

Constant Contact Survey Results		
St. Nicholas Congregational Effectiveness Survey		
I am a...		Response Percentage
Parish Council Member		4%
Philoptochos Board Member		5%
Sunday School Staff Member		3%
Youth Ministry Volunteer		5%
Parishioner, in other type of leadership position		10%
Parishioner, not in leadership position		72%
Fulfilling our Purpose and Mission		
We have a congregational community that can depend upon each other and take responsibility for each other.		
Strongly Agree/Agree		83%
Strongly Disagree/Disagree/Nuetral		16%
We are devoted to our larger purpose as a community of faith.		
Strongly Agree/Agree		82%
Strongly Disagree/Disagree/Nuetral		17%
We know our congregation's sense of mission and it helps to order our responsibilities and priorities.		
Strongly Agree/Agree		67%
Strongly Disagree/Disagree/Nuetral		32%
Inspirational Leadership		
Congregation members show concern for our essential values by asking questions and discussing issues in depth..		
Strongly Agree/Agree		50%
Strongly Disagree/Disagree/Nuetral		48%
Members of our congregation share their deepest experiences.		
Strongly Agree/Agree		62%
Strongly Disagree/Disagree/Nuetral		35%
Members of our congregation live out their religious values in a way that provides role models for others.		
Strongly Agree/Agree		65%
Strongly Disagree/Disagree/Nuetral		34%
Members speak out in congregational meetings and committees and not behind the backs of others.		
Strongly Agree/Agree		37%
Strongly Disagree/Disagree/Nuetral		61%
Practical Leadership		
People think about the needs of the congregation as a whole. They offer suggestions and request programs that they like. They organize the activities they want to happen.		
Strongly Agree/Agree		51%
Strongly Disagree/Disagree/Nuetral		47%
Lay leadership (Parish Council, Philoptochos Board, etc.) cooperates with the priests.		
Strongly Agree/Agree		89%
Strongly Disagree/Disagree/Nuetral		10%
Lay leadership cooperates with the Church School staff (director, teachers, etc.)		
Strongly Agree/Agree		87%
Strongly Disagree/Disagree/Nuetral		12%
Lay leadership cooperates with other staff.		
Strongly Agree/Agree		84%
Strongly Disagree/Disagree/Nuetral		15%
General Staffings		
Members volunteer for committees and positions to staff our ongoing work. They follow through with their responsibilities.		
Strongly Agree/Agree		69%
Strongly Disagree/Disagree/Nuetral		29%
Members of committees cooperate well. They understand the whole job and coordinate their individual roles.		
Strongly Agree/Agree		68%
Strongly Disagree/Disagree/Nuetral		30%
Members care about their work for our congregation. They anticipate problems and find solutions.		
Strongly Agree/Agree		80%
Strongly Disagree/Disagree/Nuetral		18%
We pitch in and support the initiatives of our congregational leaders.		
Strongly Agree/Agree		75%
Strongly Disagree/Disagree/Nuetral		24%
Taking Care of Facilities		
Our congregations' buildings and grounds are maintained properly.		
Strongly Agree/Agree		74%
Strongly Disagree/Disagree/Nuetral		24%
The interior of the church is comfortable, beautiful and inviting.		
Strongly Agree/Agree		91%
Strongly Disagree/Disagree/Nuetral		8%
Furnishings are appropriate for the use of the space.		
Strongly Agree/Agree		89%
Strongly Disagree/Disagree/Nuetral		10%

Supplies are well provided.		
Strongly Agree/Agree		89%
Strongly Disagree/Disagree/Neutral		10%
Finances		
We allocate funds appropriately so that working budgets adequately cover expenses as they occur.		
Strongly Agree/Agree		71%
Strongly Disagree/Disagree/Neutral		28%
Budgeting allows for items that may not be practical necessities, but have aesthetic or human value.		
Strongly Agree/Agree		64%
Strongly Disagree/Disagree/Neutral		33%
We canvas effectively, reaching everyone in our congregation.		
Strongly Agree/Agree		52%
Strongly Disagree/Disagree/Neutral		46%
We pledge financial support and we meet our commitment.		
Strongly Agree/Agree		68%
Strongly Disagree/Disagree/Neutral		30%
We design effective fundraising projects, staff them with enough people and bring in the funds that we need.		
Strongly Agree/Agree		58%
Strongly Disagree/Disagree/Neutral		40%
Budgeting Time and Energy		
The congregation uses it's human resources wisely, prioritizing projects and distributing responsibility wisely.		
Strongly Agree/Agree		56%
Strongly Disagree/Disagree/Neutral		41%
We have procedures for handling the recurring events in our parish life so that committee members don't have to reinvent the process each time.		
Strongly Agree/Agree		76%
Strongly Disagree/Disagree/Neutral		22%
Communication Process Skills		
People communicate ideas and feelings relevantly and appropriately.		
Strongly Agree/Agree		57%
Strongly Disagree/Disagree/Neutral		42%
We think about the needs of others and support the goals of others, knowing that their goals also arise from deep values.		
Strongly Agree/Agree		62%
Strongly Disagree/Disagree/Neutral		36%
The congregation facilitates communication and cooperation among members and builds on team spirit.		
Strongly Agree/Agree		58%
Strongly Disagree/Disagree/Neutral		40%
In meetings, we do business efficiently while paying attention to cooperative values such as sharing leadership and listening to those who want to speak.		
Strongly Agree/Agree		57%
Strongly Disagree/Disagree/Neutral		40%
Worship		
Our congregation regularly provides opportunities for worship that are appropriate to the needs of our people.		
Strongly Agree/Agree		82%
Strongly Disagree/Disagree/Neutral		16%
The subject and styles of our worship services address the needs of our parishioners.		
Strongly Agree/Agree		82%
Strongly Disagree/Disagree/Neutral		15%
We seek out all sources for inspiration and guidance.		
Strongly Agree/Agree		64%
Strongly Disagree/Disagree/Neutral		34%
Lay people participate in a variety of roles in worship.		
Strongly Agree/Agree		63%
Strongly Disagree/Disagree/Neutral		35%
Musical elements of worship are satisfying.		
Strongly Agree/Agree		43%
Strongly Disagree/Disagree/Neutral		53%
The congregation attends worship faithfully.		
Strongly Agree/Agree		39%
Strongly Disagree/Disagree/Neutral		58%
Christian Education for Children and Youth		
Christian Education programs are well balanced, relevant and involving. They stimulate personal, emotional and spiritual development.		
Strongly Agree/Agree		65%
Strongly Disagree/Disagree/Neutral		33%
Sunday School teachers' attitudes are supportive, caring and open-minded. They have a good rapport with children and youth.		
Strongly Agree/Agree		83%
Strongly Disagree/Disagree/Neutral		15%
Sunday School programming and staffing are appropriate. Teachers are good at what they do, there are enough teachers; classes are the right size.		
Strongly Agree/Agree		79%
Strongly Disagree/Disagree/Neutral		19%

Parents support the Christian Education program by getting their children to Sunday School and other educational programs regularly.		
Strongly Agree/Agree	49%	
Strongly Disagree/Disagree/Nuetral	48%	
The congregation supports the Christian Education program for children and youth by volunteering services.		
Strongly Agree/Agree	59%	
Strongly Disagree/Disagree/Nuetral	39%	
Children and young people support their Christian Education programs with attention, feedback and suggestions.		
Strongly Agree/Agree	50%	
Strongly Disagree/Disagree/Nuetral	49%	
Adult Christian Education Programs		
Adult Christian Education programs are well balanced, relevant and involving.		
Strongly Agree/Agree	64%	
Strongly Disagree/Disagree/Nuetral	34%	
Adult Christian Education programs stimulate our personal and spiritual growth.		
Strongly Agree/Agree	65%	
Strongly Disagree/Disagree/Nuetral	33%	
The congregation supports adult Christian Education with feedback and suggestions.		
Strongly Agree/Agree	55%	
Strongly Disagree/Disagree/Nuetral	43%	
The congregation supports adult Christian Education through shared leadership and resources.		
Strongly Agree/Agree	58%	
Strongly Disagree/Disagree/Nuetral	39%	
Outreach		
We create a climate of acceptance and friendliness in our congregation. Our facilities look inviting and are easy to find one's way around.		
Strongly Agree/Agree	70%	
Strongly Disagree/Disagree/Nuetral	28%	
We have an active program for welcoming and orienting new members.		
Strongly Agree/Agree	47%	
Strongly Disagree/Disagree/Nuetral	51%	
Congregation members greet new people and follow-up with contact.		
Strongly Agree/Agree	40%	
Strongly Disagree/Disagree/Nuetral	58%	
We provide activities to let the wider community know what we are offering.		
Strongly Agree/Agree	50%	
Strongly Disagree/Disagree/Nuetral	47%	
We tell friends what we like about our church and invite them to come with us.		
Strongly Agree/Agree	39%	
Strongly Disagree/Disagree/Nuetral	59%	
Fun and Fellowship		
People keep in touch with each other.		
Strongly Agree/Agree	55%	
Strongly Disagree/Disagree/Nuetral	43%	
We take advantage of social functions to nurture relationships informally.		
Strongly Agree/Agree	66%	
Strongly Disagree/Disagree/Nuetral	32%	
We support the congregation's need for social fellowship with attendance at social events.		
Strongly Agree/Agree	61%	
Strongly Disagree/Disagree/Nuetral	38%	
We pay attention to individuals' needs and create a sense of community, caring and mutual concern within the congregation.		
Strongly Agree/Agree	60%	
Strongly Disagree/Disagree/Nuetral	37%	
Social Justice		
Congregation members take an active part in community affairs, express a concern for social well-being and get involved in social issues.		
Strongly Agree/Agree	46%	
Strongly Disagree/Disagree/Nuetral	53%	
We take part in interfaith social projects and events.		
Strongly Agree/Agree	35%	
Strongly Disagree/Disagree/Nuetral	63%	
We offer educational programs on social justice issues.		
Strongly Agree/Agree	23%	
Strongly Disagree/Disagree/Nuetral	75%	
Orthodox Affiliation		
We inform ourselves about the history, issues and values of our religious heritage.		
Strongly Agree/Agree	55%	
Strongly Disagree/Disagree/Nuetral	42%	
We keep in touch with current developments in our Archdiocese and Metropolis.		
Strongly Agree/Agree	77%	
Strongly Disagree/Disagree/Nuetral	21%	
We get involved both as a parish and as individuals, in Archdiocesan or Metropolis Activities.		
Strongly Agree/Agree	62%	
Strongly Disagree/Disagree/Nuetral	36%	

Attitudes		
We remember to emphasize the positive. We offer constructive feedback and give credit for jobs well done.		
Strongly Agree/Agree		84%
Strongly Disagree/Disagree/Neutral		14%
We respect differences, particularly the diversity of our membership.		
Strongly Agree/Agree		76%
Strongly Disagree/Disagree/Neutral		23%
We believe in each other, our essential unity and our ability to work together with goodwill, even when we differ.		
Strongly Agree/Agree		76%
Strongly Disagree/Disagree/Neutral		23%
We keep a sense of humor.		
Strongly Agree/Agree		76%
Strongly Disagree/Disagree/Neutral		22%
We cultivate enthusiasm and zest.		
Strongly Agree/Agree		67%
Strongly Disagree/Disagree/Neutral		31%
We respect the goodness in everyone.		
Strongly Agree/Agree		81%
Strongly Disagree/Disagree/Neutral		18%
We believe people have the power and responsibility to make their own decisions and we encourage them to do so, seeking God's will in their lives.		
Strongly Agree/Agree		82%
Strongly Disagree/Disagree/Neutral		16%
We believe that people deserve to be happy as well as good. We give friendship, share our sources of spiritual strength and listen well to them.		
Strongly Agree/Agree		77%
Strongly Disagree/Disagree/Neutral		22%
We believe in our parish and in the value of the work that this congregation does.		
Strongly Agree/Agree		11%
Strongly Disagree/Disagree/Neutral		88%
Choose the phrase that best describes your participation as a parishioner of St. Nicholas		
I attend the Divine Liturgy on Sunday morning, in person, most Sundays.		49%
I watch the Divine Liturgy on YouTube most Sundays.		28%
I attend the Divine Liturgy on Sunday morning, sometimes. (once a month or less)		22%
I don't attend church on Sunday, but participate in other parish ministries (ex. Festival prep., youth group events, etc.)		3%
I consider myself a member of the St. Nicholas parish, but am unable to attend Sunday morning services.		5%