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There is an option to sign-up on list circulated in meeting to receive complete results by email

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Green Bay Area Unitarian Universalist Fellowship

Question 1

Securing ministerial staff to meet our spiritual and pastoral care needs

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Green Bay Area Unitarian Universalist Fellowship

Summary of Answers

- 1a. What are you looking for in a spiritual leader?
- 1b. What does our fellowship need?
- 1c. What plans do you want to see for the future given the recent resignation of our minister?

1a What are you looking for in a spiritual leader?

Overall we felt that our Fellowship needs an approachable, easy to talk to, non judgmental person who can provide and share a path for spiritual questioning and growth. It is also important that this leader feels and shows themselves to be an active participant at different events, volunteers time and overall contributes and pitches in as the rest of us do - someone who will work as a team member with us. It would be ideal for this person to be comfortable relating to people, a person who can counsel a member when one is dealing with grief, problems, and/or needs some consolation. We need this person to be able to lead by example and encourage dialogue. Lastly this person should be well-read, able to inspire with sermons and has the ability to open and challenge minds.

1b. What does our fellowship need?

There were mixed responses that were

short term through long term goals. This included visibility, financial stability, growth in membership, our own building, paid support staff, an easier name and more recognition in the community. We need a sense of purpose and direction and a way for every member to feel a sense of ownership and pride in the fellowship. We need consistency in Sunday services - not just a series of very good speakers. We also need traditional religious services - christenings, naming ceremonies, visitations in hospitals, etc. to make us more legitimate to the community. A leader who can direct our fellowship life. Regarding professional religious staff suggestions ranged from full-time minister to part-time ministers to student ministers.

1c. What plans do you want to see for the future given the recent resignation of our minister?

It appears that a strategic plan for moving forward is needed along with sound financial footing. Suggestions included a capital campaign, a realistic forecast for when we can expect to be in a position to call another minister, a plan to determine the required growth of the fellowship to support a minister and working on strengthening the bonds that are already at the fellowship. There was consistent support for our lay lead speakers and the quality of those speakers. Many felt that a student minister or visiting minister would provide the spiritual leadership needed in this interim period. Our fellowship may need to get comfortable with being lay lead for a while, but a "figurehead" will give us

some consistency in our message. During this interim period there has been support for how things are currently operating and being organized with communication, services, our caring process and in general a sense of community.

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Green Bay Area Unitarian Universalist Fellowship

Question 2

Effective and adequate space to meet our needs

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Green Bay Area Unitarian Universalist Fellowship

Summary of Answers

2a. How important is our current space?
2b. Is it meeting our needs?
2c. Are there other options you'd like us to consider?


2a. How important is our current space?
"Very" was the answer most given to how important is our current space.

2b. Is it meeting our needs?
The space is meeting our needs but could be improved with more signage for visibility and interior decorating.

2c. Are there other options you'd like us to consider?
Creative ideas were given to have the space utilized by outside groups who would pay a fee for use.
Collective vision is the Fellowship

owning its own space.

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Green Bay Area Unitarian Universalist Fellowship

Question 3

Offering educational and spiritual programs for our adult members

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Green Bay Area Unitarian Universalist Fellowship

Summary of Answers

3a. How does the frequency, various formats and diversity in subject/topics work for you?
3b. How do you feel about adult enrichment beyond religious and spiritual issues?

Offering educational and spiritual programs for our adult members

3a. How does the frequency, various formats and diversity in subject/topics work for you?


Adult Enrichment has recently improved by increasing its offerings to include many diverse topics. The classes are enjoyable and help create a bond with fellow members/friends.

3b. How do you feel about adult enrichment beyond religious and spiritual issues?

Overall the results show that non-

religious & spiritual issues are important to the fellowship. Many feel an increase in “extra” topics will help with retention and growth.

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Green Bay Area Unitarian Universalist Fellowship

Question 4

Teaching our children our principles and faith to prepare them to be informed, involved citizens

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Green Bay Area Unitarian Universalist Fellowship

Summary of Answers

4a. Is the program meeting your needs and the needs of your children?
4b. How do you feel the program should be taught and coordinated?

Teaching our children our principles and faith to prepare them to be informed, involved citizens

4a. Is the program meeting your needs and the needs of your children?

It is clear that teaching our children the UU principles and faith is very important to our members. The children love attending the classes but some are not satisfied with the current curriculum and question whether it is pertinent to our faith.

4b. How do you feel the program should be taught and coordinated?

Many like the model being employed currently, to include parents in teaching. There are concerns about the lack of continuity from week to week. Some would like to see having a group of teachers teach for a longer period of time instead of 4 or 5 times aa year.

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Green Bay Area Unitarian Universalist Fellowship

Question 5

Enhancing and expanding our visibility
in the community

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Green Bay Area Unitarian Universalist Fellowship

Summary of Answers

5a. Are there other areas of focus besides social justice you'd like to see us become visible with?

5b. Any ideas how we can maintain a visible presence in the community?


5a. Are there other areas of focus besides social justice you'd like to see us become visible with?

- Volunteer work
- Sister Fellowship
- Group Service Activities
- Outreach to University Students
- Farmers Market
- Artigras
- Art Street
- Additional speakers other than Sunday service

5b. Any ideas how we can maintain a visible presence in the community?

- Press releases on speakers and Adult Enrichment
- Religious calendar in the Press-Gazette
- Advertise our current programs to the general public
- Sponsor a stretch of highway
- Botanical Garden
- Bair Creek Parkway Preservation Foundation
- LGBT support programs
- Name change of Fellowship
- Partner with other agencies to do community projects

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Green Bay Area Unitarian Universalist Fellowship

Question 6

Achieving a balance of professional, volunteer and lay lead services and programs

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Green Bay Area Unitarian Universalist Fellowship

Summary of Answers

6a. How do you see the fellowship benefiting from paid professional staff (non-ministerial)?
6b. Does our committee structure work well?

Achieving a balance of professional, volunteer and lay lead services and programs


6a. How do you see the fellowship benefiting from paid professional staff (non-ministerial)?

- Assist with coordinating volunteers
- Assist with new membership tasks
- Pick up slack where volunteers get overwhelmed with responsibilities
- No benefit. Everything should be volunteer

6b. Does our committee structure work well?

Everything seems to keep moving ahead but most know nothing about how committees are structured.

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Green Bay Area Unitarian Universalist Fellowship

Question 7

Expanding our active membership and meeting the needs of current members

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Green Bay Area Unitarian Universalist Fellowship

Summary of Answers

7a. How do we balance growth versus maintaining our intimacy?

7b. How important are our personal connections?

7c. What needs are not being met for our members?

7a. How do we balance growth versus maintaining our intimacy?

Two ideas brought forth were to possibly have a second service and to expend more energy on maintaining the relationships we already have. The second service would allow for a smaller number of people to attend each service, making it easier to connect with others. More ideas mentioned by some members were that participation in committees, social groups, and community projects are a good way to maintain our fellowship's intimacy while it grows.


7b. How important are our personal connections?

This question had brought forth strong feelings of importance. Some have stated they have connected with like-minded people and feel like other members genuinely care about them. Another statement made was that the personal connections have made it easier to ask for help needed.

7c. What needs are not being met for our members?

There were some concerns that the needs of our older members were not being met, such as rides to services and visits from other members. Another stated more variety of offerings such as Adult RE are needed. There was also a comment that there is uncertainty here that disrupts the comfort needed in a spiritual place, while several felt their needs are being met.

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Green Bay Area Unitarian Universalist Fellowship

Question 8

Enhancing and expanding musical efforts

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Green Bay Area Unitarian Universalist Fellowship

Summary of Answers


8a. Is a choir important to you? If so, do you have suggestions or are you willing to participate?

8b. What variety of musical support is needed? Ideas where to get it?

8a. Is a choir important to you? Though not a high priority for most, many would welcome a choir to assist with challenging hymns. Some think a choir would be more of a distraction to our smaller congregation.

8b. What variety of musical support is needed? Most everyone commented on the amazing quality of volunteer musicians. Some suggestions to attract more support is to engage the talents of our youth.

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Green Bay Area Unitarian Universalist Fellowship

Question 9

Quality diverse Sunday Services that enhance spirituality and our principles

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Green Bay Area Unitarian Universalist Fellowship

Summary of Answers

9a. Do the topics and variety meet your spiritual needs? Please expand.

9b. What do you seek in Sunday Services?

Quality diverse Sunday Services that enhance spirituality and our principles

9a. Do the topics and variety meet your spiritual needs? Please expand.

Not everyone does, but the vast majority really enjoy the speakers and topics. One person said they are afraid to miss a Sunday service because they are always fascinating. Many remarked that the Program committee has done a great job. Several mentioned that the services are great but secondary to the personal connections made.

9b. What do you seek in Sunday Services?

Inspiration, fellowship, grounding. Just what I'm getting. A home where I am comfortable to think, speak, share my ideas, knowing I will not be judged. A time to consider something more important or higher than the daily work and family life. An interesting speaker, good conversation, opportunities to grow as a UU.

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Green Bay Area Unitarian Universalist Fellowship

Survey Results

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Quality diverse Sunday Services that enhance spirituality and our principles	365
Teaching our children our principles and faith to prepare them to be informed, involved citizens	330
Effective and adequate space to meet our needs	265
Offering educational and spiritual programs for our adult members	234
Growing our membership	218
Securing Ministerial staff to meet our spiritual and pastoral care needs	183
Enhancing and expanding our visibility in the community	181
Having part-time paid staff to enhance and professionalize volunteer efforts	179
Enhancing and expanding musical efforts	60

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Green Bay Area Unitarian Universalist Fellowship

Canvass Preliminaries

- How does this match stated priorities?


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Green Bay Area Unitarian Universalist Fellowship

What Does This All Mean for Our Future?

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Green Bay Area Unitarian Universalist Fellowship

Results of Voting & Wrap-up