

Meeting Goals



Values and What Brings people to All Faith
Summary – Page 3
Detail – Pages 4 & 5



Examine the Past and Present State
Summary – Pages 7 & 8










Looking to the Future
Long-Term – Pages 9 - 11
Short-Term – Pages 13 - 17
Immediate – Pages 13 - 17



Identifying Essential Tasks & Team Membership
Task/Action Teams – Pages 19 & 20

Agenda for Jan. 30, 2010 All Faiths Congregation Visioning Day

1. Introduction
2. What are the core values & forces that drew and kept you at All Faiths?
3. Past & Present State Analysis
 -  Past & Present State Accomplishments & Strengths
 -  Past & Present Essential Should Haves, Un-done(s)
 -  Past & Present State Concerns & Weaknesses
4. Planning for the Future (short term--longer term)
 -  What to Continue & Reinforce
 -  What must be Started (opportunities)
 -  What must be Stopped or Avoided
 -  Threats
5. Establish Priority of what are most critical to our Future
6. Recommend & Commit to Leadership & Membership for Task Teams
7. Prepare Presentation to Congregation

Task #1

Values & Driving Forces Bringing & Keeping People @ All Faiths

Summary

Driving Forces

- Dr. Wayne Robinson
- Sermon quality
- Challenge
- Community outreach
- Social action
- Music
- Programs
- Workshops
- Looking for a change
- Creative atmosphere
- Thoughtful
- Congregation well read and informed
- Liberal environment

Values

- Values
- Acceptance
- Open mindedness
- Patriotic/not nationalistic
- Nurturing
- Welcoming
- Community
- Accepting
- No Dogma
- Friendship
- Family
- Caring and supportive
- Freedom of opinion
- Diversity
- Spirituality

Task #2 Past & Present State

Continue & Reinforce

- 18 Sermon quality
- 13 9 am discussion groups
- 11 Social groups
- 11 Tolerance for others/conservative or moderate views
- 10 Fundraising/offertory
- 8 Socializing before and after service
- 7 Small group workshops beyond 9 am
- 7 Caring and support -- emails about members' status
- 6 More idea sharing
- 4 More community involvement
- 3 Talent shows
- 2 Build your own theology/faith group
- 1 Book Group
- 1 Like mindedness
- 1 Singers and music (members and friends)

Start doing

- 13 UU membership
- 10 Suggestion box
- 10 Build on diversity -- missing race, diversity
- 9 Guest speakers and lecturers
- 6 Prioritize and focus our giving to outside activities
- 5 Organized Welcoming Committee
- 4 Limit and focus Joys and Concerns
- 4 Organized fundraising committee and fundraising activities
- 3 Distribute literature on All Faiths and our history to universities and others
- 3 Activities Nights
- 3 Assistant Pastor
- 3 Presenting all sides of issues -- not just liberal views
- 3 Caring and support committee, not just Joyce
- 2 Organized program to expand membership
- 2 Task focused committees
- 2 More value and aesthetics on the new building
- 2 Religious education for adults and children
- 2 Joining on working with other churches and outside groups
- 2 Invite others to share and use our facility
- 2 After service discussion group
- 1 Involving the congregation in decision making
- 1 Open House and Orientation
- 1 Regularly scheduled, ongoing program activity

Stop Doing/Threats

- 22 Inadequate financing and revenues
- 18 Lack of youth/RE program
- 12 Lack of membership
- 10 Wayne's leaving/absence
- 10 Retention of members, friends and visitors
- 7 Dealing with people who disagree with us
- 5 In-reach program -- more organized
- 5 Re-evaluate music program -- form committee to examine music content
- 3 Some sermons too religious
- 2 Behind the scenes fighting and disagreements
- 2 Adequacy of toilets (new building)

Task #1/Group 1:

1. Disenchanted with Church → looked for a change. Wayne was speaking and that “sold” them on Unitarians.
2. Unitarians are less judgmental in contrast to other religions.
3. Spiritual inclusiveness and allowing for differences of opinion--something new to learn, social activism.
4. Intellectual stimulation, liberal environment, want to get rid of religious and mental restrictions
5. Looking for a church; most others, too, found Unitarianism and felt at home.
6. Too liberal? A balance is desirable to include different points of view, whether it's religion or politics = more new members!!
7. People are very friendly and welcoming. Good first impression! Embracing
8. People are intelligent, thoughtful, well read
9. “Coming together” is a need--formed from feeling alone, dissatisfaction with “old” churches and religions.
10. It is an evolutionary process as life is--something is here if you're open to it.

Task #1/Group 2:

- Wayne Robinson's editorials and social stands
- People that get together for social, politics, personal support
- Belonging/Place for community
- Be near Democrats/Wayne Robinson/in my neighborhood
- Not “religious” -- unselfish people
- Take social stands
- Feeling of family
- Liberal thinking/comfortable/like-minded
- Service support group/Wayne
- Republican/not conservative
- Like and support people
- Nurturing environment
- Prayer Flag as symbol of acceptance
- Wayne Robinson's editorials and social stands attracted us.
- No religious dogmas
- Accepting people of every faith (or none)
- Diversity -- open mindedness
- Service group support within congregation
- Patriotic -- not nationalistic
- Nurturing environment
- Outreach to community -- specific and dedicated
- Caring/supportive congregants
- Feeling of family
- Supportive groups --another form of family – friendships

Task #1/Group 3:

- Good philosophical discussions
- Ethical action
- Reflects my values
- Honor traditions without dogma
- Collegiality and people
- Rich sermons
- Together on purpose
- Noncompetitive atmosphere
- It's fun
- We're creative
- Acceptance of others' values
- Oasis for us who are square pegs in a round hole
- Acceptance and diversity -- not bound by dogma
- Value diversity
- Informed by diversity
- Free thinking
- Values, community and kindness

Task #1/Group 4:

Core Values →

A. People:

- Who care
- Open minded
- Accepting
- “Wonderful”
- Uplifting, intellectual people
- Thoughtful
- Challenged and challenging
- Resources available in these people
- Sharing of talents, ideas
- Spiritual (questioning)
- Who are financially responsible

B. Community:

- Better balance needed between community and our needs
- Financial assessment
- Care giving to community organizations
 - Hope House
 - McGregor Clinic
 - Nations
 - South American causes
 - { Integration needed with ethnic groups }

C. Activities:

Social events in church, I.e., Potluck, theater, with above-mentioned
Care giving to community organizations
9:am workshops
Immokalee workers program

D. Reasons for coming to All Faiths:

Wayne
Encouragement from family
People/congregation welcoming
Spiritual sense of community
Found home/niche

Task #1/Group 5:

--Unitarian Values
--Diversity
--Spirituality (Not for all)
--Non-judgmental
--Learning opportunity
--Appreciate Wayne
Challenges→
--Music
--Not enough volunteers
--Limited opportunity to share/discuss with each other (new facility)
--Spiritual elitist
--Age of people (+/-)
--UU Membership/Credibility

Why are we here?:

--People with shared values
--Acceptance
--Friendliness
--Openness
--Intellectual curiosity
--Giving of ourselves
--Fun

TASK #3

Planning for the Future

Long Term Continue & Reinforce

Service Content

- Wayne's sermons
- Sermons Quality--
- Sermons -- 20 to 30 minutes
- Music
- Individual singers
- Discussions → Format?
 - 7 ½ minutes not so good:
 - Instead, break into groups?
 - Guided discussions?
 - After services instead of in the middle of service?
- Communion
- Togetherness--like mindedness--tolerance of other's views
- Joys and Concerns -- Keep it moving

Workshops/Activities/Programs

- 9 am discussion classes & discussion groups
- Build your own faith program more often
- Current topics discussion groups and/or classes at different times
- Round table discussions on such subjects as, "Being good without God"
 - & major morale issues
- Small group workshops as we have at 9 am
- More groups, I.e., discussion, book clubs, card games, fun things, jam sessions (younger people)
- Book club/days
- Outreach →
 - Youth Education
- Talent show kinds of activities
- Games

Socializing groups

- Social Activities, I.e., Pot lucks, theater
- Socializing before and after service and during the week
- "No fee" activities at All Faiths
- More structured get to-gethers/zip code groups

Long Term Continue & Reinforce (continued)

Care and Support

- Care and Support -- Expand
- Emails about members' status
- Loving kindness

Social Outreach

- Community involvement
- Outreach→
 - Youth Education

Long Term Start Doing/Opportunities

Fundraising

- Formalized fundraising→
 - Better financial shortfall planning
 - Ongoing fundraising
- Review past fundraising events and evaluate for possible changes.
- More personal, professional fundraising→
 - direct appeal -- tell the membership and contributors exactly what our needs are
- Fundraising and expansion of facility
- Donations (as one is able) for pot luck for church income
- Fundraiser/Service Action
- Evaluate finances
- Possible building rental for fundraising--Rentals for income
- More community use of building -- rent
- Conduct a critical examination of progress and needs every six months:
 - Regular meetings like this one to discuss our progress, agreements and concerns.

Advertising and Marketing

- Advertise more -- get the word out that we're here.
- Develop a clear, understandable mission statement.
- Literature to explain who/what we are at All Faiths (UU literature, history & information)
- Design & Implement RE programs for youth and adults.

Explore UU membership and education.

- UU Membership(need to know more)
- UU Membership --Join UU organization
- Pursue UU membership & Join UUA
- Joining UUA (possibly takes 2 to 3 years to be accredited)
- Develop a resource directory of members' and friends' skills and experiences.
- Develop a method of improving our identification of and awareness of members' and friends' needs.

Long Term Start Doing/Opportunities (continued)

Expand programs

- Develop and expand our regular daytime activities and offerings.
- special speakers on health, tax issues
- discussion groups, educational presentations, etc.
- Open House/Orientation
- Evening meetings open to community
- All events co-chaired -- more share leadership
- Rotate assignments -- coffee/cookies/chairs
- Organize socialization→
 - Minimum one night
- Activities Night at All Faiths
- Start library
- Outside speakers who are well known in community and/or nationally→
 - Sociologists
 - Civil right lawyers
 - Deans of colleges
 - Authors
 - Scientists
 - Diplomats and states persons
- Evaluate space limitations in light of new member lending library, etc.

Membership

- A plan for growing our membership & attracting younger members
- Increase diversity

Facility

- Remodel/Expand our new facility
- move window wall and put in bi-fold doors.
- Expand back deck to the whole length of church
- Outdoor place for fellowship before/after service
- Put roof over deck
- Utilize exterior spaces
- Interior doors and sign outside should read:
 - All Faiths Congregation ???OR Unitarian Congregation?????
- The cross on the door -- Ask us -- Surveys (?)
- Focus on aesthetics of building
- Work groups on new building

Ministerial succession planning

- Develop a plan for ministerial succession and search
- Ministerial succession committee (Ministerial replacement will probably require UUA affiliation)

Directories

- Develop a directory of members' skills and expertise that can be shared and utilized.
- Have a directory of needs.--Religious education

Long Term Start Doing (continued)

New member/Visitor Outreach

- Organize a structured welcoming committee
- Make people feel welcome
- New member recognition
- Haven't built on diversity -- age, race, ethnicity
- More recognition of other religions → guest speakers
- Religious Education

Social Action

- Ecumenical outreach
- Work with other churches/community groups/Shire Lane
- Outreach/solicit volunteers
- Socialize with other groups
- Partnership with other communities on a financial basis
- Integration of other ethnic groups
- Focus & Prioritize our charitable donations better
- Re-evaluate, concentrate on causes (prioritize)

Service

- Re-evaluate order of service, eg., 60 second homily of joys and concerns
- Rotate service tasks →
I.e., collection et al

Decision Making & Feedback

- Solicit views on administrative issues -- bottoms up approach, I.e,
- Have more meetings like this, I.e., review strengths and weaknesses
- Suggestion box available for written comments to the board
- Make it easy and safe for people to put their concerns
into an expanded suggestion system.

“Inreach” -- helping each other

- Check with people if they don't show up.
- Help for those of us who are aging and ill

Diversity

- Make conservatives feel welcome.
- Attract young people--ask younger people in our congregation to help.
- Reach out to younger people
- Children's program -- growth needed with younger members
- Present all sides of the issues/find common good
- We accept and respect all religions and work to respect other people's philosophies

--Other

- Task based ad hoc committees
- Restrain new building complaints for at least 3 months-only positive/constructive ideas
- Evaluate communion
- Find a way to keep these flames alive
- Live our values -- be tolerant as we talked about this aim.
- Continue to be ourselves

Short Term Continue Doing

- Greeters and hymnal handouts
- Be sure to include welcoming of guests.
- Sign up tables and specialty display
- Continued support of community nonprofits (Re-examine the number and prioritize.)
- Same format generally for both services
- Continue announcements and do them before chimes -- Use big bulletin board.
- Shorten Joys and Concerns.
- Great sermons. Less religious?
- Better greeting and welcoming guests
- Wonderful social activities

Short Term Start Doing

Service

- Shorten first service -- Eliminate announcements.
- Two services -- possibly am/pm or Saturday night
- Move the 9 am discussion group to another time.
- Shorten service to one hour by eliminating announcements
- Shorten the announcements and Joys and Concerns by having a bulletin board at the entrance.
- Establish and provide guidelines for announcements and Joys and Concerns.
- Solicit service leaders/coordinators.
- Two Services -- will need more service leaders, collections, etc.
- Formally establish a, "Greeting" committee for welcoming guests and visitors
- Continue the presentation of excellent sermons even in Wayne's absence.
- Spread workload across the congregation/formalize a services sign-up program.
- Use minister's office for classrooms.
- Contemporary service for the first or second service→
- Theme services
- Early evening services especially for college students with food
- First service earlier than 9:30 am?
- Service sign up? People may have to sign up in advance regarding which service they will attend
- Change music format→
- Get schools and others who don't charge

Short Term Start Doing: (Continued)

Finances

- Rent space to similar minded groups and worthy causes.
- Create a Fundraising committee in addition to the Finance Committee
- Actively solicit additional contributions
- Raising more money

Advertising, Public Relations and Marketing

- Establish a committee to develop and manage an organized, ongoing advertising, marketing and public relations program(s)
- Strategize and launch an immediate advertising program focused on announcing services and programs offered in the new location.
- Strategize our advertising to increase membership and visibility as we grow into our new building.
- Return to "old" ads with quotes.
- Herman Bips redoing and upgrading All Faiths signage -- All Faiths New Home.
- Have a sign that says, "Visitors welcome and expected."
- Focused advertising
- Marquee
- Communications focused on advertising and PR →
- Include a statement under the picture - Sunday advertising.
- Special news/TV announcements for new church

Establish a facility task force(s) to →

- "Move" in
- Plan and manage parking
- Ongoing building and grounds maintenance
- Signage, church pulpit, symbol and cross replacement ?, remove and/or stain crosses on door(s)
- Have a clean up/painting task force
- Deal with bathroom limitations by uni-sex bathroom signage
- Develop and improve the building.

Short Term Start Doing: (Continued)

Program planning

- Have additional programs during the week for members and newcomers.
- Begin a continuing program of guest speakers, lecturers, diplomats, teachers, scientists, religious leaders
- Create a task force to design and develop special education programs open to members and the public.
- Organize and formalize socializing programs
- Expand some present activities:
 1. Book Club
 2. Movie Day
 3. Meditation
 4. Board meetings
- Weekly programs (use expertise of members?)→
- E.g.:
 - Diabetes series every Tuesday evening
 - Meditation series every Wednesday
 - Sunday night suppers
 - Book club
 - Singles club
 - Two services -- one hour between or one on Sunday am, pm or Sat. Evening
 - Eliminate reading of announcements unless there's a change in printed announcements.
- Streamline service→
 - One hour time limit
 - Eliminate announcements and one hymn
 - Workshops on off days
 - Emphasize non-partisanship in all of our programs.

Religious Education

- Start an RE program and get an RE director (?)
- Appoint/establish an RE director/coordinator:
 - Adult Education
 - Youth program
- Volunteer RE teachers

Music

- Get a music committee.
- Re-establish and empower a music committee.
- Seek and recruit musicians (nonpaying).

Short Term Start Doing (Continued)

UUA Membership

- Begin the process of seriously exploring UU Membership and related Fundraising
- UUA membership
- Fundraise for UUA membership

Facilities

- Create and expand the outdoor space for services:
 - Rebuild or expand the deck and possibly add a roof
 - Use all the exterior space, including the memorial garden.
- Front symbol should not look like a cross:
 1. Shorten and add other symbols OR
 2. Remove and start anew!
- Repair and expand deck
- Unisex bathrooms (depends)
- Planning new building, et al→
 - Number of Services
 - Seating
 - Use of space
 - Finances
 - Bulletin board
 - Parking
 - Sound system
 - Rentals

- Have more fun and laugh more.
- Focus on being a congregation, not just a church.
- stop making conservatives feel uncomfortable!

Short Term Stop Doing

- Stop saying “Hello”, to your neighbor next to you at end of sermon.
- Laugh more.
- Avoid being a church instead of a congregation.
- Stop meditation.

Short Term Stop Doing/Threats

- Better utilization of time spent welcoming snow birds back.
- Find a way to have one service so that we can maintain our sense of community.
- Time Crunch Issues as they relate to the Service→
 1. Discuss the efficacy of meditation during service.
 2. Discuss the efficacy of greeting member snowbirds.
 3. Discuss the efficacy of reading announcements.
 4. Avoid lengthy joys and concerns.
- Declining membership
- Aging congregation--Aging of our membership
- No younger people
- Wayside sign? Care must be taken on the design, its use and positioning
- Change is hard. There will be extra nurturing needed to avoid unnecessary conflict.
- Thinking about two services and find a way to do it in one, I.e., use existing sound system in second room/ Opening to adjacent room
- Personal opinions should not be identified with "All Faiths", I.e., "Bruce Diamond"
- Sermons are too religious
- Re-evaluate music; include other musicians
- Reading announcements in service
- Edelweiss

Short Term Threats

- All of us avoid being frustrated -- parking, pew space (ushers?)
- Finances, --Finances --Lack of money
- Operating finances are "short".--Running out of money
- Financial problems, bankruptcy -- losing what we wanted
- Deal with the financial shortfalls and threat of bankruptcy by establishing an ongoing fundraising group
- Vandalism
- Adequate parking & Potential neighborhood alienation
- Offending people; All Faiths symbols on exterior of church and interior
- Wayne's retirement
- Lack of adequate toilets
- Parking
- Complacency
- Not attracting new people
- Lack of retaining members, friends and attracting new --new location will promote Growth & visitors
- Not to mention people's credentials so much. Everyone's important.
- High visibility due to location

Immediate Tasks

- Task force to move church→
 - Survey building
 - Identify tasks
- Conduct a complete inventory of the kitchen and supplies in the the new building and our existing storage and office locations.
- Clear out church.
- A sign welcoming visitors. They are welcome and expected!
- Prepare a roadside banner announcing All Faith's new home (Herman Bips given ok.)
- Move audiovisual, office supplies, hymnal books.
- Discuss with Crestwell School purchasing the existing sanctuary chairs.
- Communications (ad hoc)
- Parking→
 - Car pooling (First Street lot?) and/or shuttle from parking lot
 - Borrow the parking lot by Publix for Sunday use.
 - Develop a car pooling plan --Car pool for parking purposes.
 - Develop a parking lay out schematic & pass out to everybody.
 - Develop and implement a traffic control plan with staffing.
- Reconfigure parking→
 - More handicapped parking
 - Traffic control (cars, people switching)
- Change exterior signage→
 - Remove cross. Substitute All Faiths logo.
- Ground maintenance→
 - Landscaping
 - Form a landscaping design & care committee

Task # 4

Identify Essential Immediate Tasks/Action items.
People volunteering to participate in action teams.

1. Parking and Landscaping Action Team (Car pool/Shuttle)

Team member: Dottie Mayo, Kay Riegler, Pat Nuding,
Jeannine Martin, Carol Siferd

2. Moving Action Team

Coordinator: Paul Z.

Team Member: Joyce Schaffer (a car), Pat Nuding,
Ed Kleinow (a van), Joe Batal (a van)

3. Building Action Team Clean up/Painting/Repair

Coordinator:

Team Member: Paul Z., Craig Heller, Pat Nuding, Ed Kleinow,
Kay Riegler, Jeannine Martin, Ann Hudanick,
Joyce Schaffer, Kathleen Weber, Charlotte Blitt,
Marcie Goff

4. Programs Action Team

Coordinator: Doug and Diane Cartwright

Team Member: Carol Elrod

5. UU Membership Exploration/Planning Action Team

Coordinator:

Team Member: Ann Batal, Carol Elrod

6. Mission Statement Action Team

Coordinator: Kay Riegler

Team Member:

7. Fundraising Action Team

Coordinator:

Team Member: Ed Kleinow, Marge Phelps

8. Designing and Public Identity Action Team

Coordinator:

Team Member: Debbie Kleinow, Robert Bennett, Kay Riegler,
Shea Fiero, Carol Papke, Jan Guardiano, Carol Siferd,
Carol Sommer

9. Two Services Action Team

Coordinator:

Team Member: Evelyn Evans

10. Public Relations Action Team

Coordinator:

Team Member: Evelyn Evans, Midge Magstadt, Marge Phelps