

1. What do you think organized religion will look like in the future?

What does UBC look like in 5, 10, & 20 years?

- Unique opportunity (location near UVA) to end up in a good place
- Hope
- Will churches pivot to business-focus to break even? Reaction to societal lack of interest. People have a strong desire for community & volunteer
- If we don't make changes, we won't exist. Not sure how relevant it is for younger people. There won't be a church if we don't reach out to them.
- Churches are vanishing.
 - Being progressive has always been a backroom issue.
- "This is the reason I almost didn't come. I don't have a clue."
- I never knew what it meant to be Baptist.
 - Background: SBC split. There's always a drive toward conservatism. Yet, the Christian message is always progressive. Being Christian is counter-cultural.
 - Being progressive in one generation is in tension with what it means to be progressive in the next generation.
 - Thus, if UBC wants to be a church that wants to be doing what Christ wants us to do, then we need to pull toward whatever is progressive in the next generation.
- Think about where the community is going. We need to be as open and accepting as we can be & grow with the changes.
- It will have to be different if the church is to survive. It will be less liturgical
- Life has turned out so differently than the way we imagined
- The future will be more digital
- The future will be different than the present. It's going to be a combination of both digital and in-person. Shut-ins can participate in the future.
 - Variety of options. Different worship times and types of service
 - "I'd love to participate in a praise and worship service"
- Religion in the future will be disorganized.
 - At UBC, the primary goal should be in person worship
 - People want experiences
- Church in the future will be part in person but include online worship. Hope it's not spread so thin that it's ineffective.
- Organized religion will have a big challenge connecting with teens and young adults.
- Until we know what COVID will look like, that's a difficult question. COVID is running everyone's lives right now.
 - In 5, 10, or 20 years, I'd like to see members who left come back, but I don't see that happening.
- There are going to be more and more ways to take advantage of technology. I hope that we don't reach a point where everything is online. More intentional use of technology. Does technology change the dynamics of church? Use technology to reach broader group and then draw people together to do something in person.
- More opportunities for multi-generational interaction. Wednesdays were nice for that but not many people participated. More opportunities to study the Bible & taking a church retreat.
 - Topical studies of interest
- I have no idea. I don't know what is going on in organized religion.
- The future will be difficult. The pandemic has made it worse. UBC goes with that pattern. The church faces huge obstacles in the future. We have a big church and there are lot of expenses to keep it up. They've seen the congregation decline.
 - Utilizing the building space. E.g. nonprofits to rent
- The facility is huge. Asking: how do we utilize the space. Seen that a lot of students don't come to UBC. Online allows students to watch worship and not come. There needs to be balance between old and young members.
- On a global level, (1) the rise of tribalism, (2) giving up spiritual authority for political power. As long as those 2 grow, organized religion will decline.
 - If organized religion is to continue, it must expand its inclusiveness.
 - In the future, it will be smaller. Organized religion struggles with differences.

- I don't know if the church has a big future or not. Many people go to church because it's the thing to do.
- Younger. Hopefully, once people can start coming back to church, we'll have a good young adult group and some children.
- Until 4 years ago, I wasn't enthusiastic about online church. Since the pandemic, having an online church has been a lifesaver.
 - The future will include more online, zoom meetings.
 - In the future, we have to make sure we don't leave our seniors behind
 - Also, we need to target younger people.
- Organized religion will be smaller than we've expected or seen. Not many people will show up for in person worship.
 - Younger people are people who can stay home & watch online
 - With each new pastor, attendance goes down. Huge gap (college student & recent grads) missing. Sees UBC declining.
 - We should do more to attract students & expand our outreach to youth
- We don't know. It will be different. We've seen change throughout our lives.
 - Change on steroids
- Zoom is an enhancement. Sort of like hybrid cars. We haven't tossed out gasoline yet but we're on the way.
- Fearful that after pandemic attendance will be down because people will be so used to worshipping on zoom.
 - We need to do more than what we've been doing. Being part of the university community is important. Historically, we have been a town & gown church.
- Our worship will be less centralized and spread out over creation because of technology. People who want to participate who live out of town can use the internet to join.
- Important to have families within the church. Your Sunday School class or circle should be your family. She's talking about building community within the church. We need attachments.
- Miss coming into the building, sanctuary, choir, etc.
 - Hopes people won't get lazy and not come back
 - Concerned about (older) people declining & we need more young families.
- I can't see beyond 5-10 years. Between 3-5 years from now, the face of our church will look different.
 - Hopes some of the new faces are people of color
 - Small groups will be important in the future.
 - Small groups are great but they don't let us get to know each other in the whole church
- How can we be more visible in the future? More of a center for community meetings.
- In the future, we will be more of a "hands and feet of Jesus" community. Other ways to reach out the community
- Technology will not be an issue for new people in the church in the future.
- It's a difficult time. "I've been deeply troubled over the last few years with the so-called evangelical Christian involvement in the political sphere." He is offended by the usurpation of evangelicalism by political activists.
 - Hopes UBC will still be doing good work in the future. Socially aware & ecumenical
 - Has mixed feelings about being a university church. Apart from Jubilate, there hasn't been a significant arm into the university community.
- Organized religion will take some of the elements of the post-pandemic culture and incorporate them. However, in person worship is important – though it will be expanded by virtual (worship)
- Organized religion is on the decline and I see it continuing to decline. I haven't seen anything to lead me to think otherwise.
 - UBC specifically, "I would be shocked if we will be in the building in 10 ten years." Though it would be sad to see that happen: NOT UBC is going away, but UBC won't be in the same location
 - The momentum of the past is aging rapidly.
- No clue, but will be glad when we can get back to in-person.
- Driving around, sees lots of churches for sale ... sees many transition from from one type to another. E.g. Churches rebranding from (denominational) to Community Church with lots of praise-brand-type churches.
- Told story about one church buying another.

- Some people might want to (continue) watching online.
- He misses the social side of church. Meeting with friends and visiting will be part of church in the future.
- Culturally, the trend is away from organized religion... can't understand why that's appealing to people.
- There's always going to be a place in-person community and worship. There's an overwhelming need for connection (finds the touch missing now)
 - He sees zoom meetings staying
- I don't know. She likes quiet, formal church, liturgy (w/ meaning & one reason she grew tired of the Episcopal church)
- There will still be a congregation in the future. People won't have to physically go to a church. I imagine Bible studies will continue on Zoom. Readings and Prayers from people outside the building can continue in worship. There's something that will always bind people together in community, but it won't necessarily be geography. Geography might continue to play a role but it will be less of a role.
- Predictions are easy to make. Getting them right is another story ... looked at some data about the future of organized religion in preparation for our call. The data is discouraging. He compared the 2016 & 2020 U.S. Almanac. The SBC lost 9%. All religions lost 5.7%. Agnostics increased 4.3%. Atheists increased 227%. That tells us something disturbing about organized religion.
- I will always need my church. I don't know a better way to say it. I know what I like. Worshiping as a congregation, talking to people—I miss these things.
- I hope that we will have a nucleus of a church, a place to go for growth, fellowship ... sees that to survive we will have to expand beyond the walls of the church. E.g., I think about Haiti—what can we be doing? E.g. An auction to raise money to help the people of Haiti ... mentioned the idea of starting a preschool and the incredible need for that right now ,, talked about expanding our outreach to the community right around the church ... sees us surviving by doing more with other churches like All Saints or First Baptist West Main.
- Post pandemic churches will probably be pulled in 2 separate directions. (1) Community center. A lot of people want the church to reopen where people can hug and hang out together. Online church is (for some) their only community connection. Be prepared for people to come in. (2) Virtualization of worship gives us a lot of potential reach. People realize that you can worship through the online live stream.
- I foresee a difficulty in getting people to come back. There's not going to be a day when everyone comes together. It will be gradual and different for different people. Some will be less inclined to come back quickly; others will be ready to return. For those who haven't/won't come back, have we lost them? Our live stream will continue after the pandemic ... experienced more activity in the neighborhood and time with family. These things will have an impact on organized religions
- In this day and age, organized religion will be more virtual and can reach more people. It might be localized. It could include people from different parts of the world. We should be mindful of this reach.
- I think the future of the church will be full of change. The church itself and what we believe won't change. The way we worship and how we win people to Christ will change. The order of worship will change, which will be devastating to some. We have to be open to God's call because God is the constant in the universe. We can just frame God in and be open.
- Part of the future, we don't have control over. Expectations and those who are with us and those will be coming-- it depends on what we want the future to look like. In a vision, the devil's in the details. Some people will get uptight about the changes in the future, and others will embrace it and help the church grow. My hope is, as a result of going through COVID and zoom, the congregation will be more receptive to change. E.g. the tvs in the sanctuary have become normalized. The burden is on us. What do we want to be? How do we want to grow? I hope we will regain our focus as a university church. WINA spots are great. I love those. Also, though, I hope we can focus on the faculty and staff of UVA too. It's what makes us unique.
- The pandemic has forced us to look for new ways to continue to worship, continue to contact. People will be more receptive to finding new ways of doing things. In the past, sometimes the way we were doing something didn't work and no one wanted to change. In the future, I think people will be more receptive to change. E.g. "Throw the net on the other side" If this way isn't working, let's try a new way and it worked. We have a responsibility to try every way possible to reach people. She loves how people can remain connected through the videos. Try something new in a situation where something isn't working or isn't working as well as we want it to.

- Organized religion and our church in particular is going to become more accessible. That's good. The pandemic is going to show us some of the things we have missed. Being virtual highlights what we miss.
- Churches in the future will not be as much a physical location as a body of people. So, for example, I can picture UBC turned into apartments.
- I think churches in the future will be online. Maybe the pandemic is preparing us for this. As we look to the future, what are we doing to build for the future.
- Churches in the future will be much more involved in the community around us. New ministries and new missions. Worship itself will probably continue in the building. It needs to be more related to other ministries in the community.
- I think about how much we're enjoying Sunday school online and wonder if people will get complacent. It might make it harder to get up and get to Sunday school by 9:30.
- When do we get back to anything close to normal? It's hard to think about getting out and going to church. The numbers are going to be down for while because we're able to view online.
- Having both options (online and in person) is good, but misses special services, singing in church; but feels positive about the future of UBC. Definitely think it will be here in 20 years.
- Wondering about the future because of aging. It's difficult to get to the church by 9:30. There was resistance to doing a (class) meeting online. Do we need to go forward as a distinctive group?
- Pandemic has shown that we do a great job of worship online but I miss Bible study. The future will have both online and in person. Wondering about the future value of Sunday school.
- Concerned about replacing aging people with younger families. Val can help with this outreach to younger people.
- Organized religion has taken a hit over the last 20 years. Some justified. Other parts of that hit have not been justified.
 - UBC will be okay in the future if we change without succumbing to things we really don't believe in and have not been a traditional part of our church.
- UBC is the people. I see it as inclusive and I want us to be caregivers to one another. I can't imagine a world without church.
- Some will look the same. E.g. the Catholic Church won't change. However, the rest of us, I don't know. I've always been a big church goer, so part of us will opt in to go back to an in person worship service. UBC will be younger because it has to be younger.
- First thought, it will look a lot like it does now. I would love to see our worship services on YouTube continue because we reach so many people. Everyone has those Sundays when we can't get up, so having the YouTube option is great. I can't imagine wanting to do that forever, though.
 - What do we want the future to look like? I don't think we use our building as much as we should. Because church is no longer the central social aspect of our lives, people have found other things to do.
- The future is community and we have to develop a better community in the future. For decades, we've been trying to figure out how to better develop our community. Fine line between keeping the stable and getting out of our building.
- Mixed feelings about what (their) grandparents would say and what (they) think. (Their) grandparents would see the church as a gathering place. They wouldn't see online church attendance as valid. However, wonders how people will continue isolating and thinks people will eventually want to gather together but use social media as a force multiplier. This allows people to move away but not leave the church. (2) The future of the church means the people who are in the church will not be present. Is there a replacement factor in church? (3) Continue using it for a gathering space. Open the church for other avenues
- Thinking about how we've been doing this (online) for a year, and we miss the social aspect of gathering. In the future, we should offer the online option. If people move away and stay with UBC through online connections, they will miss some aspect of being part of the community.
- I think it's great to have the streaming but I don't watch the service because they make me cry. It's too depressing as a reminder that we cannot gather. The church of the future will have a streaming option but that shouldn't be our emphasis. I think people need to go to church where they are. If the only place they can go is online, that's fine. On the other hand, all church committee work should be handled via zoom. There's no reason to get up and go to the church for a (committee) meeting at UBC at 8:30 on a Sunday morning.

- The church used to be community for me. I have a lot of grief over the fact that I am not raising my children in the same way I was raised. People do find community in working together, in finding common purpose. As I was thinking about the tenets of the church, I thought about them as rallying points for the future.
- When we moved to Charlottesville 20 years ago, we visited a number of churches before finding UBC, and then we stayed.
- Why don't people come to church? (children) work long hours and don't attend ... who lives in the country ... who married a Catholic and converted – they worked long hours and have a lack of joining-mentality
 - Alex Joyner is coming to First UMC in Charlottesville in July – recommended *Hunting Magic Eels* by Richard Beck
- One could be pessimistic. Over the last 10, 15, 20 years, the trend has been less church attendance. Technology has been changing constantly and is driving a lot of the change. People have less time and have more options. They focus on where they want to put their time and their money. We see this in every nonprofit. Everyone is pulled in so many different directions. I think that we will have to change the way we deliver the message. It's not up to us to judge. It's up to us to love. Church will be more casual in the future. What momentum will COVID bring into our lives? Can we even go back to normal? Less formal. Church can still be an anchor ... sees churches merging. Costs will go up. Banks say they want clicks not bricks. Maybe there will be more electronic engagement in the future.

2. What is God saying to us right now? What are we learning?

- We can't go the same way we were in the last 10-15 year. We need to change.
- Agrees with the need for changes
- If we don't take action, UBC as an organization will die. We can't continue down the path we have been taking.
- God's given us a good lesson. Learning to be flexible. Huggin is critical.
- Nervous about the finances. Maintaining the building could be a big challenge in the future with an aging congregation.
- We need to concentrate on being more open, doing what we can for others, and being supportive of each other.
- Appreciate Val's youthful insight.
- Agrees w/ the others. Likes the idea of saying that we are open and affirming.
- Patience. Be still. Know that I am God.
- God's saying slow down. Look at ourselves, our society, what's important to us... it's almost like God's putting on the brakes.
- Tolerance goes along with patience. Putting up with things you're not used to putting up with. So much disagreement among family members.
- Appreciating all of the blessings God has given us even during this time. We are blessed and it's important to keep that in mind.
- God doesn't send pandemics but can use it when one arrives. Now's the time to listen and reevaluate
- Distraught over the level of public deception. Don't talk about people behind their backs & if you're upset about something, try to discern the truth before running off. "I see the role for the church to provide that moral leadership."
- God says: Please open back up. There's something missing watching on YouTube. Misses the hugs, working as an usher, and greeting people.
- Patience. A slower pace of life. How much of the busyness we used to have was filling time but wasn't that important.
 - We will appreciate
- Value of being connected. Finding ways to connect with one another.
 - Enjoyed the work at Sam's & now enjoying getting back to work at UBC
 - Value the opportunities to do something for someone else
 - God says life isn't routine
- We need to think outside the church and include the community. We need to make more of an effort to include those people who don't always feel welcome (LGBTQ, African-Americans, people of other cultures).

- Be positive. Keep going forward. Don't get caught up in the negativity. "I think a lot of the positives are the support groups"
 - Worries about too few young people.
 - We need a balance
- It's hard to say what God is saying. "Keep plowing ahead."
- We need each other. I want to touch someone's hand; I want to hug you. God is speaking to the isolation.
- We need to put God first. This is his way of saying he needs to be number one in our lives. Maybe these tragedies are a lesson for us.
- Patience. Tolerance.
- "Hang on." Keep inviting people. Keep letting them know we are here. We are going to get through this. Keep on plugging.
- I've been thinking about this question. (Humanity) God is saying to humanity "You have been working too much." Overworking the land, roads, resources. God is giving people the break that people need and deserve. Even though the pandemic is taking a lot away, it's given us some things.
 - (Congregation) God is saying to UBC "You can worship wherever you want to. Wherever you can create a sacred space." Read your Bibles.
 - (Me) God is telling me to read the Bible and understand it.
- Love one another
- We need to be more supportive of our local communities
- We need to be very nimble. We don't know what is in store for us. This situation has taken us by surprise. We've had to make adaptations that we never thought
- Be flexible
- "God is calling us for individual repentance and to be more like him"
- Quiet time has been a blessing.
- Right now. "I feel fortunate to see people I don't usually see. I cherish relationships."
- "When I used to teach Sunday school, I never approached Revelation. There's a lot to see in false prophets and false religion with politicization today." God's reminding people to be careful about who they follow.
 - There are more paths to the top of the mountain
 - Ecumenism makes more and more sense, and that's not a bad thing.
- "I don't think we speak for God."
 - It feels like UBC is an island. Sometimes I feel so disconnected from church and God. My most spiritual moments are when I am singing (anthems, not hymns). Not being part of choir is really hard.
- The political climate in our country has been devastating. So many people who identify as Christian are part of "that camp." "I'm really tired of defending myself when Christianity comes up at work."
- We have to be dependent on God to take care of us, and I think we can get through this.
- Perseverance
- God is encouraging me to get out and be closer to other people, not necessarily in the church. E.g. at the senior center, contact people and check in on them. Maybe God is giving us a time out.
- Be safe.
- Have faith. Trust God.
- Make a difference.
- We (UBC) are still at a place of launching in a direction. The covid closure has sidetracked us. Likes community engagement. UBC is still in a harbor we pulled into when Tom Leland announced his retirement. Michael wasn't a fit. During interim, there was a lot of handholding. He spoke about Matt's leadership bringing us out of the backwater where we've been for several years. Being in the backwater has been frustrating for him.
 - Wishes we could find a way to meaningfully engage with the LGBTQ community
- God is with us wherever we are. Worshiping God doesn't require as much routine as we thought it did. God's reminded us that God is everyone and there's no tying God to a specific place.
 - (After talking about churches who don't have a building). In the past, churches without a building have been stigmatized with shallow theology (& frequently quite conservative)
- While thinking about this conversation, I came across some articles from years ago that have relevance to this conversation. I share with St. Augustine the belief that God had 2 words. In addition to the word

from the Bible, nature speaks God's laws and truth. I see the evidence of God in the simplicity and complexity of nature. I am one of the minority of scientists who believe in Christianity. The number of scientists who believe in God is <20%.

- I'm not sure. A lot has to do with losing my brother. I know he's at peace but it's hard. I looked up to them because they talked the talk and walked the walk. I do not know what I would do without God.
 - They both talked about the difficulty of losing Barbara Jesser.
- She's grateful for so many things she took for granted. Health, ability to live alone, how much the church community means to her; she mentioned Wednesday nights and how she misses it. Maybe use mini-programs on Wednesdays. E.g. resilience. Mini-program = 2-3 Wednesday nights.
- "We've all been given a lot of time for reflection." He agreed with other's comments. He used to complain about his graduate student salary, but now he's thankful for having employment security ... UBC Involvement ... helps him see different perspectives and needs. At the beginning of the pandemic, there was a feeling of helplessness. Now, we're finding ways to move forward and help people.
- This past year has shown me that I am grateful for my job. I've been able to work from home without missing a beat."
- Adapt to changing circumstances that are beyond my control and find ways to stay connected. Referenced the James Bible study. We don't know what the future holds. We can make some reasonable assumptions, but as a church, we need to find ways to stay connected. We need to keep doing what we're doing. Having awesome worship services and Bible study, and maintaining some sort of routine. Recognize that we're not the ones in control. God is. We have to adapt.
- Change is constant.
 - Talked about vision: If we believe in the change that is coming, if we believe in the change that we're in, then it will help the way we see the future. Recognize the change that's coming. Adapt or die.
 - Location: The fields are ripe. The Bible tells us that. The University and Hospital is across the street.
- Think ahead. Pause.
- God to me personally: Reframing my view of what's important in life and getting back to some of the basics.
- We are stronger and more capable than we think we are. We have been through a storm and we have survived. We've been enlightened. We are strong and we can do it. I feel a new strength and energy going forward.
- God is underscoring our need to be in touch with each other. Being in touch, we are building on our past experiences. We are trying to adapt. Anything that works now builds on what came before.
 - We might not get "back"
- Interesting test to deal with a seemingly polarized society. How are we going to manage to get through this?
- My emotions are like when I was a teenager. That's the personal test because I came through it when I was a teenager. Many people are experiencing this.
- God might want the church to figure out how to represent God in and through these social issues. Some saw Christian nationalism as a goal instead of following Christ.
- This has given us the opportunity to increase our awareness of studying scripture through the new technology. When we can go back, we will learn to appreciate the opportunity to continue to serve our savior even during this pandemic.
- God is showing us how to magnify our ministry through these digital resources
- Figure out how to rely on me and not on your collective fellowship. Don't confuse the two.
- You don't need other people. You need God. That can happen any place.
- There's a spectrum of beliefs about God. We attribute too many personal qualities to . God isn't different in 2020 or over time.
- God is beside us right now.
- We are not in control. Take one day at a time. Be grateful for blessings.
- Take a step back and look at where we've been – we were in a church in crisis. We're in a God's-answered-prayer-mode. Where we are is what we've prayed for. I am more bullish about what's going on in the church. There is community in our church. Things are falling together.
- This is a great opportunity for centering and getting a good perspective about where one wants to go. Step back and remember what's important. We are finding ways to be community. I agree with

[previous speaker]. We're doing good things. We're not waiting for this to pass. God's saying, "You can do this. I am here. I am with you." As a society, we are reminded that we are not in control. We are here for the ride.

- I want to affirm the positives that I'm hearing. God is saying just because of COVID doesn't mean you can't keep going.
- This has been a stressful time.
- "Better get with it. Some of the changes we've made (e.g. online giving and teaching) will need to remain. People are lazy."
- It depends on where the Christian is in his life. God is saying something different to me than to you. It depends on where you are. The message is the same. God is not going to change. What will people expect right after COVID? I wonder if there won't be some PTSD from COVID? Will there be a COVID hangover?

3. What changes do we need to make?

- **What has the pandemic freed us to do?**
- **Is there anything we did before the pandemic that we don't need to do in the future?**
- Watches both her FL church at 10am & UBC at 11am.
 - It seems like evangelical churches are thriving. (I asked why) She thinks it's because they provide answers, don't wear masks, hug now, etc.
- (I asked him what children would get excited about) He didn't know, but then said a D&D club. Or, Minecraft
 - Getting groups like Minecraft or Yoga provide an easier entry point
 - **Have the Sunday morning coffee fellowship outside at UniBap Park.**
- Suggested having a D&D club at UBC.
- Continue to have an online presence; Constantly going back to metrics; Mothers Morning Out
 - **KEEPS GOING BACK to WE NEED TO BE PROGRESSIVE**
- If what we're doing now spoke to a lot of people, then we wouldn't need to change anything.
 - (After telling about some of the vision) Loves the ideas of opening the church, piano concerts, etc.
- Technology will be an obvious issue. Screens are a necessity now. "I hope that has helped some of our folks get over the fear of screens in the sanctuary." Screens & technology will be a given.
 - People will feel free to not come to the building but can still participate
 - Doesn't mean people don't need to come.
- While that's all true, it's important to not neglect people [who are less tech literate]. We need to include folks [who can't keep up with the tech advances].
 - Wouldn't it be cool to get people to come and talk about a social issue during worship? Like when William Washington came.
- Explore new areas & finding new ways to get together
- Include people via zoom. (...adds: Zoom allows people to participate)
- Integrate & hybrid gatherings
- The way we give money to the church. No passing the collection plate.
- More time within our own thoughts. We can talk more about mindfulness.
 - Wednesday nights are a time to try out new things
- Spent more time with his wife.
- Wondering about physical space in the church building. Can we utilize the space in different ways? Can we use it for the community?
 - Doesn't know what the options are for the future – explore
- With 10k baby boomers retiring every day, there are opportunities. What are some things we can be doing to serve them? Eg. Classes for financial planning and retirement.
- enjoyed the summer without the formality of the robes. "Growing up at UBC, there weren't a lot of robe wearing."
 - **Don't like "dirge" hymns**
 - worried about some hymns & songs not **appealing** in the younger people
- "Don't change something for the sake of changing it." Be intentional about it.

- It's allowed us to be more open to others who would never have thought about attending our church. E.g. she was talking to someone in AZ who attends a church that hasn't done anything during the pandemic, so she invited her to watch UBC on YouTube.
 - I would like to be part of the choir but because I live so far away from church I can't come on Wednesday
- Things like church conferences & other meetings won't be limited to in-person
 - He wants to see people get involved, express themselves; it drives him crazy when people don't say something but complain after
 - We have to find ways to eat together
- Agrees w/ [previous speaker's] comments & likes the deacon outreach
- Although I like the way our service is set up, I wonder if there are some changes that would have more people wanting to come. Particularly I think about more praise music in worship. That doesn't necessarily mean a rock band, but that's a possibility too.
- Go back to do the things that went well. Continue the radio program.
- Connect with the chaplaincy office at the hospital.
- "The pandemic has made it easier to explore new ways of doing old things." ... likes the 'On Watch' in the Word, the Thursday emails, the live streaming worship. The church has more freedom to be creative rather than status quo.
 - Too much listening to the organ. Short introduction to hymns & shorter offertory.
- The pandemic has moved us out of a rut.
- Concentrate on the oldest seniors (the ones who are not getting out at all). They are falling through the cracks. [listed several specific names]
- Keep the live stream.
- Nothing. Our congregation is good at adapting.
 - Continue adding new ideas and not being afraid to change
- I think we need to build or rebuild the idea of small groups.
- I want us to engage more with the town, draw them in more, do more for them.
- When I think of the neighborhood, I think of the area toward grounds.
- Interdenominational engagement. We need to understand others better. (... Yes & work together to show the world that we have a common heart)
- Engage with First Baptist Main St.; help with food insecurity with university students
- The church is going through the same that businesses and educational institutions face: functioning remotely. All institutions will have retained the good from this. E.g. our zoom call, remote worship experience.
- (1) "I want to be led through theology." (2) "I'm at the end of my rope with the hymns." E.g. Civil War hymns, American/Baptist nineteenth-century hymns ... loves choral music, high church, serious music ... likes "For Everyone Born." "Amazing Grace" transcends time.
 - (1) ... was excited about (Matt's) heavy theological background. He wants sermons that teach like Chester Brown
 - ... would like to hear (Matt) "go off on theology on Sunday morning."
- Longer sermons
 - I like mysticism, mystery, liturgy, routines... I'm comfortable by reciting things.
 - I wish we did fewer hymns. The hymns make it choppy. "I'd prefer one less hymn and that time to be in the sermon."
 - I'd like more mission moments.
- Making everyone who comes to the church feel really welcome. Make sure somebody notices visitors.
- TV screens in the sanctuary should stay so that we can have participation beyond those who are not in the sanctuary
- ... really enjoyed having Kim Bunns pray ... also likes the way we include the associate ministers in worship.
- I like the use of technology now (gave examples) and the new things ... still not a fan of the screens. The screens compromise the beauty of the sanctuary.
- Likes screens
- The screens don't have to be all-or-nothing. We can use them or remove them.
- I like the way we've incorporated more relationships with people who don't live in Charlottesville (e.g. Ann & WC participating in choir zoom, former Jubilate members doing reading from far away)

- o "I like our outreach to UVA students" We should continue investing in college students and the university community.
- o Revisualize how we use our space. I don't think we should go all in on renting out our space.
- o "Baptist" has branding issues. One student criticized advertising AQPTS.
- ... thinks things will go more back to normal than many people think.
 - o ... thinks that we need to increase the number of local interactions. E.g. UVA Faculty. If we had faculty speak and other faculty knew about it, some would come and visit the church and might stay.
 - o Albemarle Historical Society
 - o When we have students in Jubilate (esp grad students), have them present their work or why they chose their field on a Wednesday night
 - o ... spoke about the diversity in our congregation and wants to see it continue. Cited Paul's metaphor of the human body. "Our Baptist church doesn't need to be like one in Scottsville, for instance." We don't have to be like other churches.
- I was so comfortable with how we were. "Thank goodness for YouTube and Sunday School online." She misses everyone, Wednesday nights, Sunday school, talking, and hugging. "Through all this, I treasure all of our ministers." Love the church and music.
- Zoom. All the groups that use zoom could continue to use it. We can involve so many more people. We need to make zoom available after the pandemic so we can include people who cannot make it to the church.
- Being able to accommodate people getting to church. Those who can't make it can still join because of virtual connectivity. We can offer things on evenings and people don't have to come out or fight with traffic.
- Small groups appeal to her. E.g. we could have 10 small groups of 4-6 people and they could connect at a time that is convenient for them. All of this could be done via zoom.
 - o When we return to the church, it will be imperative to have better security. She brought up the Sunday when a homeless man came into the worship service. Because of the craziness in our world, we need to sensitive to security.
- My mind goes to: *everything goes back to the way it was before*. She misses Wednesday night suppers. The most important part of being part of UBC is the sense of community. E.g. on Wednesday nights, she felt the sense of connectedness.
 - o The pandemic has normalized the concept of zoom. Therefore, CC meetings can remain virtual.
- As we look ahead, we need to be thinking about short term and long term. Thinking about the opening of the church and other institutions. We need to think about how to get through this first step. What we should and should not do. Instead of jumping back to hugging, we need to be careful and it is safe. Think about what we want to emphasize and deemphasize. What are we compelled to do? He's thinking about the divisiveness in our country. One of our vision bullets: Respect the political and theological beliefs of others (reaction to extremism).
- She worked for years at the Federal Executive Building (retired). They started with small groups to build ground rules. E.g. Respect one another. Openness (which involves trust--if we don't trust, we don't share). If we don't have love in the forefront, we have nothing.
- It disturbs me that we have to get people to cooperate, be open, kind, etc.
 - o 2 words that I'm sick and tired of hearing: Reemphasize and reestablish small groups. This is a small group. We need to build groups like this. She talked about her Bible study PB&J. 12 in that group. They've continued meeting through zoom. We are losing the small-group-ness. We've said we needed this for years.
- Continue visuals in worship. If we're going to effectively reach people under 40, they are a screen-friendly generation.
- Visual mission works. She'd love for Alba to sing a solo every week. Handbells. Other soloists. Maybe join with a black church once per month. Connection with physical needs.
- Since we're used to zoom, get away from Sunday morning meetings, and make Sunday more about worship.
- We have an aging church. We need more emphasis on our youth and college students. We need to increase our younger population.

- “Maybe I’m too prideful, but I think that what we do and who we do it for, we do a good job.” Then, he described wanting UVA students and young families to join UBC (repeated this several times).
 - Suggested calling the people who only come on Christmas and Easter and inviting them to come back when the pandemic is over.
- I can’t wait to see and sit with people. I can’t wait for the warmth of being together. We (UBC) need to be ourselves and we need younger people to be the future leaders of the church.
- No need for in person committee meetings. Having to be physically present is unnecessary
- We were an established church. This is an opportunity to take on new challenges. The pandemic has freed us for changes.
- Keep the online giving and Bible study.
- We could have emphasis on fellowship. I love that Wednesday evening is a time to do a lot of business. We can’t adopt the practice that if you join UBC, you’ll never see your home again. I remember when I was a kid and we would have church fellowship time. Kids played games. Have an adult fun time. E.g. Domino game Train. It would be helpful to do something like a dinner after church once a month.

4. What needs to remain the same? (What have you been missing?)

- Misses young people. She remembers a Dick Myers sermon: “To not be a believer, one had to justify oneself. Now, the burden is on the believer to justify oneself.” That’s a big change.
- Misses his young people not having a place to go. They’ve lost the ability to get the kids involved in church & not have to watch them. The kids have gotten so used to sitting in the house, and he’s terrified of the challenge of getting the kids out for activities after the pandemic.
- Looking forward to coming back.
- Need a children & youth ministry
- Strong music program & music reputation
 - Minister to the older people; “make us feel valued; we pay for the ministry”
 - Vital to have activities that include all of the ages.
- I love Wednesday night dinners.
- I love table fellowship meals. Could it be on a Saturday night or another night?
 - What about somewhere other than the church building?
- I don’t feel that coming into the church is a chore. I have missed being there with everyone else.
 - Echoes [previous speaker]: “I love Wed night dinners.”
 - Summer program & other fellowship gatherings
- Hearing the choir
- Walking in the church & feeling God’s presence.
 - “Often I would leave worship with a different mindset than when I entered.”
- Saying hello to familiar faces & hugs & catching up with people.
- Missed being with people in person
 - Wants to find ways to be together with small group
- Hugs; misses PACEM and relating to the guests
- Hugs. In-person choir. Sunday school in person.
 - Misses interacting with Jubilate and the youth on Sunday night dinners
 - Loved “adopt a student” and they still keep in touch with their former students
- Although they’ve missed their Sunday school class, has been enjoying the online Bible study. Also misses PACEM, OIAM, and being present and participating in projects
- Being in person is the biggest thing missing.
- Miss seeing people. Being around people is so important.
- Misses the music, especially strings, organ, piano, etc.
- Miss the fellowship. Miss seeing the people. Don’t change much in the worship order.
 - Suggested working in an interview.
- Miss being with the people & seeing ministers behind the pulpit.
 - Environment makes a difference. Going to the sanctuary prepares one for worship. At home, there’s nothing to prepare you for worship.
- Keep the radio broadcast. Some people’s only contact w/ church is the radio.
 - Keep using the videos in the worship service.
- Children’s church in person. Choir. More instruments in worship. Guest ministers.
- Everything

- Hugs, greetings, & little boys sitting
- When I sing in the sanctuary, the fact that I can't carry a tune gets lost, but at home, I can't hide it.
- Affirmed the job we're doing.
- Miss sitting in the choir
- Sense of community. That's difficult to replicate virtually. Testimonies
- Miss the people and the connection. I miss Sunday school (fellowship and the Bible study)
- I wish I missed Sunday school. There are people he misses.
- Misses the live music; misses Wednesday night supper (it doesn't have to be every week). We could have a pot luck once a month
- the people and hugs
- Music & choir; it's a great space to listen to music. Loves having musicians come in. Misses the community, talking to people before and after worship
- Sunday morning worship & in-person Bible study; outreach projects
- Wednesday night dinner and program
- Wednesday nights are nice. Likes it when we sit down and have a meal together as a congregation. These things need to come back. Even if we go more virtual, we need to maintain lay leadership and involvement. "I think we've lost a little bit of the substance through the pandemic. E.g. the budget process lost some of the richness of the conversations.
- First Reformed Church of Skinnectity (340 year old church)... opposed slavery during the Civil War... during WWII, their pastor left the church to become a chaplain... About 5 years ago, there was a struggling Presbyterian church in the area. First Reformed drew the Presbyterian church into their congregation.
 - Would like to see Jubilate expanded
- I miss the church, in general. "I'm a don't-change-things-kind-of-person." Traditional music ... enjoys things with the youth and college students.
- Fellowship. In general, fellowship is missing right now. (it's hard to have side conversations on zoom) Even at work, informal conversations are virtually absent.
- "I got a lot out of physical aspects of worship. In worship, going up to receive communion, watching baptism, standing to sing hymns. I would like to be able to return to a point when worship feels the way it did last February."
- Echoed other's comments about what has been missed in worship. After getting 2nd vaccine, can we think about returning to worship, but will it be the same? The choir is so vital. Could the choir be in worship and spread out in the balcony.
- Really misses in person Bible Study with the Seekers, in the room. It felt like such a wonderful environment. They are all lovely, warm people.
- Having a place for my kids to go. In general, going to school and church, etc. For her, adapting to watching church has been easy. Not for the kids.
- I miss corporate worship. The energy of being in the sanctuary, the fellowship that goes with it. He loved when we included "Lift Every Voice..." from Abyssinian. The feeling of corporate worship. I'd love to be able to recapture that sense of spirit.
- Face-to-face, touching, hugging, talking in person, sharing a meal or conversation, where you're not worried about the camera or lighting. E.g. in my Bible study, we meet around my kitchen table. We can touch someone's hand or hug.
- Sense of community. "We're one in the Spirit". We are like-minded when we come to worship our Savior. I miss Alba and the choir.
- Misses Barbara's music. Would love to have our church sit for postlude.
- Interaction with children and teenagers.
- Wednesday night dinners
- The worship service needs to remain the same.
- I'm happy in the church. "It bothers me that I'm not as active as I used to be. One strength of the church is the choir and music. (She wishes there were more children in the church).
- The social aspects of gathering are what she misses the most. For me, the biggest part of church has never been 11 on Sunday. It's everything around worship.
- Softball was so fun because I could invite friends who don't go to church. We need things to invite people to attend that don't sound like church. Social stuff.

- Community. Being together. In remote companies where he's worked, they've paid big dollars to bring people together.
- For me, being in the sanctuary, hearing the organ, participating in congregational singing. A quality experience on Sunday mornings is essential.
- Music is what brought us to UBC. Formal worship needs to remain.
- Loves Barbara playing the piano (except when she's too loud)
- I miss the church service from beginning to end. I don't want much to change at all. It's a very special time. It goes back to my roots. I miss doing all the things I did before. Keep things like the communion schedule. He loves communion by intinction. Maybe change litanies ... likes taking the offering out of the service.

**5. How can we prepare for what's next? What steps bring us closer to God's dream for UBC?
(After I described ice cream, free coffee, & new piano)**

- Is there any possibility to build an apartment building in our parking lot? Can we do something about housing? (...recognizes that this is way out there...)
 - Opening the sanctuary – seems great
- Likes the idea of being open for prayer during the week
- At the end of the cycle, look at what the people have been saying and decide on a focus or foci. It needs to be a mix of small groups and congregation wide efforts.
 - What are we going to do about climate change, BLM, gun control, growth in the downtown area?
 - What about focused small groups to discuss gun control?
- Loves the ideas (especially free ice cream), but these fall to staff & not congregants.
 - Get congregants ready to help with what's next
- Connect people who enter w/ someone in the church
 - What if the church took a stance: "UBC will always be on the side of marginalized people" E.g. BLM. Can we have more compassion to see where they are coming from? "Young angry groups usually have a point."
 - Form a task force to talk w/ homeless people or drunk during worship.
- Are we greeting the homeless person the same way we would treat John Grisham? (or someone who looks like "us" instead of looking like the other)
 - How do we reach out to our neighbors?
 - We need more of an outward focus instead of a "y'all come" approach. Referred to a publication called 'Outreach'. Even though it's conservative, it has some great ideas for reaching out to our neighbors.
- More ways to be a center for community conversations. E.g. once a month series about current issues.
- Recalls a church consultant from around Y2K, the results suggested a full time minister for grad & undergrad students. This is the first time we've provided that personnel. It's important to have an alternative for each possible outcomes.
- What are other churches doing? What are some new, innovative ideas they have? Let's steal it.
- (ref to students) If you advertise food, they will come.
- Likes the idea of opening the church and inviting people inside (piano, ice cream)
 - Should be another nurse on call
 - Parish Nursing Fund (?) – there used to be a parish nursing organization w/n the church.
 - Teaching CPR & defibrillator
- Student room (G17). Having a designated space for students. If we are intentional about being University Baptist Church, then this is an important step to prepare for what's next.
- Likes the ideas of opening the sanctuary, ice-cream, & piano. There is/was a church downtown that had a music series at lunch.
- Loves the concert series idea w/ the new piano
 - Not sure about the ice cream & coffee.
- Isn't sure the coffee will bring people in, but something needs to be done bringing people together
- Ice cream communicates that church is for me. Some people might walk by and think that's for someone else, not for me.
- Great ideas (piano, ice cream, & open sanctuary). These are cultural shifts for our church. He likes the cultural changes ... feels like we are shifting toward an outreach mentality & likes this. We used to have

the mentality: "We're here. Come if you want to." Sunday school as it now stands is not organized for outreach ... suggests group & grade Sunday school by family cycles. E.g. class for newlyweds. Organize Sunday school for outreach.

- Chaplaincy at UVA who serve the children at the cancer center. The "open church" idea would be a godsend to a lot of people. "I have watched families camp out in the Curic Waiting room while someone is getting transfusions."
 - Not sure about the ice cream.
- Loves
- She likes the outreach that impacts the immediate community (ice cream, concerts, opening the church)
 - Mission trips – suggests a virtual global mission trip. E.g. at school, she's partnering with a group in Nigeria. Raising funds to help the needs of the orphanage.
- Loves the idea of the piano & concerts
- Reminds her of the Christ Episcopal organ series. Great idea. Invites people inside.
- These ideas get people in the church
- Likes the ice cream & coffee cart.
- Definitely should have UniBap cups for the coffee
 - Enlist neighbors to ask what they want (...added what they need)
- Those are great ideas.
 - The devil's in the details: How do we get them up the steps? Bringing people is a wonderful thing
- I love opening the church (because I had the same idea 15 years ago). These are fantastic things.
 - There's an entire complex across the street of physically and emotionally exhausted people.
- I love coffee and ice cream ideas. I love the piano concert series idea. They joined First Baptist because of the preschool.
- It's hard because we don't know what's next.
- Using the sanctuary for musical performance and opening the church has some promise. It's not a traditional church but the building is in use, so these are good ideas.
 - During concert series, we could collect offering for food bank
- These 3 ideas would go a long way to add to the positive view the community has of UBC ...all for the ice cream machine
 - It would be a good idea to let the congregation know about what different groups do. E.g., how circles help; there's the backpack program
- (2nd the ice cream machine) Is there something we should be doing for those who are really in need?
- Enjoyed the outreach to the neighborhood. Backpack ministry is vital. PACEM is important.
 - Foreign ministries are great but it's hard to point to something specific
- Likes all 3 ideas (except don't do coffee because it will upset the local coffee shops). At a previous church, they gave away free helium balloons which upset a guy who sold helium balloons. Make sure we're not undercutting a local business.
- Likes the idea of opening the doors. Walking by, it looks like a monolith right now. Loves the idea of the sanctuary being available for performances.
- I like the new piano idea and opening the space for concerts. We could even advertise it as a performance space.
- Amen. Amen. Amen.
- Returned to talking about 'Hidden Figures'
 - coordinate with local black churches
 - do something to connect African-Americans with the sciences. 'Hidden Figures' shows success in a different field than sports (Katherine Johnson - NASA)
- Loves all 3 ideas. We're right in the center of Charlottesville.
 - excited about the church being open so he could come to the church and pray during the week.
 - could leave his moldy desk and come and pray and then return to work.
 - "Every person who walks through the church door is a victory in some way."
 - Offer people prompts to pray. Have a table with Bibles and a sticky note. Offer to give Bibles and devotions to people.
- I'm really pleased about the security improvements (additional surveillance) and that it's perceived as a safe place.

- o Offer a devotion of the day for people to take with them.
- Likes the idea. Opening the sanctuary and the ice cream lend themselves to engaging members of the congregation. Have members of the congregation present during the open hours to answer questions and be present. Even the piano, have various people (Jack, Kevin, Karen) play the piano – it becomes a way to engage people.
- Likes the ideas, especially opening the church ... could envision having volunteers being present.
 - o My concern is running out of ice cream.
 - o Enjoyed the lecture series so adding a piano concert series would be fantastic. Only concern: how would you advertising it?
 - o Likes making the church feel more open.
- Piano: that's wonderful. Barbara is wonderful. Can we expand the piano concerts to have occasional concerts by Barbara.
- Also, have guest pianists come in to play and other have the opportunity to hear. Combine the piano with Tuesday Tunes.
- Short term strategic suggestion: When we return, we're all going to be surprised at how much we've changed. The biggest shock will be with young people. Can we develop that as part of reentry? Pictures of kids from before and after the pandemic. Long term strategic suggestion: How we want to market ourselves? Are we moderate, leaning to the left? This question comes from conversations with disgruntled members and happy members ... thinks UVA students are conservative and faculty are liberal. Think through the marketing strategy.
- The idea of the things we are using as soft openings would signal that we are above left/right controversies. Ice cream and music draw people in. More hand sanitizer. Hands-free sanitizer.
- Loves the piano series. It reaches across the street to the University. It presents an image of the church that is significant for the community.
- Ice cream: One of the staff members could have office hours on the curb. It's great to open ourselves.
- Anything we can do to increase the awareness of our church, who knows where we can go from there? Especially with the university across the street.
- I like your ideas. Question: how are we planning to engage with social issues?
- We must engage with the social issues?
- Likes the idea of opening the church and promoting it when we first open.
- I like the idea of doing something outside for free on a regular basis. E.g. Thursday Treat Day. Use snacks that meet the weather of the day. Have it at UniBap. Involve more people.
- He likes the "why not" attitude apparent in the church now. We need to keep this attitude.
- I love the idea of opening the sanctuary. Through all of this, and even after most people are vaccinated, my concern is germs. How do we control the space? How do we bring people back and prevent germs? Do we go back to pre-covid innocence? What will that look like? As an individual, what's my responsibility?
- Post-pandemic, we adopt an overkill attitude. Keep the cleanliness steps that we are taking now. If we want people to come back, we need to address the concerns that people have.
 - o How can we leverage the fellowship hall and stage.
- Name tags.
- Sunday, I was thinking about tuning the pianos. They both like the 3 new ideas.
- "When we first came to the church, we liked everything. We went through the change from SBC to CBF in a previous church. We were very active in the church. We were involved in everything in the church and did every role. When we came to Charlottesville, we wanted a church to attend but not get involved. We filled out the forms and served in various roles in the church. It's always come back that after filling out the forms, no one ever asked them to join the choir or to do anything else (like finance, etc.)." On one level, they wanted to be free to travel. On the other, they were never asked to serve and get lost."
- I like the idea of the open sanctuary. Going back to the idea of the Catholic Church, e.g. Notre Dame Cathedral, they have candles you can light. It might be a good idea to have the candles. I like all three ideas and they all have a purpose. He sees the ice cream and coffee as having a real possibility for making connections.

6. Do you want UBC to grow?

- Yes

- Depending on what it looks like
- Yes; if we don't come out strong and have an alternative to the far right, the future is scary.
- It's got to happen. The hope is maintaining the numbers over the next few years.
- Absolutely. It would be the most wonderful thing in the world. That's what is supposed to be happening.
- It's natural to want to grow. I don't want us to grow for the sake of numbers. I want us to grow because we can reach out to the neighbors and the people around us. I love what is happening and what can happen when we are free to be together.
- "I'd like to see growth where we're bursting at the seams. I'm comfortable with change."
- Growth is a good problem to have. Growth brings opportunities.
- We have to grow quite a bit before it's a problem.
- Growing up, at Easter, you had to stake out your seat.
- Along with growth comes lots of opportunities.
- We have the space. If we grow, we can utilize its potential.
- Yes; if we're growing the church, there will be some discomfort and that's okay.
- One likes to think that we don't have a reluctance to change but we all do. I, personally, do want to grow and change
- Yes as long as the growth is both internal and external.
- Yes. Change is good. I acknowledge that it can be difficult, but I think back to welcoming the LGBTQ community and how it impacted our church.
- We've got to grow
 - Doesn't want all the "visuals"
- How do you support the ministry if you don't grow? If you stop growing, you'll die.
 - Loved the sax quartet & guitars
 - Doesn't want us to become a megachurch
- If it grows, we could have satellite campuses.
- When you talk about growth, what growth? Is it just people in the sanctuary, benevolence, in reaching college students, senior adults, etc.?
 - would love to be able to adopt a college student.
- Definitely, yes. Because what's the opposite?
- Yes, but communication is the key.
- Yes, definitely. "God did not put us in the middle of UVA for no reason."
- Yes
- Growth brings good problems
- We used to have twice the size congregation, and we were fine.
- Yes
- He can envision a shuttle service
- Wants it to be public that there's free parking if you attend
- Is the fact that we have free parking listed on our website?
- It depends. Not a fan of growth for growth's sake. He'd rather have 250 eager, committed members than 500 empty vessels. Quality over quantity.
- Yes.
- If it doesn't grow, it dies.
- "I think the warmth people can share with people they don't know can help new people stay. I've had people say to me that other people don't feel so welcome."
- Yes if... The caveat is don't become a "Community" church. "I'd like us to remain a Baptist Church; I don't want us to become a Community Crosswalk Church."
- Yes, I want it to grow in a way that we always have young people.
- It's a valid question, but yes.
- Of course.
- Yes, I want the church to grow. Growth is important. If that means that all the parking spaces are designated for visitors, the walk to the parking deck isn't bad. We can grow with students. The growth doesn't have to all come on Sunday mornings. There can be a fragmented feeling if there are a bunch of disparate services and events. Cautioned against spiraling into a megachurch.
- I don't know. I worry about security.
- "I think that since we call our ministers to grow our community of faith, that was my vote then and that's my vote now." "We have never come close to reaching our potential."

- Yes, I am in favor of growth. Walking into a sanctuary and being unable to find a seat is exciting. It represents a kind of dynamism in the church. We can do something. There's room for our church as a presence. It's a little difficult for me to worry about changes since I've only been a short time.
- Yes. Having been a member of a very large church in NOVA, it can feel like multiple congregations.
- Yes. Growth is part of opening the doors, serving ice cream, and inviting people to come and hear music.
- Yes, if we don't grow, we die.
- We have no choice. Either grow or die. Absolutely cannot sustain the current expense level without growth
- We need to grow, but we have to make sure everyone is aware of what it brings. Growth pushes us out of our comfort zone. We should grow because there are people out there who need to be part of us.
- Yes, as long as we are growing in the direction God is calling us.
- Yes
- Our focus should not be on how many people we can get into our church, but living out our calling
- Yes, if uniformity is not required. "I don't want to wave my hands but if my neighbor wants to, that's fine."
- Absolutely. Every institution that is successful has a revolution of sorts.
- We ought to continue to grow. Otherwise we disintegrate
- Evaluate and expand our church's small group ministry. E.g. New members, enneagram group, etc.
- Growth for growth's sake is unnecessary. Growth is fine as long it doesn't change who we are.
- Yes. I don't want to be a megachurch, but I'd like to see us get to where we were 10 years ago. For financial reason and manpower, there's much we could do if we had another 150 people.
- Yes. I wouldn't know anyone if we had 800 people.
- Yes. The pandemic resets many aspects of our church life.
- (Thumbs up & nodding)
- Yes. The pandemic gives us a different springboard for change.
- Agrees with Amanda & Jenn, but doesn't want to see change because we can.
- Yes. What are we going to keep and what are we going to let go?
- Yes.
- It will have to grow but it will have to be done in a way that it can be managed. The way it can grow is by drawing in smaller churches that won't survive.
- Yes but we don't want a rock & roll, bouncing ball, raising hands. We have to be open to change and we need to grow. I wouldn't have a problem with same-sex wedding or one of the ministers performing the ceremony.