CARD #	CURRENTLY A STRENGTH		LEGITIMATE CONCERNS		NOT RELEVANT		TOP PRIORITY PROBLEMS		TWO MOST IMPORTANT PROBLEMS		
1			1	2	1	1	1	3		3	**3 votes most important**
2			1	3	2	3					
3			1	4	2			2		1	
4					3	6					
5		1			3	5					
6			1	4	1	2	1				
7				1		2	3	3	1	1	**6 votes top priority**
8				2	3	3		1			
9			2	1	1	4		1			
10				2	2	4	1				
11				3	3	3					
12			2	4	1	1		1			6 votes legitimate concern
13			1	5	2			1			6 votes legitimate concern
14			2	4	1	1		1			
15				1			3	5	3	4	**7-mi & 8 tp**

16			1	2	2	3		1			
17			2	5	1			1			7 votes legitimate concern
18			1	1			2	5	1	3	7 votes top priority
19			2	5	1	1					7 votes legitimate concern
20			1	3	1	3	1				
21	1		1	1	1	5					
22			1		1	6	1				
23			1	1		1	2	4	1	2	**6 votes top priority**
24			2	1	1	4		1			

CARD #	CURRENTLY A STRENGTH		LEGITIMATE CONCERNS		NOT RELEVANT		TOP PRIORITY PROBLEMS		TWO MOST IMPORTANT PROBLEMS		
25	1	1	1	2	1	3					**2 votes strength**
26			2	2		1	1	3	1	2	
27			1	1	2	4		1			
28			1	3	1	1	1	2			
29			2	3		2	1	1			
30			2	3		2	1	1	1		
31		1	2	3	1			2			
32			1	1		1	2	4	1	3	**6 votes top priority**
33	1		1	2		2	1	2	1	2	
34			2	2	1	2		2			
35			3	2		3		1			
36	1	1			2	3		2		1	**2 str & 1 mi**
37			2	2	1	4					
38			2	2	1	4					
39			2	2	1	2		2			
40	1			4	2	2					

#	A	B	C	D	E	F	G	H	I	J	Notes
41	1			1	2	5					
42	1			3	2	3					
43			2	4	1	1		1			**6 votes legitimate concern**
44				2	1	2	2	2			
45			2	2		2	1	2	1	2	
46	1			1	1	3	1	2		2	
47				1	3	5					
48	2				1	6					**2 votes strength**
49			3			5		1			

CARD #	CURRENTLY A STRENGTH		LEGITIMATE CONCERNS		NOT RELEVANT		TOP PRIORITY PROBLEMS		TWO MOST IMPORTANT PROBLEMS		
50	1			2	1	2	1	2		1	
51			1		2	5		1		1	
52				1	3	5					
53				2	3	3		1			
54				1	3	3		2		1	
55	1			1	2	5					
56			2	2	1	4					
57			2	1		4	1	1			
58	1		1	3	1	3					
59		1	2	1		3	1	1		1	
60					3	6					
61	1		1	2	1	1		3		2	
62			1	3	2	3					
63	1		1	1	1	5					
64					3	6					
65	1		1	1	1	5					

66	1			2	2	4				
67			2	2		4	1			
68		1	1	1	2	3		1		1
69			1	3		3	2		1	
70			1	2		1	2	3		1
71			1	1	2	2		3		1
72			2		1	5		1		
73			1	3		1	2	2	1	1
74				2	2	2	1	2		

CARD #	CURRENTLY A STRENGTH		LEGITIMATE CONCERNS		NOT RELEVANT		TOP PRIORITY PROBLEMS		TWO MOST IMPORTANT PROBLEMS		
75			3	2		3		1			
76				1	3	4		1			
77			3	4				2		1	7 votes legitimate concern
78	1			5	2	1					
79			1	4	2	2					
80	1			2	2	4					
81	2		1	4				2		1	**2 votes strength**
82				3		2	3	1	3	1	
83			1	3		2	2	1	1	1	
84			1	3		1	2	2			
85				1	3	4		1			
86			1		2	5		1		1	
87	1			1	2	5					
88				3	3	2		1			
89			1	3	1	2	1	1		1	
90			1	1	2	5					

	C1	C2	C3	C4	C5	C6	C7	C8	C9	C10	
91			2	2	1	3		1			
92			1	2	2	3		1			
93			3	1		5					
94	1		1	2	1	4					
95					3	6					
96			2			6	1		1		
97	1		1		1	6					
98			1	1	2	4		1			
99			1	2	2	4					

CARD #	CURRENTLY A STRENGTH		LEGITIMATE CONCERNS		NOT RELEVANT		TOP PRIORITY PROBLEMS		TWO MOST IMPORTANT PROBLEMS		
100	1				2	6					
101			1	1			2	5	2	2	**7 votes top priority**
102	1		2	3		3					
103				1			3	5	2	1	**8 votes top priority**
104			2			5	1	1		1	
105			3	1				5		2	
106			2		1	5		1			
107	1		1		1	6					
108	1			1	2	5					
109	1		1	2	1	4					
110				3	3	3					
111					3	6					
112			1	1			2	5	1	2	**7 votes top priority**
113	1		1	1	1	4		1			
114			3	1		4		1			
115	1		1	1	1	4		1			

116	2				1	6				
117			2	4	1	2				6 votes legit concern
118	1		1		1	6				
119	1		1	1	1	5				
120	1			2	2	4				
121	1				2	6				
122	1		1	1	1	5				
123	1		2			6				
124	1			3	2	3				

CARD #	CURRENTLY A STRENGTH		LEGITIMATE CONCERNS		NOT RELEVANT		TOP PRIORITY PROBLEMS		TWO MOST IMPORTANT PROBLEMS		
125			2	5	1			1			7 votes legit concern
126	2					5					*1PS and 1 PC sheet did not list card*
127	2			1	1	5					
128	2		1			5		1			
129	3	1				5					
130	2			1	1	4		1			
131	2			1			1	5	1	4	**6 votes top priority**
132	3			1		4					*1 PC sheet did not list card*
133	3			1		4		1		1	
134	3					4		2		2	2-Most Imp, 4-NR, 3-STR
135	3			1		5					
136	2		1			6					
137	3					6					
138	3					6					
139	2		1	2		4					
140	3			1		5					

#	C1	C2	C3	C4	C5	C6	C7	C8	C9	C10	Notes
141		1	2	3		1	1		1		*1 PC sheet did not list card*
142	3					6					
143	1		1		1	6					
144	2		1	2		4					
145	3			1		5					
146	2			1	1	5					
147	3			2		4					
148	2			1		4	1	1		1	
149	2			2		3	1		1		*1 PC sheet did not list card*

CARD #	CURRENTLY A STRENGTH		LEGITIMATE CONCERNS		NOT RELEVANT		TOP PRIORITY PROBLEMS		TWO MOST IMPORTANT PROBLEMS		
150	1				1	6	1		1		
151	1			4	1	1	1	1		1	
152	2			2	1			4		4	**4 votes most important**
153	2			1	1	5					
154	2			1	1	5					
155			1			2	2	4	1	2	**6 votes top priority**
156				2	1	1	2	3			
157	1	1	1	1		3	1	1	1		
158			1	3	1	2	1	1	1		
159	1		1		1	5		1			
160	2				1	5		1		1	
161	2				1	5		1			
162	1			2	2	4					
163	2			4	1	2					
164	1		1	4		2	1		1		
165	1			2	2	1		3		1	

166	2		1	3				3		1	
167	1		1	3	1	3					
168			1	3		1	2	2	2		
169	1		1	4	1			2			
170	2				1	6					
171			1	1	2	5					
172	2		1	2				4		2	
173			1	2	1	4	1				

CARD #	CURRENTLY A STRENGTH		LEGITIMATE CONCERNS		NOT RELEVANT		TOP PRIORITY PROBLEMS		TWO MOST IMPORTANT PROBLEMS		
174	2		1	3		3					
175	1				2	6					
176	1		1		1	1		5		2	
177			1	4	2	2					
178	1		1	3	1			3			
179			1	3	1		1	3	1	2	
180			3	3		3					6 votes legitimate concern
181			2	4		1	1	1	1		6 votes legitimate concern
182			1	4	2	2					
183			3	4				2			7 votes legitimate concern
184				3	3			3			
185	1			2	2	4					
186			2	4		1	1	1	1		6 votes legitimate concern
187			1	3	1	3	1		1		
188			1	2	1	4	1				
189			1		2	5		1			

190	2	1		1	1	4					
191			2	4	1			2		1	6 votes legitimate concern
192			2		1	1		5		3	**3 votes most important**
193	1		2	4		2					6 votes legitimate concern
194				1	2	4	1	1		1	
195		1	2	3	1	2					

NOTES
Our parish community is either not growing, is losing momentum, or is on the decline
External changes pose a serious threat to our future.
Current or future economic conditions will hamper our abililty to achieve our goals.
The demand that created our parish is changing or disappearing.
The opportunity or need that created our parish is changing or disappearing.
Other churches in our community are growing faster than our church is growing.
Other churches are drawing parishioners away from us.
The diocese does not understand our challenges very well.
Our parish is not growing.
Community laws and/or regulations hinder our ability to accomplish our goals.
Changing community demographics are causing new challenges and/or problems.
We are missing opportunities to reach out to various groups in the community.
Local economic conditions will adversely affect our performance.
We don't regularly asssess the parish/community to identify new opportunities.
We have parishoners with a lot to offer who aren't as involved as they should be.

Our relationship with nearb Catholic churches is not what it could be.
Our relationship with other churches and denominations in the community is not what it could be.
Certain organizations within the parish do not collaborate.
We are missing opportunities to build alliances with other church organizations.
The alliances we have with other church organizations are weak.
An influx of new cultural populations is changing our understanding of parish life and ministry.
Enrollment in our parish schools is declining (or increasing) and is causing new challenges or opportunities.
Not every parishioner fully understands our vision.
Not every staff member is clear on how their individual goals relate to the overall vision of the parish, and diocese.

NOTES
The people in leadership positions do not promote our vision and values.
Decisions are often made without regard to our vision and stated strategies.
Our vision and current direction is not exciting.
Not everyone is committed to our vision.
Decisions are not evaluated to see if they are in line with our overall vision.
We lack focus. We try to do too many things.
Our vision statement is not readily available to everyone.
New parishoners are not thoroughly oriented to our vision.
We don't revisit our vision at least annually to ensure we are responding to changing opportunities and demands.
We tend to be more reactive rather than pro-active and goals-driven.
Leaders in the parish don't lead by example. We don't "walk the talk" of our stated values.
Parish values are not clearly stated.
Parish values are not operative in our community, or are not clearly understood by others.
We don't have clearly defined norms that have been communicated to the staff, or other lay leaders.
Leaders rarely ask for feedback regarding their leadership style and effect.
Leaders rarely ask for feedback about anything.

When people succeed, others don't congratulate them with enthusiasm.
People are reluctant to stand up for what is right.
We do not have good teamwork.
Key people don't respect each other.
We avoid dealing with difficult or challenging issues.
We let most aspects of our culture "evolve" rather than deliberately creating a parish culture to suport our vision.
We reward "getting along" more than we reward performance.
Our staff, and others in leadership, are not committed to the overall success of our mission.
Initiative is not encouraged.

NOTES
We are not flexible enough.
We have too many rules.
We don't have enough rules.
People are inconsiderate of one another.
Mutual respect is low.
Staff members and other key leaders are not held accountable for their ministries.
Our staff or parish volunteers frequently put their own interests ahead of the parish's quality of life and ministry.
We don't confront individual poor performance among staff and other key leaders.
We don't express appropriate appreciation for the efforts of our staff and volunteers.
We are not honest with each other.
Our staff and others in key leadership roles don't strive to do their best.
People are reluctant to confront others whose behavior is inappropriate.
People don't take pride in what <u>we</u> do and how we do it.
We don't celebrate individual and team accomplishments as much as we should.
Our parish is being asked to cluster or merge and people are reluctant to embrace the larger diocesan expectation.
Our structure is not right for our vision.

We are organized more around individuals rather than job requirements.
Individual roles are unclear.
Ours is a "one person show."
Key leadership roles are unclear.
Different groups don't coordinate well.
Key issues often "fall through the cracks."
Some key responsibilities are unassigned.
Sometimes it's unclear who is responsible for certain things.
It is too hard to coordinate between different groups.

NOTES
We do not have processes that provide continuous feedback from parishoners about our performance.
Overall responsibility for success is not shared by all.
Decision-making is not always the best.
Decisions don't last.
The only new ideas we act on are those that come from the top.
We don't innovate and continuously improve the way we do things.
Problems are not solved in a timely and effective manner.
People don't get enough information about what's really happening.
We have too many unproductive meetings.
Meetings are not as productive as they should be.
We solve problems by "the seat of our pants."
We only solve a problem when it becomes crisis.
Leaders do not set high standards and hold everyone accountable to them.
Problems are not solved permanently.
We don't have a common approach to solving problems and making decisions that is used by all.
People don't feel that by accomplishing the group goals, they are helping themselves.

Individual goals are not aligned with overall goals.
People are not rewarded for taking initiative.
Risk taking is discouraged.
People who contribute the most in our communit are not recognized the most, or adequately.
Job descriptions focus more on activities than results.
Our performance management process doesn't work well.
Staff members are not coached enough.
Risk taking is not encouraged.
Good performance is not adequately recognized.

NOTES
Staff members frequently put self-interest before the overall parish goals.
Goals in one group are out of alignment with goals of other groups-we sometimes work against each other.
Our parish council is ineffective.
Our orientation for new parishioners needs improvement.
Our orientation for new staff and volunteers needs improvement
New parishioners are not integrated effectively.
People don't receive the coaching they need to improve.
We carry some unsatisfactory performers because we don't address their shortcomings.
Training and development for key leaders is inadequate.
Training and development for staff and volunteers is inadequate.
Staff and volunteers are often asked to do things they are not qualified to do.
Key people do not have personal development plans.
We have too many people who are not contributing their fair share.
Training is sporadic rather than an identified strategy for helping achieve our vision.
Many of our leaders lack key leadership skills.
Problems are often mismanaged because many of our people lack problem solving skills.

Key people are not encouraged to pursue outside learning opportunities.
We have systems and/or processes we don't follow.
Some people are not matched well to their jobs.
Our policies and procedures are outdated.
We are organized to meet yesterday's challenges.
We don't hire the right people as often as we should.
We don't have an adequate disaster prevention program.
Information about successes and failures is not widely shared.
As an organization, we don't learn from our mistakes.

NOTES
We don't build on strengths as much as we should.
Our policies don't support our operations.
We are not a learning organization.
Our financial controls are inadequate.
We do not have adequate accounting procedures.
Our cash flow projections are not accurate.
We have inadequate capital to meet our growth needs.
Critical cost areas are not monitored and controlled.
Expenses are not under control.
We don't manage our cash as well as we should.
We don't have a system for identifying costs for each area.
Monthly financial reports are not accurately completed in a timely manner.
We don't pay our bills on time.
We are not current in all loan and tax payments.
We don't have processes in place that help people work more efficiently.
Our policies and/or procedures often hinder performance.

We have defined processes, but people don't follow them.
Security for people and/or facilities is inadequate.
People take things they shouldn't.
Our work is not efficiently organized.
Quality standards are poorly defined.
We are lax in enforcing quality standards.
Safety and accident prevention policies and training programs are not what they should be.
We don't have an adequate disaster preparedness plan.
Our administrative processes are inefficient.

NOTES
We lack a process to effectively merge schools within our larger community.
We Don't respond to the parishioner's needs as quickly as we should.
We don't do a good job of building long-term relationships with our parishioners.
We don't support enough ministries.
We don't provide enough services and activities for our parishioners.
We don't have an effective outreach strategy.
We don't regularly solicit our parishioners for feedback on possible improvements.
We don't offer enough educational programs for all our parishioners.
We don' regularly improve the way we do things based on feedback from parishioners.
The people who answer our phone don't understand all we do.
Our office equipment is outdated.
Our technology is not state-of-the-art.
We have less-than-optimal equipment utilization.
We have less-than-optimal space utilization.
Our facilities are inadequate.
We lack the ability or energy to execute a needed capital campaign.

Collections are not what they should be.
Our ministries don't produce optimal results
Morale is low among staff members, and other key leaders.
Our fundraising efforts do not meet our needs.
We have turnover among our staff and others who minister with us.
We have high turnover among our parishioners.
People are not engaged in the life of the parish, or our office, as I would hope
Stress levels are too high.

NOTES
Staff members and others are not feeling fulfilled by their particular ministry in service to the Kingdom of God.
Many people see their work in the parish as "just another job."
Absenteeism and/or tardiness are too high.
Membership in the parish is declining.
Parishioners are not growing in their faith.
The parish doesn't play a significant role in the lives of our parishioners.
We have too many parishioner complaints.
The parish is not growing the way it should.
Very few new parishioners come from existing parishioners.
Parish loyalty is low.
Parishioners' knowledge of their faith stays about the same year after year.
Parish leaders perform at about the same level year after year.
Our parishioners are dissatisfied.
Parishioners don't appreciate everything we do.
We don't bring benefit to our surrounding community.
Sick parishioners don't get the attention they should.

Our religious education program for children needs improvement.
Participations in sacramental's like the rosary and stations is low.
Few parishioners come to the sacrament of reconciliation.
Our support for other charities is not what it should be.
Attendance at daily Mass is dwindling.
The parish is not embracing culture diversity and inclusivity as it is called to do.