

**Vision Workshop Report  
UCCH Strategic Planning  
May 18, 2019**

**Part 2: Chalk Talk Responses**  
*(Transcribed from large tables)*

**Question 1: What is one thing UCCH has enabled or encouraged you to do that you couldn't have done on your own?**

- Have courage to stay in the fight against racism for the long haul. Stay hopeful.
  - Speak out loudly when I see discrimination. Act, not be shy!
  - Get greater clarity about racism and organize with others to fight racism
- Become clearer and more courageous. To be in relationship with people outside “my circle.” To seek and fight for justice.
  - Find friends outside my inner circle of family who challenge me to deeper spiritual growth
- Get more involved in the life of the church.
- Singing in the choir
- To speak my truth . . . more freely
- Keep the faith
- Improve family relationships
- Serve food at IFC
  - Me too!
  - And me!
- Participate in rallies for various justice issues
- Exposure to issues of racism and discrimination against LGBTQ community
- Raise my own children in a church, after knowing my whole early life that most churches considered my existence incompatible with the teaching of Christ.
- Accept some narcissists as Christians
- Connect with Latino/Latina community in a lively, loving spiritual and loving space
- Teach Sunday School
- Find a network of people who share my values
- To take a leadership role in the maintenance and upkeep of the building
- Getting involved with church boards
- Hear the moral authority of more marginalized people – their voices!
- To show up – be present – protests and embracing the stranger
- I've been empowered to explore the world of the LGBTQ community without fear of criticism or judgment
- Get greater clarity about racism and organize with others to fight racism

- Invest in solar energy; provide spaces for community groups; get to know people I would not have known; play music with multiple groups
- To have hope for genuine expression of Christianity in church
- Sing with UVoP; go on mission trips to Central America; go to jail (Moral Mondays)
  - Go to jail in protest
- Sing in multi-racial choir, and attend workshops to learn about and address racism.
- Face my white privilege
  - To learn about white privilege and systemic racism
- Question my spiritual beliefs along my journey and help me gain new insights
- Become ordained
- Trust the future
- Growth as an artist
- To be able to live well again since my husband passed away
- To sing again
  - Sing!
- Renewed my ability to lead
- Feel comfortable attempting to speak Spanish and having conversations with people despite my very limited ability to speak their language
- Prison ministry; courage to do [this visiting] and use compassion; [unclear] increased [unclear] way to help
- Raise my child; her confirmation class was a wonderful experience for her – and us.
- Continue to have courageous conversations about race, income inequality, and other social justice issues
  - Learning about race relations in community and solutions we can be involved in as a family
  - Stand up for racial inequality and become more aware and educated about our true history
- Interpret the Bible through a progressive lens that helps me to recognize the ministry that the Trinity calls us to engage
- My spiritual life
- SCOR, book group, IFC
- A larger and supportive community to help me raise my own children
- Carving out the time and neutral space to wander and wonder
- Attempt to lead, support and evolve a dynamic church board
- Be inspired by our youth!
- Participating in ONA process
- Honduras trip
- Musicals: Godspell, Into the Woods
- Continue concern for creation care in the church
- Learning Spanish
- Get to know more Hispanic folks and folks at Fisher Memorial Church
- Moral Monday marches and other protest events

- Pilgrimage to Montgomery, AL, to Memorial for Truth and Justice; participate in SCOR; become more aware of LGBTI issues
- Believe there can be a beloved community
- Be a part of a loving godly community in outreach and care for ourselves and our community
- Grieve loss of my own children and safety; regain trust and work with children
- Be more connected and to share more of my talents for the benefit of others
- To live through cancer and to know that I can live through anything with the love of my community
- Experiences with the worship traditions of other cultures
- Be involved with beautiful music and wonderful children
- Holden evening prayer
- Exposure to gender, sex and other social issues
- Love broadly
- Allowed to speak and be [a] leader
- I have come to understand more fully what it means to be a member of a minority (LGBTQ) (People of Color)
- To get to know and be involved in the lives of our Karen families
- Question assumptions
- Stay attuned to interest groups outside my own (SCOR, LGBT, prisons, etc.)
- To be a leader
- Go on foreign mission trips!
- To learn to speak in front of others
- Deal with loss
- Care deeply; interact with other UCC congregations
- Understand white privilege from the non-white perspective
- See God through connecting with other seekers
- Publicly practicing my faith – not just in the building, but in the world
- Prison ministry some times

**Question 2: Where are you spiritually nurtured and enabled in your spiritual journey at this church?**

- Chamber singers, choir, book group; conversations with church friends
- Prayers of the staff
- La Mesa and SCOR
- Guidance and acceptance for my children [without regard to] race
- Community of passionate, smart people; Chamber singers
- Community service with others
- Sermons confronting social justice issues rooted in The Word
- Music, gardens
- In church and ONA committee meetings
- Music

- Study the Bible, raise questions, hear sermons that influence my week
- Was nurtured in Chancel Choir; really noticed once I retired from choir
- My friends, church and adult Sunday School
- Small group discussion and activities, plus whole congregation worship of God
- At La Mesa through the practice of active inclusion; at UVoP, experiencing the power of traditional African-American worship
- Sermons; Bible study; library resources; working together with the intelligent, thoughtful and prayerful people here.
- In worship
- In relationship with old and new friends
- Bible study (Wednesday am) has enabled me to grow in understanding scripture and to get more out of weekly messages
- Through art and extravagant welcome
- Worship and with friendships developed with church individuals
- Friendships
- Empower the Boards and committees to boldly engage their mission and lead the congregation to engage our community and our physical world
- Worship service; ushering friends and strangers here
- La Mesa ~ *seven responses affirming “La Mesa” or “La Mesa worship”*
- Sunday worship; one-on-one conversations
- Small groups: Sunday morning class and dinner groups and art activities
- Times of thought-provoking challenge, to break out of the limits of my individual thinking
- Through the many forms of music and education
- Relationships I have formed with folks with backgrounds and experiences so different from my own
- Vulnerable and open conversations in small groups
- In Sacred Conversations on Race
- Sermons
- Community with other families with children; Wednesday night programs; Services (without kids) to listen to sermon
- La Mesa; singing with UVoP; communion
- New community groups!
- The Chancel Choir
  - Yes, yes!
- SCOR!
  - SCOR
- Chancel choir; Sunday services; relationships with church friends
- Sermons where scripture provides the foundation on which I can interpret the sermon’s application in my life. I thirst for the Word of God to be the cornerstone of my experience at UCCH.
- Continuing to learn and grow in faith
- In conversations with others
- ONA

- In quiet contemplation during services
- Hearing stories of faith from other members of UCCH
- Interpersonal communications
- Singing in the choir! And enjoying all of the other wonderful music here. It opens my heart.
- Friday meditation
- Music, sermons (at times) and fellow church members
- Music
- United Voices of Praise
  - UVoP
- Choir and music participation
- United Voices choir; 8:45 services; adult forums; La Mesa
- Preaching, teaching and relationships formed in La Mesa and SCOR
- In the singing of the congregation and choirs
- Blowing Rock retreats; sermons
- La Mesa service and social gathering with La Mesa folks
- During worship; music; sermons; La Mesa
- Gluten free communion bread
- Faith and family class
- Enabling others to make a difference in the community and the world
- Adult classes on spiritual development; Monday book group; support teams for each other
- Montreat
- Teaching and growing my techniques of Sunday School teaching
- Singing with Chamber singers
- Book group, Church service; new friends
- Connecting with others in choirs, reading groups, retreats
- By strong and relevant preaching
- Adult forums
- Music and friendships with people who care!
- In relationships with people who are unlike me; seeing God's face in others and in all creation.
- Being present with children and youth
- In Middle School Sunday School, helping to support our youth to question faith
- Book group; worship; La Mesa
- So much good music
- Relationships with other parents who offer advice and solidarity
- Hearing insights of young people
- Friday meditation; Lenten prayer group; worship
- Music programs!
- Monday evening women's group
- Small groups
  - Ditto: conversations with others
- Friendships that have emerged among church leaders

- When I see people of faith not just talking but taking concrete actions for social justice, the task seems less overwhelming

**Question 3: What are you willing to let go of (release) in order to achieve our vision for the church? (¿Qué estás dispuesto(a) a dejar ir (librerar) para lograr nuestra vision para la iglesia?)**

Not sure... Me neither (let go?) (No estoy seguro/a... Yo tampoco (¿Renunciar algo?))  
We have a vision?

I can think of a lot of things I am reluctant to let go of: money, a comfortable place to live, safety, my privilege as a white person. If it's easy to let go of something, it's not much of a sacrifice. I let go of things when it costs too much to keep hanging on to them.

Resistance to change (Resistencia al cambio)

To be more willing to accept change. Listen to others with an open mind and heart. Let go of criticism of others. Embrace understanding.

How we've always done things (Cómo siempre hemos hecho las cosas)

Jill & Rick

Past traditions

Traditions that are human-established

Church is centered on Sunday

The familiar

Familiar perspectives; what's "normal" (Perspectivas familiares, qué es "normal")

My cultural prejudices (Mis prejuicios culturales)

Some old things (Algunas cosas viejas)

Entrenched ideas of "who we are," so we can ask "who are we to be?"

My preconceived idea that contemporary services are theologically "dumbed-down" and seldom contain substance

My views of others

My notions of what faith and works even are

Current leadership structure (Estructura de liderazgo actual)

Release negative feelings about roles in church that match my skills

Non-participation in church leadership

Encourage younger members to assume leadership roles

Self-righteousness

Judgment of others

My selfishness, judgment, resistance to change

The need to be right (La necesidad de ser correcto/a)

The need to be right

My need to be right, in control, powerful, recognized, the person/couple/family who is always heard over the quieter voices of others  
Letting go of frustration and distrust of recent decision-making process  
My own perceptions of how we need to move forward or what direction we are going.  
Desire to do it my way (Deseo de hacerlo a mi manera)  
It's not about my will.  
Having things my way, even when I'm convinced it is God's way and especially if I have stopped listening  
Privilege, positions of power (i.e., board positions), my own comfort (Privilegio, puestos de poder (en juntas directivas), mi propia comodidad)  
My view of how things should be (Mi perspectiva de como deberían ser las cosas)  
Control of personal thoughts and feelings

Pride (Orgullo)

Pride/ownership, getting "credit" (Orgullo/propiedad obtener "crédito")  
Personal recognition  
The need to get credit

Comfort (Comodidad)

Comfort (Comodidad)

Comfort

Comfort

Comfort with conformity

White advantage and comfort

Always being comfortable in church

Comfort with the familiar in worship i.e., type of music, order

Familiar routine

Need for comfort over change (Necesidad de comodidad por encima de hacer cambio)

Let go of safe time to engage in La Mesa's evolution and volunteer in the community

Laziness (Haraganería)

Anxiety and procrastination that prevents me from taking these steps.

Amen!

Fear (Miedo)

Fear of speaking up/out when it's important

Safety (seguridad): feel my own fears, feel others' fears (sentir mi miedo propio & al miedo de otros)

"Worry" about future ("Preocupación" sobre el future)

(Personal) control and fear, impatience

Suspicion (Sospecha)

My willingness to not be vocal

Insecurity around speaking the truth about racism (Inseguridad sobre cómo decir la verdad sobre racismo)

Anger (Ira)  
Anger and distrust (Ira y falta de confianza)  
Anger at white men  
    Thank you – from a white man  
Hating Trump (Odiar a Trump)

Materialism  
Fear of scarcity (human/\$ resources, time, space)  
Time, money, my discomfort with giving freely to people I don't know and might mistrust  
Need to prioritize and maybe let go of some things, i.e., like only looking inward

My personal time  
My personal time  
Control of my time  
My alone time; some more of my time in general  
Peace and quiet  
Personal needs to be present to help others  
Giving more time (Dar más tiempo)  
Make more time for church activities  
Time I waste, such as mindless TV

Overloaded priorities  
Trying to do everything  
    Amen!!  
Manic Sunday morning program schedules  
Teaching Sunday school  
The “busyness” around the Christmas season

Take the risk of welcoming and inviting new people to UCCH

Expectations of disappointment

20<sup>th</sup> century thinking except part about respecting people

**Question 4: What steps would take the most courage (personally or as a church) in order to achieve the vision in your headline? (¿Qué pasos tomarían el mayor valor (personalmente o como iglesia) para lograr la vision en tu titular?)**

Anti-racism training  
Truly facing the sin of racism in our own church, and implementing change  
Becoming more aware and letting go of unconscious bias  
Give up white privilege! (Renunciar al privilegio blanco)  
Find and hire an excellent African American woman pastor

Regular black preacher with power and authority  
Be a church more focused on action for social justice and against racism and also climate change  
As historically and dominant white church, to be willing to be open, to realize we have much to learn and understand, to be uncomfortable, and to be willing to transform what we have known into a true “beloved community” that loves all God’s creation – creatures and earth  
Restructuring our understanding of how to do the Lord’s work in the world  
Becoming more involved in social justice  
To follow through on social justice and not just talk about it... which is difficult!  
Reaching out to the community at large  
Intentionally reaching out to all parts of Chapel Hill community  
To organize activities to be more involved in the community (city hall, marches in Raleigh, letter writing)  
To form a coalition with other Chapel Hill churches to address, in an ecumenical spirit, the physical needs of the poor and marginalized residents of this community. Churches must be united in addressing and overcoming poverty and discrimination in our democratic society.  
Stepping out of building to share ministry actions with other churches  
Spending time/reaching out to people of other faiths and socioeconomic means  
1. To do less; 2. To focus first on faith – what we believe; 3. To be filled with hope and encouragement of four C’s mentioned; 4. To have social justice grow from foundations of faith  
Letting the Spirit lead us to discern what UCC will/should look like in 5 years as well as change needed to achieve it  
Let God speak: listen deeply before and while doing/acting  
Supporting strong political action by our pastors  
To keep following my own vision of the world and how I feel Jesus wanted us to live  
Looking deeply within ourselves and being willing to admit when we are doing things “for” others without actually listening to their needs. Reflecting on why we’re doing things – to feel good about our actions? Or to truly make change?  
The process of humbly examining the ways in which we (personally and together) continue to fall short of our ideals of inclusivity and welcome.

Plan de atraccion Latin LGBTQ com. (Attractive plan for Latino LGBTQ)

Bilingualismo (Bilingualism)

Learn to speak Spanish (Aprender a hablar español)

Really getting to know people with whom I don’t share language

Connecting with Latino/Latina community in a lively, loving spiritual and social space

Setting aside expectations that the ways we do things out of our Northern European Protestant cultural heritage are the “best” ways to do things as a church. Expecting others whose first language is not English to communicate in English instead of use adapting to other people’s languages.

Willingness to let go of old patterns and behaviors, to welcome entire congregation together more often, i.e., La Mesa and regular congregation (always 1 together)

Re-ordering Sunday AM services

Changes in worship style or length

Giving up elements of the church’s traditional liturgy

To learn to worship in different ways; Give up some European tradition.

La Mesa in sanctuary, UVOP every Sunday, Taizé every Sunday

Give up the sanctuary and our perceived right to it or any space in the church as “ours” b/c these spaces belong to God, not us

Opening and embracing, actively embracing the “other” – other ways of singing, praying, worshipping

Restructuring of beloved programs to assure the continued vitality of ministries for children, youth, families, and choral praise for worship

Bold commitment of time, attention, \$ to youth (Compromiso con mi tiempo, atención y dinero a la juventud)

Re-thinking pastoral leadership and the role of the congregation

Letting our leaders lead

Intentionality by church leaders

Struggling together to open and inclusive conversation – not just leadership

More participative methods for decision making

Opening up the processes of governance and budget decisions so congregants feel included and valued

Speaking plainly about the problems, and injustices that exist in our church’s staff and leadership

To stretch our finances and to be totally transparent making equality with \$ spent and just our goal

Commitment of resources, time, energy

Talleres sobre plan estratégica (Workshops on strategic planning)

Speaking out and not worrying about ridicule (Compartir my opinion y no preocuparme por parecer ridiculo)

Open to sharing opinions with less fear (Estar abierta a compartir opiniones sin miedo)

Share opinions and doubts that don’t match the apparent UCCH ethos

To express opinions expected to be unpopular

Being more open when my views are not shared by others

Being brave enough to speak out and have uncomfortable conversations

To find our voice in state and national conversations

Speaking up and getting involved (compartir mi opinion, involucrarme)

Commit to lead advocacy of BRMA (Blue Ribbon Mentor Advocate)

Be much more public about our mission: Fly rainbow flag; Write articles in paper and online;

Coordinate activities with other churches (local and ONA)

Plan publicita rio con slogan: Ya lo encontré, como te aldo buscando a Dios (Marketing plan: I found it, how do I look for God?)

Acceptance of even more change

Starting the process

Make changes or take on new things we haven’t done before

Trying new things and letting old things go

Giving up some of our past to make room for our future

Let go of “pet projects” or “nice to have” ministries that do not focus on the foundation of loving others as ourselves

Intentional expansion from “selected” groups to wider inclusion of new initiatives and peoples

Be genuinely open and respectful to the ideas and actions of others

Don't take things personally

Find out and accept what I don't know about myself

Doing less, listening more, asking questions

Faith in one another

To love one another and be kind and respectful to one another when we have differences. Being patient, being open to change and a new vision.

Accept that the causes I hold dear are not the only ones that are important in building the blessed community.

Listen and try to understand passions and priorities of members who think differently from me.

Be open to and respectful of differing opinions (Ser abierto y respetuosa de diferentes opiniones)

To truly open to others and connect our “communities” at UCCH

Collective work on love and forgiveness

Work and forgiveness

Reconcile with each other to open space for “both and”

Truly listen to each other – across areas of difference and concern. To struggle together to discern what makes us stronger in our faith walk. To prioritize forgiveness and reconciliation.

Need to acknowledge that social change is difficult and slow and social justice efforts need to be measured by realistic standards

Deeper conversations with those who are dis-enfranchised or unhappy with changes. For all voices to be heard throughout the process.

To learn to go with the flow and manage and pray our way through imperfect answers as we seek the best ones – accept people's thoughts, opinions, etc., long enough to understand (see attached photo; hard to decipher this note)

Let go of control to be surprised (Dejar de tener que controlar, ser sorprendido/a)

Each of us taking personal responsibility for what we have not done as well as we could, seeking to understand hurts, staying invested

Courage to stay together during all of the change (I worry that some of our long term, most dedicated congregants feel unneeded)

As a church, letting go of our compartmentalizing/categorization of people and learning to work together.