

# Activities

Category1

Activities

## Row Labels

### **Activities - Art Classes**

Host art classes for all on weekends, kids adults seniors

### **Activities - Brown Bag Lunches**

Brown bag lunches with speaker or member of congregation during the week (no cost)

### **Activities - Charitable Projects**

Knitting or sewing for charity like Linda H did a couple of years ago (no cost)

### **Activities - Community Garden**

A community garden here at UUCM

Our land is used for sustainable farming project that helps feed those who do not have enough

I see a UUCM community garden

Terraced food gardens around the slopes of the Hill

Work together on projects such as gardening

### **Activities - Dancing**

More dance parties

### **Activities - Dinners**

Would like to see dinners for 8 include families

Suppers with healthy living/eating quarterly

### **Activities - Discussion Groups**

Short talks after church

### **Activities - Movie Night**

Family movie night with inspiring films

Movie night for inspirational movies

### **Activities - Picnics at Parks**

We host some picnics at parks where kids can play and adults can talk

### **Activities - Picnics with other Congregations**

UU Intercongregational picnics

### **Activities - Potlucks**

Monthly potluck for whole congregation on BOT night

More pot lucks

# Activities

Category1

Activities

---

## **Activities - Recycling and Composting**

Set example for community by expanding our use of recycling and composting, helping the environment and saving money

---

## **Activities - Retreat**

Retreat continues annually and involves at least 75% of congregation

RE - have an option to bring new families to the retreat especially the families with 4-5 grade kid

---

## **Activities - Summer BBQ**

I see a vibrant and well-attended summer BBQ

---

## **Activities - Talent Show**

Talent show fundraiser (kids and adults)

---

## **Activities - Work Parties**

Work parties are scheduled each month and well attended

Congregational work days for building maintenance

More congregational work days for building and grounds maintenance

Work together on projects such as workdays

---

**Grand Total**

# Building

Category1

Building

## Row Labels

### **Building - Capital Campaign/Remodel**

A capital campaign under way with a plan to update our facility  
ADA compliant  
Building improvements; insulation, lighting, sound, halls, capital campaign  
Building with no plumbing problems  
Finishing up design for widening the halls after successful capital campaign  
Kitchen remodel  
Overhaul or redecorate the main hall. New lights and new doors on all the closets  
Successful capital campaign  
Wheelchair access to lower level (which means a capital campaign)  
A bequest that helps modernize the building  
Build an elevator  
Restrooms have been expanded and updated  
We have an elevator for the lower level  
Expanded hallways  
Renovated the foyer and sanctuary  
Facility is in tip top shape with active facilities committee  
A complete redecoration of the sanctuary  
Improved plumbing  
Improved insulation  
Fix drainage to Wright Room

### **Building - Landscape**

Fruit trees on hillside paired with shelter and training in pruning and care of  
Flowers blooming throughout the year for bees and hummingbirds

### **Building - Lighting**

We have updated all the lighting in the hallway

### **Building - Move to different facility/location**

A new congregational space on a bus line, near center of city with lots of parking available  
Building with an equal capacity to park as rooms of people

# Building

Category1

Building

---

## **Building - Move to San Rafael**

The church has moved to downtown San Rafael

---

## **Building - San Rafael Storefront**

Satellite exists in the heart of San Rafael with active social justice ministries

Store-front satellite located in San Rafael

Downtown satellite facility

Storefront branch in Sausalito or San Rafael

---

## **Building - Shuttle/Org Carpooling**

A bus to provide transportation for people to come to church or go to events

Shuttle bus from bottom of the hill.

I would like to see organized carpooling again

We drive people up here since there is no bus - advertised so others know about the service

Shuttles up the hill for the crowds

I have a vision of UUCM easily solving the parking issue that will result from the large increase in the congregation size

Transportation for people who have trouble getting here - create evite-like method

---

## **Building - Signage at Stop Light**

Need sign for visitor parking at bottom of hill

More signage at stop light

---

## **Building - Small-budget Improvements**

Beautiful lighting in all rooms and courtyard

Overhaul or redecorate the main hall. New lights and new doors on all the closets

Phone jacks in all of the rooms

Get rid of wagon wheel light fixtures in fellowship hall

A complete redecoration of the sanctuary

No wagon wheel lighting

No split and broken sliding doors

# Committees

Category1

## Row Labels

### Committees

Fully staffed committees with enough hands to get the work done that needs to be done  
Host "Committees" fairs as done by other churches  
Only necessary committees exist and they are actually staffed  
Have committees at times convenient for younger members  
Would like to see all committees have chairs and members  
We have much more organized committees, and published mtg schedules, agendas

### Committees - Adult Ed

A variety of ongoing adult education activities  
Adult RE courses  
Courses on UU History  
Strong RE program for adults  
Many classes for adults in UU History  
More combined congregational/community meetings on health education with focus on diet and exercise  
Classes/ed on diet: nutrition, healthy meal planning, etc.  
Classes/ed on exercise: stretching, group movement, after service walks, etc.  
Workshops regarding issues with children, bullying, etc.  
More UU historical programs such as Irene's  
Thriving Adult RE - OWL for adults and other offerings  
OWL programs for all ages even adults.

### Committees - Building/Maintenance Committee

Need a building/maintenance committee  
A volunteer phone tree for building and grounds issues

### Committees - Kitchen/Hospitality

Ordinary members know how to use the friggin' dishwasher  
Trash cans clearly marked  
Well-known process for replenishing kitchen supplies

### Committees - New Art Committee

To have Art experiences on Saturdays

# Committees

## Category1

Bring back more art on the walls

Have an active Art Committee

Art committee

Use more art as subject matter. We no longer even have an art committee. UU's are heavy on art.

### Committees - Social Justice

2 or 3 social justice issues we work on as a whole congregation

Dynamic social concerns committee with many connections and opportunities to give to the larger community

Once per month, an all-church, intergenerational activity on the same project in the Canal

UUCM is a beacon of social justice in the county

Variety of community service opportunities

We are connected with our greater UU community and work together on social and economic issues

Yearly team efforts congregationally based

A place that makes a difference

I see us working to ensure the accessibility of fresh, non-processed foods to all income levels

I see UUCM as a leader in a movement for a sustainable food future

Social justice information and environment issues information

UUCM is known by the greater community as a resource for positive social change

Social justice/community engagement. UUCM as a powerful voice in Marin and beyond

UUCM being known for social justice -- treating people right, fairly, compassionately

UUCM works with the economically disadvantaged of Marin on many levels

We are the social justice flagship of Marin and beyond.

We have "green" forums for change and opportunities for all people in our county to take part.

Partner with specific social justice organizations. Have revisit us during church services

Minor offenses should be taken off records so homeless people can get a job.

I want the Unitarian Church to work with lawmakers to stop homelessness.

## Grand Total

# Affinity Groups

Category1

Affinity Groups

## Row Labels

### **Affinity Groups - Book Clubs**

Book Club for middle school, teens, adults

### **Affinity Groups - Men's/Women's groups**

Support groups: men, women, parents, couples

### **Affinity Groups - Outdoor Activities/Hiking**

A new outdoor activities group with an organized leader (no cost)

Outdoor activities

Hiking groups for easy walks which encourage talking

Camping!

To resurrect the Outdoor Activities committee

hiking, dining and worshipping together

### **Affinity Groups - Parents of Young Children**

Parent support groups with childcare and facilitation

Small Groups: Parents group meets monthly (without kids); Regional groups; Dinners; Outings; Spiritual Book Group

We have family groups with celebrating and have supportive discussions on marriage, children, philosophy, and life

Parent support groups: father's group, new parents (infants), parents of teens

### **Affinity Groups - Parents with Teens**

Group for parents with teens

Thriving parents of teens support/affinity group

Support groups for women, men, parents couples, open to both congregation and non-congregation

### **Affinity Groups - Singles**

More groups for singles and senior members (no cost)

Single young professionals group

Singletarians groups for both under-40 and over-40

Singles groups

## Grand Total

# Small Group Ministry

Category1

Small Group Ministry

## Row Labels

### Small Group Ministry

Each member has a small group ministry and is involved in a periodic dinner

I see the people sharing the gift of small groups

People coming together to discuss critical issues happening in the world

Regional small groups: Novato, Mill Valley, Terra Linda

Small group ministries that arise from the needs of the congregants and led by those congregants

Strong small group ministry

More small group ministry

Small groups thrive with monthly meetings at folks homes

Groups with folks who live close by to meet support and strengthen relationships

We start small groups again to get to know each other

More Care Rings to befriend and support members

Everyone in a small group ministry

Bring back Small Group ministry meeting at UUCM at a convenient time for all

County-wide focus with local "pods" of small group ministry

Time for small group ministries to explore their faith, connect, and build community

We talk about what we are doing as individuals and a group in terms of solving problems that face us all

## Grand Total

# Outreach

Category1

Out

## Row Labels

### **Outreach - Activities**

Community outreach

Lots of affiliated community ministers who take us into the community and bring the community to us with service and compassion

Lots of outreach into places we can be of use

More involvement in our local community

UUCM events that attract more outsiders, to enable people to learn more about us

Engage the community with open activities that non-UU's can participate in. Exposure!

More outreach -- who we are as UU and what we stand for

Community outreach to advertise Uuism

More positive leadership in Marin community: low income houseing; political rallies; working with other religious organizations

Offer daytime support for homeless; agency space to provide services, areas for homeless to lounge

Engage in open activities with the wider communities: songfests, work projects, fairs etc.

### **Outreach - Booths at Farmers Markets & Fairs**

Ideas: booths at Farmers Markets, craft fairs, county fair, etc.

### **Outreach - Connections**

2 year SJ training program re: community & state issues for youth and adults

Connecting to other liberal churches and organizations

Intra-congregational cooperation like revival, YRUU

More connection with Marin Interfaith Council and other UU's

Rich interfaith dialogue and constructive cooperation with other faiths to meet the needs of the community

Stronger connection to greater UUA community, General Assembly, etc.

We feel more connected to other churches congregations, UUA or otherwise

We work often with regional churches (ours or others)

We participate in political activities as a group (demonstrations)

We know about public speaking events in community we might be interested in

### **Outreach - Guest Musicians**

Musical events taking place on a monthly basis outside of Sunday service

St. Martens in the Fields -- musical centerpiece in the county

We have regular quarterly benefit events which draw the general public - concerts, lectures, films

# Outreach

Category1

Out

Lot's of cultural events happening -- music, films, talks

Become a cultural center like the commonwealth club, like St. Martin in the Fields

Music, comedy night, etc.

## **Outreach - Guest Speakers**

Speaker forums for community commonwealth club

Speakers on many topics interesting to the public (outside of Sunday services)

We have regular quarterly benefit events which draw the general public - concerts, lectures, films

Lot's of cultural events happening -- music, films, talks

Events which appeal not only to Uus, but also to community at large, i.e., guest speakers, music, comedy night, etc.

Environmental speakers - open to public (donation)

Many outside speakers with events attended by the public

**Grand Total**

# Religious Education

Category1

Reli

## Row Labels

### Religious Education

Active high school group that does annual Just Works trips  
More youth participation in worship and leadership roles  
Our RE program is extremely popular and in high demand  
RE program with so many kids we can have endless exciting curriculum and field trips  
RE provides OWL and COA for all our youth consistently  
Summer program for kids, families  
Vibrant religious education for all ages  
Youth helping with ushering and greeting one Sunday per month  
Ongoing OWL program  
Kids create fundraisers and act as leads on them to help fund special RE field trips or beautification playground projects  
There are youth apprentices ministeries  
Develop opportunities for kids (too young for employment) to perform meaningful challenging work using and learning transferable skills  
Summer program for youth and families  
RE has waiting list of families who want to join and we create more classes to accommodate them  
Vibrant YRUU group that is exciting enough for those who come to invite their friends  
A thriving youth RE program! Teachers and curricula planned well ahead of each class.  
Kids/youth who look forward to coming to RE, seeing their friends, learning, exploring values and having fun.  
A full time DRE  
Test the waters for teaching OWL with another church/congregation  
Classes for Children/youth offered to whole community of Marin, especially OWL class  
RE - have once per month game night for families or kids only (parents go out on date night). Older teens facilitate with 1 to 2 grown-ups  
RE class projects such as playground improvement, field trips, painting of rooms, etc.  
RE - introduce our kids and youth to different organizations (through guest speakers, videos, etc) where they can get involved  
Well known throughout the county for having the gold standard in youth/religious education.  
Families should be clamoring to be part of our RE program.  
The Pastoral Care committee needs better communication regarding issues of RE families

### Religious Education - Elder/Youth Connections

More intergenerational events, like potlucks, Sunday services, excursions  
Opportunities for many cross-generational connections

# Religious Education

Category1

Reli

Elder/Youth partnerships

More interaction between older and younger members

Quality intergenerational activities throughout the year

Elders connect with youth on regular basis and share stories, experience and ideas

Youth support needs of elders through monthly or other regular volunteer efforts (i.e., shopping, visits, yardwork, etc.)

Mentorships, youth helping elders, projects together, reader's theater, storytelling

**Grand Total**

# Membership

Category1

Membe

## Row Labels

### Membership - Demographic Expansion

A vibrant young adult program  
Ad campaign to outreach mullti-ethnic multi-cultural families  
Every age group is represented  
More members in the 30-50 year old range  
UUCM as a place where young adults 20-30 years old want to be a part of  
Young Adult outreach and ministry  
Outreach to college students  
Attract a more diverse congregation  
More 20-40 year olds in community, more than just folks interested in education for their kids  
More balanced age groups in membership  
Mixed races attending, not just white  
Diversity and change are welcomed and embraced  
Would like to see more members of color  
Vibrant young (30-50 yr old) congregation that supports UUCM with volunteer hours and money  
We have expanded our membership by filling in with people in their 30s, 40s, and 50s  
More groups for folks in their 20s and 30s  
A larger share of families in the congregation  
Strong young adult program with many young adults from Dominican

### Membership - Process

Growth is sustainable and welcomed  
I see a wonderful and dynamic photo wall  
Turn renters and visitors into members  
Volunteer coordinator is an active member and has efficient system  
I see a place with a clear pathway for new people to make connections  
Same staff person attends annual class on growing membership  
Every quarter, or at least 2 times per year, there is a "bring a guest" service  
Each member has promised to invite someone a few times per year  
Perpetuate our current warm and welcoming way of being

# Membership

Category1

Membe

Attract more young families

Would like to see all visitors return more than once

Would like to see all visitors be contacted after 2 visits

All new members are taken through opportunities they can be involved in, i.e., committees, short term projects, etc.

I want newcomers to feel a part more quickly than they do now.

Provide children's principles booklet to any parent/family who attends (including visitors)

More visibility -- finding us, brochure

"Bring a Guest" day once per quarter; members get to practice sharing the value of UUCM and give up concerns about sharing

I see the church communicating better to make sure that new members know all of the ways to be connected

## Membership - Size

---

200 members

300 members

60 additional members, a variety of ages

A congregation with a vibrant volunteer pool

A larger choir (no cost)

At least 250 pledging members who are actively engaged at UUCM

Better balance of renters and church activities

Double the pledge contribution

Double the size of the choir

Double the size of the congregation

Full house each and every Sunday morning

Growing with new members

I see a place that is a bit larger in membership

I see full services

Lots of kids and families

Lots of young families

# Ministry

Category1

Min

## Row Labels

### Ministry - Add a Service

Multiple worship services to accommodate more members and guests  
Need to move to two services to accommodate all the people who have joined and visit  
Two Sunday services including shuttle service from bottom of hill  
Sunday programs, multiple choices: 9:00-10:00; 10:30-12:00; 12:30-2:00; 3:30-5:00  
Two Sunday services, with Fellowship Hall filled  
To be a more spiritual community. This may include multiple and varied services each week.

### Ministry - Interns

Intern ministers are like Irene  
Vibrant teaching congregation with lots of paid internship possibilities  
We are able to provide educational opportunities to ministry students and interns

### Ministry - Sunday Service

Intellectual Sunday mornings  
Larger contemplative service  
The minister provides inspiring sermons 80% of the time  
Services with more upbeat, modern music  
Much shorter sermon  
A "looser" format for Sunday Services, not a lecture format. Time out to let you talk to your neighbor without getting shushed  
Services more gospel-like, with freer spirit  
Services that touch the heart  
Five minute silent meditation at start of services  
We are challenged to question how we think/act in Chip's sermons  
Worship service with more dance; even option to leave to dance or move to key aspects of sermon during sermon  
Chip plays his guitar and leads us in singing a folk song every Sunday  
Steel drums with youth playing quarterly in service  
We dance at the end of each service  
Dynamic ministry  
Visiting neighborhood faiths -- have various faiths visit on Sunday, present and lead us in a practice  
Modernization of music program -- buy more contemporary music, while still retaining some traditional, i.e., a mix of new and old  
Interpretive story telling in service (more interactive than reader's theater)

# Ministry

Category1

Min

Sermons directed to a younger group of people

Sunday worship is shorter and zippier at least some of the time

Children playing instruments or singing during the services

Adults playing instruments or singing during the services

My vision for UUCM in 10 years: an inspiring young minister with new ideas and stamina grow congregation

**Grand Total**

# Relationship Environment

Category1

Relationship Environment

## Row Labels

### Relationship Environment

A sense of abundance

Active congregants and inspired and inspiring ministers, students

Deep and lasting friendships among congregants

Filled with joy, laughter, people of all ages

Full of laughter, kindness, ease

General feeling of can-do

I see the love we share for each other in all of our small actions

Increased volunteer involvement

Large, diverse, wildly welcoming, completely joyful, congregation in all ways (particularly with young adults)

Lots of visitors who are inspired to stay and congregants excited to invite others into the fold

Members ask how they can contribute as volunteers

Members want to volunteer, to find a way to contribute time and talent

People want to contribute to the congregation

Secret friends between adults and RE kids (no cost)

So much is going on it is difficult to rent the property to others

Truly respectful of all faith traditions

UUCM feels like a Home to my big, extended family

UUCM is a welcoming place for spiritual, open-minded parents and their kids

UUCM welcomes and honors diversity in body and spirit

We create joy, much joy, and hold people in sorrow

We share our beliefs easily with others

UUCM promotes healthy eating and lifestyles for the health of our congregation and community

We are true friends who know each other

More economical events, recycling, less use of caterers and outside help

To be the center of social as well as spiritual life of congregation

More respect and help for senior members (not workshops) i.e., transportation, hospital visits, emotional support

Supportive, interactive community, people who share and visit and do things together

I'm so happy to be part of the congregation.

keeping intimate feeling

More volunteer participation

Vibrant tolerant grounded, sharing

Congregation that is full of energy fed by the goodness of our service

Our caring for each other, for the development of our best selves

# Relationship Environment

Category1

Relationship Environment

Parents and congregants who are so engaged and excited about what is happening here that they tell their friends who in turn come here too.

**Grand Total**

# Vision

Category1

Vision

## Row Labels

### Vision

Create beloved community by growing through learning, creating social justice  
Enriching programs offered for members at multiple times each week  
Frequent family-oriented recreational activities at church  
Lots of events to support young families  
Many families are closely connected and share more time together, more outings, celebrations  
Midweek events  
More events in people homes to create greater intimacy  
Social opportunities abound  
All events have adequate help  
Kid events  
We celebrate our talents, hobbies, interests  
Short events that you host at your house  
Become known and recognized. Rev. Chip quoted in news stories. Events reported to the community.  
UUCM is well-known in Marin for our active support of actions consistent with our principles  
Instead of fundraising being the main reason for community activities,  
we will host and attend activities for our own spiritual and personal health and growth

### Vision - Finances

Balanced budget and strong staff salaries  
Balanced budget with a surplus  
Enough money in budget to hire an administrative assistant  
Enough money in budget to not worry about how much things cost to be in legal compliance of all we do  
Finances: The budget is balanced and endowment is growing  
Solid financial foundations with a staff justly compensated  
UUCM pay fair share to PCD and UUA  
UUCM with a balanced budget  
We have enough money to fund all programs without "having" to do fundraising  
Joyfully paying all staff a fair compensation  
UUCM members want to contribute as much as they can to further the vision of UU

# Vision

Category1

Vision

All members motivated to pledge at their highest level

Balanced Budget

Get away from depending on fundraisers for our budget

Our fun and interesting fundraisers and the rental of our building produce more money than we need for our budget

To live within our means

Would like endowment to remain stable

We have enough funds where we don't "have to" fundraise, but we can for "extra" things we want

Gradually raise most pledges so that within 5 years we have a balanced budget with no endowment draw

Become such a special community that members are eager to pledge and donate

Less expensive ministry

We have abundance to support a thriving and growing congregation

## **Vision - Mission**

Focus on our mission. Energy will pull in the dollars to get it done.

I see a place where younger adults feel it is worth their time to be here

Raise funds just by being the way we all know we should be

Solid identity as Unitarian Universalists doing work together

We focus on bringing love to others rather than fundraising

We give hope and community to people who need it so desperately

We have a highly active, vibrant congregation that is involved in our communities

We see this place as more than just a church, as important as anything we do

**Grand Total**

# Other Important Ideas

Category1

(Multiple Items)

## Row Labels

### Administration

Professional days to collaborate with other administrators

Professional expense to attend General Assembly

### Communication

Joys & sorrows go in the newsletter (for people who missed the service)

### Fundraising

Members are coached in planned giving

Several large bequests are received

Strong fundraising

Encourage stewardship-level giving

### Leadership

Board members inspire members

Communications are clear. Communication skills training for going deeper interpersonally

Decisions are made with awareness of effect on the whole 5/10/20/30 years from now

Leadership support group. One or two of the small group ministry tracks

Would like to see delegates go to GA, PCD, and have offsite delegates.

Help continuing members be well informed and feel connected

Have at least one board member with a solid financial background

Leadership development program

I see a ministry working with the congregation to set goals and provide vision

Better involvement in leading the life of congregation by minister

### Marketing

Ad campaign to outreach multi-faith couples

Church well known in the community

Image management

People in Marin KNOW what a UU is

People passing on 101 know that we're at the top of the hill

Renters come because they know us, not "I never knew you were here"

UUCM is advertised/presented in all functions that occur in our building.

# Other Important Ideas

Category1

(Multiple Items)

UUCM is known in the Bay Area as the place to be if you're religious or spiritual but not into dogma or a particular faith

At least 5-10 area publications list our services and main principles in ads regularly

Articles about UUCM projects appear in IJ or Chronicle 3 or 4 times per year

Outreach to gay community

Let people know who we are and what we stand for;; newspaper, local TV and radio

Teaching the greater public about Uuism

Publicity in Marin area publications about church offerings on a regular basis, including bigger online presence

Grow congregation through advertising (yes that word)

Become more visible in the community

Increased visibility in the community, both of UUCM and Uuism in general

(i.e., everyone has heard of Catholicism, but relatively few know what Uuism is)

## Rentals

Continue to offer space to 12-step and other community programs

More rentals co-sponsored by S.J. Comm & given a discount because of co-sponsorship

## Slogan

Everyone knows a concise version of what IS our vision (not "eat, pray, love" but almost that concise)

Joy, Social Justice, Community

Love, Learn

Love, Learn, Care, Serve

Love, Learn, Serve

Use a piece of Chip's words at the beginning of the service.

**Grand Total**