

Unity Spiritual Center of Spokane

2018 Conscious Conversations Report

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Unity Spiritual Center of Spokane

2018 *Conscious Conversations* Report

Introduction

Unity Spiritual Center Spokane (USCS) is on a path to becoming a mission-centric (rather than a minister-centric) ministry. This requires group awareness of the mission and a commitment to align decisions and actions with that mission. To assist USCS in its progress toward becoming mission-centric, a process called *Conscious Conversations* was initiated in the Spring of 2018. *Conscious Conversations* is a heart-centered, person-to-person inquiry about what is moving, evolving and emerging within a community. These conversations served to increase connection and engagement within USCS and to explore USCS's impact as a spiritual community.

Questions were open-ended, allowing respondents to express themselves authentically. Members of the Evolutionary Council, a Board-appointed team of 15, conducted conversations with 130 people connected to USCS through either membership or attendance. Conversations focused on two general areas: 1) How individual respondents have been impacted by the ministry and 2) Suggestions on how the ministry could more fully evolve, thereby deepening its impact. The Evolutionary Council combined and analyzed the results, identifying common themes as well as unique "outlier" ideas. Those results are provided below, supplemented by transformational stories and ideas from specific respondents.

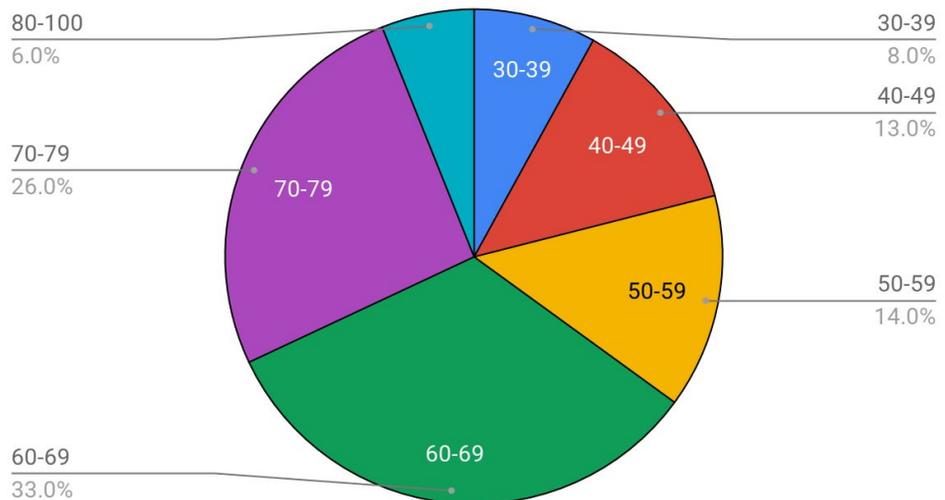
Part 1: Demographics Summary

Number of People interviewed: 130

Age Ranges:

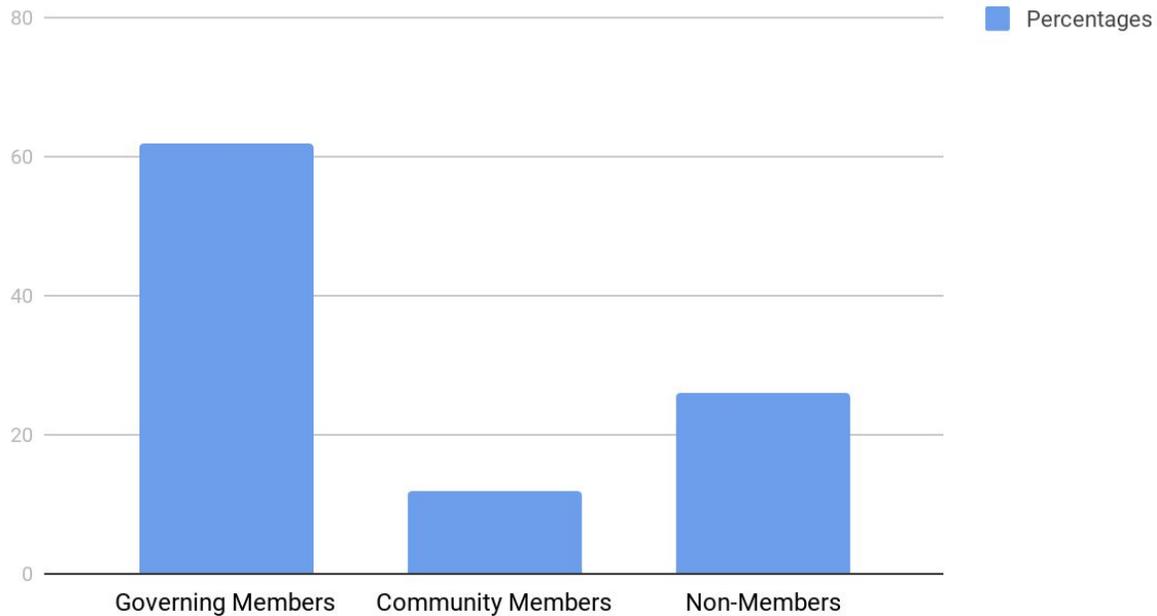
Under 30	0
30-39	8%
40-49	13%
50-59	14%
60-69	33%
70-79	26%
80-100	6%

Respondent Age Ranges



Governing Members: 62% of respondents
Community Members: 12% of respondents
Non-Members: 26% of respondents

Respondents Membership Status



Average #of Years at Spokane Unity: 17
Range: 1 month to 30+ years
Regularly Attended Other Unity Churches: 32%
Attended Spokane Unity 3 Years or Less: 28%

Completed Q Process: 68%
Participated in Spirit Groups: 69%
Have Youth in Program: 23%

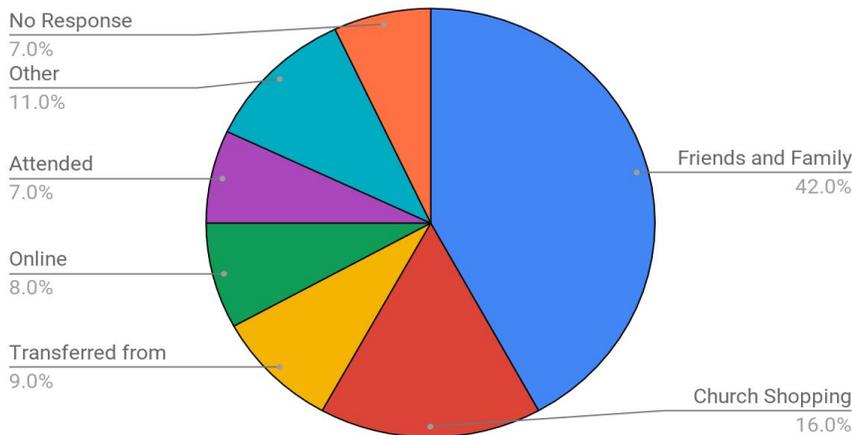
Average # of Volunteer Activities Over Past 5 Years: 3.4
Have Not Volunteered at Spokane Unity: 13%

Favorite Classes/Program Top Picks (in order of popularity): Spirit Groups, Q Process, Book Study, Prayer/Meditation class, Abundance Class; 35 other classes or programs mentioned by 1-9 people

How Respondents Found USCS:

Friends and Family	42%
Church shopping	16%
Transferred from another Unity	9%
Found Online	8%
Attended event/group here	7%
Other	11%
No response	7%

How Respondents Found USCS



Part 2: Perceptions of the USCS Mission

The official mission statement of USCS is as follows: "Transforming lives and inspiring people to make a positive difference in the world."

To measure the degree to which respondents understood the mission, each person was asked, "What do you perceive to be the mission of Spokane Unity Spiritual Center?" The results were as follows:

- 25% of respondents accurately described both aspects of the mission.
- 49% of respondents described only the "transforming lives" aspect of the mission
- 31% of respondents identified "Inspiring people to make a positive difference in the world" as either all or part of USCS's mission.

It should be noted, however, that this data was somewhat inconclusive, as many of these responses omitted the "inspiring people" verbiage, resulting in "making a positive difference in the world." This ambiguity raises the issue of whether our primary mission is to inspire individuals or to also actually take action as a community to make a positive difference in the world.

- 15% of respondents gave other answers. These tended to cluster as follows: Being a community of love and acceptance (our previous mission), being a beacon of truth in Spokane, and allowing openness of belief and spiritual exploration.

Part 3: Themes Related to USCS's Current Impact

This portion of each *Conscious Conversation* focused on how respondents are positively impacted by USCS and what is happening within the community that fulfills them. This section also gives a sense of how USCS is supporting its community members in transforming their lives and making a positive difference in the world.

Themes:

Below are the seven themes that emerged from the following questions:

#1. Tell me about how Unity has impacted your life.

#2. Personally, in what ways are you most fulfilled by our spiritual community?

- Activating Spiritual Values / Spiritual Alignment
- Life Transformation
- Learning Spiritual Practices / Tools
- Sunday Services
- Community and Ownership
- Service to Others
- Unity Programs

The percentage of respondents that mentioned each theme in their response is provided; consequently the percentages below will exceed 100%.

The results of the exploration were as follows:

- **Activating Spiritual Values / Spiritual Alignment:** 58% of respondents spoke to USCS's impact in helping them grow spiritually and feel more deeply connected to Spirit. This area included those who referred to learning to overcome fear and to listen for inner guidance and intuition, as well as those who described themselves as more spiritually conscious and connected to what's important. Respondents also identified 17 different spiritual values that have manifested more fully in their lives. Those values mentioned most frequently included increased peace, love, hope, acceptance and safety.

"Unity has helped me to be more patient in times of anger; I carried the burden of anger and tension for a former partner but have now let that go. I am more accepting of myself and situations I find myself in - I don't want to live in anger. Now I have a sense of peace."

Jennifer Nichols

"Unity has made me more hopeful, looking beyond moments of distress with peace and clear thinking. When my daughter died, I wasn't stuck in grief. I used to believe that I had to stay married (part of my faulty belief system) in order to love myself but now I know better."

Pat Mertens

- **Life Transformation:** 45% of respondents described a specific way in which their lives had been transformed by their involvement at USCS. Responses in this category made reference to increased understanding of self and one's life purpose, improved self care, improved relationships and being one's best.

"Unity has helped me to become happier and more compassionate - and I have a tribe! I am a more loving parent and am more understanding and kind to my husband. I am healing. I am most fulfilled by small groups and personal connections, and putting spiritual principles into action. Sunday services are inspiring, but it's the action through relationships that inspires me the most. Unity has helped me find my calling of starting my own business, and I am following it."

Tara Wear

"I used to be very shy and insecure. Unity helped me to realize I was not being judged. It was totally life changing. I realized that I am so much more than what I was. I began to sing!"

Theodora Sallee

"I had life-altering neck surgery three years ago. probably couldn't have gotten through that without the knowledge that I've gained from the messages at Unity: 'Nothing and no one is against me.'"

Alan Bisson

"In the past three years, I have made three large transitions. Unity has helped me with each of them. I lost my mom to heart disease, and Unity prayed for us. I was led to leave my secure job and start my own magazine; Unity affirmed my value and offered validating guidance."

Amber McKenzie

"Unity has impacted me through the youth ministry. I have been able to hold space for youth so they can see who they came here to be. I have experienced the joy of seeing growth and development in youth and in myself."

Judi Jamison

- **Learning Spiritual Practices/Tools:** 39% of respondents described the impact of spiritual practices or tools in their life. Eleven different practices/tools were identified. Those mentioned most frequently included meditation and prayer, affirmations, Unity principles, Q Process tools and prosperity practices. Some respondents spoke about the power of intention and gratitude.

“My whole life is positive energy and I can pull myself back to a spiritual bent. Unity has helped me to know that there is more than what meets the eye. For example, I was waiting at a stoplight and got crashed into hard. After the first shock, I took a breath and thought, ‘I can’t wait to see what good is going to come of this.’”

Diane Hunter

“Unity encouraged me to bring spiritual awareness to everyday life. It encouraged me to think about spiritual practice at home on day-to-day activities. Now I use Daily Word, write in my journal and have created a routine of self care.”

Sandy Schilling

“Unity has impacted my life with so many things. A big part of what’s stuck with me is supporting my recovery from addiction, so compatible with 12 step programs. It is so important to have a spiritual life-without dogma or having to do it in a certain way. My most important lesson from Unity is that my attitude and interpretation make a difference in how I live my life.”

Gail Hammer

- **Sunday Services:** 38% of respondents said that Sunday services impacted their fulfillment with USCS. Responses included positive energy, empowering Sunday services, inspiring messages and the music.

“It was only recently that I started integrating my spiritual practice more fully into my life. I’ve tended to feel spiritual and centered on Sundays then fall back into “real life” during the week. As a school Speech and Language therapist, I felt a call to do more than just my usual therapy with a couple of students who had shown signs that they could possibly become the next school shooter. I set an intention during a Sunday talk about the Power of 8 with both students, holding them in the light. The next day during my session with one of them, there was an amazing transformation. Instead of talking about killing himself, he started to talk about the good he wanted to do in the world. I was floored – I really had not expected this miracle! I tried to explain it away, but finally realized that the collective energy of everyone at Unity that Sunday was likely what created this miracle. I have since resolved to EXPECT MIRACLES and to integrate my spiritual practices into my whole life.”

Britt Hopkins

- **Community and ownership:** 25% of respondents shared responses related to this theme. Responses included a feeling of being welcomed and coming home, friendships and relationships, socializing, fun, connection and being in service to others.

“ I am very happy here at Unity. Since the first day I walked in wearing my yoga stretch pants with a bunch of loud silly children attached to me, I felt welcomed. I feel warmth, love, and peace. I do not feel judgment or a sense of cliques. My spirit self has truly resonated with non religious based spiritual teachings that are offered. I am grateful for the community of people, the spirit groups, and for the true friends I have made.”

Lisa Zuber

"I had a long held belief in lack: lack of spiritual connections and lack of a place where I felt belonging. These are things I have found here at Unity. I fell love, acceptance and friendship - a feeling of "coming home" Unity is a place where I feel supported in difficult times and in my spiritual development."

Elsa Bro

"Unity has kept me in a positive and loving path. Here I feel a sense of belonging and unfolding. When I walked in the front door, I knew within a few minutes that I had found home. I felt relaxed: there was no pretense, I could be myself and a facets of myself were welcome. Unity has helped me love myself."

Dee Riggs

- **Service to Others:** 22% of respondents referred to being in service both within and beyond the Unity community. Service opportunities beyond Unity were still connected in some way to USCS, such as Meals on Wheels and Crosswalk.

"Soul to Soles' mission, getting new shoes to needy kids, is a big part of my life. I am more open to being a giving person rather than a taking person."

Tom Hopkins

"Unity has inspired me to help others."

Amber McKenzie

"Unity was key to helping me discover my passion for peace and interfaith work, resulting in my ongoing commitment to creating a more compassionate community through One Peace, Many Paths."

Joan Broeckling

- **Unity Programs:** 18% of respondents said that Unity programs fulfilled them. Programs included small groups like Spirit Groups, classes, youth ministry and the choir.

"I am grateful for my children, that they have a place that celebrates their glorious spirit selves."

Lisa Zuber

"I appreciated the chaplain program when I needed it."

Pat Mertens

Part 4: Themes Related to What is Emerging and Evolving

The last part of each *Conscious Conversation* shifted the focus to how respondents might be more fulfilled at USCS, either personally or looking at the wellbeing of the greater Unity community. Respondents approached these questions with creativity and positive energy. Many responded from a place of personal responsibility, indicating that they would find greater fulfillment if they were to volunteer more or participate more in groups and classes.

Themes:

Below are the nine themes that emerged from the following questions:

#3. Personally, what do you need or desire to become more fulfilled in your relationship to our spiritual community?

#4. What shifts or changes do you perceive could benefit our spiritual community?

#5. Is there anything else you would like to express regarding our ministry?

- Sunday Services
- Outreach
- Service in the Spokane Community
- Community Building
- Classes/Small Groups
- Ownership/Financial
- Youth/Family Ministry
- Communication/Leadership
- Facilities

Within each theme there was a wide variety of comments, given the open-ended nature of the questions. In some cases, respondents expressed opposite opinions and needs. The total number of comments and suggestions relating to each theme is listed, followed by specific comments that either represent a cluster of responses or responses that offered a unique perspective. Some respondents had little to contribute to these questions and others commented on multiple topics, which was often related to the person's length of time in the ministry. A sampling of actual quotations from respondents related to each theme will be found in the Addendum to this report.

The comments reflected various perceived needs, including needs for greater emotional safety, deeper spiritual connection, continuity of USCS and expanded richness of experience (through increased diversity of participants as well as more diverse offerings and teachings). Respondents also identified needs relating to improved connection with one another, financial security for USCS, a desire to make more of a difference in the world and "living into" what ownership and mission-centric ministry might look like at USCS.

The results of this exploration were as follows:

- **Sunday Services** (66 comments): Sunday services received the greatest number of comments, including both appreciation for how things are currently as well as suggestions

that might increase the positive experience at a Sunday service. No “ground swell” directions emerged from the comments in this section. Suggestions addressed the music, meditation, meet and greet procedure, order of the service and ministers’ messages, as well as ideas for alternative types of services. Here are some of the most frequent or “outside the box” comments offered:

- *Music*: Some love it as it is; More music; Less music; Drawing on talented community members rather than hiring musicians; More energetic music/rock band/electric guitar (appealing to younger people) at one service; Jam sessions after church
 - *Meditation/Prayer*: Allow for a longer time of silence; Have childcare available during meditation between services; Include the Lord’s Prayer
 - *Meet and Greet Procedure*: Lots of input in this area. Some like it but others feel overwhelmed or excluded; Not clear on its purpose; Too intrusive; Feels inauthentic
 - *Ministers’ Messages*: Almost everyone enjoys and receives help from the messages; Some would like more variety, i.e. Eckhart Tolle, Buddhism, Jesus, Fillmore; Incorporate Q process more overtly; Q&A after the service to help understand abstraction; “connect the dots” more clearly; suggest clear action steps at end of talk
 - *General*: Consider having only one service; less applause (not automatic) during services, as it interrupts the experience; 9am service should be as professional as the 11am service (not a rehearsal); increase celebration of milestones such as births, anniversaries; do children’s blessing even if no children present (imagine your kids, grandkids); refresh order of service; pace needs to be less “busy”; need up-tempo start to the service
- **Outreach** (52 comments): Within the context of the *Conscious Conversations* process, the theme of “Outreach” refers to the need for USCS to communicate their message and mission out into the larger community, reaching younger and more racially/ethnically diverse people. There was a stated need that USCS intentionally attract more people of all ages and backgrounds.
 - *Diversity*: Identify what would attract young people to Unity; find ways to meet the needs and interests of young people and reach out; more outreach to neighborhood children and families; study churches who have successfully engaged younger people; intentionally reach out to people of color, LGBTQ with Unity’s message; offer events appealing to diverse ages, people of color
 - *Marketing*: Get Unity’s name and message out there; implement targeted marketing plan; SEO person to maximize web searches; install electric sign on 29th with inspirational messages

- **Service in the Community** (50 comments): Comments in this section refer to the engagement of USCS, both through individual congregants and as a group, to serve the needs of the greater Spokane area. There was substantial interest in participating in service projects as a Unity group.
 - Provide more opportunities for community service; make more explicit connections for the congregation between mission and community service; continue participation in Pride parade; have joint service projects with other Unity centers; offer new types of programs to the community, such as a soup kitchen, theater group, karate; Increase our awareness of how we can meet local needs and become part of the global community; get involved in local causes (i.e. human trafficking); seasonal Farmer's Market in the parking lot

- **Community Building** (45 comments): While there were many expressions of appreciation for the strong sense of community and safety at USCS, there were also a number of comments related to how we can do even better at connecting with one another. One important facet of this was the expressed need from a number of respondents that USCS acknowledge and address group biases that leave some people feeling excluded or uncomfortable voicing divergent opinions. There were also a number of comments relating to our welcoming process and staying connected to regular attendees who have not been seen for awhile.
 - *Social Activities*: Wednesday dinners; activities for singles; men's group; campouts, picnics; keep family feel; meet-ups, connections outside of church; family-oriented activities (game night, potlucks, etc.)
 - *Inclusion and Addressing Biases*: Increase awareness and find ways to be more inclusive in relation to divergent views of politics, Christian beliefs/ practices and the value of traditional medicine
 - *Welcoming Newcomers*: Individuals should become more intentional in welcoming newcomers; create handouts for upcoming events/groups/classes to encourage their return; everyone wear name tags; in Sunday service, explain welcome packet before asking newcomers to raise their hands.
 - *Individual Support*: Get to know each other more deeply; check in with members who've been gone awhile; keep up with prayer requests
 - *Other*: USCS community directory of talents, business services Unity congregants would like to offer

- **Classes/Small Groups** (42 comments): This section includes comments and suggestions relating to classes and group activities that primarily focus on spiritual development, as opposed to the social focus of community building. Many people made positive comments about Spirit Groups and Q-Process classes, wanting both to continue and expand. Other suggestions included:
 - *Classes*: More classes and book groups; evening classes to accommodate working people; HeartMath, healing, Unity basics, Bible; retreats; draw on congregational

- talent for facilitating classes and workshops; more information on online classes; start a metaphysical school for adults
 - *Small Groups/Group Support*: grief group; caregivers support; recovery groups
- **Ownership** (27 comments): “Ownership” is core to becoming a mission-centric ministry, addressing the congregation’s wholehearted commitment to supporting the ministry, through leadership, volunteering, participation and financial contribution. The comments in this section addressed a desire to move into a greater sense of ownership within the USCS community.
 - *General*: Need to better understand meaning of ‘mission-centric’; want to share my time and abundance more fully; need to fully buy in to ownership; important to deeply feel the value of giving (volunteering and financial)
 - *Participation*: Need to emphasize importance of volunteering as part of ownership; increase the number and level of commitment of volunteers; desire to better understand volunteer opportunities; start an environmental/sustainability group; want to become a member; need more clarity around membership requirements
 - *Financial*: Need to align with abundance principles, nourish USCS as if it’s a person; increased transparency/availability of financial information; periodically publish financial summary; have fewer fundraisers (drain on resources); landscape lead should be paid position; direct more resources to the Spokane community
- **Youth/Family Ministry** (23 comments): Comments in this section reference USCS’s offerings to children, youth and their families. Some made the link between a vital Youth Ministry program and attracting younger families to USCS.
 - *Youth Ministry* (Birth-grade 12): More emphasis on Youth Ministry - financially and spiritually; more programs and volunteers to accommodate increasing numbers of children and youth; younger members volunteering with children; start a metaphysical school or Montessori school for children; start a youth choir
 - *Parent/Family*: More parent support; parent babysitting co-op; more intergenerational/family activities outside of Sunday morning; single parent support
- **Communication/Leadership** (20 comments): This section includes comments related to communication within USCS, both from the leadership as well as more general information about the happenings at the Center. Suggestions generally focused on improved communication and transparency between the USCS leadership and congregation.
 - *Improved Communication*: Frequently updated information (at church and through email) about current volunteer opportunities; more open lines of communication between staff, Board and congregants; information about available childcare at events/classes; more sharing about transformative experiences (i.e. Spirit Groups) to larger community; more opportunity to communicate with the Board
 - *Leadership*: More diversity on the Board to represent current and projected demographics of the congregation; greater Board transparency; more accessibility to Board meetings

- **Facilities** (7 comments): Comments relating to the USCS facilities included:
 - Update building; get rid of building - it's an energy leak; create a brighter and cheerier sanctuary; become a "green church" with more bike racks, bookstore discounts for carpooling, biking, etc.

Part 5: Statements of Gratitude

Virtually all respondents expressed heartfelt gratitude to the ministry. There were many things for which people were grateful. The most frequently mentioned areas, listed in order of descending frequency, included Jane and Gary (both their messages and contributions to church development), having a strong sense of community, the presence of a "growth consciousness" and having a safe place in which to explore and grow spirituality.

Here are just a few examples of those statements of gratitude:

"I am so appreciative of Unity's teaching, motivation, and support for our individual growth and change, including the Q process and spiral dynamics. We are supported in taking risks and not becoming stagnant either as individuals and as a group."

"I think Jane and Gary are awesome; I love the way they think. They are funny and I appreciate their emphasis on transforming the world and applying Unity principles."

"This community of like-minded people has been such a gift. As I meet new folks (or get to know old-timers better), I am amazed at the depth of compassionate, spiritual people we have here!"

"I am so very grateful that Unity is here! Thank you, thank you, thank you. For all of life's trials and tribulations, Unity is here, and I can come and get hugs through it all. I love hugs!"

"I didn't know I could ever feel this way. Unity makes me hungry for the joy of being a better person."

Conclusion

Through the *Conscious Conversations* process, the USCS community wholeheartedly shared their time, passions, concerns and appreciations. Many respondents expressed a feeling of affirmation because their voices were being heard. A clear sense emerged that USCS is significantly contributing to the spiritual transformation of its congregation.

The *Conscious Conversations* results also revealed that a majority of congregational members are aware of the first part of the USCS mission, "Transforming Lives." There were many stories of

personal transformation that emerged through this process, only a few of which are highlighted in this report. Those attending USCS are seeing the results of applying the teachings through their own spiritual growth and their personal relationships. However, fewer respondents either were aware of the second part of the USCS mission (“Inspiring people to make a positive difference in the world”) or shared stories of the impact of USCS on their work in the world. This does appear to be an emerging direction, though, as the third highest number of comments in Part 4 of this report related to a desire to be of greater service.

The congregation offered many comments and suggestions for how USCS might have a greater impact on the lives of its congregation and in the greater Spokane community. Rather than a recipe to follow, this information provides a description of future possibilities. As USCS continues its journey into becoming a mission-centric ministry, the Unity congregation, guided by its leadership, carries the privilege, responsibility and joy of defining and manifesting the future directions of Unity Spiritual Center Spokane.

Addendum

The quotations below represent a sampling of respondents' direct statements in relation to Part 4 of this report, Themes Related to What is Emerging and Evolving at USCS. They are offered for the purposes of lending greater context and "felt sense" of the themes summarized in Part 4. They are organized by theme and presented anonymously (since the conversation process did not specifically ask for consent to share this information).

PART 4: Quotations by Theme

Outreach:

Diversity:

- ★ *"We need to get more younger people in by gearing it toward them. A lot of younger people I know would resonate with Unity's message but they don't know it exists; we need more outreach."*
- ★ *"I would like to encourage and develop more millennial members. I'd also like to see more racial diversity at Unity."*
- ★ *"More diversity - racial, generational- would help us thrive, bringing new energy, different points of view and contribute to having Unity's message continue to bless the world."*
- ★ *"We need to increase attendance from those who are younger. We would benefit from having more young families here. One way to do this is to start a parent co-op, where on morning a week parents take turns coming to watch everyone's kids."*
- ★ *"We need to reach the young adult generation with the 'conscious kindness' message. It has to be presented right."*
- ★ *"We need a more diverse, vibrant community; our website needs to include more outreach. The message is great, let's reach more young people and offer them more resources."*

Marketing:

- ★ *"Where is the marketing? We need more!"*
- ★ *"We need more of a presence in the community. We need to put up an electric sign on 29th and Bernard to advertise the church with positive messages."*
- ★ *"We need to directly reach out to people who might need what we have."*
- ★ *"Get an SEO person to help with web searches, so Unity gets found more easily."*

Sunday Services

- ★ *"More music" "Less Music"*
- ★ *"The music seems like it's geared toward older people. I'd like to see jam sessions after service, more variety of music during the service."*
- ★ *"Perhaps have meditative music with an open mic?"*
- ★ *"I would like to have a longer period of silence during the meditation, to really get into it and build the group energy."*

- ★ *"I would like to see us eliminate the automatic applause that shows up so often during a service. It often interrupts my experience of absorbing the music or ideas that have just been shared- interrupts a 'sacred moment'. There are many ways to express gratitude other than automatically applauding."*
- ★ *"I am uncomfortable with the greeting time during the service. There are always some people who leave the sanctuary during this part of the service because the way we greet feels intrusive. We need to find a better way to do it that meets everyone's needs."*
- ★ *"We need to make new people feel comfortable. It is too invasive to ask them to identify themselves in church. We need to find a way for people to self-identify after service."*
- ★ *"I would like to have more stories and metaphors to help me understand the ideas and intellectual material being presented in the minister's talks.."*
- ★ *"Sometimes I get lost in the sermons, listening without hearing, not understanding the abstraction. I would like to be able to have a clarifying conversation with the minister after the service."*
- ★ *"I'd like the service to include testimonials - why we're at Unity. This would provide more opportunity for ownership."*
- ★ *"We should explain the welcoming packet contents before asking for raising hand if new to our church."*
- ★ *"We should bless the children and us even when there are no kids coming down the aisle to be blessing. We should picture our children and grandkids during the blessing as well."*

Service to Community

- ★ *"I want our Center to serve the community by offering transformational programs beyond "church": soup kitchen? theater arts group? Montessori? Karate? I'd like to see the building alive and busy during the day."*
- ★ *"We need to have greater awareness of other programs outside the church to help meet needs and to learn as a global community."*
- ★ *"I would like to see us more involved in the Spokane community."*
- ★ *"The next task is how do we connect our mission to real action in the community? The connection needs to be explicit, not implicit."*
- ★ *"Unity should get more involved in causes like human trafficking (Jonah Project) or FemFest; hold a Farmer's Market in the parking lot."*
- ★ *"We should expand the Soul to Sole shoe program to cover older kids and Crosswalk."*

Classes/Groups

- ★ *"I'd like to see more people taking part in more classes, Spirit Groups, book groups; it helps to maintain our spiritual focus throughout the week. It would help to have the timing of classes and book studies to accommodate working people during their non-working hours."*
- ★ *"I'd like to see HeartMath training and 1-2 night retreats centered on prayer, meditation and visioning, incorporating music and art and applying Joe Dispenza concepts."*
- ★ *"We should offer more groups and activities for Singles, divorced, caregivers."*
- ★ *"I would like to see more groups - like meet-ups- connecting outside of church. Also, I'd like to see a community directory where Unity people self- identify their interests, talents, skills,*

businesses, careers that could be used for connection with like minded people and/or where we could access needed services within our own community."

- ★ *"I miss having a Men's group. When we did have one, I enjoyed the good bonding, social events and camaraderie of other men. I'd be willing to help lead it!"*

Ownership/Financial

- ★ *"I am excited about our move from a minister-centric ministry to a mission-centric one."*
- ★ *"I would like to see more people coming into the values of mission-centric ministry, especially taking more ownership within the community in the field of money."*
- ★ *"I'd like to volunteer more, but I'm not sure what I could do."*
- ★ *"I'd like to see more ongoing, abundant giving to support the ministry- giving that comes out of our excitement about what we are creating here together. We shouldn't have to rely on fund raisers to make ends meet."*

Facilities

- ★ *"There should be a paid position for a Landscaping lead."*
- ★ *"We should update the building."*
- ★ *"We should get rid of the building; it is an energy leak."*
- ★ *"We should become a 'green church': More bike racks, bookstore discounts if you carpool or get there without a car, etc."*

Community Building

Welcoming:

- ★ *"We need to reach out to people who haven't been to church in awhile, building a stronger sense of family and caring."*
- ★ *"We need to be more intentional about connecting with and including newer people, beyond just the greeting on their first Sunday."*
- ★ *"We should more fully embrace/include people who are alone, and engage new people after the service, sharing our experiences at Unity."*
- ★ *"We need a more streamlined welcome system that assists newcomers, finding a way to connect - study groups, service or volunteering options, leadership opportunities?"*
- ★ *" We need to acknowledge that there are more ways to be part of our community than attending"*
- ★ *Sunday services. Many people who attend meditations or classes are not attending services."*

Social Connection:

- ★ *"I'd like for us to create deeper connections between people, and to respond to each other when someone reaches out to them."*
- ★ *"I'd like to see more opportunities for social interaction with other Unity people of all ages. Ideas might include monthly potluck dinners, all church camping trip, game nights, all-ages holiday gatherings."*
- ★ *"We need more social events so we can see each other in more relaxed settings, so we can see each other differently and really come to know one another."*

- ★ *"We need to do better at acknowledging important milestones in each other's lives - anniversaries, new births, etc."*
- ★ *"We should develop more ways for women to play and party together, taking a break from caring for others."*

Communication/Leadership

- ★ *"We need better internal communication! Announcements are valuable; we need to share more of what we do here and not assume that people just know what's happening."*
- ★ *"I'd like us to have a complete list of every volunteer opportunity and activity available here at Unity."*
- ★ *"The younger people here need to be part of defining what our Unity Center needs to be in the future."*
- ★ *"During new member orientation - and for everyone- we need a paper with contacts, information on who is in charge of what, and how to volunteer."*
- ★ *"We need to make a shift with the Board: First, to change the Board membership to reflect various generations currently attending USC, and secondly, to seek to shift Board membership to be representative of the diverse make-up of a future congregation."*
- ★ *"We need to be more transparent about what is happening in Board meetings and decisions and issues. We should publish our income/expense statements periodically."*

Youth/Family Ministry

- ★ *"There needs to be a much bigger emphasis on youth ministry - financially and spiritually."*
- ★ *"We need to find ways to engage more young people in working with our children on Sundays."*
- ★ *"We need more youth ministry volunteers to accommodate increasing numbers of young families."*
- ★ *"We need to find more ways to support/engage people: a youth choir, counseling for youth, help for single moms, a parent co-op."*