



Catholic Leadership INSTITUTE

Disciple Maker Index Survey

Diocese: Diocese of Madison
Parish: Immaculate Heart of Mary Parish (Monona)
Pastor: Rev. Chad Droessler

Dear Parishioner,

Thank you for participating in the Disciple Maker Index survey. This survey will provide you the opportunity to reflect on your own spiritual growth and provide feedback on the efforts of the parish to help you grow.

The survey should take you between 10-15 minutes to complete. Please do not skip questions unless instructed to do so. Please note that your responses are kept confidential. Your parish and Catholic Leadership Institute will not have access to individual survey responses.

We thank you again for your participation in this important initiative!

Catholic Journey

How do you identify yourself?

- I am Catholic
- I was Catholic once, but no longer consider myself Catholic
- I am not Catholic

If you answered "I am Catholic" for "How do you identify yourself?" please answer the following question. Otherwise, skip it.

Which of the following best describes your path to Catholicism?

- I was baptized Catholic as a child
- I converted to the Catholic faith

If you answered "I am Catholic" for "How do you identify yourself?" please answer the following question. Otherwise, skip it.

Which of the following best describes where you are on your Catholic journey?

- My relationship with Jesus Christ is the most important relationship in my life
- I have personally encountered Jesus Christ and am growing as a disciple
- I practice my Catholic faith, but do not know Jesus personally like a friend
- I consider myself Catholic, though faith is not a significant part of my life

Which of the following best describes the pace of your spiritual growth?

- In a period of rapid spiritual growth
- Growing at a steady, continued pace
- Growing in my faith, but would like to grow more than I am
- Content staying right where I am spiritually
- Stalled in my spiritual growth
- In a period of spiritual decline

Parish Connections

Below are several ways your parish can help you connect with others in the local Catholic community. Please indicate the extent to which you agree or disagree with the following statements:

My parish helps me connect with a local Catholic community by...

	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
Making me feel welcomed and accepted	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Providing me with opportunities to serve those in need	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Following up with me when I express interest in becoming more involved	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Providing a community to support me and/or my family in times of need	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Involving me in decisions that affect the future of the parish	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Providing transparent information to me about the finances of the parish	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Making information about the parish easy for me to find (via bulletin, web, email)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My parish communicates effectively through online platforms, text and social media	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Parish Community

Below are several ways your parish community can help you grow spiritually. Please indicate the extent to which you agree or disagree with the following statements:

My parish helps me grow spiritually by...

	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
Helping me develop a personal prayer life that connects me with God	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Offering vibrant and engaging Sunday Masses	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Offering music that deepens my desire to participate more fully in the Sunday liturgy	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Connecting me with a small faith-sharing group	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Preaching and homilies that connect my faith with my everyday life	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Providing retreats, workshops, and other resources to help me figure out my life's purpose	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Teaching me to read and pray with the Bible	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Preparing me/my family for the sacraments (Confirmation, Marriage, Baptism)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Forming me as a disciple of Jesus Christ	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Relationship with Parish, Pastor, and Faith

The following questions ask about your likelihood to recommend your pastor, parish, and the Catholic faith.

Please indicate the extent to which you agree or disagree with the following statements:

	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
I would recommend my pastor to a friend	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I would recommend my parish to a friend	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I would recommend the staff of my parish to a friend	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I would recommend other priests serving my parish to a friend	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My parish helps me grow spiritually as a Catholic	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Personal Religious Beliefs

Below are several statements regarding your personal beliefs. Please indicate the extent to which you agree or disagree with the following statements.

I personally believe...

	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree	I do not know
Jesus died and rose from the dead for my salvation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The Eucharist really is the body and blood of Jesus Christ	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Scripture is the word of God	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
In the teaching authority of the Church	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The Church is critical to my relationship with God	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
In Jesus' moral teachings for my life as taught by the Church	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Conversations about Faith

Below are several statements regarding conversations about your faith with family and friends. Please indicate the extent to which you agree or disagree with the following statements.

My parish equips me to have conversations about my faith with family and friends by...

	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
Providing high-quality events and other opportunities to which I can invite people	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Growing my confidence in the Church's teachings so I can answer other's questions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Exhibiting care to members of our community (not necessarily Catholics)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Teaching me how to share the story of Jesus	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Teaching me how to share my personal witness story	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Helping me recognize how God is working in my life	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Participation at the Church

Below are several activities that you may have taken part in over the past year. Please indicate the frequency that best describes how often you have done any of these activities.

How often did you do each of the following over the past year?

	Never	Once or Twice a Year	Quarterly	Monthly	Weekly	Daily
Invited someone to join me for an activity at the parish	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Invited someone to join me for Mass	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Invited a man to consider a vocation to the priesthood	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Invited someone to consider a vocation to religious life	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Answered another person's question about a teaching of the Catholic Church	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Volunteered to serve a member of our community (not necessarily a Catholic)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Shared the story of Jesus with another person	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Shared my personal witness story with another person	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Prayed with another person outside of Mass	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

How often did you participate in or attend each of the following over the past year?

	Never	Once or Twice a Year	Quarterly	Monthly	Weekly	Daily
Individual prayer time with God	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Bible study or Prayer group (in person or online)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Mass	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The Sacrament of Reconciliation (Confession)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Pastoral Counseling or Spiritual Direction	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
A class or workshop about the Catholic faith (in person or online)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
A parish social event	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
A retreat	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Eucharistic adoration – time in prayer before Jesus in the Blessed Sacrament	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Catholic Devotions (e.g. pray the rosary, novenas, special feast days)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Membership at Your Parish

Is this parish your primary place of worship?

- Yes
- Yes, but only for part of the year (seasonally)
- No

How many years have you been a member at this parish?

- 20+
- 11 - 20
- 6 - 10
- 3 - 5
- 1 - 2
- <1

On average and outside of Sunday Mass, how many hours per week do you spend leading or participating in ministries within the parish (councils, ministries, bible studies, Knights of Columbus, etc.)?

- 0 - 4
- 5 - 14
- 15 - 24
- 25 or more

Please select the phrase that best describes the relationship between your parish elementary/middle school and the parish from your perspective?

- Of one mind and heart! I think our parish families and school families consider themselves one in the same and there is excellent integration between the two.
- Of one heart! There are some distinct "school families" and "parish families" but everyone believes in the importance of the school.
- Of one mind! We share space and resources but as our parish changes, there seems to be a need to build a stronger bridge between the school families and the parish families
- Of one space! Most of the families in the school don't belong to the parish and they really are two different communities.

Your Child's Religious Education

Below are questions regarding your child's religious education.

Do you have school age children?

- Yes
- No

If you answered "Yes" for "Do you have school age children?" please answer the following question. Otherwise, skip it.

Please indicate how strongly you agree or disagree with the following statements regarding your child's faith journey.

	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
I have adequate support from my parish to help my child(ren) grow as a disciple of Jesus Christ	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
One of my most important responsibilities as a parent is helping my child(ren) to know Jesus	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

If you answered "Yes" for "Do you have school age children?" please answer the following question. Otherwise, skip it.

Which best describes how you choose to educate your children?

- I send all my children to Catholic school
- I send all my children to Public school
- I homeschool my children
- I choose separately for each child

If you answered "I send all my children to Catholic school" for "Which best describes how you choose to educate your children?" please answer the following question. Otherwise, skip it.

Please indicate the extent to which you agree or disagree with the following statement.

	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
I would recommend the parish Catholic school to a friend.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

If you answered "Yes" for "Do you have school age children?" please answer the following question. Otherwise, skip it.

Do you currently send your children to religious education at this parish?

Yes

No

If you answered "Yes" for "Do you currently send your children to religious education at this parish?" please answer the following question. Otherwise, skip it.

Please indicate the extent to which you agree or disagree with the following statement.

	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
I would recommend my parish's religious education to a friend	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Demographic Information

Please tell us a little bit about yourself.

Your responses to these questions will be used only for statistical purposes to gain an accurate picture of the composition of the parishes involved in this study. Your responses are completely confidential and will be analyzed anonymously. Your responses will never be identified as yours and will be aggregated with other survey responses. Please answer as many questions as you can.

What is your sex?

Male

Female

Which of the following best describes you?

- Black or African-American
- Asian-American
- Caucasian
- Hispanic/Latino
- Middle-Eastern or North African
- Native American
- Other

Please indicate your age bracket.

- Under 18
- 18 - 25
- 26 - 35
- 36 - 45
- 46 - 55
- 56 - 65
- 66 - 75
- Over 75

Please indicate your household status.

- Single
- Married
- Divorced
- Widowed

Financial Information

Below are questions regarding you/your family's personal finances and charitable giving.

Your responses are completely confidential and will be analyzed anonymously. Your responses will never be identified as yours and will be aggregated with other survey responses. Please answer as many questions as you can.

For statistical purposes only, please select the category corresponding to your household's approximate total annual pre-tax income.

- 0 - \$24,999
- \$25,000 - \$49,999
- \$50,000 - \$99,999
- \$100,000 - \$149,999
- \$150,000 - \$199,999
- \$200,000 - \$249,999
- Greater than \$250,000
- I prefer not to respond

For statistical purposes only, please select the category corresponding to your household's approximate total annual contributions to your parish.

- \$0 - \$99
- \$100 - \$499
- \$500 - \$999
- \$1,000 - \$2,499
- \$2,500 - \$4,999
- \$5,000 - \$9,999
- \$10,000 - \$24,999
- Greater than \$25,000
- I prefer not to respond

Which best describes your approach to providing financial support for your parish?

- I do not support the parish financially at this time
- I usually give when the collection basket comes around or in response to specific appeals
- I determine a total dollar amount to give to my parish each year
- I give a percentage of my income to my parish

If you answered "I give a percentage of my income to my parish" for "Which best describes your approach to providing financial support for your parish?" please answer the following question. Otherwise, skip it.

What percentage of income do you contribute to your parish? (If any)

- None
- < 10%
- 10%
- > 10%

In the last year, how many different parish-based ministries or parish-based organizations have you participated in?

- 0-3
- 4-6
- 6-10
- 10+

Of all the below factors that might keep someone connected in the life of a parish, check 3 that are most influential in your current experience with the parish:

- Relationship with the pastor(s)
- Relationship with other parishioners
- Parish-hosted or sponsored retreats
- Parish-hosted social events
- Parish-organized service and outreach to the community
- Parish-supported faith sharing opportunities (e.g. small groups, bible study)
- Celebration of the Eucharist
- Hospitality and Welcome
- Prayer and Worship (outside of Mass)
- Regular access to Eucharistic Adoration and Confession
- Intentional Invitation (e.g. by pastor or parish staff, ministry sign-up weekends)
- Parish care and support for life events (e.g. death/illness, weddings, family issue)

What is the most important reason to encourage community service in my parish?

- Jesus calls us to serve the poor
- It builds community
- It creates an opportunity for encounter

What is the Mass time you most frequently attend at your parish on the weekend?

- Saturday Evening
- Sunday Early Morning (start time on or before 8:55 am)
- Sunday Mid-Morning (start time between 9:00 am and 10:25 am)
- Sunday Late Morning (start time between 10:30 am and 11:55 am)
- Sunday Early Afternoon (start time between 12:00 pm and 1:55 pm)
- Sunday Afternoon (start time between 2:00 pm and 4:55 pm)
- Sunday Evening (start time on or after 5:00 pm)

If you could only select 5, which of the following expectations of a pastor for your community would be most important: (check 5)

- Providing spiritual direction/counsel
- Providing pastoral care
- Preaching homilies
- Teaching the faith
- Forming your people
- Promoting Stewardship
- Raising money
- Managing staff and volunteers
- Managing finances
- Managing Catholic Schools
- Overseeing care for the facilities
- Setting Vision and Direction
- Celebrating the sacraments
- Modeling personal prayer life
- Empowering service and outreach to the poor

Select the two most important things you would want to take away from a homily at your parish.

- Joy
- Hope
- Truth
- Relevance
- Knowledge
- Call to Action
- Desire to Grow Spiritually
- Love for Scripture

Besides the pastor and any other priests in the parish, who is the most visible staff member at the parish?

- Deacon
- Religious Sister
- Secretary/Receptionist
- Office Manager
- Bookkeeper
- Business Manager / Finance Director
- Facilities Director / Coordinator
- Director / Coordinator of Religious Education
- Youth Minister
- Music Minister
- Social Minister
- There are no staff members at the parish
- The most visible staff member is not listed above

The most important role of the Pastoral Council is:

- Representing the parish community
- Serving as an advisor to the pastor
- Creating and Implementing the parish strategy

A bishop wears many hats. Select the two most important hats that he wears.

- Spiritual shepherd to the faithful
- Spiritual father to priests
- Guardian of the faith
- Voice of social conscience
- The Chief Executive of the Diocese

All parishes have opportunities for growth. If you could only select 3 of the following things that the parish needs more of, which would they be.

- More young people involved
- More money for parish needs
- More volunteers participating in ministries
- More lay involvement in decision making and leadership
- More clarity on parish vision, direction, and goals
- More transparency (e.g. finances and decisions)
- More paid professional staff
- More catechesis on Church teaching
- More inclusive spirit and welcome
- More contemporary forms of worship
- More traditional forms of worship
- More savvy communication strategies

Rank the community values that would best describe the culture of your parish community. (1 being the highest preference); each number can only be used once and you need to use each number

	1	2	3	4	5	6	7	8	9
Access to the sacraments and worship	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Prayerfulness	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Parish Traditions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Stewardship	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Social Justice	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Family Focused	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Diversity and Inclusion	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Service and Outreach	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Sharing the Faith with others	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Which would best describe your assessment of the financial health of the parish?

- We are usually in the black but never complacent
- We hold our own but there's not a lot of room for extras
- We've had some ups and downs and are shooting for stability
- We are consistently struggling to meet our financial needs
- I don't know enough to answer this question

Which would best describe your assessment of the physical shape of your Church building?

- Lots of Beauty! Recently renovated and/or really-well maintained
- Lots of Character! Really nice structure and “bones” but needs some normal cosmetic renovation or improvement
- Lots of Work! Really nice structure and “bones” but has significant deferred maintenance and needs a lot of cosmetic and structural improvements.
- Lots of Memories! The Church has a lot of deferred maintenance and isn’t the most welcoming or attractive of spaces.

Which would best describe your assessment of the physical shape of the other buildings and property outside the Church building (e.g. rectory, parking lot, parish center, etc)?

- Great! We have sufficient space for our needs and everything is in good shape
- Good! We could use some more space and there are a few projects that need attending to, but it is well within the parish’s reach
- We make it work! Our current space limits us in our ministries and communities and we don’t have sufficient resources to improve it at this time
- Help! We need significant work to continue to make this a welcoming and fruitful place for our community

What is your most preferred method of bringing others closer to Christ?

- One-to-one conversation
- Leading by example
- Going door to door to invite others
- Being visible in the community

To what degree do you think your parish needs to change in order to best fulfill its mission in the next 5 years.

- In a really good place right now and need to do more of what is working
- On the right track and need some minor tweaks
- Getting a little complacent, time to look toward the future
- Need to shake things up significantly now