



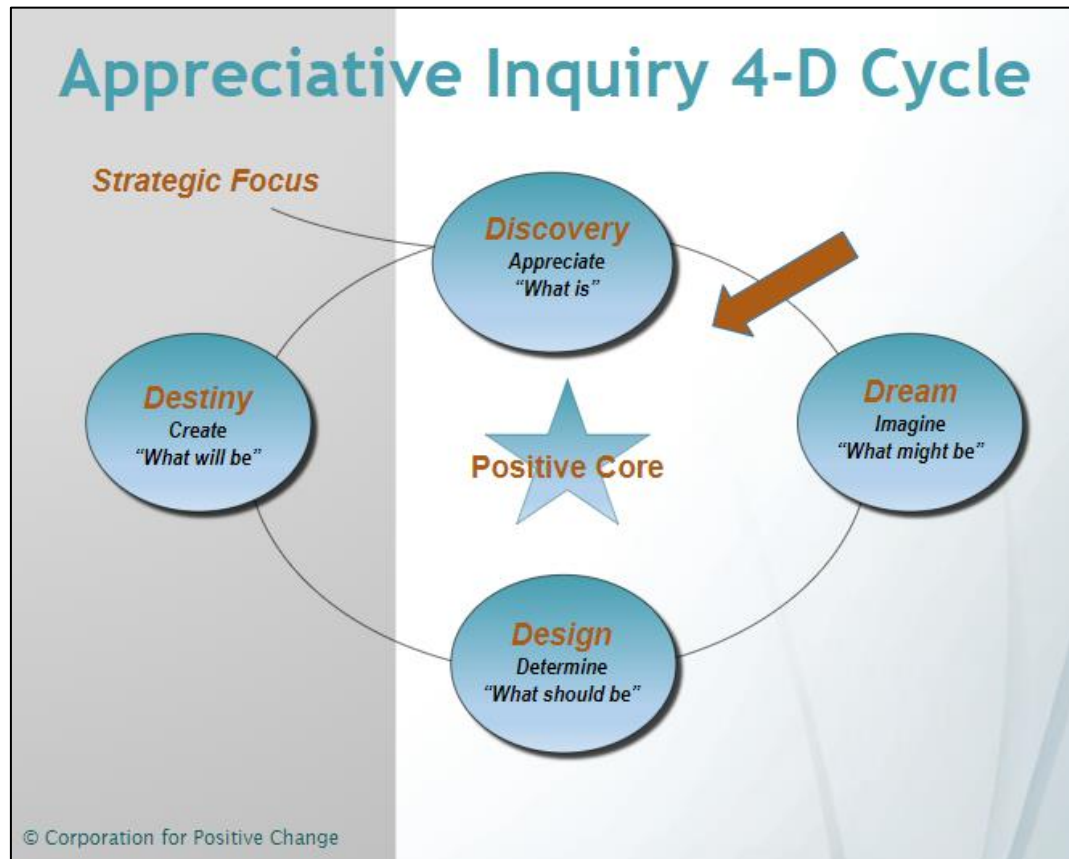
Appreciate Inquiry Process

Creating a Healthy and Resilient Culture

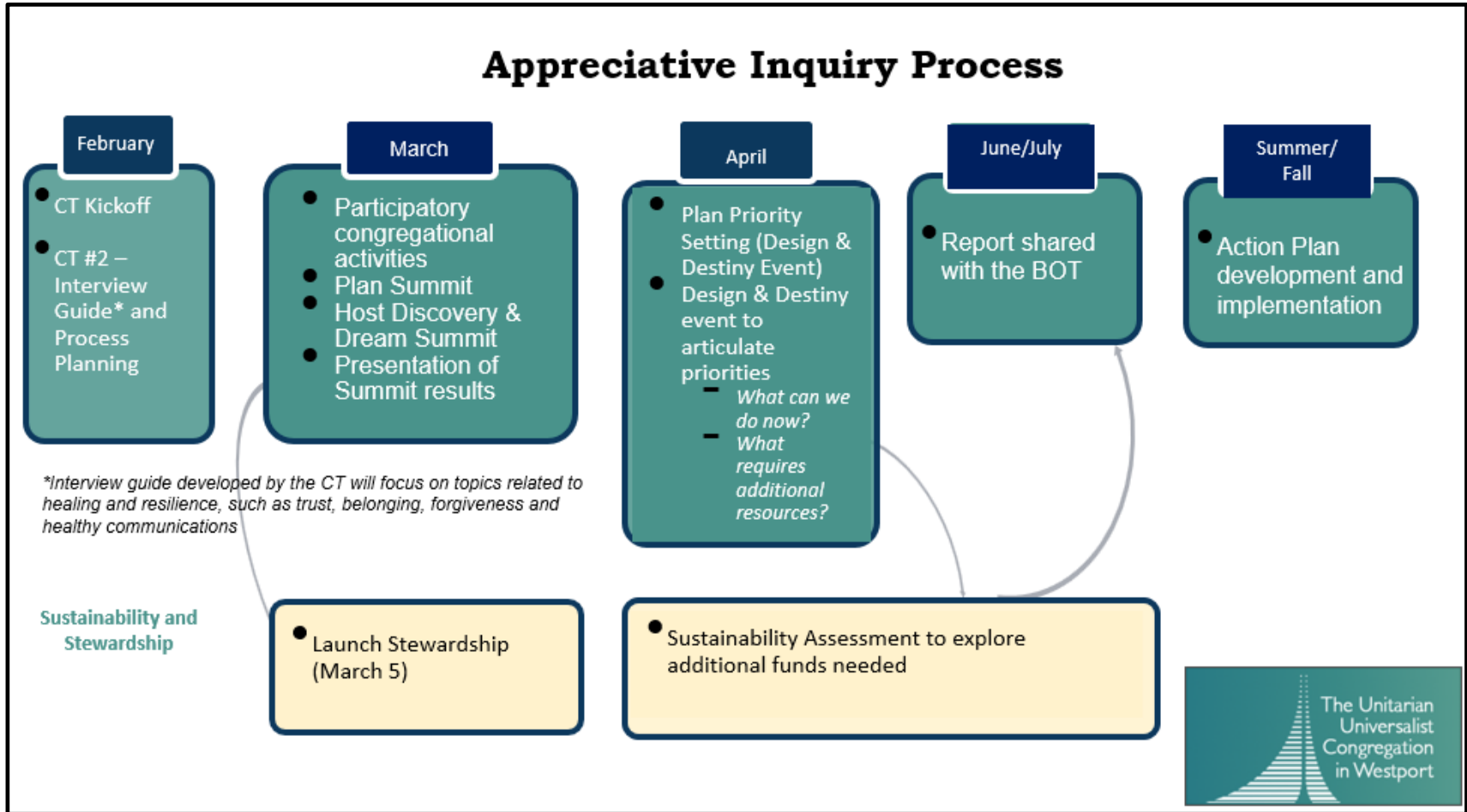
Spring – Fall 2023

What is Appreciative Inquiry?

Appreciative Inquiry (AI) is a collaborative, strengths-based approach to change in organizations and other human systems. It is a way to engage groups of people in change that focuses on what is working, rather than what is not working, and leads to groups of people co-designing their future together using a positive framework.



What was our process?



What were the results?

Positive Core

- We have space and support to explore our individual spirituality
- We enjoy a sanctuary that generates sacred transformation and inspiration
- We support youth on their path to self-discovery
- We work to ensure social justice in the community
- We have different forms of ministry
- We have power when we work together
- We provide community and support to each other

Vision Statement: “We see the good in yoUU!”

We are a welcoming, safe community that values and accepts you as you are. We commit to creating a healthy, resilient community that supports each other in making meaning through life's challenges. Our communications are respectful, honest, and transparent. We offer robust programming for all ages, from spiritual, musical, and educational activities, to social justice actions and community outreach. We offer calm in the midst of a world in turmoil, and personal connections to support you through life's ups and downs.

What were the results (cont)?



Design Statements

- **Decision-making:** We create our future by embracing important decisions. For each decision, we explore the issues, create a process that is inclusive and transparent, and use democratic techniques that promote consensus.
- **Connection:** We are a sincerely welcoming, diverse and safe community where connection happens throughout our programs and 'coming home' is what you feel when you arrive.
- **Spiritual Development:** Our congregation actively seeks to better understand all cultures, faiths and ages. We challenge each other to develop & maintain spiritual practices that are rooted in our UU principles of tolerance and the search for truth.
- **Communication:** Our communications deliver the right information at the right time in a format that recognizes that we all react to different communication methods. Our communications engage and inspire members and prospective members alike to build a strong connection to our congregation, our mission, and to each other.
- **Worship:** Worship at TUUCW is seen as a participatory, flexible, diverse and meaningful weekly experience for all ages. We interact in many ways, through song, movement, prayer, call and response, and enjoy a balance between spiritual, engaging sermons with funny, moving stories and multimedia presentations.
- **Social Justice:** In our congregation, social justice AND social action feed our spiritual wholeness. We are able to grow and move forward into the multicultural beloved community we aspire to be. We openly and actively encourage self-examination of our privilege (whiteness, wealth, health, ability, education, etc.) to break down systemic, structural injustices inherent in institutions, including our own.

Next Steps



- 1) **Decision-Making:** Form a Decision-Making Transparency Task Force that will identify how decisions are made today and will make recommendations to enhance this process in the future.
- 2) **Conflict Resolution:** Develop a more formal process to address conflict resolution which will include training a team of conflict facilitators/coaches.
- 3) **Connection:** Convene a Cultivating Connections Task Force to develop recommendations about how we can better foster connections amongst each other.

Appreciate Inquiry Core Team

- Jim Francek, Co-Lead
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- David Boyd
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*Thank
You*

Questions?

