

St. Paul's Syracuse, NY

PARISH ACTION PLAN

WORSHIP

INVOLVE lay people to read selections from the BIBLE

YOUTH

IDENTIFY WHO FALLS IN THE 5-30yrs of age

CONTRIBUTION / STEWARDSHIP

NOT WAITING FOR RICH PEOPLE TO DIE
SOLICIT FOR PROJECTS/EMERGENCY & LONG RANGE GOALS

COMMUNICATION

CONTINUAL update of mailing list.
ANNOUNCEMENT MAILINGS TO TOTAL ARMENIAN COMMUNITY

LEADERSHIP

MAKE SCHEDULE OF PARISH COUNCIL MEETINGS
TAP RESOURCES IN THE ARMENIAN COMMUNITY

Binghamton, NY

St. Gregory Armenian Church

PARISH ACTION PLAN

WORSHIP

YOUTH

CONTRIBUTION / STEWARDSHIP

To approach alumnae in order to
establish an alumnae ^{fund} to support church.

Pastor - Dr. George Derejian, Delegate - Mr. Hagop Injajigian
Alternate - Pr. Aristakes Kachadourian, Member - Louise Kontas
Member - Adrienne Kachadourian

COMMUNICATION

LEADERSHIP

PARISH ACTION PLAN

WORSHIP

Dream Goal

200 people to attend church

Establish Junior Choir

Ecumenical Lenten Services or other services

Deacons & Sunday School students more involved in church service
ie - messages, Kiss of peace, Bible reading, Mass duties

over

YOUTH Ages 5-30

Dream goal

Double youth participation in our parish 150

Armenian School to offer cultural Resatator 4x a year

over

Youth Essay

Contest and presentation to congregation (the trip to St Nersis or Camp)

18-30 year old invitation to attend Parish Council meeting & to participate
At meeting create forum for them to express their needs & desires

CONTRIBUTION / STEWARDSHIP

Dream goal

Double our pledges

Establish Stewardship committee - (tithing)

PR/Marketing "1.00 for a cup of coffee a day" - Give to church

"Remember the Church in your will"

Put envelope in church monthly 2-3x a year

COMMUNICATION

Dream goal

Double mailing list Get "IAN" from telephone Directory & Census

establish Community Care Committee to have personal contact w/ elderly, shut-ins, sick, single new families

establish Lost & found Strep Committee - find others lost for money 1.50

to follow up housekeepers names & lists

1-2x yr telemarketing activity - "to say hello, keep in contact what do you like"

LEADERSHIP

Define & create the roles of lay leaders

Empower AYA & JS to take on leadership skills for future Parish Council

Establish & redevelop Deacon's Ministry

Create Budget for Youth Director or Pastoral Assistant

specifically adopt a Seminary for 1yr internship

1st Sunday Childrens Sermon

Worship

2nd Sunday Pastor greets at door

3rd Sunday Kiss of Peace

4th Sunday Deacon's involvement / Students read epistle reading

Youth

Armenian School

1) Dance

2) music

3) Poetry

4) Play

PARISH ACTION PLAN**WORSHIP**

1. Request Fr. Hayn to give Badarak in English once a week.
2. Develop a schedule for couples to renew their wedding vows

YOUTH

1. Work to include more children in Sunday services.
2. Restart activity for young teenagers - bowling, halloween party etc.

CONTRIBUTION / STEWARDSHIP

1. Make sure we get at least two commitments of stewardship to St. George in 2000.
2. Focus on reminding all senior citizens to "remember the church in your will"

COMMUNICATION

1. Revisit the mailing list to increase it instead of decreasing it because of cost.
2. Commit to a plausible plan for mailing - more info on a more regular basis.

3. Develop a cadre of mailers and callers (not the same people we have now)

LEADERSHIP

1. Ask dioceses to come out to train parish council.
2. Plant the seed in all youth to consider devoting a life to Christ.
3. Make a list of eligible students who would benefit a summer trip to St. Nevers during the summer.
4. Talk to a least two students about the seminary

Holy Shoghagot - Belleville, IL

PARISH ACTION PLAN

WORSHIP

- call people on mailing list + invite them to church.
- educate congregation on the church service by having an instructional Bardarak.

YOUTH

- invite youth to social activities to catch their interest / increase their participation in church activities
- have an instructional Bardarak -- to educate youth on the Divine Liturgy service.
- involve youth in church activities (i.e. choirs, read Bible, on altar, etc.)

CONTRIBUTION / STEWARDSHIP

- form a fundraising committee to solicit donations -- call and/or visit individuals and ask for donations. • remind parishioners to remember the church in their wills

COMMUNICATION

- increase mailing list
- invite everyone on mailing list to some social events -- to increase their participation in church activities.
- somehow get the names of Armenian college students in the area + call to invite

LEADERSHIP

- invite seminarians to the parish for a weekend of activities -- have them focus on encouraging the youth to attend the summer studies program -- in turn -- this activity may attract them to serve the church (in some capacity).

them to church.

PARISH ACTION PLAN

WORSHIP

PLAN TO INCREASE the number of Communicants
by Addressing special groups

YOUTH

WE WILL INCREASE our commitment to our youth
by virtue of our upcoming PASTORAL Assistant's
job responsibilities, focusing on Sunday School
and ACYOA Direction

CONTRIBUTION / STEWARDSHIP

The Long Range Planning Committee will make
An OVERVIEW of THE needs of our PARISH to
implement FUND RAISING for these projects

COMMUNICATION

Each of the 5 Areas of Discussion should be
Addressed by the Long Range Planning Committee
with proper Recommendations and direction.
NEW Parish Directory will be increased by 200 or
more names.

LEADERSHIP

SAINTS VARTANANTZ
CHELMSFORD, MA

PARISH ACTION PLAN

WORSHIP

Double The congregation to ~~88~~^{130/88} NOT counting S.S. Choir. DEACONS.
P.C. Reach out - Project 2000. ACTIVATE this Project
BARDARAN WORK SHOP. FOR OUT PARISHANES TO UNDERSTAND.

YOUTH Age group

13 (15) 17
Provide A Forum TO SHARE THEIR EXPERIENCES. WE NEED TO
LISTEN TO OUR CHILDREN. COMMUNICATE THROUGH INTERNET AND
OTHER MEANS. ESTABLISH NEW ACTIVITIES.

CONTRIBUTION / STEWARDSHIP

PASTOR / PC MEMBER TO VISIT PARISHANES VISITATION
ESTABLISH A NEW WISH LIST, IDENTIFY DONOR LIST,
UNDERTAKE FROM OUTSIDE OUR PARISH AND NON ARMENIANS.

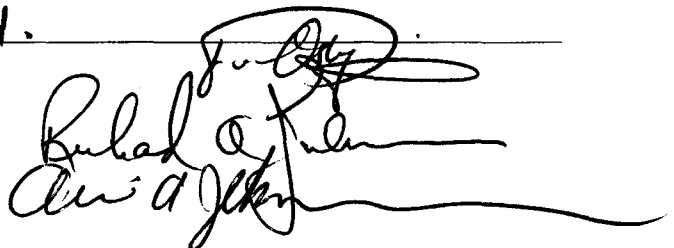
COMMUNICATION

NEED TO GET PEOPLE TO HELP GET THE VARTANANTZ BACK
INTO CIRCULATION, PUBLISH A WELCOME PACKAGE FOR
NEW/OLD PARISHANES PUBLISH IN NEWS PAPERS ON
RELIGIOUS NEWS IN LOCAL PAPER.

LEADERSHIP

PROVIDE TRAINING PASTOR AND PARISH COUNCIL. WEEKEND
SEMINARS. SUPPORT REGIONAL TRAINING SEMINARS FROM PARISH
LEADERS. SET UP SEMINAR FOR AT LEAST 2 HOURS TO
TRAIN P.C. WHAT WE LEARNED.

V-REV Oshagan Gueghuin
Richard JUKNAURIAN P.C. CHAEMAN
ARA JUKNAURIAN DELEGATE



PARISH ACTION PLAN

WORSHIP

- ① will strive to create a Jr. Choir and train more young men ~~to~~ to serve as deacons on the altar

What We Have:

YOUTH

- ① A special committee dedicated to the needs of the youth and the financial funding to support that commitment.

What We Want to Do: ① Find a committed, qualified youth Director for whom funds are available; ② Work w/ an already-established committee to develop a feasibility study for the building of a permanent youth center on the church grounds complex, for which some funds already exist

CONTRIBUTION / STEWARDSHIP

- ① We have a Parish Endowment fund of approx. \$2 million and a special committee overseeing it. We will encourage parishioners to continue contributing to the fund through their wills to hopefully increase the endowment by \$1 million over a 5-year period. ② We began and will complete a "wish list" of needs and publicize it in our church newsletter. ③ We have substantial income from the rental of our main **COMMUNICATION** hall, which supports 1/3 of our budget.

- ① We have established our own website + will continue to enhance it.
② We have an ongoing database containing profiles of our membership, which we will continue to update.
③ we will strive to educate our parishioners about what the church can offer them and any funds which may be available as a resource, particularly for our youth.

LEADERSHIP

- ① we will strive to educate newly-elected ~~parishioners~~ lay leaders to be more cognizant of the mission of the Church and to assist in establishing procedures for future goals and strategies. ② Will encourage our Pastor to receive ongoing education to assist with his ~~parishioners~~ ministry and to provide the necessary time and money to achieve this end. ③ To make ourselves more aware of individuals who may have the potential or calling as future priests or leaders.

Sts Sulpice & Mesrobs (Providence)
PARISH ACTION PLAN

WORSHIP

Sunday Guitars Program under leadership of P.C.

YOUTH

Development of Internet (Technology Literate)
Night out with Dr Hays
Speakers addressing Health & social issues
Sports teams (recreational activities)
Music program + crafts.

CONTRIBUTION / STEWARDSHIP

Identify job description for youth leader
Creation of stewardship program - set \$ amount
Seek - Identify - Inform - Recognize
Scholarship Funds - publicized for St Theresa - Camp Hartan
Communicate through newspaper - Remember your church
in your will.

COMMUNICATION

Utilize Web site
Newspaper - Church Bulletins
Library - Media Center

LEADERSHIP

Acolyte Program - St Theresa Programs.
Parental involvement to promote idea of clergy
Visual reminders of St Theresa around the ^{vocation} church.
Summer Program Reunion.
Training Program for church leaders (Diocesan
Delegate - Parish Council & Pastor) Leadership
Seminars.

ST THOMAS ARMENIAN CHURCH

PARISH ACTION PLAN

Tenuifly

WORSHIP How to improve the attendance Nf.

- 1) to change the attitude of the Armenians toward the church
- 2) to " " the attitude of the Armenians toward ODARS
- 3) to have greeters at the entrance of the church
- 4) to improve and increase the Bible study groups - to explain BADAARAK, BIBLE during the week and not on SUNDAY -

YOUTH

- 1) to get interesting activities to each age group 5/10/15/25
- 2) to give responsibilities within the parish life
- 3) to improve the Sunday school performance
- 4) to encourage meetings, dances, study groups by locating and rewarding leaders among them

CONTRIBUTION / STEWARDSHIP

- 1) Hire professional fund raisers
- 2) telephone solicitations for contributions
- 3) wills & bequests
- 4) to approach people and simply ask for donations -

COMMUNICATION

- 1) to improve and organize a telephone book
- 2) to have a web site on the internet
- 3) to have task forces (a committee) to locate, to understand the needs of the people and to arrange for a pastoral visit to solve their problems and to bring them into the parish

LEADERSHIP

- 1) should be able, intelligent
- 2) " " respectful of the Armenian Traditional Rules and Regulations
- 3) Practice active Christian faith
- 4) should love his flock and try to help them spiritually.

PARISH ACTION PLAN

WORSHIP

- Education on the liturgical services
- Increase active participation in the services
- Make new/existing parishioners feel more welcome
- Some modification of the language of the Book of Common Prayer
- Increase spirituality within parish

YOUTH

- Program for local college students / outreach
- Encourage local service + charity programs
- Active participation in services - choir, parish council
- Assess appropriate role of ACOYA Jr/Sr vs youth ministry

CONTRIBUTION / STEWARDSHIP (time, talent \$)

- Web site project managed by parishioners / youth
- Drive to increase membership
- Facilities plan to generate tangible projects for donation

COMMUNICATION

- Campaign to promote the benefits of membership
- Build broader database w/in community / colleges
- Utilize email + web site to expand channels of communication

LEADERSHIP

- Apprenticeship program for parish council
- Educational seminars for future church leaders
- Voice and public speaking training for clergy / deacons

Lawrence, MA - Holy Cross Armenian Church 5/5/08

PARISH ACTION PLAN

WORSHIP

- Personal contacts by Pastor + Parish Council
- Part of Badarak to be done in English occasionally
- Exchange Pastors occasionally
- Promote family participation

YOUTH

- Parents insistence and involvement in activities
- Make Badarak user friendly to children
- More activities - [social] for ages 5-13
- Pastor Contact

CONTRIBUTION / STEWARDSHIP

- Personal contact by Committee + Pastor
- Specify our needs
- Recognize present stewardship members
- Let parishioners know our budget

COMMUNICATION

- Contact all parishioners by phone and home visitation
- Internet access

LEADERSHIP

Have seminarians visit regularly to church
Complement the youth to be active in Badarak.

This list was compiled by Delegates Sahog Sahogian,
Stenen Bogosian and by Parish Council Chairman
Mark Kayanjian.

St. Mesrob - Racine

PARISH ACTION PLAN

WORSHIP

1. Increase education on the ritual
2. More people in varied venues' sharing their spiritual journey / experience with others
3. Continue 1/mo. English - involve children (JR. CHOIR, ALTAR....)
4. Involve children in liturgy before Sun. School → over

YOUTH

1. Work on JR. CHOIR
2. Plan for 25-30 age group, "lormark" the leaders, train, mentor, appreciate their involvement
3. Yr. 2001, make every effort to hire a Pastoral Assistant, to assist pastor in:
 - (A) YOUTH GROUPS (already formed)
 - i.e. 8-10 yr
 - 11-12 yr
 - 13-17 yr
 - (B) to justify salary - work in other areas of church

CONTRIBUTION / STEWARDSHIP

1. Point out Biblical expectations on stewardship / tithing
2. More charitable giving to non-Syriac groups, expand our own financial outreach
3. Compose / define a Parish "Wish / Needs List" → over

COMMUNICATION

1. Committee together to find more names

LEADERSHIP

1. Identify 5 young people who we recognize as having a calling (MALE / FEMALE) & encourage & foster their growth with scholarship & prayer (Presently we have 25,000 principle / interest used for scholarship)

WORSHIP (CONT.)

5. Reorganize OUTREACH COMMITTEE, to contact ea. parishoner personally
 6. Reorganize GREETERS - resume training etc.
 7. Contact regular attendees who have been absent
- MUNDANE: priest will ^{continue} greet parish, pray for sick (3/5 Sunday)
8. 2X increase in Bible Study

STEWARDSHIP (CONT.)

4. Pastor will disclose his charitable giving
5. Eliminate our financial dependance on our Festival & find a pathway to replace the funds. Use the people formerly associated with the "fest" to do other work.

Lauren Chalekian

Nat. Nguyen

Edward Kargman

Richard M. Sullivan

A. J. Jermolukyan

PARISH ACTION PLAN

WORSHIP

- ① TO IMPROVE KNOWLEDGE OF BADRARAK CONDUCT 3 EVENING CLASSES DURING SEPT-DEC 2000.
- ② CONDUCT THE DIVINE LITURGY IN ENGLISH ONCE A MONTH DURING SEPT-DEC, 2000

YOUTH

- ① SPONSOR ST. VARTAN CAMPELSHIP FOR OUR SUNDAY SCHOOL STUDENTS.
- ② CONDUCT A JOINT YOUTH RETREAT AT ST. MARK, TOGETHER WITH TWO OR MORE SISTER PARISHES.

CONTRIBUTION / STEWARDSHIP

- (1) CONDUCT AN INFORMATIONAL SEMINAR IN GEORGE KASSIS PARTICIPATING
- (2) INITIATE A FUND RAISING DRIVE FOR Church ENDOWMENT FUND.

COMMUNICATION

INCREASE PARISH MEMBERSHIP IN YEAR 2000 BY 10 MEMBERS, BY ESTABLISHING LIST OF POTENTIAL MEMBERS, AND BY PARISH COUNCIL/DN. INCHARGE VISITATIONS.

LEADERSHIP

INVOLVE DRE TO ORGANIZE WORKSHOPS AIMING AT THE ENHANCEMENT OF EFFECTIVE LEADERSHIP FOR THE PARISH COUNCIL.

Deacon Senaj Antoumian
Deacon In Charge

Hagop Boyaj
DELEGATE

May 5th, 2000

The Armenian Church of the Holy Ascension.
Stamford, CT.

PARISH ACTION PLAN

WORSHIP

- 1) Increase church attendance by 20%
- 2) Involve parishioners to participate in Babarak by giving them responsibilities.

YOUTH

- 1) Start "Jr. Choir"
- 2) Increase Sunday School membership by 25%
- 3) Increase parish day camp attendance by 20%
- 4) Increase altar servers by 50%.

CONTRIBUTION / STEWARDSHIP


- 1) Increase pledge 50%.

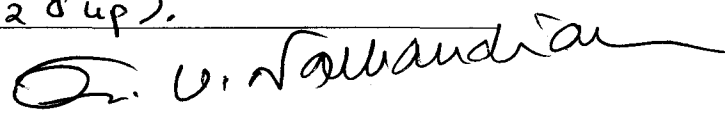
COMMUNICATION

- 1) Form "Personal Contact Committee" to contact non-active parishioners.
- 2) Assign non-active members to church activities.

LEADERSHIP

- 1) Train Parish Council members and other auxiliary leaders.
- 2) Invite as a guest, to certain Parish Council Meetings, one young adult (ages 22 & up).


Maureen Najarian


Dr. V. Garabedian

St. James, Watertown, Mass.

PARISH ACTION PLAN

WORSHIP

Make a concerted effort to encourage and foster proper Church etiquette as part of the Pastor's sermon and otherwise.

YOUTH

- * Invite Seminarians for 2-day workshop/seminar with Sunday School, Armenian School and Youth. (ACY'OA) Develop Teacher Training Program.

CONTRIBUTION / STEWARDSHIP

- ** See Communication

**** COMMUNICATION**

Encourage Parish Council to form a Committee to start a Parish Visitation Program (Census).

LEADERSHIP

- * See Youth

St Gregory Church. Haverhill, Mass.

PARISH ACTION PLAN

WORSHIP

Our first concern and objective is to have a full time Priest!
Create greater interest by scheduling a variety of visiting Priests.
who will increase the attendance - Stimulating Sermons
will attract greater participation and attendance -
also will increase income to support the church.

YOUTH

Create support groups and organization to educate the mission
and message of the Church. Develop a program to solicit participation
of the young people. Ask them for their help in the framework of
the church - develop their own leadership with our guidance
in short a group leader.

CONTRIBUTION / STEWARDSHIP

Communicate by phone, letter or monthly news letter about
our young programs, religious services, social functions and
the need for financial support and their attendance and
physical support.

COMMUNICATION

Strong, relevant Public Relations with creative ideas and
programs to interest support and attendance.
"KIT - vital theme "Keep in touch" let us know
of your interests and ideas - KIT

LEADERSHIP

Strong and attentive leadership with "Hands-on-approach"
this would apply to all our church organizations. The key to
positive and strong leadership is full commitment,
participation and devotion. Is there anyone who will
fill this position - we have several but we need more!

PARISH ACTION PLAN - Year 2000

WORSHIP

To reach out to our Russian parishioners to help bridge the gap in understanding the role of the Armenian Church in the United States. How: 1. Bishop Anania initial visit/program 6/17-6/18
2. Instructional Divine Liturgy in Russian

YOUTH

Availing funds through fundraisers and donations to subsidize
(A) Camperships (St Vartan) How: 1. Solicitations through
(B) Pilgrimage to Jerusalem - Bulletin (weekly + bimonthly)
(C) St. Nersis Programs 2. Family Dinners

CONTRIBUTION / STEWARDSHIP

Increasing membership by 15% over 1999.
How: Telephone contact, home visitations

COMMUNICATION

1. Reach out to shut-ins and seniors by parishioners
How Post names, addresses, phone numbers of shut-ins/seniors.
Make note cards and stationery available to parishioners to correspond with shut-ins/seniors.
2. Acknowledge gifts. How: Thank you notes; bimonthly newsletter.

LEADERSHIP

To connect our parish to the Diocese (increase parishioner exposure to and involvement with the Diocese)
How 1. Promote Diocesan level programs to our parishioners
2. Schedule/bring the programs of the Diocese to our parishioners

ARMENIAN CHURCH OF OUR SAVIOUR
WORCESTER, MASSACHUSETTS

PARISH ACTION PLAN

WORSHIP

- Theme Sundays with family participation
- Include some English translation/explanation into service
- Continuing Sermon
- Family Worship

YOUTH

- Vary activities to attract different age groups
- Input from youth about needs
- Invitation to participate at events
- Heavily promote St. Nersess + Camp Vartan, etc.
- Strive to find qualified person for Youth Director

CONTRIBUTION / STEWARDSHIP

- Target groups of donors → known + unknown
- * Identify needs + wants - have list ready for potential donors with costs + description + publicize

COMMUNICATION

- Find new members through internet, phone directories, etc.
- More personal contact through calls, etc., especially from active members
- Improved web site

LEADERSHIP

- Allow pastor to go for additional, continuing education, seminars, etc.
- Canvass potential leaders
- Present delegates (and past, also) to commit to one project annually.

Holy Trinity - Chatterham

PARISH ACTION PLAN

WORSHIP

More Family Worship services with children participating; more portions in English; prepare booklets of various services (Washing of feet, Hour of Darkness, Blessing of Water); Instructed Bookend

YOUTH

Give them more responsibility (ie painting a room, planting); form a Jr Trustee Program; have mother/daughter & father/son programs; continue w youth retreats

CONTRIBUTION / STEWARDSHIP

Mail ⁽¹⁰⁾ Sunday messengers each week to let them know what's going on; New member tea; reach out to people during fellowship hour

COMMUNICATION

When requesting donation, be specific
Encourage Sunday School graduates to make a regular/weekly financial commitment, no matter how small. Consider Parish Endowment Fund

LEADERSHIP

Seek out new people to undertake leadership roles. Seek out people who have specific talents to help & lead.

Holy Resurrection - New Britain, CT

PARISH ACTION PLAN

WORSHIP

More participation of parishioners in Church Services and also Parish Council members. Spiritually is No. 1. We need to educate the Parish Council. We need to refocus.

YOUTH

Education, listen to the needs of the youth. Give more responsibility to the youth making them feel needed. Strengthen ACYOA, JR., Seniors, Altar servers.

CONTRIBUTION / STEWARDSHIP

Organize a program by introducing the Stewardship program with help from the Diocese and making the parishioners understand that this program is ~~at~~ their commitment to the church because they value the role the church plays in their lives.

COMMUNICATION

Increase mailing list. Reach out to the shut-ins ^{and potential members} by creating a team of members from all organizations of the Church along with the Pastor.

LEADERSHIP

Bring Diocesan programs to the local level. ^{made available} Lay leader training workshops/seminars. Involve Parish Council members & delegates in implementing the Focus Areas above.

PARISH ACTION PLAN

WORSHIP

PARISH COUNCIL MEMBERS TO WELCOME AND SEAT PARISHIONERS

YOUTH PARTICIPATION IN SERVICES - KISS OF PEACE, ~~THE~~ COLLECTION, READINGS, ETC

FAMILY WORSHIP SERVICE HOURS - DESIGNATED

EDUCATIONAL BADARAK

YOUTH

Youth Advisory Council - 3 members

A) FAMILY ~~WORSHIP~~ WORSHIP D) ~~YOUTH~~ SUNDAY SCHOOL

B) YOUTH CHOIR

C) ACYOA, JR

CONTRIBUTION / STEWARDSHIP

STEWARDSHIP COMMITTEE

ACTIVE FUNDRAISING COMMITTEE WITH OBJECTIVES + GOALS (LONG-TERM + SHORT-TERM)

COMMUNICATION

Ⓢ LIGHTED PAGE INDICATOR BACK UP ON ALTAR WALL

EDUCATIONAL BADARAK

PUBLISH A NEW CHURCH DIRECTORY

LEADERSHIP

PARTICIPATION BY PARISH COUNCIL IN DIOCESEAN ASSEMBLY

INVOLVE MORE PARISHIONERS - ORGANIZATION, DELEGATION

HOLY CROSS, NY

PARISH ACTION PLAN

WORSHIP

Sermons by the Pastor that are more meaningful & understandable to the parishioners; also services should be shortened: on several occasions throughout the year have instructional liturgy; periodically seminars will be conducted to discuss various sacraments and services which will bring them closer to the daily experiences of parishioners.

YOUTH

The Armenian/Sunday School was recently reactivated with 7 students, and we plan to increase their number

CONTRIBUTION / STEWARDSHIP

COMMUNICATION

Communicate with parishioners by personal contacts, telephone calls, articles in the church papers & sermons. Go thru parish records & get in touch with those who are not around or are homebound either by phone or personal visitations. Sponsor social events with religious overtones

LEADERSHIP

PARISH ACTION PLAN

WORSHIP

Periodic English Badarak's to meet the needs of the community

Periodic Sermon Series

Develop Sunday themes to invite a pantheon group (i.e. godparents - grandparents) to attend

YOUTH

Explore the feasibility of having a regional youth director

"programming presented by the DYM

create web site - develop email college list
Kids page in Ani

CONTRIBUTION / STEWARDSHIP

Electronic Fund Transfer

Endowment fund creation / wills

COMMUNICATION

Home visits / Blessings

LEADERSHIP

DRE Leadership training workshop

Explore scholarships to St. Nersis / Hye Camp

McDermott
Bridgely
DeTart

PARISH ACTION PLAN**WORSHIP**

<u>ASST PASTOR</u>	<u>FAMILY WORSHIP EXPERIENCE</u>
<u>TEACHING LITURGY MUSIC</u>	<u>JUNIOR CHOR</u>
<u>LECTORS OF THE LITURGY</u>	<u>SUNDAY SCHOOL PARTICIPATION</u>
<u>GREETERS (BI-LINGUAL)</u>	<u>THEME SUNDAYS</u>
<u>ACOLYTE TRAINING</u>	<u>MARRIAGE ENCOUNTERS</u>

YOUTH

<u>ROLE MODELING</u>	<u>YOUTH RETREATS</u>
<u>MENTORS</u>	<u>YOUTH REGIONAL ACTIVITIES</u>
<u>INTERNSHIPS</u>	<u>SPONSOR YOUTH TRIPS TO ARMENIA</u>
<u>CONTEMPORARY ETHICAL & MORAL PROBLEM DISCUSSION</u>	

CONTRIBUTION / STEWARDSHIP

<u>VISION STATEMENT</u>	<u>TITHING EDUCATION</u>
<u>SUPPORTING PARISH BASED MINISTRIES</u>	
<u>STEWARDSHIP RECOGNITION</u>	
<u>MAJOR FUND RAISER FOR 2001</u>	

COMMUNICATION

<u>INTERNET DIRECTORY ACCESS FOR NAMES</u>	
<u>PARISH CENSUS COMMITTEE</u>	
<u>PARISH OUTREACH FORM</u>	
<u>GUEST BOOK</u>	<u>TOWN MEETINGS</u>

LEADERSHIP

<u>SPONSOR ST NERSES SEMINARIANS VISIT TO PARISH</u>	
<u>CHURCH SCHOOL TEACHERS TRAINING</u>	
<u>PARISH COUNCIL TRAINING</u>	
<u>DIOCESAN DELEGATES TO MEET BI-MONTHLY W/P.C.</u>	

PARISH ACTION PLAN

WORSHIP

1. SCHEDULE INSTRUCTIONAL BAKARAK
2. FAMILY SUNDAY
3. PEW BOOKS - FR DANIEL
4. EASTER WORSHIP - FOCUS ON EXPLANATIONS

YOUTH

Increase parish awareness and participation in
Diocesan Youth programs
Compile list of youth in parish and community

CONTRIBUTION / STEWARDSHIP

Initiate a stewardship plan

COMMUNICATION

Compile E-mail and FAX Addresses of parish
and community.
Share mailing lists with sister parishes

LEADERSHIP

Recruit parishioners to undertake aspects
of action plan

ST. JAMES ARMENIAN CHURCH
EVANSTON, IL.

Anna Marie Norshad
Nisan Tatos

St. Leon - Fairlawn

PARISH ACTION PLAN

WORSHIP

- Educational Programs / Divine Liturgy Pew Book explanation
- Monthly Youth Sermon Sunday - with all youth participating as greeters, vogthoyn etc.
- 2 sets of greeters, one to welcome one to give out bulletin

YOUTH

- Adult youth advisors with ^{regular} ~~out~~ feedback to parish council
- Expand campership, scholarship + lay education
- Inclusion in Liturgy function (choir, parish council and altar)
- Seek out motivational speaker on contemporary issues

CONTRIBUTION / STEWARDSHIP

- Stewardship Program - for children too!
- Promote + sponsor Charitable Gift giving seminar
- Identify Matching Grants
- Identify Future Projects for implementation

COMMUNICATION

- Campaign goal 500 in 2001
- Special reception for all new members, with picture in Lradoo
- Identify needs of those on mailing list w/questionnaire + enlarge large
- Reactivate Web site - E-mail ^{+ internet} ~~site~~ _{service} for church office

LEADERSHIP

- Increase educ. programs for clergy + ~~lay~~ laity
- Identify leaders of being good role models
- Expand membership
- Educate parish council members in all areas of church practices, etiquette to be good examples to our parish

PARISH ACTION PLAN: PROPOSAL / Draft

WORSHIP

Propose: Participation of Parishioners in Church/Worship Activities

Propose: Greeters/home visit Committee

Propose: Continue and expand educational/instructional badaraks

YOUTH

- * Propose: formation of Youth Committee - Ages 5 to 30
- govern Sunday School, Armenian School, ACTOA, Choir, Camp/Conferences
- * Propose: As is age appropriate, involve youth in meaningful church activities
- * Propose: "Youth ONLY" BADARAK - dinner + discussion afterward.

CONTRIBUTION / STEWARDSHIP "TIME, TALENT, TREASURE"

Propose: Tithing (percentage to be decided)

Propose: Wills + Bequests to the Church / Endowments

Propose: Educate children in the spirit of giving.

Propose: Identify givers and ASK

COMMUNICATION

LEADERSHIP

Armenian Church of MetroWest

PARISH ACTION PLAN

WORSHIP

We will increase church attendance from 65 to 130 by June 2001 through the following actions: 1) continuing English liturgies, 2) shortening service to 75 minutes, 3) encouraging family worship by commencing Sunday school following communion.

YOUTH

We will increase involvement of ACYA Jr's by increasing monthly meetings from 1 to 2 per month. Each ACYA member will participate in either St. Nerses summer study program or Camp Vartan and attend at least 1 retreat per year. We will enhance the Bedarak experience for children 5-12 years with MO, effusions of the liturgy (i.e., vesting + vestments, poor VAR, chalice, etc.). We will send at least 5 children (8-12 y.o.) to Camp Vartan.

CONTRIBUTION / STEWARDSHIP

We will establish a dues paying membership separate from stewardship by 6/2000. In the next year, we will identify land +/or building and develop a financial plan to enable its purchase. We will plan for stewardship growth commensurate with membership.

COMMUNICATION

We will look to each member to actively recruit at least 1 family or member. In order to create awareness outside of our mailing list, we will publicize church activities/programs in Armenian and American media once per month. Personal contact will be made to nonparticipating individuals on mailing list by telephone or visitation.

LEADERSHIP

We will develop a church website by 6/2001 and church brochure. We will identify expertise of parishioners and actively recruit them into parish assignments. We will send representatives to Diocesan sponsored leadership programs. We will send SS teachers to DRE sponsored training or bring DRE in to provide in-service programs specific to our Parish. We will subsidize Bert Hays to pursue continuing education.

St Gregory NYC Cathedral Parish

PARISH ACTION PLAN

WORSHIP

Get Committee w/ Priest to contact people individually - Create lists with names & phone #'s to be approached & invited to dinner/social gathering/ church & made to feel welcome.

YOUTH

Target a group & do 2 programs this year that are spiritual & social
Give youth weekly jobs - collection, mass, candles flowers, greeting, acolytes

CONTRIBUTION / STEWARDSHIP

Tell people \$ amount needed & how we use the \$ & therefore you need to contribute a specific amount.

COMMUNICATION

Send letter to all members & parishioners, Ask them to recommend names & addresses of people who are not on our list in relevant zip codes -
1) proper Zip Codes

LEADERSHIP

Reach out to all young men who show an interest in the church & plant the seeds of priesthood in their thoughts. Send 1-2 young people to St. Nersess Deacons training. Send (increase to) 15 children to Camp. Raise \$3,000 to do this. Start Acolyte training for boys.

PARISH ACTION PLAN

ST. SARKIS - DALLAS

WORSHIP

To Promote Active Participation of Parishoners & newcomers
IN The worship & Faith of The Armenian church, VIA Active
INvolvement In the church service i.e. Having Parishoners Reading
THE EPISTLES, Having them PASS the kiss of Peace

YOUTH

- By Teaching and Promoting their Involvement IF our faith
and Traditions, Having their Active Participation on The
Altar, Youth Choir, and assisting the Parish WARDENS on Sunday
- Seminars throughout the year relating Current issues
TO The Bible & The Church.

CONTRIBUTION / STEWARDSHIP

- By Educating People on how to give AS it Relates
TO The holy Scriptures (It works For Protestants & Catholics).
- By shepharding to our flock VIA Home visitations, Adult
Religious Education etc people will give more from the heart.

COMMUNICATION

First and Foremost from the PULPIT, secondly
Through a Quality church news letter, thirdly through
the Church sub organizations and fourthly through
Cultural activities.

LEADERSHIP

- PARISH Council Chairman and members must
Be trained & Educated IN Their mission AS
Lay leaders.
- TO seek and encourage those who having the
calling.

St. Mary's Armenian Church
PARISH ACTION PLAN Washington, D.C.

WORSHIP

1. Ask the Diocese to prepare a worship service that is understandable and relevant to ^{second and third generation} Armenian-Americans.
2. Provide Instructional Badarak for parishioners
3. Put the new Badarak books in the pews
4. Hold seminars to educate parishioners about worship.

YOUTH

1. Provide ^{good} quality Christian education for the youth
2. Give scholarships to attend St. Nerses Summer Study + Camp Vostan
3. Have Church Leadership meet with and encourage AYOAs
4. Advocate for youth programs at the Diocesan Assembly

CONTRIBUTION / STEWARDSHIP

1. Identify specific needs - such as altar renovations - and ask people to whom this is important to donate
2. Educate people on going to the Church and ~~show~~ ^{teach} them that God will reward them

COMMUNICATION

1. Take steps to create a parish Internet Website
2. Collect e-mail addresses of Armenian-Americans in the Washington Area

LEADERSHIP

1. Encourage St. Nerses to have clear standards for the duration and content of the educational program
2. Give opportunities for laymen to perform ministry functions within the parish
3. Encourage that candidates will be judged for ordination on clear standards.
4. Designate for a mentor for any possible candidates for the priesthood.

PARISH ACTION PLAN

WORSHIP

- work to have our Deacon ordained within next 12 months or less
- Seminars to help people understand Divine Liturgy
- prepare young people to be altar servers

YOUTH

- Deacon will get to know all young people (active/inactive)
- He will encourage the youth to participate in various church programs
- Fr VASKen will visit and conduct workshops
- Provide financial opportunity for Jerusalem Trip

CONTRIBUTION / STEWARDSHIP

Have seminar to 45+ Age group on estate planning & charitable giving using cash/investments/insurance

COMMUNICATION

Challenge members to bring a ~~new~~ name or a friend to church. This person will be visited by the Priest & a parish Council member

LEADERSHIP

As Priest works with Altar Servers - Young Choir members & other young people he will continually evaluate good candidates to be recommended to St Nerses Seminary.

St GREGORY the ILLUMINATOR - CHICAGO

PARISH ACTION PLAN

WORSHIP

1. PROVIDE AN ENGLISH & ARMENIAN MORNING, DASHOU AND REPOSE OF SOUL SERVICES FOR THE PARISHIONERS.
2. PAGE COUNTER TO ASSIST THE CONGREGATION IN FOLLOWING THE SERVICES.

YOUTH

AGES 5-30 EXPLORE THE POSSIBILITY HAVING A REGIONAL YOUTH DIRECTOR WITH PROGRAMMING PROVIDED BY THE DEPARTMENT OF YOUTH MINISTRY

CONTRIBUTION / STEWARDSHIP

1. DEVELOP & CREATE A STEWARDSHIP PROGRAM FOR THE PARISH.
2. IDENTIFY OUR FINANCIAL NEEDS.
3. PUBLISH REMEMBER YOUR CHURCH IN YOUR WILL IN ALL CHURCH PUBLICATIONS INCLUDING YOUR WEB SITE

COMMUNICATION

1. PROPER USAGE OF DATA BASE & MAILING LIST
2. INCREASE THE CHURCH'S VISIBILITY THRU MARKETING
i.e. WEB SITE
3. EXAMINE OUR NEGATIVES & MAKE THEM POSITIVE

LEADERSHIP

1. ENCOURAGE CLERGY TO PURSUE CONTINUING EDUCATION PROGRAMS TIED INTO THEIR MINISTRY ONCE A YEAR
2. PARISH COUNCIL LEADERSHIP TRAINING PROGRAM NOT LIMITED TO PARISH COUNCIL TO HELP RECRUIT FUTURE COUNCIL MEMBERS
3. ENCOURAGE YOUNG MEN TO GO INTO THE PRIESTHOOD BY OFFERING SCHOLARSHIPS TO THE ST. NERSESS SUMMER PROGRAMS.

ST. MARY ARMENIAN CHURCH
HOLLYWOOD, FL
PARISH ACTION PLAN

WORSHIP

Explain the Baderak and other liturgical services
Encourage parishioners to sing along with choir
Prepare pocket size prayer books in both language
Teach parishioners one prayer every month.

YOUTH

Organize social activities and sport activities
Give opportunity to express themselves + listen to their needs
Educate youth re: the church history and Armenian heritage
Entrust to them important functions/responsibilities
Encourage them to serve on the altar

CONTRIBUTION / STEWARDSHIP

Invite Stewardship Committee
Visit potential donors with other donors
Prepare a wish list with letter, follow up + recognize
Start a stewardship program especially for the children teaching
Publicize names of all donors. ^{then the importance} of giving.

COMMUNICATION

Prepare a pamphlet of the parish history + church history and hand them to parishioners
Greet all people + get to know new comers
Make use of computer/internet and other media.
Visit, pick, call them, send cards

LEADERSHIP

Invite leaders from other parishes for workshops, seminars, etc
Select + encourage potential candidates for leadership roles.
Advertise Diocesan summer programs offered at St. Nersess Seminary
and St. Vartan camp. Subsidize the costs of Diocesan programs for
one or more candidates.

PARISH ACTION PLAN

WORSHIP

TEACH & EDUCATE TO MAKE THE BADARAK MORE UNDERSTABLE & ENHANCE PARTICIPATION.

MULTILINGUAL SERMONS PERIODICALLY.

YOUTH INVOLVEMENT IN BADARAK, ADULT BADARAK CLASS, INSTRUCTIONAL BADARAKS. HOSPITALITY AND MEMBERSHIP COMMITTEES.

YOUTH

TODDLERS PROGRAM WEEKLY, 5-12^{yr olds} FUN with

FATHA PROGRAM, ST ACOYA - DEVELOP YEARLY CALENDAR + REGIONAL ACTIVITIES, greater

INVOLVEMENT IN PAN PARISH ACTIVITIES. ST ACOYA

HOST LEADERSHIP CONFERENCE, PLAN CALENDAR and FOR YOUTH, USE DIOCESAN RESOURCES.

CONTRIBUTION / STEWARDSHIP

EVALUATE STEWARDSHIP 2000 PROGRAM

REACTIVATE FINANCE COMMITTEE

PROMOTE WILL & TRUST OPPORTUNITIES

NEW FUND RAISERS - ~~TRUST~~ VIGIL, 1700th yr

PARADE & GOLF OUTING - INVOLVE EACH ORGANIZATION.

COMMUNICATION

UPDATE DIRECTORY, BRING WEBSITE CURRENT

ESTABLISH KEY LINKS, gather as many e-mail

addresses as possible, phone tree thru

organizations, Public Relations thru

ad in newspaper & develop strategy.

Purchase digital camera

LEADERSHIP

Share the Vision Workshop, Youth Leadership

Workshop, Choir & Altar Servers Workshop

Use of Diocesan Resources, inviting St. Theresa's

resources, Parish Council Training,

reinforce youth activities described above.

Bible Studies prayer groups

Rev. Dr. Vincent Pugh

Ch. Q. Boylan

Integration of immigrant community