

Dreaming Team (DT) Recommendations, based on Transforming Our Learning Community (TLC) Findings

1. **TLC finding:** Our adult worship services are unbalanced; hence our children's classes are unbalanced. We have few people attending the 9:15 a.m. worship and RE classes, and too many attending the 11:15 a.m. service and classes. We are turning children away from the 11:15 a.m. Spirit Play class. We have to balance the attendance at each main service. Our church life, and viability as a growing institution, absolutely depends upon this.

DT recommendation: Continue with 3 services, but slightly adjust the times 15 minutes later. Vary the focus of each service to draw distinct audiences. Provide children's learning classes and childcare for younger children (0 - 4th grade) at the 9:30 a.m. and 11:30 a.m. services, but put classes for youth at times other than worship. Offer educational opportunities and spiritual practice for adults (sometimes including youth) during the later service, to make the early service more attractive and make it easier to participate in non-worship learning experiences.

2. **TLC finding:** We are a worship-oriented church. Worship rises to the top again and again as the key reason adults come to FUCO. Congregants rely on having rich, meaningful worship experiences on Sunday mornings. The 10:30 a.m. intergenerational service has been quite successful and provides a glimpse into how to expand on intergenerational worship experiences.

DT Recommendation: Continue to have 3 services, but vary them in order to meet a wider range of needs, hopes and dreams. Bring youth into the 11:30 a.m. service in order to continue their spiritual development and hear the youth voice.

3. **TLC Finding:** We are a learning community, where people of all ages are learning. Worship is our central learning experience.

DT Recommendation: Use the term "learning experience" rather than "religious education." Integrate our learning experiences (adult classes, children's religious education) with worship so that worship itself becomes the central learning experience. For example, hold a mini-series of classes in worship arts that builds to leading a worship service.

4. **TLC finding:** Congregants love music, want more music, want more types of music to reflect our religious and cultural diversity, want more instruments, and want more kinds of voices (including youth).

DT Recommendation: Build on our rich musical tradition and bring the full music program into each of the three services. This doesn't mean that the choir has to perform at each service - it means we devote our music resources to building a variety of vibrant, compelling music experiences into each service.

5. **TLC finding:** Families attend church twice per month. Weekly attendance is difficult because of other priorities and demands of Bay Area life. Families find it hard to make long-term commitments to programming, for example children's learning.

DT Recommendation: Get real about what families can commit to at the church and stop offering a schedule of worship and classes that do not honor the 21st century lifestyle. Beginning in the 5th grade, vary the timing and offering of learning experiences for youth. Hold adult learning classes during one of the Sunday morning services. Hold single classes, or classes of two to three sessions. Make it easier to commit to and attend learning opportunities.

6. **TLC finding:** The demand for children's learning on Sunday mornings is high. We are growing, especially in the population of families with young children. We can't sustain a volunteer run children's learning experiences but we can't afford to pay teachers for two sets of classes. Many adults would like to teach for short periods of time, and cannot cover the full 30 weeks of the church year.

DT recommendation: We are growing. We must have reliable, quality and safe learning experiences for our children. We will continue to provide paid staff for our younger children (0 - 4th grade). Beginning in 5th grade, we will create a variety of experiences at varying times. For example, Club UU for 5th and 6th graders could meet once per month, with additional experiences like sleepovers and field trips. Volunteers could teach a six-week OWL class, a two-week session on anti-racism, or a two-week worship arts class, for example.