

GROWTH

OUR VISION: What We Most Yearn to See at OCUUC by the year 2010 There were 482 comments recorded and grouped into 16 themes.

4. Growth in Numbers (48 people)

- 1 Rapidly growing congregation
- 2 Growth in all its aspects, to get there we need minimum of 400 people (10% growth a year)
- 3 Strong growth
- 4 Higher attendance at first service
- 5 Both Sunday services filled
- 6 Higher membership
- 7 A rich diverse congregation of 300+ – ethnic, faith
- 8 Merge with other Orange County UU church
- 9 More members – 1600
- 10 Much more ethnic diversity
- 11 Merged with South County UU church
- 12 1000 excited, committed members
- 13 Reached 400 members
- 14 Membership up by 120
- 15 Cultural diversity of membership
- 16 275-300 contributing members
- 17 Doubling the # of active members by 2010 needed to do everything else
- 18 Membership growth in # and diversity – 400-500
- 19 Increase diversity to reflect the community
- 20 Increase membership to 300-400 with more diversity
- 21 Bigger church mentioned several times (3 +Mid-High)
- 22 Celebrating 400 members

Recorded numbers from the workshops are on the number line below. (not to scale after 650)

5. Staffing – More and varied (44 people)

- A plan for Karen's succession towards a more youthful minister
- Paid congregational nurse
- 5 more years of stability and steady with growth with Karen S. as our minister (2)
- Increased staffing and programs
- Minister preaching 3 of 4 Sundays
- More directive – stronger leadership by church ministry – (paid staff)
- Minister and DRE with a strong vision
- Professional musicians instead of choir
- Paid staff in the health / wellness area
- More staff (4)
- FT minister
- FT music Director
- FT assoc. minister (2)

- 1.5 FTE Administrator
- Intern
- Have an associate minister and a plan for Karen's retirement
- FT DRE
- MRE and Youth Minister
- More full time staff, 2nd minister, FT RE Director
- High quality staff and programming

OBSTACLES: THE MOST CRITICAL ISSUES TO ADDRESS There were 193 comments recorded and grouped into 20 themes, which were listed in order (most comments to least comments).

4. Facilities Limit Growth Possibilities (15 responses)

- 1 Physical plant is an obstacles to future growth because of its limitations
- 2 We are locked in by our site – you can only have two things going on in this church of any size –
- 3 Facilities are too small
- 4 Our facility is too large for our membership – building not well utilized now
- 5 More classrooms,
- 6 industrial dishwasher,
- 7 better drinking fountain,
- 8 bigger room so that we can be together during social events,
- 9 building is an obstacle (need welcoming entrance, no real front door that can accommodate 2 people at time),
- 10 Chapel doesn't feel like a chapel.
- 11 Physical problems with space
- 12 Size of property and layout of facility
- 13 Parking
- 14 Foot traffic
- 15 Classrooms

Comment: Yes, but we are not at a point to buy a new church.

9. We're cautious about taking risks (10 responses)

- 12 We may be afraid to grow, unwilling to give up the "family" culture we are accustomed to
- 13 Our membership is complacent, satisfied "enough" to not work on what we envision
- 14 We need a "can do" mentality – we don't take enough risks to say who we are
- 15 We have strong historical and emotional ties to our present building
- 16 Not enough discussion of social issues and thought provoking topics.
- 17 Fear of change
- 18 Problem with transition in style of church (family vs. program)
- 19 Reluctant to talk about moving
- 20 fear of change
- 21 people who have heard this conversation periodically won't do anything – until someone comes up with an action it won't happen

WHAT SPECIFIC ACTIONS CAN WE BEGIN TO ADDRESS SOME OF THESE ISSUES? There were *83 comments* grouped into *21 themes*, which were listed in order (greater number of comments to least) for each theme.

5. Explore / learn from other churches (5 responses)

- 1 Decide how big we want to become
- 2 Fear that there is not an action step – we need to establish a committee to make inroads to other UU churches to see if there is interest – why just limit it to UU churches?
- 3 We could be going to other churches – somebody has figured a lot of these things out
- 4 Find out what bigger churches are like
- 5 Ask First Church San Diego how they got so big

6. Provide more support for newcomers (5 responses)

- 1 A more welcoming process for newcomers (give a flower at 2nd visit)
- 2 Give new members a “Mentor” for the first 5-6 months
- 3 Need a big sister for new members
- 4 Speak to newcomers more
- 5 Put parking directions on Web site – plus signs directing people where to park

14. Add staff who can focus on new audiences (3 responses)

- 1 Associate minister
- 2 Younger minister would attract younger crowd, older minister attracts older crowd
- 3 Re-install volunteer coordinator, so the same people don’t get asked over and over

OTHER PARTICIPANT REFLECTIONS:

Re Growth:

- 1 Growth is necessary to get what we envision
- 2 Growth for the sake of more numbers is not enough
- 3 Growth comes through people making friends
- 4 Growth will bring new energy, new blood
- 5 Our “quality” of doing church is more important than the “quantity”
- 6 Is bigger always better?

Re Facility:

- 1 We’re too dependent on Viva for parking
- 2 We’ve made much progress – the current facility looks much better!
- 3 We need larger spaces for programs and meeting rooms
- 4 Current building is not being used to capacity – we need to stabilize membership first

Re Staffing:

- 1 DRE / MRE
- 2 Additional minister
- 3 Sexton
- 4 Volunteer Coordinator