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43 - CHURCH SERVICES & THEOLOGY - Liturgical and sacramental traditions; Liturgy service; Spiritual nature and intimate setting for our services can be appealing and eye opening to newcomers and guests; Traditional apostolic heritage and worship practices; Spiritual direction; Holy Week and the surrounding activities; Prayerful services; Embracing tradition; Father's sermons are pertinent, relevant and comprehensible for all, in turn driving a strong sense of connection to the church; Homilies are well thought out and relevant.; Multiple services – frequent opportunities to attend; Balanced mix of Greek and English; Traditional Faith; Orthodox music; Genuine faith; Authentic Historic Apostolic Faith with genuine sacraments.; Historic worship; Durability and consistency of our Orthodox faith; The Orthodox faith.; The Church tenets; Divine Liturgy; Sacraments; Liturgies are celebrated at a good pace, neither too slow nor too fast; Church (Orthodoxy, sacraments, traditions, spiritual leaders); Services; Greek Orthodox religion we have is the true religion; Tradition apostolic worship and practices; Faith that no one else can reproduce – (sacraments – people experience a divide liturgy and it's a mind-altering experience); Church true to historical faith and authentic and real; Orthodox Faith and tradition' the fullness of life that people are looking for spiritual inheritance; Orthodox faith is unchanging and growing and crazy number of catechumens; Unchallenged church in the language of the Bible; Use of English in church; Church given to us by Christ; Huge flocking to Orthodox church and monasteries; English in the liturgy; Greek Orthodox; Altar boys; Loves English vespers and matins; Intimacy of the church and worship services that allow for feeling the presence of God; Some are very strong in their knowledge and practice of the faith; We have the fullness of life, the fullness of the Gospel, in our Orthodox inheritance; They know their faith and the history and can articulate to new people; Lot of good traditions – ancient things that are traditional, byzantine choir and reading of day; Bible Studies; Open to all – church (Orthodoxy & Holy Trinity).

41 - FINANCES & STEWARDSHIP - Parish financial independence; We are able to meet our operating budget needs; Fundraising; Financially stable; Good financial standing; Strong fundraising; Highly professional financial controls and monitoring by Parish Council; The business of the parish is well-managed; Sound budget, attentive to maintenance and upkeep, etc.; Good at fundraising; Untapped financial resources; Low debt; Financially sound; Relative financial stability; Financial health; Real estate holdings in heart of GR; Strong financial stability; Relatively financially stable; Financially stable due to conservative fiscal practices; Good fundraising; Financially secure; Conservative fiscal practices; Generous community when people are asked to give; Generous financially and with time when given the opportunity and good reason; Fundraising – when we need something people step up; Commitment to future through generous stewardship; Consistent financial and personal support by parishioners; Generous financially; Generous response when issues arise; Our parish is very giving and generous; Good fundraising but don't like to give; Generations committed to economic/fiscal health i.e. paid mortgage, expansions, facility maintenance, kitchen upgrades etc.; Meet special needs when they arise; Generosity when given specific, worthwhile initiatives (generosity in time, talents, treasures); Philanthropic; Parishioners are sincere and caring, generous with time, talent, and resources; We meet special needs; A broadly involved community; The church has never made me feel pressured -whether that was time or investment related.

40 - CLERGY - Faithful and caring priest; Outstanding priest; Very good Priest in place; Father and Presvytera truly lead by example for the parish to follow; Younger Priest; Our priest; A priest who prays fervently and a lot; Passionate Priest with a wonderful family; Passionate young priest; A motivating and inspiring priest in Father Joshua, who is driven to move the Parish forward; Pastoral leadership for the HTGOC is outstanding; Wonderful young, brilliant & spiritual priest; Relatable young Priest and family; A welcoming Priest with great outreach; A strong priest dedicated to his vocation and intent on improving the spiritual life of the parish; Priest who seems to be able to foster change without drama; Priest who is invested in people's spiritual healing; Young priest; Servant priest; Good priest; Priest who is humble, energetic and spiritual leader with mindset of growth; Enthusiastic/committed priest; Spiritually focused priest; A young Priest who is motivated to serve the community and ensure its future sustainability; Priest open to/new

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ideas rooted in the unwavering tenets and love of the Church; Our priest is what I expect from an Orthodox priest; Priest; Priest is an asset because he can implement change without it being too traumatic; Have the best priest ever; Great priest; Holy priest Fr Joshua – talking to him is like talking to God; Fr Joshua is the right priest at the right time—inspiration and can lead the parish into the future; Strong spiritual catechesis and leadership from Fr. Joshua; Motivated and relatable priest; HTGOC has an excellent Priest in Father Joshua; Father's support; Fr. Joshua is kind, thoughtful, welcoming, and available to meet with parishioners.; Fr Joshua works collaboratively with parishioners; Strong leadership in Priests; Priest working every moment and has people to direct work to others.

36 - BUILDING & GROUNDS - Beautiful and functional Church facility; Taking care of building and grounds; Church has a good location with beautiful property grounds and room for future expansion; Good worship space and building with room to expand; Orthodox architecture; Our beautiful building and grounds; Underused facility with room to grow; Beautiful Church, good location and space; Physical structure is large, in a good neighborhood, and reasonably accessible; Good building; Room to expand or add facilities; Location, property; Location; Lovely facility; Location; Church and grounds lovely and well located; Beautiful church and grounds, with plenty of room for improvement; Location of Facilities and grounds; Beautiful church facility in an accessible, safe location.; Church (physical building); Beautiful church in safe and accessible location; Good worship space and building with room to expand; Tremendous location and great grounds; Location; Lots of available property to be developed; A beautiful church and grounds; Facility and grounds, spacious and well built; HTGOC facility is beautiful -- much has been done to update the structure to facilitate needs, i.e.: sanctuary, narthex, choir loft, entrance, welcome center, community hall, kitchen, youth center, and outdoor infrastructure to support Yassou outdoor festival; Building maintenance and groundskeeping keep facility on good condition. Beautiful church – icons; Beautiful worship space; Beautiful sanctuary; Iconography; Beautiful worship space and iconography; Iconography; Architecture of Orthodox church and Byzantine artwork.

29 - SENSE OF COMMUNITY - Generations of families who have grown up together; Established community; Loyal parishioners; Community has a loving spirit for the church, each other and to those new to our church; Many long time parishioners and many good friendships that have been established within the community; Love for one another; Strong history of community; We have many great families who have for generations contributed greatly to our community and our church; Faithful congregation; Close community as far as relationships; Strong personal connection between parishioners; Community; A history of families with a strong commitment to build and sustain a loving church community.; Descendants of founders still with/active in the parish (continuity); Love among parishioners.; Community of love for each other; Sense of community; Lot of people at parish have grown up there and have history and family and friends there; Lots of people there a long time; Multi-generational parish; Multi age representation; Multigenerational; Healthy mixture of older and younger couples creating a multi-generational appeal; Good longitudinal history of membership; The community is strong; Great bonding of parishioners and the of events reinforce it- and allows to meet new people allow people to bond as parishioners; Engaged parishioners; Love - lots of loving people in the church and each other; The church provides a sense of being a part of something; Respect and affection.

28 - WELCOMING COMMUNITY - Welcoming towards others; Welcoming; Warmth of community based on multiple comments by non-parishioners who feel welcomed when visiting; Welcoming/open congregation to newcomers and visitors; Friendly, welcoming parishioners; Warm culture, welcoming to all who enter; Welcoming community; Friendly to newcomers; Welcoming to Orthodox Christians of various ethnicities; Feels like family and home; Friendly to newcomers; Warmness and welcomeness; Welcoming; Warm, friendly congregation; Loving people; Welcoming community; Small community which makes you feel like part of the family; Warmth of people; Friendly to newcomers; Lovingness of people; Philoxenia and friendliness and welcome visitors; Many parishioners have been welcoming and kind to the point where I feel I am not alone in a big church.; Availability of a lot of people to welcome

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newcomers; Feeling comfortable in the church where you are on your journey; It's friendly and the fellowship is comforting. Familiarity; Hospitality; Parishioners are sincere and caring; Love of one another.

20 - DIVERSE & MULTI-CULTURAL - Diverse ethnicity in the community; Gracious affirmation of non-Greek ethnic parishioners when opportunity arises; Shared ethnic, family backgrounds; Diversity; A diverse community – ethnically, chronologically; Multiethnic; Diversity: Greeks (first through fourth generations), converts, Serbians, Eritreans, Romanians, catechumens, recent transplants, long-time Grand Rapidians, young & old, white & blue collar, etc.; Diverse cultures; Diverse community that affirms the various ethnic/cultural backgrounds of the parish; Diversity; Healthy amount of converts; Growing and varied ethnic representation.; Converts.; Diversity & Inclusion; Multi-ethnic; Varied ethnic representation; Diversity of 1-4th generation of Greeks, Serbs, Eritreans, Romanians, converts, old and young, new young families; Added Serbian Slava services; Strong traditions including all ethnicities and different groups; Proud of faith and culture and welcoming to those who want to enter.

19 - VOLUNTEERS RISE TO THE CHALLENGE - Although we don't have a broad volunteer base, the group of volunteers we do have is very strong; Several committed families who will step up and volunteer when asked; A reliable base core of volunteers; Decent level of volunteerism; Strong volunteer spirit; Volunteer contributions; Decent volunteerism (altar boys sub-deacon, well supported music ministry); When the church needs things, a good group of volunteers to build on; People volunteer and step up when needed; A strong volunteer base (the 'regulars'); Consistent participation for fund raising events like Yassou, Festival of the Arts and Philoptochos; Giving of time; Willing workers; We work together well – always willing to help; We rise to a challenge; Multiple, diverse parishioners willing to rise to defined challenges; Solid core of engaged members; Hard-working people, esp. a few core groups.; Core group that steps up much often.

18 - YOUTH MINISTRIES - Youth programs - including Yassou Dance groups and Metropolis Camp in Rose City; JOY/HOPE/GOYA Programs; Active youth ministry; Dedicated youth workers; Strong youth programming and leadership; Solid youth programs from pre-school to young adult; Inviting and engaging youth programs; Youth Ministries; Hope/Joy/ Goya; GOYA; Strong focus on youth.; Religious Ed offered; Youth ministries offer a variety of opportunities at all age levels to get involved within the church — Greek dancing, Sunday School, JOY/HOPE/GOYA, YAL, project GR, etc.; The youth program is inviting and kids are friendly, they want to be involved and learn, and they participate in the events and volunteer their time; Close bonds reinforced by Goya; Youth Center / Programming; Healthy social outlets including Joy/Hope and Goya; Very good religious ed program; Very good youth programs.

16 - PARISHIONER TALENTS AND QUALITIES - Capable organizers, successful events as parish for 6 decades; People with many gifts both spiritual and worldly matters; Gifted people; People (we have a great community of caring and intelligent individuals); Generous with time, talent, and resources and they value relationships -- there are many with specifically valuable skills and gifts; Our parish is full of highly educated, capable people who are very accomplished leaders in their families, jobs and communities; The majority of parishioners are well-educated and financially secure; People who are community leaders and have a presence in the community; Several church members who are well-connected or prominent in the community; Generous with others; We strive to grow and improve; Parishioners value relationships; We don't sway to popular trends; We desire to improve and grow; Passionate people about the church; Continuous desire to do and be better; Responsible, active, engaged community

16 - GROWING OUTREACH - Care and concern for shut-ins; Mission Work; Community Outreach; Community awareness and recognition for community mission work (i.e.. Project GR); Keeping the parish engaged with meaningful opportunities and outings; Service in the community; Outreach

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programs; Community educational outreach; Growing focus on elderly; Growing focus on the needs of the community outside the church walls; The building project in Grand Rapids in August is a great outreach project; Outreach programs; Focusing more on community around us; Lots of outreach - mental health, Lanie's Angels, monies donated from festival downtown and expose people to the arts; Good outreach; Education of others about Orthodoxy through lecture series and programs that reach out to the community.

16 - LAY LEADERSHIP - HTGOC has a strong Parish Council; Deep well of competent leadership (parish council, committees, funds management etc.); Good administration from capable professionals; Leadership cares about spiritual concerns; A history of strong leadership for our choir, Sunday School, and GOYA; Lay leadership; Parish Council's support; Good leadership across several of our ministries which has helped sustain Sunday School, Goya, Young Adults...etc.; Religious Education - history of good leadership & programs; Well-managed / good leadership; Dedicated, strong leadership, from parish council to president to priest to ministry leaders; Strong leadership in PC; Leadership open to collaboration; Extremely organized in structuring committees, and delegating work projects; Structured; Adequate "support staff".

13 - FESTIVALS - Larger community events (e.g. downtown festival and Yassou! Festival); Arts Festival; "YASSOU" Church Festival; Yassou and Calder Festival, great opportunities to bring us all together as well as those in the community; Community awareness and recognition for festivals (Calder/Yassou); Two established festivals that provide funds for worthy causes, visibility of our faith in the greater community, and a sense of belonging for those who volunteer; Traditions of festival for 50 years that the community loves; Festivals; Yassou; Festival; Festivals; Yassou festival and other successful institutions that are enduring; Close bonds reinforced by Yassou.

12 - CHOIR - Choir; Great choir; Great choir; -Wonderful choir; Well-supported music program; Choir; Good Choir; Great Byzantine choir; Outstanding choir; Music/Choir; Great choir for all time; Very good hymnology.

11 - PARISH GROWTH - Rate of acquiring new parishioners appears to off-set rate of attrition; Influx of young families with children; Congregation growing; Recent membership growth, especially young families; Influx of new families; Influx of young families with kids; Growing young population; Growing number of young families.; People new to HTGOC and to the church.; Growth of young families; Growing number of new families and converts.

9 - COMMUNICATIONS - Communication has improved significantly over the last 5-10 years but especially in the last few years; Excellent communication from parish office; Communication from priest (I think it's been strong); Printed Sunday bulletin; Weekly Friday sendout; Emails of community news; Good communications to the community even on Friday and Monday; Messaging; Good communication via emails.

9 - GREEK CULTURE - Keeping Greek culture alive; Long standing Greek heritage; Use the Greek culture instead of hiding it; Even though the church has evolved to be more inviting to all cultures and nationalities of orthodoxy, I believe the strength and uniqueness still lies in the Greek culture (it is a point of difference); Greek language of the Bible; Positive example/representation of a Greek Orthodox.

7 - GENERAL MINISTRIES - Family Life Ministries; Ministries; Ministries — great ministries with increasing involvement'; Multiple Ministries; Good ministries program in place; Many ministries that involve a breadth of parishioners; Very good adult programs.

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7 - CHANTERS - Great chanters; Wonderful chanting; Chanters; Good chanters; Outstanding chanters; Chanters; Great chanters for all time.

6 - ENDOWMENTS - Good/viable/strong Endowment Fund; Commitment to Future through Endowment fund; Financially healthy with endowment support; We have 2 endowments (General & Youth); \$ for youth endowment; Youth endowment fund.

5 - PHILOPTOCHOS - Great Philoptochos Organization; Philoptochos; A history of strong leadership for our Philoptochos; Great Philoptochos; Close bonds reinforced by Philoptochos.

5 - SPECIAL PROGRAMS - Engaging Speakers on current events; Ability and track record of bringing in renowned speakers; Parish of lifelong learners – enjoyed all of the speakers and lectures. Hellenic Horizons that presented outsiders and exhibitions; Reinstitution of Hellenic Horizons or like organization.

4 - GIFT SHOP / BOOK STORE - Church gift shop, both a revenue stream as well as a means of accessing Orthodox literature to further one's spiritual journey; Bookstore; Book store; Bible study and new bookstore with resources on site.

3 - LOCAL COMMUNITY STANDING - Good reputation in our communities (GR, metropolis); Good reputation in community and in Metropolis; Solid history in the community with name recognition as “go-to” Orthodox Parish.

2 - COFFEE HOUR - Coffee Hour; Sunday coffee hour and general focus on genuine fellowship.

ONE-OFFS

Parish cultivates and encourages aspiring priests, deacons, iconographers, chanters, and acolytes, contributing to the greater Orthodox community;
Nice variety of pan-orthodox connection around Holy Week;
Church donated money to paint mural featuring the history of the city;
Society is becoming more and more secular, and unaccepting of Christian Truth -- our unchanging teachings could make us a target of a secularized unchristian society;
Lack of knowledge of our history, both short and long term;
Encouraging recovery in participation after gov't lockdowns of churches during COVID;
Several committed families who pray in church and at home;
The history of the Church and of HTGOC;
Community Center / Programming;
Internal opportunities;
Lots of potential;
Unchanged;
Availability;
We to be clannish;