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## **Parish Needs Survey (part 3): the Parishes and Education Opportunities**

**Abbreviations:** GOA – Greek Orthodox Archdiocese; OCA – Orthodox Church in America; Ant – Antiochian Orthodox Christian Archdiocese; Serb – Serbian Orthodox Church of USA; Laity – all lay people surveyed; PCP – Parish Council President; ChD – Choir Director; SSC – Sunday School Coordinator.

Q# - refers to the corresponding question number in the survey instrument

### **V. Parishes and Patriarch Athenagoras Orthodox Institute (PAOI).**

#### **V 1. How much do parishes know about PAOI? Would be parishes interested to partake in the Institute's future education programs?**

Orthodox parishes struggle with various challenges and they need assistance in different areas of church life. The second part of this report provided some insights on this subject. At the same time, PAOI can offer parishes programs and workshops which would address their needs and help them to deal with their problems. We will discuss this matter a little later.

However, in order “to make things happen” and to connect the needs of the parishes with the Institute’s abilities to assist, PAOI must first answer the question: do parishes actually know about the existence and programs of the Patriarch Athenagoras Orthodox Institute?

The survey asked, “How familiar are you with each of the following programs and facilities offered by the Patriarch Athenagoras Orthodox Institute?” The respondents could select one of three answers: “Used or attended,” “Familiar with, but have not used myself,” “Not familiar.”

A few basic figures help to demonstrate to what extent PAOI is known among Orthodox parishes in the western US and to which audiences we are better connected at this point.

Out of all respondents 19% have chosen “used or attended” ***at least once***. In other words, about one fifth of survey participants had some personal experience with the Institute’s programs and facilities. If we combine together two categories of answers - “used or attended” and “familiar with but not used myself,” 64% of respondents indicated at least one of the Institute’s programs either as “used or attended” or “familiar with but not used myself.” Put differently, about two thirds of respondents have some sort of knowledge about PAOI.

The level of familiarity with PAOI's programs is much greater among clergy than among parish lay leaders. The proportions of clergy who either participated personally in (27%) or are at least familiar with one of the Institute's programs (82%) are nearly twice as high as among lay participants of the survey (14% and 53% respectively).

	<b>ALL</b>	<b>CLERGY</b>	<b>LAITY</b>
% of respondents who participated in AT LEAST ONE program of PAOI or used personally Institute's facilities	19	27	14
% of respondents who either participated in AT LEAST ONE program of PAOI and used personally Institute's facilities OR are familiar with AT LEAST ONE program of PAOI	64	82	53

Predictably, PAOI is better known to the Orthodox parishes situated in California than to those located in more distant western states. 27% of respondents from California participated in at least one program of PAOI or used personally Institute's facilities in comparison with only 11% of the survey participants from the other states. Similarly, almost three quarters (74%) of Californian respondents but only 54% of persons from the other states have either participated in or are familiar with at least one of the Institute's programs.

	<b>ALL</b>	<b>RESPONDENTS FROM CALIFORNIA</b>	<b>RESPONDENTS FROM OTHER STATES</b>
% of respondents who participated in AT LEAST ONE program of PAOI or used personally Institute's facilities	19	27	11
% of respondents who either participated in AT LEAST ONE program of PAOI and used personally Institute's facilities OR are familiar with AT LEAST ONE program of PAOI	64	74	54

There are no significant differences in the degree of participation or in familiarity with the Institute's programs between respondents from GOA parishes and survey participants from the other Orthodox Churches (OCA, Antiochian Archdiocese, and Serbian Orthodox Church).

	<b>ALL</b>	<b>RESPONDENTS FROM GOA</b>	<b>RESPONDENTS FROM OTHER JURISDICTIONS</b>
% of respondents who participated in AT LEAST ONE program of PAOI or used personally Institute's facilities	19	17	24
% of respondents who either participated in AT LEAST ONE program of PAOI and used personally Institute's facilities OR are familiar with AT LEAST ONE program of PAOI	64	66	60

If we take into account *only respondents from California*, the results of the survey also support the statement that Greek and all other Orthodox parishes are equally familiar with PAOI.

<b>ONLY RESPONDENTS FROM CALIFORNIA</b>	<b>ALL</b>	<b>RESPONDENTS FROM GOA</b>	<b>RESPONDENTS FROM OTHER JURISDICTIONS</b>
% of respondents who participated in AT LEAST ONE program of PAOI or used personally Institute’s facilities	27	26	28
% of respondents who either participated in AT LEAST ONE program of PAOI and used personally Institute’s facilities OR are familiar with AT LEAST ONE program of PAOI	74	76	72

As for the Institute’s individual programs, so far two of them attracted the largest proportions of the survey participants. 9% of respondents attended “Distinguished Lecture Series” and also 9% have been involved in OCF (Campus Ministry: Orthodox Christian Fellowship at the University of California) activities.

**Q10. How familiar are you with each of the following programs and facilities offered by the Patriarch Athenagoras Orthodox Institute? (% for each row add to 100%)**

<b>PAOI Programs</b>	<b>Used or attended</b>	<b>Familiar with but have not used myself</b>	<b>Not familiar</b>
Library (“Manolis Collection”)	4	31	65
Publishing program (“InterOrthodox Press”)	5	23	72
Master of Art in Orthodox Christian Studies	2	32	66
Distinguished Lecture Series	9	32	59
Campus ministry: Orthodox Fellowship at the University of California	9	28	63
“St. Demetrios Feastday” Open House	6	12	82
Inter-Orthodox Open House (spring)	1	16	83
Summer Institute (courses in Orthodox Christianity)	1	41	58
Community Education Series (Byzantine chant course, seminars)	1	33	66
“Parish Life Project:” sociological studies of the daily parish life	1	14	85

By combining the respondents who “used/attended” personally various of the Institute’s programs with those who are “familiar with but have not used myself,” we will get an inclusive category of people who are to a certain degree familiar with the Institute (see table below).

**Q10. % of respondents who said that they have either “used/attended” or are “familiar with” the following PAOI’s programs: differences between jurisdictions**

	All	GOA	OCA	Ant	Serb
Library (“Manolis Collection”)	35	40	29	25	25
Publishing program (“InterOrthodox Press”)	28	31	29	20	17
Master of Art in Orthodox Christian Studies	34	34	41	35	25
Distinguished Lecture Series	41	42	53	35	33
Campus ministry: Orthodox Fellowship at the University of California	37	38	29	40	25
“St. Demetrios Feastday” Open House	18	22	12	10	17
Inter-Orthodox Open House (spring)	17	18	12	15	17
Summer Institute (courses in Orthodox Christianity)	42	43	41	35	42
Community Education Series (Byzantine chant course, seminars)	34	37	29	25	33
“Parish Life Project” (sociological studies of the daily parish life)	15	16	12	10	8

One can see that PAOI is known to the Orthodox parishes first of all thanks to the “Summer Institute” (selected by 42% respondents as either “participated” or “familiar with”), “Distinguished Lecture Series” (41%) and “Campus ministry: Orthodox Fellowship at the University of California” (37%).

At the same time, one concern is that only slightly more than one quarter of the respondents (28%) are familiar with the publishing program of PAOI – the Inter-Orthodox Press. This could be that Inter-Orthodox Press is a relatively new and a small dimension of PAOI activity. Yet, the fact is that the program which can be seen as a useful PR tool does not work at this point as efficiently as it can.

There are some differences in degree of familiarity of various jurisdictions with PAOI’s different programs. GOA respondents seem to be better aware of the Institute’s “Library: Manolis Collection” and “St. Demetrios Feastday Open House.” The representatives from OCA mentioned “Master of Art in Orthodox Studies” and “Distinguished Lecture Series” more frequently than other respondents. The survey participants from the Antiochian Archdiocese are more involved with the “Campus ministry: Orthodox Fellowship at the University of California”. Yet, these differences are not statistically significant. In other words, it appears that the Institute developed and is maintaining equal connections with the parishes of the four Orthodox Churches participating in the survey.

However, as noticed earlier, there is a big gap in the extent of familiarity with the Institute’s work between clergy and parish lay leadership. Priests are much more aware of and involved in ALL current programs of the Institute than the laity.

**Q10. % of respondents who said that they have “used/attended” or are “familiar with” the following PAOI’s programs: clergy and laity responses**

	All	Clergy	Laity
Library (“Manolis Collection”)	35	50	26
Publishing program (“InterOrthodox Press”)	28	33	24
Master of Art in Orthodox Christian Studies	34	48	26
Distinguished Lecture Series	41	56	33
Campus ministry: Orthodox Fellowship at the University of California	37	50	28
“St. Demetrios Feastday” Open House	18	31	10
Inter-Orthodox Open House (spring)	17	28	9
Summer Institute (courses in Orthodox Christianity)	42	57	31
Community Education Series (Byzantine chant course, seminars)	34	43	29
“Parish Life Project” (sociological studies of the daily parish life)	15	18	12

Counting only lay respondents, the data in the table below show that the Institute is somewhat better known among female leaders of the parishes.

**Q10. % of respondents who said that they have “used/attended” or are “familiar with” the following PAOI’s programs: men and women responses (counting only lay people, priests are not included)**

	All Laity	Men	Women
Library (“Manolis Collection”)	26	23	28
Publishing program (“InterOrthodox Press”)	24	21	28
Master of Art in Orthodox Christian Studies	26	25	26
Distinguished Lecture Series	33	34	30
Campus ministry: Orthodox Fellowship at the University of California	28	18	37
“St. Demetrios Feastday” Open House	10	9	12
Inter-Orthodox Open House (spring)	9	9	10
Summer Institute (courses in Orthodox Christianity)	31	25	37
Community Education Series (Byzantine chant course, seminars)	29	29	28
“Parish Life Project” (sociological studies of the daily parish life)	12	7	16

The survey indicated also that PAOI is equally known to the respondents in ALL age categories. 63-64% of survey participants among “youngsters” (younger than 45), “matures” (45-64) and “seniors” (65+) either participated in AT LEAST ONE program of PAOI or are familiar with AT LEAST ONE program of PAOI.

However, the degree of personal participation in the Institute’s programs is significantly higher among “youngsters” and “seniors,” while “matures” seem to be much less involved in PAOI’s activities. 26-28% of people younger than 45 or older than 64 participated personally in AT LEAST ONE program of PAOI or used the Institute’s facilities in comparison with only 12% among respondents in the age 45-64.

	ALL	UNDER 45 YEARS	45-64	65 AND OLDER
% of respondents who participated in AT LEAST ONE program of PAOI or used personally Institute's facilities	19	26	12	28
% of respondents who either participated in AT LEAST ONE program of PAOI and used personally Institute's facilities OR are familiar with AT LEAST ONE program of PAOI	64	64	64	63

The statement about PAOI's equal connection to all age-categories requires also an important comment and can be made only with certain reservations.

The data in table below show that with regard to the Institute's individual programs, "seniors" demonstrate a significantly higher level of familiarity than the "youngsters" or "matures."

Does this fact contradict the data in the previous table (in which 63-64% of survey participants in all ages reported that they either participated in AT LEAST ONE program of PAOI or are familiar with AT LEAST ONE program of PAOI)? The answer is "No."

It means, however, that there are more persons among "seniors" who selected "used/participated" or "familiar" with regard to several of the Institute's programs. On the contrary, in the case of "youngsters" and "matures," there were more persons who selected "used/participated" or "familiar" only with regard to one or two programs. Put differently, an "average" person older than 64 is aware of the wider range of the Institute's programs, while the knowledge of the typical "youngster" or "mature" is limited to smaller segments of PAOI's activities.

**Q10. % of respondents who said that they have “used/attended” or are “familiar with” the following PAOI’s programs: differences between generations**

	All	Under 45	45-64	65 and older
Library (“Manolis Collection”)	35	35	27	55
Publishing program (“InterOrthodox Press”)	28	19	25	45
Master of Art in Orthodox Christian Studies	34	38	32	32
Distinguished Lecture Series	41	35	39	52
Campus ministry: Orthodox Fellowship at the University of California	37	35	32	45
“St. Demetrios Feastday” Open House	18	16	14	32
Inter-Orthodox Open House (spring)	17	19	10	31
Summer Institute (courses in Orthodox Christianity)	42	37	42	45
Community Education Series (Byzantine chant course, seminars)	34	32	33	39
“Parish Life Project” (sociological studies of the daily parish life)	15	24	8	16

Out of seven broad areas of studies which can be offered by PAOI in the future (see table below), the respondents selected the following ones most frequently as “would very likely use it myself:” “Parish fundraising training” (selected by 32% of survey participants), “Family counseling” (27%), “Certificate program in Orthodox studies” (26%) and “Outreach into local community” (25%). These preferences are consistent with the earlier identified areas of needed assistance (“Evangelism and outreach into wider local community,” “Theological education of the adult parish members,” “Financial assistance”).

On the one hand, with exception of “deacon training program” (which attracted somewhat less attention), the differences in the general interest in the possible future programs are not significant. At the same time, there are considerable variations in the proportion of persons who said “would very likely use myself” in regard to this or that program depending on jurisdictional affiliation, position in a parish and age of the respondents.

This fact means that PAOI can be equally successful in developing various educational programs for parishes, but their actual “marketing” to the priests and laity would require in each individual case a careful consideration of the question “who constitute the target audience?”

**Q11. How interested would you or your parishioners be in the following Institute’s programs which are currently under development? (% for each row add to 100%)**

<b>PAOI future programs</b>	<b>I would very likely use it myself</b>	<b>Not myself, but the other parishioners can be interested</b>	<b>Not interested</b>
Certificate program in Orthodox studies (series of 6-8 week-end seminars in Orthodox theology)	<b>26</b>	<b>62</b>	<b>12</b>
Deacon training program	<b>10</b>	<b>69</b>	<b>21</b>
Parish ministries training: Sunday school.	<b>22</b>	<b>70</b>	<b>8</b>
Parish ministries training: Youth Ministry	<b>22</b>	<b>68</b>	<b>10</b>
Parish ministries training: Family Counseling	<b>27</b>	<b>58</b>	<b>15</b>
Parish ministries training: Outreach into local community	<b>25</b>	<b>61</b>	<b>14</b>
Parish fundraising training: stewardship models, financial strategies in different American Churches.	<b>32</b>	<b>59</b>	<b>10</b>

Clergy and lay leaders of the four Orthodox Churches participating in the survey reported different degrees of personal interest in the Institute’s future programs. As much as 83% of the respondents from Serbian parishes indicated AT LEAST ONE PROGRAM as “would very likely use it myself” in comparison with 65% in the case of OCA, 59% of GOA and 57% of Antiochian parishes.

	<b>ALL</b>	<b>GOA</b>	<b>OCA</b>	<b>ANT</b>	<b>SERB</b>
% of respondents who choose in AT LEAST ONE of the future educational programs as “would very likely use it myself.”	61	59	65	57	83

The same pattern - greater interest on the part of the Serbian Orthodox parishes in the Institute’s future programs – is confirmed by the data in the last row in the table below. It shows an average proportion of respondents in each jurisdiction that “would very likely use themselves” seven possible educational programs.

Further, various jurisdictions expressed different degrees of interest in the different types of the future educational programs.

The respondents from Serbian parishes are interested in participating in:

- Certificate program in Orthodox studies (64% respondents “would very likely use it for myself”);
- Parish fundraising training (42%);
- Training in outreach into local community (42%).

The respondents from GOA parishes are interested in participating in:

- Parish fundraising training (31%)



- Family counseling training (26%).

The respondents from OCA parishes are interested in participating in:

- Parish fundraising training (47%);
- Training in outreach into local community (35%).

The respondents from Antiochian Archdiocese are interested in participating in:

- Family counseling training (33%);
- Certificate program in Orthodox studies (30%).

**Q11. % of respondents who said that they “would very likely use themselves” the following Institute’s future programs: differences between jurisdictions**

	All	GOA	OCA	Ant	Serb
Certificate program in Orthodox studies (series of 6-8 week-end seminars in Orthodox theology)	26	19	29	30	64
Deacon training program	10	9	6	5	25
Parish ministries training: Sunday school.	22	23	23	20	17
Parish ministries training: Youth Ministry	22	22	23	25	17
Parish ministries training: Family Counseling	27	26	23	33	25
Parish ministries training: Outreach into local community	25	21	35	26	42
Parish fundraising training: stewardship models, financial strategies in different American Churches.	32	31	47	15	42
Average % of respondents personally interested in the above programs	23	22	27	22	33

This general picture of the main preferences in four Orthodox jurisdictions remains nearly the same if we combine and analyze together two types of responses: “would very likely use myself” and “not myself, but the other parishioners can be interested.”

We noticed earlier that priests are much more familiar with PAOI’s current programs than the parish lay leaders. At the same time, both clergy and laity are equally interested in partaking personally in the future educational programs of the Institute. 58% of priests and 63% of lay leaders “would very likely use themselves” at least one of the Institute’s future programs.

	ALL	CLERGY	LAITY
% of respondents who choose in AT LEAST ONE of the future educational programs as “would very likely use it myself.”	61	58	63

Predictably, different areas of studies attract priests and laity differently:

- 41% of clergy would take courses in family counseling, 37% in parish fundraising, and 30% in outreach into local community;
- 32% of parish lay leaders are interested in the certificate program in Orthodox studies, 29% in parish fundraising training, and 27% in the courses focusing on parish Sunday schools.

**Q11. % of respondents who said that they “would very likely use themselves” the following Institute’s future programs: clergy and laity responses**

	All	Clergy	Laity
Certificate program in Orthodox studies (series of 6-8 week-end seminars in Orthodox theology)	26	15	32
Deacon training program	10	7	11
Parish ministries training: Sunday school.	22	15	27
Parish ministries training: Youth Ministry	22	22	22
Parish ministries training: Family Counseling	27	41	18
Parish ministries training: Outreach into local community	25	30	22
Parish fundraising training: stewardship models, financial strategies in different American Churches.	32	37	29
Average % of respondents personally interested in the above programs	23	24	23

There are also significant distinctions in preferences among various categories of parish lay leaders: parish council presidents, choir directors and Sunday schools coordinators. In an overall picture, Sunday school coordinators are generally more likely to participate in various educational programs. 86% of them indicated AT LEAST ONE PROGRAM as “would very likely use it myself” in comparison with 63% in case of parish council presidents and 38% in case of the choir directors.

	ALL LAITY	PCP	CHD	SSC
% of respondents who choose in AT LEAST ONE of the future educational programs as “would very likely use it myself.”	61	63	38	86

Sunday school directors are especially likely to take courses dealing with Sunday schools (68% of them would participate personally) and with the youth ministry (50%), while almost half of the parish council presidents (46%) feel strong personal need for parish fundraising training.

Younger generation of clergy and parish lay leaders (under 45 years) shows considerably higher interest in participating in the Institute’s educational programs. Almost three quarters (72%) of “youngsters” selected AT LEAST ONE PROGRAM as “would very likely use it myself” in comparison with 54% among “matures” and only 47% among “seniors.”

	ALL	UNDER 45 YEARS	45-64	65 AND OLDER
% of respondents who choose in AT LEAST ONE of the future educational programs as “would very likely use it myself.”	61	72	54	47

Further, with the exception of certificate programs in Orthodox studies, “youngsters” demonstrated greater personal interest (“would very likely use myself”) than the “matures” or “seniors” in ALL Institute’s future programs.

**Q11. % of respondents who said that they “would very likely use themselves” the following Institute’s future programs: differences between generations**

	All	Under 45	45-64	65 and older
Certificate program in Orthodox studies	26	24	30	17
Deacon training program	10	11	10	7
Parish ministries training: Sunday school.	22	27	19	23
Parish ministries training: Youth Ministry	22	27	18	27
Parish ministries training: Family Counseling	27	46	17	23
Parish ministries training: Outreach into local community	25	42	22	10
Parish fundraising training: stewardship models, financial strategies in different American Churches.	32	38	35	19
Average % of respondents personally interested in the above programs	23	31	22	18

The educational programs of particular interest for “youngsters” are:

- Family counseling training;
- Training in outreach into local community;
- Parish fundraising training.

The educational programs of particular interest for “matures” are:

- Parish fundraising training;
- Certificate program in Orthodox studies.

The educational programs of particular interest for “seniors” are:

- Youth ministry training;
- Sunday school training;
- Family counseling training.

Side by side with the broad educational programs related to one or other aspect of daily parish life, the respondents were also asked to evaluate potential attractiveness of the more theoretic and theologically oriented courses and workshops.

The data in table below show that, with the exception of “canon law” and “modern congregational studies,” all other courses were found “quite useful and interesting” by an absolute majority of the survey participants. In fact, and again with the exception of “canon law” and “modern congregational studies,” all other courses seem to have nearly the same degree of popularity.

**Q12. Below are listed courses and workshops likely to be offered in the future by Patriarch Athenagoras Orthodox Institute. How much interest would you have in each of these? (% for each row add to 100%)**

<b>PAOI possible courses and workshops</b>	<b>Quite useful and interesting</b>	<b>Not useful but interesting</b>	<b>Somewhat interesting</b>	<b>Not interesting</b>
Biblical Studies: introduction, interpretation.	<b>59</b>	<b>6</b>	<b>28</b>	<b>7</b>
Church History: ancient; Byzantine; Slavic; modern American; “Western Church” history.	<b>56</b>	<b>11</b>	<b>23</b>	<b>10</b>
Patristics/hagiography: spiritual writings; “great fathers;” saints.	<b>57</b>	<b>9</b>	<b>23</b>	<b>11</b>
Theology: doctrinal and dogmatic issues; witnessing Orthodoxy today; modern theological issues dealing with environment, gender, interfaith dialogue.	<b>61</b>	<b>9</b>	<b>20</b>	<b>10</b>
Liturgical and Sacramental Matters: worship, understanding the sacraments, liturgical and sacramental piety.	<b>59</b>	<b>13</b>	<b>20</b>	<b>8</b>
Practical Church “skills”: church music and choirs, chanting, celebrating various services.	<b>62</b>	<b>11</b>	<b>17</b>	<b>10</b>
Canon Law: church and governance, marriage and sexuality, penitential.	<b>47</b>	<b>15</b>	<b>28</b>	<b>10</b>
Ethics: social ethics, ethic and decision making	<b>54</b>	<b>17</b>	<b>21</b>	<b>8</b>
Practical Pastoral Theology: counseling, marriage and family, youth and children, Christian education.	<b>59</b>	<b>12</b>	<b>20</b>	<b>9</b>
Modern Congregational Studies: sociology of religion, surveys of church and parish life.	<b>42</b>	<b>16</b>	<b>27</b>	<b>15</b>

Comparing four Orthodox jurisdictions participating in the survey (see below table), one can see that clergy and laity of the Serbian Orthodox church feel somewhat more and representatives of the OCA parishes somewhat less enthusiastic about future courses and workshops. However, the jurisdiction-to-jurisdiction differences in the level of interest are not significant. Also, it seems that there are no particular subjects which would be especially attractive for one or another jurisdiction.

**Q12. % of respondents who said that they found “quite useful and interesting” the following courses and workshops likely to be offered in the future by PAOI: differences between jurisdictions**

	All	GOA	OCA	Ant	Serb
Biblical Studies: introduction, interpretation.	59	61	41	67	58
Church History: ancient; Byzantine; Slavic; modern American; “Western Church” history.	56	57	35	62	67
Patristics/hagiography: spiritual writings; “great fathers;” saints.	57	53	59	62	67
Theology: doctrinal and dogmatic issues; witnessing Orthodoxy today; modern theological issues dealing with environment, gender, interfaith dialogue.	61	60	65	52	75
Liturgical and Sacramental Matters: worship, understanding the sacraments, liturgical and sacramental piety.	59	62	41	62	58
Practical Church “skills”: church music and choirs, chanting, celebrating various services.	62	64	41	67	73
Canon Law: church and governance, marriage and sexuality, penitential.	47	47	31	57	50
Ethics: social ethics, ethic and decision making	54	57	35	55	58
Practical Pastoral Theology: counseling, marriage and family, youth and children, Christian education.	59	61	59	50	67
Modern Congregational Studies: sociology of religion, surveys of church and parish life.	42	46	29	33	42
Average proportion of respondents from various jurisdictions (%) who found “quite useful and interesting” the above listed courses and workshops	56	57	44	57	61

While parishes of various Orthodox churches appear to be almost equally interested in the courses and workshops possibly to be offered by PAOI, there is an obvious difference in proportions of clergy and parish lay leaders who evaluated PAOI’s future courses as “quite useful and interesting.” With regard to ALL possible courses and workshops, there were significantly more priests than lay people who found their subjects “quite useful and interesting.”

However, in spite of the apparently higher level of enthusiasm demonstrated by clergy, one should keep in mind that in responding to the previous question parish priests and parish lay leaders expressed an equal readiness to actually participate personally in the Institute’s future educational programs.

**Q12. % of respondents who said that they found “quite useful and interesting” the following courses and workshops likely to be offered in the future by PAOI: clergy and laity responses**

	<b>All</b>	<b>Clergy</b>	<b>Laity</b>
Biblical Studies: introduction, interpretation.	<b>59</b>	<b>74</b>	<b>50</b>
Church History: ancient; Byzantine; Slavic; modern American; “Western Church” history.	<b>56</b>	<b>72</b>	<b>46</b>
Patristics/hagiography: spiritual writings; “great fathers;” saints.	<b>57</b>	<b>75</b>	<b>45</b>
Theology: doctrinal and dogmatic issues; witnessing Orthodoxy today; modern theological issues dealing with environment, gender, interfaith dialogue.	<b>61</b>	<b>72</b>	<b>54</b>
Liturgical and Sacramental Matters: worship, understanding the sacraments, liturgical and sacramental piety.	<b>59</b>	<b>70</b>	<b>52</b>
Practical Church “skills”: church music and choirs, chanting, celebrating various services.	<b>62</b>	<b>72</b>	<b>56</b>
Canon Law: church and governance, marriage and sexuality, penitential.	<b>47</b>	<b>58</b>	<b>40</b>
Ethics: social ethics, ethic and decision making	<b>54</b>	<b>72</b>	<b>43</b>
Practical Pastoral Theology: counseling, marriage and family, youth and children, Christian education.	<b>59</b>	<b>79</b>	<b>47</b>
Modern Congregational Studies: sociology of religion, surveys of church and parish life.	<b>42</b>	<b>51</b>	<b>36</b>
Average proportion of clergy and laity (%) who found “quite useful and interesting” the above listed courses and workshops	<b>56</b>	<b>69</b>	<b>47</b>

The comparison of the various age-categories shows that “youngsters” give more frequent high evaluations (“quite useful and interesting”) to the Institute’s various future workshops and courses than the “matures” or “seniors.”

This fact in combination with the earlier finding that the “youngsters” are more likely to participate personally in PAOI’s educational program suggests that the younger generation of the parish lay leaders should be considered our primary target audience.

**Q12. % of respondents who said that they found “quite useful and interesting” the following courses and workshops likely to be offered in the future by PAOI: differences between generations**

	All	Under 45	45-64	65 and older
Biblical Studies: introduction, interpretation.	59	69	51	64
Church History: ancient; Byzantine; Slavic; modern American; “Western Church” history.	56	64	49	61
Patristics/hagiography: spiritual writings; “great fathers;” saints.	57	61	53	57
Theology: doctrinal and dogmatic issues; witnessing Orthodoxy today; modern theological issues dealing with environment, gender, interfaith dialogue.	61	67	64	48
Liturgical and Sacramental Matters: worship, understanding the sacraments, liturgical and sacramental piety.	59	69	59	48
Practical Church “skills”: church music and choirs, chanting, celebrating various services.	62	58	66	61
Canon Law: church and governance, marriage and sexuality, penitential.	47	67	38	47
Ethics: social ethics, ethic and decision making	54	63	52	52
Practical Pastoral Theology: counseling, marriage and family, youth and children, Christian education.	59	71	56	52
Modern Congregational Studies: sociology of religion, surveys of church and parish life.	42	44	37	50
Average proportion of respondents in various age-categories (%) who found “quite useful and interesting” the above listed courses and workshops	56	63	52	54

**V 2. Are parishes willing to pay for the education programs?**

As indicated in the previous part of this report, 61% of the survey participants selected at least one of the PAOI’s possible future education programs as “would very likely use it myself.” The intention to partake in these programs is equally strong among clergy (58% would very likely use themselves at least one of the programs) and lay leaders of the parishes (63%).

Further, out of seven broad education programs that were offered respondents for consideration and evaluation, four have been chosen by more than one quarter of the survey participants as “would very likely use it myself”: “Parish fundraising training” (32%), “Family counseling training” (27%), “Certificate program in Orthodox studies” (26%), and “Outreach into local community training” (25%).

The desire of the parishes to take advantage of the educational opportunities offered by the Institute is obvious. The crucial issue is whether parishes are willing and/or able to pay for the courses and workshops?

“What is the maximum that you would be willing to pay for any of the above courses that interest you?” was the

question in survey which gave insight on this matter.

The first message from data in the table below is simple: parishes are perfectly willing to pay, but not a lot. About two thirds of respondents (63%) would consider spending between \$ 100 and \$ 300 for the courses that interest them. Only one out of seven survey participants (14%) is ready to pay more than 300 \$.

The second important finding is that this general proportion of persons willing to spent on their education between \$ 100 and \$ 300 is fairly stable in all participating jurisdictions: 58% in Antiochian parishes, 64% in Serbian parishes, 65% - in GOA and OCA parishes.

Finally, it is also useful to compare jurisdictions by the proportion of persons who are on two opposite ends: those who would pay over \$ 300 and those who would spend only up to \$ 100. The survey results show that a relatively large group of people willing to spend more on education and pay over \$ 300 for the courses is present in OCA parishes: 23% in comparison with 14% in the whole sample. On the other hand, it is Antiochian parishes where almost one third (32%) of respondents are unwilling to pay more than \$ 100 for the education programs (in comparison with 23% in the whole sample).

**Q13. What is the maximum that you would be willing to pay for any of the above courses that interest you? (% of respondents by jurisdictions)**

	<b>All</b>	<b>GOA</b>	<b>OCA</b>	<b>Ant</b>	<b>Serb</b>
Under \$ 100	<b>23</b>	<b>22</b>	<b>12</b>	<b>32</b>	<b>27</b>
\$ 100-200	<b>32</b>	<b>32</b>	<b>41</b>	<b>32</b>	<b>18</b>
\$ 200-300	<b>31</b>	<b>33</b>	<b>24</b>	<b>26</b>	<b>46</b>
\$ 300-500	<b>13</b>	<b>12</b>	<b>23</b>	<b>10</b>	<b>9</b>
\$ 500 or more	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>

The jurisdiction-to-jurisdiction differences in readiness to pay for education program are minor, but the differences between clergy and laity in this respect are more pronounced (see table below). As much as 33% of lay persons wouldn't pay more than \$ 100 in comparison with only 5% in the case of clergy. On the contrary, almost half of priests (48%) would spend \$ 200-300 on courses and workshops in comparison with only 22% of the parish lay leaders.

It should be noted, however, that the group of “most generous” people willing to spend more than \$ 300 on education program is equally small among clergy (13%) and laity (14%). Put differently, generally parish priests are ready to pay somewhat more than parish lay leaders, but only within \$ 300 limit.



**Q13. What is the maximum that you would be willing to pay for any of the above courses that interest you? (% of respondents: clergy and laity responses)**

	All	Clergy	Laity
Under \$ 100	23	5	33
\$ 100-200	32	34	31
\$ 200-300	31	48	22
\$ 300-500	13	11	14
\$ 500 or more	1	2	0

The data for the various age-groups also confirm this finding of “\$ 300 limit for a single program.” Two thirds of “youngsters,” “matures,” and “seniors” would spend between \$ 100 and \$ 300 on the courses and workshops offered by PAOI. Only small proportion of respondents (11-17%) in all age categories (somewhat more among “seniors”) would be willing to pay more than \$ 300 for the Institute’s education programs.

**Q13. What is the maximum that you would be willing to pay for any of the above courses that interest you? (% of respondents by the age categories)**

	All	Under 45	45-64	65 and older
Under \$ 100	23	20	25	22
\$ 100-200	32	37	31	26
\$ 200-300	31	32	31	35
\$ 300-500	13	11	12	17
\$ 500 or more	1	0	1	0

For almost half of respondents (48%) the availability of accommodations provided by the Institute is an important factor in their decision to participate or not to participate in the PAOI’s future education programs. This proportion is nearly the same in all participating jurisdictions, among clergy and laity, among men and women, and among survey participants in all age-groups.

Not surprisingly, geographic proximity to the Institute is one single factor that mostly affects the answers on the question “Would the availability of housing provided by the Institute near the program be an important factor in your decision to participate or not to participate?” 60% of respondents from other than California states said that “this will be quite significant for me” in comparison with 36% of survey participants who live in California.

**Q14. Would the availability of housing provided by the Institute near the program be an important factor in your decision to participate or not to participate? (% of all respondents)**

	All	California	Other states
This will be quite significant for me	48	36	60
This will be useful	24	25	26
It does not matter	28	39	14

The practical conclusion from this question in the survey is simple. If the Institute intends to attract to its courses and workshops the persons who live out of easy-to-drive distance, we should count on at least 40-50% of audience who consider seriously the accommodations offered by PAOI as an important factor by making decision “to participate or not.”

Most of respondents are prepared to pay reasonable rates for the accommodations, if they could be provided by the Institute. Two thirds (65%) of them would spent \$ 50-100 a night for a room. Only about one fifth of survey participants (22%) are unable or unwilling to pay more than \$ 50 a night. On the other hand, the proportion of persons who do not mind paying over \$ 100 is even smaller – 13%.

The general proportions of persons oriented on “most budget” (22%), “standard” (65%) or “deluxe” (13%) accommodations correspond almost ideally with the discussed earlier three categories of survey participants divided by their ability to pay for the courses.

Further, these general proportions are basically the same among respondents from various jurisdictions (people from Antiochian parishes are willing to pay a little more while representatives of Serbian parishes are oriented on more budget accommodations).

**Q15. Assuming that the Institute would be able to provide you with accommodations near the program, what is the maximum that you would be willing to pay for one night? (% of respondents by jurisdictions)**

	All	GOA	OCA	Ant	Serb
Under \$ 50	22	22	31	0	36
\$ 50-100	65	65	56	75	64
\$ 100-150	13	13	13	25	0

There is also no difference between clergy and laity in their willingness to pay for the accommodations.

**Q15. Assuming that the Institute would be able to provide you with accommodations near the program, what is the maximum that you would be willing to pay for one night? (% of respondents: clergy and laity)**

	All	Clergy	Laity
Under \$ 50	22	23	21
\$ 50-100	65	68	63
\$ 100-150	13	10	16

The only category of respondents with the greater ability to spend money on accommodations are “seniors” (over 65 years). More than one third of them (35%) would be willing to pay over \$ 100 a night for a room in comparison with 13% in the whole sample.

**Q15. Assuming that the Institute would be able to provide you with accommodations near the program, what is the maximum that you would be willing to pay for one night? (% of respondents by the age categories)**

	All	Under 45	45-64	65 and older
Under \$ 50	22	21	26	9
\$ 50-100	65	67	67	57
\$ 100-150	13	12	7	35

**HIGHLIGHTS:**

- **One fifth of survey participants had personal experience with the Institute and participated in AT LEAST ONE of PAOI’s current programs;**
- **About two thirds of respondents have some knowledge about PAOI: 64% of them indicated AT LEAST ONE of the Institute’s programs either as “used or attended” or “familiar with but not used myself.”**
- **PAOI is known to the Orthodox parishes first of all thanks to the “Summer Institute” (42% respondents either “participated” or “are familiar with”), “Distinguished Lecture Series” (41%) and “Campus ministry: Orthodox Fellowship at the University of California” (37%).**
- **Only slightly more than one quarter of respondents (28%) are aware of PAOI’s publishing activities: the program which can be seen as a useful PR tool does not work at this point as efficiently as it probably can.**
- **Out of various broad educational programs which can be offered by PAOI in the future, four seem to be most attractive for Orthodox parishes: “Parish fundraising training” (selected by 32% of survey participants as “would very likely use myself”), “Family counseling” (27%), “Certificate program in Orthodox studies” (26%) and “Outreach into local community” (25%).**
- **All Orthodox jurisdictions participating in the survey are equally familiar with the Institute and its current programs in general, but degree of familiarity with each single program varies significantly from jurisdiction to jurisdiction;**

- Respondents from OCA and Serbian Orthodox parishes expressed generally stronger intention to participate personally in PAOI's future educational programs than the survey participants from GOA and from Antiochian parishes;

Various jurisdictions expressed different degrees of interest in the different types of future educational programs;

The respondents from Serbian parishes are interested in participating in:

- Certificate program in Orthodox studies (64% respondents "would very likely use it for myself");
- Parish fundraising training (42%);
- Training in outreach into local community (42%).

The respondents from GOA parishes are interested in participating in:

- Parish fundraising training (31%)
- Family counseling training (26%).

The respondents from OCA parishes are interested in participating in:

- Parish fundraising training (47%);
- Training in outreach into local community (35%).

The respondents from Antiochian Archdiocese are interested in participating in:

- Family counseling training (33%);
- Certificate program in Orthodox studies (30%).

- At this point, clergy are much more familiar with the Institute than the parish lay leaders. The proportions of clergy who either participated personally in (27%) or are at least familiar with one of the Institute's programs (82%) are nearly twice as high as among lay participants of the survey (14% and 53% respectively).

- However, both priests and laity expressed equal interest and intention to take part in PAOI's future educational programs;

Different types of educational programs attract priests and laity differently:

- 41% of clergy would take courses in family counseling, 37% in parish fundraising, and 30% in outreach into local community;
- 32% of parish lay leaders are interested in certificate program in Orthodox studies, 29% in parish fundraising training, and 27% in the courses focusing on parish Sunday schools.
- Among lay leaders of parishes, Sunday school coordinators are generally more likely to participate in various educational programs. 86% of them indicated AT LEAST ONE PROGRAM as “would very likely use it myself” in comparison with 63% in case of parish council presidents and 38% in case of the choir directors.
- Almost half of the parish council presidents (46%) feel strong personal need for parish fundraising training.
- PAOI is equally known to respondents in ALL age groups, but - so far - the degree of personal participation in the Institute’s programs is higher among “youngsters” (under 45 years) and “seniors” (65+), while “matures” (45-64) seem to be much less involved in PAOI’s activities. 26-28% of people younger than 45 or older than 64 participated personally in AT LEAST ONE program of PAOI or used the Institute’s facilities in comparison with only 12% among respondents in the age range of 45-64.
- Of all age-groups, “youngsters” expressed greatest interest and strongest intention to participate in the future educational programs of the Institute. Almost three quarters (72%) of “youngsters” selected AT LEAST ONE PROGRAM as “would very likely use it myself” in comparison with 54% among “matures” and only 47% among “seniors.”

The educational programs of particular interest for “youngsters” are:

- Family counseling training;
- Training in outreach into local community;
- Parish fundraising training.

The educational programs of particular interest for “matures” are:

- Parish fundraising training;
- Certificate program in Orthodox studies.

The educational programs of particular interest for “seniors” are:

- Youth ministry training;
  - Sunday school training;
  - Family counseling training.
- 
- Parishes are willing to pay for education programs, but not a lot. About two thirds of respondents (63%) would consider spending between \$ 100 and \$ 300 for the courses that interest them. Only one out of seven survey participants (14%) is willing to pay more than \$ 300.
  - This limit of \$ 300 for a single course or workshop offered by PAOI is present in case of all participating jurisdictions (OCA parishes are a little more likely to spend more than \$ 300), both among clergy and laity, as well as among people in various age categories (“seniors” are slightly more willing to pay over \$ 300 for a course).
  - Within the price-range of \$ 100-300 for a course, clergy are willing to pay somewhat more than the laity.
  - The factor of the accommodations offered by the Institute for the courses participants is of significant importance. With exception of those living within easy-to-drive distance, at least 40-50% of persons (both from California and from the “other states”) would consider seriously this factor by making decision “to participate or not.”
  - Two thirds of the survey participants are oriented on the accommodations in the price range of \$ 50-100 a night. Of all categories of the respondents, the only “seniors” (over 65 years old) indicated greater willingness to pay more than 100 \$ a night for a room (35% among “seniors” in comparison with 13% in the whole sample of respondents).

**TO CONCLUDE:** PAOI can be *equally successful* in developing various educational programs for parishes, but in each individual case their actual “marketing” would require a very careful consideration of the question “who constitute the target audience?” Particular preferences in choosing one or another type of educational program to “use it for myself” depend equally on the jurisdictional affiliation of respondents, their position in a parish and their age.