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HOLY TRINITY ARMENIAN CHURCH

RIGHT REV. VAZKEN KESHISHIAN, RECTOR
RECTORS OFFICE 964-3286

PARISH OFFICE 924-6514
AUDITORIUM 923-0081

June 17, 1980

His Eminence The Primate
Archbishop Torkom Manoogian
Diocese of the Armenian Church of America
630 Second Ave.
New York, N.Y. 10016

Your Eminence,

We are surprised to hear that the Diocesan Council is concerned about a local, minor administrative matter re. the stipend of Very Rev. Vazken Keshishian. At no time during his employment by our Church, nor our two previous Pastors had any grievances regarding their stipend. Considering the tense circumstances under which Rt. Rev. Bishop Aris Shirvanyan left Toronto, arrangements for his final payments was conducted in a gentlemanly manner to the mutual satisfaction of all.

Thus, there should not be any doubt that Very Rev. Vazken Keshishian will be accorded the same.

To clarify the matter which undoubtedly was presented to you unilaterally we feel that it is essential that you be aware of the following:

On April 21, 1980 Very Rev. Vazken Keshishian was paid a sum of \$1,810.00 (By way of our Parish Council member Hagop Yeretsian) in advance as total payment of stipend to end April 1980. According to the wishes of Very Rev. Vazken Keshishian, monthly stipend was paid at the end of each calendar month.

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No payment was made for the month of May 1980, since Very Rev. Vazken Keshishian was due to be back to his Pastoral duties as of May 12, 1980.

At present the sum of \$ 642.29 is due to Very Rev. Vazken Keshishian as stipend from May 1st to May 11, 1980, based on \$ 1,810.00 of equal monthly payments.

A severance pay is not awarded to Very Rev. Vazken Keshishian, since our Parish Council was legally not notified of the termination of his employment, according to the laws of this country.

As to the subject of vacation pay 1979, it is customary, if not law, that an employer be notified in advance that an employee will not take vacation for a given calendar year, so that vacation arrangements are made to be carried over or financially compensated.

In this case none of the above was conducted.

To say the least, on several occasions, Very Rev. Vazken Keshishian, has taken days off, without prior notification or arrangement with the Parish Council, from Monday to Friday or Saturday, and had returned on Sunday to celebrate Divine Liturgy. In a manner of cordial relationship and hopeful of future cooperation this Parish Council had allowed these vacation days without bureaucratic registration of the absenteeism dates.

Thus, we find ourselves under ^{NO} obligation to make provisions for financial compensation, since our charitable attitude towards the Pastor is being abused.

We also regret to inform you that on Sat. April 12, 1980 Very Rev. Vazken Keshishian solemnized the Weddings of MR. VARUJAN BALIAN at 6:30 P.M. Church Reg. Folio 387, MR. VIKEN SHAHINIAN, Church Reg. Folio 388, and through information made available by Messrs Balian and Shahinian have paid the sum of \$ 100.00 respectively, to be forwarded to our Church Treasurer for adequate receipts to be issued to the married parties, *as church donation.*

To date we have not received these donations from Very Rev. Vazken Keshishian.

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Enclosed please find a cheque for \$ 442.29.

Stipend due	\$ 642.29
Donations (receivable)	<u>\$ 200.00</u>

Total amount due to	\$ 442.29
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Very Rev. Vazken Keshishian in Canadian Funds.

Please provide us with appropriate receipt for accounting purposes.


Respectfully Yours,

Parish Council
Holy Trinity Armenian Church

Secretary


Hratch Shishmanian

Acting Chairman


Sarkis Tchilingirian