



Mission Statement: The Unitarian Universalist Fellowship of Central Oregon is an intergenerational liberal religious community. Together, we create a community for life-long learning, freedom of belief, caring fellowship, spiritually meaningful services, and engaged social action.

UUFCO – New Home Vision Workshop Notes Saturday, November 19, 2011

Purpose: Engage members of UUFCO in developing the shared vision for the New Home initiative and in providing input to the Steering Committee and Board

UUFCO is in the planning phase of its New Home project and has a number of planning activities relating to both operations and the New Home project underway. The New Home Vision Workshop, conducted early in the 7-month planning period, was designed to engage all interested members in developing a shared vision for the congregation in its New Home.

Over 60 members participated in the day, including 12 small group facilitators, 48 small group participants, three leaders, and additional volunteers that helped with advance preparations, set-up, food, etc.

The notes reflected in this document are a compilation of the input shared and gathered, with a limited amount of grouping and synthesizing completed by the planning consultant.

Five Key Issues Workshop Designed to Address:

- **Location** considerations—How do we want congregants to be able to find and access us? Should we be on a main thoroughfare and highly visible? Should we be in an urban setting close to the largest concentration of our congregants and accessible by public transit? Is a site with undeveloped land preferable, where we could have trails, a community garden, etc.? How important is our mountain/forest/territorial view or can we design landscaping we design/plan to bring the views we want to see from our worship, program, and office spaces?
- **Experience of a first time visitor**—What is it that we want a first time visitor to see, experience and feel when they come to our New Home?
- **Connections with the greater community**—how can our New Home serve as a place for the greater community to come to? To do our social justice work from?
- **Growth considerations**—What are the positive aspects of growth? Today we are 150 members—what will it mean to be a mid-sized congregation of 250+ members? What do we

need to be aware of and plan for to ensure our growth is assimilated, adds to what we love best about UUFCO?

- **Member involvement**—how can our members today be involved in helping us prepare for designing, moving into and living in our New Home? What role in current operations and New Home planning is each person interested in?

Agenda for the Day

| | |
|--------------------|---|
| 9:00 AM -12:00 PM | Group Leader training and workshop for group leaders |
| 12:00 PM – 1:00 PM | Lunch hour for group leaders and attending members—opportunity for group leaders to set up their small group’s space and to plan as a team |
| 1:00 PM – 1:30 PM | Workshop introduction: Rev. Heather Starr; Leslie Koc, Chair New Home Steering Committee and Aggie Sweeney, UUA Congregational Stewardship Consultant |
| 1:30 PM – 3:30 PM | Concurrent Small Group Sessions for Members (child care available) |
| 3:30 PM – 5:00 PM | Group leader debrief |

NOTES FROM SMALL GROUP SESSIONS

Please refer to the facilitator's guide at the end of this document for more information on how questions were framed and asked.

UUFCO TODAY

The cards in this section have not yet been recorded and synthesized. That work will be completed and the file updated.

FEEL AND IMAGE OF OUR NEW HOME—WHAT WILL A NEWCOMER IN 2016 FIND?

- Building belongs to the land
- Able to find it
- Light and bright—open, natural feel
- Calm and serene space—beautiful
- No focus on sin, focus on acceptance
- The people are friendly
- Website, informative, attractive, ease of navigation and user friendly
- Accessible bathrooms and building
- Heard about from a friend
- Campus—welcoming because architecture fits surroundings
- Heard it was a green[LEED] building
- Children's space of their own
- Aging parent has hearing accessible and ADA compliance
- Liberal religious community
- Music beautiful but not too churchy
- State of the art technology and media
- Beauty, warmth, and graceful campus
- Clean facility
- Religious education for all ages—3 years – adults
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- Easy and obvious parking

- Nicely landscaped, native landscape
- Bathrooms easy to get to
- Welcoming people at door
- Comfortable chairs
- Guidance for those with children—inform about children’s programs, inform about all programs
- Easily, identifiable people to get informal
- In phonebook, website, newspaper
- During service, go paperless, screens for reading
- Sunday school teachers and childcare providers greet kids and newcomers, explaining what to expect, no more than two ages together, offering activities for all ages
- In community, kids would hear about the programs [i.e., Navigators], and bring parents to church
- Teams – active and running their own program
- Location—important feeling from neighborhood location, environment and welcoming facility
- Presence: visual appearance of building, plants, water, nature
- Site—what we see—quality of light [stained/leaded glass], trees [feeling], quality of sounds, smells, air flow through building
- Warm, welcoming, comfort, hominess, fireplace focal point, inclusiveness
- Showcase for sustainability—construction and use, materials/design, landscaping
- Unique beauty and serenity
- Free and open spirituality, ideas
- High quality
- All ages
- Happy people, respect for all comers, greeters/welcomers
- Active/structured education programs—for kids and for adults
- Caring, nurturing caretakers
- Active youth group with their own space
- Crying room, room for sensitive adult
- Accessible—outside and inside bathrooms
- Accommodating easy to find front entrance
- Information desk
- 24/7 public usage place within the church
- Fellowship hall with good kitchen
- Multipurpose space
- Office space

- Being able to hear service from other locations
- Storage space for community groups to meet
- Choir room
- Library
- Children's classrooms
- Space available to be used during the week (should be used during the week)
- Conscious connection to the newcomers
- Sharing space with a very different group
- Placement of sound system not distracting
- Distinctive building to draw people to it—environmentally sensitive, sustainable, how we fit into nature, uniqueness that says something about our values, beautiful
- Fellowship—different colored coffee cups for visitors
- Special group for newcomers
- Lunch afterwards, not too far from restaurants
- Space in building for potlucks after service
- Lunch afterwards—not too far from restaurants
- Way to ID others in crowd to connect to do something together afterwards
- Eating space—clear how to clean up afterwards, multipurpose for us and others
- Accessible restrooms
- Leave signage throughout [and permanent]
- A place that newcomers would like to come back to because: gardens, art, community of people, comfortable seats, programs for kids, beauty, welcoming attitude, thought provoking, a place where I am remembered, liked and appreciated
- Light
- Mountain view
- Activities wall—large and legible, everyone can see everything going on
- Community involvement appropriate for all interests/ages
- Inviting and functional activities rooms
- Central location for community
- Wing for kids
- Lower stage circle of fellows, inclusive feeling
- Place easy to get to, available by car, bus route, bike
- Not huge, but enough room for all
- Warm feeling
- Good signage, easy to find church
- Central location
- Foyer—lots of light, uncluttered

- Natural ambience
- Foyer—schedule of events, etc., on bulletin board
- Greeter very important—provide training
- Sense of quiet organization
- Sense of openness
- Sense of creativity for kids
- Kids greet kids, invite them to the playground, to class, etc.
- Word of mouth, outreach, good buzz
- Members great at visiting after service, places to site, space to talk
- Greeter—improve the function of greeter
- Explain service to visitors
- UUFAQ—good step!
- Greeter needs to “handoff” to another member
- Need private spaces outdoors
- Visual directions for bathrooms, equipment, after
- Dedicated spaces, kitchen, library, etc.
- Visual reflection of the more library, UU philosophy, sustainability
- Recreate children’s arch in design
- Why would a newcomer want to come back? Candle lighting—built into space, space facilitates the rituals we have, information of various activities available at after-service coffee and friendship period, volunteer open house for sign up, engagements in UU activities, intergenerational interaction space and opportunities, common ground/space that binds us together in our diversity, UU principles up on the wall, outdoor space for activities
- Feel recognized as a person
- Greeted individually
- Thematic conversation corners during coffee
- Efficient coffee lines
- Welcoming persons who are struggling economically—growing population in the future
- Be representatives of younger population
- Space that is supportive of vibrant youth/religious education, of community
- Calm, serene space that is beautiful
- Solar panels
- Signature on street was intriguing
- Not asking for contribution first two visits
- Beautiful landscape and garden
- Lovely sculpture that isn’t a cross/crucifixion

- Greeted at door
- Coming back because of welcome and follow-up
- Non-threatening
- Order of service clear and informative
- Inspiration talk—will come back
- Comfortable chairs, back friendly
- Freedom to search and express
- Hymnals stored in chair
- Location easy to find
- Adequate lighting
- Extensive library
- Beautiful hearth room
- Welcoming foyer
- Place for coats
- Superior sound system
- Alternative services available
- Flexible/multiple space uses
- Cry room with sound access to service, calming
- Special spiritual space—chapel / meditation
- Social event space—yoga, dances, etc
- Warmth of coffee event in fellowship area, separate from sanctuary
- Safe place for children to play
- Jewel colors
- Wonderful use of natural light and natural building materials
- Other community events use the facility
- State of the art building systems and controls
- Bridal/groom preparation rooms
- Architecture raised the bar in Bend, wins national award
- Architecture with sense of place, architecture with iconic design
- Large, well equipped kitchen, room with tables and chairs
- Advertised as a “Welcoming Congregation”
- Ample, attractive, nearby parking
- Newcomers come back because of people they met within

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CONNECTIONS WITH THE GREATER COMMUNITY—WAYS THAT THE CAMPUS AND FACILITEIS COULD BE USED TO ENGAGE THE COMMUNITY

These are grouped together a bit, but could be further synthesized

- Meeting space available for community groups to use—AA meetings, LGBTQ groups, quilter groups, other nonprofits, PGLAG, NAMI, counsel domestic violence victims, death and dying counseling offices, addictions, parenting, safety, youth, Headstart, crisis counseling center, Scout troops, Planned Parenthood, day care center,
- Feed the Hungry and Food Insecure: kitchen—place to prepare the food for the Bethlehem Inn dinner as a group in the state of the art kitchen, feed needy families, clothe the homeless, food pantry, resource center including household items for families in need in community, emergency assistance for individuals and community
- Homeless shelter—use occasionally as a shelter, have room for storage for mattress with service of dinner and breakfast
- Community arts and entertainment venue, including concerts, musical offerings, musicals, film screenings, lectures, art exhibitions, connect with “Nature of Words” event as performance/reading space, speakers, coffee house for folk singing, display of art
- Environmental Learning and stewardship—use space to touch all ages about local nature through walks, slideshows, hands-on activities
- Live our values—sponsor discussions of community hot topics, Occupy Bend info and organization, facilitate community goals and activities, community lectures and workshops, space that supports UU causes, a place for civilized discussions, a place to engage in collaborations with other organizations working on solving social problems, seminars on current issues, micro business consulting support
- Building available to other faith communities, such as to Jewish community that traditionally meets at a different time
- Classes—meditation, yoga, spiritual study groups, book clubs, writing groups, full range of spiritual formation classes, prayer, RE programs for college age students, language education in Spanish and English, tai chi, tutoring, parenting and parent support, seasonal canning and food preservation, sustainability, bicycle maintenance, bike coop, sustainable agriculture, place to learn about gardening
- Multicultural, multiracial, integrative activities
- Social gatherings outside of programs offered by UUFCO
- Youth—place to meet, youth group activities, youth center for after school and evening activities for members and non-members, outdoor programs for youth
- Recreation—basketball playing (including a space to shower), soccer, ping pong

- Outreach to young adults at COCC and new 4-year university
- The Earth Arch Project—provide a central focus for that project, most important thing for humanity and this church could symbolize and provide a central focus
- Thrift store
- Community garden—for food and flowers
- Office space for nonprofits that live out UU Values—in addition to meeting and class space mentioned above
- Venue for weddings and funerals
- Grandmother Lodge—connects women with grand mothering energy with children who need brief sanctuary
- Space for senior care respite
- Memorial garden

LOCATION

The criteria regarding location that bubbled up to the top are:

- Quality—a symbol of excellence
- Able to connect with the greater community, perhaps sited and designed so the facility could be a hub
- Accessibility—to current congregants and to future members, ideally within the growth planning boundaries

The criteria that came in next were:

- Environmental stewardship and sustainability
- Expansion land—site would be large enough for facilities to be added on to in the future if needed
- Central location—a site that will be central within the community in 20 years
- Location has visibility (i.e., it can be the billboard for UUFCO)
- Site can accommodate both outdoor and indoor uses

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The responses below are as written on the small group newsprint sheets, without being prioritized:

- Accessible by bike or foot
- Be aware of the trade-offs
- Consider properties not on the market
- Building and location puts = symbol of Central Oregon, Bend, and Church
- Don't wait for perfection
- Visibility
- On the north side of Bend (Redmond side)
- Parking
- Public transit
- Multi-modal
- Church van
- Affordability
- On or near arterial, either North/South or East/West
- Large enough parcel to expand (could build up)

- No train tracks nearby [no train noise]
- Neighbors
- Room for memorial space
- Convenience for members (travel time)
- Centrally located
- Direction of future growth—future demographics
- Trees
- Ease of access, all year
- Room=exterior, meditation
- Help with [LEED] criteria (even if build is not certified, being designed to meet LEED standards]
- Price
- Zoning
- Security—safe at night, women, old people
- Availability of land
- Size—enough for parking, building
- Ease of building—cost of construction, site relation
- Availability of utilities, (water, sewer, etc.)
- Accessibility to: transportation, public, compatibility, access to major highways (snow?)
- Harmony with surroundings—urban vs. rural
- A view?
- Pretty
- Away from environmental pollution and noise. A quiet place.
- Placement helps to make it a building for the future. What is on the edge today may be in the middle in a generation
- Area for outside garden, landscape
- Disability access
- Visibility from street
- Not squeezed in by neighbors
- Expandable space
- Lotsa bathrooms
- Not too big of a sanctuary, gets institutional
- Parking, landscaped
- Accessible to bike, bus
- Don't get overtaken by \$ issues
- Visibility
- As central as possible—accessible, north of TJ's

- Easier in country – advantages
- In town
- Site: lovely, beautiful, attractive are all more important than main street
- Signage to exit from highway
- Native vegetation
- 4-7 acres
- Tradeoffs: homeless-central-consortium? Rentals, gas/transportation, environmental impacts, carpool if rural?
- Zoning, not light industrial area. #97 N ranches? Access to 97/ODOT, Big Sky Hwy 20
- Inside and outside play space for kids
- Access from more than one road, walking access
- Public transportation access
- Visibility, on the beaten path, to the public
- Near UGB will be urban in a few years
- North side of Bend nice for both Redmond and Sisters area members
- Check out Bend transportation plan
- Near public spaces, schools, hospitals, etc.
- Where members drive by frequently for other purposes
- Reader board outside
- Look at properties with a “teardown”
- Space for meditation—outside
- Space for community garden
- Scenic beauty
- Outdoor meeting space
- Indoor fireplace with seating around for meetings, like a living room
- Variable terrain
- Campus feeling—multi-use
- Picnic area
- Flexible interior space
- Simple, low cost, maintenance
- Central location
- Easy to find
- Visible, easy to describe
- Billboard for us
- Transportation accessibility other than cars—multi-modal
- Sewer and water available
- Outdoor growing space—gardens

- Price—value
- Compatible and supportive of neighborhood and connection to it
- Away from RR tracks
- Central location for current and planned growth
- Access to parkway
- Safe for bikes
- Land zoning allows for expansion
- Outdoor, nature-based location
- Quiet
- Easy to find
- Ample parking
- Close in to Bend center as possible
- Visible to passer-by's—post a visual message
- Bike, public transit accessibility
- Playfields for youth onsite or nearby
- Picnic area
- Bike racks
- View of mountains
- Address a variety of activities throughout the week
- Native landscaping / reflect natural environment
- Locate to help address social, economic problems/needs in areas of need

REFLECTION—UUF^{CO} AT OUR BEST AND GROWTH

- Pictures in directory
- Feeling of family
- Focus on goals constantly
- Non-judgmental community
- Able to integrate new people—infrastructure
- Promote common interest groups
- Covenant groups (Martha)
- Personal time with minister
- Maintain strong human relationships
- Have fun activities
- Everyone respected equally
- Learn to deal better with conflict
- Communications—frequent and transparent, and plenty of opportunity
- Programs
- What might we lose as we grow: intimacy among members, may need to move to two services so we don't lose the community feel
- Expanded social action
- We will be responsible for the building and no longer leasing space owned by someone else
- As we plan, it will be important to keep the smaller planning groups and communicate progress to the congregation and get feedback
- Annually have 3-4 fellowship-wide social events, e.g., potlucks, talent show
- Chart or model showing new home project
- Make everyone feel connected to UUF^{CO} through small group activities and make sign up easy
- “Get Engaged,” have Sundays to get involved in small groups
- We will have to remember to practice tolerance—we won't get everything that each of us wants
- We will want to remember what we do well—caring committee, adult RE, RE
- Keep the warmth of the welcome
- Continue to recognize visitors by name
- Retain social interaction
- Give everyone a job
- Be aware of pressures of growth. We need to have short-term alternatives to impacts of growth in our present situation (until we have a new, larger facility), and our RE space in the interim is a concern
- Get more involvement or drop some activities to make room for growth efforts (congregational time management)
- Coordinate volunteering
- Consider more paid staff, including volunteer coordinator

- Coordinate activity scheduling
- Prior to new building, we need enhanced/expanded religious education space
- MUST MAINTAIN CONTINUED GROWTH in order to afford expansion in both facilities and activities
- We are afraid of losing: not knowing every person, covenant or chalice groups important, create sense of family and small groups, men's group, as we grow more people will volunteer, facility will make it possible to "grow without fear"
- After our size is greater than 150, we cannot connect with all, need small groups
- Afraid of losing Heather
- Need clarity and transparency in decision making, want to avoid splitting of congregation, need good process to address concerns, opportunity to revisit before the final vote
- To keep our focus we need to hold on to the mission of UUFCO and why we are together in the first place
- We will need to respect the environment and be aware of our impact
- A larger church can offer diversity—many more small groups, i.e., circle suppers
- Encourage broader participation and leadership (try new things)
- It will be important to cultivate leadership
- Concentrate on RE and and music (recommendation to 1st U of Portland)
- Maintain balance between financial and relationship
- Value everyone's contribution
- Recognize time donations
- Not dominate newcomers' focus
- Keep everyone involved in smaller groups—coordinator/staff
- Move to two services
- How big is big enough or too big?
- Afraid of losing Heather
- Afraid of losing sense of community
- Afraid of losing sense of belonging
- Smaller subgroups
- Afraid of nothing
- See what other congregations are doing when experiencing growth. Learn from them
- Be forward looking and think outside of the box
- Constant communication with congregation. Process where we are, etc. Use the newsletter, process timeline and what's happening.
- Keep liberal attitude
- Create new activities and programs
- Be willing to let failing programs die
- Reconnect with lapsed friends/members. Find out why they left.
- Continue circle suppers. Use for building discussions.
- Make sure all RE programs thrive and grow
- Involve as many members as possible

- Involve youth in process—have a youth group visioning workshop like what we are all doing today
- Concerned how we stay together when our expectations or “way” isn’t followed
- Transparency of process
- Openly addressing financial obligation of everyone
- Grow the choir
- Keep community outreach going
- Give public informational talks about UU’s
- Consider giving more time and/or resources – an obligation
- Special musical theatre events as part of Sunday service
- We are not our new building
- Remember who we are—current church programs—stay focused
- The gift doesn’t detract from the community’s current generosity and resources
- Budget

FACILITATOR'S DEBRIEF—HIGHLIGHTS THAT CAME UP FROM SMALL GROUP FACILITATORS END OF DAY (Thanks, Lyn, for your notes!)

- Focus on what we do well
- Cultivate tolerance on what choices, decision lie ahead
- Keep involvement in process ongoing, allow people to get involved later
- Hard to get enough volunteers *now*, and will get harder before easier
- Increase paid staff, create paid volunteer coordinator
- How decisions are made, input to allow dissenting opinions
- Important to develop leadership as ongoing process
- If people come and all of us are involved with the new home project, newcomers won't stay. Important to retain and foster the fellowship and who we are and what we do. Be present to meet the needs of the new person that walks through our doors
- While renting gives freedom, owning the building will bring much responsibility
- Enthusiastic emphasis on separate youth group, very active
- Covenant groups important
- Frightening story of church that expanded and lost its sense of fellowship, completely changed, need to really stay aware, be careful, etc.
- Decision-making – what a congregational decision vs. board/steering committee decisions. Need to include in follow up to the congregation
- Small group opportunity—progress, focus, important, after service in cottage?
- When do we get to see the real budget? Some thought it existed, that somehow there is a secret document
- NEED TO KEEP EVERYONE INFORMED – FURTHER EXPLAIN DECISION MAKING AUTHORITY AND ROLE FOR ALL MEMBERS IN DECISION MAKING
- Concern that the largest donor would make the major decisions—group leader explained this isn't the case
- The faster you change, the more you lose your culture. Your culture changes with new members, new leaders
- The power of 150
- Strategic planning and operational budget work to do for the near term and midterm before in New Home
- Need to promote operating committees—not only the New Home committees
- Hard to commit to something you cannot visualize specifically yet

FACILITATOR'S GUIDE

1:00 – 1:30 Workshop Introduction

Old Stone Church, Sanctuary

1:00 *Opening and Chalice Lighting*

Rev. Heather Starr

1:05 *Welcome*

Leslie Koc, SC Chair

- *Thank everyone for coming*
- *Encourage participants to get nametag and lunch, take a seat*
- *Introduce self, role as SC Chair*
- *Explain that the purpose of our New Home Vision workshop this afternoon is to engage members of UUFCO in developing the shared vision for the New Home initiative and provide input to the Steering Committee and Board*
- *Soon we will be breaking up into small groups and you will have the next two hours to express your opinions, hopes and dreams*
- *When your small group is completed this afternoon, you are free to leave. We will be compiling the input from the various small groups and will make the report available to everyone.*
- *We appreciate that many of you participated in the Pasta & Possibilities event and small group meetings to envision our future earlier this year. We have the outcomes of those discussions and want to take them a step further.*
- *As you are aware, our congregation has the once-in-a-lifetime opportunity to accept a very generous gift from one of our members, who wants to remain anonymous*
- *We can develop our vision for the church campus—facility and grounds—that we would all want to have if money were not the object that defined our limitations. The generous 10:1 challenge grant we have received enables us to stretch each of our gifts and makes our vision within reach.*
- *The input we collect today will be passed along to the New Home Steering Committee, and specifically to the Site and Building Design sub-committees. Some of your input may best be passed along to our Board that is preparing for expanded staffing and operations in the future and they will take your input into consideration also.*
- *You can expect to hear more from us..... We are in the Planning Phase of the New Home Initiative and have many concurrent planning efforts underway. To keep everyone informed, we will send out frequent communications and also offer informational meetings every month or two along the way.*

- *If you are interested in applying to serve on one of the Steering Committee Sub-Committees, including Site Selection, Building Design, Capital Campaign, Communications, and Volunteers, please complete _____*
- *We are working with a consultant from the UUA that is trained in project planning and stewardship and she is guiding us through the planning phase. Let me introduce you to Aggie Sweeney. While she represents the UUA, she doesn't live in Boston but happens to be from the PNWD.*

1:15 Introduction to Small Group Workshops – Aggie Sweeney, UUA CSS Consultant

- *Brief intro, welcome to the group*
- *Explain that giving by the congregants is as important now as it has ever been and how Financial Feasibility Study fits within the Planning Phase*
- *Explain how ASD (Annual Stewardship Drive) is very important this year, and its timing*
- *Today.....*
- *Explain that in a few minutes we will be dividing you into small groups, and you will be leaving with your group leaders*
- *Reiterate what will happen with input gathered this afternoon*
- *After you go home this afternoon, I will be meeting with the small group facilitators and we will share the input that each of you provide, develop a vision for your congregation in the years ahead and answer the five critical issues for today:*
 - *Location considerations*
 - *Experience of a first time visitor*
 - *Connections with the greater community*
 - *Growth considerations*
 - *Member involvement*
- *Questions- Explain colored dots on name tags and assignments into small groups*
- *Introduce group leaders, call off names of group members, ask group to go with the leaders*

+++++ALLOW 10 MINUTES FOR TRANSITION INTO SMALL GROUPS+++++

2-Hour Small Group Workshop (open to members of UUFCO)

Each small group will have two co-facilitators and 8-12 assigned members. Members and leaders will know which group they are assigned to based upon the color of the dot on their name tag when they arrive. Each group will be assigned a space within the Old Stone Church and Cottage to meet and will have newsprint, markers, and post-it note pads.

The small group facilitators will participate in an orientation/training session in the morning, providing them with the hands-on opportunity to participate in a group and through that participation prepare to lead one in the afternoon. It will be helpful to have one of the two co-leaders serve as the lead facilitator and to have the other help ensure that the small group keeps to its timeline and stays on course. If the co-facilitators want to trade off roles during the workshop, that would be fine.

Each small group is designed to be representative of the diversity of UUFCO. Members assigned to each small group will be diverse in gender, age, family make up, length of engagement, etc. Each member should have a name tag.

OPENING AND INTRODUCTIONS

20 Mins

1:30 – 1:50

Facilitator: Thanks for coming, we are looking forward to spending the next two hours with you. _____ and I are serving as your facilitators this afternoon. We will be meeting with the other small group facilitators after our group wraps up, and sharing your insights and input.

To get started, we would like to have each of you introduce yourself to the group. Since each of us has a unique history with UUFCO, could you please briefly share your name, how many months or years you have been part of the congregation, and your impressions from your first Sunday service? We will start by role modeling for you.

Facilitator 1: share your name, years with UUFCO, briefly share your experience your first time as a visitor. (no more than 1 minute max)

Facilitator 2: ditto

Each member shares

Please have facilitator 2 record the names of your small group's participants on a piece of paper (not on the large post-it note sheets). However, there is no need to record the responses.

UUFCO AT OUR BEST

15 MINS

1:50 – 2:05

To help ground us for our work of looking into the future, let's take a few minutes and reflect upon what makes UUFCO great today. Please follow these instructions, and trust us that this exercise really is valuable, though it may seem a bit confusing as we work on it.

Please complete the statements in **3 words or less** on unlined, large post-it note card, – don't number the question – and the more specific the better: *(use marker pens given you and write in large print)*

- COLOR – clarify that it is important
- Green Card #1 I would like to see this congregation do more...
- Pink Card #2 My most memorable experience as a part of this congregation is...
- Orange Card #3 This congregation is most meaningful to me when I participate in...
- Blue Card #4 This congregation could make a difference, if together, we...

(Only 12 minutes allotted for this exercise, or an average of 3 minutes per question)

Facilitator #1 asks the questions, and Facilitator #2 gathers the completed cards/post-it notes. As Facilitator #1 starts the next agenda item, Facilitator #2 will complete the placement of cards:

Facilitator 2 starts a new Post-It Note Newsprint Sheet and across the top places the headers below. Then each of the completed small post-it cards is placed under the appropriate heading. If unsure, either leave out or place in between categories. It's good to leave some out for the group to help with.

- *Worship and music*
- *Lifespan religious education*
- *The congregation from within*
- *Social justice through community outreach*
- *Part of a wider religious community*

Later there is time for participants to reflect upon what their answers indicate

FEEL AND IMAGE OF OUR NEW HOME

15 MIN

2:10-2:25

As [facilitator 2] is taking your responses and organizing them, I want to ask you to join me in a journey to the future.

Imagine that it is 2016 – five years from now. We are in our New Home for the first or second year. You are a newcomer to the Bend/Redmond/Sisters/Sunriver/LePine community and you make your first visit to our church. You have heard of Unitarian Universalist's in the past, but

never joined a congregation. You are looking for a spiritual community, and hopeful this may be the place for you. Take a moment to listen to the questions I ask and consider your experience as a new comer:

If will be helpful to have these questions written on newsprint in advance

- How did you first hear about the church?
- What about the location, campus and facilities feels welcoming?
- What do you experience when you walk through the front doors?
- What is waiting for your children ages 3, 10 and 17?
- What is waiting for your aging parent?
- What impact does the service leave on you? How did the facilities, music, equipment, etc. make a difference on that lasting impact?
- What about the fellowship/friendship time following?
- Do you want to come back? Why?

Give participants a moment to reflect, and then ask them to share. It's not important to get answers to each of the questions above, but the overall impressions and feelings.

Record highlights of responses on newsprint

CONNECTIONS WITH GREATER COMMUNITY

15 MIN

2:25 – 2:40

Facilitator (#1 or #2, team can decide)

What is your vision for how our New Home is used to support our work in the greater community? Some congregations get actively involved in specific projects, such as our work with the Bethlehem Inn or providing space to battered women's organizations for victim support groups or AA groups to meet. Others get involved with causes, such as rights for gays to marry, and use church facilities for planning meetings. Perhaps our community needs more facilities for wedding or licensed childcare, and we want to consider ways to generate revenue or open our doors when we are not using the facility.

None of us can predict what issues we may get involved in in the future, so consider what we could do today if we had the facilities we would love to have.

Take out your bold pens and three post-it note cards. The color of the card is not important in this case. Please put one idea on each card, and only one idea.

What could UUFCCO do today to make the world a better place and impact our community (outside of ourselves) if we had the facilities we would love to have?

The facilitator not leading the discussion collects the cards, puts the header on a newsprint sheet, "Connections with Greater Community," and posts the cards. It will be helpful to group together similar responses.

I encourage each of you to take a minute, and please go ahead and stand up. Are you surprised by the others responses? Does anything jump out at you?

LOCATION

15 MIN

2:40 – 2:55

Facilitator (#1 or #2, team can decide)

The Site Sub-committee and Building Design Sub-committee are interested in your input on where we should locate our New Home. We don't have lots of time, so let's just take a few minutes and list the most important factors or criteria that are top of mind for you.

Write this header on the newsprint: "Most Important Criteria in Site Selection"

Please list responses on newsprint.

If the list is quite long, take a minute to group together similar criteria and ask the group to do "dot voting" for the three criteria they feel are most important.

Your input will be passed along to the appropriate committees.

REFLECTION—UUFCA AT OUR BEST and GROWTH

25 MIN

2:55 – 3:20

Facilitator 2: Earlier each of you completed brief responses to questions that asked about our congregation today. I would like to draw your attention to how I have organized your responses into categories. There's a few that I wasn't sure how to list. Can you help me with these?

What does this tell you about us? Does it surprise you?

Let's take this a step further.

Imagine we are five years from now – in 2016. We are in our New Home and have the location, campus and facilities that we could only dream of in the past.

We are no longer a congregation of 150 members plus kids and friends. We have grown to 250 members, with 100 kids enrolled in RE, an active Lifelong Learning program, and newcomers joining us every month. There must be over 300 people that identify with our congregation between members, kids, and friends.

How do we hang on to what we value most as we inevitably grow and make liberal religion available to more in our community? Let me read you a list of questions that can help get your thinking started.

It will be helpful to have this list of questions written on newsprint in advance.

- What, if anything, are you afraid of losing as we grow?
- What do we want to ensure stays in place?
- What can we do this year and next to ensure we are ready for growth?
- What can we do to ensure that we can handle the excitement of the New Home initiative without losing what we treasure the most in our current services, programs and connections?
- Are we willing to consider giving more to make these additions possible?

Record responses on newsprint – header on top should read “Reflection and Growth”

ROLE YOU WANT TO PLAY

10 MIN

3:20 – 3:30

Facilitator 1 or 2 (chose of group leaders)

During our final 10 minutes this afternoon, we want to get your input regarding how you want to get involved. There are opportunities to apply to be a member of one of the New Home Steering Committee Sub-committees, and there is also the opportunity to help out in a bigger way with on-going operations.

What role(s) do you want to take? What will feed your spirit?

CLOSING

3:30

Thanks for your active involvement. A report will be written up, summarizing the input we have received today, and you and all congregants will receive a copy. If you have additional input you want to share, please let us, Aggie, or Leslie know, or drop an email to Leslie.

SMALL GROUP FACILITATORS CLOSING SESSION**90 MIN****3:30 – 5:00**

Aggie will gather together the small group leaders in the Sanctuary as soon after 3:30 as possible. Each of the group leaders is asked to bring their large newsprint sheets (on post-it paper), and to post them throughout the space, so that each group's responses to similar questions align.

Heather and Leslie will be active listeners and supportive leaders during this closing session.

WHAT DID WE HEAR? INSIGHTS AND NEW LEARNINGS?**3:45 – 4:00**

Review input, dialogue on how the groups went, what was surprising, what was as expected?

Aggie will take all of the news prints and record the data – it will be emailed to congregational leaders and those tasked with developing the strategic plan before the weekend is over.

RECOMMENDATIONS TO NEW HOME STEERING COMMITTEE**4:00 – 4:40**

Develop recommendations to move forward in these areas:

- Site selection—what did we hear? What was expressed the most often? What was expressed the most passionately? Recommendation for site sub-committee?
- First visit to New Home—what is the feeling, image, and lasting impact that we want to convey?
- Connections with the larger community—what do most congregants see as the best way to use our New Home to help us reach our vision and goals regarding our engagement with and connections to the larger community? Were there new insights? How can New Home initiative honor the input we received today?
- Growth and changes—what are the greatest fears that we can plan around? How about the greatest opportunities?
- Member involvements—are members ready to sign up and get more involved? What does this tell us?

WRAP UP AND LOOSE ENDS**10 MIN****4:50 – 5:00**