

Summary of UUF Listening Session Data

Spring 2022



Background

In the fall of 2021 the UUFCO Board began a process of imagining and planning for our congregation's future. Laura Park, author of ***The Nested Bowls*** and director of Unity Consulting, was approached to help guide the process. An important component involved engaging the congregation in sharing their values, experiences and wishes for the future direction of the fellowship. Beginning in January of 2022, all members and friends of the congregation were invited to participate in Listening Sessions, small group experiences based on an Appreciative Inquiry process. Thirteen facilitators were trained in this process and facilitated eleven sessions involving a total of 120 participants. The following summarized data came out of these sessions, collected from the notes of a total of 32 small discussion groups. The data were categorized and analyzed by a four-person data team.

Values Word Cloud

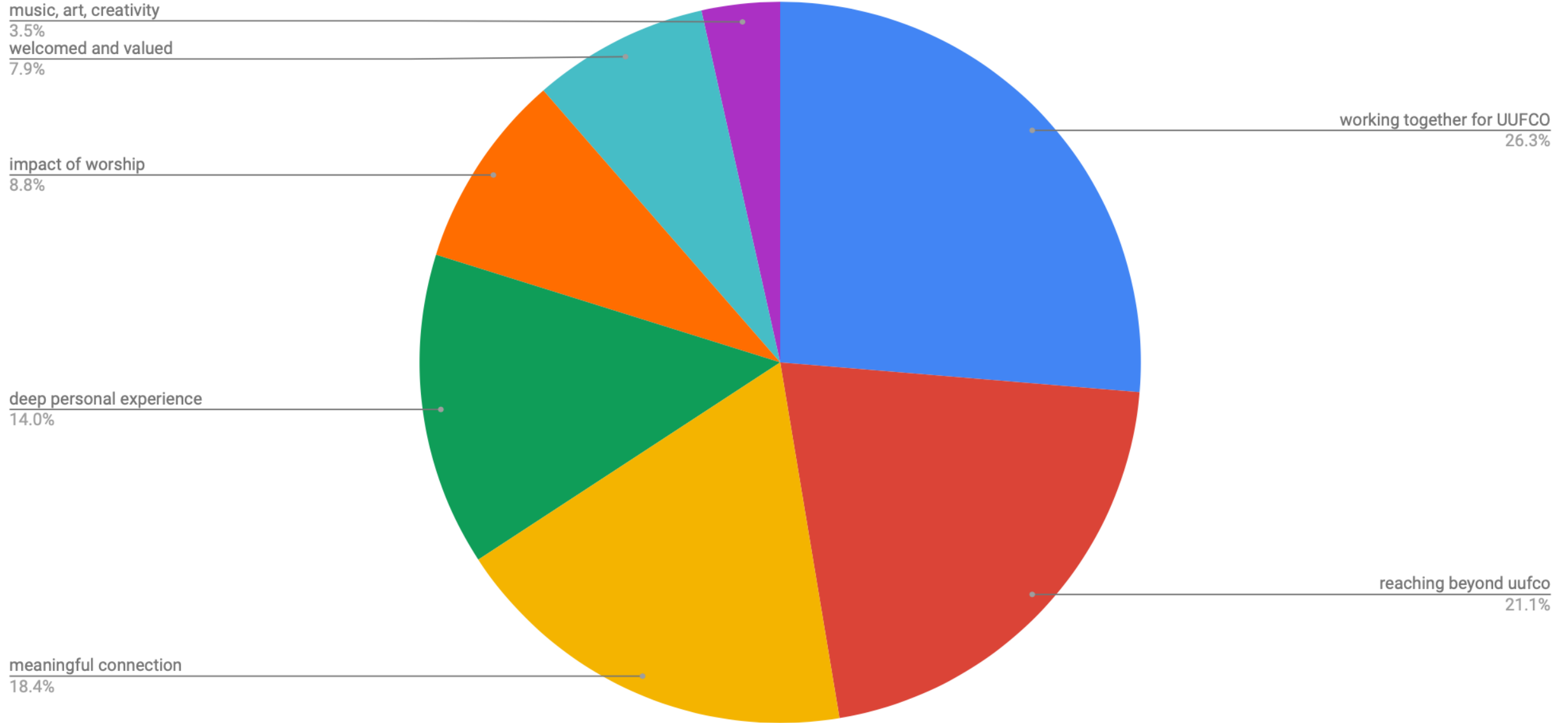
Participants shared individual Experiences of the Holy and identified the values in those stories. Each small group chose three values to bring forward to the whole group. Value words were also collected from each group's Highlights (stories of congregational strengths). The word cloud displays the values that were mentioned four or more times; their size in the word cloud reflects the frequency with which they were mentioned.

dreaming
community
action relationship meaning
wonder respect acceptance
support awe interconnection
gratitude values cooperation caring
connection
mystery trust openness JOY
service vision commitment
compassion understanding engagement
courage welcome
inclusiveness
vulnerability

Theme Percentages from Highlights

Each participant shared a Highlight from their UUFCO experiences--a story about a time when they saw courageous, authentic relationships at work at UUFCO, a time when they felt particularly proud of what UUFCO creates together, when they felt affirmed in their decision to be part of this religious community. 135 Highlights were collected and entered into the data base. The data team categorized the Highlights into seven themes that emerged from the data. The percentage in each theme category is displayed in the pie chart.

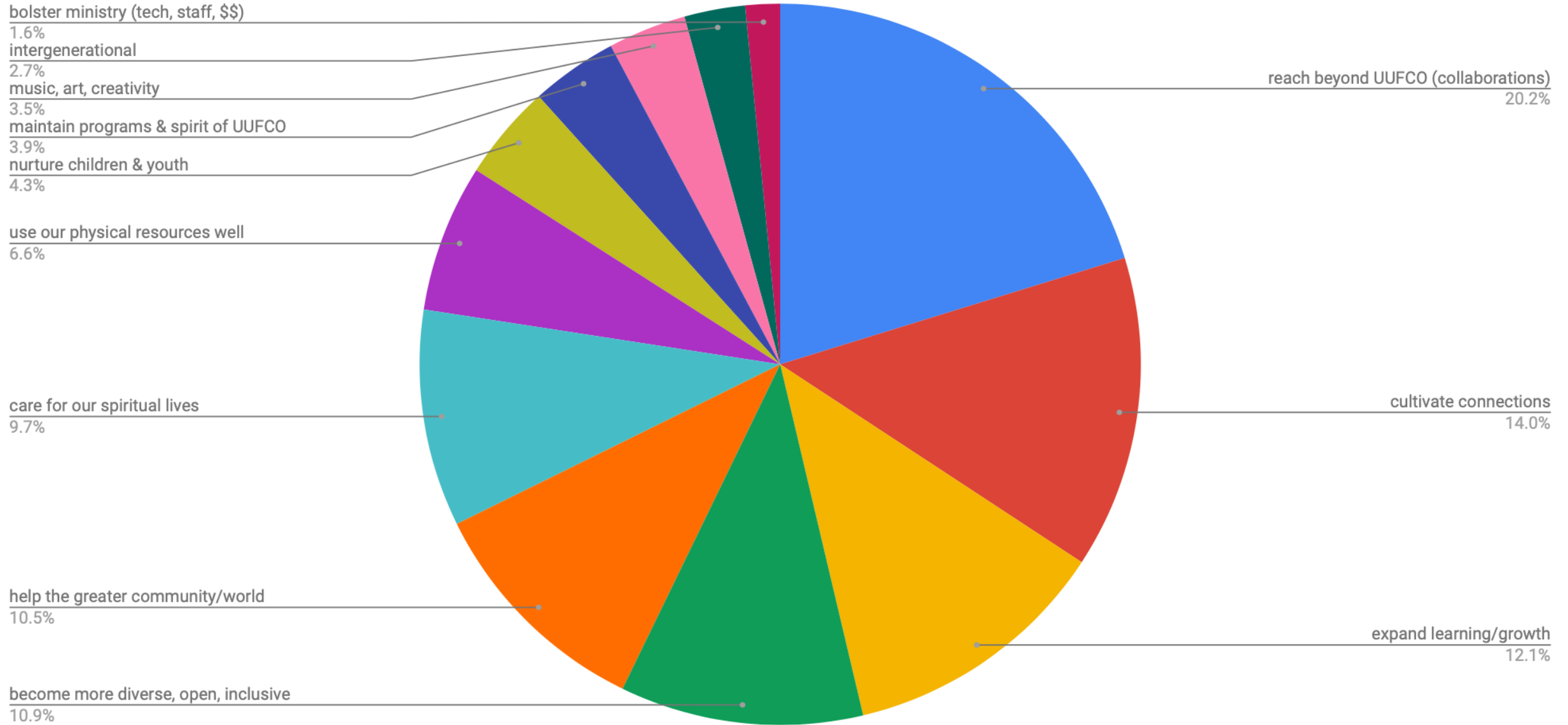
Theme percentages from Highlights



Theme Percentages from Wishes

Each participant was invited to share three Wishes for what UUFCCO might create together in courageous, authentic relationship at UUFCCO and beyond in the next ten years. 258 Wishes were collected. The Wishes were categorized into twelve themes that emerged from the data. The percentage in each theme category is displayed in the pie chart.

Theme percentages from Wishes



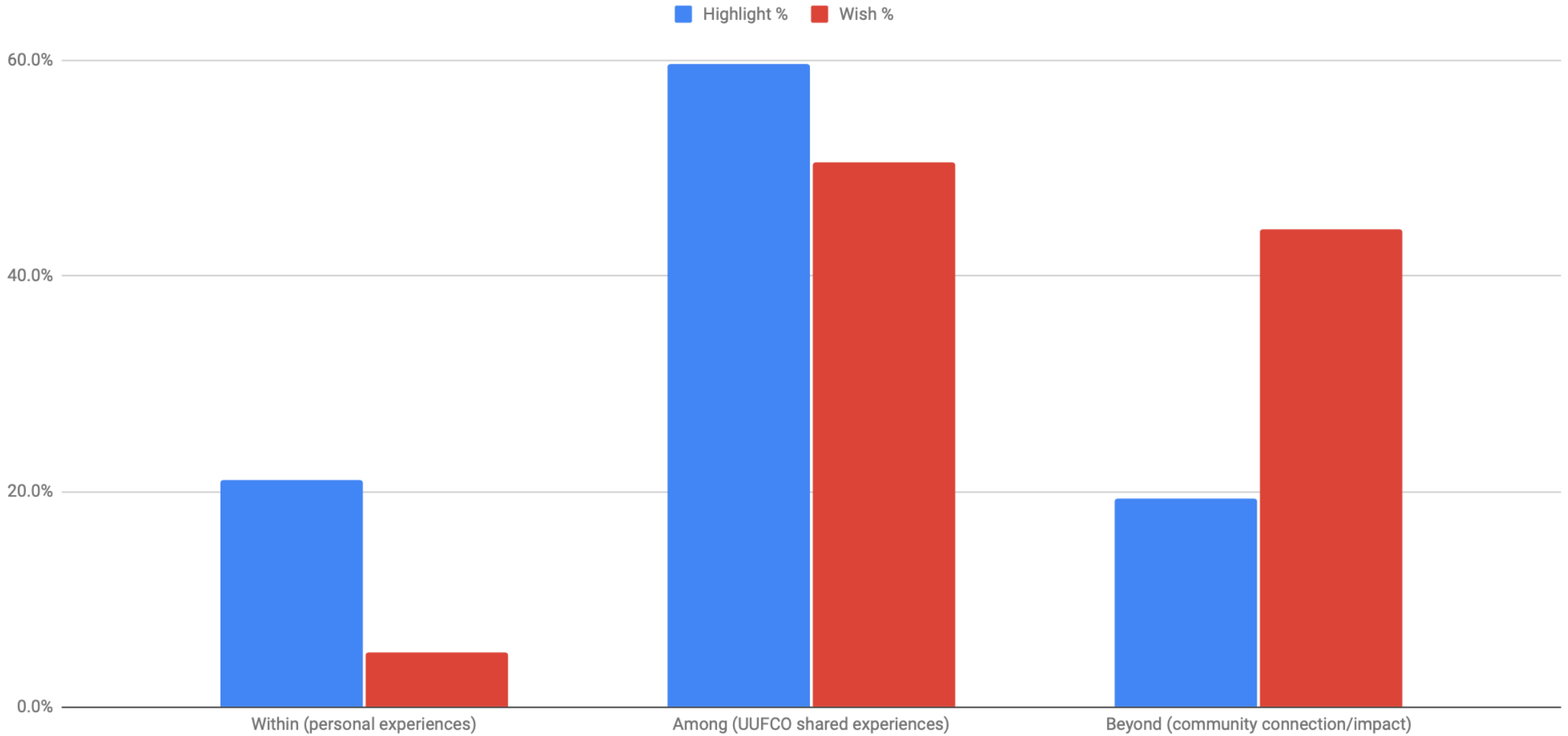
Highlights and Wishes Comparison: Percentages of Within, Among and Beyond Categories

Both Highlights and Wishes were also categorized according to whether their primary focus is:

- within (the life of the individual)
- among (the way we build congregational community)
- beyond (the work and impact beyond the walls of our fellowship)

The graph compares the percentage of Highlights and Wishes in each of these categories.

Highlights and Wishes %WAB Comparison

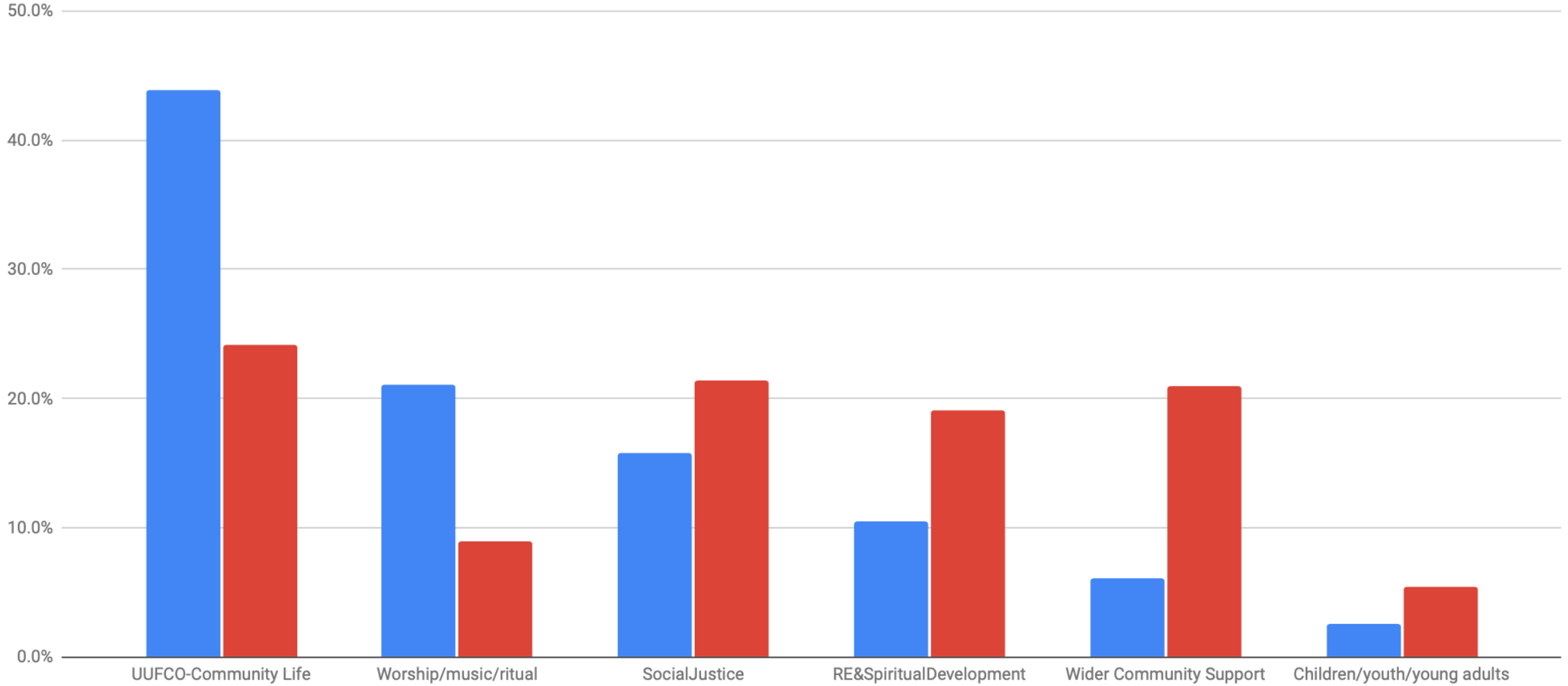


Highlights and Wishes Comparison: Percentages in Program Budget Categories

Both Highlights and Wishes were also categorized according to their percentage in each of UUFCO's program budget categories. The graph compares the percentage of Highlights and Wishes in each of those budget areas.

Highlights and Wishes % Program budget comparison

■ Highlight % ■ Wish %



Next Steps

The UUFCO Board met in a day-long retreat in March 2022, facilitated by Laura Park. Drawing on the data analysis as well their experiences as observers in the Listening Sessions, they revisited UUFCO's mission and vision, formulated three guiding values, and developed eight end statements that will guide the congregation's direction for the next five years. These were refined in their April board meeting and will be presented to the congregation at our annual meeting in May. Committee chairs and team leaders will meet with the Board on May 14 to discuss the outcomes of this process and talk about the implications for their work. Members and friends will be invited to participate in informational gatherings after Sunday services in June to talk with board members about the process and the results.