them

People with different careers, income levels, and education levels

People with different cultural and racial backgrounds and different political and religious beliefs

Attract immigrants

Support immigrant groups

Adopt an immigrant

Service in another language

Understand & learn about other cultures

Incorporate elements of other religions and cultures into our worship and facility

More theological discussion and sermons in worship to reach out to people with different theist beliefs

Make services apolitical

Do a Demographic Study

Determine how we can be more relevant by doing a demographic study of greater Nashua.

The [Regional Planning Commission](#) can give us data on this.

Expand Staff

	<p>See Staff</p> <p>Expand Programs 5 - Offer 2 services. Move to 2 Sunday Services. Have one service at current campus and one at satellite campus Different tone and character for each service if move towards 2 services. 1 like now and 1 more fluid. See Training, Education & Spiritual Development See Beyond the UUCN: Outreach, Connection & Participation</p> <p>Expand Space A larger membership needs more space to encompass the church and what people are capable of doing. A satellite campus for 2nd service with ample parking and transportation</p> <p>Adapt To Changing Community Of Nashua Secularization Immigration Racial Diversity</p> <p>TOC</p>
<p>Interaction Within Church</p>	<p>9 – More Church-wide Events & Activities. 2-More adult social events More activities for all ages More spiritual activities for all age groups More activities for all age groups to socialize together Carolling at nursing homes Interfaith potlucks for breakfast, lunch, dinner and dessert Churchwide dance for all ages More “all-church” events, such as music pageants. More “cross church” interactions, integrated interactions. More activities and events centered around other faiths and practices, such as, yoga and meditation.</p> <p>5 - Have More Ways For People To Contribute Musically Play during chapel Organize occasional volunteers</p>

Work with youth musicians.
Recruit more singers.

4 - More Support From All Church Members For Church Causes

Youth spending class time rolling silverware for community dinner;
People helping or eating at community dinners.
Have the adults get on board with the issues that are important to the youth.

Board

Board would put more time into networking and linkage, connection to the congregation, including those who are not in leadership positions in the church.
Board would be more transparent with the congregation.

Covenant Groups Take On A Supportive Role For Teams, Committees And Groups

Covenant groups could take on tasks.
Covenant groups could generate ideas and give help on specific topics.

Music

Have more regularly scheduled social events for church musicians
Offer more in-church musical efforts such as singing to our shut-ins and all ages plays (like Honk!).
More social events between the choir and the church, to fundraise or just to have fun (singalongs, dinners, outings, etc.).
Choir retreats to Star Island or Rowe or Ferry Beach.
Have the choir prepared to perform at weddings, funerals, naming ceremonies, hospital visits, etc. by having the choir at the ready with a small stable of “ready-to-go” music selections that we have prepared at all times — or a smaller team of folks who can read music well that can do pick-up singing quickly upon request

Pastoral Care

Have teams of two available to visit congregation members.
Visitation of ill/hospitalized
Visitation to nursing homes/retirement homes.

Senior High Youth

Integrate youth into FF programs and staff.

Young Adult Group

Give Young Adult Group more visibility in church – who we are and what we do.

More youth involvement in the Cemetery Committee

Incorporate somehow Cemetery into the ROPES curriculum

Start a mentor/mentee relationship with Young Adult and Senior High Youth groups.

Vote of the full congregation on what social-justice/political actions get supported by the church

More safeguards in the termination of employees

Work to get all age groups involved in worship, church events (such as dances), and teams and committees.

When people walk in the door, we should invite them to join teams/committees right away to get them involved

Reach out to parents of UUs and see what their kids are doing and do they need space here?

Connections Summits encourage everyone to become more connected in the church.

Have more summit connections and learn how to get connected to events.

Have events all the time.

Get our LGBTQ Certificate

Develop a UUCN community that is truly supportive and inclusive with conflict resolution training and meaningful community building activities that appeal to people with a wide range of needs and tastes.

Less cliquish

[TOC](#)

Parking & Transportation

12 - Solve parking problem

- More and better parking.
- 3 - Better WW parking
 - 2 - Underground parking garage at Grove Street.
- Remote parking for a safer, more accessible facility
- Use monthly donations to buy a nearby property and convert to a parking lot
- Hire valets to park cars.
- Address parking by bussing people in.
- Parking garage.

14 - Transportation to get people to church on Sunday and take our youth groups, covenant groups, preschoolers, etc. where they need to go.

Staff to facilitate transportation program.

Transportation

Method

- 5-Have a church van, minibus or bus and a place to park it
- 4-One van or bus should have access for people with disabilities
- 4-UU-ber!
 - Full time UU-ber staff (for free)
 - Arrange transportation to church for folks who can't get here.

Carpool

Shuttle service needed.

Retiree drivers to keep them engaged with the community and socializing.

Advertise it for people who want a ride, not need a ride. There should be no stigma attached to it.

Advertise on social media

To

7-Services

Any place people with pastoral needs have to go

Choir rehearsals

The preschool for after school programs

For

Everyone

Folks who cannot get here

Disabled

	<p>People with pastoral care needs Preschool kids</p> <p>TOC</p>
<p>Programs</p>	<p>See Training, Education & Spiritual Development for FF and Training Programs</p> <p>Services See Worship</p> <p>Music 2-Bring in many guest musicians with relevant but diverse styles and offerings. Have a group that works on writing new music, with a room to jam, record music, etc. A permanent band, much like our permanent choir. Have a variety of music groups: youth choirs, children’s choirs, bands, brass groups, bell choirs.</p> <p>General Ask people what they would like to have at church. Have programs at different times based on when congregants can be there. (May be Monday night. Staff available.)</p> <p>Breakfast staff/ breakfast program for Sunday before church.</p> <p>Educate members how to support families with kids.</p> <p>Start a program to honor UUCN Social Justice rock stars</p> <p>Better conflict resolution process and training.</p> <p>TOC</p>
<p>Property</p>	<p>Original (Core) Campus In general, make sure that we are creating a space that will work for how we want to operate in the future, not necessarily just plan a space for how we operate today (see what we want to do and adjust our space to let us do that). For example if we want to host concerts, where will that happen? If we want to be a sanctuary church, how would we do that?</p> <p>16 - Renovate The Facility--if We’re Staying Here, Make The Physical Space More Inviting</p>

Put ourselves in people's shoes and address church physical image.

Parish House--

Make accessible.

5 - Auditorium renovation – make inviting for community use.

Drapes, flooring, ceilings and lighting

New stage curtain

Refurbish auditorium making a space that is inviting for community use.

Modernize auditorium.

Hire architect to optimize space.

Gut it, put in new floor, and use for speakers, movies, dances, bands and theatrical productions.

Install permanent sound system.

AV in in auditorium.

4 - Dining room update

Drapes, flooring, ceilings and lighting.

New table linens

Larger dining room that has kitchen next to dining facility

6 - Kitchen update & modernization.

Hotter tap water button

Make kitchen more functionable and easy to use

New dishwasher

Ice cube maker

Better freezer space.

2 - Spruce up youth room, fellowship room, and chapel

Too much orange; change the color scheme

Replace orange and other folding chairs with more comfortable and attractive seating

Add AC to youth room, redecorate with input from youth group, fix fireplace, add fridge, increase size.

Add rec room for young adult group. Have pool table, craft area, air hockey table, ping pong table, old arcade games, foosball table and kitchen, tv sets and projectors.

Set aside an intentional space for people to drop in, think about the service in a semi-structured environment.

Redesign the courtyard between the Sanctuary and the dining room to use space better, possibly to improve access between locations.

Be able to partition the dining room to support multi-use applications

Sanctuary--

5 - Have a more welcoming foyer.

4 - Replace pews for more flexible, comfortable seating that is collapsible, more maneuverable, more comfortable.
Make accessible.
Have space open for times when people need comfort.
Make chancel and choir area more accessible. Make a designated choir area to reduce shuffle during service.
Better lighting
Modern technology to enhance the audio, visual, tactile experience of congregation and remote participants.
Upgrade organ.
2 - Screen in back of sanctuary so minister and musicians won't have to turn round to see the screen.
Seasonal tapestries.
The pew cushions and carpet should be wine-colored or navy
Entering the church should feel more natural and be a one-step process from door to sanctuary
Preserve sanctuary, but make other spaces more multi-use.

White Wing--

Give Sherri A/C
Add an upper story.
Include OWL classes in this building.
Permanent sound system in chapel.
Two rooms that meet baseline modern standards for a conference room.
Fellowship area for parents to wait for children to leave class, socialize, eat and drink.
Have more accessibility to a variety of outdoor spaces like playground, cemetery and grassy area.
An elevator.
More office space for music staff.
Configure staff space to encourage collaboration and communication. Staff needs more space.
Classrooms need paint and new cabinets and air conditioning for summer use.
Grow CWG-WWS to include and support more students; here on site or elsewhere.
When CWG-WWS was started there was a need for kindergarten, now there's a need for full day childcare.
Can we expand to meet that need?
Awesome upgrades to the classrooms

Parking--

Add more parking! Suggestions: a parking garage under the Grove Street lot or a new lot on a nearby property. Add space to park a bus or two vans for transporting people to the church. The bus or vans should be accessible.

Grounds--

Plant more trees to replace mature ones that die.

Plant flower gardens.

Plant vegetable gardens to share.

Add lights that enhance beauty of facility at night and make the outside safer.

Increase front yard.

Increase play space. Grass gets worn and muddy. It would be nice to have a natural, shady, treed playground. The Grove Street lot might meet this need.

Safer and more accessible cemetery

More outdoor green spaces for services and events.

General--

2-Improve presentation and keep in good repair.

3-Connect White Wing building with Parish house so folks can get from one to the other without passing through the sanctuary or going outside, which would let building be used for more things simultaneously

2-Make more welcoming for everyone

Add welcome signs to entrances

Have welcoming vibe.

2-Make accessible facility wide.

2-Love the beauty and historic character

2 -Create a new front of our building, but still respect and adhere to the historical district requirements.

Preserve historic look

Where is the front door?

Respect beauty and historical nature.

Provide adequate space and technology for all we offer

Keep providing space for teams, self-help groups, non-profits and preschool

Repaint so we do not look so poor; some walls should be a calming color like light pink

Add more storage space.

Storage space/shed for tools/equipment

Storage for documents (a vault?)

Set aside space for memorials of loved ones paid for by donors who give substantially to the church.
Improve with upgrades that will reduce future costs, such as commercial toilets.
Update bathrooms.
Have a shower on site so we could be a sanctuary congregation
Better AV (audiovisual) everything throughout the building
AC/Fans to control air flow of the building and make it more comfortable year-round.
HVAC
Increase safety and security.
Expand by buying neighboring properties such as the transmission shop, yellow house or Margarita's.
Buy neighborhood properties to help poor.
Buy local housing and offer it as rent controlled housing
Create a space that transcends socio-economic divides.
Use facility's location in the French Hill neighborhood to good advantage and serve the people there
Rent (from others to expand or to others to share our resources and make money?)
Configure space to bring in the community more.
Have partitions to divide large rooms instead of walls to create a more usable space

New Satellite Campus

Modern conference center used for community outreach, workshops, and training
Create a new church model with a home base and satellite churches
Why is there only 1 UU church in each town? (There's more than 1 Baptist church in each town, etc.)
Is the goal for more business? Or to meet the needs of the community?
Monthly satellite fellowship in the nearby area which can help stay connected with the people who are not able to attend church. A student minister could help here.
Separate satellite facility in greater Nashua area for Social Justice and community involvement purposes ie. How UUCN owns Rowe Center.
Use an abandoned strip mall as a satellite campus and have a service there and a shuttle to get there.

Activities That Need Space

Space for GA, youth cons, workshops, training, large community dinners, church breakfasts, dances, plays, music, daycare, homework club, daytime refuge in inclement weather, a newspaper, a radio station, a tv station, group reflection after a service, a larger congregation, weekly meetings like AA.

Special Topics:

13 - Improvements for safety and accessibility:

Make entire facility accessible:

2 - Chancel--Handicapped access lift?

2 - Choir area--Handicapped access lift?

Put a ramp outside in front.

Make dining room more accessible.

Cemetery

5 Traffic flow from White Wing to Sanctuary to Parish House needs to be redone.

Need a Sanctuary that is not a corridor. You should be able to get from one end of the building to the other, without having to go through the Sanctuary. The Sanctuary should be its own space

We need a new entrance – one that looks like an entrance, so people will know which door to enter.

Have a setup that will not create a bottleneck for the church

Knock out the AV closet and expand that hallway down to the Parish House.

Physical facility that's safe

Improve outdoor lighting.

Buzzer system to let people in to preschool, with a video camera so you can see who is there,

Modern security system

Cemetery

Accessible entrances

Figure out how to make physical entry through front of church more accessible

Literally more accessible for older visitors and folks with walkers/wheelchairs

Expand our services to be more inclusive of people.

10 - Improve Technology (see [Technology](#))

11 - Expand The Property By Buying Nearby Buildings.

3 - Buy the yellow house across the street in order to.

Build a bridge overpass to enter into the church building.

Change the street so that we can have a larger front yard.

Use it as another building or a parking lot

Take over the transmission shop and build a recreation center.

Buy whole block & use for housing ex. For the poor or services.

Other facilities.

Buy up the neighborhood.

Buy Margarita's or nearby space for program use.
Buy up buildings in the neighborhood

7 - Grow The Facility

Hire architect and engineer to evaluate space and give recommendations based on goals.
Particularly grow the CYFF wing. Enough space and places for us to have conference ability.
Enough space to have youth cons, or other large gatherings.
Gathering space away from coffee hour - For parents to socialize and get together while waiting for their children to get out of class (fellowship area). A welcoming warm comfortable area with food and drink.
Make more space for Faith Formation.
Raise the roof – add a third floor, parking garage, and elevator in Faith Formation wing. Allow all groups including OWL to be in one space.
Add a third floor to the White Wing building
Magically expand CWG-WWS and then offer more scholarships.
Increases size.
Raise money through our monthly donations to buy nearby house for parking.

6 - Use Current Space More Effectively.

Update our space.
Do we need the two buildings we have and could we use them in a better fashion?
Could we share space with other organizations for rent?
Hire an architect to tell us how the space can be optimized.
Get an architect and engineer to see how we can make this a more useful space.
Auditorium – Use this space in a more functional way.

5 - Improve Outdoor Area For Children

Outdoor space – more accessibility for children in Faith Formation to a variety of outdoor spaces, such as playground, cemetery, grassy area. (they will check if cemetery can be used again
dirt in the playground for preschool is messy - dust (artificial turf is a possibility; it is expensive) - might be taken care of by the Property Team with bark mulch (has to be child friendly).
play space is too small for the amount of use it gets. like the nature feel of the play space.
back space available as nice play space for preschool; with trees and shade (rather than needing to be used for parking).

4 - Improve Lighting.

Install better external lighting in the front of the church, including up lit trees, so the church is beautiful at night and people realize it is there.

Better lighting in Sanctuary especially for evening events.

Outdoor lighting for safety.

4 - Have A More Welcoming Entrance Area.

Make a foyer.

Meeting friendly entrance (where you don't walk right into the hallway off the sanctuary, but into a gathering area).

Fix so it is more defined what set of doors to enter for newcomers and in general.

Have a space that is not confusing on where to go upon entering.

8 - Move to a New Facility

One that is as close to the center of Nashua as possible

We need a space, but maybe we don't need THIS space

We cannot fully change the somewhat forbidding and unfriendly character of this facility

Afraid we cannot adapt the current facility serve our needs, vision, values and mission.

Do we benefit from this community/neighborhood where we are?

Potential new location where we can welcome the community in

Open to a new modernized campus, but not considering taking down the current one to build in the same location.

This is a beautiful, historic building, and it could be sold and used for another purpose to benefit the larger community.

If we find a sister church, maybe we could find a new shared space and partnership with them in it

Can our current facilities be used to reach our dreams/goals?

Is attachment to this building part of our mission?

2-sell our current property to someone who would commit to maintaining its historic integrity

3 - Make Our Facility A Greener Environment.

Eliminate use of fossil fuels.

Make solar farm to supply lower income neighbors.

Church more eco-friendly such as replacing the large glass windows in sanctuary, replace front doors.

Make windows weathertight

	<p>Insulate walls Discuss with Property Committee Add solar panels to our facility. Have more water conservative methods/green structure.</p> <p>3 - Consider Shaping Our Facility To Meet Community Needs</p> <p>2 - Increase Participation In Projects That Work On The Property. Develop a pool of people with diverse skills who can help with property maintenance. The Congregational Life Team could help with this process. Property could establish a sign up genius for tasks it is trying to accomplish. There could also be trainings offered.</p> <p>Add a gym</p> <p>Make a tentative schedule for large repairs and projects. Set up funds for the congregation to pay into so that money is there when the time comes and no one group of people is unfairly burdened by costs that are years in the making.</p> <p>TOC</p>
<p>Staff & Volunteers</p>	<p>Volunteers</p> <ul style="list-style-type: none"> Volunteer (lay leadership) staff to develop and train team leaders. Youth volunteers for Soup Kitchen Musical events volunteers Band members Team volunteers for small projects in the church More volunteerism Caring Committee neighborhood volunteers A pool of AV helpers <p>More Paid Staff -- scaled as needed and membership grows</p> <ul style="list-style-type: none"> 4 - Assistant Minister Community Minister <ul style="list-style-type: none"> To do spiritual outreach in community 3 - Student Minister

As part of a student ministry program
Support and work with ministerial interns
Get a student minister that we can help in providing practical experience.

Membership Ministry could become a full-time position.

Membership Coordinator

More office help

Sexton: more hours or two custodians.

Do-gooder staff

Outreach, green, kindness, social-action, organize social justice protests for people outside of Social Justice

2 - Youth Coordinator

2 - PT or FT Adult Faith Formation Assistant to focus on comprehensive curriculum.

Congregational Life Director

2 - Paid Caring Community Coordinator

Responds to Pastoral Care Team and Caring Community needs

Has the time to follow up with those in need and the Sign Up Genius.

Parish Nurse

Could encourage those home bound to discuss health issues. This would not be to offer treatment but as a listening ear with the background to understand their issues better. This person could also visit mothers of newborns who might need reassurance as well as those with other chronic health problems.

Publicity staff member

To celebrate the UUCN...its programs, its staff and members, its values through articles and pictures in area newspapers

IT guru

Full or part-time staff member dedicated to social justice

Full or part-time staff member dedicated to website and social media

Someone to assist Sherri who does so much

Event Coordinator for facility, including AV needs

Music Staff

Add 1 or 2 more people

More hours for existing staff

Children's Choir Conductor

To develop a permanent music program for interested kids.

Roles for a new music staff member:

Recruit volunteers to do special events
Choose music
Direct a variety of musical groups,
Expand programs.

Music Librarian

Organize music.

FT UU-ber staff and staff to facilitate transportation program

Staff Roles (in addition to those implied above)

Well defined job descriptions for all

Have more diverse staff reflecting the community we are working in.

2 - Spanish interpreter / language speaker

Faith Formation Staff is integrated into the whole life of the congregation.

More staff time devoted to communications.

More connected to the community

Staff Team Development

Have a strong, dedicated professional staff team so minister has a deep bench of support and staff works collaboratively.

More training budget and training time for staff so they're all current.

Staff training line in budget.

A training budget and training time for youth staff we employ.

Good ongoing retreats so staff feel a sense of cohesiveness.

Configure our staff space so it encourages collaboration and communication.

More space for FF offices.

21st century technology to support staff efforts

Compensation & Quality of Life

Fair compensation and benefits (particularly staff working more than half time).

Enough staff time and enough staff so we're not burning out our staff.

Staffing Decisions

Give Social Justice an active role on hiring guidelines to that of the UUA.

[TOC](#)

<p><u>Team & Committee Goals and Development</u></p>	<p>See <u>Training, Education & Spiritual Development</u> for Team Training</p> <p>Board</p> <ul style="list-style-type: none"> Would be 30 – 40% visionary. Would fulfill obligations more efficiently and more smoothly with less distraction. Would figure out how it can be most effective within the church. Have different sub teams to the board, that come in and make recommendations. Transition into fully functioning policy based governance. <p>Cemetery</p> <ul style="list-style-type: none"> Regularize processes and procedures (especially with respect to interments), so that knowledge can be transmitted more quickly and easily to future versions of the committee Digitize the plot map <ul style="list-style-type: none"> Complete with hypertext links Point-and-hover capacity that could provide additional information about those buried in the cemetery including pictures of the stone markers Create a “Who’s Who” based on biographies of important figures buried in the cemetery. (Suggested title, <i>The Dead Beat</i>. Rimshots, courtesy of everyone else.) <ul style="list-style-type: none"> It would be especially useful to make the community at large more aware of how many spaces the cemetery has available for cremains. <p>Communications</p> <ul style="list-style-type: none"> More help from people with special skills and interests <ul style="list-style-type: none"> A pool of helpers with an AV background. A website designer and a social media savvy person. A pool of writers so one person wouldn’t be responsible for writing PR. More outreach and visibility in the community PR relevant to the times. Limited streaming to extended UU community More technological solutions to communication <p>Leadership Development</p> <ul style="list-style-type: none"> LD will continue to connect with admin and people who attend summits. LD will continue to partner with other teams and grow in the direction the congregation wants it to grow In five years LD will join with Membership We want to formulate planned strategies on how to develop teams and committees. <ul style="list-style-type: none"> Everyone knows what the team is and what it does. More integration.
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Clearly defined roles and responsibilities.
We want to develop a leadership mentor/mentee program that connects leaders as mentors to teams
More leaders and less burnout
We would like to
 See an evolution from just being Membership, Leadership or Faith Formation.
 Have more members
 With leadership experience to help with the leadership mentor/mentee program
 Such as retiring board members to advise LD as virtual team members
 Have a path for people to develop as church leaders.
 A good website, having tools for people who are leaders to think longer term.
 Steps and tasks are the same every year.
 A continuously active Congregational Life Team
 Intentionally invite people into service.
 Tasks will be solid and permit congregants to grow, not just be assigned a role.
 For example, greeters feel connected to the church community.
 People will understand what they are doing.
 Connections Summits to encourage everyone to become more connected in the church.

Membership

Our job will be more clearly defined and narrowed down
 Find ushers/greeters (yes?)
 Track visitors (yes?)
Become a Lifespan Membership Team, not just focused on new members. Our goal will be to find the value in each group of people attending the church
Have a much larger team to enable us to introduce new programs for the congregation
 Contra dancing (no?)
 FUUN Team (?)
 Fellowship in a more intimate setting such as circle dinners, and such
Serve the various groups of people attending the church
 Check in with new members to know how they are doing, and show them they are valued
 Hold events for members who have been here 3 years and under
 Check in with senior members to know how they are doing, and show them they are valued
 Reach out to youth. Find out why they come or don't come to church.

Music

Figure out more ways to see what other UU churches are doing with their music programs
 More presence at relevant conferences
 A visit two to three times a year by a Team Member to another church's service to observe and talk to their choral director.

Figure out better ways to find new choral pieces that resonate with our frequent themes so we have a wider and deeper selection.

Pastoral Care Team

More members of diverse genders and ages to serve an aging and growing congregation
People with special skills and interests to help lead efforts on the Caring Committee
Do joint events with other pastoral care teams to get ideas and suggestions.

School Board

Funding for preschool staff to attend NAEYC conferences to learn about new best practices to help preschool grow and thrive.
Intentional strategic planning for the school - maybe even hiring a professional.
Keep preschool up to date with early learning standards

Social Justice

Gather more to discuss what is being done w/ Social Justice.
Have more participation with Social Justice Committee

Stewardship

Plans for pledging: stagger the pledge drive monthly. Each month, the drive will focus on a subset of pledgers. In a couple years it should be running smoothly. In the future:
Stewardship should not be as busy and its duties could be condensed.
The pledging process could be more automated.
Pledging could be rebranded.
We could use a subscription model (Netflix).
If the UUCN had a powerful database, another group could absorb pledging duties of Stewardship.

Worship Associates

More bonding time for WA members
In-house and outside training

Young Adult Group

Change the way the YA works.
More members
More church and community involvement
More networking with other YAs
More visibility and awareness of who we are and what we do

[TOC](#)

Technology

Make 21st century technology and training available to staff, committees, teams and members.
In general, rooms need to be more technologically advanced, have more usable technology in facility

Shared Drive Structures

More organized.

5 - Membership Management Software

Board

Access to a database of members that would have a filter for their interests, skills, and experience.

Leadership

Same as Board. Would help team develop more experienced advisors.

Membership

Would be a comprehensive software program to monitor all aspects of church life

Give entire membership team access to this program

Would contain:

1. Contact information
2. Skills/talent information
3. How long a person has been attending
4. Would list which teams/committees a person is on or has been on
5. Would track their attendance at all events and be utilized to cover all teams/committees
6. Manage active/inactive members and can edit/flag older/previous members (archive them)

Stewardship

Improved database with safe access and readability

Less cleanup with the reports and information

Safe and reliable interface for pledge payments with editable access

Make pledging process more automated, cashless, and feeless

Improve tracking of pledges.

More centralized information with accounting and membership

Social Justice

Access to New Membership List

Meeting Management Software

Agenda & minutes management.

Time management with the agenda.

Video and Web Conferencing Capability (eg, Zoom)

5 - Embrace New Technology

People may be tied to their phones. Don't exclude them. Embrace it.
More interactive – being able to participate online.
Listening and watching live stream in real time (like Zoom).
Night online sermons that reach out to UU churches across the country.
Use technology in our favor! This will increase weekly participation at events.
Create an intergenerational program where the youth can show off what the newest apps/slang/trends are to the older generations
Create a hands on space where the older generation can be kept more up to date on what's "in"
Have group to help use technology

3 - Signup Genius

Pastoral Care
 For Caring Community
Property
 For Special Projects
Communications ?
 More AV and Website maintenance volunteers.

Mobile Involvement App for the Church

For members and friends
Comprehensive calendaring with dates, times, and locations
Communication tools, including notifications, sign-ups, contact interfaces, etc.

Website

Educate people about our website and what is on it by promoting it more
Maintained, always up-to-date
Spanish language website
Tools for leaders to think longer term
Give our cemetery more of a presence

5 - Technology And Audio/Video Production Capabilities

Communications
 Live broadcast with interactive component of Sunday services. Capacity to make high quality audio recordings of musicians and speakers and high quality video recordings of portions of service such as chalice lighting for remote watchers (such as those at the Hunt Community)
 Bluetooth or up-to-date system (2037 sound system?) that would be used by all hearing devices in the Sanctuary.

Improve the quality of our headsets
Make our services more accessible to homebound congregants
A webmaster and social media savvy person and more money
Have full media rooms

Leadership

Virtual church – everybody wearing headsets. “Today’s service comes from Hawaii....”

Music

Better recording equipment to get out message. Miked headsets and speakers to make sound equally audible from any seat.

Permanent sound system in auditorium and chapel

Staff

Online classes and Soul-X

3-minute recordings about UUCN

Get word out on FB, Twitter or whatever is relevant at the time

Any technology that would support collaboration and communication

Support AV needs of an Event Coordinator

LRPC

One space setup well with a monitor that people are all able to look at

UU Newspaper, Radio, And TV Station

For getting out our UU message

Conference Rooms

Have two rooms in WW that meet modern baseline standard for a conference room. Determine requirements by consulting with subteams. Helpful link?

https://property.mq.edu.au/space_types/staff_spaces/meeting_room_faculty_small

Board

Circle speaker phone

Wifi jacks

Projector system

Access to shared drive structures and database

Big Monitor/Projection Screen

Modern Security System

Doorbell and cameras to screen people

Monitored by apps

	<p>Video monitoring of areas in church?</p> <p>Youth Room</p> <ul style="list-style-type: none"> Wifi jacks TV set Projector <p>Miscellaneous Team and Committee Needs</p> <p>Cemetery Committee</p> <ul style="list-style-type: none"> Develop an app for our cemetery with a self-guided tour. <p>Communications</p> <ul style="list-style-type: none"> Electronic translator Screen in back of sanctuary for speakers in front Have a paid IT guru Have a larger AV budget <p>Music</p> <ul style="list-style-type: none"> Computer access in new office space <p>Pastoral Care</p> <ul style="list-style-type: none"> Technically support a Caring Community network <p>Property Committee</p> <ul style="list-style-type: none"> Include in discussions of technological upgrades <p>Youth Group</p> <ul style="list-style-type: none"> Use and learn more technology <p>TOC</p>
<p>Training, Education & Spiritual Development</p>	<p>AFF</p> <p>YA group would start a mentor/mentee relationship with the Senior Youth Group.</p> <p>Continuous training for AFF Team.</p> <p>Team would facilitate a comprehensive curriculum for the congregation with many activities to choose from for all stages of development. Team would define the road map w/inputs from congregation, etc.</p> <p>Teach activism and help people discover how to effect change in our church, family and country.</p> <p>ROPES for Adults.</p> <p>Senior citizen and elderly programs.</p> <p>Teach members about the contributions of older members, honor them at special events.</p>

Provide ways for members to help run their ideas for AFF curricula.

Board

Stay relevant with workshops and trainings

Cemetery

Involve youth

Explore incorporating Cemetery into the ROPES curriculum

Committees and Teams

Have a Congregational Life Team

Involve all ages in committees and teams.

More workshops and training within and outside the church for team members.

Lay leaders who will develop and train team leaders.

Team would consult with members and help members realize their own ideas for programs.

Communications

Live broadcast with interactive component of Sunday services.

More young people on team.

Community

Learn about community needs and how to help.

Offer classes, workshops and training, perhaps in life skills, money, etc.

Body and Soul outside the church.

UU sponsored Social Justice and Community Service scholarships.

Open our adult education to the community and get the word out.

Develop leadership skills within our membership and beyond.

Offer GED or high step program to people who do not have a high school diploma

Take our music out to the community.

Offer night services to other people who are busy on Sunday mornings

Figure out what the community needs and fill that need.

Do something FOR the community, not just IN the community

Hold some sort of forum to address the opioid crisis (a workshop or a resource fair). Get attendees in leadership roles, not just presented to.

Partner with the Adult Learning Center

Hold community education events, preferably in conjunction with other faiths and organizations

Congregation

More course offerings

Conflict resolution training

	<p>Community building activities More defined roles and responsibilities. Develop leadership skills within our membership. Educate members how to support families with kids. There is a whole world of topics that relate to our faith tradition, values and purpose that would enhance the lives of individuals and move us closer to our vision and goals that we aren't yet touching on and are the foundational bricks that make all other things possible.* Opportunities for an exchange of ideas, for sharing beliefs that is broader than covenant groups - personal spiritual development could be deeper - strengthen your faith by challenging it and having conversations about it; more opportunities for sharing faith stories. Develop alternate ways besides DTC to process and discuss the service weekly. Create a hands on space where the older generation can be kept more up to date on what's "in." What does Policy Based Governance mean?</p> <p>CYFF</p> <p>Shift thinking on what it means to be a teacher in the FF program. Add a new floor to WW to create more space for CYFF including OWL. HS kids would be credited for going through OWL Incorporate the physical with emotion, mind and spirit. Task a covenant group with exploring ways to participate in our children's faith formation. Have an annual summit to discuss non-denominational best practices for FF. This could be proposed at the existing interfaith council monthly meetings. Vacation Bible School. Summer Camps. SYG would be mentored by YA group. Work with youth musicians. Raise leaders who have a vision for positive change in their community</p> <p>FF</p> <p>Build a strong whole life FF program. Have an all ages service followed by a FF time, sometimes all ages together, sometimes separate. Have an annual summit to discuss non-denominational best practices for FF. This could be proposed at the existing interfaith council monthly meetings.</p> <p>Leadership</p> <p>Leaders in the church will mentor the new leaders, of whom some will join LD. Intentionally invite people into service.</p>
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	<p>Connections Summits to encourage everyone in church to become more connected. Develop a culture of service in all age, including young people Annual leadership gatherings to share ideas on leadership development.</p> <p>Music</p> <p>Expand music program and involve members of all ages. Work with youth musicians. Keep the music inspiring. Keep music important at this church. 2-Continue the music aspect of service.</p> <p>Pastoral Care</p> <p>Teach about helping others in times of need. Learn about the needs of members and how to help.</p> <p>Preschool</p> <p>Establish an endowment to offset times of low enrollment More diversity More scholarship funds More integration into the community, which could lead to more community support.</p> <p>Social Justice</p> <p>Social Justice will educate congregation on what it is doing. Get our LGBTQ Certificate Educate members and the larger community on the root causes of poverty Make implementing systemic changes to overcome economic and educational inequity the core of our social justice vision and mission</p> <p>Staff</p> <p>Additional staff for FF when population grows. Larger budget and more time for training to keep current. Staff training line in budget. FF staff is integrated into the whole life of the congregation. Have a paid student ministry program.</p> <p>Stewardship</p> <p>Teach about and develop a culture of stewardship in our church. We want our members to realize that they value the church, so they are glad to contribute.</p> <p>Youth Group</p> <p>Use and learn about technology more.</p>
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	TOC
Worship	<p>Adult Worship</p> <ul style="list-style-type: none">9-More inclusive of diverse people.<ul style="list-style-type: none">3-Make services accessible to the hearing impaired<ul style="list-style-type: none">Provide visualsSign language interpreters at servicesGood hearing assist headsets and sound system2-Make services accessible to speakers of other languages<ul style="list-style-type: none">TranslationsDifferent<ul style="list-style-type: none">Age groupsEducation levelsIncome levelsCulturesPolitical affiliations <p>Variety of services with different styles in terms of:</p> <ul style="list-style-type: none">Music — jazz, etc.Intellectual vs spiritualUplifting vs academicFun vs more serious. We can be so serious as UU's, maybe we could be a more fun and uplifting from time to time, less earnest.Do programs like Body and Soul services <p>Less political</p> <p>Contemporary</p> <p>Explore spirituality in different ways, knowing diversity in spirituality.</p> <p>Deeper exploration of philosophical ideas</p> <p>Make our services more interactive. This will make members of our congregation more visible and create more personal contact.</p> <p>Continue to have services be flexible.</p> <p>Services should be vibrant, fun, lively, challenging and spiritually and intellectually satisfying and life affirming to all.</p> <p>Have sermons that give people something they can do and also ask them what they can do.</p>

Dilemma in striking balance between theology and intellectualism. Maybe solved with more small groups working as a subset of the whole?

React to the things that happen in the news - having a special vigil, talking about on Sunday, etc.; balance this with a high level of spirituality - not overly heady

Invite the groups that we help with our Outreach Collections to come to church here for the service, beyond the one person who explains the program to us.

Make academics and lifelong planning (professional) perhaps a part of worship services.

Joys and Concerns

No candle cards and more chances to contribute spontaneously from the heart

Fine as is

Encourage Texting/ digital service for prayer cards, or part of our church app.

Keep music an important part of the service

A lot less bible talk for sure. Other religions have a lot to say that is relevant, too

Many things continuing as they are

Worship For Different Age Groups

Find a way to plan worship with all ages in mind so that it is not so generic as to be useless to everyone.

Intergen service followed by a FF time, sometimes all ages together, sometimes separate.

One intergen service and one adult service per week

UU youth visit other churches.

Youth have their own services

More Worship Services

Multiple services

At different times and places

With different styles and content.

6 - Offer 2 services.

3-One in a different language, such as Spanish

Spanish speaking services, help immigrants acclimate to community

On Sunday

One in the day and one at night

Have one service at current campus and one at satellite campus

Different tone and character for each service if move towards 2 services.

Music — jazz, etc.

Intellectual vs spiritual

Uplifting vs academic

Fun vs more serious. We can be so serious as UU's, maybe we could be a more fun and uplifting from time to time; less earnest.

1 like now and 1 more fluid.

Remote Services

See [Technology](#)--**Technology And Audio/Video Production Capabilities** for more specifics

Listening and watching live stream in real time (like Zoom)

Able to participate online interactively

Will there be more folks participating online in the future? Are we moving in that direction? Are we supporting that shift?

Night online sermons that reach out to UU churches across the country.

With Other Churches

3 - Choir exchanges.

2 - Learn about the music programs of other churches

Music Team Members visit other UU churches to learn about their programs.

See how others celebrate and incorporate music into worship.

3 - Go outside of our doors to other churches for worship

Visit other churches and learn about spiritual and cultural diversity.

Continue pulpit swaps (including non-UU's) to expand our exposure to other people/points of view.

After services by conducted by leaders of other faiths, we should have an opportunity for dialogue with the presenter.

This will enhance the way in which we operate "beyond" and expose us to other churches/religions

Invite other churches to visit us on certain Sundays

UU youth visit other churches.

After Service

Develop alternate ways besides DTC to process and discuss the service weekly.

Deeper exploration of philosophical ideas proposed in the service

Worship Space

More available, accessible, comfortable, technologically current, and welcoming. See [Property](#).

Buy whole block & use for services.

Use an abandoned strip mall as a satellite campus and have a service there and a shuttle to get there.

More variety of locations

3-More outdoor green spaces for services, including parks.

A satellite campus for 2nd service with ample parking and transportation

[TOC](#)