

WEAKNESSES

65 - STEWARDSHIP & ENGAGEMENT (Time & Treasures) - Improve stewardship giving with the ultimate goal of 10% of one's annual net income; Volunteerism has dwindled over the years; Lower stewardship – post COVID; Same volunteers over and over; Need more help from youth groups; Sometimes it feels like money is more important than the amount of time given working for the church when it comes to stewardship.; We do a lot of talking about money. Let's change that and talk about today, nowadays, how God can help us get through these days.; There is an inherent weakness built in to the need to support all the programs, festivals, fundraisers, and campaigns to raise money. And added stress on the office/priests to help guide while also doing their day to day work..... This can be a distraction from our true purpose and a machine we end up working for as opposed to for knowledge, faith and service to the poor and needy.; Financial plan for potential shrinking or "graying" of the parish -build an endowment fund; Fundraising that places continual burden on church members – pulling \$ from the same people; Inability to motivate new volunteers; Reliance on Greek Fest for fundraising; Aging of Declining number of Stewards; existing stewards and impact on future contributions; Shortage of volunteers; Overreliance for fundraising; Shrinking volunteer base; Same group of volunteers carries the load; Need broader volunteer involvement to prevent burnout and entrenchment of old ideas/ways of doing things.; Declining stewardship family count; Decreasing number of Stewards; We have no endowment fund, and so no hedge against a serious economic downturn; Volunteerism – Like Greek Feast, 10% of the parishioners do 90% of the work.; Participation. It is often the same individuals and families stepping forward. This includes the festival, community outreach, and the various events that occur (Christmas Party, Holy Friday Retreat, Soup Kitchens, Bible Study, etc...); Financing – lagging stewardship, fundraisers; Needing more volunteers/engagement; Growing more to support the Church's work. We need more help.; Low participation level in ministries; Invite new and existing parishioners to participate in church or community projects or functions.; Not enough average/less than generous church members; Too many ministries and requests for support beyond our parish's needs; We need to grow the participation within our groups; Successfully encouraging more parishioners to be engaged in Greek Fest and general giving of time, talent and treasure; Our Community. We seem to be shrinking, not in terms of real members, but in terms of those members willing to take on leadership roles. This is especially true with the younger people.; Also related to the non-growing number of stewards remains the number of citizens in central Indiana who (by their surnames) we know are of Greek heritage but who do not attend, affiliate, or otherwise participate in the life of the church. Not sure if this is a similar dynamic nationally.; Still somewhat reliant on external funds (Festival, Gyro Night, etc....); The majority of the work done by a rotating minority of individuals; Small group of highly involved parishioners; Financial reliance on Greek Fest; Ability to staff Greek Fest; Same people rotating roles and volunteering; Stewardship has been decreasing over last several years; Mission Trip participation

2) Church community participation for church events - Always the same people; Reliance on the festival to fund operations; Dependency on successful Greek fest historically; Matching volunteers with appropriate role; Difficulty recruiting new volunteers; TIME- Busy lives can deter people from getting involved. We need to manage expectations when asking for involvement to parishioners. We need to set limits on chair people/organizations and parameters. This will make getting involved possible for those who are busy, and not overwhelming. Burn Out is a real. TOO MANY options can create lack of involvement too.; How do we get more people involved in the church functioning?; Same people coordinate and participate in various ministries or event; We could probably stand some bona fide creative thinking in terms of programs targeted to particular classifications of stewards is probably warranted. This takes an invaluable resource called time.; Being debt free people become comfortable and lazy about giving to the church. There are no major goals to excite them to give more. And participate.; Activities not well attended for all ages- not enough to have a program, but why aren't people attending; From what I can tell (including discussions with previous priests) many HTC parishioners are connected to HTC as a place that offers them a service rather than as a community of which they are a crucial member; Church Endowment; Volunteerism; We see to have too many of the same people who do all of the work on committees. It is getting better, but still too few do so much.; Encouraging involvement to have broader range of people involved; Many of the

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parishioners who work for the Church are older. Few under 40-year-old are involved and will not be prepared to take over.; The same people in many of the ministries do all of the work.; More engagement by more parishioners should be the aim.; The same individuals appear to be always on the various boards and teams. This can lead to burning out and also doesn't make it easy for newcomers to the parish or to the board or team to become involved.; Low attendance at weekday events; Balance between office responsibilities and volunteer responsibilities could be improved (volunteers need to rely less upon office staff for committee work); Volunteerism has dwindled over the years; More people find it easier to give money than their time.

34 - YOUTH & YOUNG ADULTS - Youth and young adults leaving; Providing more relevance and programming to the young adults; Youth ministries; Retaining Young Adults Following High School/College.; Few young adults are active in various ministries or community events; Keep our youth engaged in the community.; Our College Ministries; Lack of Youth activities; Youth Ministries-need to expand; Need to offer more programs for youth and young adults; Lack of youth involvement; High School and College students are less involved.; Youth are becoming less involved, disengaged; Guidance for College Students: Connecting further with/facilitating the onboarding of parish, collegiate students. Allowing collegians to connect more with the Orthodox Church while they are away at school. This will help to keep them connected to their faith and meet others of similar beliefs.; Focus on youth/young adults' growth and participation; Youth outreach. I believe there is more opportunity to provide a diverse and engaging environment and activities for the youth.; Limited population and offerings for young adults in their 20s; No program for young single adults. We lose them after high school. This is serious.; No program for young single adults. We lose them after high school. This is serious.; Lack of growth is compounded by the loss of young people who grew up in the church. Many move away, but we need to get a handle on why more young adults who grew up at Holy Trinity and who are still in the vicinity, discontinue a regular relationship with their church.; Need to engage children/young adults more to retain them in church membership - need to remember young people support causes.; Without a steady in flow of young people and families, we will start to shrink. I am afraid we are starting to see that.; The average age of the parishioners is not young.; Difficulty transitioning young adults into active stewards and getting them back to church; Need younger parishioners involved with church ministries; Young Adult/College Engagement; Involvement of younger parishioners; Supporting sports clubs/teams: Enhanced organizational offerings of youth teams that participate in local sports leagues. This will help with fellowship of younger and teenage parishioners...engaging them in additional pathways in their faith. May also encourage non-orthodox youth to explore our faith.; Night of the week where high school age kids could come and hang out: play games, watch movie?; After high school age activities and outreach (leadership in altar, narthex, Jr board?); The times make it difficult for some youth activities; Difficulty in engaging and fostering a meaningful relationship with young adults; Teenagers not involved in mission program; OCF engagement.

34 - PARISHIONER INREACH, RETENTION & ENGAGEMENT - Need outreach to those who have not been attending church.; Member retention may continue to be a challenge as people move, get married, pass away, or decide to engage in another faith or not be involved in a church life.; Improve outreach within the community (those who have stopped coming and elderly).; Not a lot of parish community activities (dances, cookouts, etc.); Perhaps clergy may call people they haven't seen to encourage them to come to church (someone cares); With permission of family inform community of people who need prayer for health (can't show we care if we don't know).Prayer list in Koinonia (with consent of individuals); The widows/widowers currently don't have a support group that meets at least once a month. Could be similar to Kafenio to help with loss of spouse and transition to a new way of life with other people with similar issues.; Parish unaware of struggles of parishioners; Lack of support groups to address the emotional needs of parishioners. Ex divorce recovery, bereavement.; Reaching out to those in our community (internal outreach); A large number of Greek Orthodox Baptized People have stopped attending services.; Membership dropping--about

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25% last two years. The reason for this is unknown. No program for bringing these people back; Declining number of families; Many converts just drop out, no reason given.; Lack of growth (and even decrease) in the number of stewards over the recent years.; Slow growth in members; Membership is relatively low and we need to add members to eventually replace us elderly folk.; The number of parishioners continues to go down; general decline in number of parishioners; Lower family/member count; Lost communication with stewards that have left the church.; Stagnant parish size – need to reach out to new generation; Loss of parishioners to other local churches; We fail at growing our membership; 25% reduction in family units in the last 13 years; Slow growth; Reduction in the number of family units; Membership numbers slowly dwindling; stagnant growth; Attract and retain parishioners; Figure out how to get former parishioners back to the church; Membership is going down; Loss of young professionals; Loss communications with parishioners that have left; Loss of young families; Loss of young adults who graduated and come home but not engaged in church.

32 - OUTREACH & EVANGELISM - Outside of Philoptochos not much outreach; Community outreach (not exceptionally well known by the public). I believe there is more opportunity to educate people about the Greek Orthodox Faith (GOF) and provide example of its good works. The festival is probably our best opportunity for outreach to the community. I believe it could be said (at least in the past) that our church sees this as a money-making opportunity first and outreach second. I suggest they should be at least equal. The philosophy of the Dayton church (at least in my past experience) is to use the festival as an outreach. A family has so many dollars in their pocket and they are going to spend all of it. Give them a good value and they will come back year after year and tell their friends to come... Over time, these people will learn more about the Greek culture and Orthodox faith. Perhaps provide more cross religious discussion activities?; We need more options to reach out to our Community besides Gyro night. Maybe a cooking/class series?; I wish the general public in Indpls and surrounding area knew more about our Greek Orthodox religion!; As a faith, Orthodoxy is not well understood by those outside of the Church; Outreach or involvement with our community – People see Greek Orthodox and if it could be listed as possibly Christian Orthodox and not with an emphasis on Greek, I think more people might be more interested, but I feel the word Greek might discourage some people from exploring or entering the faith.; General Outreach – most everything we do is in assistance to other non-Orthodox parishes programs and I think if we sponsored some of these ourselves, and hosted the events in our facility, we might be able to better grow our Parish; With the way the country is going, we need to start being much more open of how we are reaching out to folks.; Improve community outreach; Central Indiana outreach (Orthodoxy) lacking.; While we have community visibility, we simply do not do enough outreach to the community.; Lack of outreach programs; The Parish does not seem to really make organized attempts at proselytizing.; Until recently, we have needed more learning opportunities; Difficulty transitioning to an outward focus; Most of our philanthropy involves giving money, not actual outreach into the community. And the outreach that is done is most often volunteering under the aegis of another church, e.g. Merciful Help, the soup kitchen - providing little, if any, community awareness of our church's efforts to help in the community.; Community marketing: how do we spread word to grow; Lack of focus to increase awareness of our Orthodox Faith in Central Indiana; Lack of "advertising" of streaming as a means of introducing others to our Orthodox faith; We do not "recruit" (evangelize) new members. We keep Orthodoxy a "best kept secret" instead of "spreading the Good News".; Lack of involvement in Hamilton and Marion counties Faith Based Activities; Inward-looking perspectives within parish and ministries; We need to involve our community (outside) in things that draw people to us and don't require huge expenditures of time and money.; We do not do enough community service/outreach. There's no reason that the Catholics do so much more, or that we struggle to get 4 volunteers at the Merciful Help Center once/month.; Outreach; Participation in wider regional/Metropolis events (we can be parochial); Lack of fluidity/connection to larger church body (metropolis and higher); Very disconnected from other local orthodox churches; Have not communicated our message of salvation outside; Isolated from other Greek orthodox churches; Need to connect with other Orthodox churches in Indianapolis.

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32 - LEADERSHIP & COMPLACENCY - I know we have a dedicated parish council, but I seldom feel like I know what they are working on/dedicating time to; Send to parishioners' summary of minutes of annual meeting right after meeting is conducted so that everyone can be informed if not present.; Growing new leaders; Leaders operating in silos. This is likely due to having long-standing leaders in various programs who tend to get identified with the program.; Sometimes it seems we are operating on "auto-pilot."; We currently lack a plan for the future of our parish.; Unwillingness to make bold changes; Haven't started planning for phase 2; Leadership; Inability to make decisions; Inability to let others make decisions; Succession planning; Previous leadership enforced an authoritarian, very top-heavy structure; Sometimes we react too slowly to external threats/challenges.; Sometimes slow to incorporate new ideas; Related to creative thinking is also an interest and willingness to do some research on best practices, on what motivates people, on where we stand nationally with regards to benchmark factors. Again, this takes interest, time and a willingness from the top down.; Centralized leadership - lack of ability to make decisions down the chain; Lack of adaptability in regards to how things are done; Adapting to change; Inability to think outside the norm; Creating innovative and successful ideas and functions; Knowledge sharing; Parish council often times is not welcoming and inclusive but perceived as authoritative - this has gotten somewhat better over the years; Struggle with transitioning positions – Like chair of an event for 20-30 years then sudden demotion; The new comers think they have better ideas and don't care about the history of the event or time the leadership has put in to it.; Change is not always better.; Ministries that work independently of one another; Lack of cohesive strategic direction...next steps; Transitioning leadership; We are complacent regarding the future growth of our community. We aren't bringing in as many new members as we are losing through attrition (death). Not a sustainable demographic trend.; Complacency.; Innovation and not doing then same thing over and over but parish is changing.

30 - FACILITIES - A hall would be great for everyone and for festival use along with a large kitchen; Financial burden of facility; Our facility is not designed to hold social events for our parishioners. (Baptisms, Christmas parties, or festivals are just a few examples.) Kitchen needs to be expanded to include a walk-in cooler, a walk-in freezer, additional stove and oven cooking area and larger prep area. We could purchase fewer pastries on the outside and bake more at the Church which would increase net revenue.; Less than adequate church school facilities; We have a facility that needs to be maintained.; Limited facility space for ministry usage and community events; Religious Education Wing, not adequate; Our church is missing a multipurpose hall. There is a need for us to accommodate church functions i.e. receptions for weddings, baptisms, Makaria luncheons, dinner dances, etc. but also to host sports-basketball from young to old, volleyball, etc. for youth and adults to enjoy. Programs such as these encourage participation and form friendships. A hall would also permit more organized festivals and we would not be so dependent on good weather. A larger kitchen is also needed.; Kitchen is too small.; Kitchen is not big enough to handle larger events; Physical environment - parking Bookstore and Gift shop too small for such a large parish.; for handicapped doesn't provide easy access to the Sanctuary. Both are not well supplied at this time.; Kitchen too small; Need freezers and refrigerators; Accessibility-We do not have doors which can either open automatically or with pressing a button. This is burdensome for individuals in wheelchairs or those who have difficulty walking and need either a cane or use walkers.; Lack of functional Church Hall; While the Church is large enough for our needs the hall and kitchen are not; Storage; Lacking a Church Hall and Athletic Facility; Founder's walk constrains the size of events or for rental purposes; Expansion of Church building(s) is in the air but does not fit such a relatively small community. Bigger and more is not better.; Storage for equipment; Kitchen needs; Need better library facility; Better bookstore; Kitchen is not sufficient; Need a hall; Church signage: The church needs to be better recognized by having a sign installed on the corner of 106th and Shelbourne and adding a marquee sign at entrance of the parking lot.; Better signage of the church to let people know what type of church it is.

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28 - RELIGIOUS EDUCATION - Strong adult education program needed.; More a challenge than a weakness is that the spiritual/educational needs of cradle; Orthodox and converts can differ. A challenge for some cradle Orthodox is feeling uncomfortable when Protestant friends and neighbors know Scripture better than they. A challenge for many converts (I include myself) who may have Biblical knowledge is encountering and applying Patristic tradition to their lives.; Educate parishioners regarding moral issues, such as abortion, etc. (the positions of the Orthodox in America).; Our Orthodox faith is so beautiful and rich but not many people know it which is more knowledge of our Lord and Savior. Please try to educate young generation in our faith to really understand and love in their hearts our Lord and keep them in our faith.; Seminar Style Education to Both Parish and Community About the History of Christianity and Followed by Education on Orthodoxy. (Class Size Should Be Limited and Reserved and Manageable to the Clergy and Assistants.) There Should Be a Few Classes/Year and Attendees Should Be Followed Up by Both Clergy and Lay Assistants.; Expanded opportunities to learn the core values of the Orthodox faith (judgment free zone): Periodically offer an educational series on the tradition and customs of the church; start with the basics. Can even be recorded via Zoom and offered for parishioners to access on their own time. Many in the church didn't grow up in the faith and may feel awkward admitting what they don't know, and may feel uncomfortable coming forth to learn.; Improve and offer training programs; Where Orthodoxy stands on issues of homosexuality; Where Orthodoxy stands on issues of Premarital sex; Where Orthodoxy stands on issues of Divorce; We feel like the Orthodox Church is very difficult for non-orthodox people to "discover." Many of our Christian friends don't even know what Orthodoxy is or they will say things like "But you aren't Greek."; Lack of knowledge of our own faith.; I don't think we know very well how to explain our faith to others or how to properly explain to a non- orthodox person what to expect if they come to Divine Liturgy.; General lack of deep understanding of the Orthodox faith and the bible among congregation - especially among cradle orthodox? Need to be able to explain Orthodoxy to Protestants, especially those unfamiliar with liturgical worship.; Some remaining converts are still weak Orthodox.; I am a Sunday School teacher – am I reaching them? Perhaps complicated by COVID, but I sometimes get frustrated with blank stares. I have my doubts.; Lack of understanding of our faith and services.; Resume Bible study in person. We are zoomed out!!; Knowledge of the Faith; Parishioners that grew up in the faith not knowing their faith; Programs/bible study about topics relevant to society today: Marriage, Raising children, Miracles; Some converted people still not on board with Orthodoxy.; The educational offerings could be expanded to include a wider variety of topics, including the environment, offered by speakers and informal group discussions.; Education of the parishioners about the faith could be improved; Need a deeper understanding of the faith; Being better able to articulate faith; Difficulty in retaining baptized and they leave church without fully becoming Orthodox.

26 - UNWELCOMING - We are not always welcoming to visitors; "cliques"; We have cliques and some people (new) don't feel welcome; have more members welcome people in church; not just eh Welcome on duty (get a group possibly?); Parishioners tend to be cliquish/have programs that promote parishioners; occasionally stepping out of their cliques/comfort zone; Improve structure with the welcome committee; There are at times, where people within the church have not been as welcoming.; Welcoming new families/members. I recall a few public announcements, but nothing that feels consistent.; Program that welcomes new parishioners (assignment of person/people to welcome); Hospitality or welcoming of new people is not ideal; Welcoming newcomers to the parish in a structured and planned way.; Poor people may not feel as welcome; Selfishness; We have a greeting committee for new people that come to our services. Is there a follow-up with those people with a phone call or a letter after the service? We are not aware of the procedure and this could be a weakness.; Visitors may be intimidated by unfamiliarity (maybe create a "first-time visitor" or a "what to expect" handout?); Embrace the converts; There are people that are very judgmental.; A smile and a "good morning" would be uplifting as we enter or leave the church; Introduce new parishioners with picture and name on bulletin; Church/Ministry politics and clicks; Better follow up with visitors; Newcomers need to be introduced to the parish – we don't know them; selfishness; There are times

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where people voice their concerns or have a better idea, and those ideas or concerns are not listened to.; Because the church is so large you don't know everyone in the church.

12 - COMMUNICATIONS & TECHNOLOGY - Communication; Inability to listen; Communication in general. Mailed Koinonia's don't get delivered to some people – even in Carmel, until the Monday or Tuesday after the Sunday Service that it is intended for. Also knowing more about parishioners and their backgrounds, etc. in order to get more people involved; Lack of communication – programs are present and yet parishioners aren't made aware of programs – i.e., reaching out to the university systems and Christian groups; Communicate about events, assistance or opportunities; Weak messaging on what our religion is about. Some people think we are a cult; People within the church seem to have a problem asking the correct person questions. We seem to go around asking the person that heads up something or was tasked with handling a task. That is how misinformation is given and things to not get done correctly.; Our church website needs to have more current photos added on a regular basis. Ex: the Church School photo is several years old.; Lack of publication in the news media to increase awareness of our Orthodox Faith in Central Indiana; Misprints in koinonia: wrong date for a bible study class, wrong date for a last day of Church school; More engagement online with our website and social media to further engage with our community; In the past births, baptisms, and weddings were announced. Lack of privacy does not make for a good argument as many are posted on social media. Gives sense of community.

11 - COVID RECOVERY STRATEGY - Continued masking, required or voluntary, of any parishioners for any significant period of time, even if greater numbers are allowed to attend, will lead to community corrosion.; Church not filled during COVID?; Bringing parishioners back to our church – COVID has allowed some to drift and not come back; I know we added COVID 19 to our prayer lists be we should be talking more about it more through our sermons.; Covid has possibly affected the willingness of parishioners to attend and participate in the community in the future, either because they fear the perceived risk, or because they were somewhat marginal about attending, and this tips the balance against attending.; I worry that there are parishioners who are in crisis because of COVID and may not want to come forward to seek help. (I am sure that a few of our elderly, chronically ill, etc. parishioners were feeling isolated before the pandemic, and COVID only exacerbated their situation. I know how isolating it has been for me as a full-time caregiver to my Mom.) I feel that we should quickly focus on a short-term goal of making sure that parishioners at HT, especially those who are at high risk for difficulties, know that the church is available and willing to help if needed. This happened at the beginning of the pandemic, and maybe it's still being done? As a church, I know we should be wanting to expand our ministry to those outside of our walls, but maybe right now, we should really focus inward. COVID has been an equal opportunity offender. No one has been unaffected. If we can identify these people, we could come up with a list of parishioners who live near them and see if they would be willing to help by providing a phone call, porch visit, a meal, a treat, fellowship in general. The more people that we can involve, the better (as long as the person is willing to be supported). If money is an issue, decide how much monetary support the church is willing to provide, and if the funds are lacking, ask parishioners for help. I know that this church has a lot of generous donors who would be willing to provide necessary assistance if asked; With COVID and now improved conditions, many parishioners have not returned; Have we contacted those that we have not seen in church since the beginning of COVID; Pandemic kept people away from the life of the church, broke habits of participation; Pandemic kept people away from each other; Personal contact with members by phone or postcard who have not been present – even before the pandemic.

9 - SENIORS MINISTRY - Senior Ministries; Senior Ministries and trips; More Get togethers for seniors at church; Term “shut-in” in reference to those who cannot physically attend due to ailments/age; Lack of a Ministry for the elderly or those who would be interested to attend services but can't due to transportation or other issues; We use to have a group for 55+ adults that no longer meets;

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Transportation for seniors; Need more multi-generational activities and not segregated; Seniors' ministry has fallen by wayside.

8 - ACTIVITIES - Lack of formal events held externally; Lots of internal activity (vs. small % external facing); No parent/child programs/daycare; Need more parish wide fun events and social occasions; Activities; Lack of connection between services and social activities; Not enough parish activities, i.e. dances, cookouts; Lots of other activities; We need to provide multigenerational activities that can develop relationships. When kids come home from college and their peers aren't there they don't have much to come home to outside of their family. However if they see other adults that love them and have invested in them it feels more like "home."

8 - LANGUAGE / ETHNICITY - How much Greek vs. English (some want more Greek and others more English); There's been a push for less Greek language in services. Teach people enough church Greek to understand the services. The Greek Orthodox Church has a unique position (and obligation, I believe) to bring the biblical teachings and Greek language of the bible to life in a way other languages can't. It should be embraced.; Focus on Greek vs Orthodoxy to gain more cross-over members; Can still be a faithful Orthodox believer/follower and not be Greek: Embracing and sharing Church beliefs more to support growth of the Orthodox faith. Too many Greeks don't attend church with their entire families due to their spouse/significant other not being Greek. At times they seem to feel uncomfortable. Spreading awareness and understanding of the path to converting to Orthodoxy.; Services: mainly in English (I don't mind it but I hear grumblings about "no enough Greek"); More Greek should be incorporated and not taken away - this benefits both younger and older generations, but particularly native Greek speakers often feel lost and confused during services; Greek families that have left the church who were active in the past.; More English and less Greek.

7 - LACK OF PHILANTHROPY - Too little service mission: feed the poor, etc.; There is an organization that has a lot of dollars in it and should not be. These dollars should be given out to so many of the homeless folks in our city that are struggling with the tough times of this past year. It seems we only give to a selected few and not to the many who need it.; More charitable projects.; We do not have a large community garden that could produce vegetables for people in the community who might need them. We have had a small garden, but it was the primary care of only one person, Yiota Moe. If we do this project again, more people should be involved.; Developing a church family engaged more in service to others.; We do not reach out to marginalized groups/do much volunteer work as a parish; Community engagement outside of GOYA programs and holidays.

7 - ENVIRONMENTAL ISSUES ~ Environmental concerns- Water use - Currently we have regular drinking fountains without an easy way to fill a water bottle.; Environmental concerns-Recycling -We have tried to be more conscientious about waste at Greek Fest by providing recycling bins, but it is a question as to how successful that effort has been.; waste at coffee hour by using either recyclable or ceramic cups. The problem is how to encourage the members of the parish to dispose of the ones that can be recycled correctly.; Environmental concerns-Recycling -We have tried to be more conscientious about; My apologies if that seems harsh but all of those apply to each of us to one degree or another and could pose a serious impediment to progress. (i.e. eliminating single use plastics); The physical facility of the Cathedral could be more "green".; More promotion of environmental concerns for the church - solar panels; wet lands.

6 - EXPENSES / COSTS - Rates of Fees/donations for events can make them exclusive; High overhead due to lack of infrastructure; A lot of overhead in the budget; We spend a lot of money on high end items and events that we can give the monies to charities in need, here in our own city, state, and country; There is a socioeconomic gap among parishioners, so there is a need to address this and make certain items and events accessible (e.g. There should be more than one choice for altar flowers at \$100+); Budget that reflects parish priorities.

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4 - MINISTRIES – A need to prioritize and possibly streamline ministries to strengthen the most critical and avoid the trap of "being all things to all people"; Siloed ministries; Our individual groups do not work well together (that's how I feel).; Cross generational ministries.

4 - MUSIC / CHANTING - Music Ministry; Music Ministry; Need choir going again; Desperately need program for preserving Orthodox chanting as backup to chanter.

3 - AGING PARISH - Aging congregation; Church member population is aging; Some of our church school leaders and volunteers are aging, so we need to consider succession more carefully.

3 - FESTIVAL - A question that keeps surfacing is if the parish can continue with the festival. The festival however has offered such a positive introduction to Orthodoxy as well as Greek culture to our community. Can HT find another way to meet our community that is this successful in terms of outreach?; Festival.

3 - LITURGICAL ISSUES - Liturgically— Reinstatement—. The responses to "Love One Another" it is done at all churches I attend in the west coast and I find that feeling of communing with my neighbor is a sign of Love; Reciting aloud the Communion prayer by the congregation before receiving the body and blood of Christ really brings my spirit in tune to the awesome moment of what is about to happen.; Encourage congregational singing —especially now that we have no choir. I believe everyone can sound good following our wonderful chanter—Dean.

3 - STAFF - Not able to keep staff and/or not enough staff; Office Staff- High Turnover; We struggle with office staff.

3 - LACK OF DIVERSITY - We are not very culturally or socio-economically diverse; Being a church for all people, whether they are another race, nationality, or LGBTQ, even if they are unable to receive all sacraments.; We need to do more to involve women/girls in the administration and leadership of Holy Trinity. There are not currently enough women on the Parish Council. This could have been avoided with better planning/recruitment. We should make more of an effort to involve Narthex Servers in the liturgy and not relegate them to the narthex.

3 - COFFEE HOUR - coffee hour - has caused tension. As a PARISH we need to decide what we want & make it manageable.; Keep coffee hour very simple; does not have to be so much food offered.; Continuously having people sign-up for coffee hour-due to lack of volunteers.

2 - SECURITY - Security; Security during services and church school--questionable.

2 - TRADITIONS - Tradition. While the traditions are a strength, they also pose a significant challenge as well. Since so much of what we do leaves little room for flexibility, it chases away many of the younger people. I believe there needs to be a balance between things.; A process for preserving our traditions as parishioners who mentor us get older and can no longer help.

2- CHURCH ETIQUETTE - Church etiquette lacking.; Church etiquette.

ONE-OFFS –

~ Some may feel it's hard to get involved because of the size of the church.

~ Apathy, ignorance, laziness..

~ Stop giving communion with the spoon. There are other ways to do this, we need to look at these opportunities..

~ The format of this survey makes this much more difficult than it has to be. There should be more ways to answer or more targeted questions. Would a better format have been to offer, say, a 1-5 rating

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- for different areas, then a box under that to provide further comments, etc.? People may not know what to say because this format is too broad..
- ~ Converts from other denominations.
 - ~ Unsure due to our newness to the parish. It is also hard to judge since we started coming during covid..
 - ~ Only the wealthy have a say in this church which makes the lay people feel less worthy..
 - ~ Being weather dependent for Greek Festival..
 - ~ Back-up chanter needed for Dean M..
 - ~ I really cannot think of anything other than use google docs for documents that we want to create and share with each other..
 - ~ High risk.
 - Orthros starts very early for most people. Maybe more people would come if it started at, say, 8:45 or 9? We aren't sure if the time can even be changed (due to tradition or the Bishop, etc.)?.
 - ~ Church etiquette lacking..
 - ~ Although I would not really label these weaknesses but measures to enhance our parish life..
 - ~ Offer transportation to members who need it..
 - ~ Geographically dispersed community..
 - ~ These weaknesses have everything to do with outside of the cathedral, in no way do I feel our cathedral/our services have any weaknesses..
 - ~ On a national level, there is an ongoing decline of Orthodox priests, who were born into the Orthodox faith..
 - ~ Scandals/money laundering (around ground zero church) people lose confidence in Church and their traditions..
 - ~ A lot of recent transition.
 - ~ If possible have a set time in the week that the fathers could be accessible for walk-in without an appointment to confess or consult with the priest. For example—Wednesday 6-7 or 8 pm..
 - ~ Confession: Exploring methods to increase participation in confession. Talking through and overcoming questions and concerns..
 - ~ Small study groups perhaps based on age..
 - ~ Foundation of the Church.
 - ~ Image-based perceptions and aspirations.
 - ~ Older adults relaying stories/cooling to the younger generation.
 - ~ Inability to cultivate a relationship.
 - ~ Possible perception that we are all about food.
 - ~ Difficult to attend many extra activities for those of us who live far away from the church.
 - ~ As someone going through serious cancer I appreciate my church friends praying for me and supporting my efforts and medical trials, but sadly, I don't have the sense that my beloved church is right there behind me in the same way..
 - ~ Not enough recognition given to parishioners.
 - ~ Inability to look at the best in others.
 - ~ Inability to mentor people and provide them a sense of purpose.
 - ~ Participation/interest in missions.
 - ~ Unwillingness to participate in church.
 - ~ Practicing all aspects of the faith.
 - ~ Making connections within smaller groups of the parish.
 - ~ More considerate of people with disabilities
 - ~ Missing small support groups with people in crisis bereavement and divorces
 - ~ Orthodox operated Preschool
 - ~ Old wounds that must be healed