

**Information and Listening Sessions on Proposed Co-location: Summary
of Congregant Feedback April and May 2019
First Universalist Church of Minneapolis
23 May 2019**

Executive Summary

This report summarizes the congregant input provided at Congregant Information and Listening Sessions about proposed co-location with Shir Tikvah held on April 15, April 25, May 2, May 8, and May 19. An information and listening session for the Racial Justice Education Team, Faithful Action Council and Beloved Conversations participants was held on May 14; this group asked that their feedback stand alone and is summarized in a separate report (also available under the co-location tab on our website).

Input focused on joys and excitement about co-location, concerns, remaining questions, and possible solutions to concerns, as well as excitement about remaining independent and disappointments if we chose to remain independent. Information from both the Feedback Forms and the workshop activity (posted half sheets) is included in the summary.

The Feedback Form ratings on degree of support for the co-location proposal are also summarized and include ratings from all six sessions. Key themes and ratings are summarized below. The Detailed Report provides all of the verbatim comments from congregants grouped by theme within each category.

Joys and Excitement about potential Co-location

- Bold vision; exciting new possibilities; desire to become a brave space
- Opportunity to live our UU values: collaboration, community, racial and social justice
- Alliance with a Jewish congregation offers opportunity for multicultural learning and opportunity to stand with Shir Tikvah against anti-Semitism
- Relationship and community with an organization who shares our values
- Decreased impact on the environment
- New possibilities for our building space; excitement about the third floor
- Positive financial impact with a financial partner
- Capability and commitment of those involved in planning for co-location

Concerns about Co-location

- Logistics: difficulty with sharing space scheduling
- Parking: impact on both congregants and the neighborhood
- Potential distraction from our mission on racial justice (RJ)
- Building: safety, security, ADA concerns, elevator
- Complexity of governance in a co-owned building
- Lack of clarity about exit strategy
- Financial risks and complexity
- Impact on our UU Identity and culture

- General worries/risks about change and future developments

Excitement about remaining independent/on our own

- Clear focus on our mission, especially racial justice
- We are a good place as we are
- Less complexity in governance and operations
- Maintaining autonomy and control
- Process has been helpful in evaluating and better informing our own needs
- Like status quo; want to minimize change and disruption

Disappointments if we don't co-locate

- Lost opportunity for bold leadership, collaboration and innovation
- Lost opportunity for sharing resources
- No third floor; loss of benefits of third floor to community and us

Potential Solutions to Concerns about Co-location

- Continue sharing information and transparency in communication: meetings are well done; team driving this is well informed and open with information; keep it up
- Provide more specific and information, especially around: financial arrangements, the governance model, successful examples of co-location, and unwinding process
- Charter a group to explore parking issues and solutions now
- Hold more events with Shir Tikvah congregants so we can get to know each other
- Proceed with more gradual co-ownership and prenuptial agreements
- Identify experts to help with space and event management and dispute resolution
- Ensure flexibility in building space

Summary of Ratings on Feedback Forms*

What are your thoughts right now about co-location with Shir Tikvah?	Number of responses	% of Total
I am enthusiastic about co-location.	33	23%
I am supportive of co-location.	45	32%
I am undecided	38	27%
I lean toward remaining on our own.	20	14%
I am not in favor of co-location	6	4%
Total	142	100%

*Includes ratings on Feedback Forms from all sessions (4/15; 4/25; 5/2; 5/8; 5/14; 5/19).

Continuing questions about co-location

Many of the questioned raised by congregants are answered in the FAQs about co-location and about Shir Tikvah, available on our website under the co-location tab. We will continue to update these documents.

All of the questions raised by congregants are summarized in the detailed section. Following is a summary of some of the key questions raised in the sessions that the Steering Committee will continue to address:

- How do we make sure co-location furthers our racial justice mission and is not a distraction?
- What is the timeline for decision making?
- What is the construction timeline and how would we manage the disruption of construction? Will 1U be at ST during remodeling?
- What are the implications of the lost capital campaign gift?
- What exactly would the renovated building look like? How much more space would we have? What are the requirements for sharing the kitchen?
- What provisions would be made for increased security?
- Specifically, how much would each congregation contribute to the renovation? How would equity be assigned?
- What would be the functions of the New Entity Board and how would it work in practice?
- How will scheduling and event planning be managed? What are the guidelines for doing so?
- What would be the process for unwinding?
- What would be the process for dispute resolution?
- What does it mean to enter a covenantal relationship? What cultural shifts do we need to make?
- How do we mitigate the parking issues?
- How and when do we best involve the neighborhood?

DETAILED REPORT

This section includes all of the verbatim written comments from the congregants who participated in the Information and Listening Sessions on April 15, April 25, May 2, May 8, and May 19. The comments are grouped into themes within each category, but no responses have been left out. The report from the racial justice focused group on May 14 is summarized in another report as requested by the group.

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Joys and Excitement about Possible Co-location

Bold vision and new possibilities

- The possibilities/ potential/new opportunities (6 responses)
- Models risk taking and innovative thinking
- Exciting merging 2 progressive congregations and the opportunities it allows
- Synergy, groundbreaking, now is the time to do something big
- We would be doing something bold and exciting, like we hope to live our lives
- Bold idea and supports my values
- Expansion of opportunities to meet new and different people and ideas
- A new way of doing things with a different group
- Brave space; brave statement of values
- Brave and inspiring vision
- Co-location builds excitement
- Intellectual excitement and vigor
- Model of governance that is unusual

Opportunity to live our values: collaboration, community and racial/social justice

- Long term, it will be a vision for the future, a vision of cooperation
- Possibility of creating a different future, especially anti-racism
- A vision of new synergy and energy to address social justice and community issues – big bridge building
- Allies on shared values and visions
- Supporting our Racial Justice work, vision of shared justice work
- Modeling sharing for my kids
- Possible increase of spiritual universalism
- Opportunity to live our UU values and amplify in state, national issues
- Expanding our covenantal community and practicing it in new and real ways
- Putting our money where our mouths are. Radical expression of enacting out our values
- Living our values (3 responses)
- Synergy of energy for social justice and community engagement
- Social Justice vision
- Joining forces to be a stronger voice in the community
- Potential for greater advocacy with 2 groups/religious organizations focused on similar justice/spiritual issues
- Co-programming for faithful action work; “critical mass” large congregations offer for community impact
- Creating a better space for both groups to create community and do social justice
- Being a model to the larger world for how to come together and have new ways to be in a community
- Synergies
- We have an affirming voice in an increasingly negative, tearful time
- Co-loc fits with the concept of universalism
- Shared goals, shared values; sharing within communities
- A larger voice with actions to further our shared justice visions by combining forces
- Living into our values; making a positive statement/action in a troubled time
- Chance to live collaboratively – great lesson to pass on to our children and young people.
- Expanding my exposure to religious traditions; expanded horizon into another faith community
- Increase commitment to combat discrimination and social justice
- More mission driven work with freed up funds
- Justice partners; opportunities for joint programming
- Potential co-efforts for social justice, RJ, environmental action
- Political statement
- Progressive partnership; increased understanding; what new partnership can bring

Alliance with Jewish congregation offers multicultural learning and stand against anti-Semitism

- Expansion of our legacy of alliance with Jews in Minneapolis
- Continues our historic alliance with Jewish community

- Moves toward breaking down tribalism
- Stand against anti-Semitism xx
- Tangible support in an anti-Semitic era
- Relationship building across religious differences
- Getting to know a Jewish community
- Coax our point of view and outside of our current mindset to welcome Jewish congregation
- Religious institution participation makes sense
- Ecumenical nature of this is good
- Modeling coexistence between religions; cultural exchange with a Jewish congregation
- Progressive multicultural life enhancing partnership
- Exposure to another tradition; interaction with Jewish community
- Justice implications cohabiting with Jewish community
- Events together (4 responses)
- Synergy with ST members, new people with new ideas different ideas
- Visible support of a synagogue in a growing anti-Semitic era
- Cultural sharing and understanding, active stance of solidarity in rising anti-Semitism
- Making a larger entity that stands for tolerance and affirmation of other faiths
- Learning about another culture and religion including music
- Getting to know new people new traditions
- Cultural enrichment
- Synergy with a liberal Jewish congregation
- It just feels like an expanding/coming home, good possibility
- The symbolic gift – the real opportunity to learn from them
- The opportunity to learn more about “the other”
- The idea of healing old wounds about anti-Semitism
- Counter-cultural nature of co-location
- Standing with our Jewish neighbors
- Partnering with another congregation to address anti-Semitism and white supremacy and islamophobia
- Cultural enrichment
- Jewish community reconnecting with their roots in the space
- Supporting our Jewish community and strengthening our partnership
- Opportunity to experience another system of faith and practice
- Authentic and direct action against anti-Semitism
- SJ growth, cross cultural growth
- Standing in solidarity for SJ, peace, deepen cross cultural and religious understanding
- Learning more about Judaism and opinions on Israel/Palestine conflicts
- Building a closer relationship with a progressive Jewish congregation; new perspectives, questions, relationships
- Interesting, educational, fun intersection

- The two bodies of worship could finally be home together in one building
- Political statement
- Experience different worship style and faith, more humanity and diversity, coming home together
- Deeper understanding of discrimination due to religious beliefs
- Direct authentic statement against anti-Semitism
- Getting to know Jewish values and Judaism in close proximity; “shoulder to shoulder embracing”
- Cross-cultural learning and growth

Opportunity to build relationship and community with an organization who shares our values

- Challenging ourselves to build a relationship across difference
- An invigorating partnership
- Larger impact with two congregations with similar vision
- Stronger community, greater community, expanding our community
- Jointly working on issues and learning
- Having shared values; shared values made public (3 responses)
- Closely related shared vision
- Increasing tolerance
- Possibility of sharing activities, ideas with another congregation (2 responses)
- Sharing with new people and new religion
- Modeling a coexistence – more than two congregations
- They seem like nice people
- Possibilities for programming for shared values
- Allies on shared values and visions
- Integration of two congregations
- **Note: Several comments from those not leaning toward co-location stated they would want to continue a relationship with Shir Tikvah.**

Lesson our impact on the environment

- Environmental impact; less impact on environment; smaller footprint (8 responses)
- Makes environmental sense (2 responses)
- More environmentally friendly
- Our world is over-built. Our resources remain vacant and unused. Let’s share resources and all kind of wealth.
- Sharing space; using space more efficiently for the environment
- More complete use of building – better environmental footprint
- Stronger voice in faithful action work on environmental justice xxx
- Environmental advantage, maximum use of resources
- Sparing the environment; using this large behemoth of a building more than it is being used now

New Possibilities for our Building Space

- 3rd floor space and opportunities (19 responses)
- More space for activities I like here
- Opportunities of a renewed building space
- Opportunities that come with a larger, dynamic, new and expanded facility
- Better use of space that is otherwise not used at times
- That our two congregations will agree on kitchen renovations
- Our building will be kept clean and in good repair
- Shared expenses that helps our security
- Chance to create a facility that will better meet our needs for a long tie to come
- Improved facilities (two comments), including bathrooms
- More classrooms for RE (2 responses)
- Utilizing physical space to its maximum in an era when we have to practice resource management and sustainability
- Improved accessibility

Positive Financial Impact

- Financial partner to help take care of our building (4 responses)
- Makes financial sense; economic advantages; strengthens our financial position (6 responses)
- Financial advantages – can afford more expansion
- Increasing financial security (4 responses)
- Saving money on operating costs
- Reducing our operating costs (3 responses)
- Shared resource, sharing expenses (4 responses)
- More resources to help with maintaining this large structure
- Strengthen both congregations by reducing operating expenses each carry independently today

Capability and Commitment of those involved

- Our people involved are very capable and committed
- Commitment of people working on committees to make this opportunity happen
- The forward-thinking staff who dreamed up this idea
- Thoughtful decision making; I can trust the process more

CONCERNS

Logistics, sharing space, scheduling

- Logistics, space use, scheduling, coordinating (15 responses)
- Concern about use and sharing of kitchen; current arrangement with tenants has been a source of frustration for many; how would these issues be addressed in a partnership? (3 responses)
- Competition for third floor
- How realistic is it to think two large, active congregations can make the scheduling and logistics work?
- Communication, even with good intentions

- If we can't fix the leaking toilets and keep the kitchen clean on our own, how are we going to handle/deal with the ordinary administration and management of the place in a more complex arrangement?
- Concern about rituals, overnights, small groups meetings – as both congregations grow, is there enough space?
- Do we have enough space for meetings, circles, choir, etc. for both congregations during the week?
- Bringing more congregants to the church
- Confusion- who gets what room when? How? Who decides? (2 responses)
- Too complicated in terms of scheduling, space, coordination,
- Competing for resources – scheduling activities and events
- That expert logistics and space use and expectations of events will not be addressed. It already disappoints.
- Hoping the scheduling is not impossible
- RE sharing space; ST RE meets on Sunday, RE Sunday class time conflict (*NOTE: Shir Tikvah has agreed to move their Sunday RE to Sat am*)
- Would sharing be a burden to staff
- Cumulative annoyance of experiencing room scheduling conflicts, especially for the kitchen and social hall
- Concerned about event management and space planning and whether the staff have enough expertise to handle the increased demand and logistics
- Conflicts with RE use of same space at same time – how to resolve?
- Shrinkage due to cultural and scheduling conflicts
- How do we all fit? How does growth fit in shared space? How long is this viable based on historic and projected growth patterns?
- Sanctuary events and ceremonies; weddings and memorials (potential conflicts)
- Event collisions
- Friday and Saturday building availability
- Has there been a study of how many rooms we have and how much we/they use each day week?
- Is there room to grow?
- What would happen to AUW (space needs)
- Is there enough office space?
- We are already full on Sunday mornings – this won't make the sanctuary bigger and limits options for more service times. 6th grade overnight last week end was overbooked and this happens a lot.

Parking and impact on neighborhood

- Parking (26 responses)
- Parking with kids
- Bringing more congregants to the church
- Need to address handicap accessibility
- Impact on neighborhood (4 responses)
- Doesn't solve the parking issue

- Neighborhood association imposing resident –only parking zones (3 responses)
- Concerned that CARAG will be opposed and impose resident only parking restrictions
- Parking on Wednesday when they have Hebrew school
- Shuttle? Organized carpooling?
- Could we badly affect neighbors, especially parking?
- We are already limited by parking; adding more space inside does not increase capacity for parking.
- Devil is in the details. Parking is a huge problem. If I can't find close parking on a Wednesday night, it will not be safe for me as a single woman to walk to my car after choir practice.
- Need a concrete plan for parking before commitment to co-location
- Working out conflicts with space
- Time and space and parking for crossover events

Building Issues

- Safety and Security (3 comments)
- Safety and security in light of increasing anti-Semitism
- ADA concerns
- Expanding existing elevator is expensive and problematic for elders and disabled
- Elevator use/out of service for many months during construction
- Time frame of disruption and effects
- Sanctuary is still underutilized
- Use and art display in the Social Hall
- HVAC system for sanctuary and whole building; need construction that solves heating/cooling issues
- Bathrooms need renovation; bathrooms are disgusting to invite the wider community into
- Making sure building is accessible and inviting to people with disabilities
- Not a big enough footprint now and in the future (2 responses)

Complexity of Governance and Operations in a co-owned building

- Co-ownership financially and decision making; who decides what to do when there are different viewpoints about what to build, what to maintain, what colors to paint the walls, etc.
- Complexity (4 responses)
- Governance – two Boards and a super (New Entity) board
- Lack of specifics about budgets
- Complexity detracts from focus on mission
- Creates another level of authority.
- Loss of Autonomy (2 responses)
- Risks of co-ownership
- Greater complexity of decision making
- Difficulty of co-ownership: financial issues and space sharing

- Managing ownership of assets and operating cost allocation
- Method for conflict resolution
- Cost and complexity of creating and maintaining the “new entity”
- Faith in 50/50 governance vs. variable asset value
- Consensus is a vague decision method
- Deadlock at the 50/50 Board level
- Financial/legal seems vague
- Giving up half ownership in building finances sounds unrealistic; concern about adding a level of bureaucracy
- Added governance demands in an era when finding governance volunteers seems more difficult
- Congregants with strong opinions who struggle with relationship frame of decision making and conflict resolution
- Transfer ownership – substantial risk and complex relationship
- Concern regarding continuity of relationship
- What if we disagree on a critical political issue?

Exit Strategy

- Way to unwind the relationship if it doesn’t work out (4 responses)
- What happens if one party wants out?
- Who gets the building if co-location ends at any point?
- Risk to 1U if things don’t work out
- Development of factionalism and financial problems in an unwind
- Concern that this has not yet been fully addressed/answered
- If co-location doesn’t work, who keeps the building? (2 responses)
- What happens to building ownership if a mutual unwinding occurs but both congregations want to keep the co-owned building? Define that risk possibility and contingency plan.
- Two dynamic congregations might outgrow the space

Focus on co-location could distract us from our mission

- Our building and parking situation do not allow the successful accomplishment of our vision, even with co-location
- Does co-location strengthen or weaken our mission, especially RJ?
- How to preserve our value of racial justice with a group with a Zionist element
- Focus and energy of the “brave space” and RJ initiatives beyond ST will be lost in the focus on co-loc
- Will it distract from our mission? Potential distraction from mission (two responses)
- We aren’t being radical enough and addressing structural racism directly
- Narrowing of our cultural and justice focus because of the demands of co-loc/excluding racial justice and Islam connections
- Will our building be so filled that we will be less able to invite community events in?
- Vision for Capital Campaign at First U does not equal our new vision.

- Will this further our racial justice mission?
- Public appearance of the Islamic school vanishing and Jewish congregation moving in. We need to be very mindful of working against Islamophobia.

Our own anti-Semitism

- UU's benign anti-Semitism needs to be addresses
- Confronting our own anti-Semitism and attitudes about Israel and Palestine
- Level of anti-Semitism in our congregation
- Doesn't address internal anti-Semitism

Difficult process to make it happen; process of decision making

- Will take lots of money, time, confusion, people
- Burnout on the planners of a very complex process
- Disruption to our space while we go through renovations
- How to participate during construction
- Buy-in of our own congregation
- Disruptions to time frame
- Time and energy to make it happen and on an ongoing basis
- Will a majority of more than 50% be required to go forward? My concern is that if we don't have a big majority on both sides, it won't work.
- Shrinkage during construction
- Are we strong enough to take this on?
- Leadership "pulling" a congregation that is not on board. Word at the water cooler is "why are we doing this?"
- Communication to each congregation
- That we still seem to have lots of questions and few answers and that in the public discussions, we have not focused the conversation on what are the "make or break" issues –e.g., how do we unwind the relationship when needs change in the future?
- Our capacity to balance moving forward and reflection – I worry about losing long-time members with resources
- Timeline for viability of this campaign

Financial risks

- Financial risks and issues (2 responses)
- Money
- No detailed information on money or programs
- Committing to ongoing financial obligations that we cannot meet on our own. I hope there will be a detailed plan on how to minimize financial risk.
- Finance and details seem based on optimistic thinking not critical thinking.
- That financial agreements are fair to both congregations. Does Shir Tikvah have the financial resources to be a full partner?
- Financial savings need to be significant enough to justify some of the challenges and sacrifices.
- Money – how certain is the future of money?

- Too complicated in terms of finances
- Not making 50/50 financial investments (2 responses)
- What does loss of 1M in capital campaign mean? (2 responses)
- What happens with a budget shortfall?
- Possibility of increased in equality of ability to maintain equal support of facility through growth or decreases of congregation
- What if ST building fails to sell?

Impact on our UU Identity and culture

- Impact on UU identity – especially visuals, art, aesthetics in sanctuary and RE rooms. It Matters to feel UU here and know our UU identity.
- Maintaining our UU identity in the sanctuary
- Cultural clashes
- Maintenance of a clear philosophical difference between UUism and Judaism
- Roommate problems
- Children and prospective new members: am I a UU or Jewish?

General worries/risks about change and future circumstances

- We may lose some people
- The risks, time, energy all the things that can go wrong
- Practicality of this campaign
- General unease about change
- Rose colored glasses of early stage dating?
- Don't want to see church fall apart like it has before
- Co-location now places certain limitations and contingencies on future generations whether they want it or not.
- Will we have ironclad guarantee from City of Mpls to go forward with construction before agreement with ST?
- Membership decreases in either or both organizations
- Will this actually allow our congregation to grow? Is there room for expansion?
- Something “bad” happens that was overlooked, legally or otherwise
- Potential unevenness in membership and resources
- When Senior leadership changes, will the commitment stay the same?
- Renovated 3rd floor will become go-to space. People will see such a style of church as an encumbrance
- Will we shift our congregational emphasis away from this huge undertaking in a couple years as we have done with “the house that love built” emphasis to “one percent” to “racial justice” to this?
- If ST grows out of proposed 3rd floor space, then what?
- Palestine politics
- Them vs. Us thinking
- Loosing members because of challenges; who will we not be caring for? Who will be lost?

- Risk and long-term disputes. I moved here from another UU congregation...They had failed to keep their contracts up-to-date for several years which left huge vulnerability when there was a falling out with a minister years later. We must be ready for long term commitment.
- Long term viability

WHAT IS EXCITING ABOUT MOVING FORWARD ON OUR OWN (WITH OUT CO-LOCATION)

Clear focus on our mission, especially Racial Justice

- Use energy to focus more on racial justice with less work
- Clarity in racial justice work and mission
- Capacity to focus on 1st U
- Continuing the racial justice work with our vision
- All our energy gets focused on things we already agree upon
- We are moving forward with Karen Hutt to diversify our offerings
- Ability to completely control our vision and its implementation
- More opportunities to connect to other groups
- Ability to grow as a faith community with fewer constraints
- Possibility of exploring co-location with a black church
- Full energy of staff and ministers focused on mission, less administrative energy spent on very complex legal and financial issues
- Potential for growth continues
- Maintaining a clear identity
- Less resources being put towards co-location
- Input and interest of everyone
- We have resources to do most of capital campaign projects
- Generating more varied justice and brave space possibilities
- Getting more involved with racial equity and environmental issues; you don't want to squeeze out groups that we are already working with – Native group, Sanctuary and Resistance
- Continued/expanded social justice
- Being able to focus on our own mission and needs should be top priority
- Not excited to stay on our own, but want to expand programs which I fear co-location would limit

Maintaining autonomy and control

- Independence and flexibility (two responses)
- Flexibility in pursuing our growth
- 1U has total control; complete control over our destiny and long-term future
- Simpler and complete independence
- Freedom to make our own decisions; our capacity to control our own destiny
- Control of our space

- Ability to respond and grow as we see best in response to the unknown and unknowable future developments
- Control
- Still have the opportunity to make changes in the building
- Updated building maybe even a kitchen re-do
- That we can assure ourselves that the facility/programming meets our needs subject only to our resources/limitations
- Getting full control over new spaces; lower risk of a big shake-up
- Making the building our own
- Maintain 100% control and having full decision-making authority
- Having the independence and flexibility to do what we need
- We can chart our own future; we won't be stuck owning 50% of building
- We would keep our identity more independent
- Reestablishing our own culture

We are a good place as we are; like status quo

- This is already a good place
- We will be fine, for times we shall see
- We will be fine either way
- Needs are met
- We are doing well now – I don't see any significant changes if we don't co-locate
- We are a great place to be already
- I love this church and will be here no matter what
- Status quo, less turmoil and anxiety
- Keeping things familiar, no startling changes
- I love this church and would be happy to go it alone, even if it means scaling back on programming
- My feeling of joy at being in my home church would become much more complete
- We are on a good path – continuing and increasing our commitment to our mission and growth

Less complexity in governance and operations; less risk

- Less work and complexity
- Relieves time and energy to be used on other things
- Easier and simple
- Less complicated
- Less hassle negotiating with others
- Having more time and energy to pursue our goals without energy being taken to manage space issues
- Less complicated decision making, less complicated feeling of being in my spiritual home with my covenanted fellow journeyers
- Not having to blend operations and legal structures
- It seems safer and more realistic but the problems with the building, funding and membership growth remain

- Eliminate risk
- Not having to worry about co-location issues and concerns
- Simpler administration
- Fewer logistical problems to solve
- Less need to collaborate; less conflict
- Having space we need (even without 3rd floor); not having the stress of sharing, not making parking even worse
- Less risk; less stressful to not face risks associated with co-location.

Process has been helpful

- The discussions are energizing
- This process will deepen and better inform our own needs
- We have evaluated and discussed some (in the steering committee) every aspect of how we operate

Other

- Possible relocation to brand new site at Lake and Nicollet – parking addresses
- So glad we've paid off the mortgage and already improved accessibility in sanctuary
- Everything
- I would prefer to co-locate. Not excited about going on alone

DISSAPOINTMENTS IF WE DON'T CO-LOCATE

Lost Opportunity for bold leadership, collaboration, and innovation

- Loosing all the opportunities we are excited about (9 responses)
- Lost opportunity to become a leader within our UU community
- Lost opportunity to enlarge and expand the mission of 1U
- Missed opportunity to seize the moment for a bold move
- Missed opportunity to do something great and strengthen our ministry to the community
- If we let our concerns about parking and logistics prevent us from engaging in this amazing opportunity, I will be very disappointed
- Missed opportunity to challenge ourselves and grow
- Missed opportunity to be an example of religious organizations working together and being visible to our community, city, etc.
- Inability to show religious tolerance to those in our extended community
- Loss of opportunity to create a different future
- Missed opportunity to live more fully into our values
- Missing a chance to make a powerful statement
- A chance to be really innovative
- A great adventure that didn't happen
- We will have lost an opportunity to be better
- If not co-location, what is next?
- Impact on relationship with this community and remaining space-hogs
- The boldness and excitement of possibilities would be lost

- Same old, same old
- Continued space pressures here
- That we didn't try out the new model; not experiencing a new model
- It may feel like a lot of work resulting in a loss of possibility
- Our failure of courage
- Finally sounds good especially after losing a major donor
- Not building on all the information that has been gathered so far
- Lost opportunity for learning
- Missed opportunity both real and symbolic
- Chance to experience new and exciting perspective and energy
- Chance to be educated, to learn and practice new alliances and support new ways to address significant concerns
- We lose out on a more diverse experience
- We will have lost the opportunity to engage with another group who has a similar vision
- Loss of direct support to Jewish congregation
- Missing out on social justice
- Stagnation is possible
- Lost chance to deepen relationships

Lost opportunity for sharing resources

- Financial strain, loss of financial gains in the expansion
- Missed opportunity to cohabit, collaborate, share resources
- Lost the possibility of combining resources
- Not having a financial partner to take care of this building
- Losing the possibility of relationship with Shir Tikvah
- Loosing opportunity to decrease environmental impact
- Missed opportunities for shared experiences, loss of cross-cultural sharing
- Loss of financial benefits; longtime financial challenges; chance to lower costs

No third floor

- No third floor (8 responses)
- Not having 3rd floor and chance to offer that to the community
- Not having elevator to Arches room, balcony, etc.
- May not get enough renovations done
- Lose out on a more workable facility

Other

- Impacts on those so excited about the priority of co-location
- I have three family members who are members of Shir Tikvah and have witnessed the positive energy of the congregation. They are visionary.
- The time and effort we could have used to move forward more quickly
- Want to still partner with Shir Tikvah

- Would like to work closely with them on mutual understanding and joint social justice work
- Depends on what it is that makes us not choose co-location

SUGGESTIONS/SOLUTIONS TO ADDRESS CONCERNS

Continue Sharing Information and Open Communication

- Continue the feedback sessions
- Keep offering updates and discussions
- The sense I got from today's presentation is there are dedicated, competent people working on this. I trust you to take care of details. This was echoed at our table and at another table. Keep doing what you are doing around this.
- The team is well-informed and open with information
- Great faith in the people driving this
- What's being done is great! Keep up the info sharing and good transparency
- Continued dialogue and transparency
- Continue to move forward slowly for both congregations this is great discernment. This is an important decision with long lasting implications for the next generations.
- I hope the best for the co-loc process
- Treat this like strategic planning so that it becomes a clear part of our mission – Shir Tikvah or not. Clarify next steps.
- If 75% of the congregation votes for co-location it will be great
- Allow actual discussions rather than structured small group sessions
- Consider spending 3 to 5 years laying the groundwork for this effort
- Don't rush the decision – make sure questions are discussed and answered
- Combined board will be good for issue resolution
- Keep doing these sessions
- This session moved me from neutral to supportive. It is reassuring that this is a thorough process.
- Have more open meetings – this one was done so well
- More time to think about it and talk with others – I need to do some of this myself
- More time for the members of both congregations to explore. The steering teams and Jen are doing wonderful work, but it won't come to fruition without the majority of congregants buying in.
- This was a very good session. Thank you!
- Continue with what you are doing - communicate.
- Continue communicating all that you hear from members
- Keep talking
- Keep conversations going. I know it is not a done deal from the point of view of either congregation.
- Keep it up
- You guys have done an amazing and thorough job of researching this
- Ongoing monitoring process on progress
- Thank you for all your hard work

- Keep forming ad-hoc groups to investigate, coordinate, and consult with the various interested parties
- Perhaps attention to benefits to 1U congregants could help with the cost/benefit analysis
- Separate the questions. Do we want to co-locate? The congregation needs to wrestle this through then decide terms of co-location, then decide who
- Find ways to involve more congregants; not everyone can come to meetings like this
- We must remain flexible with our actions and our solutions
- Keep talking and focus sessions on solutions to potential problems. That will build trust in the plan and bring even more ideas to the table.
- More listening-sharing sessions
- Continue the open and transparent communication
- Educate!
- Keep being transparent regarding addressing potential conflicts. Thanks.
- Continue discussion for options
- More long-term visioning

Parking: remote parking with shuttle; start working on it now (15 responses)

- Parking is a make or break deal for many. Can we generate some possible solutions? Start working on the parking problem now; don't wait. Form a committee now to look at issues and solutions.
- Start a plan for parking; saying we'll figure it out isn't a solution.
- Good idea to talk about parking needs. I was asking in the past to provide info on parking options other churches have developed.
- Parking ramp
- Ride share program
- Use the Lakewood Cemetery for parking and have shuttles bring congregants to building
- Remote parking with van or shuttle; carpooling
- What can we glean or forecast about how transit, rideshare, could change parking demands especially as next generation is the core part of our congregation (less car-dependent)
- Acquire properties for parking

Provide more specifics and detailed information

- Talking in specific terms about things that could come up like pork in the kitchen
- Need more details before the vote
- Give more specifics
- Keep working all the details
- Include more specifics about security and finances
- More information on finances and handling of potential breakup
- Hope by fall more financial and legal details become clear, realizing that a mutually trusting element also needs to exist, as not every detail can be set forth
- Timelines for how long parts of the building are out of commission

- Add to the FAQ
- Address if the letter we received explaining our shifting budget have an impact
- More information about and perhaps from the congregation you found who are doing this. Could they come and talk on a Sunday?
- Show us a model that's proven success and why
- Hear from Ann Arbor church leadership – maybe Sunday speaker? To discuss the journey they've had together
- Shorter term factors concern me less than long-term issues and exit strategies

Equity Issues: go more slowly, give more details

- Is there a possibility of a more gradual co-ownership to ensure that the relationship would be a strong long-term commitment?
- Prenuptial agreement for First Universalist to retain 3400 Dupont
- I support gradual equity assignment to Shir Tikvah depending on the resources they can bring to the table
- 50/50 issue addressed early in process with clear plan
- Develop a formula to re-balance cost input if congregation sizes change

Governance: involve experts to help

- Each congregation would pledge to replace senior leadership with individuals who embrace co-location
- Need ongoing transparent dispute resolution team
- Hire experts to manage space and event management
- Hire a master scheduler

Increase interactions with Shir Tikvah

- Have more interaction of members on a trial basis
- I would like to meet leaders and members of Shir Tikvah
- Need to hear more co-presentations from ST and how they view the prospect of co-location
- Trial “living together” period – one day per week?
- Perhaps we can practice working with each other before co-locating officially (for at least a year)

Building Needs

- Start a real estate purchase fund now to be ready to expand our footprint when the opportunity presents. This could include a separate capital pledge fund ready to act.
- Make sure space can be used flexibly so that small and large groups can meet. Might mean movable walls
- Add elevator to south end and improved security/vestibule on south end
- Smaller elevator by parking lot. Not sure we need an elevator to Arches and choir loft.
- Use money for 3rd floor renovation to redo our sanctuary to accommodate both congregations' vision

- Take more time to fundraise and save for this vision. Make sure growth in membership continues past 2020 election
- Consult with HVAC on smart thermostat system that integrates with event scheduling to adjust systems with proper lead time
- Address HVAC issues (2 responses)
- Address bathroom issues; women in choir need to have 30-50 women use 4 toilets during 7-minute break
- 2nd small elevator which holds one powered wheelchair and one person
- Extreme soundproofing. I am particularly concerned about our capacity to support loud children

Acquire additional Funds

- Major fundraising
- Start a real estate purchase fund now to be ready to expand our footprint when the opportunity presents. This could include a separate capital pledge fund ready to act.

Support racial justice work

- Ensure we share space with congregations of color, especially black
- Offer free/reduced space for racial justice
- Creative ways to build relationships (media presence)
- Separate planning and assessment of brave space and racial justice initiative from planning or rationalizing co-location
- Look for a school either way with or without co-location
- Outline and commit to a plan for brave space (across religion and culture) distinct from co-location
- Develop social justice work now that includes both congregations equally

ADDITIONAL QUESTIONS

Note: Many of these questions are answered in the FAQs and/or were answered in the session. FAQs about co-location and about Shir Tikvah are also found on the co-location tab on our website.

Process/Decision Making/Time line

- How will we know if this is a no-go?
- How will continued transparency be insured?
- What's the timeline? What is timeline for ST to sell? If we proceed, when would ST move?
- What is the proposed time frame for construction to be complete either way?
- What happens to RE during construction?
- How will we participate during construction? Will we be at ST during remodeling?
- Do we need to replace the lost capital campaign gift in order to move forward with either plan?

- How much control does the neighborhood have over plans for the third floor?
- What data exists to indicate this would work? (parking, finances, space use, etc.)
- What is the #1 reason for this co-loc initiative?
- Why does ST want to move?

Building and shared resources

- Will there still be an easy handicap drop off entrance?
- What about their library? Ours is full.
- With co-location, do we gain additional classroom space?
- Is the kitchen renovation still in plans? Renovation of social hall? Increasing storage?
- Will there be increased need for office space? What would the effect on staff be?
- What happened to the ideas of remodeling the Social Hall, moving offices to Chalice Room Area?
- Would there be restrictions on kitchen such as serving pork or need for kosher?
- What consideration is there about technology solutions for things like shared scheduling with separate websites?
- Will an evaluation of the current mechanical systems be done as they are quite old. What will be done for energy efficiency as we move forward?
- How much of the original architectural design will be carried over?
- Parking and accessibility?
- Is there a law regarding whether we can expand the 3rd floor and add another congregation?
- Municipal codes?
- Permitting and zoning?
- Will the 3rd floor have a solar roof?
- Plans for parking?
- Will there be a handicapped transfer drop off?
- How will security be handled? Are there plans for upgrading security?
- How much more RE space is there?
- Acoustics?
- How will we handle the design of two worship spaces and scheduling of the spaces? (Like choir rehearsal)
- How do we address space conflict? How will we handle overnights?
- What is projected growth for both congregations? Will we outgrow the space together?
- Is there still an immigrant sanctuary?

Racial Justice Mission

- Will this truly advance our racial justice advocacy?

Governance

- What is the administrative function of the oversight board?
- How will the admin board solve disputes?

- Why 50/50 representation if First U is contributing more (money)?
- Would office staff merge, or keep their own?
- What models have you used to demonstrate how this might work or not work?
- Will the entire building be shared? Kitchen? Social Hall? Library?
- Will all decisions be 50/50 regardless of differing sizes, budgets of the two congregations?
- Are admin and other staff to be shared?

Equity and Finance

- How is the equity in the building divided if we contribute different amounts?
- Do we know for sure that ST has the financial stability and strength?
- Financial capability to co-locate
- What are the realistic financial numbers?
- What is the division of funds from each congregation?
- How much money is ST bringing to the table? When will the financial commitments be known so we can budget the changes?
- How much money can be saved through shared staff?
- Will security staff cost be shared if used?
- How stable are the sizes and operating budgets of both congregations?
- What happens if one congregation becomes financially less secure??
- Will we be able to maintain parity?

Future

- Will we have trouble attracting clergy in the future due to the complexity?
- How long will space be viable with growing congregations?
- Will we maintain our commitment to co-location?
- What happens when the capacities change due to membership size?
- What is the lifetime of change before we need to do it again?
- Will ministers stay to work through this process?

Relationship with Shir Tikvah

- What is our current activity with ST? Would this change?
- Will we do joint activities, worship or mission work?
- Can we arrange a time for 1U congregants to meet/hang out/eat with ST congregants before we take our vote in the fall of 2019?
- How do we accommodate both congregations' expression of their spirituality in terms of decorated spaces without imposing on the other congregation's spiritual expressions?
- Will there be opportunities for joint programming and sharing experiences?
- Is this a practically forever relationship?
- Why does ST want to move?
- How big is the ST congregation? What are ST's feelings about us?
- What is ST's position on Israel/Palestine?
- Will ST move Sunday school to a different day?

- Would this restrict our freedom of speech such as members protesting Israel's treatment of Palestinians?
- Will there be programs to educate each congregation on the others' religion?
- What if we disagree on an important political issue?

Other

- Will people leave either congregation because they don't like what's happening?
- What will happen on Sunday mornings? I am told this is when ST does their Sunday school due to kids events on Saturdays.
- What is the plan for increasing RE under co-location or non-co-location?
- What is our message/public face in the world?