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**What’s this about?** Prairie UU Church will be conducting an Appreciative Inquiry session on September 23rd in lieu of a regular church service, as a kick off to our process for establishing a new vision and direction for Prairie.

**What is Appreciative Inquiry (AI)?**

AI is the study and exploration of what gives life to human systems when they function at their best. This approach to personal change and organizational change is based on the assumption that questions and dialogue about strengths, successes, values, hopes, and dreams are themselves transformational. It is not a deficit approach to organizational analysis (a study of failures, threats, barriers, etc); instead it is a relational process of inquiry, grounded in affirmation and appreciation.

**8 Principles of AI:**

1. Words Create Worlds – Change occurs through language, storytelling, and human communication. It brings people together to collaborate and discover, dream and design the organization they most value and desire.
2. Inquiry Creates Change – Inquiry is intervention; the moment we ask a question, we begin to create a change. It implies a quest for new possibilities, being in a state of unknowing, wonder, and a willingness to learn. It implies an openness to change.
3. We Can Choose What We Study – Organizations are endless sources of study and learning. What we choose to study makes a difference. It describes, even creates, the world as we know it.
4. Image Inspires Action – Human systems move in the direction of their images of the future. The more positive and hopeful the image of the future, the more positive the present-day action.
5. Positive Questions Lead to Positive Change – Momentum for large-scale change requires large amounts of positive affect and social bonding, best generated through positive questions.
6. Wholeness Brings Out the Best – Bringing all stakeholders together in large group allows people to hear, witness, and make sense of each other’s differing views, perspectives, and interpretations of shared events. Such forums stimulates creativity and builds collective capacity.
7. Acting “As If” is Self-Fulfilling – To really make a change, we must “be the change we want to see.”
8. Free Choice Liberates Power – People perform better and are more committed when they have freedom to choose how and what they contribute. It stimulates organizational excellence and positive change.

**Mini-Interviews Questionnaire instructions** - **please fill out the following and bring to the Appreciative Inquiry session at church on September 23rd**. If you are unable to attend that session, please mail to Jennifer Drybread, 82 Fallow Deer Rd., Franktown, CO 80116 by September 21st (thank you!!):

1. What is a peak experience or high point in your life (a time when you felt most alive, most engaged, and really proud of yourself and your work)?

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1. Without being humble, what do you most value about the unique skills and gifts you bring to Prairie?

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1. What are the core factors that give life to Prairie when it is at its best?

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1. If you had a magic wand, and could have any 3 wishes granted to heighten the health and vitality of Prairie, what would they be? \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_