

Pittsburgh TCA (SSP Cohort)

Q1. Our congregation has gone through a visioning process in the last five years.

Answer Choices		Score
I am in complete agreement	2	4
I moderately agree	10	10
I neither agree nor disagree	2	0
I somewhat disagree	1	-1
I completely disagree	5	-10
No idea	0	0
	20	
	0	3

Q2. I can articulate the values of our congregation and what makes it unique.

Answer Choices		
I am in complete agreement	4	8
I moderately agree	13	13
I neither agree nor disagree	2	0
I somewhat disagree	1	-1
I completely disagree	0	0
No idea	0	0
	20	
	0	20

Q3. The lay and professional leadership seem to make decisions with the congregation's mission, vision, and values in

Answer Choices		
I am in complete agreement	3	6
I moderately agree	9	9
I neither agree nor disagree.	2	0
I somewhat disagree	6	-6
I completely disagree	0	0
No idea	0	0
	20	
	0	9

Q4. Our programs are aligned with our mission and vision.

Answer Choices		
I am in complete agreement	4	8
I moderately agree	10	10
I neither agree nor disagree.	2	0
I somewhat disagree	4	-4
I completely disagree	0	0
No idea	0	0
	20	
	0	14

Q5. The clergy and professional staff have taken the time to build trust, and they have the support of the congregation

Answer Choices		
I am in complete agreement	7	14
I moderately agree	10	10
I neither agree nor disagree	3	0
I somewhat disagree	0	0
I completely disagree	0	0
No idea	0	0
	20	
	0	24

Q6. We use a variety of communication strategies to tell compelling stories of how the congregation impacts people's lives

Answer Choices		
I am in complete agreement	3	6
I moderately agree	5	5
I neither agree nor disagree	5	0
I somewhat disagree	3	-3
I completely disagree	3	-6
No idea	0	0
	19	
	1	2

Q7. The congregation has a visible and effective social media presence.

Answer Choices		
I am in complete agreement	3	6
I moderately agree	8	8
I neither agree nor disagree	3	0
I somewhat disagree	3	-3
I completely disagree	1	-2
No idea	2	0
	20	
	0	9

Q8. We do a good job keeping congregants informed about programs and events.

Answer Choices		
I am in complete agreement	4	8
I moderately agree	10	10
I neither agree nor disagree	3	0
I somewhat disagree	3	-3
I completely disagree	0	0
No idea	0	0
	20	
	0	15

Q9. People are easily able to navigate our website.

Answer Choices		
I am in complete agreement	2	4
I moderately agree	8	8
I neither agree nor disagree	5	0
I somewhat disagree	2	-2
I completely disagree	2	-4
No idea	1	0
	20	
	0	6

Q10. Our lay leaders are reflective, regularly taking the time to discuss what is going well and what could be better.

Answer Choices		
I am in complete agreement	5	10
I moderately agree	5	5
I neither agree nor disagree	3	0
I somewhat disagree	6	-6
I completely disagree	1	-2
No idea	0	0
	20	
	0	7

Q11. The staff is reflective and seems to be aware of what is going well and what needs improvement.

Answer Choices		
I am in complete agreement	5	10
I moderately agree	9	9
I neither agree nor disagree	4	0
I somewhat disagree	0	0
I completely disagree	2	-4
No idea	0	0
	20	
	0	15

Q12. Lay leaders and volunteers have clear job descriptions which define the scope of their work.

Answer Choices		
I am in complete agreement	1	2
I moderately agree	3	3
I neither agree nor disagree	1	0
I somewhat disagree	7	-7
I completely disagree	5	-10
No idea	2	0
	19	
	1	-12

Q13. Staff appear to have clear job descriptions; they know who they report to and what is expected of them.

Answer Choices		
I am in complete agreement	4	8

I moderately agree	6	6
I neither agree nor disagree	3	0
I somewhat disagree	2	-2
I completely disagree	0	0
No idea	5	0
	20	
	0	12

Q14. The board and committees have annual goals and are held accountable for those goals.

Answer Choices		
I am in complete agreement	1	2
I moderately agree	2	2
I neither agree nor disagree	0	0
I somewhat disagree	5	-5
I completely disagree	10	-20
No idea	2	0
	20	
	0	-21

Q15. There is a pipeline of new lay leaders ready to step into leadership roles.

Answer Choices		
I am in complete agreement	1	2
I moderately agree	2	2
I neither agree nor disagree	2	0
I somewhat disagree	6	-6
I completely disagree	7	-14
No idea	2	0
	20	
	0	-16

Q16. The board or nominating committee identifies, recruits, orients and trains new leaders and volunteers.

Answer Choices		
I am in complete agreement	2	4
I moderately agree	5	5
I neither agree nor disagree	2	0

I somewhat disagree	6	-6
I completely disagree	5	-10
No idea	0	0
	20	
	0	-7

Q17. The leadership effectively communicates how and why major decisions are made.

Answer Choices		
I am in complete agreement	1	2
I moderately agree	4	4
I neither agree nor disagree	4	0
I somewhat disagree	8	-8
I completely disagree	3	-6
No idea	0	0
	20	
	0	-8

Q18. Our congregation's leadership is adept at managing change.

Answer Choices		
I am in complete agreement	1	2
I moderately agree	7	7
I neither agree nor disagree	5	0
I somewhat disagree	5	-5
I completely disagree	2	-4
No idea	0	0
	20	
	0	0

Q19. We are committed to innovation, and are willing to invest time and money in new ideas that advance our mission

Answer Choices		
I am in complete agreement	3	6
I moderately agree	8	8
I neither agree nor disagree	6	0
I somewhat disagree	3	-3
I completely disagree	0	0

No idea	0	0
	20	
	0	11

Q20. We seek to collaborate and build partnerships, and are constantly looking for potential partners.

Answer Choices		
I am in complete agreement	2	4
I moderately agree	14	14
I neither agree nor disagree	3	0
I somewhat disagree	1	-1
I completely disagree	0	0
No idea	0	0
	20	
	0	17

Q21. The various areas of the congregation generally communicate and work well together.

Answer Choices		
I am in complete agreement	1	2
I moderately agree	7	7
I neither agree nor disagree	4	0
I somewhat disagree	4	-4
I completely disagree	2	-4
No idea	2	0
	20	
	0	1

Q22. When conflicts arise, they are managed constructively.

Answer Choices		
I am in complete agreement	2	4
I moderately agree	7	7
I neither agree nor disagree	4	0
I somewhat disagree	7	-7
I completely disagree	0	0
No idea	0	0
	20	

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Q23. There are sound financial policies and procedures in place to ensure overall sustainability.

Answer Choices	0	4
I am in complete agreement	0	0
I moderately agree	3	3
I neither agree nor disagree	3	0
I somewhat disagree	6	-6
I completely disagree	7	-14
No idea	1	0
	20	
	0	-17

Q24. The leadership provides financial transparency, by ensuring that all leaders understand the congregation's financ

Answer Choices	0	4
I am in complete agreement	3	6
I moderately agree	7	7
I neither agree nor disagree	1	0
I somewhat disagree	4	-4
I completely disagree	4	-8
No idea	1	0
	20	
	0	1

Q25. There are sound administrative procedures in place, which enable things to run smoothly.

Answer Choices	0	4
I am in complete agreement	2	4
I moderately agree	4	4
I neither agree nor disagree	4	0
I somewhat disagree	8	-8
Completely disagree	1	-2
No idea	1	0
	20	
	0	-2

Q26. The current level of staffing is appropriate for our congregation.

Answer Choices		
I am in complete agreement	2	4
I Moderately agree	2	2
I neither agree nor disagree	2	0
I somewhat disagree	10	-10
I completely disagree	1	-2
No idea	3	0
	20	
	0	-6

Q27. Our facility is appropriate in size and design for our community.

Answer Choices		
I am in complete agreement	3	6
I moderately agree	2	2
I neither agree nor disagree	0	0
I somewhat disagree	8	-8
I completely disagree	7	-14
No idea	0	0
	20	
	0	-14

Q28. Our building is attractive and welcoming, and meets our needs.

Answer Choices		
I am in complete agreement	1	2
I moderately agree	5	5
I neither agree nor disagree	2	0
I somewhat disagree	8	-8
I completely disagree	4	-8
No idea	0	0
	20	
	0	-9

Q29. Our congregation is in a viable location.

Answer Choices		
I am in complete agreement.	18	36
I moderately agree.	2	2
I neither agree nor disagree.	0	0
I moderately disagree.	0	0
I completely disagree.	0	0
No idea.	0	0
	20	
	0	38

Q30. There is an effective process in place to welcome prospective members, integrate them, and help them engage v

Answer Choices		
I am in complete agreement	2	4
I moderately agree	5	5
I neither agree nor disagree	2	0
I somewhat disagree	5	-5
I completely disagree	3	-6
No idea	3	0
	20	
	0	-2

Q31. There is a system in place to find out members' skills and interests in order to match them with the appropriate v

Answer Choices		
I am in complete agreement	1	2
I moderately agree	1	1
I neither agree nor disagree	5	0
I somewhat disagree	6	-6
I completely disagree	3	-6
No idea	4	0
	20	
	0	-9

Q32. There is a conscious effort on the part of leaders to increase the number of active participants in the congregatio

Answer Choices		
I am in complete agreement	7	14

I moderately agree	7	7
I neither agree nor disagree	2	0
I somewhat disagree	4	-4
I completely disagree	0	0
No idea	0	0
	20	
	0	17

Q33. The leadership knows me, and knows my talents, skills, and interests.

Answer Choices		
I am in complete agreement	12	24
I moderately agree	6	6
I neither agree nor disagree	1	0
I somewhat disagree	1	-1
I completely disagree	0	0
No idea	0	0
	20	
	0	29

Q34. I feel warmly welcomed when I attend services, special events and programs.

Answer Choices		
I am in complete agreement	10	20
I moderately agree	9	9
I neither agree nor disagree	1	0
I somewhat disagree	0	0
I completely disagree	0	0
No idea	0	0
	20	
	0	29

Q35. We have active affinity groups such as Brotherhood, Sisterhood, Hazak, and others, for people at various stages

Answer Choices		
I am in complete agreement	3	6
I moderately agree	6	6
I neither agree nor disagree	0	0

I somewhat disagree	10	-10
I completely disagree	0	0
No idea	1	0
	20	
	0	2

Q36. There are programs and services geared to engaging families at key transition points (e.g. as they enroll in early

Answer Choices		
I am in complete agreement	3	6
I moderately agree	7	7
I neither agree nor disagree	4	0
I somewhat disagree	4	-4
I completely disagree	0	0
No idea	2	0
	20	
	0	9

Q37. There is a systematic approach to engage teens from post Bar/Bat Mitzvah through high school to help them ent

Answer Choices		
I am in complete agreement	1	2
I moderately agree	2	2
I neither agree nor disagree	3	0
I somewhat disagree	6	-6
I completely disagree	1	-2
No idea	6	0
	19	
	1	-4

Q38. We have an active USY chapter, and teens are actively encouraged to participate.

Answer Choices		
I am in complete agreement	6	12
I moderately agree	8	8
I neither agree nor disagree	1	0
I somewhat disagree	2	-2
I completely disagree	0	0

No idea	3	0
	20	
	0	18

Q39. Teens feel comfortable in our synagogue and are visibly engaged in the life of the congregation.

Answer Choices		
I am in complete agreement	0	0
I moderately agree	7	7
I neither agree nor disagree	3	0
I somewhat disagree	6	-6
I completely disagree	0	0
No idea	4	0
	10	
	0	1

Q40. Our clergy and staff seek to engage with each individual member of the synagogue community.

Answer Choices		
I am in complete agreement	7	14
I moderately agree	7	7
I neither agree nor disagree	2	0
I somewhat disagree	2	-2
I completely disagree	0	0
No idea	1	0
	19	
	1	19

Q41. We have an active adult education program designed to engage people of all levels and skills.

Answer Choices		
I am in complete agreement	8	16
I moderately agree	10	10
I neither agree nor disagree	1	0
I somewhat disagree	0	0
I completely disagree	0	0
No idea	0	0
	19	

1 26

Q42. Clergy are willing to explore and experiment with different approaches to prayer within the framework of Conserv

Answer Choices		
I am in complete agreement	12	24
I moderately agree	5	5
I neither agree nor disagree	0	0
I somewhat disagree	2	-2
I completely disagree	0	0
No idea	0	0
	19	
	1	27

Q43. Our clergy help members connect prayer to learning and social justice.

Answer Choices		
I am in complete agreement	7	14
I moderately agree	8	8
I neither agree nor disagree	2	0
I somewhat disagree	2	-2
I completely disagree	0	0
No idea	0	0
	19	
	1	20

Q44. We have approaches to prayer and ritual geared to many different levels of knowledge and skills (e.g. a learners'

Answer Choices		
I am in complete agreement	7	14
I moderately agree	9	9
I neither agree nor disagree	1	0
I somewhat disagree	1	-1
I completely disagree	1	-2
No idea	0	0
	19	
	1	20

Q45. The synagogue has helped me grow as a Jew.

Answer Choices		
I am in complete agreement	5	10
I moderately agree	9	9
I neither agree nor disagree	3	0
I somewhat disagree	1	-1
I completely disagree	0	0
No idea	0	0
	18	
	2	18

Q46. Our leaders find various ways to connect the congregation to the land, traditions, language and people of Israel.

Answer Choices		
I am in complete agreement	7	14
I moderately agree	7	7
I neither agree nor disagree	2	0
I somewhat disagree	1	-1
I completely disagree	1	-2
No idea	0	0
	18	
	2	18

Q47. Our leaders help the congregation address the challenges and opportunities of our relationship with the State of

Answer Choices		
I am in complete agreement	5	10
I moderately agree	5	5
I neither agree nor disagree	5	0
I somewhat disagree	2	-2
I completely disagree	1	-2
No idea	0	0
	18	
	2	11

Q48. Our clergy and/or staff encourage people to travel to Israel.

Answer Choices		
I am in complete agreement	11	22
I moderately agree	6	6
I neither agree nor disagree	1	0
I somewhat disagree	0	0
I completely disagree	0	0
No idea	0	0
	18	
	2	28

Q49. Israel education is a key component of our school curriculum.

Answer Choices		
I am in complete agreement	1	2
I moderately agree	5	5
I neither agree nor disagree	2	0
I somewhat disagree	1	-1
I completely disagree	0	0
No idea	9	0
	18	
	2	6

Q50. Our community is inclusive of people with different needs, and we are committed to reducing any barriers to full p

Answer Choices		
I am in complete agreement	5	10
I moderately agree	11	11
I neither agree nor disagree	1	0
I somewhat disagree	0	0
I somewhat disagree	1	-2
I completely disagree	0	0
No idea	0	
	18	19
	2	

Q51. Our clergy and volunteers provide care for all members in times of joy and sorrow.

Answer Choices		
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I am in complete agreement	9	18
I moderately agree	7	7
I neither agree nor disagree	0	0
I somewhat disagree	1	-1
I completely disagree	1	-2
No idea	0	0
	18	
	2	22

Q52. The synagogue's membership policy is fully inclusive.

Answer Choices		
I am in complete agreement	6	12
I moderately agree	5	5
I neither agree nor disagree	2	0
I somewhat disagree	3	-3
I completely disagree	0	0
No idea	2	0
	18	
	2	14

Q53. People with disabilities feel warmly welcomed in our community.

Answer Choices		
I am in complete agreement	4	8
I moderately agree	4	4
I neither agree nor disagree	3	0
I somewhat disagree	1	-1
I completely disagree	0	0
No idea	6	0
	18	
	2	11

Q54. We are fully welcoming and inclusive of LGBTQ households.

Answer Choices		
I am in complete agreement	7	14
I moderately agree	5	5

I neither agree nor disagree	2	0
I somewhat disagree	2	-2
I completely disagree	0	0
No idea	2	0
	18	
	2	17

Q55. We are fully welcoming and inclusive of interfaith households.

Answer Choices		
I am in complete agreement	2	4
I moderately agree	8	8
I neither agree nor disagree	4	0
I somewhat disagree	3	-3
I completely disagree	0	0
No idea	1	0
	18	
	2	9

Q56. We have an active committee that reaches out to people in need of various types of assistance, for example in ti

Answer Choices		
I am in complete agreement	2	4
I moderately agree	6	6
I neither agree nor disagree	1	0
I somewhat disagree	4	-4
I completely disagree	3	-6
No idea	2	0
	18	
	2	0

Q57. We have a commitment to tikkun olam and advocate for social justice in our own community, in Israel, and aroun

Answer Choices		
I am in complete agreement	3	6
I moderately agree	5	5
I neither agree nor disagree	4	0
I somewhat disagree	4	-4

I completely disagree	2	-4
No idea	0	0
	18	
	2	3

Q58. We have an active social action committee and encourage participation.

Answer Choices		
I am in complete agreement	2	4
I moderately agree	2	2
I neither agree nor disagree	3	0
I somewhat disagree	7	-7
I completely disagree	3	-6
No idea	1	0
	18	
	2	-7

Q59. Social action is a key element of our school curriculum.

Answer Choices		
I am in complete agreement	1	2
I moderately agree	1	1
I neither agree nor disagree	2	0
I somewhat disagree	0	0
I completely disagree	0	0
No idea	13	0
	17	
	3	3

Q60. Our congregation is involved in the surrounding community.

Answer Choices		
I am in complete agreement	0	0
I moderately agree	8	8
I neither agree nor disagree	5	0
I somewhat disagree	3	-3
I completely disagree	1	-2
No idea	1	0

18

2

3

Q61. What is your role in the congregation?

Answer Choices

I am an officer or member of the Executive Committee.

4

I am a board member.

6

I am a staff member.

2

I am a member of the strategic planning committee.

6

None of the above

0

18

2

Q62. How many households (member units) are there in your congregation?

Answer Choices

Under 250

0

Between 250 and 700

16

Over 700

2

18

2

7 mind.

.

lives.

and vision.

es.

with the congregation.

volunteer opportunities .

n.

; of life (young families, seniors, etc.) or with particular interests (book groups, sports, cooking, etc.), and members are

childhood programs, transition to religious school, join USY, graduate high school, etc.).

er college with a strong Jewish identity.

ative Judaism.

' minyan).

Israel.

participation.

mes of illness or mourning.

id the world.

» actively encouraged to join them.