

**Thriving Synagogue Learning Tool
Congregation Survey Items¹**

Variable Name	Survey Item
Indicators of Thriving	Indicators of Thriving
Current Vitality	
VITAL MEMBERSHIP (2-item scale)	1. The synagogue has been losing members in the past few years. (R) 2. The synagogue is having trouble attracting new members. (R)
Financially sound	3. I believe the synagogue is financially sound.
Activities well attended	4. The synagogue's activities are very well attended.
Alive with activity	5. The synagogue is constantly alive with activity.
Congregants engaged	6. Congregants are mostly apathetic. (R)
Future Strength	
FUTURE PROMISE (3-item scale)	7. I believe the synagogue is heading in the right direction. 8. I have doubts about the future of the synagogue. (R) 9. I am excited about the future of the synagogue.
MISSION/VISION (3-item scale)	10. The synagogue has a clear sense of purpose. 11. The synagogue has a clear plan for achieving its vision. 12. Synagogue's activities are in keeping with its core values.
Equipped to address challenge	13. I am confident that the synagogue is well equipped to address this challenge.
I. Belonging: This is MY Place	I. Belonging: This is MY Place
MY PLACE (4-item scale)	14. The synagogue is an excellent fit for me. 15. I feel comfortable and at home in the synagogue. 16. I feel like an outsider at the synagogue. (R) 17. The last time I attended an activity at the synagogue, I felt connected to the other people there.
PROUD/RECOMMEND (2-item scale)	18. I am proud to be a member of the synagogue 19. I would recommend the synagogue to a friend.
RESPONSIBILITY (3-item scale)	20. It is important to me to be active in the synagogue. 21. I feel a personal responsibility to help the synagogue achieve success. 22. I feel a sense of shared responsibility for the future of the synagogue.
Central role in life	23. The synagogue plays a central role in my life.
Intend to stay	24. I am considering leaving the synagogue. (R)
Money is an investment	25. I consider the money I give an investment in the synagogue community.
Additional financial contribution	26. This year, are you making a financial contribution beyond the suggested or requested amount? (Yes/Unsure/No)

¹ All items marked (R) are negatively worded in the survey and reverse coded in the analysis and report.

II. Intentional Leadership	
LEADERSHIP (5-item scale)	27. I am satisfied with how the synagogue lay leaders perform their jobs. 28. Overall, I trust the lay leadership at the synagogue. 29. Lay leaders model Jewish values in their work for the synagogue. 30. Lay leaders do a good job of promoting a vision for the synagogue. 31. Lay leaders are responsive to members' needs.
Personal contact with leaders	32. I have little personal contact with the lay leaders. (R)
New faces in leadership	33. There is a healthy flow of new people into lay leadership roles each year.
III. Sacred Purpose	
SPIRITUAL (3-item scale)	34. The synagogue meets my spiritual needs. 35. Religious services at the synagogue are meaningful to me. 36. I look forward to attending services at the synagogue.
PERSONAL GROWTH (3-item scale)	37. The synagogue has helped me grow as a Jew. 38. My knowledge of Judaism is growing as a result of my participation at the synagogue. 39. Jewish education at this synagogue has made a positive difference in my life.
Sacred place	40. I feel this synagogue is a sacred place.
Clergy vision for Jewish life	41. The clergy present a compelling vision of Jewish life that resonates with me.
IV. Connected Community	
Sense of Community	
COMMUNITY (3-item scale)	42. I have many close friends at the synagogue. 43. I have found a group at the synagogue that feels like my community. 44. I have little contact with members of the synagogue outside of synagogue services, activities, and events. (R)
WELCOMING (3-item scale)	45. It's easy to become part of the synagogue community. 46. The synagogue community is cliquish. (R) 47. At synagogue activities, people socialize only with people they know. (R)
I appreciate what others do	48. I appreciate all that people do for the synagogue.
Professional Staff	
Staff are friendly	49. The staff are friendly and welcoming.
Clergy know me by name	50. Does a member of the clergy at the synagogue know you by name? (Yes/No/Unsure)
Participation	
My skills are well used	51. This synagogue makes good use of my skills and talents.

V. Sound Operations	V. Sound Operations
Operations	
Smooth operations	52. Things runs smoothly at the synagogue.
Operations grounded in values	53. Operations and management are well grounded in Jewish values.
Physical Space	
PHYSICAL SPACE (4-item scale)	54. The synagogue’s physical space detracts from the worship experience. (R) 55. The layout of the synagogue’s physical space makes it difficult for me to participate fully. (R) 56. The synagogue’s physical space makes it difficult to talk to and get to know others. (R) 57. The synagogue’s physical space greatly enhances my experience as a member/participant.
Premises are well kept	58. Physical space(s) and grounds are well kept.
Crisis Management	
Effective crisis management	59. The synagogue would effectively manage any crisis that could be reasonably anticipated.
Change Management	
OPEN TO CHANGE (2-item scale)	60. Changes for the better are readily adopted. 61. Synagogue is stuck in its ways. (R)
Preservation of traditions	62. The synagogue preserves the traditions that are important to me.
Changes are anticipated	63. Changes rarely catch me by surprise.
Communications	
People are informed	64. The synagogue does a good job of informing people about activities, programs, and opportunities.
DECISIONS ARE UNDERSTOOD (2-item scale)	65. Lay leaders do a good job of discussing important decisions with the congregation. 66. I usually understand reasons behind decisions on policy or practices.
FINANCES ARE UNDERSTOOD (2-item scale)	67. Lay leaders do a good job of presenting the synagogue’s financial information. 68. I understand the synagogue’s financial condition.
Answers are easy to get	69. It is easy to get answers to any questions I might have about the synagogue.
Program	
Programs are highest quality	70. The synagogue offers programs of the highest quality.
VI. Outward Facing	VI. Outward Facing
WORKS IN LARGER COMMUNITY (2-item scale)	71. The synagogue collaborates effectively with other organizations. 72. The synagogue works to enhance the quality of life in the larger community.
PUBLICLY RECOGNIZED (2-item scale)	73. If the synagogue were to close, its contribution to the larger community would be sorely missed. 74. The synagogue is well regarded in the larger community.

Top Priority Challenge

What do you consider the greatest challenges facing the synagogue at this time? (Check all that apply.)

Which challenge do you think should be the synagogue's top priority? (Check one.)