#### EASTERN DIOCESE OF THE ARMENIAN CHURCH OF AMERICA 630 Second Avenue New York, NY 10016 - 4885

# 1996 PARISH COUNCIL ANNUAL REPORT

Please submit with this form: a) The report of the Pastor and Parish Council; b) A letter addressed to the Primate giving the results of the election of the Parish Council and Diocesan Delegates for confirmation, with a duplicate list of nominees and the number of votes received by each person; c) 1996 revenue and expense budget.

ST. JAMES ARMENIAN CHURCH OF WESTCHESTER

Address	.1131.1	North Stree	:t					
City	White	Plains	•	State	NY	Zip	10605	 
Telephone	(914)	428-2595			-Fax			••
Pastor	Rev.	Fr. Kareki	n Kaspa	rian				 
Assistant Pa	astor							 

#### Parish Council Officers:

Name of Church:

Chairman	Ara Ishkanian				
Vice-Chairman	Michael Guroian				 
Rec. Secretary	Laura Shimshidian	•••••			 
Cor.	Michael Pisani	***************************************	•		 
Treasurer	Lionel Galstaun			•••••	
Ass't Treasurer	Van Krikorian				

Names	Λf	Dala	Cates
14011162	U		Aares

1. Lionel Galstaun	4
2. Vincent Gurahian	5
3	6
7	

# Officers of Assembly:

Assembly President	Rev. Fr. Karekin Kasparian
	Martha Gurahian
	Marilyn Keosayian
,	

Number of Parish Council Meetings (1996)14	
Date of 1996 Annual Parish AssemblySunday,	February 16, 1997
1997 Revenue Budget: \$ 174,610.00	1997 Expense Budget: \$\frac{181,775.00}{}

PARISH-ST. J	AMES ARMENI	AN CHURCH	- CITYWHITI	E PLAINS, NY
·		1996 MEMBERS	HIP DATA	
1. Total Members	hip <u>187</u> Over 1995 I	 by	Under	1995 by1
2. Number of entr	ies on mailing list	641	•	
3. Number of Arm	nenians in the area	aN/A	-	
4. Number of pote	ential members	Approx. 200	<b></b>	· · · · · · · · · · · · · · · · · · ·
5. 1996 members	hip dues:			
Per member\$-	60.00	Senior citizen	\$ 60.00	Other\$
6. How do you div	ide your members	ship revenue amon	g these categoric	es: (in percentage and numbers)
	<u>%</u>		Members	Non-members
a. Dues	100%	•••	100%	*****************
b. Pledges	***************************************		************	*****
c. Stewardship	*******	•••	••••••	***************************************
d. Other contribut	ions	·		
<ul><li>7. Do you have a</li><li>8. Donation for Sa</li></ul>			NOX	
		Members		Non-members
a. Baptism		•••••		
b. Chrismation		*****************		•••••
c. Wedding	<b>≐</b>	\$1,650.00		
d. Funeral				***************************************
e. Other	<u> </u>			
b. 5% - P c. 25% - 0	Membership Pastor Gross PCP (Plate	Collection, Pledge	es, Dues, Yughak	
d. 5% - B	WF (Baptisms, W	/eddings, Funerals	)	

e. 5% - Delegates

#### **1996 PARISH ASSESSMENT DATA**

		1.07
I.	1996 Membership:	<u>187</u>
11.	Number of Clergy:	<u>1</u>
111.	Gross PCP:	
	Membership dues	<u>\$ 10,020,00</u>
	Piedges	45,717.00
	Plate Collection	8,955.36
	Easter Yughakin	***************************************
	Christmas Yughakin	6,055.00
	Cinistinus i <u>agricum</u>	TOTAL \$ 70,747.36
IV. <u>Nur</u>	nber of Sacraments and Sacramen	itals:
	Baptisms	<u>7</u>
	Chrismations	· · · · · · · · · · · · · · · · · · ·
	Engagements	<u>1</u>
	Weddings	••••
	Funerals	12
	August 1	
V. <u>Nur</u>	mber of Delegates:	2
We he	reby certify that the above informa	tion is accurate to the best of our knowledge and information
Paris Lio	in A. Balstann h Council Treasurer nel Galstaun	Parish Council Chairman Ara Ishkanian  Auditing Committee Chairman Russell Sirabian  The Karekin Kasparian  Reviewed by Parish Priest Rev. Fr. Karekin Kasparian

THE ABOVE FIGURES MUST COINCIDE WITH THOSE SPECIFIED ON FINANCIAL REPORT SECTION I (pages 6-7) AND THE MEMBERSHIP DATA SHEET (page 3).

PARISH JAMES ARMI	ENIAN CHURCH	CITYWHITE PLAINS	, NY
SUPPLEM	MENTAL QUESTIONS FOR	THE ANNUAL REPORT	
A. Parish Attorney:			
NameGary Bash	ian		•••••
Address17 Laurel	Lane		***************************************
CityGreenwich	StateC	TZip06	830
Telephone-(203) 661-	-1994		
B. <u>Insurance</u> :			
Please identify types of ins			
PropertyRand Inst	urance Co.	(Building)	
LiabilityRand Inst	urance Co.		
OtherThe State	Insurance Fund	(Compensation)	
C. <u>Tax Exemption:</u>			
Sales Tax	Yes	No	
Property Tax	Yes	No	
Other		••••••	
D. Major Equipment Purchases	s in 1996:		
Please provide sufficient identi parishes:	ification to permit the deve	elopment of an information ba	nk for use by all
Office			
Kitchen		•••••	•
Sanctuary			•

Other----

#### FINANCIAL REPORT - SECTION I - INCOME ( ending 12/31/96)

# PARISH COUNCIL OPERATING ACCOUNT

A. Receipts and Donations:
----------------------------

1. Membership Dues	<u>\$ 10,020.00</u>	
2. Pledges	\$ 45,717.00 <b>/</b>	
3. Stewardship	\$	
4. Plate Collection	\$ 8,955.36	
5. Candles Flowers/gra	apes \$	
6. Easter Yughakin =	\$ 6,055.00	
7. Christmas Yughakin	\$	
8. In Lieu of Flowers	\$ 5,755.00	
9. William streaments S.S.	\$2.266.52	
10. Other Contributions:		
Endowment a.	12,288.77	
b. <u>General</u>	1,285.00	
B. Sacraments & Other Services:		
1. Baptisms	\$	
2. Weddings	\$	
3. Funerals	\$	
4. Requ <u>iems</u>	\$	
	TOTAL \$-94,142.65	
C. Church Affaire.	(Groce) (Niet)	
C. Church Affairs:  1 Razzar St. James Award	(Gross) (Net) \$ 1,579.14	
2. Picnics	18,956.41	
3. Fairs	***************************************	
4. Dinners		nt'd)

5. Other:	Rug Sale \$46	3,314.00		
		,248.75		
	New Year's Eve	7,305.00		
•	d			
• * *		(NET	TOTAL	\$ 75,403.30
D. Church	Auxiliary Organizations:	(1021)	, IOIAL	
D. <u>Onaici</u>	Women's Guild	\$	•	
	2. Senior Women's Guild/Auxiliary	\$		
	3. MKX MKX XAUXHXX 3 M's	968.82		
	4. Men's Club	\$		•
	5. ACYOA Seniors	\$		
	6. ACYOA Juniors	\$		
	7. Senior Citizens	\$		
	8. Other			
		\$ 500.00		
	b	\$		. *
			TOTAL :	1,468.82
E. Other I	ncome:			
	1. Interest	\$ 170.47		
•	2. Sale of Books, Records, Gifts	\$ 1,751.58		
	3. Parish Newsletter	\$ 180.00		
	4. Donations for Use of Facilities	\$ 1,400.00		
	5. Contributions to Building Fund	\$		
	Insuff. 6. Warster of Funds	\$ 29.31		
	7. Other Fundraising (Bingo, Raffles			
	a. Miscellaneous	\$ 2,480.85		
	b	\$		
			TOTAL	\$ 6,012.21
Balance:	January 1, 1996			
1.	In Banks	\$24,019.47		
2.	On Hand	\$		
			TOTAL	\$ 24,019.47
		TOTAL RECEIPTS (Items	; A-E)	177,026.98
		TOTAL CASH ACCOUNT	TEN END	201,046.45

PARISH ST. JAMES ARMENIAN CHURCH	CITY-WHITE PLAINS, NY
FINANCIAL REPORT - SECTION II - DIS	BURSEMENTS (ending 12/31/96)
A. Salaries and Benefits:	PASTOR ASSN'T PASTOR
1. Pastor (s)	\$48,000.00 \$
2. Pastor's Housing & Utility Allowance	\$\$
3. Pastor's Automobile Allowance	\$
4. Pastor's Medical Insurance	\$.5,908.10 \$
5. Clergy Pension	\$\$
TOTA	L\$3,908.10 TOTAL \$ TOTAL\$-3,908.10
B. Other Salaries and Benefits:	#6F 00
1. Visiting Clergymen	\$
2. Secretary and/or Clerical	\$
3. Choir Director, Soloist, Organist	\$ <u>6,373.48</u>
4. Youth Director	\$
5. Custodial	\$1,6.32,30
6. Education Directors	\$
7. Deacons	\$
8. Payroll Taxes	\$
9. Employee Benefits	\$
	TOTAL \$ 8,470.78
C. Operating Expenses:	
1. Telephone	\$ 3,771.58
2. Stationery, Printing and Postage	\$ 7,667.29
3. Rakskibewsbener Flowers/grapes	<u>\$971.79</u>
4. Candex Supplies	\$ 1.670.79
5. <b>kestmentxxxRabes</b> Daskel Assoc. (Computer services)	
6. Attackhowers St. James award	\$ 1,397.01
7. Books, Records, Gifts	\$ 1,377.64
8. EUR HALLE ART EXTENSION TO HOLD IN THE REAL PROPERTY OF THE	\$ 1,160.00
9. CONTROLLED 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	\$ 240.36
10. Fund Transfer to Bldg. Fund	<u>\$ 2,712.34</u>
11. Other:	0.077.70
a. Picnic	\$ 9,011.18
b New Year's Eve	\$39,077.57 2,057.42 80.206.66
Misc.	6,857.69 TOTAL \$ 80,206.66

PARISH ST. JAMES ARMENIAN CHURCH	CITYWHITE PLAINS, NY
FINANCIAL REPORT - SECTION II	- DISBURSEMENTS (continued)
D. Assessments:	
1. Diocesan Dues	<u>\$ 19,795.00</u>
2. Etchmiadzin Looma (Mite)	\$
3. Other:	
a	\$
b	\$
	TOTAL \$ 19,795.00
E. Educational Programs:	
1. Christian Education S.S.	<u>\$ 1,892.31</u>
2. Armenian Language + Culture	\$
3. ACYOA Seniors	\$
4. ACYOA Juniors	\$
5. Xhsk Diocesan Assembly	\$
6. Religious Studies and Vocation	\$
7. Other:	
St. Vartan Camp	\$
b.50/50 Raffle	\$224_00
	TOTAL \$2,689.03
F. Church Building Expenses:	
1. Mortgage (Principal/Interest)	2,921.88
2. Utilities	<u>\$ 10,348.75</u>
3. Insurance	<u>\$ 5,908.10</u>
4. Repairs and Maintenance	s6,752,14
5. Equipment	\$ 2,035.89
6. Other:	
a. Receiver of taxes	\$ 756.89
b. Rentals	\$ 200.00
	TOTAL \$28,923.65
	TOTAL (A-F)\$ 193,993.22
Balance - December 31, 1996	
1. In Banks	\$30,117,42
2. On Hand	<b>\$</b>
TOTAL CASH A	CCOUNTED FOR \$224,110.64

# 1996 ADJUSTED CLERGY STIPENDS EFFECTIVE JANUARY 1997

#### Actual 1996 Stipend & Allowances Budgeted

		PASTOR	ASSN'T PASTOR
Basic Stipend	\$22,750	\$ 25,120.00	\$
Additional increment of \$1,56 years of service as an ordain Diocese with a maximum of s (including service in the Wester Dioceses).	ned priest in the seven increments	\$	\$
Additional increment for paris 150-300 voting members	h size: \$1,625	\$	\$
Over 300 voting members	\$3,250	\$	\$
CAR ALLOWANCE Pastor's owned car*Allowa 28 cents per mile for pastoral		\$	\$
Parish Owned Car *Allowar 18 cents per mile for pastoral		\$3,500.00	\$
*The above mileage allowance entire cost of the automobile in oil, repairs and insurance.			
Note: The mileage allowance to cars does not apply where the all cost of operation.			
HOUSING ALLOWANCE: Parish owned home All utilities. Rental: a) Housing Allowance		\$	\$ \$
b) All utilities costs		\$	\$
Home owned by Pastorf housing allowance on payn purchases.		\$ 21,300.00	\$
CLERGY MEDICAL INSURANCE	CE: Full payment	\$ 4,500.00	\$
CLERGY PENSION: (Plus additional \$1,000 recomm	\$1,000 mended per year).	\$ 2,000.00	\$
CLERGY LIFE INSURANCE: As much term life insurance f can be purchased per year coverage will be purchased the benefit of the Pastor's between the coverage will be purchased to the benefit of the Pastor's between the coverage will be purchased to the pastor's between the coverage will be purchased to the coverage will be coverage.	for \$500. Such by the Parish for	\$	<b>\$</b>
		TOTAL\$ 56,420.00	TOTAL\$

PARISH	ST.	JAMES	ARMENIAN	CHURCH	CITY.	WHITE	PLAINS.	NY	
LAUGUL									

# FINANCIAL REPORT - SECTION III - ASSETS AND LIABILITIES (ending 12/31/96)

A. ASSETS:	
1. Cash	\$
	****************
	***********
2. Certificates of Deposit	\$
	20 117 40
3. StocksvandsBonds Checking a/c	\$30,117.42
	••••••••
4. Real Estate (land, buildings, etc)	\$
5. Building Funds	\$
	•
6. Reserve Fund	\$
o. neserve rund	<b></b>
	,
7. Other Special Funds (list each)	
a	\$
b	\$
C	\$
	TOTAL\$ 30,117.42
D. LIADULTIEC	
B. <u>LIABILITIES</u> 1. Mortgage	ė
1. Wortgage	•
	********************************
2. Loans Payable	\$
3. Accounts Payable	\$
	30,117.42

The above statement has been prepared from the books and records of St. James Armenian Church to the best of our knowledge reflects accurately the receipts and disbursements for the year ended December 31, 1995, and the balance on hand in cash and in the banks at such date, and any accounts payable.

Parish Council Chairman Ara Ishkanian

Parish Council Treasurer Lionel Galstaun

Auditing Committee Chairman Russell Sirabian

Reviewed by Parish Priest

Rev. Fr. Karekin Kasparian

# THE NAMES OF OFFICERS SERVING IN 1996

#### **WOMEN'S GUILD**

Chairman Elizabeth Derderian Telephone (914) 967-5830
Address-4 Marlene Court, Rye, NY 10580
Membership8
Amount transferred to Parish Council
Cash on hand at 1/1/96-\$1,030,79Income-\$11,884_82
Disbursements \$11,399.69 Balance at 12/31/96 \$1,515.92
Major Annual Functions Hosted Communion Breakfast; C'mas Dinner; Lenten
Dinner; Sponsored coffee hour; Art show/sale; Assisted with Tag
Sale; Trip to Culinary Institute and Hudson River Museum; Held
C'mas Boutique; Dried fruit sale; Secured tickets for "9 Armenians"

#### SENIOR WOMEN'S GUILD / AUXILIARY

Chairman	Telephone
Address	
Membership	# of meetings held
Amount transferred to Paish Council	
Cash on hand 1/1/96	Income
Disbursements	Balance at 12/31/96
Major Annual Functions	

#### **ARMENIAN SCHOOL**

Name of SchoolSt. James Armenian Church School
ChairmanTelephoneTelephone
Address
Address 116 Crisfield Avenue, Yonkers, NY 10710
Number of Teachers9Number of Pupils
Number of Classrooms6School Days and Hours Sat. 10:00-1:30pm
Cash on hand at 1/1/96\$6,596.40 Income \$10,703.00
Disbursements\$11,061.41 Balance at 12/31/96\$6,238-99
Major Annual Functions Open House; C'mas Party; Bake sale; Hosted
Lenten Dinner: Closing Hantess: Served refreshments in memory of Armenian Martyrs Day; Arts & Crafts; Visited Flushing Home for the Aged; Birthday celebrations for students.

#### SUNDAY SCHOOL

Chairman	Telephone
Address	
Superintendent D. Maralle Cac	choian-SchanzTelephone-)-914)228-4570
Address 2577 Route 301, Car	mel, NY 10512
Number of Teachers8	
Number of Classrooms5	School Hours Sundays, 10:15-12:15pm
Cash on hand at 1/1/96\$116.4	1010
Disbursements \$1,893.18	
Major Annual Functions Hosted I Easter egg hunt/sale;	enten Dinner; C'mas Eve Pageant;

#### **RESERVE FUND**

Chairman- Ara Momjian	Telephone-(20.3)661-9.765.
Address 747 North Street Greenwich	,CT06830

#### YOUTH MINISTRY (A.C.Y.O.A. SENIORS)

Chairman Belinda Aksu Telephone (914) 834-5774
Address 308 Richbell Road, Apt. B4, Mamaroneck, NY 10543
Membership# of meetings held#
Cash on hand at 1/1/96\$4,439.55   \$1,856.00
Disbursements\$641.45 Balance at 12/31/96\$5,654.10
Amount sent to Central Council in 1996
Major Annual Functions Served refreshments after C'mas eve service,
Palm Sunday Banquet, helped at picnic, attended assembly, get-together with members.

#### YOUTH MINISTRY (A.C.Y.O.A. JUNIORS)

Chairman	Telephone
Address	
Membership	# of meetings held
Cash on hand at 1/1/96	Income
Disbursements	Balance at 12/31/96
Major Annual Functions	
***************************************	

#### CHOIR

Chairman Aram Dodakian	Telephone(203) 438-6494		
Address 27 Jefferson Drive, Ridgefi	eld, CT 06877		
Membership: MaleFemale	13Total18		
ChoirmasterRaffi Sevadjian			
Address 30 Dale Lane, Wantagh, NY	11793		
Cash on hand at 1/1/96\$3,712.34	Income		
\$2,712.34 Disbursements	Balance at 12/31/96\$1,000_00.		
Amount sent to Choir Association Central Council in 1995			
Major Annual Functions Participated in the Vartan Cathedral and Cathedral of Lenten Dinner.	e Pontificial Badarak at St. St. John the Divine, Hosted		

#### HYE STEPPERS

George Gu	uendjoian	Telephone (914) 961-5630	
Address 250 Round Hill F			
Membership	•••••	-# of meetings held9	
Cash on hand at 1/1/96\$1.  Disbursements\$5.		e at 12/31/96\$1,683.51	
Major Annual Functions Hosted Lenten Dinner, Held B-B-O during summer; Annual Dinner/Dance, several potluck dinners.			
	, beverer poetaon		

#### 

Chairman George G.	Omartian II	Telepho	one (203) 431-4194	<u> </u>
Address P.O. Box 318,	So. Salen, NY	10590 Fa	ax	
Membership8		# of me	eetings held	•
Cash on hand at 1/1/96	\$3,416.38	Income	<b>\$1,754.85</b>	
Disbursements		Balance at 12/3	31/96- <sup>\$5</sup> ,171.23	
Major Annual FunctionsAn	nual Advent Bo			
	***************************************	•		
		•	er e	

#### OFFICIAL PARISH PUBLICATION

Name of PublicationHOPE	Circulation
Editor Rev. Fr. Karekin Kaspar	ian (914) 428-2595
Address 1131 North Street, Whi	
Income	Expense
medile.	CAPENSE

#### **PUBLICITY AND PUBLIC RELATIONS**

	• •	
Name of Church's Publicity Coordinator	Ann D. Boghosian	
Address-499 No Broadway, Whit	te Plains NY Telephon	ne (914)946-1638.
***************************************		

#### OTHER (Fill in Name)

Chairman	Telephone
Address	
Membership	# of meetings held
Cash on hand at 1/1/96	Income
Disbursements	
lt .	
<u> </u>	
OTHER (Fill in Name)	
Chairman	Telephone
Address	
	# of meetings held
Cash on hand at 1/1/96	
Disbursements	
	······································
<u>L'anno de la company de la co</u>	
Future Plans of the Parish Council:	
To increase membership and ste	wardship pledges in 1997.
New church complex.	
***************************************	•
Signature of the Parish Council:	7 to 1. 1. 1
President Rev. Fr. Karekin Kasparian	1 Jarckes Das parian
Chairman Ara Ishkanian	Ma Other
Secretary Laura Shimshidian	UMINO STUMSTUCE

# PARISH COUNCIL MEMBERS

# THIS YEAR 1997 RE-ELECTED MEMBERS:

(Article 26 of the Diocesan Bylaws states that a member of the Parish Council may hold office for three (3) successive terms; after one year's retirement he/she again becomes eligible to become a candidate for the Parish Council.)

Name Llone	1 S. Galstaun	Tel.Home-(718) 543-0105
		14-E3530HenryHudsonParkwayERiverda NY 1046
		Fax
Date Elected	1995	Number of Terms Served: 1st <sup>X</sup> 2nd3rd
Name Paul	Keyishian	Tel.Home-(914) 937-2670
Address 557 L	ocust Avenue,	Portchester, NY 10573
		Fax
Date Elected	1995	Number of Terms Served: 1stX2nd3rd
Name Lisa	Kouzoujian	Tel.Home-(203).96.78206
		amford, CT 06906
Tol Office		్రా Fax
		Number of Terms Served: 1st <sup>X</sup> 2nd3rd
		Tel.Home
Address		
Tel.Office		FaxFax
Date Elected		Number of Terms Served: 1st2nd3rd
		Tel.Home
Address	••••••	
Tel.Office		FaxFax
Date Elected		Number of Terms Served: 1st2nd3rd
Name		Tel.Home
Address		·
Tel.Office		Fax
Date Elected		Number of Terms Served: 1st2nd3rd
Name	•••••	Tel.Home
Address		
Tel.Office	***************************************	FaxFax
Date Elected		Number of Terms Served: 1st2nd3rd

#### **PARISH COUNCIL MEMBERS**

#### **NEWLY ELECTED MEMBERS IN 1997:**

Name Mack Basil	Tel. Home (914) 948-9354
Address 273 Bryant Avenue, White Plains, NY 1	0605 Tel.Office
Number of Votes Received46	Fax
NameAra Momjian	Tel. Home (203) 661-9765
Address 747 North Street, Greenwich, CT 06830	Tel.Office
Number of Votes Received	Fax
Name	Tel. Home
Address	Tel.Office
Number of Votes Received	
	· · · · · · · · · · · · · · · · · · ·
Name	Tel. Home
Address	
Number of Votes Received	
Trainage of Votes receives	
Name	Tel Home
Address	
Number of Votes Received	
Number of votes neceived	
Name	Tal Hama
Address	
Number of Votes Received	•
Number of votes neceived	Fax
	<b>-</b>
Name	
Address	
Number of Votes Received	Fax
ALTERNATE PARISH COUNCIL MEMBERS	(202) 060 6722
Name Van Krikorian	
Address 43 Old Logging Road, Stamford, CT 069	
Number of Votes Received43	Fax
Name	
Address	
Number of Votes Received	Fax

#### **DIOCESAN DELEGATES ELECTED IN 1997**

Name	Tel.Home
Address	Tel. Office
Year Elected	Fax
Name	Tel.Home
Address	Tel. Office
Year Elected	Fax
Name	Tel.Home
Address	Tel. Office
Year Elected	Fax
Name	Tel.Home
Address	Tel. Office
Year Elected	Fax
Name	Tel.Home
Address	Tel. Office
Year Elected	Fax
Name	Tel.Home
Address	Tel. Office
Year Elected	Fax
Name	Tel.Home
Address	Tel. Office
Year Elected	Fax
ALTERNATE DELEGATES	
Name	Tel.Home
Address	Tel. Office
Year Elected	Fax
Name	Tel.Home
Address	Tel. Office

# DIOCESE OF THE ARMENIAN CHURCH PARISH PROFILE

ST. JAMES ARMENIAN CHURCH OF WESTCHESTER

#### PARISH ORGANIZATIONS AND STATISTICS

Group Name	Enrollment/Membership	Potential Growth
Sunday School	50	60
Armenian School	31	40
ACYOA Seniors	12	15
ACYOA Juniors	In the process of reorganizing	12
Women's Guild	39	45
Senior Women's Gld/Auxiliary	<del>NO</del> NE	
Men's Club	NONE	
Choir	14	18
Junior Choir	14	18
Senior Citizens	NONE	
Bible Study	10	15
Cultural Committee	8	10
Social Services	TNONE	
Youth Coordinator/Director	NONE	
Other HYE STEPPERS	35	45

12/03/96

FGK/as