

**RAW DATA - WRITTEN ANSWERS TO WRITTEN QUESTION**

**APRIL 28, 2019**

| A church group meets to make a decision with high stakes for the church's future.  |  |                 |
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| Describe one factor that could impair that group's ability to make the decision wisely.  | What could the group do to overcome that problem?  | Category & item |
| Seems to be an inability for some of us to accept "outside" assistance.  | Being able to clarify what our goals are will help.  | 1.1             |
| Inability to be open to all ideas  | Listen and hear all  | 1.2             |
| Peer pressure, closed-mindedness   | Be honest and open-minded  | 1.3             |
| Reluctance to make changes   | Try to compromise (?) or think about what is needed for the future of the church instead of thinking about nostalgia                 | 1.4             |
| People being opinionated and not willing to change their minds   | Have open eyes and ears, be willing to listen  | 1.5             |
| (1) Unwillingness to listen to others<br>(2) See it from others' point of view<br>(3) See it as what is good for the whole, not just one   | (1) Let all speak and be heard<br>(2) Welcome people's ideas<br>(3) Encourage as many [as possible] in the church to become involved | 1.6             |
| Need atmosphere for open discussion  | Fact-based decisions, ability to share without criticism   | 1.7             |
| Not enough people step up to do the work of leadership, but many people stand up to complain when things don't go their way or when they don't understand how a decision was made. | People who are invested in decision-making need to get involved and participate in some of the hard work it takes to run the church. | 1.8             |
| Not enough people in the groups [making the decisions]   | Poll as many people [outside the group] as possible for their input before the meeting   | 2.1             |
| Attendance of members to voice thoughts  | Surveys perhaps to have people voice opinions if not able to attend  | 2.2             |
| If a few strong-willed people try to influence everyone else.  | ? [respondent just wrote the question mark]  | 2.3             |
| Not informing the congregation for input and discussion  | have informal meetings with interested members to get input for [from?] everyone   | 2.4             |
| One person's ideas dominate  | find ways to get ideas from many people  | 2.5             |
| Certain subjects (problems, etc.) not allowed to be discussed.   | All issues are allowed in an appropriate way.  | 3.1             |
| Not having the full information  | Present and discuss in Forward Chats   | 4.1             |
| Lack of information; bias - history  | Communicate more effectively   | 4.2             |
| Not getting enough feedback to make a wise decision  | Make sure that enough sources are consulted  | 4.3             |
| Not advertising controversial topics enough prior to developing a solution   | to not only rely on electronic messaging (a mailing for those who are not able to [retrieve email])                                  | 5.1             |
| Too many people actually making <u>final</u> decision  | trust in the people you have on committees   | 5.2             |
| Need agreement   | Ask those who disagree why. If they refuse to attend, then they need to accept the outcome.  | 5.3             |
| Not having a church consensus, only a group consensus  | Somehow get church as involved with decision-making process  | 5.4             |
| Lack of information about who else needs to be involved in making that decision  | Bring "Decisions-Needed" to Council when those decisions reach beyond the boundaries of an individual Board or Committee             | 5.5             |
| Does not include enough input  | Important decisions need to be made/affirmed by a larger group   | 5.6             |