

*Registration is now open!*



## **PLANNING FOR GROWTH AND VITALITY WEEKEND WORKSHOP FOR THE SMALLER MID-SIZE CONGREGATION (150-350)**

### **LOCATION, DATE, AND CONTACT INFORMATION**

#### **WHAT'S THIS WORKSHOP ABOUT?**

This is an opportunity to learn some specific turnaround and growth strategies for smaller mid-size congregations. We use a team approach throughout the workshop. Each team develops an action plan for growth and vitality based on its insights from the workshop and directly building on the strengths of its congregation.

#### **WHO SHOULD ATTEND?**

Smaller mid-size congregations (150 to 350 members) in the Joseph Priestley District of the UUA and its neighboring districts are invited to attend. To determine if this workshop is right for your congregation, consider a few common characteristics of smaller mid-size congregations:

- They have 150 to 350 members.
- It is common for one or more of the following characteristics to be present:
  - There is a full-time minister with one or two other professional staff members.
  - The minister cares for most members in times of need and attends most activities, but this demand may be too great because of the size of membership.
  - Clergy members, religious educators, and some key lay leaders conduct most of the worship and lead small group and adult religious education programs.
  - The system for training lay leaders is informal or nonexistent.
  - A governing board or council of committee chairs directs much of the day-to-day life of the congregation.
  - Members think they know most people's names, but in fact they might not, and may not notice if someone new is present at worship services.

Questions? For questions regarding registration, please contact:

Patricia Infante, Director for Growth & Extension, 302-650-7185, [pat@jpduua.org](mailto:pat@jpduua.org)

Jillian Conway, Administrative Assistant, 302-778-4564, [jillian@jpduua.org](mailto:jillian@jpduua.org)

- Congregants are giving mixed messages about the role they want the clergy to play--such as, "Be pastoral, yet lead us into growth."
- Communication is either informal or too structured according to a hierarchy.
- A policy and procedures manual exists, or few procedures or policies are written down because "everyone knows."

If this sounds like your congregation, we hope you'll consider attending. Ideally, participating congregations will agree to send a **team of three or four leaders to the workshop** (teams should be no smaller than three members). We have room for a maximum of ten teams; priority will be given to those who register first.

Choose your team with care! Include key lay leaders who represent significant segments of the congregation (for example, the board, religious education, membership, social responsibility, worship, and so on). **It is highly recommended that the religious educator and parish minister attend as part of the team.** At least a couple of your team members should have good communication skills, as much important work happens when your team returns home to share what it has learned with your congregation.

### **HOW WILL YOU BENEFIT?**

This program uses a multifaceted approach to help congregations identify current strengths and determine some strategic directions for further growth and vitality. Using a planning method that will help you guide your work with your congregation after the workshop, we focus on the following three growth strategies:

#### **1) Building a Mission and Ministry Focus:**

- Placing one's mission and vision (outward focus) at the core of all congregational activities.
- Connecting one's personal ministry with the shared ministry of the congregation.
- Developing dynamic, responsive programming that meets the needs of members and helps the congregation reach out to the community.

#### **2) Ensuring Adequate Resources and Ministry Infrastructure:**

- Creating a strong ministry for membership.
- Supporting personal and shared ministry.
- Knowing when to add another worship service and determining its format.
- Examining the best practices for governance.
- Staffing for growth and vitality.
- Using a comprehensive plan and mission-based budgeting.

#### **3) Knowing What It Takes to Make the Change:**

- Learning how congregations grow and change.
- Developing strategies to lead healthy change through adaptive work.
- Developing the leader's role as facilitator, advocate and change agent.

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## WORKSHOP FACILITATORS



**Kathryn Wimett** is a professional in the Organizational Development field and has a Masters of Arts in Human Resource Development from the George Washington University. She is a founder and first Moderator, of the Unitarian Universalist Community Church, Glen Allen, Virginia, which chartered with 53 members in 1993 and has grown to 240 members today. As former Chair of the Thomas Jefferson District Extension Committee and founder and Director of the UU Womenspirit organization, Kathy received the "Excellence in Congregational Leadership" award from the Thomas Jefferson District, 1995.

Kathy co-facilitates workshops and strategic planning sessions leading church teams in examining organizational and human resources systems and planning for congregational health. She is a Growth Consultant for the UUA and presents workshops to churches all over the country. Her passions in life are creating photographic art and travel, especially to visit her two grandsons living in Denmark.

**Ellen Germann** has been involved with UU congregations for almost 40 years - as a member, a leader, an RE teacher, a consultant, and a District Executive. Her experience began in Binghamton, NY where she first attended the UU church. After moving to Manchester, NH she became a member of the UU Church of Manchester, eventually serving as RE teacher, fundraising chair, adult RE coordinator and teacher, Committee on Ministry coordinator, secretary and president of the Board and a member of their ministerial search committee.



She was also active in the NH/VT UU District as chair of the Leadership Team where she established a group of UU facilitators who worked with the congregations in the district to facilitate retreats and other meetings.

She has consulted with many UU congregations in New England, Colorado, New Mexico and Arizona providing guidance with ministerial search, board retreats, goal setting and other organizational aspects of congregational life. She served as a Compensation Consultant through the UUA in NH/VT district and briefly in Mountain Desert and Pacific Southwest districts. From 2001 to 2005, Ellen served as District Executive of the Mountain Desert District. She was instrumental in reorganizing the district so that it could better serve the congregations that spread from El Paso, TX to the Canadian border. During her time in MDD, the district was one of the fastest growing districts in the country. She is currently co-authoring a book with Rev. Jane Dwinell (Small Talk editor) for leaders of small congregations. They hope to have the book published in August 2007.

Ellen is married to Dr. H. Jay Melosh, professor of Planetary Science at the University of Arizona. She is active in the Tucson Handweavers and Spinners Guild, the Old Pueblo Knitters Guild, the Foster Care Review Board of Pima County, the National Association of Tax Professionals and the solar initiative that is sponsored by Arizona Rep. Gabrielle Giffords.

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## GETTING THERE

The workshop will be held at the Murray Grove Retreat & Conference Center, located on Route 9 in Lanoka Harbor, NJ. Located near Barnegat Bay and close to the New Jersey coast, 90 minutes' drive south of New York City and about the same distance east of Philadelphia, Murray Grove Retreat and Conference Center occupies twenty lovely partially-wooded acres. Adjoining it is a 200-acre wildlife preserve with nature trails leading through woods to the wetlands on Barnegat Bay, encompassing several ecosystems.

### From the Northwest (Northern Philadelphia, Trenton, Princeton):

1. Go East on I-195 to the Garden State Parkway.
2. Take the Garden State Parkway South.
3. Proceed South down the Garden State Parkway to Exit 77.
4. After the toll booth, turn left onto Double Trouble Rd.
5. Turn left at the traffic light onto Pinewald-Keswick Rd.
6. Pinewald-Keswick Rd changes its name to Forest Hills Parkway where it crosses under the Garden State Parkway.
7. Keep going straight on Forest Hills Parkway. (Forest Hills Parkway changes its name to Veterans Boulevard)
8. After about a mile, turn right at the light onto Western Blvd. Western Blvd changes its name to Haines St.
9. Keep going straight until Haines hits Rte 9. Turn right onto Rte. 9.
10. About 150 yards further, turn left just in front of the big white and green Murray Grove sign.
11. Come on down to the Welcome Center!

### From the South (DE, MD, VA, D.C.):

1. From the Delaware Memorial Bridge, proceed North up I-295 to Exit 34A.
2. From Exit 34A on I-295, take Highway 70 East.
3. You'll pass through three large traffic circles, at Rtes 73, 206 and 72, continuing East on 70.
4. When you come to the traffic light at Rte 539, turn right. Turn left almost immediately, on Rte 530.
5. Continue on Rte 530 through the small town of Whiting.
6. About 5 miles past Whiting, go straight on Pinewald-Keswick Rd at the traffic light where Rte 530 turns left.
7. About 3 miles further, you will cross under the Garden State Parkway.
8. Pinewald-Keswick changes its name to Forest Hills Parkway. Keep going straight.
9. After about a mile, turn right at the light onto Western Blvd. Western Blvd changes its name to Haines St.
10. Keep going straight until Haines hits Rte 9. Turn right onto Rte. 9.
11. About 150 yards further, turn left just in front of the big white and green Murray Grove sign.
12. Come on down to the Welcome Center!

### From the West (Philadelphia, Camden):

1. From Exit 34A on I-295, or via Route 30 from the Benjamin Franklin Bridge, take Highway 70 East.
2. Once on Highway 70 East, *follow the directions above (from the South), starting with # 3*

Directions to reach Murray Grove from other geographic points (such as Northern NJ, New York or Atlantic City) OR by Public Transportation can be found at [www.murraygrove.org](http://www.murraygrove.org).

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## WORKSHOP SPONSORS

The Joseph Priestley District, in collaboration with the UUA's New Congregation and Growth Resources Office, is sponsoring this weekend. Murray Grove Retreat & Conference Center and the Joseph Priestley District administrative staff will be coordinating the on-site requirements.

## TIMING AND EXPECTATIONS

Registration, a warm welcome, and a light meal will be provided at 6:00 p.m. on Friday January 25, 2008. **The program starts promptly at 7:00 p.m.**

The weekend requires a significant commitment of time and energy. **Participants are expected to attend the workshop from 6:00 to 9:30 p.m. on Friday, 8:30 a.m. to 5:00 p.m. on Saturday, and 8:30 a.m. to 2:30 p.m. on Sunday.** On Saturday evening there will be a dinner and cabaret, which forms a fun and useful part of the program. **If you can't attend the entire weekend, please consider not registering.** All team members with e-mail addresses will receive advance materials and exercises a month before the workshop. Please copy the materials for those on your team without e-mail and complete the exercises before you arrive.

## COST OF REGISTRATION

Registration fees include the cost of food (six meals), 2 nights lodging and all materials for participants. Rooms and bathroom facilities are shared and linens are included. The Joseph Priestley District and UUA's New Congregation and Growth Resources Office share expenses related to the facilitator.

The ideal congregational team size is 3 - 4 participants. This will allow a greater number of congregations to participate. A team larger than four from a single congregation will be considered on a space available basis. The cost for the full weekend workshop is as follows:

**Team of 3 from a single Full Fair Share (district and UUA) congregation: \$700**  
**4<sup>th</sup> person from the same FFS congregation: additional \$200 fee for a total of \$900**

**Team of 3 from a single congregation (Non-Full Fair Share): \$800**  
**4<sup>th</sup> person from the same non-FFS congregation: additional \$250 fee for a total of \$1050**

Please make checks payable to the Joseph Priestley District.

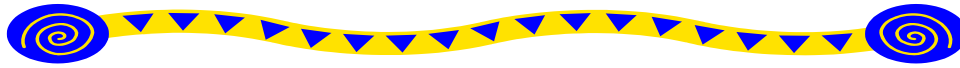
### **Register by December 14, 2007**

Please send registration form (see back of this page) to:  
Joseph Priestley District of the UUA  
Attn: Jillian Conway  
100 W. 10<sup>th</sup> St, Suite 1008  
Wilmington, DE 19801

Email registrations can be submitted to [office@jpdoua.org](mailto:office@jpdoua.org) and then followed up with a check sent to the address above.

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**REGISTRATION FORM  
PLANNING FOR GROWTH AND VITALITY WEEKEND WORKSHOP FOR THE  
SMALLER MID-SIZE CONGREGATION**



**JANUARY 25-27, 2008 AT MURRAY GROVE**

**COMPLETE AND RETURN BY DECEMBER 14, 2007**

TO: Joseph Priestley District  
100 W. 10<sup>th</sup> St, Suite 1008, Wilmington DE 19801  
302-778-4564, [office@jpduua.org](mailto:office@jpduua.org)  
Check payable to: **Joseph Priestley District of the UUA**

**PLEASE CHECK REGISTRATION FEE ENCLOSED:**

- \_\_\_\_\_ **\$700** [Team of 3 from a single Full Fair Share congregation]  
\_\_\_\_\_ **\$900** [Team of 4 from the same FFS congregation: *additional \$200 for 4<sup>th</sup> person*]  
  
\_\_\_\_\_ **\$800** [Team of 3 from a single congregation (*Non-Full Fair Share*)]  
\_\_\_\_\_ **\$1050** [Team of 4 from the same non-FFS congregation: *additional \$250 for 4<sup>th</sup> person*]

Congregation Name & Location: \_\_\_\_\_

Attendees (*put team contact person in #1*)

1. Name \_\_\_\_\_  
Address \_\_\_\_\_  
Phone \_\_\_\_\_  
E-mail \_\_\_\_\_  
 Vegetarian      Special Needs \_\_\_\_\_
  
2. Name \_\_\_\_\_  
Address \_\_\_\_\_  
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3. Name \_\_\_\_\_  
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