

**CLERGY CONFERENCE AND DIOCESAN ASSEMBLY  
MAY 2-7, 2000**

**STEWARDSHIP WORKSHOPS**

**A. CLERGY CONFERENCE**

**LIST OF WAYS WE MAY TRY TO DOUBLE INCOME**

IDENTIFY AND TARGET WEALTHY ARMENIANS

SUBMITTING PLANS AND BUDGETS TO LIATY  
TITHING  
HIGHLIGHT PRIORITY PROJECTS FOR FUNDRAISING AND PUBLICIZE  
WISE INVESTING  
FUNDRAISING ADVISING COMMITTEE IN EACH PARISH AND VISIT DONORS AND  
PRESENT PLANS  
PREPARE DIOCESAN CATALOG OF NEEDS  
USE WEALTHY ARMENIAN (COMMITTED) TO SEEK DONATIONS FROM OTHER WEALTHY  
(NOT SO COMMITTED)  
PUBLISH LIST OF ANNUAL ACCOMPLISHMENTS AND DISSEMINATE  
STRENGTHEN SPIRITUAL CONTENTS OF APPEALS  
APPEAL TO ALL ARMENIAN AND BEYOND IRRESPECTIVE OF THEIR DENOMINATION  
DEVELOP SPIRIT OF GIVING IN ARMENIAN COMMUNITY  
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  
TRAIN CLERGY AND LAY LEADERS IN FUNDRAISING  
CLERGY AND LAY TO WORK AS A TEAM TO RAISE MONEY FOR THOSE WHO ASK FOR  
MONEY - FOR THOSE WHO GIVE MONEY  
PROMOTE CONFIDENT ATTITUDE ABOUT FUNDRAISING AND GIVING  
INVEST PARISH RESERVE FUNDS IN ACEF  
DIOCESAN WORKSHOP ON HOW TO INSTILL STEWARDSHIP IN MINDS AND HEARTS OF  
PARISHIONERS  
IDENTIFY EVERY ARMENIAN FAMILY IN A COMMUNITY

CONTEXT CHRISTIAN MESSAGE

FOCUS ON SPREADING THE GOSPEL  
KEEP MISSION OF CHURCH FOCUSED  
CLEAR MISSION AND DIRECTION  
TARGET WEALTHY INDIVIDUALS WITH SPECIFIC PROJECTS  
TARGET THE WHOLE COMMUNITY  
ENCOURAGE WILLS

GOOD PROGRAMS, RESPECT AND TRUST = BRING MONEY  
 KEEP GOSPEL AS FIRST PRIORITY  
 PRIEST BE AN EXAMPLE OF GIVING TO CHURCH  
 COMMITMENT  
 ALL CAMPAIGNS SHOULD REFLECT COMMITMENT OF TIME, TALENT AND MONEY  
 TARGET/COMMUNICATION NON-CHURCH ATTENDING PARISHIONERS  
 EDUCATE ABOUT THE IMPORTANCE OF GIVING FROM AGE 0, 1 MONTHS AND UP  
 IDENTIFY RESOURCES IN OUR COMMUNITY - THOSE WHO ARE ABLE  
 PASTOR AND PARISH COUNCIL TOGETHER THEY CAN RAISE MONEY  
 PROGRAMS TO TEACH PARISH LEADERSHIP - HOW TO RAISE MONEY  
 PROVIDE TRAINING AND SUPPORT TO IMPROVE FUNDRAISING IN THE LOCAL CHURCH  
 UNIFORM IN EVERY PARISH  
 PROVIDE SAMPLE FUNDRAISING LETTER (E.G. CHRISTMAS LETTER)  
 INCENTIVE/RECOGNITION FOR STEWARDSS IN PARISHES - RECOGNITION AWARD TO  
 COME FROM DIOCESE  
 USE OF INTERNET TO RAISE FUNDS  
 SELECTION OF RIGHT PEOPLE FOR FUNDRAISING  
 IDENTIFY PROGRAMS AND NEEDS FOR MONEY  
 ASK INDIVIDUALS - HOW MUCH CAN YOU GIVE FOR BUDGET AND FOR ACEF  
 IDENTIFY POTENTIAL GIVERS  
 FOCUS ON LIVING, TEACHING, WITNESSING TO CHRIST - LOVING, BEING AN EXAMPLE  
 AS A COMMUNITY  
 TEACH THAT PART OF CHRISTIAN FAITH INVOLVES - SACRIFICIAL COMMITMENT  
 AND FINANCIAL GIVING  
 IDENTIFY THE PROGRAM  
 ASK LARGE COMMITTED DONORS TO APPROACH OTHER POTENTIAL DONORS  
 DO SERVE GOD, DO NOT SERVE MONEY  
 ELDERS PLAYING A ROLE TO IDENTIFY DONORS, TO HELP IN FUNDRAISING EFFORTS  
 IDENTIFY AND RECOGNIZE DONORS  
 COORDINATED PROGRAMS BETWEEN PARISH AND DIOCESE  
 CHURCH SHOULD DO ITS JOB WELL (PASTOR AND COUNCIL)  
 EXAMPLE OF PRIEST TO GIVE  
 CONVEY AND TEACH CHRISTIAN CONCEPT OF COMMITMENT  
 VISITATION TEAM AND ASK EVERY MEMBER WHAT THEY CAN GIVE ANNUALLY  
 PRAY FOR GIVING  
 DESIGNATE TIME AND PEOPLE TO PRAY FOR GIVING

## **STEWARDSHIP WORKSHOPS**

### **B. DIOCESAN ASSEMBLY**

TELEPHONE SOLICITATIONS  
 WILLS AND BEQUESTS  
 EDUCATING CHILDREN IN SPIRIT OF GIVING  
 TEACH TITHING

TARGET SPECIFIC AGE GROUPS FOR GIVING  
PRAYER  
ASK FOR SPECIFIC PROJECTS  
USE OPPORTUNE OPPORTUNITIES FOR GIVING  
BE STRATEGIC IN YOUR SOLICITATIONS  
HIRE A PROFESSIONAL FUNDRAISER  
RECOGNITION OF DONORS  
TELEPHONE SOLICITATION  
INFORM ABOUT PLANS  
EDUCATE PARISHIONERS ABOUT NEEDS  
PROVIDE INSPIRATION  
ESTABLISH ENDOWMENT FUNDS  
CHURCH MUST DO ITS JOB  
PREPARE PLANS AND USE DIRECT MAIL  
IDENTIFY SPECIFIC NEEDS WITH DOLLAR AMOUNT  
CREATE EXCITING WORSHIP PROGRAMS  
CREATE A FRIENDLIER AMBIANCE  
BINGO - LOTTERY - RAFFLES  
ESTABLISH STEWARDSHIP PROGRAM  
STRENGTHENING PERSON TO PERSON RELATIONSHIPS  
TEACH THE FAITH SO PEOPLE ARE CHEERFUL GIVERS  
TITHING  
INVITE PROFESSIONALS AND LAWYERS TO TALK ABOUT WILLS, ETC.  
PUBLISH IN PARISH BULLETIN ABOUT WILLS, ETC.  
USE WEBSITES  
SOLICIT OCTOBER NOT APRIL - TIMING IMPORTANT  
TARGET DONORS  
ESTABLISH ENDOWMENTS  
SEEK  
INFORM  
EDUCATE  
REQUEST  
RECOGNIZE  
TELL PEOPLE WHAT YOU EXPECT AND THE AMOUNT  
SPECIFY PROJECT AND DOLLAR AMOUNT  
CREATE VISION STATEMENT  
MEMORIALS  
FUNDRAISING ACTIVITIES  
FUNDRAISING SPORT AND MUSICAL EVENTS  
PERSONALIZED LETTERS TO DONORS  
STEWARDSHIP PROGRAM  
TARTET NON-ARMENIANS  
EDUCATE POTENTIAL DONORS  
TITHING  
SEEK  
INFORM

IDENTIFY  
 EDUCATE  
 REQUEST  
 RECOGNIZE

## YOUTH WORKSHOPS

### HOW DO WE ACCOMPLISH THIS?

APPROACH THOSE INTERESTED TO FORM COMMITTEE  
 APPROACH THOSE 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 AND TIMELINES  
 REACH OUT TO APPROPRIATE PEOPLE WHO WILL FULFILL SET TASK  
 REPEAT THESE SESSIONS IN PARISH SETTING SO EVERYONE ON SAME PAGE  
 CAN'T DIRECT 20 + - ENCOURAGE THEIR INVOLVEMENT IN MATTERS/ACTIVITIES  
 PERTAINING TO THEM - INCLUDING 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 BARONIAN)  
 REORGANIZE VARIED NEEDS AND ADAPT TO CHANGING NEEDS - NEEDS ASSESSMENT  
 SURVEY YOUTH ON THEIR DESIRES - SPECIAL YOUTH ASSEMBLIES  
 FACILITATE TRANSITION AS YOUTH MOVE THROUGH EXISTING YOUTH  
 ORGANIZATIONS/GROUPS - THEIR NEEDS TO BE UNDERSTOOD - ANTICIPATION FOR  
 YOUTH THAT MOVING ON TO ANOTHER GROUP  
 SET EXPECTATIONS  
 PROVIDE RESULTS OF WORKSHOPS TO PARISHES

### HOW DO WE ACHIEVE GOALS?

EVALUATE INDIVIDUAL PARISH SITUATION  
 CONSULT YOUTH ON WHAT - WANT/DO NOT WANT TO DO  
 ENCOURAGE UNDERSTANDING THAT YOUTH WORK RESPONSIBILITY OF ENTIRE  
 PARISH  
 CALL PARISH MEETING TO INFORM OF WHAT TRANSPIRED AT ASSEMBLY AND GET  
 INPUT/VOLUNTEERS TO EXECUTE/IMPLEMENT IDEAS  
 RESPOND AND COOPERATE WITH CHURCH CORRESPONDENCE AND LEADERSHIP  
 ENCOURAGE FAMILY MINISTRY  
 CREATE FAMILY ACTIVITIES  
 YOUNGER YOUTH INVOLVEMENT - WILL DRAW IN PARENTS  
 POSITIVE ATTITUDE  
 SENSITIVE TO NEEDS  
 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 NEW IDEAS  
 RECOGNIZE YOUTH'S INDIVIDUAL AMBITIONS AND CREATE OPPORTUNITIES TO FILL  
 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 MARRIAGES - 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 ISSUE"  
 ENCOURAGE SUNDAY SCHOOLS TO TEACH - (AND ARMENIAN SCHOOLS)  
 MORE TRAINING AND MORE TEACHERS  
 EMPOWER YOUTH - INVITE TO PARISH COUNCIL MEETINGS  
 PREPARE YOUTH TO PARTICIPATE IN WORSHIPPING LIFE

#### HOW CAN WE IMPLEMENT?

BE CREATIVE  
 KNOW WHAT THEY WANT  
 VOLUNTEER YOUTH LEADERSHIP - IN INTERIM UNTIL FIND PAID  
 TREAT YOUTH DIRECTORS AS PROFESSIONAL - TRAINING - 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 SELL "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 "ULTERIOR MOTIVES"  
 MAKE THEM GO - DON'T BE AFRAID TO PARENT  
 PARISH NEEDS ASSESSMENT  
 INVITE DIFFERENT AGE GROUPS TO "SELL" 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/DELEGATES  
 ASK YOUTH WHAT THEY WANT/NEED - DON'T ASSUME - COMMUNICATION  
 USE YOUTH LEADERS TO ATTRACT PEERS  
 PUT MONEY WHERE OUR MOUTHS ARE  
 COMMIT TO SPEND MORE TIME WITH YOUTH  
 ALL AGE, TODDLERS 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  
ACCOUNTABILITY - DIOCESAN REMINDERS OF CLERGY/DELEGATE ACCOUNTABILITY  
PUT MONEY WHERE OUR MONTHS ARE  
FOLLOW THROUGH WITH COMMITMENT  
ENCOURAGE FAMILY MINISTRY - FAMILY CAMPS, RETREATS

Worship

Leadership - Ambassadors - students

Youth

Comm.

Stewardship

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MAY 2-7, 2000**

**STEWARDSHIP WORKSHOPS**

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**A. CLERGY CONFERENCE**

**LIST OF POSSIBILITIES IF INCOME WAS DOUBLED**

FULL-TIME YOUTH DIRECTOR  
BUILD A NEW CHURCH  
STRENGTHEN SUNDAY SCHOOL AND YOUTH PROGRAMS  
BUILD YOUTH CENTER AND SPORTS FACILITIES  
BUILD RESIDENCE FOR STUDENTS AND RETIRED CLERGY NEAR ST. NERSESS  
FAMILY ORIENTED PROGRAM  
BUY LAND IN MANHATTAN, BUILD SKYSCRAPER AND OBTAIN RENTAL INCOME  
SPECIAL FUNDS FOR ARMENIAN CHURCH AND CULTURAL PUBLICATIONS  
PURCHASE CAMP/RETREAT CENTER  
RENOVATE PARISH CHURCH AND PASTOR'S HOME  
ASSIST MISSION PARISH  
SEND YOUTH TO ARMENIA  
CREATE ARMENIAN CHURCH PEACE CORPS VOLUNTEERS (FOR CHRIST)  
CREATE A MONASTERY SEPARATE FROM ST. NERSESS  
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 IN AMERICA  
SUFFICIENT PENSION FOR RETIRED CLERGY  
INSTITUTE FOR ARMENIAN CHURCH AND CULTURAL STUDIES NEAR CHURCHES, NEAR  
    ST. NERSESS  
CREATE WAY AND MEANS TO ATTRACT ARMENIANS BACK INTO THE COMMUNITY  
OPEN POSSIBILITIES FOR WOMEN TO SERVE CHURCH (FULL-TIME EMPLOYED)  
CONVENT FOR WOMEN IN ARMENIA  
MUSEUM OF ARMENIAN TREASURES AT THE 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 BUSINESSES IN ARMENIA  
FUNDING FOR MISSION WORK OUTSIDE OF ARMENIAN COMMUNITY THROUGHOUT THE  
    WORLD  
EARMARK MONEY TO PASTORAL DISCRETIONARY FUND TO ASSIST NEEDY  
    (ARMENIANS AND NON-ARMENIANS)



BRING IN PROFESSIONAL SPEAKERS  
BUY RETREAT CENTER  
ARMENIAN CAMP AND ASSISTED - LIVING FACILITY  
EXPANDED PROGRAMS TO YOUTH →SEND TO ARMENIA AND HOLY LAND  
PROGRAMS FOR MIXED MARRIAGES→RETREATS, EDUCATIONAL SEMINARS,  
PUBLICATIONS  
REDEVELOP HAVAD PROGRAM  
ARMENIAN CORRESPONDENCE PROGRAMS  
REMOVE FEES FOR PROGRAMS (E.G.. RETREATS)  
AVOID TIRING OUT ORGANIZATIONS BECAUSE THEY ARE OVERBURDENED WITH  
FUNDRAISING  
PUBLICATIONS, BAPTISMS, WEDDINGS, AVAK SHAPAT, KRAPAR, ARMENIAN, ENGLISH  
RUSSIAN  
SEND MISSIONARIES FOR SPIRITUAL WORK IN ARMENIA  
SUBSIDIZE CLERGY CONTINUING EDUCATION AND SABBATICAL TIME  
MISSION WORK IN ARMENIAN COMMUNITY IN AMERICA  
HIRE PART-TIME YOUTH MINISTER  
HIRE PART-TIME PASTOR  
INCREASE OUTREACH - FOOD PANTRY AND SOUP KITCHEN  
SEND TEENS FROM PARISHES TO ARMENIA  
SEND MIDDLE-AGED FROM PARISHES TO ARMENIA  
SEND ELDERLY FROM PARISHES TO ARMENIA  
HIRE SUNDAY SCHOOL TEACHERS  
RENT SUNDAY SCHOOL CLASSROOMS  
PRINT LITERATURE IN RUSSIAN  
PRINT LITURGY IN RUSSIAN  
FUND CLERGY LEADERSHIP MEETING  
REDUCE LABOR INCENTIVE FUNDRAISING  
ST. NERSESS MORE CLASSROOMS, OFFICES, LIBRARY  
HIRE FULL-TIME PROFESSOR FOR LITURGICAL MUSIC  
HIRE FULL-TIME RECRUITOR  
IMPROVE MAINTENANCE OF PARISH FACILITIES  
PARISH MUSIC DIRECTOR  
ELDERLY HOUSING NEXT TO CHURCH (ASSISTED LIVING)  
CAMP IN NEW ENGLAND  
CHAPEL/CHURCH IN BROOKLYN  
BUILD DIOCESAN OFFICE IN KAVAR  
SUBSIDIZE CLERGY TO SERVE MISSION PARISHES  
UTILIZE CABLE TV AND INTERNET FOR MINISTRY  
JAMAKIRK IN ARMENIAN AND ENGLISH  
PAMPHLETS TO INTRODUCE FAITH OF THE ARMENIAN CHURCH  
LITERATURE TO EXPLAIN AND ATTRACT THE ARMENIAN CHURCH TO NON-ARMENIANS  
EXPAND THE MAILING LIST TO INCLUDE NON-DUES PAYING PEOPLE  
MAKE SURE THE DIOCESE HAS ALL UPDATED MAILING LISTS, INCLUDING NOT JUST  
DUES PAYING MEMBERS, INCLUDING ALL ARMENIANS  
PAY THE MORTGATE OF CHURCH

INCREASE CLERGY'S SALARY  
 ENLARGE INVESTMENT IN ACEF  
 BUILD RETREAT CENTER  
 BUILD PICNIC FACILITY  
 EXPAND ST. NERSESS 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 PARISHIONERS TO UPTOWN  
 ADD PARKING - NEW YORK CITY  
 MAKE PARISH FACILITIES AVAILABLE FOR USE BY PARISHIONERS IRRESPECTIVE OF  
 ABILITY TO PAY  
 INCREASE KNOWLEDGE OF FAITH BY PEOPLE THROUGH INTERNET, SCHOLARSHIPS  
 TO ST. NERSESS  
 HIRE YOUTH DIRECTOR (ST. NERSESS GRADUATE) LAY ASSISTANT  
 GRADUATE TRAINED LEADERS  
 INCREASE CLERGY'S SALARY  
 SABBATICAL FOR CLERGY  
 STRENGTHEN MISSION PARISHES WITH MONEY  
 PROVIDE RESPECTABLE SALARY FOR CLERGY  
 CLERGY PENSION  
 RELIGIOUS EDUCATION PROGRAMS FOR YOUTH  
 PUBLICATION OF LITURGICAL BOOKS  
 FUND LOCAL OUTREACH BEYOND ARMENIAN COMMUNITY

**ST. NERSESS**

CLERGY SALARY RAISES  
 HIRE FACULTY AT ST. NERSESS  
 IMPROVE LIBRARY  
 PIPE ORGAN FOR SEMINARY CHAPEL  
 IMPROVE COMMUNICATION  
  
 HIRE SECRETARY, YOUTH WORKER, 2<sup>ND</sup> OR 3<sup>RD</sup> CLERGYMAN  
 HIRE DEVELOPMENT OFFICER  
 HIRE FULL-TIME YOUTH DIRECTOR  
 PAID CHOIR  
 INCREASE PR WORK  
 DO AWAY CERTAIN LABOR - INTENSIVE LOW INCOME PRODUCING ACTIVITIES  
 CONTRIBUTE TO DIOCESAN, ETCHMIADZIN PROGRAMS  
 GIVE TO NEEDY (SOCIAL SERVICES)  
 ELIMINATE BINGO AND RAFFLE  
 OPEN ARMENIAN CHRISTIAN DAY SCHOOL  
 TAKE CARE OF IMMIGRANTS  
 PUBLISH, TELEVIZE, RADIO, INTERNET TO REACH OUT AND TEACH

BUILD PRAYER GARDEN SANCTUARY  
 RELIGIOUS EDUCATION FOR YOUTH  
 CREATE CULTURAL AND SPIRITUAL MINISTRY FOR COLLEGE STUDENTS  
 INVITE THE ELDERLY FOR PROGRAMS - INVOLVE THEM IN VARIOUS ACTIVITIES  
 BUY CAR FOR EACH SEMINARIAN } TO IMPROVE STUDENT LIFE  
 BUY RESOURCES FOR SEMINARIAN }  
 PROVIDE OPPORTUNITIES FOR EXTENDED STUDIES TO STUDY OVERSEAS AND IN  
 ARMENIAN INSTITUTIONS  
 ENCOURAGE CLERGY TO HAVE SABBATICAL TIME

## **STEWARDSHIP WORKSHOPS**

### **B. DIOCESAN ASSEMBLY**

YOUTH DIRECTOR  
 SENIOR HOUSING  
 CASP  
 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  
 ADMININSTRATIVE ASSISTANT  
 OUTREACH TO BRING LOST SHEEP  
 SPECIAL PROGRAM FOR MIXED .....  
 PROFILE YOUR GIVERS  
 PASTORAL CARE  
 MARRIAGE ENCOUNTERS  
 EMERGING PROGRAM FOR ARMENIA  
 EMERGENCY USE MONEY  
 HELPING MISSION PARISHES BECOME FULL PARISHES  
 ARMENIAN CABLE TV  
 CONTINUING EDUCATION FOR CLERGY AND LAY  
 SOUP KITCHENS  
 HUMAN RELATIONS PROGRAMS  
 PROGRAM FOR WIDOWED YERETZGINS  
 EDUCATE NON-ARMENIANS  
 STRENGTHENING ECUMENICAL RELATIONS  
 PUBLISHING ARMENIAN BOOKS  
 HELPING NEW ARMENIAN BUSINESSES  
 PARISHIONERS NEEDS ASSESSMENTS

BUY A CAMP  
EDUCATION PROGRAMS FOR CLERGY  
RENOVATE PARISH  
BRING YOUTH TO CHURCH  
DOUBLE SALARIES OF CLERGY AND STAFF  
SOUP KITCHEN  
YOUTH DIRECTOR  
HOMELESS SHELTERS  
SPORT FACILITIES  
ASSISTED LIVING QUARTERS FOR ELDERLY  
HELP JERUSALEM  
2-3 CLERGY/PARISH  
SOCIAL SERVICES FOR NEWCOMERS  
BUDGET FOR SUPPORT STAFF  
ESTIMATE ENDOWMENT FOR FUTURE  
ARMENIAN CHURCH DAY SCHOOLS  
TRAIN PASTORAL LEADERS  
DIOCESAN RETREAT LEADERS  
HIRE SECRETARY  
BUILD CLASSROOMS  
BUS FOR SENIOR CITIZENS  
LOCK THE MONEY AWAY  
GROW ENDOWMENT  
YOUTH COUNSELOR  
HIRE PASTOR'S ASSISTANT  
DIOCESE PAY ALL PASTORS  
OUTREACH - ARMENIAN FAMILIES IN NEED  
ESTABLISH SOCIAL SERVICE DELIVERY PROGRAMS  
SCHOLARSHIPS  
IMPROVE CONDITION OF SEMINARIAN  
YOUTH CAMP  
SCHOLARSHIP FOR YOUTH LEADERS  
ESTABLISH FUND FOR PRIESTS  
ARMENIAN CHAIR AT SUNY BINGHAMPTON  
SEND ARMENIAN YOUTH TO ARMENIA AND JERUSALEM  
START STEWARDSHIP PROGRAM  
IMPROVEMENTS TO CHURCH  
PRODUCE CHURCH SERVICES FOR TV  
FULLY FUND YOUTH AND EDUCATION PROGRAMS  
INCREASE CLERGY STIPEND  
PAY OFF DEBT  
PURCHASE A CAMP  
FULL-TIME YOUTH DIRECTOR  
EXPAND FACILITIES  
PRESERVE ARMENIAN LANGUAGE  
HIRE BEST ARMENIAN TEACHERS

SCHOLARSHIPS FOR CAMP, COLLEGE, JERUSALEM  
 CUSHION FOR PEWS  
 UPDATE OFFICE EQUIPMENT  
 INCREASE MONEY TO ARMENIA  
 ACCESS TO DISABLED  
 ASSIST MISSION PARISHES  
 INTERNET  
 PRINT RELIGIOUS BOOKS  
 SOCIAL SERVICES

### **COMMUNICATION WORKSHOPS**

MORE FINANCIAL HELP  
 ACTIVE PARTICIPATION  
 ATTENDANCE IN WORSHIP  
 INCREASE INCLUSIVENESS  
 MORE COMMUNITY INVOLVEMENT  
 FRESH NEW IDEAS  
 MORE WORK FOR THE PASTOR AND PARISH COUNCIL  
 CONFLICT OF NEEDS  
 NON-INVOLVED PEOPLE  
 MORE RESOURCES FOR THE CHURCH  
 MORE VOLUNTEERS  
 MORE ENTHUSIASM  
 MORE SACRAMENTS  
 REACH MORE PEOPLE IN DIFFERENT WAYS  
 INCREASE SUNDAY SCHOOL  
 CHURCH WORSHIP INCREASES  
 POOL FOR SEMINARIANS  
 LARGER POOL TO ELECT DELEGATES, PARISH COUNCIL, ETC.  
 MORE SACRAMENTS  
 NEW AVENUES OF COMMUNICATION  
 LARGER FACILITIES  
 USE MAILING LIST MORE OFTEN  
 NEW APPROACHES  
 REACH BOTH COMMUNITIES  
 CHURCH WILL BE THE LEADER IN THE ARMENIAN COMMUNITY  
 COST WOULD INCREASE  
 MORE PARTICIPATION AND ATTENDANCE  
 MORE HELP/WOULD OFFER MORE SERVICES  
 INCREASE MEMBERSHIP  
 PARISH GROWTH  
 NEW CHURCHES/SUNDAY AND ARMENIAN SCHOOLS  
 INCREASE REVENUE  
 NEW TALENT - NEW POOL OF PEOPLE  
 IMPROVE PASTOR GROWTH  
 NEW IDEAS

INCREASE OPPORTUNITES FOR PRIESTHOOD  
 NEW FACILITIES  
 STANDING ROOM ONLY  
 INCREASED REVENUES  
 SPREADING OF GOSPEL  
 NEED ASSISTANT PASTORS  
 ASSESS NEEDS OF PEOPLE  
 MORE CHURCHES/LARGER FACILITIES  
 INCREASE YOUTH PARTICIPATION/MORE .....AGES  
 INCREASE ARMENIAN AND SUNDAY SCHOOL ENROLLMENTS  
 MORE DIVERSIFICATION OF TALENT  
 MORE COMMUNICATION AND SACRAMENTS  
 MORE SOULS WOULD BE SAVED  
 GREATER RESPONSIBILITY - HIGHER INCOME  
 LARGE RESOURCES - MONEY AND PEOPLE  
 ENHANCE SPIRITUALITY  
 REACH MORE PEOPLE  
 MORE DUES PAYING MEMBERS  
 INCREASE CHURCH ATTENDANCE  
 MORE DELEGATES  
 NEW COUNCIL MEMBERS  
 BROADEN BASE  
 LARGER SALARIES  
 LARGER CHURCHES AND FACILITIES  
 INCREASE ARMENIAN MARRIAGES

### **YOUTH WORKSHOPS**

SUPPORT GROUPS  
 BUILD RELATIONSHIPS  
 PARISH ENERGIZED  
 GROWTH  
 RENEWAL IN JESUS CHRIST  
 BENEFIT FROM OTHER'S EXPERTISE  
 YOUNG CHILDREN →YOUNG PARENTS  
 POOL FOR FUTURE LEADERSHIP WILL BE LARGER  
 YOUNG PEOPLE RECEPTIVE TO JESUS CHRIST  
 DRAW YOUTH = ADULT FINANCIAL SUPPORT  
 FRESH IDEAS/PERSPECTIVES VARIED  
 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  
 SATISFACTION/SATISFIED FEELING  
 INCREASED COMMITMENT

FULL COMMUNICATION  
 SPIRITUALITY STRENGTHENED  
 VERTICAL GROWTH AND MISSION WORK  
 IF CHILDREN COME, PARENTS WILL COME - INCREASED ATTENDANCE  
 CHURCH WILL BECOME GREATER  
     COMMUNITY FOCUS → WILL TURN TO CHURCH OF THINGS NORMALLY  
     TURNED TO GREATER COMMUNITY  
 CHURCH WILL BECOME CENTER OF ALL LIFE  
 ACTIVITIES TO ATTRACT NON-ARMENIAN PEERS  
 INCREASE SENSE OF RESPONSIBILITY  
 FAITH WILL BE PERPETUATED  
 INVOLVEMENT/SET GROUND WORK FOR FUTURE LEADERSHIP  
 NEW CHALLENGES  
 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  
 PLANING 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.  
 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

ENSURE FUTURE  
 MORE ARMENIAN FRIENDS  
 MORE ARMENIAN-ARMENIAN MARRIAGES  
 INCREASED MEMBERSHIP - JUNIOR CHOIR  
 MORE LEADERS, LAY AND CLERGY  
 INCREASED INVOLVEMENT OF PARENTS/GRANDPARENTS  
 HAVE TO HIRE YOUTH DIRECTOR  
 ENLARGEMENT OF FACILITIES  
 MORE DIOCESAN PROGRAMS WILL BECOME NECESSARY  
 DEVELOP GOOD ARMENIAN CHRISTIANS  
 MORALLY/ETHICALLY HEALTHIER CHILDREN

#### WHAT WOULD BE THE IMPACT?

LARGER POOL OF PARTICIPATION  
 MORE PEOPLE FOR FUTURE  
 INCREASE NUMBER OF SEMINARY CANDIDATES

LOCAL YOUTH MINISTER  
MORE COMPETITION IN SPORTS, 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 INSTRUCTORS 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 PARISHES RE COLLEGE RELOCATION,  
ETC.