

Clergy Conference

9:45 PM
11:30 PM
59-10

Stewardship Workshop

May 1-4, 2000

List of Possibilities

(Session 1)

Full time youth director

Build a new church

Strengthen Sunday School & Youth Program

Build youth center & Sports Facilities

Build residence for students & retired clergy near St. Tereza
Family oriented Program

Buy land in Manhattan, Build sky scraper & obtain
rental income

Special Funds for Armenian Church & Cultural Publications

Purchase Camp/Retreat Center

Renovate Parish Church & Pastor's Home

Assist mission Parish

Send youth to Armenia

Create Armenian Church Peace Corps Volunteers
(for Christ)

(Session 2)

Create a Monastery separate from St. Tereza

Pay Sunday School Teachers, Armenian School Teachers
Choir

Train the above professionally

Pay/Subsidize Clergymen to go to Armenia
 Build Rest Home for Aged in Armenia
 Assisted Living Facilities for Armenian Aged near churches
 Sufficient Pension for Retired Clergy
 Institute for Armenian Church & Cultural Studies
 near churches, near St. Nersis

Create Way & Means to attract Armenians back into the community

Open Possibilities for women to serve church (part-time employed)

Convent for Women in Armenia

Museum of Armenian Treasures of diocese

Professional Filming of 40 Days of Musa Dagh
 Significant Portion of Budget (Church) earmarked for mission work

- reaching out to new families
- help new families get established
- "Americanization" for newcomers.
- Train Youth (members) to do door to door mission work

Subsidize New Business in Armenia

Funding for Mission Work outside of Armenian Community Throughout the world.

Resibilities

Leadership [2 Goals for 2006]

St. Travers Sem.

- ① x 2 students CSAs
 - ② x 2 educational program for clergy
- St. Travers Sem.
 5 x 5 6 students → 12 +

Leadership

Possible -

- Pastor will make parishes stronger
- Missions → full parish
- No pastor vacancies
- more students/social services
- More liturgical opportunities
- Larger parish - assist parishes
- More lay leaders & diaconate
- Repair radio hour
- More communities - more worshippers will benefit
- from more clergy
- Allow priests to retire
- Committed clergy

Exercise

- Attributes of good candidate & qualities
- Commitment to calling serve members of community
- Perform services properly
- Christ ex. in daily life
- Respect & raise standards

Loss

Qualities of ~~an ideal~~ Potential Candidate
to Seminary

Committed to Church

Belief in God / grateful
Christians

Desire to serve God

American college graduate

Well balanced emotionally

Leadership qualities

Sensitive to others feelings

Networking abilities

Culturally tolerant

Bi-lingual

Spiritual

Practicing / professes active Christian

Maturing to decide marital status

Intelligent and educated

Dedicated to spiritual life vs. material

Patriotic

Communicator

Self motivated

Respecting title of priest

Communist

Railways

7. More delegates
8. New Council members
9. Broaden Base
10. Larger salaries
11. Larger checks & facilities
12. Increase American marriages

Pass

7

1. Double number of seminarians at St. Ann's
6 - 7 12 by 2K + 7 (2007)
2. Double number of educational programs
for clergy + laity.

Clergy for vacant pastorates
Greater source spiritual guidance
More selectivity

Provide sabbaticals and continuing educational
programs

Courage for ill priests
More priests in big parishes

~~Associates~~ Associates with
Associates

Youth will be attracted
Specialization in priesthood
Accountability

Education oriented priests
Focus opportunities

Qualities of the ideal candidate for the Semina

Intelligent / knowledgeable
Amicable / outgoing - approachable

Pass

8

10

Genuinely loving

Love Jesus Christ

Humility, integrity, honesty

Prepared to dedicate to church

Sacrifici

Marital status

Communication skills

Teacher and speaker (for all ages)

Virtuous

Listening skills

Sense of humor

Beard/Voice

Vocation

Physical health and male

2

1. Double number of seminarians at 84 New Sem

2. Double number of leadership training programs
for clergy & lay

1) More seminarians
Effective evangelization based on Armenian
Christian faith

Poss.

More clergy to help in Armenia
Stronger bond among clergy
Better outreach, church cares

More than one pastor in parish
Offer more services, counseling
Attracting more youth

Academically inclined clergy produce
Produce educational materials

Armenian Church will get more recognition
in Christian world

Models to attract more clergy

Missionary parishes
Commitment

2x pilgrimages

Camps
Seminars

Church = higher standards

Qualities of a good candidate to St. Nersis

Can't convince from within
Commitment -> Gospel - Church
Humility

Poss:

Communication skills

Moral backbone

Teachable

Leadership skills

Education

Flexible convincing

Responsible/accountable

Listener

Vocation

Possible

Knowledge of Heritage & Faith
Honesty, strong moral character
Intelligence people friendly
Communicator - good listener
Loving & caring -> parishioners
Inspiring
Love of ethnicity
Passion for America, Church & growth
Tolerant - open minded
Humbly flexible compassionate
Voice Love of Church

Continuing Education for Clergy & Laity

Time & funds to clergy

Part 2
way A

Parish Councils encourage and give time to clergy
to attend educational seminars

Mandate - compulsory controlled education renewal
for clergy

Regional workshops for clergy

Retreats - spiritual renewal

Education - one year apprenticeship

Public speaking geared to clergy

Educate Parish Council members

Clergy's testimonies

Possible

3 A

Pathway A

Retreats and Transition Training for Lay Disciples

opportunity for women lay leaders

B

1 - double number of seminarians at St. Teresa Seminary

(6 → 12 in 2001
12 → 36)

2 - double number of leadership programs for clergy and laity.

Possibility

More clergy for large churches

Increased presence of clergy

More attendance in church

Service mission parishes more

dedicate youth ministries

Scholarly priests - necessary

Rotation

Clergy participation in Christian education

More clergy = more gifts/talents

parishes - sub dioceses

Clergy can do more for Armenian schools & culture

Poss

Lay & clergy leaders

Fuller proclamation of Jesus Christ - MT 28

Godward more understandable

Educate young

Qualities for seminarians

Commitment to Christ

Filled in joy

Knowledge of Armenian

People skills

Desire to serve

Good voice

Commitment to Armenian national aspects of Church

Capacity to pastor

Love & dedication from within

Leadership and compassion

Calling - vocation

Intelligent and educated

Promise to Diocese to ~~serve~~ serve

Church and spiritual involvement

psychological training

Listener

Lay Leaders

People feel need to be educated "need to be needed"

Create and define role of lay leaders

Youth develop

Peter
B.

Poss.

Factor 15

Train in conflict resolution ~~motivates~~ motivation
Financial management - stocks bonds mutual funds
Pastor Council chairman → spiritual leader

1. Double number of students at St. Russen Sem.
6 → 12 → 2007

2. Double number of education programs
for clergy and laity

Fuller service to mission parishes
Younger priests will attract youth
Priests bring community together
Increase American born priests

More pensioners
Diversity and experience of candidates
Facilitate future recruitment
More dollars for St. Russ Sem.

Increase curriculum
More professional Christian ~~educated~~ workers
More educational materials + methods + updates
Christian education
Other focus areas will be better realized

Pathways

Telephone solicitation
Solicit major donors
Special events
Target donors
Need plans

Possible

Stewardship

Estimate endowment

Youth leader

Continued Education of clergy

Youth Center

Repair property

Assisted living center for elderly Armenians

Increase support to Hetchmichian

Summer camp

sponsor kids to camp and Jerusalem

Increase clergy stipend

Assist small parishes

Stop inappropriate activities

Tithing

Brother Church program in Armenia

Help needy Armenians

Help needy non-Armenians

Clergy Conf.

(Session 2)

- earmark \$ to Pastoral Discretionary Fund to assist needy (Armenians & non-Armenian)
- Bring in Professional Speakers
- Buy Retreat Center
- Armenian Camp & Assisted-Living ~~Facility~~ Facility
- Expanded Programs to Youth -> send to Armenia & Holy Land
- Programs for mixed marriage -> retreats, Educational Seminars, Publications
- Redevelop Harvard Program
- Armenian Correspondence Program
- Remove Fees for Programs (i.e. Retreat)
- Avoid tying out organizations because they are overburdened with fundraising
- Publications, Baptisms, Wedding, Akh Shapat Krapar, Armenian, English, Russian.
- Send Missionaries for Spiritual Work in Armenia
- Subsidize Clergy Continuing Education & Sabbathal Time
- Mission Work to Armenian Community in America.

(Session 111)

- Hire part-time youth minister
- Hire - part-time pastor
- Increase Outreach - Food Party & Soup Kitchen

4

Clergy Conf.

Send fees from parish to Armenia

Middle-aged " " "

Elderly " " "

Hire Sunday School Teacher

Rent Sunday School Classrooms

Print literature in Russian

Salary " "

Fund Clergy Leadership Meetings

Reduce Labor Incentive Fundraising

H. Russen more classroom, offices, library

Hire full-time professor for liturgical music

Hire full-time secretary

Improve maintenance of parish facilities

Parish music director

Elderly housing next to church (Assisted Living)

Camp in New England

Chapel/Church in Brooklyn

Build Diocese office in Kansas

Subsidize Clergy to serve Russian parishes

Utilize Cable TV & Internet for ministry

Journal in Armenian & English

Pamphlets to introduce Faith of the Armenian Church

Literature to explain the Armenian Church to Non-Armenians
attached

Expand the mailing list to include non-dues paying people

5

Clergy Conf.

Make sure the diocese has all updated mailing list, including not just dues-paying members, including all Armenian

Session IV

Pay the mortgage of church

Increase clergy's salary

Increase Investment in ACET

Build Relief Center

Build Parish Facility

Expand St. Nersis facilities

General Maintenance of Church

Build a new church with Armenian Architecture

Programs for shut-in

Pay off diocesan dues (Niagara Falls)

Build Senior Citizen Housing

Hire Buses to bring pensioners to upland

Add Parking - new lot

Make Parish facilities available for use by pensioners irrespective of ability to pay

Increase knowledge of faith by people through

Internet, Scholarships to St. Nersis

Hire full Director (St. Nersis Graduate)

Pay Assistant

Graduate Trained Leaders

Increase clergy's salary

Clergy Conf

- Subsidies for clergy
- Strengthen mission Parishes with money
- Provide respectable salary for clergy
- Clergy Pension
- Religious Educational Programs for youth
- Publication of Liturgical books
- Fund local cultural beyond Armenian community

- Clergy Salary raises St. Teresa Session 4
- Hire Faculty at St Teresa
- Improve Library
- Pipe organ for Seminary chapel
- Improve Communication
- Hire Secretary, Youth Worker, 2nd or 3rd clergyman
- Hire Development Officer
- Hire full-time Youth Director
- Paid choir
- Increase PR work
- Do away certain labor incentive low income producing activities
- Contribute to diocesan, Stelmidgeni Programs
- Give to needy (social services)
- Eliminate Bingo & Raffle
- Open Armenian Christian Day School

Clergy Conf.

Take care of immigrants

Publsh, Televise, Radio, Internet to reach out and
best

Build Prayer Garden Sanctuary

Religious Education for youth

Create cultural & spiritual ministers for College Students

Invite the Elderly for programs

Involve them in various activities.

Buy car for each seminarian } to ~~cost~~ improve

Buy resources for seminaries } student life

Provide opportunities for external studies to
study overseas & in American Institutions

Encourage Clergy to have Sabbathal time.

5:15
9:15
10:15

Possibilities Stewardship

- Youth Director
- Senior Housing
- CSP
- School Building
- Music Camp
- Social Services Director
- Summer Camp
- Full Scholarships for travel to Armenia
- Retreat Center
- Bible Studies
- Internet Portal
- Transportation for elderly
- Parish Library
- Admin Assistant
- Deacons to bring hot sheep
- Special
- Special Program For Mexico (marriage)?
- Profile your givers
- Pastoral Care
- Marriage encounters
- Emerging Program for Armenia
- Emergency use
- Helping Mission Parishes become full Parishes
- Armenian Cable TV
- Continuing Education for Clergy & Lay

Possibilities

Stewardship

10-11:00

9

Soup Kitchens

Human Relations Programs

Programs for widowed Yeztzgins

Educating non-Armenians

Strengthening ecumenical relations

Publishing Armenian Books

Helping new Armenian businesses

Pastorates needs assessment

11:00 12:00 noon

Buy a Camp

Educational programs for clergy

Renovate Parish

Bring youth to Church

Double salaries of clergy & staff

Soup kitchen

Youth director

Homeless shelter

Sport facilities

Assisted living quarters for elderly

Help Jerusalem

2-3 clergy / Parish

Social Services for new comers

Budget for support staff

Estimate endowment for future

Armenian Church Day Schools

Train Pastoral leaders

Successor Parish leader

Possibilities

Stewardship

1:45-3:00

Senior Secretary

Build Classrooms

Bus for Senior citizens

Lock the money away

Grow Endowment

Youth Counselor

Senior Pastor's Assistant

Discipline Pay all Pastors

Outreach - Armenian Families in need

Establish Social Service delivery programs

Scholarships

Improve Condition of Armenians

Youth Camp

Scholarship for youth leaders

Establish fund for Priest

Armenian Chair at SUNY Binghamton

Send Armenian youth to Armenia & Jerusalem

Start Stewardship program

Improvements to Church

Produce Church services for TV

Fully Fund Youth & Education Programs

4:15-5:30

Increase Clergy Stipend

Pay off debt

Purchase a camp

Possibilities Stewardship

Full time Youth Director

Expand Facilities

Preserve Armenian Language

Hire Best Armenian Teachers

Scholarships for Camp, college, Jerusalem

Cushions for pews

Update office equipment

Increase \$ to Armenia

Access to disabled

Assist mission Parishes

Internet

Print Religious Books

Social Services

Communication

Session 5

1. More financial help

2. Active participation

3. Attendance in Worship

4. Increase inclusiveness

5. More community involvement

6. Fresh New Ideas

7. More work for the Pastor & Parish Council

8. Conflict of needs

9. Non-Involved People

Communications

- 10. More Resources for the Church
- 11. More Volunteers
- 12. More Enthusiasm
- 13. More Sacraments

Sessoi 2

- 1. Reach more people in different ways
- 2. Increase Sunday School
- 3. Church Worship Increases
- 4. Pool for Seminars
- 5. Larger pool to elect delegates, Parish Council, etc.
- 6. More Sacraments
- 7. New Revenue of Communications
- 8. Larger facilities
- 9. Use marketing list more often
- 10. New Approaches Approaches
- 11. Reach both communities
- 12. Church will be the leader in the Armenian Community

Sessoi 3

- 1. Cost would increase
- 2. More participation & attendance
- 3. More help / would offer more services
- 4. Increase membership
- 5. Parish growth
- 6. New Churches / Sunday & Armenian Schools

Communication

7. Increase revenue
8. New Talent - new pool of people
9. Improve pastor growth
10. New ideas
11. Increase opportunities for priesthood.
12. New Facilities

Possible

Youth -

(12)
Session A

Support Groups

Build Relationships

Revitalize Energies

Growth

Renewal in Jesus Christ

Benefit from others' expertise

~~Young Parents~~ Young Children - Young Parent

Pool for future leadership will be larger

Young people receptive to Jesus Christ

Draw youth = Adult ↪

Financial support

Fresh Ideas/Perspective valued

Face the Church with new challenges

Increase education - and workshops

Help youth in Personal/Professional development

Better Christians = Better Citizens/People
Communities

More youth = more evangelism

Overall outreach of church increases

Possibilities

Youth

Session B

2-a

Satisfaction/satisfied feeling

Increased commitment

Full communication

Spiritually strengthened

Vertical growth and mission work

If children come, parents will come - increased attendance

Church will become greater

Community focus - will turn to church for

things normally turned to greater community

Church will become center of all life

Activities to attract non-Armenians peers

Increased sense of responsibility

Faith will be perpetuated

Involvement/set groundwork for future leadership

New challenges

Session C

1:45-3:15

Results of doubled youth population

Prepare future leaders - choir, Sunday school, etc.

Ensure future of church

More help to senior members

Help increase adult population

Planting ^{early} seed -> solid foundation

Expanding socialization, increase parental commitment

Early influences are long-term influences

Be on time because responsibility to bring children

Use of facilities - could properly utilize facilities

e.g. library, gym, etc.

Possibilities

Youth

(3-a)

Increase everyone's involvement but scares
some because of increased involvement -
more work

Enriching lives of more Armenian families -
cultural.

Children bring opportunity for parents to get
involved.

What Impact?

Session 5
(5-30 year olds)

Increase future

More Armenian friends

More Armenian - American marriages

Increases membership - junior choir

More leaders - lay & clergy

Increased involvement of parents/grandparents

Have to hire youth director

Enlargement of facilities

More disease programs will become necessary

Develop good Armenian Christians

More physically/ethically healthier children

Possible

Youth

(4-a)

Session 2

What would be the impact?

- Larger pool of participation
- More people for future
- Increase # of Seminary candidates
- Local youth ministers
- More competition in spots, etc.
- Force Church to address issues
- Result in changing church
- Ultimately change greater society
- Need for increased staff
- More candidates for leadership - need greater recruitment
- Church becomes more inviting
- Need to refocus priorities to better equip instruction to ensure, build solid foundation for youth
- More funding
- May alienate some members - older generation - new challenges
- Joy/Life to church community
- Increase youth involvement in service areas
- Need to increase communication between parents & college relocation, etc.

Clergy Conference - Stewardship Workshop
May 1-4, 2000

Pathways to Increasing Income of Church
Identify & Target Wealthy Armenians

Submitting Plans & Budgets to Faith
Titling

Highlight Priority Projects for Fundraising & Publicize
Wise Investing

Fundraising advisory committee in each parish
& visit donors & present plans

Prepare diocese-wide catalog of needs

Use Wealthy Armenians (committees) to seek
donations from other wealthy (not so committed)

Publish List of Annual Accomplishments & Disseminate
Strengthen Spiritual Contents of Appeals.

Appeal to all Armenians & beyond irrespective of
their denomination

Develop spirit of giving in Armenian Community

Session 2

Encourage people to consider church in their will
Cultivate this relationship

Money gets money. Committed Wealthy Armenians
to encourage non-committed Armenians to give

Promptly react to potential opportunities

Pathways to Increase Funds

Train clergy & lay leaders in fundraising

Clergy & lay to work as a team to raise \$ for those

who ask for money. To those who give money

Promote confident attitude about fundraising & giving

Invest parish reserve funds in ACOT

Discuss Workshops on how to instill Stewardship in mind & heart of parishioners

Identify every Armenian family in a community.

Session III

Context Christian Message

Focus on spreading the ~~gospel~~

Keep Mission of Church focused

Clear Mission & Direction

Target Wealthy Individuals with specific projects

Target the whole community

Message with

Good programs, Respect & Trust = Bring money

Keep Gospel as First Priority

Must be an example of giving to Church.

Commitment

All Campaigns should reflect commitment of time, talent & money

Target non-church attending parishioners

Communication

Educate about the importance of giving

from Age 0, 1 month & up

Pathways Day Camp

Identify resources in our community - those who are able
 Pastor & Parish Council together they can raise a
 program to train Parish Leadership - how to
 raise money

Provide training & support to improve fund raising
 in the local church.

uniform in every parish

Provide sample fundraising letters (i.e. Christmas letters)

Incentive/Recognition for stewards in parishes
 recognition award to come from Diocese

~~Selection of right~~

Use of Internet to raise funds

Selection of right people for fundraising

Identify programs & needs for money

Ask individuals - how much can you give for
 budget & for ACET

Session V

Identify Potential Givers

Focus on Living, Teaching, Witnessing to Christ

Living, Being an example as a community

Teach that part of Christian faith ^{which} involves: sacrificial
 commitment & financial giving

Identify the program

Palmira Clergy

Ask large committed donors to approach other potential donors.

Do some that do not receive money
Elders playing a role to identify donors, to help in fundraising efforts

Identify & recognize donors.

Coordinated programs between parish & diaconia
Church should do it job well (Pastor + Council)

Example of Israel to give

Convey & teach Christian concept of commitment

Visitation Team & ask every member what they can give annually

Pray for giving

Designate Time & people to pray for giving

Pathways

Stewardship

10:00 - 11:00

Telephone solicitations

Wills + Bequests

Educating children in spirit of giving

Track Taking

Target specific age group for giving

Prayer

Ask for special projects

use opportune opportunities for giving

Be strategic in your solicitations

Hire a professional fund raiser

11:00 - 12:00

Recognition of donors.

Telephone solicitations

Inform about plans

Educate Parishioners about needs

Provide Inspiration

Establish Endowment funds

Church must do its job

1:45 - 3:00

Prepare Plans & use direct mail

Identify specific needs with \$ amount

Create exciting worship programs

Create a fundlifer Ambulance

Packways

Stewardship

Boys - Salter, Roffes

Robust Stewardship program

Strengthening person to person relationships

Teach the gift so people are cheerful givers

Titling

Invite professionals & lawyers to talk about wills, etc.

Publsh in Parish Bulletin about wills, etc.

Use websites

Solicit October not April - timing important

Target donors

Establish Endowments

Seek

Inform

Educate

Request

Recognize

4:15-5:30

Tell people what you expect and the amount

Specify project & amount

Create vision statement

Memorials

Fundraising activities

Fundraising sport & musical events

Personalized letters to donors donors

Pathways

Youth

1-A

How do we approach accomplish this?

Approach those interested to form committee
" " with vested interest

"Put your money where your mouth is"

Have parish youth directors and youth committees
(create permanent youth committees)

Charge committees with specific guidelines + timetables
Reach out to appropriate people who will
fulfill set task

Repeat these sessions in parish settings so
everyone on same page.

Can't direct 20+ - encourage their involvement
in matters/activities pertaining to them

" " include them in decision-making process

Provide funding for youth programs.

Identify interests, potential of youth and needs of
parish

Personal development plan to coordinate potential/
talents with needs.

Individual Spiritual Plan (Lucine Baroneis)

Reorganize varied needs and adapt to changing
needs - Needs Assessment

Survey youth on their desires - special youth
assemblies

Pathways

Youth

2.1

Facilitate transition as youth move through
or existing youth organizations/groups
These needs to be understood
anticipation for youth that moving on to
another group.

Set expectations

Provide results of workshop to parents

Session B

How will we achieve goals?

Evaluate individual parent situations

Consult youth on what - want/do not want to do

Encourage understanding that youth work
responsibility of entire parent

Call parent meeting to inform of what happened
at assembly and get input/volunteers to
execute/implement ideas

Respond and cooperate with direct correspondence
and leadership

Encourage family proximity

Create family activities

~~Volunteers~~

Younger youth involvement - will draw in parents

Positive attitude

Sensitive to needs

~~Leaders~~

Pathways

Youth

B-a

~~Page 13~~

Include and encourage youth participation
in worship and cultural activities

Listen to youth - their needs, intentions, desires
Embrace change and accept it

e.g. accepting of new ideas

Recognize youth's individual ambitions and
create opportunities to fulfil them (religious,
cultural, etc)

Encourage lay leadership, especially in adopting
those children who are "dropped-off"

Encourage youth involvement, make room/turn
over authority

Let them make mistakes without criticism

Recognize need to motivate and attract parents

Recognize reality of communities - e.g. mixed
marriage - do not exclude or will lose
children - offer programs that address

Be accepting of all backgrounds that make up
community

Worship needs to be important part of 'youth' time.

Encourage Sunday schools to teach - (and American Schools)

More training and more teachers

Empower youth - invite to Parish Council meetings

Paper youth to participate in worshipping life

How can we implement?

Be creative

Know what they want

Value youth leadership - in collaboration until find
paid

Treat youth directors as professionals = ~~teachers~~
- trainers
- compensation

Educate parish on what will be required
(and why) in hiring youth director

Training of trainers

Offer some type of workshops in parishes -
communication

Identify/work with a core group to draw in
their peers

Adults have to understand programs to see "product."

Personal contact

Emphasize Process

Recognize advanced knowledge of today's youth

- involve in decision making process and
implementation - whole process

Entice them to come - may have to have "alternate motives"

Make them go - don't be afraid to present

Pathways

Youth

(5a)

How can we implement?

Parish needs assessment

Invite different age groups to "see" this idea — educate and inform parishioners.

Promote existing diocesan programs — subsidize, support

One-on-one interaction — develop relationships

Encourage youth to become dues paying members — parish council members/delegate

Ask youth what they want/need — don't assume — communication

Use youth leaders to attract peers

Put it where our mouths are.

Session 2

How To Implement

Commit to spend more time with youth

All age, toddler program during week

Personal contact with those with young children

Develop and maintain list of youth

Meet with parish council, etc. to inform of workshop results

Website — place for youth to visit with links to safe sites

Identify leaders in each age group to attract/facilitate their peers

Paltovys

Yout

(6-a)

Accountability - diocesan reminders of clergy/delegate
accountability

Put money where our mouths are
Follow up through with commitments

Encourage family ministry - family camps, retreats.

Stewardship

Pathways

Stewardship program

Target non-Armenian

Educate Potential donors

Titling

Seek, inform, identify, educate, request, recognize.

? Communication ?

Session 5

1. Standing Room only
2. Increased Revenue
3. Squads of Gospel
4. need assistant pastor
5. Assess needs of people
6. More ducks / larger facilities
7. Increase youth participation / More ... eyes ?
8. Increase Armenian & Sunday school enrollment
9. Non diversification of talent
10. More communication & sacraments
11. More souls would be saved.

1. Greater Responsibility - Higher Income
2. Large resources - \$ + ... ? (people) ?
3. Balance spirituality
4. Reach more people
5. More dues paying members
6. Increase church attendance

Parkway's Lesches

1A

Summarize qualities for seminarians, give this to lay leaders to identify candidates

Find out obstacles

Family must be behind candidate

Sacred vocation must be stressed

Pray for potential candidate

Encourage verbally

Early life approaches "You would be a good priest"

Power of Word

Deliberate outreach by SNS

B

Approaching viable candidates (any age)

Development Plan

(Formation) from early age

Family encouragement

Recognize honor of priesthood

Talented programs - e.g. internet classes

Seminarians visit parishes

Clergy home visitations

Ignored

Dignity of priesthood

Financial security

Reveal opportunities for clergy & lay training

St. Teresa Sem step by step procedure for

application process

Ruth

Interfusing on spiritual lives
 English worship has power
 Pray for potential candidates

List positive aspect of priesthood
 emphasize that clergy are esteemed
 Remuneration

do not criticize clergy and they will
 encourage others to be priest

Expand and diversify continuing education

Better screening of candidates

Impact to youth that priesthood is honorable
 profession

Encourage service & charity in community

Dialogue young clergy and youth

Presenting St. Peter Sem. to children at camp -
 role model

Lady

Create apparent career opportunities for women

Seminary graduates

Educate women to serve in diocesan roles

Women trained to be church school principals
 and teachers at St. Peter Sem.

Mentor program with college students

Pact

3 A
D

Bring young priests from abroad to S. Peter S,
Convince parents
Financial security
Clergy discuss with youth
Topic of priesthood
Clergy role models.
As early as age 6-9
Part-time priests
sacramental priests

Continuing Education for clergy & laity
Mandatory continuing education for clergy
Clergy of units
Inform clergy of opportunities
Subsidize by parish/diocese
Prerequisite to be parish council member,
Parish council chairman, youth leaders,
Choir masters

See "1988 St. Peter Recruitment Report
Clarification of standards
Openness to students of various backgrounds
Follow up on possible candidates

Patt

Example to youth 5-6 grade
Seminarians visit church schools
Parish develop - encourage through
a scholarship to seminary
Allocate diocesan budget to support
St. Ren. Sem.

Expand St. Ren. Sem. summer programs
Conducive environment must be created
Young must be loved in community
Seminarian pilgrimages
Significant clergy role model
Nourishing family
Quality recognized in individual
"true happiness" not in material, matter
Christian values

Service

Seminarians visit parishes
Seed planted before age 10
Respect role of clergy and esteem
Encourage acolytes

Training lay & clergy leaders

Local courses on management
Subsidize

Path

Mandatory continuing education
 Course for clergy attending program
 Sabbath

Lady

Rep. Zion competition for homilies
 for clergy and lady
 Creation of funds in local budgets
 Clergy must welcome and encourage leaders
 Clergy can make it happen
 Clergy and lay leaders unite plus be receptive,
 plus share responsibility
 Holy spirit can work through all members
 and talents
 Stronger evangelistic spirit

Pathways

For raising Money

Send specific proposals to parishioners w/ specific services & specific programs

Do what you do well

Parish leaders should be examples of giving

Contact Parishioners directly

Start Bingo - lottery - raffle

Establish Stewardship program

teach the faithful to be cheerful givers & teach tithing

educate people about tax benefits of giving stocks to church

educate people about including ~~the~~ the church in their wills

explain what the budget items of the church mean & are for

don't send solicitations around April 1

send in October when people will incur tax benefits

Know your parishioners & target single individuals

Nurture giving to the Endowment besides to the parish

Give to George Chakroian Stewardship, Group E, 5/5/2000

What would you do w/ double budget

hire administrator for parish facilities & properties

hire youth minister; give money to youth ministry programming; and buy a van & appropriate insurances should be purchased for youth ministry

lend money to smaller needy parishes

build youth centers

hire second priest

build senior center or provide senior activities

reach out to college students near parish

Provide Sunday School w/ consultants to

do training & create special programs

Provide Scholarships for programs ie St. Nerses

Going to Armenia & Jerusalem

Start a preschool and try to work towards a day school which begins with preschool & goes up to 12th Grade

Start Armenian Schools

teach
Armenian
subjects

Combined Retreat / Conference Summer camp.

10 million

search committee

Property

bdgs/
renov

~~staff~~ Staff maintain

West
30 mile
radius
of Hartford

3 million

2 million.

Salaries

utilities

insurance

1 million

TOTAL. 10 million