

<u>Original Idea Number</u>	<u>Idea</u>	<u>Score</u>
4,15,56	Include MUSIC at each celebration (3 people had this idea).	74
87,121,127,137,155	Regularly scheduled town meetings. (5 people had this idea)	71
6,13,14,57	Return to joyful celebrations with diverse formats. More involvement with people in our community to speak, perform, sing, dance. More cross-section of speakers, healers, singers, musicians, etc. (4 people had this idea)	70
34	Always allow room for music as a necessary and special/unique form of spiritual expression and sometimes instrumental music as a form of reflection.	70
40,36,32	Bring in guest speakers of different faiths. (3 people had this idea)	59
53	Set up a forum area where people can suggest topics, ideas, readings, songs, activities for all parts of celebration.	58
67	If someone makes a claim that a council or committee action is bad, wrong, and inappropriate, etc., the specific details should be supplied. Otherwise the allegation is just hearsay.	58
159	Fundraising – explore events that excite us. Take a survey of what type of events people would turn out for, not just come because they want to support PHC.	57
64	Put the bylaws on the website so any can see and download them.	56
79	For new members, re-institute “angels”.	56
51	Put off any decisions about minister for at least 6 months.	55
144	Print and make available the bylaws.	55
96	Require council to announce a specific agenda for meetings, not just “old business/new business”, but the specific action items, so people can give input before decisions are made.	55
115	Have greeters to really interact with guests.	54
125	Don’t over generalize. Address specific concerns to specific people	53
7	Bring in interesting, metaphysical speakers.	52
130	Regularly credit and encourage the various relatively independent efforts which attract to PHC, i.e. the Sangha Sunday morning mediation, Course in Miracles, etc.	51
73	Need to make changes to avoid council president’s burn out. It has happened too many, not just the last one.	51
147	More structures in place for communication, feedback and problem solving that extend through the community.	51
47	Strong mystical element as a consistent piece, short but included in every service – meditations, rituals, chants, poetry meaningful speaker. All oriented around opening sacred space in experiential manner. I believe our spirituality is not furthered only talking about “spirit”. We need to experience “spirit”. I know there are many ways people experience this. This is a primary way I, and many others, take it in.	50
39	List celebration topics for the next 6 weeks in the program each Sunday. Announce that anyone who wants to speak, can contact Larry Hall.	50
71	Change model of council and president to avoid the burn out factor. Learn what Shared Leadership is. Tweak by-laws.	50
113	We will attract what we put out.	49
44	More young people speaking on a regular basis to attract young folk to Pebble.	49
55	Discuss the role of Larry Hall. If it is all being assumed, it leaves him and Pebble unclear as to his role.	49
72	Have Elders Circle.	49
151	Have active and organized participation in building maintenance (i.e. cleaning, painting, etc.) Everyone needs to help.	49
106	Need a valid as possible member list.	48

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136	Discuss how to take pressure off of council so the job is more pleasurable and people want to participate.	48
66	Put energy into efforts that can make a difference and not waste energy on problems that don't exist.	48
3	Have money in budget for musicians in celebrations.	47
82	For new members use membership book.	47
41	Have speakers and focus to attract more young people - 20's and 30's.	46
30	Skit committee to head up skits and creative dance performances.	46
11	Reflections to be last 10-15 min. segment of every celebration. This opportunity is for "lessons learned or realized" to settle in and be shared with others, so we can grasp the "teaching moment" while its available and fresh.	46
142	Print monthly council meeting info in Love Notes.	46
152	Develop a governance process that recognizes that the process is as important if not more important than the result.	46
124	Rick Browne's idea of a record book of attendees to administer to. Include each person's passions and interests next to their names so it is a resource book as well.	45
12	Every month or two, have topics/speaker about peace/social justice issues.	45
105	At least 2 times a year publish a member's phone address and email booklet.	44
109	Investigate the Doylestown community, find out what we have to offer, get new people on our property.	44
54	Start forum discussion on celebration topics and ideas. Have potential "sharers" list things they want to discuss so others can express their interest in topics.	44
80	For new members, committee to call and invite back.	44
19	Bring in outside speakers, not more than once monthly.	42
27	Have a meaningful "reading" from somewhere during celebration.	42
29	Poem or prayer of the week read by the person who picked it, or other reader. Use the "Spotlight" instead of just for peace prayer.	42
48	Dialogue on what people feel about celebration, what works, what doesn't.	42
24	The music program needs to become a more mindful part of our ministry. The band is great. Maybe band could get together to practice. A choir to do the same. Look outside of songbook for music.	42
112	More support group activity and support for singles, parents, unemployed, etc.	41
25	Each week a community member could share story about their spiritual path.	41
135	Communication is a major problem.	40
20	Spread celebrations around many groups, families, School of Sacred Ministries.	39
49	Ashley would like to open her children's gathering (Sunday class) to include all ages.	38
156	Training and education for people interested in council positions.	38
22,28,33,35,46,77	Have former SSM grads lead celebrations, working with Larry on Troika. (6 people had this idea)	37
98,92	Have council meeting after church in the yellow barn at 1 PM. (2 people had this idea)	37
132	We need a good stable leadership; creative chaos will not pay the bills.	37
104	Get talented community facilitators i.e. maximize # roles people can play at PHC. This could be a coordinating minister or designated council person or appointee.	37
16	Expand troika to a celebration committee that anyone can attend.	36

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154	A shared leadership style – consensus building models.	36
139	Define what council focuses on so that micromanaging of already smooth running programs are left to function and not harassed.	35
149,45	I would like to see Larry Hall's salary increase. (2 people had this idea)	35
58	More meditation and rituals.	34
97	After council meeting, a full report should be made. Or a different member could attend each meeting as a reporter and make the report. Agenda and council report should be posted to email list and put on website and handed out at celebration.	34
2	Have guest speaker ministers once a month (i.e. Tom Legere, Ellyn Kravitz, Bryn Athen's Minister, Rabbi Razhal, etc.)	33
148	There should be more meetings/discussion to address governance, celebrations, etc.	33
63	Let's broaden involvement and participation. Do more as a family and community instead of small groups and committees. Explore how to make it our own.	33
60	Another stream of revenue after pledges – Thrift shop at Pebble. Could be a paid position and rotated.	33
128	Hold a meeting of past presidents to learn what has made the job so hard. Ask them for ideas of how the job could be made easier.	32
61	Rename minister's office to the "Community office" or something. As is, it suggests emptiness, lack, waiting to be filled.	32
86	Concern – communicating disagreement.	32
9	Holding hands, hearing each others "stories", announcements (both PHC & personal) to connect us.	31
94	Instead of recording council meetings, someone on council could write a monthly newsletter about what is going on. This explains things better than minutes. Michael Altabef did this when he was pres. And people seemed to like it.	31
90	Tape record all general council meetings, catalog them, monitor them, and make them available to anybody who wants. The monitor is responsible for maintaining the wholeness of the library. Gail Rocke will do this.	31
153	A model based on consensus. (Gary Schoenberg's idea on the forum).	31
50	Have a children and youth choir and band.	30
69	Past presidents meet to see what and where we need to improve.	30
107	Concern – Who will take care of our home?	29
131	Make a committee expanding on the current conflict resolution structure to examine and recommend solutions to issues of abusive behavior and communications "overload" in leadership.	29
23	New songbook with new music from the last 15 – 20 years.	29
122	The medicine wheel council ring as a form to aspire to for council/town meetings. A shared leadership model.	29
160	Ashley Blanco would like to join council and be the voice of the youth community.	29
100	Return to consensus as the way we make decisions.	29
123	15 ombudsmen to help those who need it to resolve their conflicts.	29
157	Primary focus on getting money; bigger fundraisers, property rental.	29
117	Gather info on options of styles of leadership structure, delivery of services that fits our diverse creative community that we can vote on to adopt.	28
26	Guest musicians come and play at least once a month.	27
59	END TIME of celebration becomes FLEX TIME. The "teaching moment" resulting in "lessons learned and realized" that comes with REFLECTIONS at end of celebration should not be cut off by the clock if it is 12:00 and hands are still being raised to share. People can leave if they need to.	26
129	Make a % of budget for official church supported outreach.	25

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8,43	Each member/family takes a celebration to lead, especially if we create a support group or classes in "how to" create celebrations. (2 people had this idea)	25
21	Take on more international events.	24
120	Fundraiser – tree with flowers that have a dollar amount attached to pay bills. Examples: Electric for 1 week, snow removal, window, heat for a week, etc.	24
65	We are a church first and an art gallery second.	23
103	Create a PHC Alumni organization with parties at PHC to celebrate roots.	23
19	No single coordinating minister. Shared ministry. Utilize school of sacred ministries & Pebble members. Include outside speakers occasionally, not more than once monthly.	22
18,38	Each "family" add to basic celebration. (2 people had this idea)	22
83	An administrative council meeting after celebration once a month.	22
102	Take better care of finances before saving the world.	22
116	Re-introduce the "service pledge".	21
81	For new members, offer pledge and/or sweat.	21
1	Once a month have: Common Ground speaker, paid guest speaker, Pebble lite speaker, School of Sacred Ministries speaker.	20
107	Concern – Who will take care of our home?	19
89	How to incorporate – balance, boundaries, structure with the all inclusive idea.	19
126	Every member pledges. Absolutely every member. It doesn't matter how little.	19
143	Reinstate monthly council rehash at celebration.	18
111	Have an outreach coordinator position part time for outside the community and an in house "spiritual healing" "Minister" available for counseling and overseeing volunteer committees also part time.	17
68	Support Roberta. Give her what she needs and more. She is our infrastructure.	17
31	Using several ministers with Larry Hall as the leader running the events.	16
62	No more coordinating minister. We have been draining our energy for 7 years and we were doing well without a minister. It is a lightning rod position on which dissent focuses.	13
110	Concern – "Death by Consensus". How can we get from everyone's opinion to an accepted decision?	12
52	Limit announcements about the same "cause" to every other celebration otherwise that person becomes an unscheduled weekly part of celebration.	12
138	Have an impeachment structure for council and minister.	11
84	A community action board comprised of 1 member of each active committee to meet after celebration once a month between admin. meetings.	10
134	There is a structural deficit in our org. that leads to and encourages leadership by social ties and the waste of human resources.	10
61a	If not controversial, sell the desk in the minister's office and replace with a less expense table (maybe round) and chairs.	9
93	A council without a PRESIDENT. Everyone takes a turn running the meetings.	7
5,17	No more outside "ministers". The spirit comes from within the community. We have all the talent right here.	6
141	Allow more open announcements during that time in celebration.	5
10	Announcements which do not duplicate Bulletin should be unfettered. Vital way to know each others passions.	5

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91	Start anew. Define what membership means and start fresh with a new membership book. All who want to commit to the community are welcome/encouraged to join and accept "ownership" of the church.	5
76	Have a facilitator (non voting) to run council meetings (no "president").	4
158	Non negotiable commitment for all members for pledge amt. and/or volunteer commitment.	4
150	I would like to see Roberta's salary increase.	2
98a	At council meetings instead of attendees having only a 15 min. slot to talk, have them be able to join the discussion during the whole meeting.	1
88	"Death by Consensus". Everyone has input. A decision must be arrived at and agreed to.	1
99	Do away with council president. Each council member serves as chairperson for a few weeks a year.	-1
119	Have a shorter celebration once a month and have the council meeting right afterward. Open to the community w/o interruption and then open for community dialogue.	-2
133	We need to clearly define what we want to be: a theatrical group? A country club? A church? (What is that?)	-2
114	Some type of "recognition" given for good attendance and other special days for members.	-3
101	Run by committee instead of a council. Each committee has a person who serves for a definable time on a governing body. Voting is by consensus.	-3
118	One council celebration a month to recap or discuss events or subjects.	-4
70	We need DUES from all of us. If you can't pay, you do a fundraiser.	-4
145	Do not make restrictions on art placement.	-5
153a	Council members representing a specific portion/district of the membership.	-7
95	Financial and org. structure need to stay priority. Implement a required \$ contribution from all and time participation.	-9
85	Attendance at administrative and community action meetings for members only.	-13
37	Instead of announcements have 15 min. "open time" with 2 min. per person limit. If there are more people than time, have "open mike" while chairs are put away.	-15
74	Council has too much on its plate. I propose that to be a member of Pebble, one must serve either on council or as a helper to council in some way.	-21
75	Shorten council's term to 1 year.	-24