

LONG RANGE PLAN

**UNITARIAN UNIVERSALIST
FELLOWSHIP OF NORTH BAY**

2011 - 2016



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Introduction

Welcome to the second Long Range Plan (the Plan) for the Unitarian Universalist Fellowship of the North Bay (UUFNB). The first Plan successfully gave direction to the congregation and facilitated our transition from a family-sized congregation that operated primarily under lay-leadership to a pastoral-sized congregation. Key milestones were met during the first five years, and new opportunities and desires have arisen since. As envisioned, the UUFNB Board of Trustees (the Board) reactivated the Long Range Planning Committee (the Committee) in fall of 2009 to chart a new course for the next five years and possibly beyond, with the help of the whole congregation.

The Committee had one mission: to listen to the hopes and desires of the congregation, and develop a new version of the Plan that would also build on the lessons learned during the implementation phase of the first Plan.

Since the first Plan was completed in 2006, the membership of the congregation has grown from 59 to 76 with many of the newer members getting involved in all aspects of congregational life. Several key goals of the 2006 Plan were accomplished in short order. These accomplishments included:

1. After a rigorous selection process the recruitment of a “settled” minister who has dedicated her full attention to helping us implement our 2006 Plan.
2. Finding a stable home that accommodates our growing pastoral-sized congregation for the immediate future, with facilities for religious education, choir rehearsals, and a full array of Sunday worship styles and spiritual development opportunities.
3. Laying the foundation for a youth and children’s religious education program by initially hiring a part-time Director of Religious Education and then hiring a Sunday RE Teacher.
4. Expanding our social justice role in the North Bay by creating a vibrant and dedicated committee that not only keeps abreast of local social justice issues, but also promotes efforts of the Unitarian Universalist Association, the UU Service Committee, and the UU Legislative Ministry.
5. The inclusion of a diverse group of Sunday speakers to complement worship services led by our minister, who for the first four years served half-time. In 2010, the Congregation increased her involvement to two-thirds time, with the ultimate goal of gradually increasing resources for ministerial services commensurate with the needs of a growing congregation.

6. Expanding the music program and hiring a part-time choir director. The choir grew from a group of five to eight members to a group of up to fourteen. In 2010, the budget allowed for three rehearsals per month with an increasingly varied repertoire.

During this transformative period it became evident that a successful Plan requires commitment and participation of the congregation as a whole. Without dedicated champions, goals will not be implemented. For example, the expectation of attracting young families with children to our Fellowship only partly materialized during the period between 2006 and 2011.

It has become apparent that the goal of “a home of our own” does not represent an end in itself, but is a means to accommodate aspirations centered on living and sharing our UU values in the larger community, expanding our ministry to engage all ages, deepening our relationships with each other, and enhancing individual spiritual development. Hence, one of the original targets associated with finding and retaining a suitable space (set building fund targets for next five years by November 2006) was abandoned. The process of updating the first Plan has taken these lessons into consideration, as it creates a roadmap for the next five years.

Once approved by the congregation, this Plan will become a guide and template for the Board, minister, committees and the congregation for implementing its goals and objectives. We, as members of the committee, and members of UUFNB, look forward to being part of this ongoing process of growing our Fellowship both in quality and numbers; and will stand shoulder-to-shoulder with the entire congregation in helping to bring specific form to the vision expressed here.

PLAN DEVELOPMENT

The key to creating a new Plan with relevance and credibility is for everyone in the congregation to be given the opportunity to see her/himself reflected in it. Crucial elements in the development of this Plan were (1) a series of small group (cottage) meetings, (2) individual meetings, and (3) a congregational retreat. At the cottage and individual meetings, members and friends answered a series of structured questions which helped identify this congregation’s shared values and formed the basis of goals for the future. At the congregational retreat, members and friends used these shared values to identify their visions and dreams for the future of UUFNB.

These visions and dreams are collected and organized into the Goals Tables that follow. (A more complete recounting of the steps involved in preparation of this Plan is provided in Appendix A).

The following five goals are a distillation of what the congregation expressed through the small group meetings, one-on-one conversations, and the retreat. They represent our hopes and dreams for the future. They are arranged by how they flow together. They start with the individual and work outward to the larger community. The goal of addressing facility and space needs was held for last because it is informed by the visions and desires expressed in the other four goals.

GOAL 1

deals with the enhancement of individual spiritual development.

GOAL 2

focuses on the collective spiritual development for the many different age groups that comprise the congregation.

GOAL 3

expands the focus to the congregants as a group and their desire to create a place and atmosphere that fosters connections and a feeling of belonging. (This goal appeared to have the highest priority of all the goals, based on the consistently recurring statements by members and friends in the small group meetings.)

GOAL 4

goes one step further and addresses the Fellowship's impact within the larger community in which we want to make a difference (the area that our beacon of light illuminates). This "larger community" includes not only Napa and portions of Solano and Sonoma counties, but also the Pacific Central District, the California Unitarian Universalist Legislative Ministry and the (national) Unitarian Universalist Association.

GOAL 5

brings all the other goals together in one place, literally.

The goals and objectives expressed in this Plan, while grounded in the values and aspirations of the Fellowship and its friends, have not yet been prioritized. They represent dreams that will require champions to bring them to reality.

INTERPRETING THE GOALS TABLES

The Goals Tables which follow are used to express the hopes and dreams of the congregation, distilled into five major goal areas. Each table is designed to:

1. suggest activities and implementation steps required to meet outcomes
2. track progress and make adjustments as needed
3. give the Board and committee chairpersons a road map for allocating financial and volunteer resources to transform dreams into reality.

Below is a model of a Goal Table with explanatory notes about how each component is used.

(The complete account of all input received from the small group/individual meetings and congregational retreat is provided in Appendix B & Appendix C.)

GOAL: **SUPERTITLE – A GENERAL DESCRIPTOR OR “THEME” DISTILLED FROM THE HOPES AND DREAMS OF THE CONGREGATION** SUBTITLE - DESCRIBES ACTION

OBJECTIVE	VISIONS/DESIRES As expressed by Congregation	ACTIVITY SUGGESTIONS As expressed by Congregation	OUTCOMES How do we implement?	TARGETS/TIMELINE
<p>THIS COLUMN INCLUDES THE MAJOR OBJECTIVES DISCERNED AND FOCUSED FROM THE GOAL STATEMENT.</p>	<ul style="list-style-type: none"> • This is a summary of the visions, dreams, and desires as expressed during the meetings. 	<ul style="list-style-type: none"> • These are some of the activities suggested at the meetings to achieve the corresponding objective • The Plan includes these specific activities as a way to spur creativity and bring forth many other ideas that could serve as activities. 	<p>The objective is given additional meaning by defining specific results that can be observed.</p> <p>There are many ways to implement, and the Plan suggests only a few. It is expected that many more will follow.</p>	<p>The Plan suggests target dates that coincide with UUFNB's fiscal year to facilitate required resources (people and funds) being committed to the effort in a timely manner.</p>

1. INDIVIDUAL SPIRITUAL DEVELOPMENT

ENHANCE AND EXPAND UUFNB MINISTRY TO INDIVIDUAL CONGREGANTS

Members want to continue their course of developing a church where they feel connected to each other and grow spiritually, and where they can appreciate each person's ability to express his/her individual talents. Many of the values expressed in the meetings focused on participation in UUFNB for personal spiritual development. Visions and dreams expressed by members and friends involved suggestions to enhance the worship experience and deepen personal spiritual experience by making more opportunities and outlets for creative expression.

OBJECTIVE	VISIONS / DESIRES As expressed by Congregation	ACTIVITY SUGGESTIONS As expressed by Congregation	OUTCOMES How do we implement?	TARGETS
<p>CREATE AN ENVIRONMENT THAT ENCOURAGES SPIRITUAL GROWTH</p>	<ul style="list-style-type: none"> • Have individuals feel connected with the congregation • Demonstrate individual creativity and expression 	<ul style="list-style-type: none"> • Provide specific short duration opportunities for members to serve their congregation • Offer more opportunities for creative expression and intellectual development • Have a place for retreat (labyrinth) • Enrich Sunday Services with guest speakers/ministers, Quaker service, meditation, all-music services • Have a sermon / guest speaker suggestion box 	<p>Give more official recognition to those making contributions of time, skill and labor →</p> <p>Continue offering alternative forms of Sunday Services →</p>	<p>Ongoing</p> <p>Ongoing</p> <p>Acquire secured outdoor space (walls, floors, soil) by 2015</p>
<p>CHALLENGE MEMBERSHIP TO PERSONALLY GROW</p>	<ul style="list-style-type: none"> • Support community activism as a path to individual spiritual growth • Have a wide range of activities that provide opportunity for spiritual development 	<ul style="list-style-type: none"> • Have individuals express beliefs with an annual art/craft fundraiser • Offer adult study groups on comparative religions, history, political interests 	<p>Convey expectations of individual spiritual practices to new members</p>	<p>Ongoing</p>

SUGGESTED RESOURCES: Minister, Members, Worship Committee, Starr King School for the Ministry

2. A MINISTRY THAT ENGAGES ALL AGES

CREATE A CONTINUUM / INTERGENERATIONAL / CRADLE TO GRAVE FELLOWSHIP

The congregation continues to value a lifelong religious education program from cradle to grave. The congregation's input has reaffirmed a commitment to providing a balanced, all-age approach to spiritual development. Programs and opportunities for spiritual development and fellowship for mature adults are woven throughout This Plan. This goal specifically includes objectives for Families and Children, Teens, and Young Adults, and allows for flexible implementation so that those with a passion for each age group can choose appropriate activities and develop programs for their targeted group.

OBJECTIVE ENHANCE AND EXPAND UUFNB MINISTRY TO	VISIONS / DESIRES As expressed by Congregation	ACTIVITY SUGGESTIONS As expressed by Congregation	OUTCOMES How do we Implement?	TARGETS
FAMILIES AND CHILDREN	<ul style="list-style-type: none"> • Model and pass on UU values, raising UU's • Generational continuity - all ages represented • Have a bustling, growing RE program • More families with young kids • Engage youth in a dialogue about religion 	<ul style="list-style-type: none"> • More youth involvement in services • Offer childcare for babies and toddlers • Intergenerational Sunday Service (adults, teens and children plan and provide service) once a year • Involve kids in music in service (once or twice a year) • Children's Choir • Create a garden with kids • Minister for kids • Toys to support kids in church community • Link with other churches, organizations to bring more kids • After school child care / free for poor families • Children's Community Choir 	<p>Have Board develop a strategy for, assign to an existing committee or start an ad hoc committee to explore ways to attract young families and grow R E</p>	<p>Committee started by fall of 2011</p> <p>Report and suggestions ready in time for any monetary needs to be available for budget considerations (early spring of 2012)</p>

SUGGESTED RESOURCES: RE Council, Minister, Parents, Congregation, PCD, UUA

OBJECTIVE ENHANCE AND EXPAND UUFNB MINISTRY TO	VISIONS / DESIRES As expressed by Congregation	ACTIVITY SUGGESTIONS As expressed by Congregation	OUTCOMES How do we Implement?	TARGETS
<p style="text-align: center;">TEENS</p>	<ul style="list-style-type: none"> Generational continuity - all ages represented in our UU ministry Engage youth in a dialogue about religion Model and pass on UU values 	<ul style="list-style-type: none"> Known for offering the Our Whole Lives program to the community Intergenerational Sunday Service (adults, teens and children plan and provide service) once a year More youth involvement in services Coming of Age / Rite of Passage Rituals / Liberal Religious Youth Youth Sunday Teach financial literacy Minister for Youth Small group activities (LGBT, poetry, yoga, kite flying) Create a visible "cool" place to hang out Sponsor events attracting this age group (music/dance) Forum with LGBT youth 	<p style="text-align: center;">Have Board develop a strategy for, assign to an existing committee or start an ad hoc committee to explore how best to minister to the teens in our Fellowship. Would a Youth Advisor be possible?</p>	<p>Committee formed no later than fall of 2012</p> <p>Report and suggestions ready in time for any monetary needs to be available for budget considerations (early spring of 2013)</p> <p style="text-align: center;">↓</p> <p>Teen Program in place by fall of 2013</p>
<p>SUGGESTED RESOURCES: RE Council, Minister, Parents, Congregation, PCD, UUA Office of Youth and Young Adult Ministry, PFLAG</p>				
<p style="text-align: center;">YOUNG ADULTS (18 TO 35 YEAR OLDS)</p>	<ul style="list-style-type: none"> Generational continuity - all ages represented in our UU Ministry Engage youth in a dialogue about religion Share UU values and activities with young adults 	<ul style="list-style-type: none"> Justice activities for Young Adults even if not a part of the congregation Host a rock concert Facilitate meetings (singles, retreats, music, LGBT) Offer comparative religious education Minister for Young Adults Sponsor motivational speakers Teach financial literacy 	<p style="text-align: center;">Have Board develop a strategy for, assign to an existing committee or request volunteers for an ad hoc committee to explore:</p> <ul style="list-style-type: none"> The feasibility of sponsoring a Campus Ministry at Napa Valley College and other nearby campuses Reaching out to this group via Social Justice activities Sponsoring social activities or a forum series aimed at this age group 	<p>Created no later than fall of 2013</p> <p>Report and suggestions ready in time for any monetary needs to be available for budget considerations (early spring of 2014)</p>
<p>SUGGESTED RESOURCES: Minister, Congregation, Social Justice Committee, PCD, UUA Office of Youth and Young Adult Ministry, UULM Young Leaders Program, PFLAG</p>				

3. FELLOWSHIP AND CONNECTIONS

DEEPEN OUR RELATIONSHIPS WITH EACH OTHER

There were more comments from the meetings about fellowship and connections within the congregation than any other area. Strengthening and deepening connections already in place, as well as adding new activities, may be key to building and maintaining a healthy congregation for the long term. The Plan divides this goal into two areas: Building Community (focusing on social and educational activities) and Deepening Connections (focusing on our culture of care . . . most evident when we care for a member of the church community who is ill or in need). Although it is at the Board's discretion to determine how the Plan will be implemented, the Plan recommends a dedicated committee to address this goal area.

OBJECTIVE	VISIONS / DESIRES As expressed by Congregation	ACTIVITY SUGGESTIONS As expressed by Congregation	OUTCOMES How do we Implement?	TARGETS
BUILDING COMMUNITY BY NURTURING FRIENDSHIPS AND STRENGTHENING RELATIONSHIPS WITHIN OUR CONGREGATION	<ul style="list-style-type: none"> • More emotional/spiritual connection • More interaction, camaraderie, fun and celebration • Share and increase understanding • Deepen sense of belonging, family and community • Values shared are more deeply experienced • Create intergenerational connections 	<ul style="list-style-type: none"> • Full calendar of social activities: Dinners, Cultural Arts, Dance, Community Potlucks, Picnics, Coffee Klatch, Films, Book Groups, Cluster Meetings, Food & Wine Group, Poetry, Meditation, Yoga, Kite flying • Carpooling system, Share-A-Ride Sunday • Satellite activities • Small groups for men, women, singles, LGBT • Workshops on technology • Weekly sermon discussion group • Discussion groups before/after service 	<p style="text-align: center;">Have Board develop a strategy for, assign to an existing committee or create a Connections Committee that:</p> <ul style="list-style-type: none"> • Coordinates special activities/social gatherings to connect all members • Assists new members in meeting their spiritual and community needs by connecting them to groups within the Fellowship • Engages all members in the Fellowship by connecting them to small groups of interest • Coordinates with Site Committee on finding new spaces for activities 	<p>Have a Connections Committee in place and planning activities by 2012</p>
DEEPEN CONNECTIONS BY CREATING A CULTURE OF CARE	<ul style="list-style-type: none"> • Taking care of each other • More intimacy, emotional connection, sense of family • Being known and knowing within the Fellowship • Keep the good things we have despite growth • Each person feeling valued by knowing their presence amongst us is appreciated and needed 	<ul style="list-style-type: none"> • Have an annual retreat to deepen connections (Freestone?) • Provide support & meals to members in need (sick and grieving) • Include a circle activity or other spiritual act in social events when possible • Form "Special Friends" intergenerational connections 	<ul style="list-style-type: none"> • Coordinates with Site Committee on finding new spaces for activities 	
<p>SUGGESTED RESOURCES: Congregation, Minister, Board, Membership Committee, PCD, UUA</p>				

4. SERVICE TO, PARTNERSHIP WITH, and VISIBILITY WITHIN...OUR LOCAL COMMUNITIES

LET OUR LIGHT SHINE!

There is a strong desire within the congregation to be of service to people in the larger community, especially to the hungry, homeless, needy, and the Latino/Latina community. We also want to continue to express our beliefs about the interdependent web of life by working to improve the environment. We can share our UU values with those outside the congregation while engaging in community service in two ways: on our own and by partnering with existing community organizations. Various expressions of community service will also help educate the community about Unitarian Universalism. Expanding our publicity and updating our web site are other ways to increase visibility.

OBJECTIVE	VISIONS / DESIRES As expressed by Congregation	ACTIVITY SUGGESTIONS As expressed by Congregation	OUTCOMES How do we Implement?	TARGETS
LIVE AND SHARE OUR UU VALUES IN THE LARGER COMMUNITY BY ESTABLISHING WORKING RELATIONSHIPS WITH INDIVIDUALS AND GROUPS IN THE COMMUNITY	<ul style="list-style-type: none"> • Affirm the value of each individual by attending to the needs of the hungry, homeless and needy in our community and partnering with our Latino/Latina community • Acknowledge our place in the interdependent web by partnering with environmental organizations concerned with sustainability 	<ul style="list-style-type: none"> • Attend to needs of homeless • Meals for people in need • Homework tutoring at library • Fund scholarships for summer camp programs • Sponsor Forums / Film Series: Can-Do, on reducing carbon footprint, speakers (such as Susan Levine Lecture) • Complete UUA "Welcoming Congregation" process • Be aware of issues in the community at large and take action • Act on environmental issues and sustainability <p>LATINO/LATINA COMMUNITY SPECIFIC ACTIVITY SUGGESTIONS:</p> <ul style="list-style-type: none"> • Assess needs in Latino/Latina community, identify gaps in services • Congregation members learn Spanish • Provide ESL tutoring to local children • Immigration issues 	<p>Congregation supports the Social Justice Committee as they identify needs and recommend projects and partnering opportunities</p> <p>Have members participate in Action Groups to work on identified projects</p> <p>Encourage individuals to continue in social justice activities that uphold their UU values</p>	<ul style="list-style-type: none"> • Volunteers solicited by 2012 to work on identified projects • During 2012 <ul style="list-style-type: none"> ○ Begin one project with economically disadvantaged ○ Begin one project with Latino/Latina community • Continue to assess needs in these and other areas and begin other projects as needed by 2014 • Complete the UUA Welcoming Congregation certification program by 2014

SUGGESTED RESOURCES: Board, Social Justice Committee, UULM, Congregation

COMMUNITY PARTNERS SUGGESTED BY CONGREGATION: Another church (e.g. Crosswalk Community), Peace coalition with other organizations, Puertas Abiertas, McPherson School (50% of students are under the poverty level)

OBJECTIVE	VISIONS / DESIRES As expressed by Congregation	ACTIVITY SUGGESTIONS As expressed by Congregation	OUTCOMES How do we Implement?	TARGETS
<p>INCREASE VISIBILITY OF UUFNB WORK AND VALUES IN THE COMMUNITY</p>	<ul style="list-style-type: none"> • Increase our visibility as a faith that promotes justice, equity, and compassion in human relations by sharing our UU values • Make sure UUFNB is a recognized resource and presence in the community known for its leadership • Offer spiritual inspiration for community activists • Have both economically disadvantaged people and the Latino/Latina community be aware of UUFNB and services we provide 	<ul style="list-style-type: none"> • Publicize the causes we believe in • Increase awareness about services, be the place people go to for help • UUFNB is welcoming to LGBT - publicize more • More visibility to LGBT and marginalized groups • Wear Standing on the Side of Love T-shirts when working in community • Create a bridge between ourselves and conservatives • Invite larger community into our ministries • Add photos of social action activities in community to our website • Invite public to our activities 	<p>Connect and expand community recognition by publicizing social action activities and connections →</p> <p>Improve and enhance our website →</p>	<p>Starting in 2012 have at least one article a year about UUFNB community activities appear in local publications</p> <p>Ongoing website update beginning in 2011</p> <p>Add links to organizations we support and photos of social action activities in the community to our website by 2012</p>
<p>SUGGESTED RESOURCES: Board, Congregation, UUFNB web site, UUA, UULM</p>				

5. FACILITIES AND SPACE NEEDS

PROVIDE AMPLE SPACE TO MEET UUFNB’S VISION, CHANGING NEEDS AND PRIORITIES

After 25 years of existence, UUFNB has grown sufficiently in numbers and scope that, in the near future, we will need a more appropriate venue than our present meeting place. We are currently experimenting with two Sunday services in order to accommodate all members and guests. Even with two services, however, we lack a meeting space for events outside our Sunday hours.

Our strong desire for fellowship intensifies the need for a dedicated facility which would provide more flexibility in scheduling activities to build and enhance connections as well as deepen fellowship. The Plan has a two pronged approach to address these needs: (1) find and use multiple rental spaces for a variety of activities and (2) work towards a vision of housing all activities in one place. The second goal particularly needs to include careful consideration of our long term space requirements, as well as financial possibilities and constraints.

OBJECTIVE	VISIONS / DESIRES As expressed by Congregation	ACTIVITY SUGGESTIONS As expressed by Congregation	OUTCOMES How do we implement?	TARGETS
FIND SPACES TO RENT FOR CHURCH / SOCIAL / COMMUNITY ACTIVITIES	<ul style="list-style-type: none"> Have locations available for all church – sponsored events: potlucks, parties, workshops, weddings, social justice programs, speakers, art gallery 	<ul style="list-style-type: none"> Investigate properties owned by city/county/private organizations Let the larger community know of our need Identify annual costs to house all church/social/community activities 	<p>Have the Board put together an Ad Hoc Committee to create a list of rental spaces for various events (include rental costs and contacts)</p> <p>Budget rental fees for the year</p>	<p>By June 30, 2012 have a list of 5 – 10 rental spaces which will house 20 – 300 people</p> <p>Include funds for rentals (in addition to Boys and Girls Club) in the Annual Budget adopted beginning in 2012-2013</p>
EXPLORE WAYS TO HOUSE ALL CHURCH ACTIVITIES, AS EXPRESSED IN THIS PLAN, IN ONE EASILY ACCESSIBLE, INVITING AND DEDICATED SPACE.	<ul style="list-style-type: none"> Have worship services and all church-sponsored events housed in one place 	<ul style="list-style-type: none"> Generate list of space requirements: seating, classrooms, parking, office space, kitchen, etc. Talk with experts about possible rental spaces as they become available and other organizations about partnering Continue to talk to experts about purchase of building site or building Explore the feasibility of creative financing of a building or building site 	<p>Have Board work with appropriate committees to generate and maintain a list of space requirements: seating, classrooms, parking, office space, kitchen, etc.</p> <p>Have Board work with appropriate committees to generate and maintain a list of financial requirements needed to obtain space needs</p>	<p>List of space and financial requirements by end of 2011</p> <p>Generate income on an ongoing basis to meet these needs</p>

SUGGESTED RESOURCES: UUA, Board, Site Search Committee, Local Financial Experts

Plan Implementation

All members and friends of UUFNB are encouraged to work together to bring to life their vision for the organization, as expressed by the goals set forth in this Plan. The following steps are recommended for implementation:

1. Share the Plan with the Fellowship by developing a series of diffusion mechanisms (e.g. sermons, adult RE discussion sessions, Committee Sundays, theme picnics) to ensure that every member has an opportunity to know the contents of the Plan and decide how to participate in its implementation.
2. Develop leaders or “champions” for as many objectives as possible. This will organically, yet consciously, prioritize activities that resonate with the Fellowship and turn aspirations into reality.
3. The Board could work together with members of Fellowship committees to evaluate the framework in which those committees operate, to ensure that goals and expectations of committee members are clear. The evaluation should include how a committee is maintained, a review of its charter, and how its plans are implemented.
4. Encourage the Board of Trustees to include time in their annual retreat and throughout the year to reflect on accomplishments, evaluate and support committee recommendations by being aware of and planning for the appropriate volunteer and financial resources to accomplish tasks.
5. Provide guidance for committees to develop quantifiable indicators of success that can be clearly understood by the whole congregation and will provide a measure of accountability.

Each and every one of us has unique gifts that we can apply toward the spiritual and social well-being of those we intend to serve, inspire, and embrace with our covenants. This Plan provides an opportunity for each individual to collaboratively share in this process. This will create an energy that is powerful, self-sustaining, and beneficial for the welfare and growth of the whole Fellowship.

Important Issues for Ongoing Consideration

During the processing of all of the congregational input, a number of important issues arose. Some are conflicting views among different congregants; others are issues that we need to address together. The committee strongly recommends that the Board and individual congregants give them serious consideration in current operations and future activities.

- **Depth**

The concept of deepening our experience in all areas came up again and again. Whether it is developing spiritually or planning meaningful social interaction, we need to build meaning into what we do.

- **Empowering individual/responsibility**

How do we "empower individuals to share their talents and ideas," while respecting "different paths for different people" and maintaining the best interests of the group?

- **Lack of pressure (just show up) vs. lack of involvement**

Some of our members feel very strongly that every member needs to participate in some way in the work of the church. Others relish the ability to "just show up" for services on Sundays. This conflict of values needs to be further explored and clarified. What does it mean to be part of a congregation and how can we encourage members to "make it real" by giving of themselves in ways that are appropriate for them?

- **Leadership**

How do we make decisions as a congregation--majority vote, consensus? How can we better train our members to take on leadership roles?

- **Minister**

In 2007 UUFNB voted to call our minister. We are still in the process of working toward the goal of a full-time minister. If our membership and programs continue to grow at the pace they have for the last five years, UUFNB will likely require the services of a full-time minister before the next LRP. Budgeting issues will need to be addressed.

- **Money**

We have many differing opinions in our congregation about our relationships with money as it is a factor in our growth. Do we advertise to get new attendees to Sunday services or Religious Education? Do we consider taking on debt to finance our own building? How do we educate ourselves to make big financial decisions?

- **Rigidity (tradition) vs. flexibility, structure vs. non-structure**

There are different schools of thought within our church about the structure of our services, the type of music we have, and the social activities we offer. Some like the traditional service with standing and sitting, hymns and readings; others want more free-form services with different kinds of spiritual expression or more "audience participation". The committee feels it is important for us to include non-traditional services and music in our schedule without abandoning the traditional format that so many members enjoy. There should be a continuing conversation on this topic.

- **Transparency**

In our cottage meetings some congregants voiced a frustration that they were not given an opportunity to express their concerns before the Board made a key change in the direction and handling of the children's Religious Education program. Yet personnel issues require confidentiality. How do we ensure the free flow of information and build trust?

- **Who do we want to serve**

Our current members or the greater community, especially young families?
Do we need our own building to serve the greater community?

APPENDIX A
Message from the Chairperson
Steps Used in Creating the Vision, Gathering Information,
and Developing the Long Range Plan

At the end of 2009 a new Long Range Planning Committee was put in place to create a revised and updated version of the existing Plan. The first organization meeting led to the decision to come together in retreat to accomplish several goals:

1. Find out where each one of us fits into the puzzle.
2. Create a vision for how we were going to accomplish our charge.
3. Develop a time line for the different elements of the plan.
4. Determine the feasibility of finding and retaining an outside facilitator to help guide us through the complex process of generating the Plan.

Creating the Vision

An all-day retreat of the Committee was held on January 16, 2010.

- We came together as individuals and left as a group with focus and commitment. We shared a potluck meal together and got to know each other as friends.
- We recognized the need for a binding covenant to be in place for us as a committee.
- We engaged in a community building exercise and completed and shared abbreviated Myers-Briggs assessments to help us understand each other's styles.
- We created a vision for how we were going to accomplish our charge.
- We created a list of goals based on our vision that we needed to accomplish in order to complete our task.
- We developed a rough time-line that later become more detailed on how we were going to gather information.
- Lastly, we explored the feasibility of finding and retaining an outside individual to be our facilitator.

All of these elements were important but some were determined to be critical and key to our success so it is important to elaborate.

Our covenant became the central key in how we related to each other.

We covenant (promise) to:

1. Respect and care for each other, and assume good intentions
2. Listen with an open and non-judgmental mind
3. Honor the contributions and work of each other
4. Communicate directly and truthfully
5. Consider the needs of the congregation as a whole
6. Recognize conflict as an opportunity for new understanding or new solutions
7. Deal with differences face-to-face, or voice-to-voice
8. Work toward consensus
9. Allow enough time for discussion and deliberation
10. While respecting different processing styles, we will conduct business in the most efficient and effective way possible

Quite simply, our vision was that the Plan must include the hopes and dreams of the whole congregation both as individuals and collectively. And, we would design our information gathering to include as many members of the congregation as possible.

The goals that we generated for our Committee were as follows:

1. The Long Range Plan will set goals, document strategies and identify specific tasks to support the Fellowship's vision and mission.
2. Plan reflects the wishes of the congregation.
3. Plan reflects all aspects of congregational life.
4. Plan process will build deeper relationships in the congregation.
5. Revisit the Fellowship "vision" and "mission" statements through a congregational process.
6. The Long Range Plan is a living document; and as such there needs to be a process developed to monitor progress, revise goals and tasks, and acknowledge accomplishments achieved over the life of the plan.
7. We will regularly update the congregation on what we are doing; we will be responsive to requests for information and to contributions from the congregation

Over the following month, we looked into the feasibility of engaging a facilitator and discovered that an outside facilitator would be very expensive. If engaged, the facilitator would need to be well versed in the unique aspects of Unitarian Universalism. We concluded that an outside facilitator was not in our budget. When we talked with the Pacific Central District Administrator, he strongly suggested that we consider engaging the Programs Coordinator for the PCD as our facilitator. He told us that as a Fair Share contributor to the PCD, the Fellowship would not incur any additional expense. He also assured us that this would be one of the best choices we could make. Subsequently, we engaged the Programs Coordinator and were pleased with this decision. She was with us through the rest of the process to its completion, guiding and assisting us to achieve our goals. This process was magical and deeply spiritual.

Gathering Information

The next decision was how to gather the information needed to create the new Plan. After study, we saw three possible options:

1. Do an extensive congregational written survey.
2. Do small group meetings with a limited number of participants.
3. Have a congregation-wide all-day retreat.

It was finally determined that a survey was too impersonal and would not elicit the depth of responses that we desired. We decided that beginning with a congregational retreat would not provide the intimate setting that would enable us to collect the data we needed. We opted for small group meetings in a casual setting, with one-to-one sessions for individuals whose schedules did not allow them to attend a small group. Our facilitator provided a structure for these meetings and gave us in-depth training to facilitate the meetings.

The next task was developing the master agenda to be used in all the cottage meetings and the actual scheduling of those meetings. We determined that the ideal group size would be 6-10 participants and 2 trained facilitators who were members of the Committee. The meetings were scheduled in homes of members, including meetings in outlying areas convenient to members living in those areas. We facilitated 9 small group meetings between May 18, 2010 and June 21, 2010. We also held 10 one-on-one meetings at members' homes and in coffee shops. The

master agenda developed consisted mainly of 3 questions given to the group one at a time. We would then record their responses to each question on a flip chart so that all could see. This brought forth many opportunities for in-depth discussion within each group. The questions asked were:

- Talk about a time you felt most connected and most committed in our congregation, a time you were vitally engaged in our congregation. Also talk about why that was meaningful for you.
- Talk about a time you felt disconnected or not committed in the congregation, a time when you were not engaged, when your needs were not being met.
- Take a minute and think about the future of Fellowship. What do you want for our congregation, what do you hope for?

The first two questions dealt with values both positive and negative through the terms connectedness and disconnectedness. The third question addressed dreams for the future of each individual. The small group meetings each lasted about 2 hours with the one-on-one's lasting about 45 minutes. There was 87% participation from the membership, and the data collected was extensive.

With the initial data gathering complete, the Committee entered into a period of discernment and work to bring together the extensive data into themes around the values, issues to be dealt with, and themes around the dreams. These were then grouped in order of frequency of response. There were many themes brought forth, however we will limit it here to the top five responses in each category:

Themes from Values:

- Community (internal and external), serving
- Connection
- Intellectual Development
- Welcoming (environment)
- Diversity of thought

Issues to be dealt with:

- Leadership vs. Community
- Transparency
- Rigidity (tradition) vs. flexibility
- Depth
- Empowering individual/responsibility

Themes from Dreams for the Future:

1. Build community and leadership in Fellowship
2. Visibility and action in the community—new vision and mission statements
3. Create more opportunities for social interaction
4. Increase innovation and flexibility in Fellowship's spiritual practices, including Sunday services (and R.E.)
5. Increase youth and young families' exposure to UU values and activities in the Fellowship and larger community
6. Provide a home for a wider range of activities
(address physical space requirements of 1-5)
7. Work collaboratively with groups in and beyond the local community
8. Reach out to the broader community, focusing on Latino and LGBT.

With the themes and issues firmly in place, we were able to plan for an all-day congregational retreat which took place on October 2, 2010. For those who were able to attend, it was an intense time of sharing and fellowship. For the congregation, it was the time to hear back from the LRPC what they collectively dreamed for and what issues were challenges and opportunities for the future. For everyone, it was a time to take all the identified issues, values and dreams and to prioritize them in order of importance through the eyes of the congregation. With the help of our facilitator, the day was structured to maximize interaction, diversity and creativity for all. The first half of the day was mainly focused on fellowship, partner sharing, reflections and then small group exploration of the question: “What are we already doing that we value and could do better if we committed ourselves to it as part of a mission we actively claim?”

We took a break for lunch and more fellowship. In the afternoon we divided into small groups for Café Conversations where each group had the opportunity to explore two different questions: “What new efforts are calling us that we are not attending to now?” and “What needs do we see in our culture or reflected in our community that we are moved to respond to?” After that we all came back together to hear the ideas from the small groups. All the responses were hung on the walls, and then we went to work as a group to consolidate, focus and highlight what had come out of the small groups. From what we got that day, the Committee was charged with the responsibility to identify and prioritize the main elements for what would become the Long Range Plan. With that, the day was complete and we adjourned.

Developing the Plan

The Committee convened again in January 2011 to formulate the themes that would become the main body of the Plan, and develop a timeline for writing the Plan, collaboration with and presentation to the Board, and eventually presentation to the congregation. The committee was able re-engage with the energy created at the congregational retreat and use it to carry forward identifying and prioritizing the major themes. Once that was completed, we created two-person writing teams to write each of the five goals, which are as follows:

- Individual Spiritual Development
- Families and Children
- Connections and Fellowship
- Service and Community
- Facilities and Space Needs

With the themes in place and back up data at hand, once the writing commenced, objectives and strategies for achieving our goals fell into place relatively easily. By January 29, 2011 we had completed our first draft of the Plan. Throughout the process, the Committee kept the Board apprised of progress. We shared drafts of the Goals sections at the February and March meetings of the Board. After a few more weeks of discussion and fine tuning, the Committee’s work was done.

On April 7, 2011 we made a formal presentation of the completed Plan to the Board. The congregation will vote on whether to approve the Plan at the year-end congregational meeting to be held on June 12, 2011.

APPENDIX B
**DATA FROM COTTAGE MEETINGS AND INDIVIDUAL INTERVIEWS
SUMMER 2010**

Values:

Summary of Themes (in order of frequency of responses)

- Community (internal and external), serving
- Connection
- Intellectual Development
- Welcoming (environment)
- Diversity of thought
- Making a difference
- Communication
- Inclusion
- Trust
- Caring
- Inspiration/spiritual
- Gratitude/appreciation
- Respect
- Working together
- Ability to grow and change
- Creativity
- Integrity
- Leadership

Draft of Values Summary

Our values are embraced as individuals, in our church community and in the greater community. We participate in our church community to meet these needs:

As individuals:

- Caring
- Intellectual development
- Spiritual growth
- Personal connection
- Express our creativity
- Growth and change
- Integrity
- Involvement
- Depth
- Perseverance
- Intimacy

As a church community:

- Inclusive
- Working together
- Diversity of thought
- Caring
- Communication
- Framework of trust,
 Respect and appreciation
- Balance
- Sense of place/history
- Love
- Stewardship
- Diversity of members
- Welcoming environment
- Connection
- Inspirational
- Leadership as an organization
- Transparent and open communication
- Healthy financial stewardship
- Empower friends and members
- Listening
- Perseverance
- Sensitivity
- Empowerment

In the greater community:

- Make a difference serving
- Work together with other groups
- Connection & visibility
- Leadership in the community
- Share and model our UU values

VALUES FROM COTTAGE MEETINGS AND INDIVIDUAL INTERVIEWS SUMMER 2010

Each check mark indicates that one additional person used the same language to express a value or future wish.

able to work together despite different opinions
accept different paths for different people
accept people's offers to volunteer
acceptance and tolerance √
acceptance through participation and listening
accepting each person wherever they are
action √
actions should reflect values
activities that examine our beliefs
activities, lots of positive energy
activity that relates to the mission of the church
address individual concerns when changes are made
adult education
affirming or changing our ideas, reevaluating, avoiding dogmatic rigidity
appreciate others' work and contributions
attending to community needs (the greater com.)
availability - easy to reach church
being a part of service with the congregation
being a part of the decision-making process
being able to accomplish
being able to make a contribution
being an institution is o.k. if it means moving my values into the future as part of my legacy
being involved as part of an organization, the group more important than i
being with people and not working
belonging
board minutes
bridging rational and transcendent aspects of world
calls and visits, minister during times of health problems
camaraderie √ √
caring , kind towards each other √ when illness or grief, real concern, genuineness
caring for the environment
choir √ √
Christmas services
circle dinners
closing circle
combating helpless feeling
commitment to growth through conflict √
commitment to social action
communication √ √ (about planning, ways to share alternate views)
community √ √ √ √ (through gathering together, in small group, has ideal, purpose, gives meaning√
companionship
compassion
congregation has embraced new people
connect to u-u past through hymns

connection √ √ √ √ (intellectual, spiritual, social, to higher self)
connection when in crisis
consideration
constancy
continuity in planning
continuity, permanence, here to stay
contributing/making a difference √√
cooperation to achieve goals
create process to solve issues of acceptance and transparency
creativity
curiosity and attempts to find common ground in all belief systems
decision making is more inclusive
decisions are all important (there are no little things)
democracy, value input from bottom up
depth
different speakers and approaches
diversity of thought √ √ √ √ balanced
doing what we say we will do
don't know how to be a plain member of the congregation
eclectic spirituality
empowering the individual to express his individual talent and ideas
engaged most when contributing and working
engagement √, engaged person from beginning
evaluation of our performance
every community should have a UU church; it's the only one of its type
excitement
expansiveness in all things
external focus
family √ expanded family, village to raise a child in
feeling valued, needed
fellowship, friendship
food, parties
forums
gather strength by being together
gathering of like minded people in harmony
getting along with each other
getting to know each other (small group dinners, meeting other UU's √√ parties)
good feeling
good music, all singing
good place to bring friends
harmony √
having the guts to tell someone else the hard stuff (like a marriage, must know yourself)
healing energy
history - shared with other congregants and other UU's √
holding together potential, meaning
honor others' time
hope
inclusion --all beliefs & religions & non-beliefs √ √

inspiration: minister, songs, concerns for peace ✓
integrity before larger community
intellectual development/growth/stimulation ✓✓✓✓
interesting questions: skepticism, provocative, philosophy, meaning of life, need for god
involvement ✓
it's o.k. to say "no"
Jim Craig's programs
joy
keep an open mind, don't assume
knowledge
lack of pressure into joining/doing, can be a "butterfly"
leaders who can hear other points of view
leadership (good leadership in the congregation)
leadership in response to the community
leadership: clear, brave, designated for all activities
leadership: transparency for decision making
learning from experience
learning something new every week
learning things about people, deeper significant connections
let go of ego and youthful pride, wisdom of age
listen and be responsive discussions
listening to Bonnie's sermons
loving kindness
matching people's spiritual inclination with how they want to contribute/volunteer
meaning (search) and spiritual direction
members have a deep commitment to their involvement
messages from group gives something to ponder
minister there for pastoral care/sets tone
minister's values line up with my values, strong ideas and contributions
ministry, creating our own, e.g. choir, a way of sharing self
mission-focused
more substance and connection between speakers and congregation
more thought about use of money
multi-generational (old and young)
music and sermons ✓
music, choir, singing
mutual respect within community (internal and larger)
need to embody --deep rather than formal
newcomers embraced by the group
nice people
no subject is out of bounds
not sparing - challenging each other
not wanting to miss anything
one group working on one thing related to spiritual growth
open arms
open discussion of different feelings and thoughts
open to all kinds of music
open mindedness ✓ ✓ (including to new people)

openness and friendship, open and warm
opportunities, to contribute, to engage everyone, for leadership (board, committees, music)
part of a team
participation √ √(weekly service, any activity, walk, kite flying)
passion
peace vigils
people value serving on the board
perseverance
personal/spiritual inspiration
place to help
practicing democratic process helps us deal with conflicts and avoid factionalism
presence when help is needed by congregant
present in each other
present to each other
pride √
proactive
process informs outcome
putting ourselves out in the larger community
raise people up, find commonality/respect
recognizing unmet needs and taking care of them
reflects my own responses
respect
respect for a variety of approaches & personal preferences
responsibility to be informed and contribute
rhythm and cycle of ceremonies are an anchor (flower, water)
rituals
safe haven, sanctuary
search
sense of place
sermon
serve the needs of the people
services stimulate spiritual development: services, hymns, community
serving the dear neighbor
serving, ministry
shared values, feel safe, commonality
sharing √ √ (milestones, true joys and concerns)
sharing meaningful work
sharing of individual thoughts on spirituality
sing along
small groups, discussions, intimacy √
social justice (action, voice in community, engagement) √ √
spaghetti dinner √
speaking your own truth - value relationship with the congregation
spiritual care
spiritual experience √ (discussions from the heart)
spirituality through music
spontaneity
stimulating minister/choir

structure
support creativity, initiative, leadership
support in our projects and values
support justice issue
symbolism, hope (drive of Susan Levine)
take care of our own (within UUFNB), take care of each other
take specific social justice actions to accomplish goals
tapping into goodness
them vs. us attitude
thoughtful congregation (homogeneous)
time to share thoughts and feelings
tough love
transparency ✓ (different between 2 people and group, not everyone needs to know all)
trust ✓ ✓
unity
universal connection (web of life)
we let people know what we stand for
we say who we are, we are who we say
wedding
welcoming ✓ ✓ ✓ ✓ ✓ ✓ (by minister, of individuals)
willingness to step in despite discomfort
work for congregation is a pleasure and spiritual practice
working to distill a commonality among 50-70 people, where you are your best self
working together on a project as a group ✓
working towards a common goal
working towards being of service
would like to live closer

FUTURE WISHES FROM COTTAGE MEETINGS AND INDIVIDUAL INTERVIEWS SUMMER 2010

Each check mark indicates that one additional person used the same language to express a value or future wish.

100% participation of congregation, share the work
a little bigger (150 members?) to support energy needed to keep up the church
a vibrant community of religious liberal voice that is heard
accessible location or multiple locations
act on our dreams
action groups - ongoing u-u focused on working in community with other groups
active listening class
address issue of building - yes or no
address religious growth of young families - urgent
adult re committee: building your own theology, film series
adult study groups on comparative religions, history, political interests ✓
advertising
agree on clear cut goals
all ages of kids - youth and young adult
art and culture/art gallery
attract young families ✓ raise UU's
be accepted on par with other religions
better acoustics
board minutes posted, published, highlights in balloon
budget for mortgage, put 20-30% down
building (new, our own) ✓ (open to the community) ✓
building campaign, raise funds with rummage sales, % of Sunday plate, make a priority, commitment
building with space for speakers, concerts, debates, various religious/community groups
bustling RE program (too many kids, friends wanting to come, 10-15 kids, 20-25 kids, throngs of kids) ✓✓✓✓✓
calendar of social activities
camp, retreats (freestone?)
carpooling system for environment and building friendships
catering
change seating arrangement
childcare for babies
children's choir
choir--bigger & better funded
church as a community resource
clear mission in community that will draw people in
committees work/meet together to coordinate
community knows our values on marriage equality, diversity, takes us seriously
community outreach
concerts, dance club
connect, don't duplicate, spiritually
connecting with other groups, national and international
consider bringing back story for all ages
contact people not involved
culture of care: taking care of each other, relationships, more intimacy, being known and knowing, coffee

decision-making by consensus (can't please everyone)
deeply experienced shared values, mission that attract people to the congregation and are visible to the community
discussion groups before/after service
diversity (ethnic, cultural), age, interests, background
do more PR./outreach - advertising
donate to food banks regularly through food collection
don't classify people on the basis of giving (chalice lighters)
earlier services
easier set up and storage
educate ourselves about money
engage youth in dialogue about religion
enriched services with guest speakers/ministers
entire service in circle
environmental action
every member engaged in some work - real commitment
everybody in Napa knows UUFNB--who we are and what we stand for
everyone participating and taking responsibility
facilitate meetings, preschool, singles group, dinners, chess club
facilitate/allow many meetings for music, ESL, teens, child care, AA, singles, retreats (church & community)
financial expertise
food and hospitality
forums
full time minister ✓
fundraiser for building
generational continuity - all ages represented
give kids and/or adults tee shirts
give people positive feedback
good guest speakers - different beliefs and venues
green
growth, 150 members, under 200
guest musicians regularly scheduled for richness, color, depth
have ability to host activities 7 days a week
host rock concerts for 20-30 year olds outdoors
host speaker series for community on topics, u-u values, including social justice, e.g. Fri. nights
impact to a larger congregation
include a circle activity or other spiritual act. in social events
include everyone who can benefit from their association with us
inclusion in decision-making
increase membership
influence in the community/global community
input and variety in type of service including order of service
intergenerational
invest in 2-3 bedroom home for office, meetings, lodging, kitchen, garden (but continue Boys and Girls club for services)
invite public in

involve kids in music in service once or twice a year (polished)
keep the good things we have despite growth
known for comparative religious education
known for offering owl to the community
larger meeting place, purchase for long term, new and better for short term
less traditional service : change standing with hymnbook, words for worship and hymn
let our light shine
let people know what we're doing
letters to the editor
limit sharing in joys and concerns
link with other churches, organizations to bring more diversity, kids
linkage with other groups
live our values in the large community
make services smooth and structured
many spaces: sanctuary, classrooms, garden, kitchen, library, etc.
many young families
meals for communities in need (food pantry)
meditation groups - garden, chapel
meet after church
meetings outside in nature
memory garden
microphone: better, used by all speakers, lapel?
minister centered to organic, team oriented model based on spiritual gifts of our members
minister of music, minister for kids, minister for youth
mix break out groups at retreat
more community potlucks, picnics, parties, dinners
more eating together
more emotional/spiritual connection
more families with young kids
more interaction
more interfaith dialogue
more involved with other socially progressive groups in community
more meetings in homes
more music in church from larger community
more religious maturity
more time for meditation (joys and concerns)
more youth involvement ✓ in services
multi-denominational perspective
multiple services ✓
natural partners for social justice
need to attract new minds
north bay recognized leader - progressive
office for minister ✓
old mansion in Napa for church use
other songs at end of closing circle
our space offers community and a shorthand to memories
outdoor lunches after the service, potlucks
outreach for 18-25 year olds , teens and young adults, 18-38

partner with other organizations to share space (e.g. Stonebridge)
personal commitment to work inter-generationally
personalize the presence in the community
piano is too loud
place for celebrations, conflict resolution workshops, round singing class
place for weddings ✓, schools and needy people, workshops, motivational speakers, forums ✓
place of our own, well maintained, permanent, get together any time
place to cook and serve food, kitchen
place to do social justice work e.g. food program ✓
place to retreat (labyrinth)
pledge more than money
principles in action
programs for generations
provide support & meals to members in need (sick, grieving)
raise enough money so we can buy a building when it is available
RE a true program to pass on values, includes UU principals, OWL for community
RE funding should be better related to the # of kids
reflect diversity of larger community
revisit name (UU Fellowship of the North Bay)
satellite activities - film, book groups
satellite or spin-off churches
sermon suggestion box
sermons, spirituality
serve the larger community
share building with another congregation or organization
share UU values
share-a-ride Sunday
shepherding of new members
size is a by-product of how many need to be served
small group interactional opportunities with focus, food & wine
small groups: men, women, singles, gay, poetry, lunch, meditation, yoga, kite flying ✓
social justice activities for kids even if not part of congregation
social justice more connections, more activism & noise, city
social leader participating in the community
social projects
spiritual inspiration for activists/activists find friends in spiritual community
sponsor & give musical programs for the community ,as fundraiser
substantial presence in larger community ✓
support new church on a regular basis (share the plate)
take fundamental "at the root" positions
take local action in issues (immigration, homeless)
teach financial literacy particularly to children
toys to support kids in church community
train leaders/committee chairs on managing groups
transition location
tutoring ESL/outreach to Latino community ✓
understand our Mexican-American community to serve their needs more

u-u tithing group, like carbon rings, a support group
vary approach for joys & concerns (Quaker time, meditation)
visible in the community √ √ (more)
we are the place and people the community turns to
wear shirts for UUFNB< UULM
weekly sermon discussion group
welcoming congregation - LGBT - publicize more
well attended activity groups - 10
willingness to take a chance
wine tour \$ for building fund, not general fund
workshops on technology (Facebook, computer based learning)

APPENDIX C

CHARTS FROM CONGREGATIONAL RETREAT, October 2, 2010

1. In small groups, "What are we already doing that we value and could do better if we committed ourselves to it as part of a mission we actively claim?"

- Clusters - meetings in satellite areas
- Social justice >>values, connection
- Religious and spiritual exploration - deepening, Adult Ed
- Our own building, our own place to be, sanctuary, more flexible
- Community outreach - partnership, service oriented
- Inviting our larger community into our ministries:
 - promoting justice, discovery meaning, celebrating the fullness of life
- Building community in Napa/Solano by sharing our U-U values through:
 - social justice/service, education/advocacy, celebration/fun!
- Emphasis on the fact of our open and accepting community
- Recognizing the importance of shifting from caretaker to leader
- Name recognition
- Be truly welcoming to visitors - before and after the service - everyone must do this
- Going out, reaching out - fun, celebration, for all
- Visibility in the community

2. Cafe conversations: "What new efforts are calling us that we are not attending to now?" "What needs do we see in our culture or reflected in our community that we are moved to respond to?"

Group 1: ESL, Latino outreach, develop one church project at a time, find established group to work with, identify underserved communities, not doing any direct support to the Latino community, escort homeless through health fair, McPherson School 50% below poverty level--increase awareness about services, partner with Puertas Abiertas, Fairfield, partnership building, critical mass with younger U-U, creating a visible "cool" space to hang out/events for kids & other people (drumming, music, dance, coffee)

Group 2: Immigration issues: appreciating (not fearing) cultural diversity, creating larger community, integration/assimilation, courageous people are an asset (not a liability) i.e. immigrants, sister church--Crosswalk Community Church, ethical eating, working in a peace coalition, be more aware of all issues in the community at large and take action, a quiet space for meditation and contemplation, labeled, communication and transparency

Group 3: Cultural arts, dance, marriage equality, health care, Latino, counter balance of racism, uplifting the downtrodden, providing growth opportunities, "stand on the side of love" tee shirts, efforts visible in the community, social justice, planned peace/parenthood/health care, feeding the homeless in our own building on Saturdays, ESL--plan a project and follow through, do something in support of the Latino community at school or the library (including other non-English speaking groups), homework tutoring at library, project visibility, reading stories to children, space: speakers, music, dance, homework/tutoring, children's community choir, outreach to young families

Group 4: Access to a place we could implement conversations/actions about our values, homeless project, Napa CanDo forums, hosting forums, politics, voice of liberal reasoning, serfs and lords--concentration of wealth--small middle class, environmental values, be sure to participate in our city when asked for opinions, coming of age/right of passage, Bat/Bar Mitzvah, communion, Vision

Quest, LRY, lifespan R.E.--more of a continuum/intergenerational/cradle to grave, OWL, instrumental for community to know, \$\$\$\$

Group 5: youth/young adult partnership, ESL: immigration problems, share & increase understanding, scholarship fund for camp, free after school child care for poor families, create connection, diabetes testing, improve our website, environmental issues and injustice, sustainability>>community forum on reducing carbon footprint, children's R.E.

Group 6: Inter-connections, partnerships, liberal, everyone is in an inviting circle, bridging to conservatives, commonality between factions, new efforts calling us, inter-congregational connections

OTHER VALUES AND DREAMS FROM CONGREGATION

- Dance
- Building community across divides and within - bridging
- Find our own space
- Joyful
- Deepening connections
- Practical ways to serve community
- Cerebral/intellectual
- Be more Pentecostal, move toward spirit/dance/music
- Use of money
- More Vallejo activities/up valley
- Environmental action
- Strong value indicators
- More interaction - each other, greater community
- Belief vs. doing/loving/being
- Religious exploration
- Provocation
- Visibility to LGBT and marginalized groups
- Learning and acceptance
- Passion and comparative religions
- Experiential
- "North Bay" vs. Napa
- More social
- Quiet space
- Rational discussions
- More connection, interactions
- Unity in Diversity
- Commitment to spiritual growth
- Media exposure

CONSOLIDATION:

Building community across divides and within – bridging

Find our own space

Joyful deepening of connections

Practical ways to serve the community

SUMMARY THEMES: BUILDING, BRIDGING, DEEPENING, SERVING