Ougation	Dots Headline	Otiolou Note 4	Cticles Note 2	Ctiolor Note 2	Ctiolor Note 4	Ctiolou Noto E	Sticky Note 6	Sticky Note 7	Sticky Note 8	Cticle: Note 0	Sticky Note 10	Sticky Note 11	Sticky Note 12	Sticky Note 13	Otiolor Note 14
Question 1- What happens at	Dots Headline 0 Joyful, hopeful,	Sticky Note 1 SGD program having	Sticky Note 2 SGD multi-religious	Sticky Note 3 Valuing the wisdom,	Sticky Note 4 Kids/young people that	Sticky Note 5	Sticky Note 6	Sticky Note /	Sticky Note 8	Sticky Note 9	Sticky Note 10	Sticky Note 11	Sticky Note 12	Sticky Note 13	Sticky Note 14
UUAA that makes you	multi-religious	two sons experience	guidance for kids, rites	participation, resource	I connect with in the										
come alive, brings you	SGD	the RE program and	of passage	capacities of the	"classroom," especially										
joy, and gives you hope?		see the results, gives me great hope.		children	when that connection still exists in the rest of										
		me great nope.			the building, around										
					town, years into the										
1- What happens at	0 Involvement in	smaller, more	involvement in	social justice ideas	future commitment to and	diversity variety of									
UUAA that makes you	affinity groups	participatory groups	challenging racism	which come to a	diversity of social	stakeholder relevancies									
come alive, brings you	, , ,	i.e., men's circles,		communal action e.g.,	justice actions that	addressed: family,									
joy, and gives you hope?		chalice circles		our "guest" from Honduras, "I," and the	inspire and provide opportunities to	special needs, social, justice initiatives,									
				outpouring of time and		I GRTOA									
				money for her through	change										
4 10/6 -4 64	0 V-biles	de a casala de a		IAC personal relationships											
1- What happens at UUAA that makes you	0 Valuing personal relationships	the people, the relationships i have	engagement with people which is	with other congregants											
come alive, brings you	relationompo	with them	necessary to be	mar ource congregatio											
joy, and gives you hope?			healthy and happy												
1- What happens at	2 music lifts our	the music during	music lifts my spirits	music singing	singing within the choir	worobin contince	Music!	the music is a grand	music the singing						
UUAA that makes you	spirits and helps	service makes me	and opens my heart	always lightens my	(a community within	including music	Widolo:	and inspiring part of	and the choir, the						
come alive, brings you	us come alive	come alive at uuaa		spirit and connects me	larger community)			services	dedication to vibrant						
joy, and gives you hope?				to the community and brings me joy					music.						
1- What happens at	4 Building beloved	finding community	enhancement of	it allows me to make	acceptance and	feeling part of a valued	being part of a friendly,	the community which	the efforts to welcome						
UUAA that makes you	community	invested in coming	community building	connections between	affirmation of all people	community	interesting community	makes me feel like an	and include people and	ı					
come alive, brings you joy, and gives you hope?		from a place of trust and love, seeking truth,	activities	my individual challenges to a larger				important piece of the puzzle	invite contribution						
joy, and gives you nope:		and helping each other		community "in this				puzzie							
			F 10	crazy world together"											
1- What happens at UUAA that makes you	3 worship services are inspiring.	music, preaching, readings, seeing the	explicitly sacred languagetalking about	thoughtful sermons	components of many religious traditions in	services inspire me to expand my thinking.	an hour per week to spend time free of	the authenticity of ministers personal	meaningful services that inspire and provide	team generated services that speak to	worship: hymns, sermons, prayer, ritual	rituals that are expected and repeated	the courage and commitment of		
come alive, brings you	meaningful, and	children	our souls, about	dimensions to my	services	gives me hope.	mundane distractions	stories revealing	common experiences	everyone and are so	Sermons, prayer, muai	(e.g., water	leadership to use		
joy, and gives you hope?	centering		spiritual practices	thinking			to re-engage with what	vulnerability and	among attendees,	creative		communion, pets	"spiritual" words and		
							really matters	honesty	strengthening relationships			blessed, dead honored, solstice, x-mas, big	processes. god, spirit, meditation, worship		
									ισιαιιστιοτιμό			sing)	despite any pull against		
1- What happens at												•			
1- What happens at UUAA that makes you	2 Community through Music:	Music in worship is engaging and joyful	Variety and quality of music program	Singing in services gives me lov because I	Choir	The music brings me JOY! because it is									
come alive, brings you	Singing and	origaging and joyrui	music program	find it to be a spiritual		such a heartfelt release									
joy, and gives you hope?	Experiencing			practice - it touches		and rejuvenates.									
				my heart and soul.											
1- What happens at	2 Meaningful	Quality of worship	Sermons that	Powerful sermons with	Most services.	Truly inspiring Sunday									
UUAA that makes you come alive, brings you	Services	services, including	encourage / support me in living UU values	a personal touch.		services.									
joy, and gives you hope?		sermons The ritual of the	me in living UU values												
joy, and gives you nope.		chalice, covenant,													
		sermon and prayers													
		give me hope and centering.													
1- What happens at	2 Sense of	Taking congregants'	The sense of	Inclusiveness gives me		Being with the									
UUAA that makes you come alive, brings you	Belonging Found in Beloved	input seriously, including youth.	community gives me hope.	a sense of hope.	community gives me	congregation, learning									
joy, and gives you hope?	Community	including youth.	nope.		hope because so many people are working to	makes me come alive.									
)-), g ,	,				make the world a better	Knowing that others									
					place.	believe in the love that									
						will not let you go gives me hope.									
1- What happens at UUAA that makes you	 Living our values through social 	Service projects	Being involved with social justice council	Anti-racism work	Outreach = hope.	Our commitment to social justice rocks!	Dedication to justice and inclusion.								
come alive, brings you	iustice		and social justice			Social justice rocks:	and inclusion.								
joy, and gives you hope?	ĺ		programs makes me												
			feel alive, because I feel like I am making a												
			difference.												
1- What happens at	0 Community found	Community building.	Women's retreat	Community – longterm	Men's Circle	Small group ministries	Seeing UU friends	The youth.							
UUAA that makes you come alive, brings you	in small group ministries	Love the family fun night.		friends, helping others		give a sense of belonging.	outside of the church gives me a sense of								
joy, and gives you hope?	ministres	ingin.				Downighing.	belonging, because I								
							know and am friends								
							with more people than before joining UUAA.								
1- What happens at	2 Quality Sermon	Experiencing a	Listening to a good				o.o joining OOAA.								
UUAA that makes you		meaningful sermon	sermon												
come alive, brings you joy, and gives you hope?															
1- What happens at	1 Community	Community -	My women's group	Seeing UU friends	Camaraderie with long	My men's group. This									
UUAA that makes you come alive, brings you	Connections	supportive & nurturing			time friends	group has been together for 10 years									
joy, and gives you hope?						and we are brothers.									
1- What happens at	2 Music	Music	The UU music is	All of the music											
UUAA that makes you	2 Music	wusic	essential to overall	programs Especially											
come alive, brings you			mission. I'm a choir	Dr. Rideout's											
joy, and gives you hope?			member.	leadership.											
1- What happens at	0	Working on a	Very little	Children/youth	UU services & events										
UUAA that makes you		committee to produce			call me to my better										
come alive, brings you joy, and gives you hope?		something			self										
1- What happens at	1 Social Justice	Our commitment to	How we activate and												
UUAA that makes you come alive brings you		social justice causes	support our quest for a just society.												
joy, and gives you hope?			,,.												

What happens at UUAA that makes you come alive, brings you joy, and gives you hope?	Diversity of beliefs, traditions, & individual identity	Reflection on different religious traditions	Openness to different ideas, beliefs, and more	True acceptance and tolerance. Inclusion of LBGT, faith traditions, etc.	No typical UU service	Focus (central) is not theological in any Biblical or supernatural sense. 7-8 principles- foundational, reflected in informed curiosity						
1- What happens at UUAA that makes you come alive, brings you joy, and gives you hope?	2 Music is diverse and high quality.	Music, high quality	music diversityfrom different cultures	great music	music, diverse sources & styles							
What happens at UUAA that makes you come alive, brings you joy, and gives you hope?	A community that is connected voices, new, old time comers	sense of community	new members at UUAA	centering of all voices, especially minority voices	I come alive when I see old time members still active	A welcoming community I count on being there no matter what is going on with job(s) or the rest of the world.						
1- What happens at UUAA that makes you come alive, brings you joy, and gives you hope?	Inclusion of diverse theology beliefs and practices	Acceptance of beliefs and practices of a wide range of people	Diversity of theologies and references									
What happens at UUAA that makes you come alive, brings you joy, and gives you hope?	O Opportunities to serve and volunteer	Opportunities to get involved in service to the church and in the community-volunteer opportunities I can plug into	Focus on service to community and world									
What happens at UUAA that makes you come alive, brings you joy, and gives you hope?	1 Rituals and meditation that challenges	My biases are challenged lovingly and thoughtfully	Services make me think and feel	Meditations and spiritual understandings that expand my own conceptions and practices	I value rituals like the chalice, meditations, even responsive readings							
What happens at UUAA that makes you come alive, brings you joy, and gives you hope?	4 Inspiring and through provoking Sunday services	and challenge me that encourage me to be a better version of myself	Worship service provides centering and reflection and inspiration to go out and face the harsh world, to be a better person, and make a difference	Sunday services with good, thought- and feeling- provoking sermons but not too wordy	Inspirational sermons on Sunday, connections with groups who want to change the world to make peace	The love and wisdom that comes from the ministers and music every Sunday	Beautiful music and meditation on Sundays and thoughtful sermons	Inspiring and challenging worship services				
1- What happens at UUAA that makes you come alive, brings you joy, and gives you hope?	2 Social justice action and involvement	Social justice work in congregation	The community supporting each other and supporting social activism	Social justice working with others to make the world and our community a better place for all								
1- What happens at UUAA that makes you come alive, brings you joy, and gives you hope?	2 Participation in circles and interest groups	Chalice circle with the process of not interrupting and allowing everyone to share their thoughts	My men's circle has given me a great network for friendship and support	Men's retreat fun, energizing, spiritual renewal	Men's retreat	Opportunities for involvement immigration, humanist thinking	The many opportunities for participation that tap into my interests					
1- What happens at UUAA that makes you come alive, brings you joy, and gives you hope?	2 Human connections and diversity (especially age)	Range of ages, young families to elders	The quality of human to human connections - - friendships helping each other	People at UUAA	Our youth and the opportunity to work with them; the joy of watching them grow							
1- What happens at UUAA that makes you come alive, brings you joy, and gives you hope?	1 All our welcome	That we honor the inherent worth and dignity of everyone	That we are always welcoming									
What happens at UUAA that makes you come alive, brings you joy, and gives you hope?	Music and participation in music	The music, meditations, and acceptance of diversity	Music	The music our singing with strong musical leadership and musical parts; our talented collaborative worship teams	Chalice bell ringing							
1- What happens at UUAA that makes you come alive, brings you joy, and gives you hope?	0 Men's Gatherings Connect Us	Men's circles	Attending the annual men's retreat	The support of my men's group								
1- What happens at UUAA that makes you come alive, brings you joy, and gives you hope?	Your people are my people	The congregation's acceptance of diversity (GLQT) (economic also) gives hope	Friends & community - these are my people	I have exhilarating (?), wonderful relationships								
1- What happens at UUAA that makes you come alive, brings you joy, and gives you hope?	An active SGD is a congregation with a future	The size and vitality of the SGD program	SGD - Love working with the youth and I get back as much	Attending Friday Fun Nights with my kids								
1- What happens at UUAA that makes you come alive, brings you joy, and gives you hope?	2 Music during worship brings us joy	The opening of a Sunday service	Music during services	Music	Music as an active part of worship	Music in the sanctuary when Glen Thomas is present						
What happens at UUAA that makes you come alive, brings you joy, and gives you hope?	0	Hearing that we've connected with needs of an individual or group and improved their lot or met their need in some concrete way	Spiritual exploration. Providing a uniquely UU faith.	Team coordinated services								

1- What happens at 2 UUAA that makes you	Community and connection based	Friendships, community because	Congregants who share my values	I meet others and have connective	A community that acts on its beliefs	I enjoy serving as	Congregants like me	Small groups (QUUest. Round						
come alive, brings you	on shared values	this is the strength of	onaro my vaidoo	conversations with	especially in social	Wednesday morning		Robin dinners,						
joy, and gives you hope?		our church.		people with whom	justice	readers. It is a group of		Humanists, etc).						
		Community strengthens		there is some sort of shared foundation in		readers that enjoys many genres of books		Smaller groups allow us to form						
		relationships.		values and perhaps		and the opinions of		relationships, to						
				conduct.		others. I enjoy our		express ourselves and						
						monthly meetings, then going to lunch with our		to hear one another.						
						group.								
4 140 41	0 1 1													
1- What happens at 1 UUAA that makes you	Sunday services impacting	I am especially touched. I enjoy the	Sunday services that comfort and inspire	I also enjoy many of the Sunday services.										
come alive, brings you	congregants	opportunities UUAA	Consider and mopsio	particularly when it's a										
joy, and gives you hope?		gives to volunteer too.		mix of the choir, Rev										
				Manish and Rev Lindasusan sharing the										
				pulpit. Whenever they										
				tie in their personal										
				experiences with the message they are										
				conveying										
1- What happens at 0 UUAA that makes you	Social Justice Values and	Social justice efforts. Over 20 groups study,	Our minister and staff who live our social	1/2 Social Justice Coordinator linking us										
come alive, brings you	Commitments	advocate, contribute	justice values	directly with BLUU,										
joy, and gives you hope?		money		UUPOC, and ARE										
				(Allies for Racial Equity)										
1- What happens at 0	Music that's	People with varied	Dr. Glen Thomas leads	Music selections are	Amazing music. GTR									
UUAA that makes you	inspiring and	musical skills are	our music with skill and	intentionally worldwide,	and AH are treasures.									
come alive, brings you joy, and gives you hope?	participatory	involved through hand bells, youth choir.	creativity	multicultural	Different kinds of music and									
joy, and gives you nope.		community sing and			congregational									
		more			involvementhow does									
					GTR get us to sound like we're (almost) in a									
					black church?!									
1- What happens at 0	Community or control	Ftith	O-mf-dis-buss and	Daine and of a liberal	Deberte	A l-4 -6l	Dalamin the assessment	Coffee hour	Decade field confeet	Incomination to both one				
UUAA that makes you	community in	Emotionally resonant personal stories	Comforting hugs and words when feeling	Being part of a liberal community of people	Robust newcomer experience to draw	A lot of people care about their community	Being in the company of those who wish me	conversations are fun	People find comfort and support here	Inspiration to help me see myself and my				
come alive, brings you	many different		troubled	supporting each other	curious attendees in	(UUAA and sub-	well	and build a caring		world in new ways				
joy, and gives you hope?	settings					groups)		community						
1- What happens at 2	Robust, thriving	The meaningful and	Coming of age	Thriving kids and	Robust SGD for kids									
UUAA that makes you	children and youth	inspirational credos of	program	YRUU program	and adults									
come alive, brings you joy, and gives you hope?	programs	our coming of age												
)··												
1- What happens at 1	Excellent staff and	Beautiful and cared-for		Our pulpit is diverse in										
UUAA that makes you come alive, brings you	facilities	grounds and buildings	helpful	gender, race, and sexuality										
joy, and gives you hope?				Conduity										
1- What happens at 1	Long term	Enthusiasm of	Working on the mindful	Low norm out our	Long history of social	A lot of people want to								
UUAA that makes you	enthusiastic social	congregants involved	eating program's	doors generosity	justice	make a difference								
come alive, brings you	justice	in social justice groups	Farmer Bill volunteer	abounds	ĺ	beyond their world and								
joy, and gives you hope?	commitment	at UUAA	project			are involved with social justice								
1- What happens at 3	Inspirational music	Great music when the	Certain spirited pieces	The music/Glen	Singing together	Very good music being	Presentation from							
UUAA that makes you	in many forms	choir sings and when	from the choir	Thomas give me joy	0 0 0	performed by the	pianist							
come alive, brings you joy, and gives you hope?		the congregation sings		and a feeling of coming		guests and congregants								
				CIII VO		oongreganto								
1- What happens at 4	Coming together	I love the worship team	Some readings are	Visionary ministerial	Spiritually satisfying	Interesting, thought		Participating together	Being challenged	Being in services with		Mentally stimulating		
UUAA that makes you come alive, brings you	for thought- provoking.		powerful and moving	and worship teams	worship services	provoking services	sermons and services	in services or celebrations	morally	multiple generations	Sunday services	worship services		
joy, and gives you hope?	spiritual, visionary							community; caring						
1- What happens at 3	services MEANINGFUL	Great sermons that	Getting tips on how to	Loomo olivet t										
1- What happens at 3 UUAA that makes you	AND INSPIRING	Great sermons that inform and inspire	Getting tips on how to manage/digest/respon	I come alive when I hear an inspiring										
come alive, brings you	SERMONS		d to all the tragedies	sermon or speaker										
joy, and gives you hope?			our world is facing											
1- What happens at 1	Spiritual Growth	Youth classes are rich	RE Program nuturing											
UUAA that makes you	for Children and Youth	with wonderful	of our children and											
come alive, brings you joy, and gives you hope?	routh	messages, morals and lessons	youth is so important & so well done.											
1- What happens at UUAA that makes you	Finding Community and	Our inclusive culture, the sense of	The Men's fellowship - getting to know others		Seeing activities of all									
come alive, brings you	Belonging	the sense of community & belonging		they do	types in the evenings & Saturday's in our	nspiring other								
joy, and gives you hope?	5 5	,			building, mostly UUAA	members								
					community people but also outside groups									
					s outoids groups									
1- What happens at 2 UUAA that makes you	Actively Engaged in the Work of	We're starting to work on social justice issues	I find hope in	Social justice activities, especially related to										
come alive, brings you	Social Justice	on social justice issues	justice action in the	especially related to climate change &										
joy, and gives you hope?			community	LGBT issues										
1- What happens at 2	Inspirational Music	The way that Glen	Music in services that	Participating in the	As a choir member, it	Ending services with								
UUAA that makes you	Program	Thomas Rideout	touch my emotions	choir	makes me feel alive.	an uplifting song								
come alive, brings you		engages the			Also the choir									
joy, and gives you hope?		congregation songs during service			community grows and supports it members.									
					Also, the choir provides									
					beauty in services and special events.									
					эрона ечень.									

1- What happens at 2	Quality and	No sticky notes												
UUAA that makes you come alive, brings you joy, and gives you hope?	Meaningful Rituals of Sunday Services	attached***												
1- What happens at UUAA that makes you come alive, brings you joy, and gives you hope?		I come alive when there is a sense of accomplishment when a project makes a difference in the community	The strengthening of the Pastoral Care ministry efforts by both our ministers & many lay people in the congregation. Its an important part of our sense of community.	Gives me hope: how staff & lay team care for our facility, land, finances. Well done & important so the community can do other things.	UUAA as representative of UU principles, sources, covenant	Seeing new family with young children attending brings new energy & skills.		Quality of Sunday services and other offerings	in Sunday services and	My life is grounded and nourished by Sunday worship	Watching children light the chalice. It's a lovely ritual that includes youth in the service.	The recitation of our covenant and the singing of our song of aspirationthe ritual, the communal aspect.	When I hear people in the congregation clapping during service, after a piano piece, after small children light the chalice, etc	
1- What happens at UUAA that makes you come alive, brings you joy, and gives you hope?	Singing and listening to music	during worship	Singing in choir - joyful, tearful, seeing congregants faces	experiencing the kids singing on Sundays and knowing that the program is available for our kids	Music brings me joy - the community I feel with the choir & the relationship Ibetween the choir & the congregation when we sing	The music - it's always tied in to the service and it's always excellent quality.	Chalice Sparks - so much sincerity they make me cry							
1- What happens at UUAA that makes you come alive, brings you joy, and gives you hope?		Teaching young people & seeing them grow into thoughtful accepting people	program. It brings me hope that there are so many kids becoming UUAAs	Our children & youth SGD programs: especially 6th, 8th, 9th, HS										
What happens at UUAA that makes you come alive, brings you joy, and gives you hope?	Participating in social justice projects for the wider world	Farmer Bill volunteering - fun in a project w/others for a good cause	Our success with sanctuary guest. So much effort (I was scheduler) & such a good result - so many learnings											
1- What happens at UUAA that makes you come alive, brings you joy, and gives you hope?	Worship for head and heart: Intergenerational parts,sermons, beautiful setting	Sermons by Manish - full of head & heart. They give us something to CHEW on all week.	I value the beauty and calming impact of the sanctuary and the resulting sense of peace.	Services are inspiring.	time deepens the sense of community.	When the kids light the chalice - they are scared & happy & so human & enthused	with an overall "themed" service.							
1- What happens at UUAA that makes you come alive, brings you joy, and gives you hope?	A deeply connected community: suppportive, inclusive, social, welcoming, stimulating	A place where gay people feel welcomed - our flag out front, our words, etc. etc.	The community of writers - encouraging & supporting self expression	Friday Fun Night & a movie & discussion with Manish - good social time & intellectually stimulating	Inclusiveness - Rob & Quincy & water communion; Robert playing in hand bell choir	Deep connections & friendships	Being with others that are accepting and assuming best intentions	This is a very friendly and welcoming congregation	Sense of community. People truly help others here.	Welcoming to newcomers - lots of ways to be involved	Friday Fun makes me come alive - being part of the team that provides a welcoming community for all who participate. They belong & connect.			
What happens at UUAA that makes you come alive, brings you joy, and gives you hope?		The fact that we have an active humanist group & a long history of humanism in UU	Self governance: Being able to participate in the life of the church (Not following directive from above											
What happens at UUAA that makes you come alive, brings you joy, and gives you hope?	rounds, etc.	building music.	The beautiful and inspiring music Alison's piano playing, choir singing, and guest musicians bring me joy.	Music.										
1- What happens at UUAA that makes you come alive, brings you joy, and gives you hope?	services that are engaging with inspiring sermons.	Sunday morning servicesthe sermons, discussions.	Interesting services and sermons.	Friends.	The services give me joy and hope.	Inspiring sermons.	Time for silent meditation.							
What happens at UUAA that makes you come alive, brings you joy, and gives you hope?	Social Justice Work-learning about social justice and the wider world's needs.	Getting to know what social justice work people at AAUU are passionate about.	Social justice work heightens my awareness of the world.											
What happens at UUAA that makes you come alive, brings you joy, and gives you hope?	and friendships across generations	Building relationships with a new group of people I didn't know in Ann Arbor before.	Connecting with like minds.	People gathering together in small, medium, and large communities which are forming all the time.	Connecting with others- -friends, youth and elders-fills my heart with a sense of community.	Building bridges across generations and other differences.	Having a place to develop a set of spiritual practices with others.							
1- What happens at UUAA that makes you come alive, brings you joy, and gives you hope?		The sense of community.	The involvement of so many congregants in Social Justice Groups.											
What happens at 0 UUAA that makes you come alive, brings you joy, and gives you hope?		What brings me the greatest joy is coming to a UUAA service where Glenn Thomas is directing the music. He knows how to bring the congregation together and creates a real feeling of community.	I also am grateful for the social justice emphasis of the congregation.											
1- What happens at UUAA that makes you come alive, brings you joy, and gives you hope?		Social hour action booths	Solar and wind power											
1- What happens at UUAA that makes you come alive, brings you joy, and gives you hope?		Inspiring sermons	knowing all the social justice work we do that is tangible, particularly IHN and Habitat	seeing how generous we are with the sharing the collection										
1- What happens at UUAA that makes you come alive, brings you joy, and gives you hope?		A community seriously trying to do and be good, and raise kids with spiritual wisdom.												

1- What happens at UUAA that makes you	0	The opportunity to commune in Spirit with	Sunday messages which uplift, inspire,	Excellent child and youth programs which										
come alive, brings you joy, and gives you hope?		our congregation in a safe place. To create, sustain, and celebrate our Beloved Community together.	and challenge my thinking and belief system to increase understanding of myself, relationships with my fellow humans, nature, the larger	encourage, support, and help children learn to channel their innate energy, enthusiasm, excitement, desire to learn and help in healthy ways.										
4 Mhathanana		Interior in width to add	community, globally.	Daine autodaharian										
1- What happens at UUAA that makes you come alive, brings you joy, and gives you hope?	0	Joining in with both long time friends and new people to promote positive change.	Seeing all of the activities that people are involved in, even if I do not have a particular interest or time to participate myself.	Doing actual physical things to help a project or process.										
1- What happens at UUAA that makes you come alive, brings you joy, and gives you hope?	0	People are nice to eachother.	Volunteer opportunities for families.											
1- What happens at UUAA that makes you come alive, brings you joy, and gives you hope?	0	Meetings with like minded people	Seeing the time, energy, and passion that people put into social justice causes	Time to catch up with people at social hour										
What happens at UUAA that makes you come alive, brings you joy, and gives you hope?	0	The people. There are so many energetic, giving, wonderful people, doing so many great things big and small to make the world a better place.	The music. If I am feeling a little anti- social, just singing with the congregation lifts my spirits.											
What happens at UUAA that makes you come alive, brings you joy, and gives you hope?	0	Sunday services brighten my life and challenge my thinking.	UUAA has many activities reaching broadly across the congregation and the larger community. Many opportunities to make a difference.	Hope lies in our wide reaching SGD program. Grounding in UU principles, ethics, tolerance can, and I trust will, make for future good citizens and leaders.										
2- When people ask you why you come to UUAA, what do you tell them you are proud of and value most?	1 we value our music program	the music program and how deeply it affects and how clearly it can carry me through the week	value the music. glen thomas, choir, and sparks	our music is a	music (and the genius of Dr. glen thomas)	the music makes me proud								
2- When people ask you why you come to UUAA, what do you tell them you are proud of and value most?	0 we value our sunday services that encourage personal and community growth	that we encourage each individual to search for their own spiritual truths	thought provoking sermons	sunday services; music direction and engagement; acceptance of varied beliefs/										
2- When people ask you why you come to UUAA, what do you tell them you are proud of and value most?	0 we are proud of our SGD program for all ages	our religious education for our young people and children is fantastic	program engages youth, especially COA, OWL, and YRUU	community: study groups and raising each other up. IAC was of special evidence of this.										
When people ask you why you come to UUAA, what do you tell them you are proud of and value most?	We are proud of our commitment to social justice and activism	queer people of color in leadership	covenants of UU; Black Lives Matter focus	activism: people walking the walk. Congruence and integrity overall on commitments	racist work	I am very proud of the social action	with other like-minded people who care about bringing justice to a chaotic world	the balance of spirit and social justice	helping white people face whiteness	commitment to and diversity of social justice actions that inspire and provide opportunities to participate and lead change	social justice focus, learning and acting in community we are better together	many opportunities for social activism	I am proud of the social justice elements of UUAA	
When people ask you why you come to UUAA, what do you tell them you are proud of and value most?	0 We value our welcoming, thoughtful community	like minded community working together for a better world	I come because of the large umbrella of ways of thinking and being — we are a beautiful tapestry creating community	opportunity to strengthen existing relationships and develop new ones	a group of people striving to build and practice beloved community	the community support for pastoral care. the system in place that helps people ask and serve in ways that fit them	most value the community — interesting people committed to questioning	being part of a liberal religious community that supports both Jewish and christian beliefs and traditions	I have found a loving, thoughtful community based on the one rule I have used my whole life: the golden rule that feeds my soul and to which I can share of myself to support	I am proud of the welcoming community for all backgrounds and beliefs – there is no single creed, and value is placed on the individual search for meaning and spirituality				
When people ask you why you come to UUAA, what do you tell them you are proud of and value most?	2 Progressive values and principles, e.g. openness to differences in beliefs and treating everyone with dignity and respect.	I'm proud of our progressive values.	Values, inclusion, justice and progressive thought.	I am proud of our principles and values — it gives me clarity in how I want to live my life.	UU values, especially our openness to differences in beliefs.	I am proud of the way we treat each other, and am reminded to treat everyone with dignity and respect.	The support of each person's search for truth because life is a journey, and support and understanding provides validation.							
2- When people ask you why you come to UUAA, what do you tell them you are proud of and value most?	2 Thought- provoking, inspirational services and the worship team that creates them	Services – deep, thought-provoking, inspirational	I come for the open minded, full hearted exploration of awe, ritual and redemption.	Our covenant, our services.	Ministers	i am proud of who is on the chancel every single Sunday.	I am proud of the company I keep.	I am proud of my contributions.						
2- When people ask you why you come to UUAA, what do you tell them you are proud of and value most?	0 Welcoming Congregation	We've become much more open and welcoming	Welcoming congregation. Because everyone is unique and needs a place to be who they are.											
2- When people ask you why you come to UUAA, what do you tell them you are proud of and value most?	0 Community, sense of belonging	Sense of belonging to an inclusive community.	Men's Retreat allows deepening and broadening of connections.	Community	UUAA feels like home.									

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are proud of and value most? diverse paths leading in the same direction are to all length whether we most? 2- When people ask you 0 Why you come to UUAA, what do you tell them you are proud of and value	why you come to UUAA,	committment -	otherwise marginalized	of our congregation	justice	belief and the	inclusiveness, and the		set of beliefs, but on a					
most? In the same direction are to all peoples, 2- When people ask you 0 Why you come to UUAA, What do you tell them you are proud of and value	are proud of and value		communities			diverse paths leading	challenge whether we		covenant.					
2- When people ask you 0 Winjsterial staff (skills) Winy you come to UIUAA, What do you tell them you are reproud of and value a	most?					in the same direction	are to all peoples,							
what do you tell them you are proud of and value are proud of and value	2- When people ask you 0		Ministerial staff (skills)				22, 22.20, 0.0.							
	what do you tell them you													
	are proud of and value most?													

I							1					
2- When people ask you 0 why you come to UUAA,	UUAA enjoys quality of social	The quality of the people that attend	Community - a place to find your friends	The Chalice Circles and the conversations								
what do you tell them you	interaction	UUAA	,	we have there								
are proud of and value most?												
2- When people ask you 0 why you come to UUAA.	Committment to growth of	UUAA has catalyzed	The educational component of UUAA.									
what do you tell them you	individuals of all	my growth as an individual	particularly for kids									
are proud of and value	ages.		,									
most? 2- When people ask you 3	SGD	A community for our	SGD offers something									
why you come to UUAA, what do you tell them you		children to reinforce and make concrete the	to children that is not offered elsewhere									
are proud of and value		values we hope they	(schools, clubs, sports,									
most?		adopt as their own	etc)									
2- When people ask you 1	Openness to	Discussions within	People who attend									
why you come to UUAA, what do you tell them you	discussion and exploration	other UUAA groups	UUAA dare to question, dare to think									
are proud of and value	exploration		outside of the boxto									
most?			make society a better place to live in									
			'									
2- When people ask you 1 why you come to UUAA,	Living by our UU principles	I point to our seven principles and the	Many here also strive to live by UU	I value the freedom to believe the acceptance								
what do you tell them you	piniopioo	diverse sources. I	principles.	of the principles								
are proud of and value most?		appreciate that we have no specific set of										
		beliefs that we are										
		expected to adhere to- only values.										
2- When people ask you 2	Social justice work	I am most proud of how UUAA assists the	Social justice work and traditions	I am proud of our								
why you come to UUAA, what do you tell them you	in the community	community such as	traditions	progressive attitude toward politics, climate,								
are proud of and value		sharing the collection, Alpha House, or		society, etc. and how we participate in								
most?		Alpha House, or Habitat.		we participate in political protest.								
2- When people ask you 1	Diversity/acceptan	Accepting open	I'm proud that we		Diversity of thoughts	A welcomina						
why you come to UUAA,	ce for all ability	community	accommodate people	value the affirming and	and beliefs	membership for						
what do you tell them you are proud of and value	and beliefs and backgrounds		with special needs in Sunday services	loving experience of being a member		various spiritual leanings						
most?				-		loamigo						
2- When people ask you 1 why you come to UUAA,	Music program connections to	Music program makes people happy and	Wonderful music	from music to sermons	Music and how it helps connect the parts of							
what do you tell them you	themes of service	involved		to lay participation	the service							
are proud of and value most?												
2- When people ask you 0	Caring community	Great, caring people	UUAA is a place for individuals who want to	Community that is passionate about many	The chance to explore	This is a religion that has loves as its core	Self development in spirit, leadership, and					
why you come to UUAA, what do you tell them you	 compassionate, supportive, and 		explore their spiritual	things	life's deep questions every week in multiple	has loves as its core building the beloved	spirit, leadership, and biases					
are proud of and value most?	challenging		journeys in a religious	_	ways	community within the congregation and world						
			community									
2- When people ask you 0 why you come to UUAA.	Sunday services/sermons	Philosophically tough religion, need to be	History and culture of liberal thought and	Coming of age Sunday service many say	I get my "caring batteries" charged by	SGD okay to ask questions, focus on	Sermons that make think and are	My mind is open a little more every Sunday				
what do you tell them you	are inspiring	committed	action	"this is what I believe	attending the services	environment and OWL	challenging	due to the intelligent				
are proud of and value most?				now"				services				
2- When people ask you 0	Social justice	UUs don't just	I value the many social	Turning spiritual	Work for social justice	Many social justice	All of the social justice	Social justice program				
why you come to UUAA, what do you tell them you	commitment	talkthey take action for social change	justice programs that our members are	exploration into action and living our values	in all its forms and intersections	action groups	work we do	i.e., immigration, prisons, Khasi Hills				
are proud of and value most?		_	involved in	Ť								
2- When people ask you 1	Our Commitment	The degree to which	Congregants are	I value the social	Our commitment to	What we do out in our	We became a					
why you come to UUAA, what do you tell them you	to Social Justice	the congregation engages in charity	committed to social	justice work of our members	social justice.	world.	sanctuary congregation.					
are proud of and value		work (i.e. Alpha House,	justice issues	members.			congregation.					
most?		Food Gatherers & activism										
2- When people ask you 4	We Value Our	I am proud of our	Great balance of	Our principle, a free								
why you come to UUAA, what do you tell them you	Shared Principles & How They Apply	seven principles as guidance for living our	concern for the institution: building.	and responsible search for truth and meaning.								
are proud of and value	to Our Lives	values in the world.	grounds, finances and									
most?			our striving to live the values that breathe life									
			into the community.									
2- When people ask you 2	The Depth of	Sunday service draws			The many sources of							
why you come to UUAA, what do you tell them you	Sunday Service	from a wide variety of wisdom (religious texts,	services and other offerings a large	explore your spirituality in your own way.	wisdom that we draw							
are proud of and value		poems, personal	church can provide.	iii youi owii way.	IIIOIII.							
most? 2- When people ask you 1	We Can Be Free	stories, etc) The lack of dogma.	The state of the s	Non-creedal approach	The lack of the concent							
why you come to UUAA,	Thinkers	o idon or dogina.	how to think.	to religion.	of original sin. The							
what do you tell them you are proud of and value					feeling of acceptance. The lack of judgement.							
most?	A 04- 0	Theresis	Lucius and 1	1 4- 1/11 - 1								
2- When people ask you 0 why you come to UUAA,	A Strong Sense of Community	The value of friendships in our	I value our shared values and being in	I come to UUAA to be part of a community	I am proud that UUAA is welcoming to all who							
what do you tell them you	,	community.	covenant in a	where we care about	identify as LGBTQ							
are proud of and value most?			covenanted community.	making the world a better place.								
2- When people ask you 0 why you come to UUAA,		I value our beautiful										
what do you tell them you		music program and the joy it brings to our										
are proud of and value most?		services.										
2- When people ask you 1	Sunday services	I'm proud of our	Manish's sermons -	Intergenerational								
why you come to UUAA, what do you tell them you	are intergenerational &	ministers and music programs - the care	Giving us something to chew on; not didactic;	stories during worship. Help us feel connected								
are proud of and value	meaningful	that goes into the	including info from	with the kids.								
most?		Sunday services	other religions									

2- When people ask you why you come to UUAA, what do you tell them you are proud of and value most?	A loving & supportive community	I'm proud of the people who make up our congregation and the friends I've made here.	The care & support we give each other, eg. Care Committee & when people get hurt or sick	The community: we take care of each other	We have a very strong men's fellowship							
2- When people ask you why you come to UUAA, what do you tell them you are proud of and value most?	We value all ideas & people	I most value the freedom of conscience. I could not belong to a church with dogma or creeds.	Progressive ideas and valuing all people	Our increasing intention to become a more broadly diverse congregation - especially racially.	I value that UUAA is a safe space for LGBTQ+ folks	I am proud of the respect congregants have for others within & outside the UUAA community.	My UU faith is important to me & this is a vibrant UU congregation	I am proud that folks can follow their own spiritual paths. We don't have set dogma.				
2- When people ask you why you come to UUAA, what do you tell them you are proud of and value most?	Many opportunities to grow through SGD, forums, etc.	Coming of Age program offering experience not often found	OWL program	Many and varied opportunities to explore and learn together in our curious congregation								
2- When people ask you why you come to UUAA, what do you tell them you are proud of and value most?	We have a strong music ministry	The music: congregational singing, piano, Chalice Bells, kids & adult choirs	Good Choir! Huge & make beautiful music. Also - all the people with disabilities who participate.	The music program. Being in the choir is awesome.								
2- When people ask you why you come to UUAA, what do you tell them you are proud of and value most?	Our numerous social justice programs are highly valued.	Social justice work - walking the talk - deeds, not creeds	Environmental work, e.g., our windmill, climate change work	Proud to be a member of congregation with strong SJ programs even though I don't work to support them	The social justice mission is important, as is the associated sense of loving kindness	Social justice actions and programs						
2- When people ask you why you come to UUAA, what do you tell them you are proud of and value most?		I'm proud of the commitment to sustainability practices like energy efficiency.	I value time to be silent and reflective with my partner.									
When people ask you why you come to UUAA, what do you tell them you are proud of and value most?	Strong staff and leadership	Our ministerial team approach to Sunday services makes me proud, because the service is so well put together.	I'm proud of the amazing spiritual leadership team, staff, etc., especially Dr. Glen Thomas and the music program.									
When people ask you 0 why you come to UUAA, what do you tell them you are proud of and value most?	Great Spiritual Growth and Development (SGD) programs	I'm proud of the commitment to developing/centering	Our excellents GGD programs for all ages- teaches our principles and values, enlightens minds, etc.									
2- When people ask you why you come to UUAA, what do you tell them you are proud of and value most?	Offers community support	The community committed to the welfare of our county and the world.	Very connected to the Washtenaw County Community.									
2- When people ask you why you come to UUAA, what do you tell them you are proud of and value most?	Mindfulness and supportive of education and learning	I learn things.	We all formulate our own personal beliefs but share a belief in the 7 UU principles.	Proud to be part of an active, thoughtful community.								
When people ask you 0 why you come to UUAA, what do you tell them you are proud of and value most?	Diverse, inclusive with a focus upon social justice.	Inclusivity of thoughts, ideas, people.	The celebration of humanity's compassion and diversity.	communityLGBTQIA- friendly, working on	we provide for people	I'm proud of the social justice work happening thru UUA, nationally, MSJUUN, and UUAA.						
2- When people ask you why you come to UUAA, what do you tell them you are proud of and value most?		The diversity and acceptance of all people.	The philosophy of UUAA.	Outreach to diverse groups through Social Justice initiatives.								
2- When people ask you why you come to UUAA, what do you tell them you are proud of and value most? 2- When people ask you 0		The music and the social justice emphasis										
why you come to UUAA, what do you tell them you are proud of and value most?		Playing guitar with charley to the toddlers	The good people there									
2- When people ask you 0 why you come to UUAA, what do you tell them you are proud of and value most?		a non-judgemental place to gather with somewhat like minded people whose goal is to help others	Our inclusiveness whether one has a certain belief system or not, they will be welcome, learn new perspectives and not be judged									
2- When people ask you why you come to UUAA, what do you tell them you are proud of and value most?		The diversity of views, religious open mindedness, and our common values (UU principles).										
2: When people ask you 0 why you come to UUAA, what do you tell them you are proud of and value most?		Our commitment to and participation in many relevant social justice conversations and projects in our local and global communities.	Our welcoming sanctuary for all who seek mercy, justice, grace, inspiraion, encouragement and acceptance. Our legal decision to be a "Sanctuary Church."	Our physical structures and grounds on our property available to the greater good of the community to house their day care programs, schools, meetings, and celebrations.								
2- When people ask you why you come to UUAA, what do you tell them you are proud of and value most?		Social justice action.	Participation by so many different people in common activities.	Sunday morning worship services								

2- When people ask you	0		UUAA values open	No detailed dogma										
why you come to UUAA,	0		mindedness, spiritual	requiring belief in										
what do you tell them you			exploration and growth,	magic or a deity.										
are proud of and value most?			and freedom of conscience.	Atheism is part of a variety of beliefs										
				represented at UUAA										
When people ask you why you come to UUAA,	0		Social justice	Commitment to make the world a better place	Bright, intelligent,									
what do you tell them you				trie world a better place	carrily people									
are proud of and value														
most? 2- When people ask you	0		Respect for all											
why you come to UUAA,			religious (or non)											
what do you tell them you are proud of and value			beliefs. Active in the community, and a											
most?			beacon of hope											
2- When people ask you	0		throughout the world.	Otenen en elet bresien	Discoults of the									
why you come to UUAA,	0		Acceptance of diverse points of religious	Strong social justice work	Diversity of the congregation and staff.									
what do you tell them you			views.		0 0									
are proud of and value most?														
most? 3- What are the current	1 Ma	ny dimensional	Mix of long term	diverse backgrounds of	UUAA's genuine	social media outreach								
strengths of UUAA that we can draw upon to	dive		members and new members with different	congregation	acceptance of atheists, agnostics, humanists,	and sincere building of:								
build our future?	Con	igregation	outlooks		deists, christians, etc.	diversity (e.g., BLUU), outreach, SGD								
						children's education								
3- What are the current	2 stre	ength of staff	strengths of UUAA and	diversity of staff	wisdom and leadership	our ministerial and								
strengths of UUAA that we can draw upon to			it's strong humanist		of our ministerial staff	other staff bring such								
we can draw upon to build our future?			nistory			thoughtfulness, this								
						encourages me and								
						others to be engaged and involved.								
3- What are the current		e of	dedicated lay people	solid sunday	size we are a large	we have so many								
strengths of UUAA that we can draw upon to	con	ngregation		attendance and givers fiscal and people	and well-resourced congregation	people!								
build our future?				reliability are solid										
3- What are the current	2 Ski	ills and talents	the strength of our	focused, well	many opportunities	a community of	member involvement is	passionate and	leadership broad,	the broad base of	variety of skills and			
strengths of UUAA that we can draw upon to	of c		community pulls us together and gives us	designed, relaxed, and ease of	(groups) to become involved and share my	genuinely caring and thoughtful people who	a current strength of the uuaa	committed congregation	stable core of committed folks who	experience and talent in the congregation	knowledge in congregants			
build our future?			strength to accomplish	meetings/groups	skills to help the uuaa	are willing to take			are competent self					
			more than any one of us could accomplish		thrive. many opportunities to learn	action to make the world kinder and better			starters, not dependent on official leaders	t				
			by ourselves		new things (forums,	World Kilder and Detter			On Official leaders					
					services) and to grow									
					personally (chalice circles and working									
					groups)									
3- What are the current strengths of UUAA that			religious education for our young people and	its education for all ages	SGD program giving children and adults									
we can draw upon to	pio	widea and good	children	agas	opportunities to learn									
build our future?					and grow and be vulnerable, yet safe									
3- What are the current	0 wea	alth	wealth a resource		vuinciable, yet sale									
strengths of UUAA that we can draw upon to			that can be used to											
we can draw upon to build our future?			influence change and help others											
build our future? 3- What are the current	1 Mu		Music as a											
strengths of UUAA that we can draw upon to														
build our future?			congregation we "feel" and creates flow and											
3- What are the current strengths of UUAA that			and creates flow and connection											
we can draw upon to		cial justice and	and creates flow and connection service orientation of	slow, gradual,	many are committed to		strong connections to							
build our future?	con	cial justice and mmunity nnections	and creates flow and connection service orientation of our UUAA and commitment of	thoughtful change; focus on community	many are committed to social justice (and anti-racism)	UUAA's strengths are its social justice activism	strong connections to the greater community							
1	con	cial justice and mmunity nnections	and creates flow and connection service orientation of		social justice (and anti-	its social justice								
3- What are the current	con	cial justice and mmunity nnections	and creates flow and connection service orientation of our UUAA and commitment of congregants	thoughtful change; focus on community and love and kindness Infrastructure a	social justice (and anti-	its social justice								
3- What are the current strengths of UUAA that	o Infr	cial justice and mmunity nnections rastructure and	and creates flow and connection service orientation of our UUAA and commitment of congregants facilities are amazing, land is abundant. i	thoughtful change; focus on community and love and kindness Infrastructure — a resource for gathering	social justice (and anti- racism) Building and land – we have space and well	its social justice								
3- What are the current strengths of UUAA that we can draw upon to	o Infr	cial justice and mmunity nections	and creates flow and connection service orientation of our UUAA and commitment of congregants facilities are amazing, tand is abundant. I hope we can continue	thoughtful change; focus on community and love and kindness Infrastructure – a resource for gathering our members and	social justice (and anti- racism) Building and land we	its social justice								
3- What are the current strengths of UUAA that	o Infr	cial justice and nmunity nnections rastructure and illties	and creates flow and connection service orientation of our UIJAA and commitment of congregants facilities are amazing, land is abundant. i hope we can continue to draw more deeply from what prior	thoughtful change; focus on community and love and kindness Infrastructure — a resource for gathering	social justice (and anti- racism) Building and land – we have space and well	its social justice								
3- What are the current strengths of UUAA that we can draw upon to	o Infr	cial justice and mmunity nnections rastructure and ilities	and creates flow and connection service orientation of our UUAA and commitment of congregants facilities are amazing, land is abundant. I hope we can continue to draw more deeply from what prior stewards of these gifts stewards of these gifts	thoughtful change; focus on community and love and kindness Infrastructure — a resource for gathering our members and others in a safe and	social justice (and anti- racism) Building and land – we have space and well	its social justice								
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3- What are the current strengths of UUAA that we can draw upon to build our future? 3- What are the current strengths of UUAA that	0 Infr	cial justice and mmunity nections rastructure and illities	and creates flow and connection service orientation of our UUAA and committee or commitment of congregants facilities are amazing, land is abundant. I hope we can continue to draw more deeply from what pric from what pric stewards of these gifts have offered!	thoughtful change; focus on community and love and kindness Infrastructure – a resource for gathering our members and others in a safe and inviting space	social justice (and anti- racism) Building and land we have space and well equipped facility	its social justice								
3- What are the current strengths of UUAA that we can draw upon to build our future? 3- What are the current strengths of UUAA that we can draw upon to build our future?	0 Infr faci	cial justice and mmunity nections rastructure and alities	and creates flow and connection service orientation of our UJUAA and commitment of compregants facilities are amazing, land is abundant. I hope we can continue to draw more deeply from what prior stewards of these gifts have offered!	thoughtful change; focus on community and love and kindness Infrastructure – a resource for gathering our members and others in a safe and inviting space	social justice (and anti- racism) Building and land we have space and well equipped facility	its social justice								
3- What are the current strengths of UUAA that we can draw upon to build our future? 3- What are the current strengths of UUAA that we can draw upon to build our future? 3- What are the current.	0 Infr faci	cial justice and minurity innections rastructure and illities gacy of our 5D program innection to	and creates flow and connection service orientation of our UUAA and commitment of compregants facilities are amazing, land is abundant. I hope we can continue for the proper with the proper we can continue for the proper with the property of the property	thoughtful change; focus on community and love and kindness Infrastructure – a resource for gathering our members and others in a safe and inviting space Good SGD program – especially grades 6 through 12 Strong community ties.	social justice (and anti- racism) Building and land we have space and well equipped facility	its social justice								
3- What are the current strengths of UUAA that we can draw upon to build our future? 3- What are the current strengths of UUAA that we can draw upon to build our future? 3- What are the current strengths of UUAA that we can draw upon to suit our future?	0 Infr faci	cial justice and mmunity innections rastructure and alities gacy of our D program nnection to ger Ann Arbor	and creates flow and connection service orientation of connection service orientation of curr UUAA and commitment of congregants facilities are amazing, land is abundant. I hope we can continue to draw more deeply from what prior from what prior stewards of these gifts have offered! SGD for youth and adults when the community is a	thoughtful change; focus on community and love and kindness Infrastructure – a resource for gathering our members and others in a safe and inviting space	social justice (and anti- racism) Building and land we have space and well equipped facility	its social justice								
3- What are the current strengths of UUAA that we can draw upon to build our future? 3- What are the current strengths of UUAA that we can draw upon to build our future? 3- What are the current strengths of UUAA that we can draw upon to build our future? 3- What are the current strengths of UUAA that we can draw upon to build our future?	0 Infr faci	cial justice and mmunity innections rastructure and illities agacy of our innection to ger Ann Arbor mmunity	and creates flow and connection service orientation of connection service orientation of curr UUAA and commitment of compregants facilities are amazing, land is abundant. I hope we can continue to draw more deeply from what prior from what prior stewards of these gifts have offered! SGD for youth and adults are the prior that can be build upon	thoughtful change; frous on community and love and kindness Infrastructure – a resource for gathering our members and others in a safe and inviting space — especially grades 6 through 2 Strong community ties, searching for truth in love	social justice (and anti- racism) Building and land – we have space and well equipped facility SGD: Very strong	its social justice								
3-What are the current strengths of UIAA that we can draw upon to build our future? 3-What are the current strengths of UIAA that we can draw upon to build our future? 3-What are the current strengths of UIAA that we can draw upon to	0 Infraction of the control of the c	cial justice and mmunity nnections rastructure and illities and illities program nnection to ger Ann Arbor mmunity arge, active, argredictive, argenic and incompanies and incompanies argenic active, argenic active, argenic	and creates flow and connection service orientation of our UUAA and commitment of comgregaria facilities are amazing, land is abundant. I should not continue to draw more deeply form what prior time when the shewards of these gifts have differed the community is a strength that can be build upon We have tremendous	thoughtful change; focus on community and love and kindness Infrastructure – a resource for gathering our members and others in a safe and inviting space Good SGD program – especially grades 6 through 12 Strong community ties.	social justice (and anti- racism) Building and land — we have space and well equipped facility SGD: Very strong	its social justice								
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3- What are the current 0	Strength & Energy	A large committed	How we draw young	There is a coherence	Resources - our size	Our DIVEDSITY of	The energy of our	Dedicated donore and	Our current face is one			
strengths of UUAA that	/Commitment of	congregation	families	that unifies our	gives us the ability and	ages, gender,	community	volunteers	of diversity. That is a			
we can draw upon to build our future?	Congreation			diversity - which are our principles & traditions	finances to do good	orientation, more, education, income			joy.			
3- What are the current strengths of UUAA that we can draw upon to build our future?	Leadership	Openness & intellectual curiosity re: different ideas & human experiences	Supportive staff	Dynamic leadership from our ministers.	Great staff & ministers	Senior minister	Lay leadership					
3- What are the current strengths of UUAA that we can draw upon to build our future?	Strong music	Great music program	Music ministry education through music									
3- What are the current of strengths of UUAA that we can draw upon to	We have lay involvement	Real/active social actions	Vast array of social justice programs	Active lay involvement, eg social justice, SGD	People willing to give out time, ideas, money							
build our future? 3- What are the current 0	We have talent	Talented ministry,	Many educated people	Great staff	Educational							
strengths of UUAA that we can draw upon to build our future?	(lay, staff, minister)	music staff, staff, congregants	who can help with sermon while ministers take care of people		opportunities, religious, and other							
3- What are the current strengths of UUAA that we can draw upon to build our future?	We value increasing diversity	Increasing diversity	wide range of contributors	Aspirational work on diversifying thinking								
3- What are the current strengths of UUAA that we can draw upon to build our future?	Usable resources	Light, airy building	Friday fun nights with activities for all ages	Land & building								
3- What are the current 2 strengths of UUAA that we can draw upon to build our future?	Strong SGD	Younger generations	Excellent SGD programs for all ages	Size and vibrancy of SGD program								
3- What are the current 1 strengths of UUAA that we can draw upon to build our future?	Ministers and staff	Dynamic, educated, compassionate, and engaged ministers and staff	Ministers									
3- What are the current strengths of UUAA that we can draw upon to build our future?	Skills of members and friends	Congregants' skills and commitment	Variety of skills people bring									
3- What are the current strengths of UUAA that we can draw upon to build our future?	Large membership	Cite our numbers to the greater community	Large membership	Large, flourishing SGD community								
3- What are the current strengths of UUAA that we can draw upon to build our future?	Diversity (age, intellectual)	Willingness to try new things and adapt	Young and older members	Intellectual curiosity	Large community can reach out and provide diversity and richness of experience and learning							
3- What are the current strengths of UUAA that we can draw upon to build our future?	Resources	Large, talented, highly resourced community is a huge strength; leverage for leadership in the UUA, mid- America region	Financial resources	Access to Ann Arbor resources	Building and facilities							
3- What are the current strengths of UUAA that we can draw upon to build our future?	Voluntary leadership	Voluntary leaders	The number of committed, active congregants; allow for more interactions	Between groups and individuals								
3- What are the current strengths of UUAA that we can draw upon to build our future?	Beloved community	Welcoming process wearing name tags	Beloved community means family friendly, multi-generational, pluralistic in race and ethnicity and gender identity	Leverage this strong talented church to become a voice for beloved community in the region/state								
3- What are the current strengths of UUAA that we can draw upon to build our future?		Music	Democracy as evidenced by this whole process	Level of commitment of participants and time spent	A community of excitement and hope need to have ministers and leaders move beyond our walls	We are committed to justice in the world focus on something in particular might give us greater leverage						
3- What are the current strengths of UUAA that we can draw upon to build our future?	Lack of diversity	Our intolerance, racism, lack of reflecting on privilege enjoyed by many is hindering us	Congregation is mostly white, middle class — does this discourage diversity? provide a variety of experiences as an antidote									
3- What are the current 2 strengths of UUAA that we can draw upon to build our future?	Living our values - walking the walk	High value placed on relationships	Our shared values	Tolerance leading to better understanding	The inherent worth of all people	We have extremely strong moral core						
3- What are the current strengths of UUAA that we can draw upon to build our future?	Strong ministerial staff	Strong staff exploring new ways of worship	Ministerial staff									
3- What are the current strengths of UUAA that we can draw upon to build our future?	Our location, building & grounds: our property brings value & our proximity to the U gives us many	Being based in Ann Arbor. There is way more we can do to leverage U of M.	Our land and building - it's a treasure!									
3- What are the current 4 strengths of UUAA that we can draw upon to build our future?	resources Diversity of experience & views: brings more inclusivity	The younger generations of UUs that attend	Diversity of experience & viewpoint									

3- What are the current 0		Our optimistic outlook	Social action - it gives	We are affluent										
strengths of UUAA that we can draw upon to			us a path to do good in the world											
build our future?			tile world											
3- What are the current 1	Strong legacy	UU sources that bring	UU principles that have											
strengths of UUAA that		our community and	potential to bring the											
we can draw upon to build our future?		whole world together	world together											
3- What are the current 2	Strong SGD	SGD attracts families,	I hope more young											
strengths of UUAA that	attracts new	broadens adult	people and young											
we can draw upon to build our future?	families	perspectives	families join UUAA in											
build our future?			the future. They are the ones who will continue											
			on when the older											
			members (such as											
			myself) are no longer.											
3- What are the current 1	Many community	Farmer Bill food project	A flagehin	A committed, engaged,	Allies like ICD I	I see its strengths to be								
strengths of UUAA that	connections	and mindful eating	congregation that is a	energized community	WICIR, Interfaith	the long-term elders.								
we can draw upon to		leadership	leader in the UU world		Roundtable	its connections to other								
build our future?						organizations in the greater A2 area, and								
						the larger UU								
						Association as a								
						resource.								
3- What are the current 0		Dynamic, inspiring	A nice building and											
strengths of UUAA that		leadership and worship	grounds with room for											
we can draw upon to		team	expansion											
build our future?	0	Otenna land	M	O	Markens a "	O	M # 000	Assessment :	Ciarally and	A	We are a le			
3- What are the current 5 strengths of UUAA that	Committed and talented	Strong lay leadership	Many, many kind,	Congregation has	We have active members who	Community focused membership	More than 600 passionate talented	Accepting/welcoming marginalized groups	Fiscally sound decisions	A very important youth population that should	We are a large church			
we can draw upon to	congregation		caring, intelligent, talented people	many people capable of taking on	contribute to improving	monuersnip	members	and being inclusive.	GOGIOTIS	result in a group to	ao we nave ciout			
build our future?			"abundance"	responsibilities	justice and			equitable in our		continue UUAA work				
			0		understanding	0		community	-					
3- What are the current 5 strengths of UUAA that	Strong, dynamic, able, creative	We have knowledgeable	Strong music ministry	Wonderful new senior minister	Creative and helpful staff	Strong ministerial leadership	Manish's experience migration issues and	Dynamic ministerial and music staff	The team concept of ministry is a huge					
we can draw upon to	ministers and staff	ministers and staff who		minister	StdII	leader Strip	with border politics	and music stair	strength and should be					
build our future?		inspire us to learn					could lead community		maintained					
		about new concepts					effort							
3- What are the current 1	Attractive	Robust newcomer	Working to make	Strong programming	Rituals like the child	Build on the nascent	Friday fun nights	Plethora of	The social justice	Spiritual growth and	Robust SGD	SGD for kids and		
strengths of UUAA that	programs	programming to retain	members of a large	for youth	welcoming ceremony	pastoral care program	i nuay run nigitta	opportunities to live	infrastructure that is in	development is	programming and high	adults		
we can draw upon to		or embrace curious	church feel connected	, ·	,			your values	place can help us	valuable: 1) the	attendance			
build our future?		attendees	(workshops, chalice circles)						reach more deeply into the Ann Arbor	curriculum, 2)				
			circles)						community	attracting new members, and 3) adds				
									Continuity	age diversity				
3- What are the current 0	Connected to UU	The seven principles to	Involved with national	A history of speaking										
strengths of UUAA that we can draw upon to	values and traditions	guide us	UUA leadership	out for justice										
build our future?	ti dultions													
3- What are the current 0	Attractive building	A beautiful	Fantastic building and	Our building is large	Geisenhainer piano									
strengths of UUAA that	and grounds	building/property	46 acres	and functions well for	and lovely sanctuary									
we can draw upon to		space for many		many uses										
build our future? 3- What are the current 0	Diversity is	endeavors, activities Continue gaining	Current-past efforts to	We come from diverse										
strengths of UUAA that	strength and	desire and interest of	diversify congregation	backgrounds, and we										
we can draw upon to build our future?	potential for growth	congregation. New	and leadership	treasure that diversity										
build our future?		ideas we need to support communication		(and even crave it more). We become										
		of purpose keep		stronger and more										
		growing.		resilient as we learn										
				from each other.										
3- What are the current strengths of UUAA that	Financial Resources	Financial resources of many members.												
we can draw upon to	resources	many members.												
build our future?														
3- What are the current of strengths of UUAA that	Commitment to	Commitment to social justice												
we can draw upon to	Social Justice	justice												
build our future?														
3- What are the current 0	Congretational	Intellectual curiosity of	I value the wide range	Diverse spiritual	Being a large church									
strengths of UUAA that we can draw upon to	Diversity	congregants	of skills of our members.	backgrounds.	and what that can provide.									
build our future?			mombers.		provide:									
3- What are the current 1	A Good Mix of	I value our members	Talented professional	A very smart staff.	Strong staff; many	Talented ministerial,								
strengths of UUAA that	Talented Staffing	and staff.	staff		talents, gifts, loving	music, worship and								
we can draw upon to build our future?	Who are Gifted in Many Ways				natures.	other staff								
3- What are the current 0	Shared Values	Tolerance &	I see our core values											
strengths of UUAA that		Acceptance	as a strength.											
we can draw upon to build our future?														
3- What are the current 0	Facility and	The size of our facility.	I value our building and											
strengths of UUAA that	Grounds	sanctuary, grounds,	grounds											
we can draw upon to		etc.												
build our future?	0	Spirit of volunteerism	Manualadia	O-stimus ii	Obilled and	0	Characteristic							
3- What are the current 3 strengths of UUAA that	Congregational Participation	Spirit of volunteerism among congregants.	Many dedicated committed	Continued growth of our dedicated	Skilled and passionate lay leadership	Our strengths are that so many people are	Strong willingness & desire to help or pitch							
we can draw upon to	a ucipation	among congregants.	congregants; many	congregation.	no, reduct of the	active and engaged.	in to support others.							
build our future?			talents, gifts and loving	5 5			,,							
	0. 6	0 15 11	characters.											
	Strong financial	Good financial	Our wealth: we have	Deep pockets,										
3- What are the current 1		etawardehin anablir -												1
strengths of UUAA that	stewardship	stewardship enabling support of programs	collective incomes to be able to fund our	potentially										
3- What are the current strengths of UUAA that we can draw upon to build our future?		support of programs	be able to fund our goals, and the creativity	potentially										
strengths of UUAA that we can draw upon to		support of programs	be able to fund our	potentially										

3- What are the current	lo.	Strengths of a	One of the strengths is	The current etranethe	Our mambara ara						
strengths of UUAA that	U	large congreation;	the large size of the	this is a large group of	passionate, talented						
we can draw upon to build our future?		wide array of resources	congregation	people whose varied interests & abilities	and engaged. When we focus on specific						
build our luture?		resources		enable us to connect	needs we accomplish a						
3- What are the current	1	The music	The language of music	with others Music program	lot. The music program.	Music program					
strengths of UUAA that	ľ	program valued	The language of music	community	Choir is BIG. Sings a	masio program					
we can draw upon to build our future?				involvement, multiple outlets & organizations,	great variety & save lives						
				youth program							
3- What are the current	0	Social justice	All our social justice	Social justice efforts							
strengths of UUAA that		initiatives	work - especially WCIR & challenging	and connections in the							
we can draw upon to build our future?			racism; mindful eating -	wider community							
			just to choose from - important issues								
3- What are the current	0	Impressive staff	Our commitment to	Dedicated staff	Manish - his	Our human resources					
strengths of UUAA that we can draw upon to		and what they bring with them	shared leaderIship		background & experience & what he	in our amazing staff and among					
build our future?		bring with them			brings to us. (Also the						
					group that advised						
3- What are the current	0	Willingness to	The current 20/50	An increasingly strong	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,						
strengths of UUAA that we can draw upon to		engage in visioning and	project is a strong enabler to building for	organizational foundation to sustain							
build our future?		planning	the future	our large congregation							
3- What are the current	1	Strengths of SGD	Strong SDG programs	Our childrens' SGD	Our SGD programs -						
strengths of UUAA that		program	at all levels that stress	programs should be a	cultivating future						
we can draw upon to build our future?			individual growth, particularly in concert	magnet to families in Ann Arbor and	lealders						
			with the 7 principles	surrounding commuities							
3- What are the current	0	Inclusivity &	Inclusive - active	Humanist group - good	This is a friendly and	Big nice facility;					
strengths of UUAA that we can draw upon to		welcome to all	efforts to invite a diversity of folks into	to see this getting attention since so	welcoming congregation so	message that is inclusive; lots of people					
build our future?			our congregation	many in UUAA say	hopefully all	that care					
				they are humanists	newcomers will feel comfortable						
3- What are the current	0		Diverse styles of		COMPORTABLE						
strengths of UUAA that we can draw upon to			prayer, meditation, ritual, etc. in worship								
build our future?			that provide spiritual								
			renewal in various ways to those with								
			diverse needs								
3- What are the current strengths of UUAA that	0	Generous donors who respond to	Size of the congregation is an	Congregation is of means to support the							
we can draw upon to		mission	asset in leveraging	mission and events.							
build our future?			resources and having an impact.								
3- What are the current	0		Beautiful, maintained								
strengths of UUAA that we can draw upon to			building that we can host others in, have								
build our future?			weddings, memorial								
3- What are the current	0	Diverse, engaged,	services, etc. social fabric	Our diversity,	There are many well-						
strengths of UUAA that we can draw upon to		committed members.		congregational engagement, and	educated members in this congregation.						
build our future?				compassion for each							
3- What are the current	1	Challenge us with	Investment and desire	other is a strength. Freedom to explore	Social action.						
strengths of UUAA that		new ideasour	to have thoughtful,	religious ideas.							
we can draw upon to build our future?		minds are open.	challenging "sermons"								
3- What are the current	0	Great teamwork	A strong staff and	Team approach by all	Dedicated leadership						
strengths of UUAA that we can draw upon to		among and between staff,	fabulous services are strengths of the UUAA.	staff to work together including ministers to	willing to put hard work in to make UUAA run						
build our future?		congregants.		get things done.	and make difficult decisions for the						
					betterment of the whole						
3- What are the current	0	Energy to serve	Energy and interest to	The LABCE array of	congregation. Social justice and other						
strengths of UUAA that	,	creates vibrant	chage the world in	social justice activities	groups are a big						
we can draw upon to build our future?		social justice community.	positive ways.	to engage all ages to make a difference in	strength.						
Dana Our luture?		community.		the world.							
3- What are the current	0		Involvement of the								
strengths of UUAA that	ľ		UUAA community.								
we can draw upon to build our future?											
3- What are the current	0		An outstanding music								
strengths of UUAA that we can draw upon to			director; excellent chldren/vouth program:								
build our future?			social justice groups								
3- What are the current	0		Group activities	Classes	Activism						
strengths of UUAA that											
we can draw upon to build our future?											
3- What are the current strengths of UUAA that	0		Our many intellectual resourcesl'd like to								
we can draw upon to			see an in house								
build our future?			'catalog' of all the organizations/skills our								
			congregants have (
			'codenames' could be used for folks to find								
			each other.)								
1	1										

3- What are the current	0	Ministers and Facility	Groups are diverse,									
strengths of UUAA that we can draw upon to		are excellent.	and Retreats are lovely									
build our future? 3- What are the current strengths of UUAA that we can draw upon to build our future?	0	Our incredible staff, teachers, governing board, lay leaders.	Our fiscal improvement and well being. Willingness to take time to evaluate our vision, our policies, our relationships with each other to lean into our potential impact for being vehicles of good.	collaboration with local human service non- profit orgs. in								
3- What are the current strengths of UUAA that we can draw upon to build our future?	0	backgrounds of current congregation.	Current social justice activities.	Our joy as a congregation at being together.								
3- What are the current strengths of UUAA that we can draw upon to build our future?	0	Strong RE program	Strong SJC programs									
3- What are the current strengths of UUAA that we can draw upon to build our future?	0	Well respected in the community with many diverse interests										
3- What are the current strengths of UUAA that we can draw upon to build our future?	0	Strong social justice programs and opportunities to make a difference in our world										
4- Imagine UUAA a generation from now – what is happening, what and who is around you, and how do you feel?	3 Decentering leadership	New structures of leadership that de- center whiteness and white ways of leading	Clergy more involved with the community	We think and talk about representation and shared power in our leadership								
4- Imagine UUAA a generation from now – what is happening, what and who is around you, and how do you feel?	2 Within UUAA committed to justice social, environmental, cultural, and economic	semitism and justice in the middle east	Denominational leader in dismantling white supremacy culture in our faith and wider world	Inspiring us all to make changes for the environment	I see a congregation of people dedicated to social, economic, and environmental justice							
4- Imagine UUAA a generation from now – what is happening, what and who is around you, and how do you feel?	2 Support for a thriving retirement community	The congregation has continued to grow in diversity of all kinds. I feel engaged and supported as I age.	future congregation, I hope to feel cared for and respected. I also hope to be pushed and pushed against by the community, and assisted in my own reckoning with whatever pain that brings.									
4- Imagine UUAA a generation from now – what is happening, what and who is around you, and how do you feel?	4 Making everyone feel included and comfortable	20 yearsI feel connected and empowered to build connections with other congregantsthese are natural, comfortable when I share my feelings AND listen to others.	More ways to connect with each other personally.	there are ways to inspire more heartfelt connections between individuals	I feel at home, valued, appreciated, included, and liked	more people are present who can be spiritually fed on their only or a few visits and who can feel connected without being asked to join many things						
4- Imagine UUAA a generation from now – what is happening, what and who is around you, and how do you feel?	4 UUAA leading, and inspiring, and informing change in the wider world	greater commitment to environmental justice	more engaged with the greater UUAA	outreach "ministry"	I am proud that we're one of the UUA's most effective congregations in leading change and protecting the vulnerable	activists working for	political tides have turned and we are leading the way	I see a large group of many ages and talents taking our ideals into the wider world				
4- Imagine UUAA a generation from now – what is happening, what and who is around you, and how do you feel?	and funding more programs	more opportunity to use our wealth to influence and create social justice	the SGD wing is paid off and funds are increased for social activism	with better financial resources								
4- Imagine UUAA a generation from now – what is happening, what and who is around you, and how do you feel?	3 More diversity within and more comfort with diverse congregation	we are living into broader and healthier differences, and learning how to journey together beyond traveling in parallel experiences	we are more diverse, meaning we are better informed	racially, and demographically diverse community of people where everyone regardless of differences has a place	In my dreamsnon- homogenous community	Diversity along newer dimensions of race, age, and ethnicity	More diversity of congregants	5 yearsincreased diversity of congregants				
4- Imagine UUAA a generation from now – what is happening, what and who is around you, and how do you feel?	2 Programs to address diverse interests	trails; family camp- outs; youth events	programs for people with diverse interests	vibrant many classes happen here during days and nights all week long	justice I am proud to bring my children here		on-line service; more on-online pre-service, not all face to face, but virtual delivery via courses, etc. being available to snowbirds and housebound people					
4- Imagine UUAA a generation from now – what is happening, what and who is around you, and how do you feel?	5 Sense of belonging	We have small group programs (lots!) to keep personal connections alive.	My children are around me with their friends. My UU friends are around me. We are in the sanctuary making music. <3	Feels like home.	It's a joy to be part of the congregation.	Strong community						

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4- Imagine UUAA a 1 generation from now –	All are welcome!	All welcome	Strong SGD	We practice radical welcome everyday	We're a diverse community in every	UUAA firmly committed as anti-	A greater racial diversity than in 2020.				
what is happening, what				welcome everyday	way.	racist.	diversity triair in 2020.				
and who is around you, and how do you feel?											
4- Imagine UUAA a 0 generation from now –	Reinvigoration of living	Our congregation really lives the seventh	UUAA mobilizing building community to								
what is happening, what	environmental	principle through	combat / address								
and who is around you,	values	energy use, materials	climate change.								
and how do you feel?		use (no paper plates, cups, etc.), active									
		recycling.									
4- Imagine UUAA a generation from now – 3	Lots of community outreach	We have a thriving food / clothing bank	More engagement in the community	We are leaders in the larger Ann Arbor	We're a large, growing, regional beacon of						
what is happening, what		and are invested in	 outreach to poorer 	community.	liberal religion.						
and who is around you, and how do you feel?		helping in the community around us	communities.								
1 '		· ·									
4- Imagine UUAA a 0 generation from now –		We have divided into two smaller	Expanded musical programs – guest	Congregants feel good hearing perspectives							
what is happening, what		congregations, with	musicians	that are different from							
and who is around you, and how do you feel?		increased sense of community.		their own.							
1 '											
4- Imagine UUAA a 6 generation from now –	Attracting & Welcoming	All economic classes feel comfortable here	Have realized diversity in age, gender, sexual	We have been successful in attracting	The young people will						
what is happening, what	Diversity	Poorer people don't	orientation, race,	a more racially and	De leading						
and who is around you,		feel shames.	ethnicity, beliefs and	culturally diverse							
and how do you feel?			POLITICAL PERSPECTIVE	population							
4- Imagine UUAA a 3	Social Justice	Proud of record of	10/ 4 i- 4b -	I and assumed at the	Continue to be UUs)A/					
generation from now -	Activism	being a social justice	We are out in the community working	I get rewarded in attending to active	and lead with wider	We remain seekers and activists for a just					
what is happening, what		church	with other faith	(socially & politically) &	social issues to the	society.					
and who is around you, and how do you feel?			communities to better our part of the world.	reflective, thoughtful people.	extent it is meaningful (useful) without						
			,		damaging our own						
4- Imagine UUAA a 3		It has become a	I feel part of an ever-	We have strong lay &	values.						
generation from now -		standard church, too	evolving beloved	professional leaders.							
what is happening, what and who is around you.		disappointing for me or my family & friends to	community.								
and how do you feel?		attend. (3 dots on this									
4- Imagine UUAA a 1	Accessibility	post-it note) UUAA is accessible in	Anyone who wants to	Anyone who wants to							
generation from now -	,	my wheelchair	join the sermons can	be here can be here							
what is happening, what and who is around you			(ie remotely)								
and how do you feel?											
4- Imagine UUAA a 0	Retter organization	At least four ministers	A etronger nactoral	A congregation united							
generation from now -	Detter organization	who truly push us into	care	in its goals							
what is happening, what and who is around you.		dismantling unjust systems									
and how do you feel?		Systems									
4- Imagine UUAA a 1	Better resource	Extensive wild land	Active people serving	A creek that is a more	Oasis of land in a						
generation from now -	use	Extensive wild land	community locally and	prominent feature	dense suburban						
what is happening, what and who is around you,			world		landscape						
and how do you feel?											
4- Imagine UUAA a 0	Discreits and south	Diversity of people are	Inquinitium poonlo	Loop more veringer	More young people	I see more diversity of	A truly inclusive and				
generation from now – what is happening, what	Diversity and youth	around me (age, race,	inquisitive people	I see more younger people/adults	More young people from the university	all kinds-racial, age,	unbiased congregation				
what is happening, what and who is around you,		gender)			community	income, view points					
and how do you feel?											
4- Imagine ULIAA a 0	Better connection	Prison ministry	We are a place for								
generation from now – what is happening, what	with the	involvement	community								
what is happening, what	community		engagement								
and who is around you, and how do you feel?											
4- Imagine UUAA a 0	Social justice	We are at the front of	We are recognized as								
generation from now -	Social justice leadership	the resistance to	the voice of social								
what is happening, what and who is around you.		challenges to our democracy	justice in our								
and who is around you, and how do you feel?		uemocracy	community								
4- Imagine UUAA a 0		5 years hope all my	Track who leaves the	Koon up our good	There are other large						
generation from now -		friends are still here;	congregation and why;	current work	UU congregations						
what is happening, what		10 years just happy	need transparency so		nearby and we work						
and who is around you, and how do you feel?		if I'm here; 20 years won't be here	people can find a place		together						
4 Imagina I II IAA -	Li colti	Ma hour m	Europeano antino anti	Loughing	Our kide on						
4- Imagine UUAA a 1 generation from now –	Healthy engagement	We have many ways to engage in spiritual	engaged	Laughing	Our kids and newcomers combine to						
what is happening, what	0.0	growth and learning, all	continuously		maintain fresh energy						
and who is around you, and how do you feel?		ages, etc. We need to break the mold of habit,	improving, egalitarian structure								
		of doing things the									
		same as before									
4- Imagine UUAA a 2	More diversity	Imaginea larger,	We need to become	Congregation reflects		Hope to be involved in					
generation from now – what is happening, what		more diverse congregation; a	more multi- generational, less	larger community age, race/ethnicity, and	need active recruitment	storefronts in other communities to bring					
and who is around you,		congregation more	clicky, more diverse	economic status		us the diverse ideas					
and how do you feel?		engaged in the	and comfortable with			and input to keep our community growing,					
						not necessarily in					
						numbers, but in thought and mission					
						arought and mission					

4- Imagine UUAA a generation from now – what is happening, what and who is around you, and how do you feel?	Beloved community		keeping active (socially	Beloved community that embraces all of Washtenaw County and is a force for action and tolerance; lots of young and old people									
4- Imagine UUAA a generation from now – what is happening, what and who is around you, and how do you feel?	Congregation is more diverse and growing	A more ethnically diverse congregation welcomes more of the wider community to come in.	Diverse in many, many dimensions	We are more diverse, racially & socially & economically	hub of activity bringing people in from across the community.	I am surrounded by a more diverse and younger congregation.							
4- Imagine UUAA a generation from now – what is happening, what and who is around you, and how do you feel?	UUAA is more engaged with & supportive of community goals & highly visible		We are focused on only a few high impact goals.	We are closely coordinated with other social change agents.	We are visible, audible, and physically present in Ann Arbor and beyond.								
4- Imagine UUAA a generation from now – what is happening, what and who is around you, and how do you feel?	Budgets are growing to fit expanding priorities	Tripled budget in current dollars	At least 25% of operation budget goes to social justice										
4- Imagine UUAA a generation from now – what is happening, what and who is around you, and how do you feel?		Humanist community is still engaged & participants in UUAA	More of the same										
4- Imagine UUAA a generation from now – what is happening, what and who is around you, and how do you feel?	Diverse and inclusive congregation (including, but not limited to multi-cultural, intergenerational diversity)	Congregation has members of various age groups, races, socio-economic backgrounds, etc.	There are even more members of all ages many children and families, the full spectrum	religious group	local population	There is a diversity of ages represented and served in our congregation	Surrounded by a beautiful, multi-cultural, diverse community working together on fulfilling a common vision and feeling a part of it	Hopefully we'll get more young congregants (maybe 30 and younger?)	Kids love coming here and learn values to take to world	I see people I know and people I don't			
Imagine UUAA a generation from now – what is happening, what and who is around you, and how do you feel?	Opportunities for spiritual growth in dynamic Sunday services and innovative religious education	opportunities for spiritual growth	Continued growth and participation in the SGD program	I hope we would rebuild a strong adult RE program	Expansion of adult SGD programming	I feel that my views about religion are respected and welcome	Known for visionary worship planning style	I feel stimulated, challenged, and informed by sermons at the Sunday services	Services are colorful and full of motion, sound, and differing traditions	Diversity of religious/humanist views is honored, respected, and practiced from pulpit and in our congregation			
4- Imagine UUAA a generation from now – what is happening, what and who is around you, and how do you feel?	Caring is at the core of our beloved community	Expansion of pastoral care to address needs of congregation	I am part of a dedicated, passionate, caring community										
4- Imagine UUAA a generation from now – what is happening, what and who is around you, and how do you feel?	Congregation committed to social justice, the local community, and the global community	AA community looks to UUAA as stalwart contributors/leaders	visible and present in the community: 1) participating with other congregations and 2) engaged in social justice work (e.g., IHN?)	that went through programs that care about the world	Agile congregation that reacts to the issues of the time	resource to smaller UU churches	Congregation has strong on-line following	justice issues	Congregation is known for its work with social justice groups in Washtenaw County	If I'm around, I hope the church is larger, thriving, making a difference in the community, and financially solvent			
4- Imagline UUAA a generation from now – what is happening, what and who is around you, and how do you feel?	Even more diverse community	We need continuity of purpose and direction, a refreshing way of recognizing individuals and groups because when one minister leaves we lose direction and purpose. System sustainability.	By 2050 I'll likely not be here.	Many "nones" have found us.	More socially, economically, and racially diverse congregation. I would be delighted.	More diverse in race/ethnicity, age, gender expression.	Smaller groupings (50- 100), more young adults (college age) involved in projects.	I'm feeling that the cultural tide has turned- our society is more inclusive, welcoming, and tolerant, with resources distributed more equitably.					
4- Imagine UUAA a generation from now – what is happening, what and who is around you, and how do you feel?	A Spiritually Grounded Center For Social Justice in the Community	Social justice planning and problem solving involvement.	Center of education and action with strong spiritual grounding.	Engaged with the community on social justice issues.									
4- Imagine UUAA a generation from now – what is happening, what and who is around you, and how do you feel?	Sunday Services that Meet Diverse Needs	Multiple services on Sunday geared to theological & other diversity	Strong sense of community with less tension about Sunday services. Respectfully accommodate differences among us.	A couple of services or weeknights that explore "the ineffable" in a way that makes sense.									
4- Imagine UUAA a generation from now – what is happening, what and who is around you, and how do you feel?		More racial ethnic diversity	We are more racially diverse.	Diversity of Many Kinds	More economic diversity	Our congregation is more ethnically diverse.							
4- Imagine UUAA a generation from now – what is happening, what and who is around you, and how do you feel?	I Feel Connected with Many Individuals at UUAA.	I know or am familiar with the person sitting next to me.		I know most people here.									
4- Imagine UUAA a generation from now – what is happening, what and who is around you, and how do you feel?		More Lay involvement in services, including youth.	Sense of physical security; Active "safety team".	Ongoing focus on climate change-related activities; education advocacy & support. Helping congregants address this ultimate challenge in society.	All congregants comfortable with welcoming new comers.	Engaged with other local churches/denomination s.	Many inter-generational activities.	Strong support for young adults - active program & ministry to older teens & college students.					

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4- Imagine UUAA a generation from now — what is happening, what and who is around you, and how do you feel?	Feeling - proud, safe, seen, intellectually stimulated and supported	I'm 69! (Maybe I'll still be around) Hope to be intellectually stimulated & supported	I feel seen and safe.	Feel proud							
4- Imagine UUAA a generation from now – what is happening, what and who is around you, and how do you feel?	Active force for social justice	integrated manner	UUAA is an active force in social justice issues, and a resource for local activists and SJ organizations								
4- Imagine UUAA a generation from now — what is happening, what and who is around you, and how do you feel?	Provide classes to attractothers to UUAA &/or provide serve as a community resource	Known for lecture series in community promoting UUAA values	Known for class offerings in community	We host a humanist and UU values-based elementary charter school and day care	We have a gymnasium and host after-school activities for local youth	UUAA known in community as a place to learn - parenting classes, conflict resolution, self improvement, sex ed, learning about issues					
4- Imagine UUAA a generation from now – what is happening, what and who is around you, and how do you feel?	Choir growth	UUAA a generation from now - a greater participation choir in Sunday services - at least 2x per month	UUAA a generation from now - I see a choir loft	We have a bigger choir loft and more people in the choir							
4- Imagine UUAA a generation from now – what is happening, what and who is around you, and how do you feel?	Connecting with those outside of UUAA who have differentbeliefs	People are regularly reaching out & learning about others different from themselves	Regular meetings with people of other religious & political views	Outreach to other cultures - U.S. & global- getting to know each other - share insights							
4- Imagine UUAA a generation from now – what is happening, what and who is around you, and how do you feel?	Diversity & inclusion	There is greater diversity in the congregation	We have a more diverse congregation - age, sex, race, sexual orientation	The young people have grown up! Congregation is inclusive	Elder persons are loved, valued, & included in the life of the congregation	We have a congregation that mirrors the demographics of the greater Ann Arbor area					
4- Imagine UUAA a generation from now – what is happening, what and who is around you, and how do you feel?	Involve young adult in leadership		are providing leadership in 2050 thru their vision 50/80 project								
4- Imagine UUAA a generation from now — what is happening, what and who is around you, and how do you feel?		UUAA a generation from now - I'd like to see a refocusing on a Unitarian Universalist back ground - respect for & acknowledgement of UU beliefs	Group art projects								
4- Imagine UUAA a generation from now – what is happening, what and who is around you, and how do you feel?	New members and social networks	I have many new relationships and have introduced other friends to UUAA.	Campus ministry connect with university students.	I anticipate UUAA may replace/grow to fill other social networks as I age, feel comforted.							
4- Imagine UUAA a generation from now – what is happening, what and who is around you, and how do you feel?	care network	A congregation who cares deeply about each other.	A congregation who has learned how to be in covenant with each other and solve conflicts with ease.	I can see/feel the benefits of a thriving pastoral care network.							
4- Imagine UUAA a generation from now — what is happening, what and who is around you, and how do you feel?	and inclusiveness	A multi-cultured, multi- generational, non discriminatory congregation.	A generation from now, I'm hoping to see vitality and increased diversity in the congregation.	A vibrant, diverse community, inclusive, celebrating, supporting, and coming together to improve ourselves, each other, and community.	We continue to be a beacon for inclusiveness and human compassion and mutual respect.						
4- Imagine UUAA a generation from now – what is happening, what and who is around you, and how do you feel?		A congregation working TOGETHER on social justice.									
4- Imagine UUAA a 0 generation from now – what is happening, what and who is around you, and how do you feel?		Legacy of accepting ALL opinions. Ability to put aside our biases to reach out to ALL THOSE GROUPS requiring humanitarian support. This would bring a sense of comfort and lessen existing anxiety.	A service that speaks to all UUAA congregants. Addressing both the mind and the feeling side of individuals. A combination would make me feel that we are meeting everyone's needs.	Rev. Manish or the senior minister has a larger role in the weekly service.							
Imagine UUAA a generation from now – what is happening, what and who is around you, and how do you feel?		I hope that a generation from now we will have greater ethnic diversity within the congregation, and that we will be doing more hands-on social justice work.									
4- Imagine UUAA a generation from now – what is happening, what and who is around you, and how do you feel?		Green new deal activism	Folk song sings								

	1-														
4- Imagine UUAA a	0		a younger	i feel welcome and	Every 'older'										
what is happening, what			congregation ours	part of something bigger	congregant is introduced to newer										
and who is around you,	`		skewed demographic	Diggoi	ones to pair up and										
and how do you feel?			"		show them around for										
					the first year or so or										
					some sort of system to make people feel										
					included										
4- Imagine UUAA a	0			We have more right	We educate our										
generation from now –	.			wing members. We are	members on scientific facts and evidence-										
what is happening, what and who is around you,	t I		and families, including U MI students. We	presently weak in discussing certain	based behavior. This is										
and how do you feel?			deeply support our	issues of the right,	one of our implicit										
			community, those in	including personal	principles. It should be										
			obvious need and everyone else.	responsibility, liberty, enterprise, and	explicit. UUs need more of this.										
			everyone eise.	defense.	more or this.										
4- Imagine UUAA a	0		Our 40 acres of land	Using technology to	To offer programs to										
generation from now –			dedicated to house or	blow open our doors of	the larger community										
what is happening, what and who is around you,	t I		and our environment in	community beyond our	of reconciliation, visioning, leadership,										
and how do you feel?			collaboration with other	priyarcai piaric	organizing to build a										
			local non-profit		more inclusive, healthy,										
			organizations.		vibrant society- to change the world as										
					we "know" it, no less.										
					, ,										
4- Imagine UUAA a	0		Some of our current	We collaborate with											
generation from now – what is happening, what	.		social justice activities, as well as new ones,	other UU congregations to											
and who is around you,	`		include active joint	celebrate our heritage											
and how do you feel?			activities with other	and new social justice											
			religious groups in our area.	actions.											
4- Imagine UUAA a	0		UUAA continues to be	UUAA continues to											
generation from now -			a place where diverse	offer religious											
what is happening, what	t		people come together	education without											
and who is around you, and how do you feel?			in the spirit of kindness and understanding	indoctrination.											
	\perp														
4- Imagine UUAA a	0		I doubt if I will be	There will be more	There will be more										
generation from now – what is happening, what	.		around, but I know the	responsiveness to issues like accessibility	responsiveness to										
and who is around you.			will be used wisely.	and inclusion.	with long services, not										
and how do you feel?					enough chairs with										
					arms, accessible exits,										
					acoustically difficult social hall.										
4- Imagine UUAA a	0		A more racily diverse	More people unable to	DOOR TON										
generation from now –			congregation. I think	drive are able to come.											
what is happening, what and who is around you	t			Car pooling/van would											
and how do you feel?			would really enjoy UUAA if they knew we	be very beneficial to some.											
			existed. As far as I												
			know we do not												
4- Imagine UUAA a	0		advertise. Broad connections by	Noting changes in	And at the same time										
generation from now –	ľ		compassionate,	technology in the lives	there will be more										
what is happening, what	t		committed and	of this generation, there will be more	opportunities to engage										
and who is around you, and how do you feel?					person to person.										
and now do you reer?			engaged congregants	there will be more	person to person.										
			engaged congregants	opportunities to	pordon to pordon.										
			engaged congregants	there will be more opportunities to effectively participate via technology.	porson to porson.										
F				opportunities to effectively participate via technology.											
5- Based on this	3	Build community	Build congregation's	opportunities to effectively participate via technology.	Perhaps extra	we are inspired to	recruit more widely	build infrastructure for	build capacity: take	there are some	we need to be open	20 yearswe are		Support the	
5- Based on this imagined future what are we inspired to do inside	3 e	Build community and capacity		opportunities to effectively participate via technology.		we are inspired to connect personally and with one another	recruit more widely from geographic area	build infrastructure for virtual service delivery and trainings	ourselves to new	there are some additional ways to feel welcomed, known, and	and inclusive so the	20 yearswe are inspired to change the world, one relationship		Support the congregation through deed and action to	
imagined future what are	3 e	Build community and capacity	Build congregation's capacity for new constituencies such as: more diverse	opportunities to effectively participate via technology. Inspired to connect youth to each other and	Perhaps extra curriculars that are more connecting beyond or deeper than	connect personally and	recruit more widely from geographic area	virtual service delivery	ourselves to new spaces in partnerships so the circle is	additional ways to feel welcomed, known, and appreciated as a new-	and inclusive so the	inspired to change the		congregation through deed and action to thrive; participate	
imagined future what are we inspired to do inside	3	Build community and capacity	Build congregation's capacity for new constituencies such as: more diverse people; conflict	opportunities to effectively participate via technology. Inspired to connect youth to each other and adults. Make people	Perhaps extra curriculars that are more connecting	connect personally and	recruit more widely from geographic area	virtual service delivery	ourselves to new spaces in partnerships so the circle is expanded and not just	additional ways to feel welcomed, known, and	and inclusive so the disparate individuals	inspired to change the world, one relationship		congregation through deed and action to thrive; participate whenever possible in	
imagined future what are we inspired to do inside	3	Build community and capacity	Build congregation's capacity for new constituencies such as: more diverse people; conflict resolution; celebration	opportunities to effectively participate via technology. Inspired to connect youth to each other and adults. Make people	Perhaps extra curriculars that are more connecting beyond or deeper than	connect personally and	recruit more widely from geographic area	virtual service delivery	ourselves to new spaces in partnerships so the circle is expanded and not just having more diverse	additional ways to feel welcomed, known, and appreciated as a new-	and inclusive so the disparate individuals	inspired to change the world, one relationship		congregation through deed and action to thrive; participate	
imagined future what are we inspired to do inside	3 e	Build community and capacity	Build congregation's capacity for new constituencies such as: more diverse people; conflict	opportunities to effectively participate via technology. Inspired to connect youth to each other and adults. Make people	Perhaps extra curriculars that are more connecting beyond or deeper than	connect personally and	recruit more widely from geographic area	virtual service delivery	ourselves to new spaces in partnerships so the circle is expanded and not just having more diverse folks join "our" center, but have new leaders	additional ways to feel welcomed, known, and appreciated as a new-	and inclusive so the disparate individuals	inspired to change the world, one relationship		congregation through deed and action to thrive; participate whenever possible in	
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5- Based on this imagined future what are we inspired to do inside our congregation?	0	Paid staff are trained in volunteer management.										
5- Based on this imagined future what are we inspired to do inside our congregation?	2 Social & Ethnic Justice Focus	Reach out to other ethnic groups	Commit as much time and energy to your hearts social justice cause as you can.									
5- Based on this imagined future what are we inspired to do inside our congregation?	1 Put Our Values into Action	Work together to make sure all views are heard		Reflect deeply about our values and putting them into action								
5- Based on this imagined future what are we inspired to do inside our congregation?		to pledge things other than money	Grow re: perhaps a local divinity curriculum									
5- Based on this imagined future what are we inspired to do inside our congregation?		More talks about diversity and tolerance	Tolerance for others identities and life style.									
5- Based on this imagined future what are we inspired to do inside our congregation?	0 Help everyone feel good	We take care that everyone feels good. We don't bother with ideas & thoughts.										
5- Based on this imagined future what are we inspired to do inside our congregation?	community	beloved community outside & inside these walls	right to identity as a person	better future	Open our collective mind	Communicate						
5- Based on this imagined future what are we inspired to do inside our congregation?		Service projects	Care for each other	Be here-support the work								
5- Based on this imagined future what are we inspired to do inside our congregation?	0 Multiple service choices	Multiple music venues/groups	Multiple services availabletimes, types, days, length									
5- Based on this imagined future what are we inspired to do inside our congregation?		More adult SGD classes	Whole life programming of courses	Support each other's learning								
5- Based on this imagined future what are we inspired to do inside our congregation?	O Participate in global issues	Fight racism and white supremacy	model courage to confront our privilege	Work with the wider community in dealing with climate change								
5- Based on this imagined future what are we inspired to do inside our congregation?	and inclusion	Model a beloved community	Acceptance of all - no hate speech	grounded, eyes open, honest, direct and kind community	Demonstrate love and acceptance of all	diversity	Help change the culture to be more accepting of differences and more loving	Demonstrate a truly diverse and inclusive congregation				
5- Based on this imagined future what are we inspired to do inside our congregation?	5 Engage in social justice	Find more ways to contribute to projects outside of our walls	our own community	Respond to social and community needs	Be ambassadors in the community visit other faiths and congregations		Move beyond our community to reach those in need, those feeling lost, those incarcerated, those who are hungry					
5- Based on this imagined future what are we inspired to do inside our congregation?		Build relationships among this large group, many of whom remain unknown to each other	Provide more support for people in our congregation during big life events (pastoral care)									
5- Based on this imagined future what are we inspired to do inside our congregation?	1 Continuing education	spiritual growth	Help people inside and outside our community learn the little things that can lead to big changes									
5- Based on this imagined future what are we inspired to do inside our congregation?	& outside	Build on a non theist view of spirituality as well as other diverse philosophies	areas of the community									
5- Based on this imagined future what are we inspired to do inside our congregation?	Work for the common good	We must pitch in together.	UUs, respectful of our differences.	what is most important and focus intently upon that.								
5- Based on this imagined future what are we inspired to do inside our congregation?	3 Superior member servies & facilities	We've built a picnic shelter	Quit bickering amongst ourselves. Be more honest and open about our divisions.	Working toward elder care for members.	We provide improved member service: weddings, funerals, pastoral care.	At least 20% of our budget is coming from planned giving.						
5- Based on this imagined future what are we inspired to do inside our congregation?	1	Emphasize sources and principles										
5- Based on this imagined future what are we inspired to do inside our congregation?	0 Small group connections	Relationships it is not words, it is action to support words. Relationship with self and others create community	Work on group projects, ways to gather and affirm connections besides two big services.	Congregants ministering to each other.								

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5- Based on this 8 imagined future what are	Increase focus on internal/external	Improve how we communicate internally	Improve governance/make	Put more resources into online presence								
we inspired to do inside our congregation?	communication	and externally; improve how we lead our	everything easier to do									
		congregation										
5- Based on this 0 imagined future what are	Support SGD and young adult	Strengthen youth programs for the future	Nurture the next	To attract more younger people we								
we inspired to do inside our congregation?	congregants	programs for the future	connection to UU	should be more technical for example more videos								
5- Based on this imagined future what are we inspired to do inside	Expand beyond the walls of UUAA	Connect more with UUA/region	Get involved in the larger Ann Arbor community as we grow	more videos								
our congregation?			our membership									
5- Based on this 0 imagined future what are	Supportive of tolerance and	Appreciate and value substantive sermons	Be supportive of progressive and		We are challenged to act morally	Not just tolerate, but embrace and celebrate	Find ways that all congregants feel that	Educate ourselves and others about key				
we inspired to do inside our congregation?	embracing the value of each individual	that challenges and help us explore our values	inclusive ideology especially race/class	to our diversity age, ethnicity, class, race, etc.	,	our differences	their ideas are valued and considered	issues				
5- Based on this imagined future what are we inspired to do inside our congregation?	Find ways to help one another	More opportunity for inter-generational relationships between congregants		Rising to meet the new and emerging needs of our congregation through pastoral care								
5- Based on this imagined future what are we inspired to do inside our congregation?	Caring for Fellow Congregants	Honor our covenant; care for each other.	Large number of congregants participating in pastoral care.	Pastoral care, whatever anyone needs in time of challenge.								
5- Based on this 1	Expanding	Attract more ethnically										
imagined future what are we inspired to do inside our congregation?	Diversity	diverse members.	theological diversity.									
5- Based on this imagined future what are we inspired to do inside our congregation?	Including Lay People in Services	To strengthen community include lay people in the Sunday service much more.										
5- Based on this 1	Modeling	We are modeling	We are learning how to									
imagined future what are we inspired to do inside our congregation?	Respectful Conversations	respect for one another.	have hard conversations or race, justice, conflict.									
5- Based on this imagined future what are we inspired to do inside our congregation?		Continue with all the good things we do.	Choose a few (3-4) social justice to focus our attention each year.									
5- Based on this imagined future what are we inspired to do inside our congregation?	Focus our SJ efforts and engage with the wider community		Social justice - fewer groups - more integrated with each other	Robust outreach into the local community & wider world for environmental & social justice	Reach out to other groups in community							
5- Based on this imagined future what are we inspired to do inside our congregation?	Support innovative projects with our oney and energy	Experimental organic agriculture on our grounds	Support "entrepreneurial" ideas within our congregation	Collaborate with a UU	Be generous with our money and time to support our programs & goals	Promote a "yes and" culture that is supportive and builds on the ideas of others	We are bringing in people from the wider world and the community to speak at our service					
5- Based on this imagined future what are we inspired to do inside our congregation?	Increase inter-gen opportunities w/in UUAA and encourage youth to lead the way	Inside our community - create more integrative opportunities mixing ages	Intergenerational opportunities for worship, SGD, and social	More deeply integrate youth SGD programs within our total congregational life	Encourage children & youth to lead the way		our service					
5- Based on this imagined future what are we inspired to do inside our congregation?		Continue to deepen & develop strategies to create a diverse congregation that mirrors greater Ann Arbor demographics	Create strategies to engage all of us in knowing the proud history of this congregation & UUA									
5- Based on this imagined future what are we inspired to do inside our congregation?	Work together to care for each other within our congregation	Work together in covenant, make decisions by consensus.	I like the social/care ministry and think that could (and should) grow.	Pool resources and people to do good work inside and outside out congregation.	Build relationships.							
5- Based on this 1 imagined future what are	Outreach to	Continue to engage in smaller pockets of the	Reach out to form a									
we inspired to do inside our congregation?	congregation	county, somehow grow diversity (make sure all people are aware of AAUU and feel	vairipus ministry.									
5- Based on this 7	By living our	welcome to join). We're walking the talk	Keep trying to open	Really digging into	Maintain a diverse staff							
imagined future what are we inspired to do inside our congregation?	principles and values we are working to become more inclusive congregation (young, old,	about being a multi- cultural congregation.	minds, practice being an emotional and physical sanctuary and "walk the talk."	dismantling white supremacy culture, structure, etc.	and have services/activities/class es which draw a diverse group (young, old, racially diverse).							
	racially, ethnically, LGBTQ)											
5- Based on this imagined future what are we inspired to do inside our congregation?		Renew our commitment to the land.										

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5- Based on this imagined future what are we inspired to do inside our congregation?	0	HEAR all sides of an issue and inform the congregation what are the divisive issues. Create more transparency between board and congregants on all of these difficult issues.	Address needs of all: 50% of services more "mind" based and 50% more feeling" based.	Have the senior minister play a major role in the Sunday services. Director of Music is extremely talented BUT is not the senior minister.									
Based on this imagined future what are we inspired to do inside our congregation? Based on this	0	I'd like to see us be more involved in actually ministering to the needs of socially or economically disadvantaged people, such as the homeless and youth of our community.											
imagined future what are we inspired to do inside our congregation?		Music related avtivities	Helping the poor										
5- Based on this imagined future what are we inspired to do inside our congregation?	0	celebrate people's strengths moremany of us do so much that nobody knows about	encourage younger people to stick with us once they graduate from high school										
5- Based on this imagined future what are we inspired to do inside our congregation?	0	Reach out to U MI students. Recruit student leaders. Do more community work.	Reach out to and make common ground with more folks on the right. Let them talk in our pulpit on occasion.	more scientists and technologists. Let them talk in our pulpit on occasion. Teach more S&T and ethics in our Sunday school.									
5- Based on this imagined future what are we inspired to do inside our congregation?	0	Continued opportunities to reflect and evaluate together. To contribute our time, talent and money to support our mission.	Invite youth and young adults into roles of leadership in our committees, boards, projects. We need to hear their voices and really listen. How can we support them as future elders of our community?	Become part of the local business, governmental conversations in the community about real estate development trends and projects which we might synergize with.									
5- Based on this imagined future what are we inspired to do inside our congregation?	0	Be more mindful of the variety of things that we do.	one or more activities beyond our Sunday service.										
5- Based on this imagined future what are we inspired to do inside our congregation?	0	Opportunities to attend services and meetings online in real time.	Have a person who gets feedback from services, meetings, etc and passes it on to the right people.	Have at least 2 people like Hannah Hotchkiss. Too big a job for one person. (Although she is fabulous.)									
5- Based on this imagined future what are we inspired to do inside our congregation?	0	Offer more activities on Saturday. It is very difficult to come after work. Any additional time on Sunday takes up the whole day. Did not find one Visioning session I could actually attend!											
5- Based on this imagined future what are we inspired to do inside our congregation?	0	Learning opportunities, service opportunities and social opportunities	Sunday services may be quite different but I can not picture any details.	A more diverse congregation									
6- What role should UUAA play in the wider community - who/what should we be connected to?	take a leadership role in interconnection between communities with focus on social justice	and support others of multiple perspectives, cultures, beliefs, races, social, economic, etc.	connected to environment and social justice	to social justice groups. I want to be prouder of our actions fighting for peace and justice for all!	connected to other social justice work/orgs show up at their events	we should connect with any agency or organization that serves people in poverty, with disabilities, those who are disenfranchised, etc. UUAA should be a leading voice in addressing these issues.	UUAA needs to be very visible on social justice issue and on rights for people	wider partners model the "moral fusion" of PPC and Barber by lots joining. a partner congregation in ypsi (ame or fum)	the uuaa should connect to family children support groups in the wider community	close connection to other faith communities	should become more of a leader in wider community	we have well thought out and beneficent values which we need to express in the wider world	IAC is a good model — connected to WCS, WICIF, SAS, other county-wide orgs
6- What role should UUAA play in the wider community – who/what should we be connected to?	all phases of life	provide a venue for others to learn too	we need to connect and support our members through aging challenges	we need to commit to younger people to raise them up and value their abilities to change the world	parents with transitional moments								
6- What role should UUAA play in the wider community – who/what should we be connected to?	0 Engage in active support of communities of color	do heavy lifting and support in communities of color	increase our connections with communities of color and disadvantaged people										
6- What role should UUAA play in the wider community – who/what should we be connected to?	2 More connections with community groups, e.g. churches, hospitals, colleges prisons, food banks	We should be connected to schools, farms, prisons, shelters, the humane, society, food banks, housing advocacy groups, hospitals.	Strong, visible on social issues – Interfaith committees, public demonstrations	Liberal religious charities	College students	Clinics, art studios, other churches, temples and mosques	More connected to other liberal religious congregations, Temple Beth Emeth, socially progressive, local universities.						

6- What role should UUAA play in the wider community – who/what should we be connected to?	Social justice work with other progressive organizations	Anti-racist groups	Environmental justice groups	Climate sustainability groups	Other progressive organizations who do justice work	We are connected with other churches, UUA, and justice (unintelligible) partners							
6- What role should UUAA play in the wider community – who/what should we be connected to?	fostering spiritual growth, truth, justice, love and being a hearth of comfort	comfort. A place people can turn to for support.	example how to foster true spiritual growth and community development and support.	truth, justice and love.									
6- What role should UUAA play in the wider community – who/what should we be connected to?	Share and emulate our values to the community	Be attractive enough to e a magnet for all human beliefs and experiences and political perspectives.	All that is connected with our values - w/o burning out. There are limits of energy.	Sub-groups are welcome even if their view or practices aren't shared by all. e.g. Wiccan & Christian & Humanists	We should be known in the community for our liberal values.	Home for the protectors							
6- What role should UUAA play in the wider community – who/what should we be connected to?	Connection to Higher Education	Thought leader	Closer connection to local universities										
6- What role should UUAA play in the wider community – who/what should we be connected to?	Unsure	I don't know but I'm open to ideas.	It's too late to be part of Ann Arbor as we used to be.										
6- What role should UUAA play in the wider community – who/what should we be connected to?	Work with social justice issues	Friends of restorative justice		Connect or start a food pantry	We remain social justice advocates	Connect needy to housing assistance	Hope Clinic	ICPJ	The Corner	RAAH	MUUSJN		
6- What role should UUAA play in the wider community – who/what should we be connected to?	Work with other faiths	Work with ICPJ, Poor People's Campaign	Connect to other faiths. Adult Neighboring Faiths Curriculum.										
6- What role should UUAA play in the wider community – who/what should we be connected to?	Connections with university population	More connection with university student (UM & EMU)	Be a recognized home for liberal thought										
6- What role should UUAA play in the wider community – who/what should we be connected to?	Connections with many spiritual communities	Do things with other churches, especially those who are very different	More joint activities and community connections to other spiritual communities in Ann Arbor										
6- What role should UUAA play in the wider community – who/what should we be connected to?	Hands-on social justice	More representation at local marches and rallies for social justice	Social justice initiatives voiced by congregation		Advocates for justice with enough funding to support change	Offer affordable childcare to assist impoverished parents	More engagement with local impoverished communities	Actively work to dismantle systems of oppression					
6- What role should UUAA play in the wider community – who/what should we be connected to?	Leader in social justice	Continue promoting social justice connected to groups we now work with and more	Responding to prisons	social justice activities in the community	Issue of gun violence/public health issue	Working in the community on climate change issues	Be a leader in social causes and ally to black communities and other progressive groups	Be a leader in the community in service and social justice and in promoting democracy for all					
6- What role should UUAA play in the wider community – who/what should we be connected to?	Work together with other faith-based community groups equality for all	connected to other	Want us to have a wider role connect AA with Ypsilanti, Chelsea, rest of county	We should be involved in all faith communities in Washtenaw County to provide community and support to embrace all in their journey	Support efforts toward equality for all								
6- What role should UUAA play in the wider community – who/what should we be connected to?		Gatherings for kids	What we do depends on who we work with and who we work with depends on who we want to partner with us	Engaged with institutions with common goals especially the UM									
6- What role should 2 UUAA play in the wider community – who/what should we be connected	Connect better with our local community especially regional colleges.	Regional colleges besides U of M	We should engage with student groups at U of M.	There is way more we can do to leverage U of M.									
6- What role should UUAA play in the wider community – who/what should we be connected to?	UUAA leads in social justice and community action/connections	Worker rights and labor organizations	We should be a hub for diverse religious & social justice institutions locally.	A member or facilitator of an interacting web connecting our efforts with those of other organizations and religious groups.	Be leaders in social justice, connecting to outside organizations with like goals.	Social justice experts - really working to end white supremacy.	We are known by the company we keep.	Community service organizations	UUAA needs to play a more active role in local social/economic justice issues.				
6- What role should 0 UUAA play in the wider community – who/what should we be connected to?	Dramatically increasedvisibility and connections nationally	We should be a beacon of hope nationally.	Modeling our covenant & principles in every viable way.	Known as the best place for religious education.	We should bring in national speakers & musicians collaborating with others								
6- What role should 0 UUAA play in the wider community – who/what should we be connected to?	Sharing UUism	Attract "nones" by living and sharing our principles and sources	Offering SGD to wider communities children- sources and principles										
6-What role should UUAA play in the wider community – who/what should we be connected to?	Active community networking	Increase role by creating a strong campus ministry- be visible at events, promote love and connections, community network.	We should try harder to bridge with organizations and religious groups that are very different from UUAA. Be catalysts for community civic engagement and dialogue.										

6- What role should UUAA play in the wider community – who/what should we be connected to?	Listen and lead social justice action	Resource for community activism	Interfaith social justice climate attuned to what is going on responsiveness	justice movement and make efforts to join with other faith communities	Partner with social justice groups	Others working on social justice	Lead to repair damage in community	Be a leader in social change without playing party politics	Address critical social needs (housing, hunger, bigotry/oppression, environment)			
6- What role should UUAA play in the wider community – who/what should we be connected to?	Partner with other congregations	Beacon of liberal thought and action	Engage with other religious communities and congregations	Partner in events with more mainstream churches (Catholic, Methodist, Jewish, etc.); it would help with our visibility and would be a positive reflection on us								
6- What role should UUAA play in the wider community – who/what should we be connected to?	Build effective external communications/m arketing	The role being exhibited by the UUAA community should be praised										
6- What role should UUAA play in the wider community – who/what should we be connected to?	Connection with Other Groups	We should be connected with our community's political leaders.	With outside groups to learn about each other, including with nearby smaller towns.	Draw in those who say they are spiritual but not religious.								
6- What role should UUAA play in the wider community – who/what should we be connected to?	Campus Ministry	We are used to working across difference. We can be a center for providing best practices, teaching, modeling	We should reach out to surrounding communities and the youth of nearby colleges.	We should be connecting with local universities and colleges.								
6- What role should UUAA play in the wider community – who/what should we be connected to?	Responsive to Social Justice	Work flexibly to respond to arising issues in the world.	Role would be focused on key social justice issues in partnership, in depth, local.									
6- What role should UUAA play in the wider community – who/what should we be connected to?	Connect with Interfaith Groups & Faith Communities	We should be connected with the Interfaith Round Table	We should partner with African American churches to support racial justice work.	Interfaith groups	There are multiple ways to be involved in the wider community charity, advocacy, connecting with other faith communities.							
6- What role should UUAA play in the wider community – who/what should we be connected to?	A little bit of everything	Community entities that will strengthen our yearned for future thru meaningful partnerships										
6- What role should UUAA play in the wider community – who/what should we be connected to?	College campus work	We should have a presence on college campuses (U of M, EMU, Washtenaw Community)	I'd like to see more university connections									
6- What role should UUAA play in the wider community – who/what should we be connected to?	Addressing environmental concerns	Movements to address global climate change & to prepare for it	actively working to save the planet									
6- What role should UUAA play in the wider community – who/what should we be connected to?	Serving oppressed & underserved	Volunteer activism for local and global SJ issues such as economic, anti-racism & environment	More work to support folks who are unhoused and to prevent homelessness	involved in helping resolve problems of the	WCIR, climate group, individual championing the causes of the dispossessed & oppressed	Helping underserved, reduce conflict						
6- What role should UUAA play in the wider community – who/what should we be connected to?	resolution	UUAA conflict resolution center downtown	Teach classes: sex ed., conflict resolution, parenting, life skills	We should be a resource to families, children and youth for values-based education and support								
6- What role should UUAA play in the wider community – who/what should we be connected to?	Interfaith connections	Connect to other religious groups, racial & poverty actions	joint services @ Genesis would make REAL connections									
6- What role should UUAA play in the wider community – who/what should we be connected to?	Community support through partnerships	UUAA could be a connection in Ypsilanti and other places for youth and Spiritual Growth & Development (SGD).	Engage in social justice initiatives at a local level, with others.	Continue to connect with local nonprofits, other groups of faith, involvement in policy (as appropriate).	Offer our building as a place for justice work to happenfeed the homeless, etc.	Be supportive of those in need in the community (especially Alpha House) and welcome all members of the community to be a part of the congregation.						
6- What role should UUAA play in the wider community – who/what should we be connected to?	Seeking and building faith- based partnerships	Leader in our southeast Michigan UU congregations helping smaller congregations to uplift our UU faith.	Find partner community and religious organizationsallies. This may help our mission of diversity and inclusiveness,	Increase projects with other churches.	Interdenominational groups. UM environment groups.							
6- What role should UUAA play in the wider community – who/what should we be connected to?	UUAA serve as community draw/hub	UUAA could serve as a hub for faith-based social justice work in the region.	community in arts, lecture/presentations, etc.									
6- What role should UUAA play in the wider community – who/what should we be connected to?		Invite non-congregants to events at UUAA.	Connection to other congregations in terms of social justice initiatives.									
6- What role should UUAA play in the wider community – who/what should we be connected to?		Groups ministering to homeless; community centers in economically disadvantaged areas										

6- What role should 0 UUAA play in the wider community – who/what should we be connected		Registering voters	Helping the poor								
to? 6- What role should 0 UUAA play in the wider community – who/what		U of M students, social justice groups on campus should be									
should we be connected to? 6- What role should 0		invited and carpools set up See above.									
UUAA play in the wider community – who/what should we be connected to?		Geo above.									
G-What role should 0 UUAA play in the wider community – who/what should we be connected to?		We are already connected with so many organizations doing good work in the community. I especially welcome the connection with CAN, supporting low income folks in our immediate neighborhood.	Becoming a place for the larger community where discussions can be peacefully held, where disparate groups in the community can dialogue, reconcile, move forward together.								
6- What role should UUAA play in the wider community – who/what should we be connected to?		We should be more involved in community social justice activities and organizations, or initiate our own social justice programs in the surrounding communities.									
6- What role should UUAA play in the wider community – who/what should we be connected to?		Important non profits: league of women voters, habitat, interfaith councils, etc.									
to? 6- What role should UUAA play in the wider community – who/what should we be connected		Continue to partner with other groups. Much more of an impact.									
6- What role should 0 UUAA play in the wider community — who/what should we be connected to?		Work for human rights, criminal justice, racial and gender equality, religious freedom and raising people out of povevery.	Team with other organizations to strengthen efforts								
7- How would you like to 0 contribute or become	Leadership and governance	through leadership example as there	start participating in governance again	settle on one or two ways to contribute with							
more involved in the life of our congregation? 7- How would you like to 0	currently saturated	can never be "too much" my plate is full now (4	I'm at capacity for my	long-term commitment							
contribute or become more involved in the life of our congregation?		groups)	involvement already								
7- How would you like to 0 contribute or become more involved in the life	contribute financially	financially									
of our congregation? 7- How would you like to 0 contribute or become more involved in the life of our congregation?	short-term projects	I would like to work on targeted, short-term projects									
7- How would you like to 1 contribute or become more involved in the life of our congregation?	teach/volunteer in adult and youth SGD	volunteering in the SGD program	teach adult classes virtually								
7- How would you like to contribute or become more involved in the life of our congregation?	work in social justice and targeted activism	I would like to become more involved in social justice projects/programs	I would like to be involved in bringing forward dialogue between Jews and Palestinian communities	I would like to be involved in work for women's freedom/rights							
7- How would you like to contribute or become more involved in the life of our congregation?	Deepening connections	contribute to creating experiences that connect and transform	contribute and be received for my talents - express my passions with others	I am willing to engage in meaningful conversations, and dialogue, and listen	i will continue to contribute with money, time, and also learning new skilsl						
7- How would you like to 0 contribute or become more involved in the life of our congregation?		Feeling at capacity	By serving where I can.								
7- How would you like to contribute or become more involved in the life	Ministering to others	Do more service projects	Help those who struggle with language of reverence.	Deep listening and reflection	Men's ministry	Pastoral care	Choir				
		Join a chalice circle	Go to GA	Volunteer with SGD							
of our congregation? 7- How would you like to 0 contribute or become more involved in the life of our congregation?	Educating ourselves and others	Join a chance circle		and with youth							
7- How would you like to 0 contribute or become	ourselves and		Develop policy	and with youth							

7- How would you like to 0 contribute or become	I alrleady do what I	I am contributing at the level I want both	I was very active in the past. Now too old.									
more involved in the life	Call	financially and in	past. Now too old.									
of our congregation?		service. No more.										
7- How would you like to 1 contribute or become	Conversations in the congregation	Familiarizing others with informal	More conversation, forums, panel									
more involved in the life	tile congregation	discussion circles re:	discussions by									
of our congregation?		important issues of the day	congregants									
7- How would you like to 1	Internal tasks in	Newcomer welcome	More congregational	Look at all the tables in	Further teach RE							
contribute or become	the congregation		input (voting) on things	the social hall and join								
more involved in the life of our congregation?			like length of service	one.								
7- How would you like to 1	Shake things up	Question authority	Bring down the									
contribute or become more involved in the life			aristocracy									
of our congregation?												
7- How would you like to 0	Congregant	Attend all services	Participate in small									
contribute or become more involved in the life	participation outside of service		ministries									
of our congregation?	on Sunday											
7- How would you like to 0 contribute or become	Opportunities to volunteer	Volunteer support	More opportunities to volunteer in the	Lead efforts for which I have skills and/or								
more involved in the life	volunteer	efforts that appeal (there will always be	community	knowledge and interest								
of our congregation?		some that don't)	,	ŭ								
7- How would you like to 0 contribute or become		I am contributing now and hope to continue										
more involved in the life		and hope to continue										
of our congregation? 7- How would you like to 0	Supporting	I reach out to other	Become more involved		Participate in Sunday	I bring a historical	Find ways to reaching	My additional				
contribute or become	members in their	congregants in love	in some pastoral care	up to our principles	services	perspective and	out across the great	contributions will				
more involved in the life	needs	and support	work			willingness to speak	divide between here,	depend on the vision,				
of our congregation?						up; know many in the congregation; need	Ypsilanti, and Chelsea	but I expect to be involved				
						help to overcome		IIIvoiveu				
						limitations due to age,						
7- How would you like to 0	Giving money	Tithing	I contribute my	Financial support	\$	energy, health I give financially						
contribute or become		,	finances			,						
more involved in the life of our congregation?												
7- How would you like to 1	Supporting each	Working with teens to	Hold classes for	Facilitate chalice	I look for valuable but	Time and energy						
contribute or become more involved in the life	other in spiritual growth and	support their exploration, learning.	campfire storytelling	circles	short-term, time-boxed opportunities that fit my							
of our congregation?	development	and growth			schedule							
7- How would you like to 0	Support the music	Chalice bells and	I'm in choir, bell choir. I	Choir								
contribute or become more involved in the life	ministry	music	also volunteer in office, am on the room team									
of our congregation?			and help with music									
			library. Keep teaching									
7- How would you like to 0	Help support the	I serve on committees	Committees	Chair or facilitate	Facilitate a group	group leader in						
contribute or become	work of the church			numerous groups		different groups over						
more involved in the life of our congregation?						the years; undecided at this point						
7- How would you like to 0	Service to the	Would like to be more	Volunteer opportunities			tho point						
contribute or become more involved in the life	community	active in social justice	need to be built out and community orientated.									
of our congregation?			continuity onemated.									
7- How would you like to 0	Leadership	I would like to become	Frankralli Louis del Bra	Brainstorm sustainable	Ob all an an arm alf late							
contribute or become	development	a mentor of others.	to serve on the Board	financial solutions.	leadership positions.							
more involved in the life	·		of Directors.									
of our congregation? 7- How would you like to 0		Tech support	Be more supportive of									
contribute or become		recir support	other congregants, e.g.									
more involved in the life			meal support for those									
of our congregation?			facing difficult times.									
7- How would you like to 0		LOV teamdevelop	I am a planner and	SGD with my kidsI'd								
contribute or become more involved in the life	leadership	connections within the congregation because	organizer so I can imagine trying to	love to be an OWL mentor and Credo								
of our congregation?		relationships are the	facilitate community	sponsor at some point								
		basis of growth and	panel discussions									
7- How would you like to 0	Work more in	I like smaller group	Continue small group									
contribute or become	small groups	connections, so I	participation									
more involved in the life of our congregation?		guess if anything, I would look to those										
Jungrugulum		kinds of opportunities										
		and leave the big "rah- rah" gatherings for										
		occasional pursuit										
7- How would you like to 0	Ain't got time for that!	Have time for adult SGD	Not sure yet? be open,	I feel as involved as I								
contribute or become more involved in the life	tnat!	SGD	pay attention, show up	can be now, but in the future would consider								
of our congregation?				board membership								
7- How would you like to 0	Helping with	Participating in Sunday	Do small jobs: usher									
contribute or become	Sunday services	services more through	serve coffee									
more involved in the life		speaking, planning,										
of our congregation?		eic.										
7- How would you like to 0	Governance	Communication,	Participate selectively									
contribute or become more involved in the life		outreach, grant writing	in the work of 2 or 3 social justice groups									
of our congregation?												
7- How would you like to 0 contribute or become	TeachingChildren/ Mentoring Youth	Return to teaching the children.	Serve as mentor.	Be a coming of age	Share my stories more widely	Attending more community events.	Continue to grow as a leader	Finding a way to volunteer remotely on				
more involved in the life	welloning routh	Gilluren.		monto	mudiy.	community events.	reader.	ongoing basis.				
of our congregation?												

7 Hammand Blocks 10	Mana Investment	Consideration of Consider	18/	Participate in a Chalice							
7- How would you like to 0 contribute or become	with Small Groups	Sunderland Society gift, assist in	Work on communications team	Circle							
more involved in the life		volunteering for	to improve								
of our congregation?		worship service.	communications inside and outside UUAA.								
7- How would you like to 0 contribute or become	I'm Good For Now	I have done quite a few different things here;	Current involvement in plenty								
more involved in the life		evaluating what next.	pienty								
of our congregation? 7- How would you like to 0	Contribujte to	Connect to city,	Engage in curportive	Part of small group	Small groups, creative	Take on leadership	I would like to be more				
contribute or become	community-	educational efforts,	Engage in supportive relationships across	doing things to help	projects, different ways	roles in the	involved in helping				
more involved in the life	building efforts in	poor people, mini-	generations.	community	to celebrate our essential oneness	development of forward	d-community members in distress				
of our congregation?	UUAA such as small	grants	(Surrogate grandparent/grandchild		essenuai oneness	thinking projects	distress				
	groups,projects		ren)								
7- How would you like to 1 contribute or become	Already involved, find new ways as I	now - choir, Coming of	Continue to participate in governance, SGD	As I age, find a way to engage in meaningful							
more involved in the life	age	Age, care work, (?)	and choir.	contributions to							
of our congregation?		volunteers, Community of Writers		congregational life							
7- How would you like to 1	Help us find ways	Leader in social justice	Would like to get	I'd like to be more							
contribute or become more involved in the life	to serve	reaching out to partner with other nonprofits to	involved in the great	active in service projects.							
of our congregation?		meet the needs of the	Social justice work.	projecta.							
		less fortunate.									
7- How would you like to 3	I want more social	Not surebut I think it	I would enjoy more								
contribute or become more involved in the life	contactsbut I'm	starts with finding common interests with	social contacts.								
of our congregation?	not sure how?	fellow congregants.									
7- How would you like to contribute or become	My specific skills can help!	Help make information about renting our	Continue to use may skills and talents to	Supporting leadership development at all							
more involved in the life		building for weddings,	serve community.	levels.							
of our congregation?		etc. more easily accessible.									
7- How would you like to 0		Would like to settle into									
contribute or become more involved in the life		a more frequent groove of attendance here.!									
of our congregation?											
7- How would you like to 0		Continue my involvement in social	Continue to connect with other UUAA								
contribute or become more involved in the life		justice groups.	congregants through								
of our congregation?		, , ,	social activities,								
			women's group, and social justice groups.								
7- How would you like to 0		I'm not sure.									
contribute or become more involved in the life											
of our congregation?											
7- How would you like to 0 contribute or become		I was too involved in the past and burned									
more involved in the life		out, getting back into it									
of our congregation?		by increasing my									
		pledge and joining the womyn's groups									
7- How would you like to 0		I am a futurist. I write	I would like to expand								
contribute or become more involved in the life		about the long term future all the time. I'd	the kids lending library. Borrowing a book or								
of our congregation?		be happy to join the Vision team. Email me	two each week for								
		If you think I might be	reading to our 4 year old is a great routine to								
		of help	associate with any								
			church.								
7- How would you like to 0		Please see answer to									
contribute or become more involved in the life		#10 below.									
of our congregation?											
7- How would you like to 0 contribute or become		Currently I'm pretty much committed to all									
more involved in the life		that I can handle.									
of our congregation?		I'm contributing what I									
7- How would you like to 0 contribute or become											
more involved in the life		can in every way: with my time, treasure and									
of our congregation? 7- How would you like to 0		passion. At the moment I have									
contribute or become		no more time to give.									
more involved in the life of our congregation?		Again, if you had some Saturday opportunities,									
		possibly.									
7- How would you like to 0		I am currently									
contribute or become		participating to the									
more involved in the life of our congregation?		extent that I am able.									
8- What are the BIG 2	Exposing and	white supremacy	making room for the	racism, homophobia,							
challenges facing our	shattering deep	culture and the	unheard voices;	sexism, and							
congregation that are getting in the way of our	IOMS	structures that support it	addressing anti- semitism	transphobia							
full potential?											
8- What are the BIG 1 challenges facing our	concerns about personal	being a large congregation while still	while it is often said we're friendly and								
congregation that are	connections and	maintaining close-knit	welcoming, I don't								
getting in the way of our	social climate	relationships	experience a warmth or								
full potential? 8- What are the BIG 0		common vision	reaching out fighting for social	lack of balance in	unwillingness to face						
challenges facing our			justice without crossing	services, too much	the harm we cause						
congregation that are getting in the way of our			into purely political battles	time spent singing, not enough time grappling							
full potential?				with ideas							

Ferrina Control Control		1									
8- What are the BIG challenges facing our congregation that are getting in the way of our full potential?	Inter-group, issue- based conflicts, latent and acute	The privilege some groups/causes have and the word-only respect for other	conflicts between "god" language and church orientation	build ability for conflict resolution so groups not delayed such as BDS on Mideast	finding the language and words to bring humanist and spiritual groups together	the fake fights between humanists and spiritualists					
8- What are the BIG challenges facing our congregation that are getting in the way of our	challenges of financial resources (because we're so	groups finding the funding to increase staff support of all of the good things we want to do	finances								
full potential? 8- What are the BIG 1	ambitious) we have	seemingly large	growing our community	getting the word out							
challenges facing our congregation that are getting in the way of our full potential?	challenges with "recruitment" and "retention"	membership turnover what are people not getting	and increasing our diversity big challenge facing our community	internally and externally about what the UUAA is about and doing							
8- What are the BIG challenges facing our congregation that are getting in the way of our full potential?	me/we	people who are active in small sub-groups don't feel/act as part of the whole congregation	lack of recognition of the needs and desires of some groups by uuaa leadership	learning to deal with disagreements and different perspectives	we struggle to hear one another with loving spirits	equity it is difficult to hear all voices when trying to move forward with initiatives					
8- What are the BIG challenges facing our congregation that are getting in the way of our full potential?	maintaining healthy, generative enagement	a big challenge is helping people stay connected during life changes and transitional milestones and challenges (life's continuum)	Time: well-intentioned people are also very busy and struggle to make large commitments	capacity building and	outreach: how to get more people involved at a level that works for them	keeping people involved	depth over breadth; consolidate some social justice groups and join other county/congregant groups so "less is more" too broad, not deep!				
8- What are the BIG challenges facing our congregation that are getting in the way of our full potential?	Need to bring together disparate views within our congregation to find common ground	Many long time and newer congregants. Longer term are rooted in ideas and themes that are older and the roots are deep enough to be difficult to branch out	How to get this many people to come together with our differing beliefs	Helping recovering Catholics with language of reverence.	The tendency to get caught in our own point of view.	How to welcome all – including non-theists	Not using language that incorporates the diversity of gender. (Thank you Glen Thomas for your recent hymn adjustment)				
8- What are the BIG challenges facing our congregation that are getting in the way of our full potential?	Structural white supremicism	Unexamined racism, homophobia, misogyny, closed mindedness	Structural white supremicism	Lack of racial diversity							
8- What are the BIG challenges facing our congregation that are getting in the way of our full potential?	Financial Sustainability	Financial concerns – funding staff and benefits	Long-term financial sustainability								
8- What are the BIG challenges facing our congregation that are getting in the way of our full potential?		We are too big to meet personal needs to be known in a community	Climate change and its impacts	Staff lacks skills in managing volunteers. Need training.	The paint color of the bath rooms.						
8- What are the BIG challenges facing our congregation that are getting in the way of our full potential?	Shortage of willingness to study controveraial issues	Interest & inadequate time to invest time to invest limiting factors, degree of courage to study issues of the day/some issues may be too controversial									
8- What are the BIG challenges facing our congregation that are getting in the way of our full potential?	Lack of funding	Lack of enough funding to reach our potential									
8- What are the BIG challenges facing our congregation that are getting in the way of our full potential?	Shortage of SJ leadership	Additional SJ leadership									
8- What are the BIG challenges facing our congregation that are getting in the way of our full potential?		We rarely have large turnouts for our size participating in marches, etc.	We don't talk enough about how liberating this religion is.	When I was a child a (?) Davies was on the radio, a public face.							
8- What are the BIG challenges facing our congregation that are getting in the way of our full potential?	Lack of transparency	Lack of public debate and of leader's accountability	Governance is not democratic or transparent								
8- What are the BIG challenges facing our congregation that are getting in the way of our full potential?	Differing views of service styles	Resistance to new ways of worshiping	old traditions	Our congregation is in several camps when it comes to worship							
8- What are the BIG challenges facing our congregation that are getting in the way of our full potential?	Lack of diversity	We are overwhelmingly white, middle class. Need to connect with others.		More representative of economic diversity in community	Need to be more representative of racial mix in our community						
8- What are the BIG challenges facing our congregation that are getting in the way of our full potential?	due to size	Too transitory to form a close community among so many people. Too big? Not enough effort to retain?	and no connection in a big congregations	More "targeted" ministry toward certain demographics, continuing members after YRUU, college, post kids							
8- What are the BIG challenges facing our congregation that are getting in the way of our full potential?	Managing interpersonal conflict	Conflict avoidance	Entrenched ways to do things	Fear to change	Same people are involved over and over	Chip on shoulder attitude—not willing to listen, really listen	Unwillingness to have uncomfortable conversations				

8- What are the BIG 0												1
challenges facing our congregation that are getting in the way of our	Lack of vision	Lack of an articulate vision	No vision									
full potential? 8- What are the BIG 3	Net en en el	Social action centric	One interest and in	More outside	Need increased							
challenges facing our	Not enough community	ministry that creates	Social action centric ministry that weakens		community							
congregation that are	partnership	bubble: i.e. closed	liberal religion	,	partnerships							
getting in the way of our		community, isolated	,		i i							
full potential?												
8- What are the BIG 2	Difficulty		Generation gap with	White supremacy								
challenges facing our congregation that are	confronting our biases	and unwillingness to be challenged on them	different cultural norms									
getting in the way of our	DidSes	crialleriged on trieffi										
full potential?												
8- What are the BIG 2	Too much	Now we have	There can be too much									
challenges facing our	performance in	performance &	showmanship									
congregation that are	service	entertainment, instead										
getting in the way of our full potential?		of thought stimulation										
8- What are the BIG 0	Relationship	The passing of the	Funding and									
challenges facing our	money and money		relationship with money	,								
congregation that are	shortage	off congregants	,									
getting in the way of our												
full potential?												
8- What are the BIG 0	Unwillingness to	Challenge is	Divisiveness and									
challenges facing our congregation that are	value different opinions	encouraging service & activism & study even	differing opinions.									
getting in the way of our	Оринона	in areas where we	untering opinions.									
full potential?		don't have consensus,										
		i.e. tolerance for										
		thought. No orthodoxy.										
8- What are the BIG 2	Right relationship	In-fighting about non-	Building right									
challenges facing our	ragin relationship	essential issues. The	relationships: offering									
congregation that are		world is in trouble but	more workshops on									
getting in the way of our		we are not reacting or	this									
full potential?		behaving appropriately.										
8- What are the BIG 0 challenges facing our	Visioning different visions,	Need for strategic vision; need to align	Confusion on where to go, how to go forward									
congregation that are	need strategic	resources (staff,	to reach other									
getting in the way of our	visioning	money, and facilities)	communities and to									
full potential?	Violoning	with goals	keep "faithful" to our									
1 '		J	core philosophy and									
			our history of									
			involvement in the									
			world beyond our UUAA community									
8- What are the BIG 1	Leadership	Sharing	Authoritarianism									
challenges facing our		responsibility/leadershi	structure and inability									
congregation that are	expand	p (not leaning too	for members to make									
getting in the way of our		much on familiar	changes to improve									
full potential?		faces)										
8- What are the BIG 1	Moving to shared	Too many congregants	Subsets of the	Humanism vs. deism								
challenges facing our congregation that are	values and actions	that are hung up on the way it used to be	trying to mold the	focus less on								
getting in the way of our			trying to mold the									
			whole to their image	semantics and more on shared values and								
full potential?			whole to their image	semantics and more on shared values and action								
full potential? 8- What are the BIG 1	Congregation size	Feeling included in	Getting more deeply	shared values and								
full potential? 8- What are the BIG challenges facing our	Congregation size - too big	such a large	Getting more deeply involved feels	shared values and								
full potential? 8- What are the BIG 1 challenges facing our congregation that are	Congregation size - too big	such a large congregation create	Getting more deeply involved feels overwhelming define	shared values and								
full potential? 8- What are the BIG challenges facing our congregation that are getting in the way of our	Congregation size - too big	such a large congregation create more ways to bring	Getting more deeply involved feels overwhelming – define smaller/shorter/starter	shared values and								
full potential? 8- What are the BIG 1 challenges facing our congregation that are	Congregation size - too big	such a large congregation create	Getting more deeply involved feels overwhelming define smaller/shorter/starter ways for people to	shared values and								
full potential? 8- What are the BIG challenges facing our congregation that are getting in the way of our full potential?	Congregation size - too big	such a large congregation create more ways to bring small groups together	Getting more deeply involved feels overwhelming – define smaller/shorter/starter ways for people to participate	shared values and action	Meetina diverse aals	Lack of commitment to						
full potential? 8- What are the BIG challenges facing our congregation that are getting in the way of our full potential? 8- What are the BIG challenges facing our	Congregation size - too big	such a large congregation create more ways to bring small groups together Shutting down programs in the	Getting more deeply involved feels overwhelming define smaller/shorter/starter ways for people to	shared values and action Getting to the building for those without a car-	of members for	Lack of commitment to UUJAA (money and						
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0 M/h -t th - DIO	06		Description of early sells	Description of helps									
8- What are the BIG challenges facing our	 Off-putti reputation 	ng nn in	Reputation of not really being a church or	"the place were all non-									
congregation that are	commun		religion.	heterosexuals go"									
getting in the way of our		·											
full potential? 8- What are the BIG	O Maria a	ot diverse	Too little music from	Too much Christian									
challenges facing our	enough	ot diverse	others in our	music Christian									
congregation that are	onough		congregation	madio									
getting in the way of our													
full potential? 8- What are the BIG	O We rein	e too little	The big challenges will	Manay and resources	Grants for special	Our refusal to pledge							
challenges facing our	money	5 too iittio	be maintaining a solid	to support new	programming	at the level our							
congregation that are	,		financial budget to	programs and		ministers (present and							
getting in the way of our full potential?			include building maintenance and all	directions create new ideas and expand on		past) have asked							
ruii potentiai?			the things that make	existing ones									
			UUAA what it is	,									
8- What are the BIG			Too short "sermons"	We hear too little from		Too little emphasis on	Too little voices from	Too big and diverse in	Too much music				
challenges facing our congregation that are	services		and inspiration	carefully chosen Senior Paster	entertainment	principles	others in our congregation	how we practice weekly services					
getting in the way of our				i datai			congregation	SCIVICOS					
full potential?													
8- What are the BIG	0		Are we too gray and too white?	I think we tend to focus	Too far away from	I would like to see							
challenges facing our congregation that are			too write?	too much on our differences and not	public transportation and being "within" a	some money used toward improving the							
getting in the way of our				enough on what unites	community	main women's							
full potential?				us- i.e. use of religious		bathroom outside the							
				language has those who think it is essential		sanctuary. The wallpaper peeling from							
				and those who find it		the walls is a disgrace							
				alienating.		whenever we have							
				Congregants can get stuck into camps over		outsiders attending							
				this and forget broader									
				values that unite (or									
				should unite) us `									
8- What are the BIG	5 UUAA n	eeds to	Retention of younger	Attracting younger	Growth is essential	Younger people tend to							
challenges facing our	nourish		congregants (teens,	congregants (teens,	with attracting more	not be as interested in							
congregation that are	people		20s-30s)	20s-30s)	young people and	church							
getting in the way of our full potential?					families								
8- What are the BIG	4 Building	unity and	As society becomes	We need to practice	Bigoted bullies! People	Recognize that							
challenges facing our	commun		more separated by	using inclusive	with a narrow, personal	diversity and inclusivity							
congregation that are			race, how can we appeal to non-white	language	agenda.	includes newcomers and old timers.							
getting in the way of our full potential?			congregants			and old limers.							
8- What are the BIG	2 Seeking		Feeling connected in a	Why are so many	Finding more ways to	Losing our sense of							
challenges facing our	connecti		larger congregation	attendees not	connect since we are	ownership of church							
congregation that are getting in the way of our	larger gr	oup		returning?	such a big congregation								
full potential?					congregation								
8- What are the BIG	2 Need be		Need more staff to	Growing and engaging									
challenges facing our congregation that are	marketin	ig	manage information content on the website	the community. How do we get the word out									
getting in the way of our			CONTENT ON THE WEDSILE	on UU/UUAA?									
full potential?													
8- What are the BIG challenges facing our	1 Focus ei	nergy and	Need more focus, more whole	Too many groups exist in silos with inadequate	Trying to do too many								
congregation that are	resource	25	congregation actions	communication among									
getting in the way of our			9	them	3-4 key areas								
full potential?													
8- What are the BIG challenges facing our	0 Care of o	ons	Older generation not feeling connected to	Older members unable to accept the church is	care of aging generations								
congregation that are			younger generation	a composite of	5								
getting in the way of our				different beliefs									
full potential? 8- What are the BIG	0 Clear an	d	Need clear and well	Biggest issue is not to									
challenges facing our			publicized policy	get bogged down in									
congregation that are			statements	petty issues									
getting in the way of our full potential?			operational and governing										
8- What are the BIG	0 Financia	l concerns	Congregation	Need more	Having enough money	Millenial younger folks	Sources of money						
challenges facing our	for the fu	uture	consistently under	congregants so we can	for programs	have less wealth to be							
congregation that are getting in the way of our			funds the church not enough money to do	get more money		able to give to church							
full potential?			what needs to be done										
8- What are the BIG challenges facing our	0 We Nee Money	a More	Budget challenges; need ample money.	Having the financial resources for a bold	More funding	Difficult to discuss our faith with others.							
congregation that are	woney		Ed Lynn is volunteer,	vision.		Some Christians, that I							
getting in the way of our			how will we handle new			have spoken to then							
full potential?			administrative salary when he leaves.			we're nuts or horrific sinners.							
			when He leaves.			annota.							
8- What are the BIG	0 Creating	a Multi-	Lack of racial diversity	I believe we have been									
challenges facing our	cultural	nitu		stereo-typed as white liberal elites									
congregation that are getting in the way of our	Commun	iii.y		inveral cities.									
full potential?													
8- What are the BIG challenges facing our	0 Creating Vision	a Shared	Our groups are siloed and not good at talking		Hard to create sense of	As we become diverse, difficult to please	Big challenges are living up to the ideal of						
challenges facing our congregation that are	vision			goals with wide	community among whole congregation.	everyone.	democracy in a large						
getting in the way of our			collaborate	congregation support.	groguton.	.,	congregation. How to						
full potential?							involve more in						
8- What are the BIG	0 Mediatin	a Conflict	We need help dealing	We need to continue	Create a well		decision making?						
challenges facing our			with conflict within the	our efforts to minimize	understood framework								
congregation that are			congregation.	strident	for conflict resolution								
getting in the way of our full potential?				disagreements/tension									
rum potertual!				·-									

					1-						
8- What are the BIG challenges facing our	8 Honoring and Transcending our	Finding ways to respond to theological	Disagreement about spirituality.	Lack of respect for true diversity of thought.	Expectation that the "pulpit" can satisfy all						
congregation that are	Diversity of	diversity.	opinuanty.	GIVETORY OF BIOUGHT.	our individual needs.						
getting in the way of our full potential?	Thought										
8- What are the BIG	2 Lack of diversity -	One big challenge is	Creating community	Building a culture that	White fragility makes it	Many "on-ramps" for	Do we seem				
challenges facing our	too white and don't	the lack of diversity in	within an increasingly	is supportive of the	hard to become racially	people to connect	approachable to racial,				
congregation that are getting in the way of our	recognize our priviledge	the membership	large and hopefully diverse congregation	evolution of a change in demographics within	diverse and be a safe	deeply with each other	poverty concerns of other groups? -				
full potential?				congregation	color		Whiteness				
8- What are the BIG challenges facing our	Sunday services not challenging;	Differences in what members want! Some	The services are not as	Challenges - I feel a disconnect between	The service is too long, and the sermons are						
congregation that are	some disconnect	feel services too	like.	the worship team & the	often delivered too late						
getting in the way of our full potential?	between worship team & cong.	"touchy-feely"; not enough to chew on		congregation - a lack of shared awareness	in the service.						
ruii potentiai?	dissatisfaction by	later. Some feel too		Strated awareness							
	some	much repetition. Some									
		need more quiet time.									
8- What are the BIG	0 Service to others	Moving from doing "for" to "with" under									
challenges facing our congregation that are	needs to be "with" rather than "for"	represented groups									
getting in the way of our		1									
full potential? 8- What are the BIG	2 Identity issues -	Splintering into ignisted	Congregants missing	I feel divisive-ness	Tribal mind						
challenges facing our	difficulty	subgroups as things	the big picture and	within the	T T I DOI T T III O						
congregation that are getting in the way of our	maintaining sense of community	get bigger	letting petty grievances get in the way of	congregation/staff based on identities.							
full potential?	or community		seeing the sweep of	based off identities.							
			what our congregation was, is, and will be.								
			We are so much more								
			than, e.g., the								
			language we use in worship.								
8- What are the BIG	1 Resource	Expecting/needing	What if we grow out of	Money. We have been	Ensuring financial	Pledges not funding					
challenges facing our congregation that are	management - resources don't	much of our work to be done by volunteers	our building?	limited and had to scale ack our vision as	resources & financial ability to fund our	our activities and services awe expect					
getting in the way of our	match goals	,		long as I've been a	visions.	from UUAA.					
full potential? 8- What are the BIG	0 Sustainability	Making our building	Commercial kitchen -	member.							
challenges facing our	Gustamability	more energy efficient -	or at least a way to run								
congregation that are getting in the way of our		storm windows or insulation for	flatware and dishes through a machine								
full potential?		Sanctuary windows to	would reduce the								
		reduce heat costs & make it warmer	amount of plastic ware in the trash.								
		make it warmer	in the trash.								
8- What are the BIG challenges facing our	2 Large size of	The congregation is	Silos and cliques.	Conflict between	Easy to become visible, easy to blend in						
challenges facing our congregation that are	congregation makes it harder to	getting large and its harder to feel		agree and want	to crowd and be quiet.						
getting in the way of our	connect, be visible			different things.							
full potential? 8- What are the BIG	and agree Uimited diversity,	Ethnic and racial	The congregation is								
challenges facing our	not as diverse as	diversity in the	not as diverse as the								
congregation that are getting in the way of our	we could be.	congregation (its better but there is plenty of	community near by.								
full potential?		room for growth).									
8- What are the BIG	0 Disagreement	Disagreements about	Different desires for								
challenges facing our	about religious	religious language used from the pulpit.	engagement with ritual								
congregation that are	language and	used from the pulpit.	and religious language hinders cohesiveness								
getting in the way of our full potential?	services.										
8- What are the BIG	0 More focused	Too many social justice	Not knowing productive								
challenges facing our congregation that are	social justice work	programs requiring more volunteers than	directions for our "social justice" energy								
getting in the way of our full potential?		we currently have.	.,								
full potential? 8- What are the BIG	1 Increasing building	Money for a	Building is under								
challenges facing our	utilization and	commercial kitchen.	utilized (rentals).								
congregation that are getting in the way of our	rentals (new revenue)										
full potential?											
8- What are the BIG challenges facing our	Supporting people in getting to and	Money to address accessibility	Money to address transportation needs								
congregation that are	using the building.	challenges.	(e.g fund for LYFT								
getting in the way of our full potential?			rides, purchase our own van)								
8- What are the BIG	1 We need strong		Increase pledging unity								
challenges facing our	financials so we	lower levels than	so we can do more.								
congregation that are getting in the way of our	can do more.	budget requires.									
getting in the way of our full potential?		I double to a 1 T II									
8- What are the BIG challenges facing our	U	I don't know! Tell me.									
congregation that are											
getting in the way of our full potential?											
8- What are the BIG	0	Splintered groups due	Splintered groups due	The fact that only those							
challenges facing our congregation that are		to feelings about social	to type of services we	splinter groups are aware of the divisive							
getting in the way of our		justice actions.	feel service lacking	issues and this is not							
full potential?			"substance" - some	shared with the							
			enjoying the Music Director assuming the	congregation at large.							
			main role in the service								
			and more "feeling based services.								

8- What are the BIG	0	Our efforts seem to be								
challenges facing our		widely scattered.								
congregation that are		There are many social								
getting in the way of our		justice groups,								
full potential?		perhaps too many to be								
1 '		as effective as we								
		could be.								
8- What are the BIG	0	We go in 60 different								
challenges facing our	1	directions on the same								
congregation that are		issue.								
getting in the way of our		libbat.								
full potential?										
8- What are the BIG	0	Not enough	an older population,							
challenges facing our	ľ		again, skewed							
congregation that are			demographicsneed to							
getting in the way of our			actively recruit younger							
full potential?		getting better!	families							
8- What are the BIG	_	Congregation	We don't talk enough	We need more science						
challenges facing our	0		about politics and	and health and						
congregation that are		demographics are too old. I see this in many	current events, and	psychology topics.						
getting in the way of our		churches.	ways to find common	Sunday Assembly is						
full potential?			ground with Trump	pretty good with that,						
ruii potentiai?				we can emulate them						
			swing state. That topic							
			is important now to	more.						
			November 2020.							
0 1411 1 11 010	-		November 2020.							
8- What are the BIG	0	I would like to see the								
challenges facing our		mortgage balance paid								
congregation that are		down significantly so								
getting in the way of our		more of our income								
full potential?		can be redirected to								
		programs, staff,								
		mission work.								
l										
8- What are the BIG	0		Coordinating							
challenges facing our			volunteers to create the							
congregation that are		passionsoften people								
getting in the way of our		are interested, but	needed to fill the needs							
full potential?			of the activity.							
		time, or physical ability								
		to participate.								
	-									
8- What are the BIG	0	no idea								
challenges facing our										
congregation that are										
getting in the way of our										
full potential?	1									
8- What are the BIG	0		We at one point							
challenges facing our	1		seemed to be an aging							
congregation that are		in making a	congregation. I am							
getting in the way of our			happy to see more							
full potential?	1		younger							
			people/families. Need							
1	1		to reach out into the							
			community.							
8- What are the BIG	0	I am not in a leadership								
challenges facing our			engage congregants							
congregation that are	1	aware of the	with each other on a							
getting in the way of our		challenges.	personal level,							
full potential?										