

# World Café – UU Style

## An Important Conversation with the Congregation About Our Buildings and Grounds

Conducted By The Board & Strategic  
Planning Committee in January 2017

# World Café – UU Style Background

- Declining membership and pledge income forced changes
  - Staff reductions and postponed maintenance
- Situation may be improving
  - Membership & income not dropping
  - Overdue repairs done with Capital Campaign Fund income
- Long term financial sustainability not assured
  - Future membership & pledge \$'s uncertain
  - Reliance on few, older, larger contributors
  - Future budgets don't fully fund the maintenance reserve

# World Café-UU Style

We asked:

Q.1 What physical resources (buildings/grounds/things) do we need to fulfill our Mission?

*What must we have, what would we like to have?*

Q.2 How do we ensure we can afford the facilities we need/want for generations to come?

*How do we pay for it?*

We listened:

106 members, friends, and staff participated in the World Café events.

The Board and a SPC team grouped the responses into themes and aggregated the information.

# Q.1 Your Needs and Wants

MUST HAVE	WANT TO HAVE
Worship space	more inviting, attractive, artful, inspirational spaces
Music	easier access: drop off, entry, & between wings
Community Space with kitchen	better handicap accessibility
RE and Meeting rooms	better audio/visual systems
Rest rooms	more flexible spaces
Offices	outdoor spaces: gazebo, picnic, garden
Parking	better parking
Closets and storage	satellite ministry location

# Q.1 Desired Attributes of Our Spaces

VISIBLE	ATTRACTIVE & SPIRITUAL	FLEXIBLE	ACCESSIBLE & SAFE	EFFICIENT	TECH ENABLED
<p>prominent location, compelling signage &amp; messaging, great website, high profile marketing and outreach</p>	<p>inviting, inspiring, artistic, decorative, good sound &amp; light, comfortable, no obstructed views, well maintained</p>	<p>serves all ages, shared usage, spiritual &amp; secular, large &amp; small, meditative &amp; exciting</p>	<p>drive through drop off; close, covered parking with walk to building; hearing, vision, &amp; wheelchair, accessible; automatic &amp; secured doors, cameras, lighting</p>	<p>energy audit (done 2010), climate control, green roofs, solar panels, efficient systems</p>	<p>up-to-date AV, large screen in sanctuary, live streaming, tech-enabled screens for meetings, hi speed wi-fi, video conferencing</p>

# Q.1 Areas of Concern

- Building unattractive, not inspiring, and too big for us
- Building not accessible - too many stairs throughout the building
- Parking across from sanctuary is not ours, we borrow these spaces
- Sanctuary doors too heavy and entryway not inviting
- Sanctuary/parish hall floors needs updating and lighting improved
- Pews are inflexible and choir seating area is not attractive
- Folding sliders at back of sanctuary outdated and unattractive
- Parish hall too small and kitchen outdated
- Too many roofs to maintain
- Poor technology – sound system, projector & screen, etc.

# Q.2 Ways to Increase Income to better afford our building

MORE MEMBERS	CAPITAL FUNDS	MORE RENTALS	SELL ASSETS	FUND-RAISERS
Attract young families, millennials	Use to fund maintenance reserves	Expand daycare	Just library lot	Find grants
Use social media & more print material	Use to improve building to attract members	Add adult daycare	Sell all and move	DE Social service funding
Attract Trump-injured; Communicate values	Borrow while rates are low	Rent offices		Increase giving to Heritage Fund
Attract liberal oriented groups	Run new capital campaign	Turn library lot into income generating property		Charge fees for programs
Hold more community outreach events	Create building endowment			Bingo, fairs, festivals

# Q.2 Ways to Decrease Costs to better afford our building

VOLUNTEERS	EFFICIENCY & RIGHT SIZE	SHARE RESOURCES
In lieu of staff	Solar energy	Share staff among UU or local churches
For maintenance	Energy management	We move in with another church
To manage more rentals	Close off areas of building	Other church(es) move in with us Create an inter-faith center
Utilize youth organizations that require service hours	Demolish areas of building	
	Get out of “business” of owning property – Rent spaces as needed; virtual church	



# What's Next?

- The Strategic Planning Committee continues to analyze and gather information about the ideas you generated.
- This spring, we will distribute a survey to identify what you think about the priorities. Your opinion about these issues continues to matter.
- Send your questions or comments to [strategicplan@firstuuwilm.org](mailto:strategicplan@firstuuwilm.org)
- If you are interested in this work, join the SPC! E-mail Phil Krape at [philip@krape.com](mailto:philip@krape.com) today!