

## Community Unity - Current State

### Prompts:

- How would you describe the challenge?
- What does community unity mean to you? To us as a community?
- What experiences in your life, your work, or your family inform what you believe about community unity?
- What makes leadership difficult on this issue? Is there a level of conflict among the stakeholders?
- What is your understanding of the current state of community unity?
- How is the lack of community affecting our community?

### Charted Responses:

- Small community identity versus county identity
  - Suggested coalition
- People wasn't to be involved—saw this through the survey
- East-West; suburban-rural – how to bring together
- How to motivate a population to engage
- Community unity is personal needs; lack direction and unity and diversity
- Politicians egos
- Bedroom community difficult
- Diversity in organizations
- County liaisons – more connections to towns
- Work on publicizing
- Ignorance of government workings is a cause – social media
- Break down silos so not competing
- Get ahead of the rumors
  - More transparency with community
- Town feels they are connected but not at county level especially East-West
- Isolationism – community and individual; what about me versus what about the community and county
- More communication among towns – means to correct disconnect
- Small towns sometimes struggle to get new ideas, find common interest and unity
- Connect within the communities to be able to hear and discuss and share
- Starts with introspection/beliefs etc.
- East-West divide; how divides are furthering community unity; town/township/county/school
- Describe what community is—large or small; small communities within—schools, churches—create overall voice for all
- Disengagement and apathy
- Work together toward common goals regardless of industry/group
- Concern of “people’s agendas”
- Lack of comprehensive plan for community/county as a whole
  - Tax authority get together to develop plan
- Each community tries to carve out own niche when end goal all want the same thing
- Collaboration, tolerance, minimal unrest, trust, lower unrest, want what’s ours, rising tides lift all ships
- Lack of unity leads to lack of engagement
- Developing vision everyone can share

The Challenge: How can we work together to build unity (trust in leadership, breaking down silos, improve diversity, equity and inclusion) in Hendricks County?

- Lack of creates a divide if they aren't included
- Not so much county—but individual towns
- Mix of officials/leadership – many different titles
- As growth, competition for \$'s
- Hendricks County = one party county—lack of options
- Resident engagement – lack thereof
- Challenge – community unity is common vision, purpose, goals; isn't everyone has to be the same
- What community unity is not working together effectively so far
- Open dialogue to understand distinctions within towns, townships, and community units

#### Addressing the Needs: A Conversation on Community Unity January 8 and 9, 2020

- If no dialogue – let's people to come their own conclusions
- Operate cohesively but also respectful of differences
- Decrease in community unity – don't feel included
- Like on cruise ship – all going in same direction but different activities
  - Need opportunity to participate in different activities – same in community
- Lack of unity seen in politics, referendums
  - Level of distrust
  - Information lost or misunderstood

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## Community Unity - Default Future

### Prompts:

- If nothing is done about the lack of community unity, what does our community look like?
- When you think about the future impact of this issue, what concerns you the most?
- What are the consequences of that future?

### Charted Responses:

- Disjointed, unorganized development
- County rapidly growing but without comprehensive coordination
- Community inputs not considered in plans
- Lack of continuity in execution of plans between different administrations over time
- Reduced economic development
- Community studies not implemented
- Waste money
- Ineffective
- Smaller communities forgotten
- Promote respecting others' opinions
- Only hear from those opposed
- Rivalries/bad blood
- Will remain #2
- We don't promote ourselves well enough
- Communities share burdens
- Continued distrust
- Continued silos
- Lack of "neighboring"
- Increase in crime
- Decrease in property values
- A stale area of a town unimproved, no growth. Community unity provides ways towards growth
- Communications w/o results. We would lose individual contributions to a bigger picture.
- Anarchy, failed community
- Status quo
- More isolation
- Bigger divide
- Disorganization
- Lack of opportunity
- Less desire to personally connect
- Breakdown of families leads to increase in crime and domestic violence
- As population grows so does divisiveness and challenges
- Not able to take advantage of \$ available
- "My kids" will move away – population becomes more transient; "If you build it, they will stay."
- Uninformed residents
- Lose small town feel by not addressing growth effectively
- Increasing divisiveness between political parties
- Us versus them
- Isolation
- Survival needs
- Drop out
- Lack of trust
- Lack of stewardship
- Lack of socialization
- No character
- Mo local support
- Won't attract/retain residents or businesses
- Lack local resources (rural areas)
- Drop in quality of life
- Diminished school support
- Lack of businesses choosing Hendricks County
- Lack of funding from lack of support for initiatives

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- Poor quality schools
- Residents will leave/move
- Negativity
- Decrease in health of residents
- There are good things happening currently, but without community unity we could see an increase in suicide, increase in substance use and addiction—the opposite of addiction is connection.
- Could decrease possible efforts from being bigger by not working together
- Waste resources addressing things in silos – we are stronger together
- People that were connected through kids in school, once they graduate lose their sense of community
- Increase tension (racial, socioeconomic status, violence) by not addressing community issues as a larger effort
- Further divide within the faith community
- Infrastructure and social fabric
- Broad economic decline
- We would not enjoy the same community standards we currently have
- More fragmented
- Smaller pool beneficiary
- Less resources
- Lack future leadership
- Serves fewer
- Isolation
- Struggles
- Walls will continue to extend wider and deeper across communities
- Less efficient
- Individuals and communities will retreat further into themselves
- Isolationism
- Lack of coordinated planning
- Loss of bigger picture and greater good
- Increased competition among communities
  - Fear of losing out
- Imbalanced resources
- Divide deepens
- Greater frustration of smaller communities and their perceived value
- Acceptance of misinformation
- Apathy
- Settling for good enough
- Trauma
- Conflict
- Departure
- Fractured and overworked
- Competitive = less results
- Struggling economy
- No disruption = bigger problems
- Environmental impact
- Crumbling infrastructure
- Everything spirals
- Time commitment available in household to be concerned – or even lack of concern
- We're more transient than we used to be
- What will our community look like in the future
- If we don't address issues it will be harder to as time goes on
- Continue to work in silos and not much change
- Diversity wont change
- Lack of community expansion
  - Community deterioration
- Poor economics, health
- Staying stagnant
- Divided/siloed
- Lack of diversity
- Overdeveloped – empty retail spaces
- Very wealthy/very impoverished areas next to each other
- Decline of safety and trust
- Expanded pockets of poverty

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- Separate, more isolated towns/townships
- Bigger silos; missed opportunities
- More of the same
- Less attractive environment for improvement
- Negative impact on youth
- Loss of quality of life advancement
- Not unity = less progress
- Separation of haves and have nots will increase
- At the least it will be inefficient. At the worst it will be immoral.
- Communities will be overwhelmed
- Lack of planning; disorganization; lack of balance
- Stark differences in success of different communities
- Exclusion
- Continue to fragment
- Deeper divide among the people
- With divide comes weakness
- Lack of knowledge, uncertainty of resources
- Poor quality of life

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- Public health, utilities, etc., no connectivity
- Our community becomes weaker
- Divide continues
- Chaos – traffic, construction
- People feel disconnected
- Creates apathy – not making a difference
- Silos continuing – lose concern and empathy
- How do we engage – being heard
- People will leave county – including businesses
- Failure to thrive
- Depletion of resources across all sectors
- Congestion
- Band-aid fixes
- Disjointed efforts with confusing and/or ineffective results
  - Leading to more isolation in your own municipality
- Lack of understanding regarding issues
- Decisions will be made based on \$\$\$  
NOT on understanding

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## Community Unity - Outcomes

### Prompt:

- What outcomes do you expect the collective work to create?
- If we do this job well, what do you expect to see?

### Charted Responses:

- Greater efficiency
- Better communication
- Larger sense of belonging
- Well-rounded, stronger community
- Better planning
- Healthier community with increased quality of life
- Economically thriving communities
- Coordinated infrastructure
- Improved inter-community communication
- More engaged population (government, community organizations, etc.)
- More programs for underserved audiences
- More diversity
- Improved transit within the County
- Central communication resource on activities/events
- Increased trust and deeper relationships
- Inclusion
- Economic growth
- Family well-being and thriving environments
- Next generation involvement
- Increased access to effective information/easier access
  - Local government resources and contacts
  - Community services and resources
- Attract additional resources (talent, industry, grant support)
- Connectivity (outside county and town restrictions)
- Increased opportunities (nonprofit growth/expansion and cooperation)
- Less silos
- More transparency
- More open communication
- Growth
- Greater Accountability
- Improved economic development
- Less social isolation
- Improved collaboration and efficiency
- Continuous improvement
- County-wide communication in digestible format
- Neighbors trust leaders and feel heard
- Local government working together
- Strengthened resources that people know exist for them
- To know your neighbor (pick up their trash can)
- More collaboration
- Better transparency to create more trust
- Trust leadership
- County representation for local interest
- Collaboration on road repairs, transportation infrastructure
- Working together attracts more businesses
- Shared mission – plan
- Stop being #2
- Low unemployment
- Happier/healthier community
- Tax payer dollars used more efficiently
- All inclusive
- Equity
- Needs met better

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- More competitive grants
- More desirable place to live
- More people involved
- Builds relationships
- Well-represented leadership
- Everyone feels they have a voice
- Improved communication
- Better resources that are shared
- More informed people
- Connected future
- People who need the help the most, get the help they need
- Leaders feel a responsibility to work together
  - Leaders set the example and everyone gets involved
- Empathy
- Hope and positivity
- Quality of life – high quality of life for individuals and families
- Better engagement of residents
- Tourism impact – visitors and residents
  - Destination development
  - More jobs locally
- Clarity on County identity
- Greater diversity and inclusion
- Willingness to change/accept change
- Generationally diverse, inclusive, well-informed, trusting and humble community citizens!
- Prosperous community
  - Creating opportunities for individuals to improve, then in turn contribute to a growing community
  - Sweat equity
  - Communication, communication, communication
  - Thoughtful controls put in place to maintain, sustain the original goal
- Unified vision
- Job growth
- Population growth
- Increase tax base and revenue
- More development to the west
- Less crime/increase in public safety
- Greater self-reliance
- Diverse and balanced economic health across county
  - Strong workforce
- Sense of community
- Strong schools
- Quality of life/improved health
- Open and transparent communications across organizations (collaboration)
- People have better access to meet their needs/needs being met
- New relationships built – communication
- Infrastructure planning
- Economic development
- More engagement – building trust
- More engagement
- More diversity
- Smarter economic growth
- Better attended and more inclusive events
- Cultural offerings
- County-wide community-coordinated events calendar
- Attractive destination/place to live
- Vibrant community
- Well-informed public
- Respect and value one another
- Pride in Hendricks County as a whole!
  - Value the identity of the county
  - Shared value system
- Value differences and diversity of people
- Low tax rates, then inviting place to live
- Safe community
- Coordinated planning, expansion west
- Diversity of resources

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- No food deserts (access to fresh produce)
- Strong transportation system
- Strong schools
- Access to medical and mental health care
- Better anticipation of future needs
- Better community engagement
- Eliminate redundancies of community services
- More efficiency – saved money (better used)
- Plenty of senior housing
- More efficient use of resources
- More positive engagement
- Maintain pride in individual communities with added pride in the collective county
- The next survey done by HCCF does not show community unity as a problem
- A boost to the economy
- Knowledge and respect of the differences in each community – build each other up
- Lack of duplication
- Maximizing and coordinated
  - Programs
  - Talents
  - Time
- Greater diversity – talent/abilities and political representation
- Better and more efficient/effective use of funds
- Become a community of choice
- Healthier and better quality of life
- Create more opportunities for funding
- Rotating programs throughout county
- Cohesive county communications
- Robust environmental programs
- Maximized opportunities to flourish
- More resources
- Diminished “silos”
- Purposeful, positive, controlled GROWTH
- Healthier population: mental, physical, financial, etc.
- More proactive decisions and less reactive
- Increased philanthropy
- Healthy (physical, mental, social, etc.)
- Attractive for positive growth both culturally and economically
- Equitable
- Spirit of trust
- Happier
- Increased, quality engagement
- More diverse (racially, politically, culturally)
- A county identity – with town buy-in
  - Collaborative (naturally)
- Stronger businesses
- Generosity
- We will have community unity
- Better health outcomes
  - Mental health/wellness will be better
  - Physical health improved
- Better economic outcomes
- Feel connected not only as individual communities but also as a county
- Improved quality of life
- Stable and sustainable growth in business and nonprofit sector
- More diversity
- People feeling more inclusive
- Increased communication (positive) with leaders, businesses, and individuals
- More choices with elected officials
- Level the playing field for the school system

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### **Community Unity – Parking Lot**

- Get to know “events” – Live streams, podcasts, beer/coffee with candidates, elected officials, organizational leaders, subjects of interest, etc.
  - Creates a relevant format for delivery that can reach a broader audience
  - It will open doors for people to “complain” but at least you’ll have insight

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