



Annual Report—2022



Antiochian Orthodox
Christian Archdiocese





TABLE OF CONTENTS

Metropolitan Letter

Metropolitan Saba.....	5
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Finance

Financial Report Cover Letter.....	6-7
Financial Report, Receipts, Expenditures & Notes.....	8-13
Where The Dollar Came From.....	14
Diocesan Contributions.....	15
Board of Trustees / Individuals / Word Contributions.....	16-17
Treasurer / CFO Letter.....	18
Chanceries Expenses.....	19-20

Departments

Department of Clergy Insurance and Retirement.....	21-25
The Order Of St. Ignatius.....	26-32
Antiochian Village Council.....	33-34
Antiochian Village Camp.....	35-38
Antiochian Village Heritage & Learning Center.....	39-41
Antiochian Women.....	42-43
Charitable Outreach Committee, Food For Hungry People	
Children's Relief Funds.....	44-47
Archdiocesan Task Force For Youth & Young Adult Ministry.....	48-53
Department of Sacred Music.....	54-55
Department of Liturgics, Inter-Orthodox, and Statistics.....	56-58
Missions & Evangelism.....	59
The WORD Magazine.....	60
The Western Rite Vicariate.....	61
Department of Internet Ministry.....	62-63
Department of Homeschooling.....	64-65
Department of Prison Ministry.....	66
The Antiochian House of Studies.....	67-68
Department of Translation.....	69
Ancient Faith Ministries.....	70
Department of Convention & Conference Planning.....	71-72
Department of Communications.....	73
Department of Marriage & Parish Family Ministry.....	74
Department of Stewardship.....	75
Department of Lay Ministry.....	76-77
Officers and Trustees of the Archdiocese and Headquarters Staff.....	78-79





**ANTIOCHIAN ORTHODOX CHRISTIAN ARCHDIOCESE
OF NORTH AMERICA**

Prot. No.: 102/2023

Beloved Brother Hierarchs; Reverend Clergy; Esteemed Members of the Archdiocesan Board of Trustees, the Order of St. Ignatius, the Antiochian Women, the Young Adult Ministry, SOYO, and all our Parish Councils, Departments, and Organizations; and all the Beloved Faithful of this God-protected Archdiocese,

Greetings in the name of our great God and Savior, Jesus Christ!

We are pleased to submit for your review this Archdiocesan Financial Report for the year ending December 31, 2022. Each year we produce this comprehensive report so that you can see first-hand what your contributions have accomplished and bear witness to the financial stewardship of our archdiocesan funds.

Over the past year, we have continued to strengthen the archdiocese's financial health and accountability. For the first time in the history of this archdiocese, we have completed an annual external audit—for the year 2021—and the same independent CPA firm is now completing the audit for 2022 as well. Thanks to the generosity of our parishioners and the faithfulness of our parishes, assessment income was above budget. Additionally, thanks to the careful management and hard work of our archdiocesan administration and staff, annual expenses were far below budget. The Antiochian Village has now recovered from the stresses of the pandemic, ending the year with operating surpluses for both the Conference Center and the Camp. Finally, through prudent management, our Investment Committee weathered a very challenging year, keeping our losses well below market average.

These successes are a testimony to the diligence and devotion of so many people throughout the archdiocese. I specifically want to thank the Vice-Chairman of our Archdiocesan Board of Trustees, Mr. Fawaz El Khoury; our Chief Financial Officer, Mr. Salim Abboud; our Controller, V. Rev. Fr. Michael Tassos; and our entire Department of Finance. I am also deeply aware of the love and commitment shown by so many others at all levels of our archdiocese—from hierarchs to parishioners—and I sincerely thank each of you with all my heart.

As always, we ask you to share this report as widely as possible within your parishes. We are all one Body in Christ, and we share not only in the cares and labors of the Church but also in her joys and successes.

Yours in Christ,

A handwritten signature in blue ink that reads "SABA". The signature is stylized and written in a cursive-like font.

SABA
Archbishop of New York and Metropolitan of All North America

His Eminence
The Most Reverend
Metropolitan SABA



Archbishop of New York and
Metropolitan of
All North America

ANTIOCHIAN ORTHODOX CHRISTIAN ARCHDIOCESE
OF NORTH AMERICA

July 7, 2023

Your Eminence, Your Graces, Reverend Clergy,
Esteemed Members of the Archdiocese Board of Trustees,
Department Heads, the Order of St. Ignatius, Antiochian Women,
Young Adult Ministry, Teen SOYO, Parish Councils, and the
Faithful of the Archdiocese

Dear beloved in Christ,

We are pleased to present the annual report for the period ending December 31, 2022. As you review the report you will find reassurance in our continued financial stability. Our Archdiocese is truly blessed to welcome Metropolitan SABA, whose guidance will undoubtedly foster spiritual growth within our community. Together, we strive to build a strong and spiritually enriched Archdiocese for the future generations. May God grant Metropolitan SABA many prosperous years!

We humbly request that you thoughtfully and diligently review the comprehensive report encompassing all financial aspects of our Archdiocese. Your input, questions, and suggestions are sincerely welcomed and appreciated.

Here are some notable financial highlights from the past year, along with initiatives planned for 2023:

2022 Financial Activity

- Actual receipts from parishes and missions were \$4,413,999, which exceeded the budgeted amount of \$4,385,000 by \$28,999 or 1%.
- Contributions from individuals were \$258,663, which was below the budgeted amount of \$365,000 by 106,377 or 29%.
- Total receipts for the archdiocese were \$5,763,635, which exceeded the budgeted amount of \$5,603,500 by \$160,135 or 2.9%.
- On the expense side of things, actual departmental expenses were \$1,144,773 versus a budget of \$1,282,075 or a reduction in expenses of \$137,302 or 11%.
- Other expenditures, which included the maintenance and operation of the headquarters, bishop's salaries and benefits were \$3,031,851 versus a budget of \$3,728,600, or a reduction in expenses by \$696,749 or 19%.
- Total expenses were \$4,528,717 versus a budget of \$5,423,175 or reduction in expenses by \$894,458 or 16%.
- Overall, due to the slightly higher revenues and lower expenses, the Archdiocese concluded the fiscal year with a surplus of \$1,234,918, surpassing the budgeted surplus of \$182,347.

While we are delighted to have achieved such a positive outcome for the year 2022, we must acknowledge the challenges that lie ahead. Some parishes are experiencing limited growth and financial instability and the world around us is becoming increasingly divided. Although we have enjoyed two consecutive years of favorable financial performance, it is unrealistic to expect similar surpluses every year.

Other Initiatives

With the blessing of His Eminence, Metropolitan SABA, the Finance Committee is working on several new initiatives for 2023 and 2024 that we would like to share with you.

- External Audit of the 2021 and 2022 financials: The Archdiocese has engaged an independent CPA firm to conduct a thorough audit of our financial records, ensuring compliance with generally accepted accounting principles. The external audit report for 2021 is complete and the external audit report for 2022 is near completion.
- Restoring department funding and expanding services: The Archdiocese has increased funding for all departments, reinstating some to pre-pandemic levels. Further, we have expanded the scope of work for several departments.
- Improvements at Antiochian Village and the Camp: Utilizing the surpluses from the past years, we have undertaken significant necessary upgrades and enhancements at Antiochian Village and the Camp.
- Clergy housing allowance: The Archdiocese remains committed to honoring the dedicated service of our clergy by ensuring proper funding for the retired clergy housing allowance. A portion of the endowment income has been designated for this purpose.

On behalf of the Department of Finance, we extend our profound gratitude and love to His Eminence, Metropolitan SABA, whose leadership is propelling us forward both spiritually and financially. Heartfelt appreciation also goes to Metropolitan Antonios for his love and guidance during the transitional period and to our Hierarchs, whose unwavering support has been invaluable to the Archdiocese. Also, to Bishop John who guided the Temporary Operating Committee prior to the arrival of Metropolitan Antonios. His calm leadership provided the needed stability allowing us to continue and expand the work of the Department.

To our esteemed associates on the Archdiocese Board of Trustee, especially Vice Chair, Fawaz El Khoury and Chancellor Deacon Emile Sayegh, our deepest thanks for your wise counsel, guidance, and generosity during these challenging times. To the members of the Order of St. Ignatius of Antioch, Antiochian Women, Young Adult Ministry, Teen SOYO, and all the Departments, we extend our heartfelt gratitude for your generous contributions, unwavering commitment, and exceptional service. We also extend our sincere appreciation to the heads of our departments, committees, and commissions, as well as pastors, parish councils, every single parishioner and friend of the Antiochian Archdiocese, for their remarkable dedication and unwavering moral and financial support.

Lastly, there are no words to adequately express appreciation and gratitude to the hardworking staff at the Archdiocesan headquarters, whose ceaseless efforts tirelessly meet the increasing demands of our church and faithful. I would not be able to do the volunteer job of CFO were it not for the dedication of our archdiocese headquarters staff, Fr. Paul Matar, Very Rev. Fr. Michael Tassos, Teresa Ruggiero, Daniel Nehme and Marlene Ayoub who together bring their financial and business expertise and love for our Archdiocese to this department.

Yours faithfully in Christ,

Salim Abboud, Chief Financial Officer

STATEMENT OF RECEIPTS

FOR THE FISCAL YEAR ENDED DECEMBER 31, 2021 & 2022

FROM PARISHES & MISSIONS

	ACTUAL 2022	BUDGET 2022	ACTUAL 2021
Parish Receipts	\$4,064,612	\$4,000,000	\$3,940,694
Tithing Parishes	167,837	200,000	298,653
Archdiocese Seminarian Fund	62,465	60,000	53,492
Patriarchate Fund	69,835	60,000	60,384
Theological Seminaries Fund	49,250	65,000	63,138
Total From Parishes & Missions	\$4,413,999	\$4,385,000	\$4,416,360

FROM INDIVIDUALS

	ACTUAL 2022	BUDGET 2022	ACTUAL 2021
For the General Fund	\$221,500	\$300,000	\$258,000
For the Word magazine	5,213	5,000	2,716
For Other Funds & charities	31,950	60,000	58,216
For YAM, SOYO & Antiochian Women	-	-	-
Total From Individuals	\$258,663	\$365,000	\$318,932

FROM ORGANIZATIONS & CONVENTIONS

	ACTUAL 2022	BUDGET 2022	ACTUAL 2021
The Order of St. Ignatius	\$664,968	\$700,000	\$664,968
PLC Registration Fees	24,908	-	-
Total	\$689,876	\$700,000	\$664,968

OTHER ARCHDIOCESE RECEIPTS

	ACTUAL 2022	BUDGET 2022	ACTUAL 2021
Sale of Orthodox Books, Publications	\$48,663	\$15,000	\$ -
Subscriptions to the Word magazine	1,596	500	1,607
Interest & Dividends from Investments	49,770	50,000	110,524
Miscellaneous	242,827	25,000	13,873
Certificates (Marriage, Baptism & Chrismation)	57,242	60,000	58,129
Church Supplies for resale	-	3,000	-
Total	\$400,097	\$153,500	\$184,133

SUMMARY

	ACTUAL 2022	BUDGET 2022	ACTUAL 2021
TOTAL RECEIPTS	\$5,763,635	\$5,603,500	\$5,584,393
TOTAL EXPENDITURES	4,528,717	5,423,175	4,019,627
NET EXCESS OF REVENUE OVER EXPENSES	\$1,234,918	\$180,325	\$1,564,766

STATEMENT OF EXPENDITURES

FOR THE FISCAL YEAR ENDED DECEMBER 31, 2021 & 2022

THEOLOGICAL EDUCATION

	ACTUAL 2022	BUDGET 2022	ACTUAL 2021
Seminarians – Tuition, Room, Board & allowance	\$230,550	\$245,000	\$228,449
Total Theological Education	\$230,550	\$245,000	\$228,449

OTHER EXPENDITURES

	ACTUAL 2022	BUDGET 2022	ACTUAL 2021
Retired Clergy Housing Allowance	\$49,992	\$50,000	\$49,992
Patriarchate Fund (Palm Sunday Collection)	64,051	100,000	60,384
Assembly of Bishops	7,500	7,500	7,500
For YAM, SOYO & Antiochian Women	-	10,000	-
Net Excess of Revenue Over Expenses	\$121,543	\$167,500	\$117,876

ARCHDIOCESE DEPARTMENTS

	ACTUAL 2022	BUDGET 2022	ACTUAL 2021
Youth Ministry	\$100,623	\$178,750	\$17,424
Young Adult Ministry	25,300	15,000	14,094
Orthodox Christian Education	53,614	77,125	12,837
Sacred Music	67,524	75,000	37,079
Liturgics	22,658	56,000	60,175
Mission support & development	27,500	35,000	29,500
Missions & Evangelism	152,488	150,000	162,125
Publicity	-	10,000	-
Communications	84,162	102,000	14,691
The WORD publication	155,572	160,000	154,639
Western Rite Vicariate	13,810	1,800	1,700
Inter-Faith & Inter-Orthodox	-	1,000	1,000
Internet Ministry	98,604	105,000	68,014
Other Departmental Ministries	-	100,000	-
Camping	88,261	75,400	1,666
Convention & Conference Planning	-	-	-
Archdiocese Departments Travel	88,847	20,000	36,385
Home Schooling	26,000	35,000	29,173
Prison Ministry	6,514	10,000	5,399
West Coast Institute	76,126	75,000	68,541
The Order Administrator	57,170	-	45,742
Total	\$1,144,773	\$1,282,075	\$760,184

OTHER EXPENDITURES

	ACTUAL 2022	BUDGET 2022	ACTUAL 2021
Maintenance & Operations (Headquarters)	\$1,349,192	\$1,648,600	\$1,219,175
Insurance (Headquarters)	-	14,000	12,838
Allowance & Office	109,375	125,000	125,000
Bishops stipends & benefits	725,275	775,000	676,740
Secretarial help for bishops	75,000	125,000	100,900
Bishops' meetings	3,302	15,000	5,747
Chanceries	255,398	370,000	344,452
Antiochian Village	10,997	225,000	157,197
Heritage & Learning Center	272,123	295,000	231,545
Foreign currency conversion	-	1,000	39
Professional Services (Legal & Accounting)	172,859	60,000	12,475
401(K) Retirement contribution	5,800	-	-
Miscellaneous expense	52,530	75,000	27,011
Total	\$3,031,851	\$3,728,600	\$2,913,119

NOTES TO STATEMENT OF RECEIPTS & EXPENDITURES

FOR THE FISCAL YEAR ENDED DECEMBER 31, 2021 & 2022

NOTE: 1

MAINTENANCE & OPERATION OF ARCHDIOCESE HEADQUARTERS

	<u>ACTUAL 2022</u>	<u>BUDGET 2022</u>	<u>ACTUAL 2021</u>
Office staff salaries	\$599,484	\$650,000	\$569,320
Medical, Health & life insurance and social security	363,042	372,200	305,018
Household expenses	76,799	97,000	94,401
Utilities	51,333	71,400	48,794
Postage	7,786	9,000	8,677
Office supplies	12,813	20,000	8,963
Repairs & maintenance	104,333	206,000	107,288
Copier lease	3,980	5,000	4,215
Automobile expenses	1,611	20,000	193
Other real estate taxes & maintenance	116,753	75,000	55,539
Other charges	11,257	23,000	11,767
Capital Improvements	-	100,000	5,000
Total	\$1,349,192	\$1,648,600	\$1,219,175

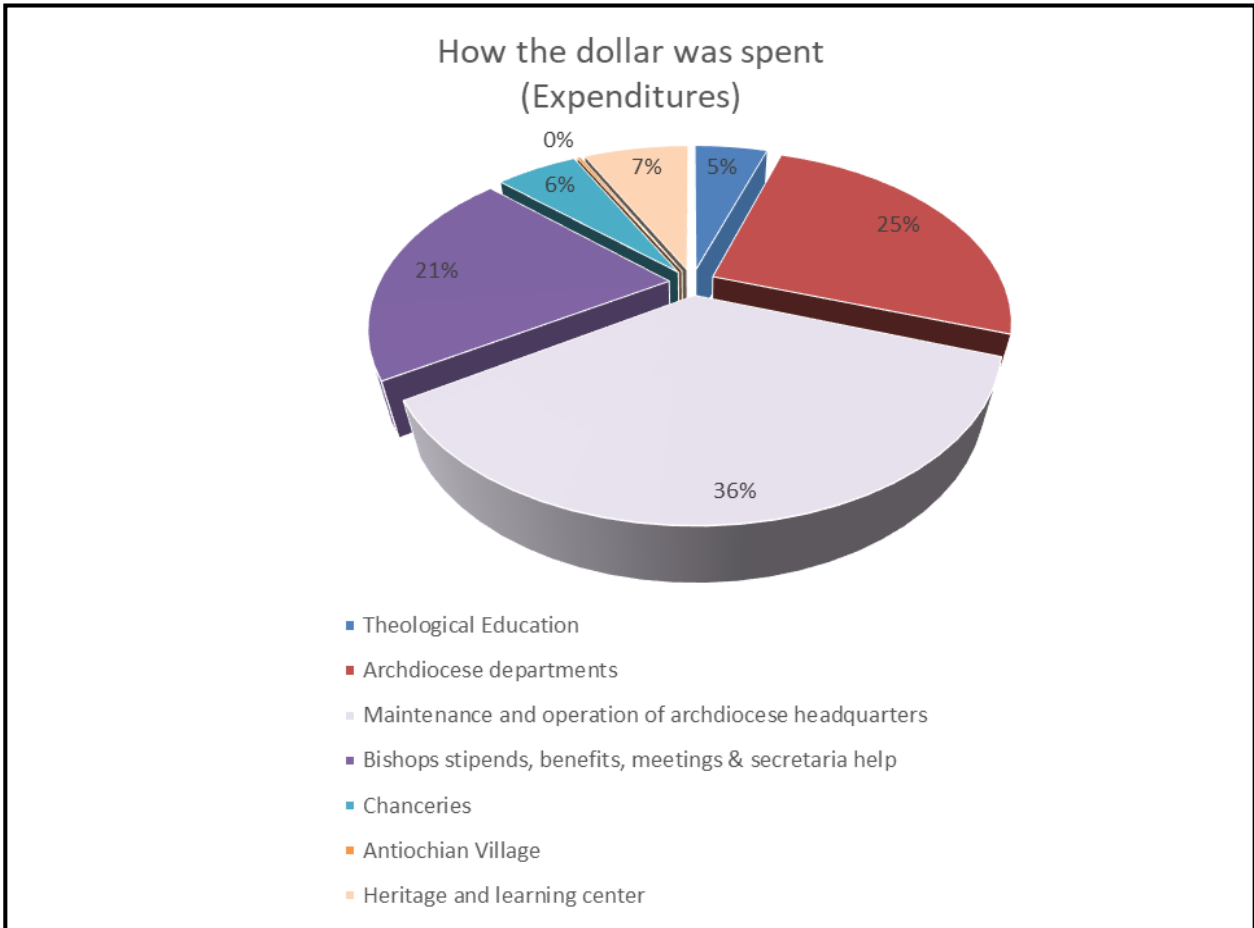
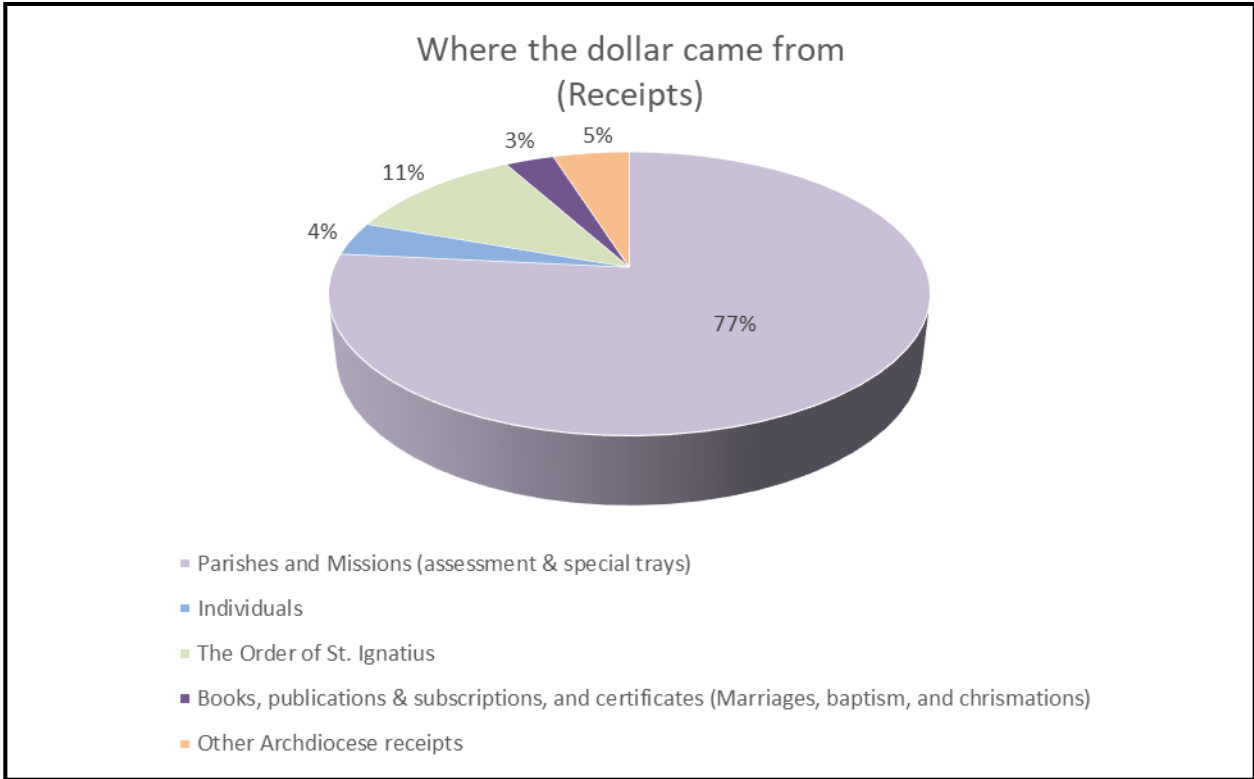
NOTE: 2

BISHOP'S STIPENDS & BENEFITS

	<u>ACTUAL 2022</u>	<u>BUDGET 2022</u>	<u>ACTUAL 2021</u>
Bishops Stipends	\$516,225	\$550,000	\$512,781
Medical, Health, Life insurance & social security	209,050	225,000	163,959
Total	\$725,275	\$775,000	\$676,740

THE ARCHDIOCESE DOLLAR

YEAR ENDED DECEMBER 31, 2022



SCHEDULE OF RECEIPTS FROM DIOCESES

FOR THE FISCAL YEAR ENDED DECEMBER 31, 2021 & 2022

DIOCESAN CONTRIBUTIONS

For the Fiscal Years Ended December 31, 2021 and 2022

DIOCESE	Actual 2021	Actual 2022
Charleston, Oakland and Mid-Atlantic	\$411,925	\$486,564
Los Angeles & Northwest	836,975	904,138
Miami and the Southeast	464,514	516,391
New York and Washington, DC	184,434	215,260
Ottawa, Eastern Canada and Upstate New York	130,140	275,459
Toledo and Midwest	638,237	768,710
Wichita and Mid-America	798,683	917,336
Worcester and New England	200,030	198,000
Total Diocesan Contributions	\$3,664,938	\$4,281,858

CONTRIBUTIONS TO ARCHDIOCESE FUNDS

FOR THE FISCAL YEAR ENDED DECEMBER 31, 2022

BOARD OF TRUSTEES

Salim Abboud	\$10,000	Elie Haig	\$10,000	James Moses	\$10,000
Edward F. Assile	\$10,000	Elias K. Hebeka	\$10,000	Majed J. Nesheiwat	\$10,000
Richard J. Ayoub	\$10,000	Michael S. Homsey	\$5,000	Mary Winstanley O'Connor	\$10,000
James G. Bach	\$10,000	Khalil Kardous	\$10,000	Mansour O. Rayan	\$5,000
Dan Braun	\$10,000	Karen Kinan	\$1,500	Philip N. Saliba	\$10,000
Isa Canavati	\$10,000	Gregory Laham	\$10,000	Douglas Skaff	\$10,000
Fawaz El Khoury	\$10,000	Dn. Christian Manasseh	\$10,000	George Thomas	\$10,000
Darlene Haddad	\$10,000	Nicholas Massad, Jr.	\$10,000	Rami Younes	\$10,000

CAMP BOOK DONATIONS

Edward F. Assile	\$1,000	Khalil Kardous	\$5,000	Kelli Kouri Neagle	\$1,000
Richard J. Ayoub	\$2,000	Karen Kinan	\$500	Mary Winstanley O'Conno	\$1,000
James G. Bach	\$2,000	Carol Laham	\$1,000	Mansour Rayan	\$2,000
Dan Braun	\$2,000	Dn. Christian Manasseh	\$2,000	Philip Saliba	\$1,000
Fawaz El Khoury	\$5,000	Dr. Nicholas Massad	\$2,000	Doug Skaff	\$5,000
Darlene Haddad	\$1,000	William Morrison	\$500	Rami Younes	\$1,000
Michael S. Homsey	\$2,000	James Moses	\$2,000	Dimitri Zeidan	\$1,000

WORD CONTRIBUTIONS

Mr. & Mrs. John Aber	\$50	Mr. George Freije	\$50	Mr. & Mrs. Frank C. Nackel	\$200
Mr. Richard Abodeedy	\$100	Mr. & Mrs. Jack Gardiner	\$100	Mr. Kamal Abbud Neme	\$50
Mr. & Mrs. Edward Aboufadel	\$50	Mr. & Mrs. James Gervasi	\$50	Mr. & Mrs. Nicholas Papas	\$200
Virgina & Nicola Antakli	\$600	Mr. & Mrs. George Ghareeb	\$50	Mr. Petros N. Papas	\$50
Mr. & Mrs. Robert Azar	\$50	Mr. & Mrs. Adnan Haydar	\$50	Mr. Donald B. Pellett	\$75
Mr. & Mrs. John Bahnson	\$100	Mr. John Hendrix	\$80	Mr. & Mrs. Thomas Priutt	\$100
Mr. Edward P. Betor	\$200	Mr. & Mrs. Vincent K. John	\$50	Mr. & Mrs. Raymond Rendoff	\$50
Ms. Marie Arnold Bond	\$100	Mr. & Mrs. Fawzi Khalaf	\$50	Ms. Sadie Salem	\$50
Ms. Lindy E. Bayouth	\$100	Mr. & Mrs. Elia Lakkis	\$200	Mr. Roy & Maureen Samra	\$50
Sbdn. & Mrs. Bartholomew Basarab	\$50	Mr. & Mrs. Peter Lowry	\$100	Ms. Bernice M. Shaheen	\$200
Mr. & Mrs. Brandenburg	\$50	Mr. & Mrs. Albert Maloof	\$100	Mr. and Mrs. John Schmidt	\$200
Mr. & Mrs. William Catelli, Jr.	\$100	Mr. & Mrs. William May	\$100	Mr. & Mrs. Douglas Skaff	\$500
St. Mary Church	\$100	Mr. & Mrs. Michael McCoull	\$50	Salims Silver Star	\$200
Mr. & Mrs. George Debbaneh	\$50	Mr. & Mrs. John Molloy	\$50		
Mr. & Mrs. John Farris	\$50	Mr. & Mrs. Gerardo Morales	\$50		

OTHER CONTRIBUTIONS

Anonymous	\$29,929	New Liturgical Book
Antiochian Women	\$87,667	Antiochian Village Cathedral Fund
Arthur & Beverly Mabett	\$2,500	Children ReliefFund
Bishop Anthony	\$6,000	Beirut and Syrian Relief Funds
Carol Laham	\$10,000	AV Cathedral Fund
Charles Ajalat	\$20,000	General Fund
Charlotte & Jerome Miller	\$200	Syrian Relief
Church of the Advent Atlanta	\$1,200	Western Rite Vicariate
CSX Transportation Pride in Service	\$2,399	General Fund
Dave Tax	\$10,000	General Fund
Estate of Mary Rose Grim	\$1,000,000	Bequest
Fawaz El Khoury	\$3,000	Bible Bowl
Haytham Hamwi	\$2,000	Convent of Sayednaya
James Cuckler, Jr.	\$2,800	Southeast Diocese, General Fund & Patriarchate
Jeffrey Solof	\$420	Syrian Relief
Kathleen Everhart	\$300	Food For Hungry People
Laham Family	\$3,000	Oratorical
Michael Ellis	\$5,000	General Fund
Mr. & Mrs. Douglas Londal	\$1,000	General Fund
Sam Newey	\$83,483	Antiochian Village Cathedral Fund
St. Athanasius Academy	\$1,200	Missions
St. Tikhon's Graduating Class	\$500	Syrian Relief
Steven & Mellisa Kean	\$25,000	Antiochian Village Cathedral
United Way	\$100	General Fund
Vendon Otto	\$300	Syrian Relief
Virginia & Nicola Antakli	\$2,600	The Word, Seminary Fund, Soyo, Misc.

His Eminence
The Most Reverend
Metropolitan SABA



Archbishop of New York and
Metropolitan of
All North America

ANTIOCHIAN ORTHODOX CHRISTIAN ARCHDIOCESE OF NORTH AMERICA



The Finance Department is comprised of the Treasurer/CFO, the financial Controller, and four positions for Accounts Payable, Assessments, Investment & financial reporting, and Accounts Receivable & Retirement.

The Finance Department is involved with and serves all Departments, Camps, the Heritage and Learning Center, and Chanceries of the Archdiocese by overseeing and processing all requests for reimbursement of expenditures. The Department also provides timely reporting to support and assist the department chairs and Bishops in achieving their goals.

In addition, the Finance Department is responsible for assessing the proportional giving on our churches, to collect all due funds from churches and individuals, and to collect and disburse humanitarian funds.

The following committees also support the Department:

- Investment
- Assessment
- Charitable Outreach
- Financial and Strategic Planning and Budgeting
- Capital Improvements
- Planned Giving
- Internal Audit

The Finance Department is working diligently to safeguard, oversee and invest the assets, funds and endowments of the archdiocese.

Yours faithfully in Christ,
Salim Abboud, Chief Financial Officer

CHANCERIES EXPENSES

FOR THE FISCAL YEAR ENDED DECEMBER 31, 2021 & 2022



The Most Reverend Metropolitan Saba

Diocese of NY and Washington, DC
358 Mountain Rd., Englewood, NJ 07631-5238
(201) 871-1355 Fax: (201) 871-7954

TOTAL EXPENSES \$00.00
SECRETARIAL HELP \$10,000

Diocese Of Los Angeles & The West
454 South Lorraine Blvd., Los Angeles, CA 90020-4730
(323) 934-3131 Fax: (323) 934-1389

TOTAL EXPENSES \$63,768
SECRETARIAL HELP \$33,000



The Right Reverend Bishop Basil

Diocese Of Wichita & The Mid-America
1559 N. Woodlawn St., Wichita, KS 67208-2429
(316) 687-3169 Fax: (316) 636-5628
bpbasil@aol.com

TOTAL EXPENSES \$54,739
SECRETARIAL HELP -0-



The Right Reverend Bishop Thomas

Diocese Of Charleston, Oakland & The Mid-Atlantic
4407 Kanawha Ave., SE, Charleston, WV 25304
Cell: (724) 787-9832 Fax: (304) 346-0146
bpthomasjoseph@gmail.com

TOTAL EXPENSES \$22,884
SECRETARIAL HELP \$19,200



The Right Reverend Bishop Alexander

Diocese Of Ottawa, Eastern Canada & Upstate New York
1820 Rue Laverdure, Montreal, QC H3L 2L9 Canada
(514) 388-4344 Fax: (514) 388-4051
themutran@yahoo.com

TOTAL EXPENSES \$19,192
SECRETARIAL HELP -0-



The Right Reverend Bishop John

Diocese Of Worcester & New England
2 Lydia's Path, Westborough, MA 01581-1841
Cell: (724) 518-5788
frjpa@aol.com

TOTAL EXPENSES \$34,903
SECRETARIAL HELP -0-



The Right Reverend Bishop Anthony

Diocese Of Toledo & the Midwest
2635 Manchester Blvd., Toledo, OH 43606-2825
Cell: (260) 615-8777
bpanthonymichaels@gmail.com

TOTAL EXPENSES \$39,046
SECRETARIAL HELP \$15,000



The Right Reverend Bishop Nicholas

Diocese Of Miami & the Southeast
500 Stonemont Lane, Weston, FL 33326-3505
Cell: (954) 804-2563
bpnicholasmse@gmail.com

TOTAL EXPENSES \$63,938
SECRETARIAL HELP -0-

DEPARTMENT OF CLERGY INSURANCE AND RETIREMENT

V. REV. FR. MICHAEL ELLIAS, CHAIR



Under the omophorion of His Eminence Metropolitan SABA, the Department of Clergy Insurance and Retirement consists of Archpriest Michael Ellias (Chair), Archpriest Thomas Zain (Vicar General), Archimandrite Jeremy Davis and Fr. Paul Matar (Hierarchical Assistants), Mr. Salim Abboud (CFO), Archpriest Michael Tassos (Controller), Ms. Marlene Ayoub (Registrar), and Ms. Mary Winstanley-O'Connor, Esq. (Order of St. Ignatius).

The Department met at the archdiocese headquarters on Wednesday, May 20, in order to provide His Eminence with an overview of the work of the department and to familiarize him with the policies and practices of the archdiocese with respect to clergy compensation, as well as to elucidate the challenges facing the department for the near term and the future.

SIGNIFICANT POLICY CHANGES

The most recent revision of the Clergy Compensation Manual appeared in January 2023. The Archdiocese distributes a copy of the manual to both pastors and parish council chairs at each publication. Call or email the chancery to obtain a current copy.

- 1. STIPEND GUIDELINES** – The department has applied a Cost of Living Allowance (COLA) increase in accordance with the Consumer Price Index (CPI) issued by the Bureau of Labor Statistics of the U.S. Department of Labor over 2022 levels in this year's edition of the manual. Parishes should keep in mind that these levels are "guidelines" and "minimums." Fr. Paul Matar reviews clergy compensation packages when a new assignment or a transfer occurs in order to assure that parishes are fulfilling their responsibilities. He also reviews parish packages on an annual basis.
- 2. LIFE INSURANCE** – Participation in the Archdiocese's Life Insurance and Long-Term Disability plan is mandatory for all full-time pastors. Cigna has been our carrier since 2018. The rate of \$135/month is actually insufficient to cover actual premiums, and the department is currently evaluating an appropriate increase for next year. The archdiocese has been subsidizing any shortfall. It is important to note that the premium also covers the costs of insuring an increasing number of retired clergy. The current death benefit is \$150,000 which decreases to \$75,000 at retirement or at age 70, to \$50,000 at age 75, and finally to \$25,000 at age 80. The department will work with the CFO and the Comptroller to investigate the costs of increasing these death benefits in the year ahead.
- 3. LONG-TERM DISABILITY** - Within that same monthly premium long-term disability benefits have increased from \$1,500 to \$2,000 per month for as long as total disability lasts or until age 65, whichever comes first. These payments begin after the first ninety (90) days of disability. There is a 30-day elimination period plus a 60-day period during which the Archdiocese provides \$500 per month.
- 4. HEALTH INSURANCE** – The rapidly rising cost of health care continues to be a major challenge for parishes and for the nation as a whole. The Joint Orthodox Health Plan (JOHP), therefore, made the decision to shift from its traditional PPO plan to a Health Reimbursement Arrangement through Aetna. This decision lowers costs for parishes, but it shifts some responsibilities to the insured participants. Information on enrollment, a detailed plan description, and current rates for the period May 1, 2023 through April 30, 2024, is available at orthodoxhealthplans.com. Participation in this plan is not mandatory; however, the coverage provided by the plan is the benchmark by which the adequacy of health insurance coverage is assessed.

LONG-TERM CARE

The group Long-Term Care plan previously offered through the JOHP is no longer available. Those already enrolled will remain covered as long as they continue to pay the premiums. Individual enrollment is available but not at group rates. Please call GDC Financial at (203) 367-4070 for more information.

CONFIDENTIAL ASSISTANCE PLAN (CAP)

The Confidential Assistance Plan (CAP) is a service available to clergy and their family members free of charge through the Joint Orthodox Health Plan. Trained counselors are available 24 hours a day, 365 days a year to help manage a wide range of personal, marital, family, and mental health matters. Call (866) 641-0791 for more information.

DEFINED CONTRIBUTION PLAN & RETIRED CLERGY HOUSING ALLOWANCE

On January 1, 2013, the Archdiocese instituted its first contributory retirement plan. Under this Defined Contribution Plan, also known as a 401(k), the priest invests at least 3% of his stipend, the parish matches that investment, and the Archdiocese adds \$100/month if all conditions are met. The accumulated funds which are under the control of the individual participants now exceed \$10 million. The Order of St. Ignatius of Antioch makes an annual contribution to the support of retired clergy of \$270,000 per year, and the archdiocese budget adds \$50,000 per year. (Due to both Canadian and U.S. laws, the clergy in Canada participate in a separate plan which operates according to the same principles.) In the coming year the department will work with the CFO and the Comptroller to increase the archdiocesan contribution in order to address inflation.

The Archdiocese Board of Trustees has addressed the actuarial shortfall in the non-contributory Retired Clergy Housing Allowance Fund (RCHAF), also known as the "old plan," by establishing a \$5 million reserve fund. This fund will remain untouched until it has generated \$1 million for the RCHAF. We should note that this allowance is actually a grant which is distributed at the sole discretion of the Metropolitan. There is no entitlement.

CLOSING REMARKS

The Department anticipates close cooperation with the office of our new Metropolitan, the CFO, and the Comptroller, as well as with all the bishops who advocate for their clergy, and we extend heartfelt thanks to the members of the Order of St. Ignatius of Antioch for their generous support.

Respectfully Submitted,

Very Rev. Fr. Michael Ellias, Chairman

STATEMENT OF RETIRED CLERGY HOUSING ALLOWANCE

STATEMENT OF RECEIPTS & EXPENDITURES FOR THE FISCAL YEAR ENDED DECEMBER 31, 2022

STATEMENT OF RETIRED CLERGY HOUSING ALLOWANCE BALANCE SHEET FOR THE FISCAL YEAR ENDED DECEMBER 31, 2022

ASSETS

Current Assets

Checking	\$ 878,584
Total Current Assets	<u>878,584</u>

Other Assets

Investments	1,030,326
Total Other Assets	<u>1,030,326</u>

TOTAL ASSETS

\$ 1,908,910

LIABILITIES

Current Liabilities

Due to archdiocese	\$ 29,031
Accrued Liability	3,000
Total Current Liabilities	<u>32,031</u>

EQUITY

Retained Earnings	\$ 2,482,508
Net Income/(loss)	(605,629)
	<u>\$ 1,876,879</u>

TOTAL LIABILITIES & EQUITY

\$ 1,908,910

STATEMENT OF RETIRED CLERGY HOUSING ALLOWANCE

STATEMENT OF RECEIPTS & EXPENDITURES

FOR THE FISCAL YEAR ENDED DECEMBER 31, 2022

AMOUNT OF THE FUND AS OF JANUARY 1, 2022		\$ 2,633,281
RECEIPTS		
A. FROM ORGANIZATIONS AND DONATIONS		
	Archdiocese General Fund	49,992
	Order of St. Ignatius	270,000
	Donations	169,536
	Life insurance proceeds	80,005
	Other	8,346
		\$ 577,879
B. FROM INVESTMENT SECURITIES AND BANK ACCOUNTS		
	Interest and dividends from Investment Securities	44,528
	Interest from Bank Accounts	3,697
		\$ 48,225
C. EXPENDITURES		
	Payment of Housing Allowance	(705,860)
	401(k) contributions	(261,000)
	Insurance Premiums Paid	(79,769)
	Advisory fees	(10,511)
		\$ (1,057,140)
EXCESS OF RECEIPTS OVER EXPENDITURES (DEFICIT) BEFORE REALIZED AND UNREALIZED GAINS AND LOSSES ON INVESTMENTS		\$ (431,036)
D. REALIZED AND UNREALIZED GAINS/(LOSSES) ON INVESTMENTS		
	Realized gains/(losses) on investments	(10,437)
	Unrealized losses on investments	(282,899)
		\$ (293,336)
EXCESS OF RECEIPTS OVER EXPENDITURES (DEFICIT)		\$ (724,372)
AMOUNT OF THE FUND AS OF DECEMBER 31, 2022		\$ 1,908,909
COMPOSITION OF THE FUND AS OF DECEMBER 31, 2022		
	Fixed Income Securities Investments	1,030,325
	Bank Checking Account	878,584
	TOTAL	\$ 1,908,909

RETIRED CLERGY HOUSING ALLOWANCE FUND

FOR THE FISCAL YEAR ENDED DECEMBER 31, 2022

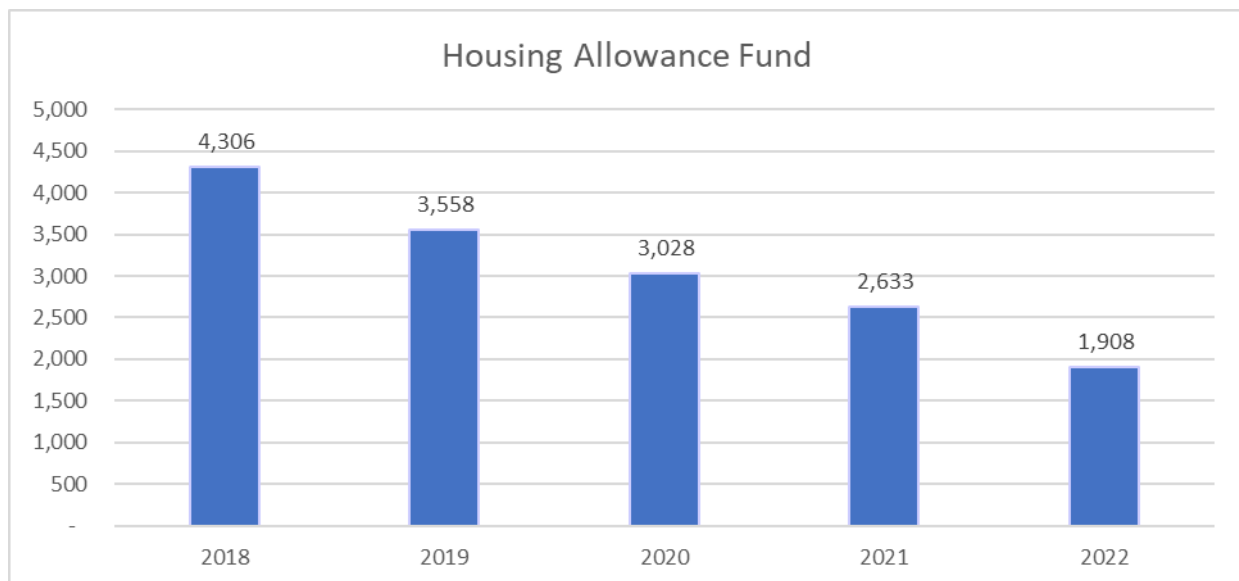
RETIRED CLERGY HOUSING ALLOWANCE FUND

For the Fiscal Years Ended December 31, 2021 and 2022

	12/31/21	12/31/22
VALUE OF FUND	\$2,633,281	\$1,908,910
HOUSING ALLOWANCE BENEFITS PAID	\$701,169	\$705,860

NUMBER RECEIVING BENEFITS

PRIESTS	73	71
SURVIVING SPOUSES	33	29
NUMBER ENROLLED IN LIFE INSURANCE	251	263



As noted above, the value of the fund decreased by \$724,371 during the fiscal years ending December 31, 2022. The receipts from the organizations and interest from investments were not sufficient to cover the housing allowance payments. The administration of the funds continues to be Merrill Lynch.



The Order of St. Ignatius of Antioch

The Antiochian Orthodox Christian Archdiocese of North America
358 Mountain Road, Englewood, NJ 07631
Phone: 201-871-1355 Fax: 201-871-7954
E-Mail: theorder@antiochian.org



Christ is in our midst! He is and ever shall be!

On behalf of the Order of St. Ignatius of Antioch Governing Council, we are thankful to God for your commitment to the Order ministry. A ministry which serves as an integral part of the funding of many Archdiocese departments and projects as well as other charitable organizations. You exemplify what it is to give unconditionally. Your support of the Order's ministry is not simply a financial commitment. It is the catalyst that changes the lives of people you will never know within and outside our Archdiocese. It is an act of Faith rooted in a spirit of compassion and love that is infinite in its effect. We are grateful that you have chosen to have God work through you. Thank you, and may God keep you and your families under His watchful care.

The Order continues to face challenges. We have been able to replace and increase our membership even as we face declines from deaths and resignations from members' financial difficulties in their later years of life. We are also faced with rising costs to support the Archdiocesan ministries, projects, and grants. We studied these trends beginning in 2015 and focused our efforts on growing the Order Endowment through our Life and Metropolitan membership levels and the permanent installation of the upgrade programs. That has proven to be successful. Our added focus is to educate members on the fact that the \$500 annual membership since 1976, although generous, does not go as far as it once did. As a result, we are introducing a new campaign for members to upgrade from Knight and Dame (\$500 per year) to Knight or Dame Commander (\$1,000 per year) to help us increase our annual revenue. We anticipate this will help the Order increase our funding toward all departments and projects, which include those listed in the chart below. This is a major focus beginning in 2023.

We are thankful to share that 92.3% of the annual revenue of the Order is directed to the Antiochian Archdiocese's essential departments, projects, and charitable grants as well as the required funding of the Order Endowment. Only 7.7% and 7.2% of total income went to administrative expenses in FY 2021 and the past 5 fiscal years (2021, 2020, 2019, 2018, 2017) respectively. This is due in large part from the generosity of the Order Governing Council members, our Diocesan Chairs and Vice-Chairs and our parish Ambassadors who volunteer their time and personally cover their expenses related to travel, lodging, and event sponsorships.

In the chart below are just a few of the departments and projects you help support as a member of the Order.

Clergy	\$293,216	Archdiocese Youth	\$392,648	Archdiocese Dev. & Growth	\$274,980	Outreach	\$41,300
Retired Clergy Allowance	\$270,000	Summer Camp Scholarship	\$190,000	Missions & Evangelism	\$129,996	IOCC	\$20,000
Clergy Symposium & Convention Assistance	\$9,231	Youth Ministry	\$120,000	Parish Develop./Mission Grants	\$24,996	Project Mexico	\$10,000
Married Seminarian Assist.	\$13,985	SOYO Leadership & Youth Worker Training	\$17,652	Internet Ministry	\$99,996	Other Projects	\$11,300
		Christian Education	\$39,996	Antiochian House of Studies	\$19,992		
		College Conference	\$15,000				
Figures as of FY 2022		SOYO Spec. Olympics	\$10,000				

So as you contemplate your support of the Order over the years or consider becoming a part of The Order's Ministry, we leave you with what we believe should be in your heart. It is what guides us in our work for the Order and comes from the teachings of St. Ignatius himself ...

Let no man's place, or dignity, or riches, puff him up; and let no man's low condition or poverty abase him. For the chief points are faith towards God, hope towards Christ, the enjoyment of those good things for which we look, and love towards God and our neighbor.

On behalf of the Governing Council and the lives you help change with your support, thank you and God Bless you.

In His service,

Roger J. David
North American Chairperson
The Order of St. Ignatius of Antioch

THE ORDER OF ST. IGNATIUS OF ANTIOCH

BALANCE SHEET

For the Fiscal Years Ended December 31, 2021 and 2022

	2021	2022
ASSETS		
Current Assets		
Bank of America Checking	\$138,483	\$ 99,216
Bank of Montreal – Canadian Checking	45,950	76,588
Canadian Exchange Adjustment	(9,998)	(20,049)
Interaudi checking	15,697	0
Total Checking/Savings	<u>\$ 190,132</u>	<u>\$ 155,755</u>
Intercompany Receivable - Archdiocese	0	15,697
Total Current Assets	<u>\$ 190,132</u>	<u>\$ 171,452</u>
Other Assets		
Investments	\$ 9,797,202	\$ 8,558,146
Total Other Assets	<u>\$9,797,202</u>	<u>\$ 8,558,146</u>
TOTAL ASSETS	<u>\$ 9,987,334</u>	<u>\$ 8,729,598</u>
LIABILITIES		
Current Liabilities		
Due to Archdiocese	\$ 0	\$ 55,414
TOTAL LIABILITIES	<u>\$ 0</u>	<u>\$ 55,414</u>
EQUITY		
Equity	\$ 3,732,802	\$ 4,367,566
Board designated equity (a)	5,449,268	5,619,768
Net Income/(loss)	805,264	(1,313,150)
TOTAL EQUITY	<u>\$ 9,987,334</u>	<u>\$ 8,674,184</u>
TOTAL LIABILITIES & EQUITY	<u>\$ 9,987,334</u>	<u>\$ 8,729,598</u>

(a) As of 12/31/22, within the Board Designated Equity, the Order of St. Ignatius Board internally recognizes a liability of \$177,457 (\$30,000 for Metropolitan Upgrades and \$147,457 Life Memberships).

THE ORDER OF ST. IGNATIUS OF ANTIOCH

INCOME STATEMENT

For the Fiscal Years Ended December 31, 2021 and 2022

	2021	2022
INCOME		
Membership Dues	\$ 1,023,286	\$ 1,001,783
Initiation fees	2,400	4,020
Stock donation	5,264	0
Interest and dividends	226,272	304,343
Total Income	<u>\$ 1,257,222</u>	<u>\$ 1,310,146</u>
EXPENSES		
Membership materials	\$ 9,189	\$ 2,307
Publicity	0	5,450
Operating expenses	1,472	1,048
Bank charges	10,643	11,224
Intercompany Antiochian Camp Scholarships	90,487	101,222
Camp Scholarships	0	88,778
College Conference	15,000	15,000
SOYO Leadership & Youth Workers conference	0	17,653
Project Mexico	10,000	10,000
Clergy symposium & convention assistance	0	9,231
IOCC	20,000	20,000
Married Seminarian assistance	13,980	13,985
Special projects	5,000	11,300
SOYO Olympics	0	10,000
Youth ministry	120,000	120,000
Other Antiochian departments	154,992	154,992
Parish Development	24,996	24,996
Christian Education	39,996	39,996
Missions and evangelism	129,996	129,996
Antiochian House of Studies	19,992	19,992
OSI Administrative Assistant	75,000	75,000
Internet ministry	99,996	99,996
Retired Clergy Housing Allowance	270,000	270,000
Total Operating Expenses	<u>\$ 1,110,739</u>	<u>\$ 1,252,166</u>
Total Operating Income/(loss)	\$ 146,486	\$ 57,980
Other Income/(expense)		
Realized gains/(losses)	\$ 236,517	\$ 745
Unrealized gains/(losses)	306,715	(1,605,706)
Other income	928	9,974
Advisor fees	(55,829)	(51,336)
Foreign tax expense	(51)	(51)
Canadian exchange	0	(2,030)
Total Other Income/(Expense)	<u>\$ 488,483</u>	<u>\$ (1,648,404)</u>
Board Designated Income		
Life membership income	\$ 146,000	\$ 152,274
Metropolitan Upgrades income	24,500	125,000
Total Board Designated Income	<u>\$170,500</u>	<u>\$ 277,274</u>
Net Income/(loss)	<u>\$ 805,263</u>	<u>\$ (1,313,150)</u>

THE ORDER OF ST. IGNATIUS

Metropolitan and Life Members Year 2022

HONORARY LIFE MEMBERS

His Excellency, Mr. Issam M. Fares
Right Reverend Ellis Khouri*
Mr. Theodore Mackoul*
The Honorable John H. Sununu

METROPOLITAN LEVEL MEMBERS (52 MEMBERS)

Rt. Rev. Bishop THOMAS Joseph
Rt. Rev. Bishop ANTOUN Khouri*
Mr. David K. Aberizk
Mr. Alan G. Abraham
Mrs. Deborah Abraham
Mr. Charles R. Ajalat
Mr. Richard M. Ajalat
Mr. Elias Akkari
Mr. Amin Amireh
Mr. Daniel A. Andrews
Mrs. Arlene Assile
Mr. Edward F. Assile
Mrs. Joyce Ayooob
Mr. Richard J. Ayooob
Mrs. Margaret Rose Bitar
Mr. William Bitar
Mr. G. David Bojrab
Rev. Dn. Luke P. Carpenter

Dr. Judith T. Carpenter
Mr. Roger John David
Mr. Fawaz El Khoury
Mrs. Jo-Ellen El Khoury
Ms. Darlene Haddad
Dr. Elias K. Hebeke
Mr. Antonios Karraz
Mrs. Bonnie Karraz
Mr. James N. Koury
Mrs. Priscilla Koury
Mrs. Myriam Chaib Kyriakos
Dr. Raymond Kyriakos
Mr. Gabriel Matta
Dr. C. Fred Milkie*
Mr. John Morrash
Mrs. Coleen N. Moses
Mr. Robert A. Moses II
Mr. Tony K. Nasser

Mrs. Wanda Nasser
Mr. Majed J. Nesheiwat
Ms. Mary Winstanley O'Connor
Mrs. Rebecca Pagani
Mrs. Jeane Plastino-Wood
Mr. Scott Rasmussen
Mr. Mansour O. Rayan
Wesley M. Roeder
Fr. Mark W. Sahady
Mr. Richard J. Skaff Jr.
Mrs. Angela J. Slaughter
Mr. James D. Slaughter
Mr. Michael Wohl
Mrs. Joan Younes
Mr. Rami Younes
Mr. Nasser J. Zayed

LIFE LEVEL MEMBERS (489 MEMBERS)

Most Rev. Metropolitan JOSEPH
Most Rev. Metropolitan PHILIP*
Rt. Rev. Bishop BASIL
Rt. Rev. Bishop JOHN
V. Rev. Fr. Michael Abdelahad
Mr. George Abdoo
Mr. Francis M. Abdow
Mr. Ralph Abercia
Mr. Abe Abraham*
Mrs. Adele Abraham*
Mr. Daniel Abraham
Mrs. Debra Abraham
Mr. George Abraham
Mr. Gerald Abraham
Mr. James Abraham*
Mrs. Julie Abraham
Mrs. Kathleen Abraham

Mrs. Margaret Abraham*
The Reverend Michael Abraham*
Ms. Patricia Ann Abraham
Mr. Robert E. Abraham
Mr. Wade Abraham*
V. Rev. Fr. George M. Ajalat
Mrs. Janine Ajalat
V. Rev. Fr. George Alberts
V. Rev. Fr. Joseph J. Allen
Mr. Jason Amash
Mrs. Violette Ammar*
Mrs. Jill M. Anastor
Mr. Thomas Anastor*
Ms. Zahia Kashou Andrae
Mrs. Adrienne Andrews
Rev. Fr. Andrew Andrews
Dr. Mary Milkie Andrews

Mr. Robert S. Andrews, Sr.
Mr. Saleem Andrews*
Ms. Anonymous I
Mr. Anonymous II
Mr. Anonymous IV
Mr. Anonymous V
Mr. Nicola M. Antakli
Mr. George Antypas
V. Rev. Fr. Joseph Antypas
Mr. David Arakelian
Mr. Peter Arbeeny
Ms. Rita Arlen
V. Rev. Fr. Gabriel M. Ashie*
Mr. Ernest Assaly*
Mrs. Mary Assaly*
Ms. Dolores Atallo
Dr. Fadi F. Attiyeh

*Deceased

Dr. Albert M. Attyah*
Mr. Nabil F. Audy
Mrs. Rima Audy
Mrs. Alice Ayoob*
Mr. Frederick Ayoob*
Mr. Joseph Ayoub
Mr. Paul Ayoub
Mr. Alex Michael Azar II
Mr. James Bach
Mrs. Nike Bach
Mrs. Julie Barrick
Mr. William Z. Baumgartner
Mr. Gene Beauchamp
Mrs. Stephanie Beauchamp
Mr. A. Stephon Bennett
Mr. Leslie Jerome Benson*
Ms. Alexis Nicole Bethoney
Kh. Elizabeth Ann Bethoney*
V. Rev. Fr. Robert J. Bethoney*
Mrs. Christine Bezreh
Dr. James Bezreh
Mrs. Mary Lynne Black
V. Rev. Fr. Boniface Black*
Mr. Jonathan H. Black
Kh. Joyce E. Black
Mrs. Andria Bojrab
Dr. David G. Bojrab
ProtoDn. Dennis I. Bojrab
Mrs. Natalie Bojrab
Mrs. Deana Bottei
Dr. Edward Bottei*
Mr. George Boutros
Mr. Dan Braun
Mrs. Judy Braun
Mr. Paul Bridenhagen
Mrs. Elizabeth Wolgamott Brodd
Mr. Roger A. Brodd
Dr. Jerome Burke
Mrs. Karen Burke
Dr. Bruce Cassis
Dr. Stephen Cassis
Mr. Ibrahim Chalhoub
Mr. Allan Chamandy*
Mr. George A. Chami
Mr. Anthony Charles
Mrs. Mary Charles
Mrs. Jasminka Chenich-Gabrie
Ms. Shirley Coblentz
Ms. Nancy Cohlma
Mr. Matthew Courey
Mr. Peter Dacales

Mrs. Thelma Dacales
V. Rev. Fr. Nicholas Dahdal, Economos
Dr. Shaker Dakhil
Dr. John D. Dalack*
Mrs. Shamsheh M. Dalack*
Mrs. Christine R. Shemas Darah
Mr. George G. Darany
Mr. Joseph David
Mr. Joseph M. David
Mr. Edward Deeb*
Mrs. Marion Deeb*
Mr. Ramzi Deeb
Mr. Jason Dudum
Mr. Keith Dudum
Mr. Ricky G Dudum
Ms. Sandy Sayegh Dudum
Mr. Tony Dudum
Miss Rose El Khoury
Miss Susan El Khoury
Mr. Richard A. Elam, Jr.
Mrs. Jamie Elam
Mrs. Deanna Elias
Mr. Edward Ellis Jr.*
Mr. Michael Ellis
Mrs. Shirley Jean Ellis
V. Rev. Fr. John Estephan*
Dr. Haifa Fakhouri
Dr. Fady Fakhoury
Mrs. Margo S. Fankhauser*
Ms. Lisa Fares
Dr. Ayham Farha
Mrs. Brenda Farha*
Dr. George Farha*
Mrs. Leilah N. Farha
Dr. S. Jim Farha*
Dr. Vincent Farha
Mrs. Wadia Mikel Farha*
Mrs. Jeanette Farhat
Mr. Ziadeh Farhat*
Mrs. Mollie Feeney
Mr. Christian Finger
Mr. John Fiscus
Ms. Evon Saliba Freije*
Mr. James Gakos
Mr. Joseph Galichia
Mrs. Stella S Galichia
Mrs. Adele Gallade
Mr. Alfred E. Gallade*
Dr. Andrew Geleris
Mr. Fred George
Mr. Renil George

Mr. Brian Gerich
Dr. Darine El Chaar Ghie
Mr. George Ghiz*
Dr. Robert Ghiz
Mrs. Vivian Ghiz
Mr. Eric Grant
Mrs. Maureen E. Gurghigian
Mr. Paul Gurghigian
Mr. Nabil Habayeb
Mr. Amean Haddad*
Mrs. Cynthia Haddad
Mr. Elias Haddad
Mr. George Haddad
Mr. George P. Haddad
Mr. Mark Haddad
Mr. Nicola D. Haddad*
Mrs. Wadea Haddad*
Mrs. Yasmin Haddad
Mr. Elie J. Haig
Mrs. Paula Haig
V. Rev. Fr. Ghattas Hajal
Dr. David Haller
Mrs. Lisa Haller
Dr. Yousif I. Hamati
Mr. Bassam Hamwi
Mr. George Hanna
Mrs. Ashley Hardwick
Mrs. Mary Louise Harroz*
Mr. Nick Harroz, Jr.*
Mr. Ihab Hawatmeh
Mr. Raed Hawatmeh
Mrs. Barbara A. Hebeka
Mrs. Elaine Heider
Mr. George Heider*
Mr. John Helderop*
Mr. Kenneth J. Hoffman
Mr. Gary B. Homsey
Dr. Jameel M. Hourani
Mrs. Patricia Hourani
Mr. Andrew Howard
Mr. Chase Howard
Dr. Denise Howard
Dr. Donald Howard
Dr. George Howard*
Mr. John Howard
Mrs. Martha Howard
Mr. Abraham Howell
Mr. Michael Huseby
Dr. Ray R. Irani
Miss Alison Irving
Mr. Benjamin J. Irving

Mr. Paul Irving
 Mrs. Valerie Torpey Irving, Esq.
 Ms. Salma Isaac
 Mr. Salim Isber*
 Mr. Salim Israwi
 Mr. Richard Jabara
 Mrs. Elisa Jackson
 Mr. Jonathan Jackson
 Ms. Shirley Ann Jenkin*
 Mr. Albert Joseph*
 Mr. Christopher Joseph
 Mr. Craig Alan Joseph
 Mr. George O. Joseph (Memorial)*
 Mr. George Jreige
 Mr. Pierre Kahhale
 Ms. Katherine Kahn
 Mr. Kenneth Kaleel
 Dr. Nicholas G. Kaleel
 Dr. Katherine Kalliel
 Mr. Esper K. Kanaan
 Mr. Robert Kanaan
 Mr. Khalil Kardous
 Mr. Constantin J. Kari
 Mr. Gregory Kassab
 Dr. Simon Katrib
 Dr. Richard Kattouf
 Mrs. Melissa Kean
 Mr. Steven J. Kean
 Mrs. Mona Khalifa
 Dr. Nagib Khalifa
 Mrs. Cheryl M. Khalife
 Mr. George Khalife
 Mr. Walid Khalife
 Rt. Rev. Fr. Ellis Khouri
 Mr. Alex Houry
 Mrs. Alexandria Houry*
 Mr. Anton K. Houry
 Mrs. Maria Houry
 Mrs. Mary Ann Houry
 Mr. Mitchell N. Houry*
 Mr. Nicholas Houry
 Dr. Paul Houry
 Mr. George Kilsey
 Mrs. Lois Barbara Kilsey
 Mrs. Diane A. Koory
 Mr. Robert A. Koory
 Dr. Robert Koppany
 Mr. John Koudsi Jr.
 V. Rev. Fr. Alexis M. Kouri
 Mrs. Jacque Kouri*
 Dr. Sam Kouri
 Mrs. Bonnie Koury
 Mr. Edward Koury*
 Miss Jami Koury
 Mr. George Kousiry
 Dr. Samir Koussa
 Mrs. Anna Kurian
 Dr. Sarah Kurian
 Dr. Thomas Kurian
 Dr. Raymond J. Kyriakos
 Ms. Carol A. Laham
 Mrs. Deborah Laham
 Mr. Gregory Laham*
 Mr. James Laham
 Mrs. Lara Lakis
 Ms. Sondra Murr Love*
 Mr. Joseph Mabardy Jr.
 Mrs. Mary Ellen Mabardy
 Mrs. Anne Glynn Mackoul
 Mr. Sabry Mackoul
 Dr. George M. Madanat
 Mrs. Maha G. Madanat
 Mr. Sam Mahshie
 Mr. Jamil Malone
 Mr. Omar G. Maloof
 Mrs. Caroline D. Malouf
 Miss Donna L. Malouf
 Mr. John M. Malouf
 Mr. Michael Malouf
 Mrs. Patricia Malouf
 Mr. Nelson Mamey
 Rev. Dn. Christian Manasseh
 Mrs. Zeina Manasseh
 Mr. Anthony Mansour
 Mr. Raymond Mansour
 Mrs. Vincenza Mansour*
 Ms. Elizabeth Manzini
 Dr. Eugene Mariani
 Mr. Harry Mason*
 Mrs. Lamis Massad
 Dr. Paul E. Massad
 Mrs. Zeina H. Massad
 Mr. Johny Massih
 Mr. Frederick Massouh
 Mrs. Tackla Massouh*
 Rt. Rev. Bishop MARK Alan Maymon
 Mrs. Elaine Ferris McClintic
 Mrs. Marian Eliopoulos McElroy
 Dr. Michael McSween
 Mrs. Nancy McSween
 Mr. John Miglautsch
 Mr. Ruston Miles
 Mr. Fred Milkie, Jr.
 Mrs. Tanya Milkie
 Mrs. Noelle Miller
 Mr. James A. Monsur (Memorial)*
 Ms. Christine Moore
 Mrs. Lisa Morrash
 Rt. Rev. Fr. Paul W. Moses*
 Ms. Suanne Moses
 Mr. Andre Mourad
 Mrs. Janet Sabb Mousa
 Mr. Mourice Mseih
 Mr. Brian G. Murphy
 Mrs. Helen Murray
 Dr. Nassim Nabbout
 Mrs. Nelly El Nabbout
 V. Rev. Fr. Constantine Nasr, Economos
 Mr. John Z. Nassar
 Dr. Joseph Nasser
 V. Rev. Fr. Michael Nasser
 Mr. Matthew Nassif
 Rev. Pdn Thomas Nassif
 Mr. Andrew M. Nassir
 Mrs. Hazel Nassir
 Mr. Jacqueline Nassir*
 Mr. Nicholas Joseph Nassir
 Mr. William Nassir
 Mrs. Elsie E. Nassor*
 Mr. George N. Nassor
 Subdn. Raphael Nava
 Mrs. Winona Nava
 Mr. Eugene Neithold
 Ms. Pam J. Newey
 Mr. Samuel E. Newey
 Ms. Robin Nicholas
 Ms. Ruth Nimee*
 Mr. William Nimee
 Mrs. Anna Norris
 Mr. Gregory O'Leary
 Ms. Ciara O'Sullivan
 Dr. Daniel Davidson Oxley
 Dr. Frank Papatheofanis
 Mrs. Julie Papatheofanis
 Mrs. Cheryl Petrie
 Mrs. Diana L. Portillo
 Mr. James Watson Potts III
 Mr. Richard Provencal
 Mr. Farris E. Rahall*
 Mr. Mina Rantisi
 Dr. Robert Rauchhaus
 Mr. Douglas Rawan
 Mrs. Wafa Rayan

*Deceased

Mr. Gary Rihani
Mrs. Beth Rinvelt
Mr. Rob Rinvelt
Dr. Darron Rishwain
Mrs. Georgianna Rishwain
Dr. Raymond J. Rishwain
Mrs. Christy C. Roberts
Dr. Jason R. Roberts
Mr. Nicholas Roberts
Mr. David Romano
Mrs. Cookie Rossy
Mr. Larry Rossy
Mr. Neil Rossy
Ms. Sharon Fadel Rowihab*
Ms. Dianna Russo
Mr. Philip Sadd
Mrs. Audrey Sahadi
Mr. Charles Saikaley
Ms. Selena N. Saikaley
Mr. Norman Salamy*
Mr. Alexander Salem*
Mrs. Evleen Salem
Mrs. Cleo R. Saliba*
Mr. David C. Saliba
Mr. Justin Saliba
Mr. Leon Saliba*
Mrs. Malakeh Saliba*
Mr. Michael Saliba*
Mr. Naseeb Saliba*
Mr. Philip Saliba
Mr. Thomas Saliba
Mr. Thomas M. Saliba, (Memorial)*
Mr. Trevor Saliba
Dr. Wahib S. Saliba
Ms. Jean Sam*
Dr. Mariah Samara
Mr. James Samore
Dr. Joseph J. Samra
Mr. Mark G. Samra
Mrs. Marlene Samra
Mr. Victor M. Samra*
Mrs. Hikmat H. Saoud
Ms. Kristie Saoud
Dr. Abraham J. Sayegh
Rev. Archdn. Emile Paul Sayegh, Esq.
Dr. Martin J. Sayegh
Dr. Nawal Sayegh
Mrs. Susan Sayegh
Mrs. Briggette Sayegh-DeRienzo
Mrs. Suzanne M. Sayfie
Mr. Ernest Saykaly*

Mr. Mark Saykaly
Mrs. Vivian Saykaly
Ms. Dorothy Schaeff
Mrs. Bernadeen Scholl*
Mr. George Schwary
V. Rev. Fr. Milad Selim
Mr. Salim Sessine
Rev. Fr. Christopher Shadid
Mrs. Janet Shadid
Mr. Stephen Shadid
Dr. Ziad Shahla
Mr. Robert M. W. Shalhoub
Mr. Joseph Shamiah*
Mr. Richard Shay
Mark I. Shublak, Esq.
Mrs. Ann Simon*
Mrs. Sylvia Singleton
Mr. Thomas Singleton
Mr. Ihab Siouti
Mr. Suhel Skaff
Dr. Antoine Skaff
Dr. David M. Skaff
Mr. Douglas J. Skaff, Sr.
Mrs. Elizabeth Y. Slanta
Mr. John Slanta
Mr. Wajih M. Sleiman*
Ms. Concetta Smarius
Mrs. Ann Smith
Mr. Kenneth Smith
Mrs. Adele Soffa
Mr. Robert E. Soffa*
Mrs. Mary Lynn Sophiea
Mr. John Souaid
Mrs. Nancy Souaid
Dr. Edward F. Srouer
Mr. Michael C. Srouer
Mr. Steven Srouer
Mr. Eric G. Stenman
Mr. Phillip Straghalis
The Honorable John H. Sununu
Mr. Keith Swagerty
Mrs. Caroline Weiss Swartz
Rev. Dn. Stephan Swedburg
Mr. Eli Tannis
Mrs. Joyce Tannis
Mrs. Sonia Tannis
Mr. Andrew Teeter
Mrs. Margaret Teeter
Mr. Kristin Thabit
Dr. Anne B. Thomas
Dr. George Thomas

Ms. Katherine Anne Thomas
Mr. Michael Thomas
Dr. Joseph Touma
Mrs. Janice S. Truebenbach
Mr. William Tsoukalas
Mrs. Judy Tsoukalas
Mr. James Tweel
Mr. James Tweel
Mrs. Hala Saliba Urban
Ms. Elizabeth Votruba*
Mr. Floyd Walpole
Mr. Kory Warr
Mrs. Camille Waser
Ms. Shirley Wawee
Mrs. Sherryl Williams
Mrs. Selma Winstanley*
Mrs. Christina Worrall
Mr. Ernest Younes*
Mrs. Yvonne Younes*
Mr. Nicolas Zabaneh
Mr. Richard Zakka*
Mrs. Michele Zayed
Mr. Nadim Zayed
Mr. Elias Zedan-Sweiss
Mr. Dimitri Zeidan, P. Eng
Lt. David A. Ziemba
Mr. John Ziemba
Mrs. Robyn Ziemba
Rev. Dn. Richard Zogheb
Mr. Richard G. Zogob

*Deceased

ANTIOCHIAN VILLAGE COUNCIL

DIMITRI ZEIDAN, CHAIRMAN



Your Beatitude **Patriarch of Antioch JOHN X**, your Eminence **Metropolitan SABA**, Your Graces, Reverend Clergy and attendees of the 2023 Archdiocese Convention in Phoenix.

On behalf of the Antiochian Village Council, I extend greetings and best wishes for a successful Antiochian Archdiocesan Convention in Phoenix.

We at the Antiochian Village Council oversee the operation, budget, expenses and policies at the Conference Centre and the Camp. Our visions and goals for the future is to continue to meet the Archdiocese vision to focus on the Ministry of the Centre and working towards future positive financial growth. As well as to present to our Campers a living experience of the **Orthodox Faith** where we strive to transform lives in Jesus Christ.

For YE 2022 at the Conference Centre:

- Revenues finished at \$1,476,812, Expenses at \$1,455,754 and we finished the year with a Net Profit of \$21,058. Occupancy was 20.66%, our average room rate was \$79.94, Bookstore Revenue was \$186,657.
- The main contributing factor to the profit for FY22 was the Antiochian Archdiocese events that are held every other year. Those events such as Clergy Symposium, Summer Meetings, Spring BOT Meeting and Teen SOYO leadership training all have a huge impact on our financial health. Smaller Antiochian Orthodox Events are starting to pop up on an annual basis such as Parish Retreats, Diocesan Clergy Retreats, Antiochian Women Lenten Retreats and the Eastern Diocese Spring Retreat.

We currently have \$85,000 of Business booked as of May 2023 thru the end of this year.

In Year 2022:

- We replaced the 80ton chiller
- Renovated St. Peter and Paul Chapel
- Replaced ceiling in hallways and installed large TVs in 50 rooms
- Renovated the auditorium
- Painted the Cedar's dining room
- Museum cooling tower repair, along with the Humidifier and Temperature Control System
- We are working on a 3 to 5 year plan that addresses critical needs for the Conference Centre.

For Year 2022 at the Camp:

- Revenues finished at \$1,457,696 and Expenses at \$1,060,253 and we finished the year with a Net Profit of \$397,000.

We returned to having all of our programs in-person, welcoming thousands of campers and families to our many programs throughout the year. We also were blessed to host 10+ guest groups including Special Olympics Sports Camp in August, we returned to full capacity for our 8 weeks of Summer Camp and 3 weeks of Staff Training, held Winter Family Camp, Winter Camp, Summer Family Camp, Adult Camp, Alumni Reunion, New year's Reunion, our Fort Ligonier Days gyro booth. We also started a brand-new program called "Arch Week: Bridging the Gap" for high school graduates in July. We continued our monthly newsletter, "The Gathering Place", to keep our village Family informed and updated, as well as periodic Alumni Zoom calls and monthly staff Zoom calls in the fall.

In Year 2022:

- We built 2 new boy's cabins
- Sprayed all of our 25+ wooden buildings for carpenter bees and insects
- Sprayed the camp three times for ticks and mosquitos
- Removed over 100 tree stumps to make safer and beautify the property
- Added 2 new adjustable basketball hoops to our new court
- Finished the new male laundry room
- Replaced siding, windows, doors at St. Ignatius Chapel and refinished the floor and finished the basement
- Replacing the Shrines of St. Raphael, St. Thekla and St. Artemius
- Completed the renovation of the Old Infirmary
- Replaced benches at the outside Chapel and the supporting columns at the Pavilion.

Last fall we ran a successful campaign that raised funds to renovate our Old Dining Hall, and this beautiful building will be used by every one of our program and rental groups.

Finally, we will continue to strive to become even better Stewards to our Financial Expenditures to streamline our Cash Flow Procedure to maintain a positive financial picture. We are currently working on the Process and Procedures of rebuilding the Financial Security for years to come for both Conference Centre & Camp.

Finally, I would like to welcome his **Beatitude our Father JOHN X** and welcome his Eminence **Metropolitan SABA** and congratulate him on his new position as our **Metropolitan of North America and Canada**, and thank Bishop THOMAS, as our Spiritual Advisor and to thank our Vice Chair Fawaz El Khoury and our CFO Salim Aboud for their continued support and trust. Also of course to thanks Amy and Father Chris for their hard work and commitment to the Antiochian Village and to all the members of the Village Council.

Thank you

Dimitri Zeidan P. ENG
Chair of the Antiochian Village Council

ANTIOCHIAN VILLAGE

FR. CHRISTOPHER SHADID, CAMP DIRECTOR



Reverend Hierarchs, Brother Clergy, Members of the Village Council,
Members of the Board of Trustees,

This ministry is made possible by the support of our hierarchs and parish priests, Village Council and Board of Trustees, camper parents, alumni, and dedicated staff. The strength of the Antiochian Village Camp is the quality of people who come to serve, presenting to our campers a living experience of the Orthodox Faith, where we strive to transform lives and nurture faith in Jesus Christ through Orthodox Christian community living, worship, education, fellowship, and love.

PROGRAMS – We have been very busy here at the Antiochian Village Camp over the past several months. We are currently in the middle of a full summer camp program welcoming 1,100 campers. We recently held our new Arch Week program for high school graduates and 3 weeks of staff training, and in May we had a sold-out Family Camp (300 people) and started the AV Open Golf event. In the past year we also welcomed Special Olympics Camp, and ran Adult Camp, Fort Ligonier Days food booth, fall camp gathering invite, alumni reunion, St. George Charleston Family retreat, New Year's reunion, Winter Family Camp, and Winter Camp. In the past year we also traveled and did 4 Village at Homes in parishes, hosted 10+ rental groups, formed our new health advisory board, attended trainings, and traveled to parishes to promote AV Camp. This year we will continue our programs and guest groups, as well as start a St. Raphael pilgrimage for his feast day in November.

FACILITIES – We recently completed the following projects: renamed all cabins to Orthodox Saints, replaced all posts & fascia in the Pavilion, completely renovated the Old Infirmary, replaced benches in the Outdoor Chapel, replaced carpeting in the altar with vinyl floor & refinished the floor in the main area of St. Ignatius Chapel, replaced carpeting with vinyl floor and remodeled bathrooms in the Church basement, replaced the porch roof of the Health Center, completely remodeled the Old Infirmary, replaced the floors in the Volunteer Cabin bathrooms, replaced the shrines of St. Raphael, St. Thekla, & St. Artemius, built 2 new cabins, repaved and expanded a second basketball court with new hoops, and renovated an old cabin into a new laundry room. This fall we will completely renovate the Old Dining Hall and Sports Shed.

VISION/GOALS – In the next 2 years, we plan to maintain and improve our current programs, look to grow our year-round staff, and explore opportunities to expand our programs. Our staff works together to prosper and grow by regularly discussing our mission, vision, and goals, and by looking for opportunities to improve this ministry. We also plan to acquire funding to maintain and remodel our many aging buildings.

OBSTACLES PREVENTING GROWTH – The main obstacles preventing growth are staffing and funding. In order to maintain and grow our current programs we are in need of a kitchen manager and a programs/guest group director. This would enable us to grow our staff, which will enable us to increase and improve our programming, accept the many guest groups we have had to turn away recently, better care for our facilities, and build needed buildings to improve our programs.

5 YEAR VISION – In 2028, Antiochian Village will embrace its golden anniversary of 50 years! We envision the Village in 5 years to be serving more campers and families, offering more programs such as a Clergy Family retreat, host more guest groups, and to have improved facilities. This will enable the ministry to impact more souls and offer opportunities for people to grow closer to God. We would like to build a larger church, have a cemetery for alumni & clergy, build a recreation center, expand our offices for our growing year-round staff, construct housing for interns and guests, and replace our last old cabin.

We are committed to living out our mission and pursuing our vision and goals here at the Village as we seek to grow closer to Christ. We invite you to be part of this amazing journey as we seek to maintain and expand this ministry. On behalf of our campers and staff we wish to thank His Eminence Metropolitan SABA, His Grace Bishop THOMAS, Mr. Dimitri Zeidan, the members of the Village Council, the Archdiocese Board of Trustees, and the many members of the Order of St. Ignatius of Antioch for their consistent support of this ministry. I am blessed daily to work alongside a terrific staff both here at the Camp and at the Conference Center.

Respectfully submitted,

Fr. Christopher Shadid
Camp Director



ANTIOCHIAN VILLAGE CAMP OPERATION

BALANCE SHEET

For the Fiscal Years Ended December 31, 2021 and 2022

	2021	2022
ASSETS		
Current Assets		
First National Bank – Checking	\$ 159,072	\$680,343
Alumni Fellowship	40,528	0
Total Checking/Savings	<u>\$ 199,600</u>	<u>\$ 680,343</u>
Other Current Assets:		
IRS ERTC Receivable	136,899	11,850
Inventory	0	15,718
Intercompany – Due from Center	15,453	18,911
Intercompany – PPP loan	66,540	66,541
Intercompany – Due from Archdiocese	0	103,189
Intercompany – Due from Dept. of Camping	0	3,172
Total Other Current Assets	\$ 218,892	\$219,381
Total Current Assets	<u>\$418,492</u>	<u>\$899,724</u>
Fixed Assets		
Leasehold Improvements	\$0	\$ 45,125
Equipment	0	63,883
Less: Accumulated Depreciation	(0)	(6,270)
Total Fixed Assets	<u>\$ 0</u>	<u>\$ 102,738</u>
TOTAL ASSETS	<u>\$ 418,492</u>	<u>\$1,022,462</u>
LIABILITIES		
Current Liabilities		
Accounts Payable	\$41,107	\$ 29,756
Other Current Liabilities		
Deferred Income	\$25,498	\$25,188
Accounts payable – Antiochian	48,830	119,969
Accrued payroll liability	1,923	3,583
Total Other Current Liabilities	<u>\$76,251</u>	<u>\$148,740</u>
TOTAL LIABILITIES	<u>\$117,358</u>	<u>\$178,496</u>
Equity	\$5,071	\$180,631
Restricted Programs:	49,200	120,502
Net Income/(loss)	246,863	522,833
TOTAL EQUITY	<u>\$301,134</u>	<u>\$823,966</u>
TOTAL LIABILITIES & EQUITY	<u>\$418,492</u>	<u>\$1,002,462</u>

ANTIOCHIAN VILLAGE CAMP OPERATION

INCOME STATEMENT

For the Fiscal Years Ended December 31, 2021 and 2022

	2021	2022
INCOME		
Operating Income		
Summer Camp income	\$439,316	\$1,016,426
Group Rentals	34,300	86,246
Off-season programs	12,006	77,106
Arch week	0	19,320
Other	6,326	97
Donations	192,075	281,664
Bookstore	34,278	34,988
Interest income	284	9,721
Total Operating Income	<u>\$718,585</u>	<u>\$1,525,568</u>
EXPENSES		
Salaries and wages	\$230,945	\$396,830
Payroll taxes	39,635	30,738
Employee benefits	60,702	47,930
Food	78,059	187,206
Bookstore	7,109	26,354
Repairs and maintenance	77,744	105,707
Office expense	12,383	14,597
Real estate taxes	0	19,793
Utilities	59,083	80,567
Travel	1,883	2,866
Training	4,044	4,384
Insurance	48,830	52,965
Summer camp expense	39,780	52,037
Off-season programs	4,705	12,173
Credit card processing	10,554	20,899
Computer expense	22,746	15,303
Depreciation	0	6,270
Other	10,940	44,266
Total Operating expenses	<u>\$709,142</u>	<u>\$1,120,885</u>
Other Income/(expense)		
Intercompany – archdiocese support	\$29,231	\$0
Forgiveness of debt	136,866	0
Restricted programs – contributions	144,169	322,961
Restricted programs – distributions	(72,866)	(204,812)
Total Other income/(expense)	<u>\$237,420</u>	<u>\$118,149</u>
NET INCOME	<u>\$246,863</u>	<u>\$522,832</u>

ANTIOCHIAN VILLAGE HERITAGE & LEARNING CENTER

AMY STIFFLER, EXECUTIVE DIRECTOR



Dear Metropolitan SABA, Esteemed Bishops, Reverend Clergy, Esteemed Members of the Board of Trustees, Village Council Members and Archdiocese Faithful:

The Antiochian Village Conference Center has had a blessed but challenging year. This year our team put a lot of effort into focusing on the ministry of the center and working on future financial growth. Although we are still seeing some Covid-19 hesitation from some of our group attendees, most of our groups met their contracted guaranteed minimums. We set out fixed and focused on achieving our goals and we ended our fiscal year with a net profit of \$21,966.55.

TO RECAP 2022:

Revenues: \$1,476,159.51

Expenses: \$1,455,754.80

Occupancy: 20.66% an increase of 7.66% over last year

ADR: \$79.94 an increase of \$16.39 over last year

Bookstore Revenues finished at \$186,657.81, an increase of \$22,904.72 over last year.

We exceeded our maintenance budget by \$30,000 this year. The facility is aging, and many minor repairs were necessary. Our average yearly maintenance budget is \$60,000. As the facility continues to age, we anticipate many more repairs being necessary.

A LOOK AT FISCAL 2023:

Revenue as of April 30th: \$253,715.48

Expenses as of April 30th: \$327,760.68

Occupancy as of April 30th: 10.30%

ADR as of April 30th: \$77.46

Bookstore Revenues: \$50,654.70

A LOOK AT WHAT IS FORECASTED FOR THE REMAINDER OF FISCAL 2023

We currently have \$800,000 of additional business booked at this time through the end of the year and are ahead of track at this time to meet our annual budget.

On behalf of the team here at the Village, we would like to thank you all of you for your continued support, it is the fundamental key that allows us to continue the ministry of hospitality here at the center.

In Christ's Service,

Amy Stiffler

Executive Director

ANTIOCHIAN VILLAGE HERITAGE & LEARNING CENTER

BALANCE SHEET For the Fiscal Years Ended December 31, 2021 and 2022

	2021	2022
ASSETS		
Current Assets		
First National Bank – Checking	\$ 125,631	\$ 184,306
Petty Cash	403	500
Total Checking/Savings	\$ 126,034	\$184,806
 Accounts Receivable	\$86,806	\$78,578
 Other Current Assets:		
Intercompany – Archdiocese	34,621	27,187
IRS – ERTC Receivable	209,063	209,063
Intercompany – Capital Expense Reimbursement	5,065	5,065
Bookstore inventory	11,547	19,000
Kitchen inventory	14,954	13,984
Undeposited Funds	1,242	(16,374)
Total Other Current Assets	\$276,492	\$257,925
 Total Current Assets	\$489,332	\$521,309
 TOTAL ASSETS	\$489,332	\$521,309
 LIABILITIES		
Current Liabilities		
Accounts Payable	\$127,511	\$133,986
Accounts Payable - Archdiocese	308,839	389,859
Total Accounts Payable	\$436,350	\$523,845
 Other Current Liabilities		
Deferred Income	\$48,352	\$76,918
Intercompany – Camp PPP Funds	66,541	66,541
Intercompany – Camp	15,121	16,265
Hotel Occupancy Tax Payable	0	974
Sales Tax Payable	11,952	1,903
Accrued payroll liability	11,167	13,736
Total Other Current Liabilities	\$153,133	\$176,337
 TOTAL LIABILITIES	\$589,483	\$700,182
 Equity	\$ (189,172)	\$ (100,151)
Net Income/(loss)	89,021	(78,722)
TOTAL EQUITY	\$(100,151)	\$(178,873)
 TOTAL LIABILITIES & EQUITY	\$489,332	\$521,309

ANTIOCHIAN VILLAGE HERITAGE & LEARNING CENTER

INCOME STATEMENT

For the Fiscal Years Ended December 31, 2021 and 2022

	2021	2022
INCOME		
Operating Income		
Lodging	\$258,167	\$581,683
Food	209,134	601,530
Bookstore	162,615	186,658
Donations	4,523	3,274
Interest	261	742
Special events	18,227	92,981
Other	1,459	9,945
Total Operating Income	<u>\$654,386</u>	<u>\$1,476,813</u>
Cost of Goods Sold		
Kitchen	\$91,682	\$190,630
Bookstore	117,860	110,571
Total Cost of Goods Sold	<u>\$209,542</u>	<u>\$301,201</u>
Gross Profit	\$444,844	\$1,175,612
EXPENSES		
Salaries and wages	\$275,606	\$663,620
Payroll taxes	40,922	66,397
Payroll processing	5,426	5,846
Employee benefits	49,159	84,761
Housekeeping supplies	6,271	17,875
Maintenance	60,969	92,433
Office supplies	12,970	18,297
Insurance	58,735	61,226
Utilities	91,475	109,796
Sewage	11,129	10,952
Event and program expense	796	28,775
Real Estate taxes	20,751	19,793
Dues and subscriptions	3,457	3,057
Credit card processing	8,645	27,809
Computer expense	36,065	31,503
Miscellaneous/Other	14,748	12,193
Total Operating expenses	<u>\$697,124</u>	<u>\$1,254,333</u>
Net Operating Income/(loss) before Other Items	<u>\$ (252,280)</u>	<u>\$ (78,721)</u>
Other Income		
Forgiveness of debt	\$341,301	\$0
Library reimbursement	29,516	38,498
Museum reimbursement	119,717	148,290
Order of St. Ignatius reimbursement	38,942	58,624
Total Other Income	<u>\$529,476</u>	<u>\$245,412</u>
Other Expense		
Library Operations	\$29,516	\$38,498
Museum Operations	119,717	148,290
Order of St. Ignatius	38,942	58,624
Total Other Expense	<u>\$188,175</u>	<u>\$245,412</u>
NET INCOME	<u>\$ 89,021</u>	<u>\$ (78,721)</u>

ANTIOCHIAN WOMEN

KH. SUZANNE V. MURPHY, PRESIDENT OF THE NORTH AMERICAN BOARD



Your Beatitude Patriarch JOHN X, Your Eminence Metropolitan SABA, Your Graces, Reverend Clergy, esteemed Members of the Board of Trustees, Brothers and Sisters in Christ: Christ is in Our Midst!

This year, the Antiochian Women of North America celebrate our 50th anniversary as an official organization of the Antiochian Archdiocese of North America. We are a “Sisterhood Serving Christ Through Serving Others.” One of the ways our organization serves is through fundraising for our annual Project. Throughout the past 49 years, we have raised over 4 million dollars for such projects as the Orphanage Endowment Fund, the Clergy Retirement Fund, rebuilding the Antiochian Village after a tornado, etc. This past Great Lent, when our yearly project was redirected, we raised over

\$123,000.00 for Disaster Relief in Syria and Turkey after the devastating earthquake.

Our North American Board (NAB) consists of five elected officers: President (Kh. Suzanne Murphy), Vice President/Project Coordinator (Sheryl VanderWagen), Recording Secretary (Dorothy Tampary), Treasurer (Laila Ferris), and Public Relations Officer (Kh. Kelleylynn Barberg). Each of these officers have specific duties detailed in our Constitution. Our NAB also consists of seven Coordinators who are appointed by the President upon her election: Humanitarian Coordinator (Lauren Ferris) designates an “Act of Mercy” program for each year (this year focusing on Pregnancy Crisis Centers); the Religious Coordinator (interim, Kh. Kelleylynn Barberg) recommends and supplies study questions on a specific book that all our local chapters may choose to read during the year (this year, the book chosen was “Welcoming Gifts” by Fr. Jeremy Davis); the Widowed Clergy Wives Coordinator (Julia Kalyoussef) keeps in touch with the Widowed Clergy Wives in the Archdiocese sending birthday wishes and gif cards at Christmas; the Scholarship/Grant Coordinator (Dianne O’Regan) creates and accepts applications for the annual Grants that are given to qualified women, ages 26 and over, to aid in furthering their studies; the Membership Coordinator (Dawn Evancho) works across the Archdiocese to supply creative ways for energizing the local parish chapters; the Finance Coordinator (Violet Robbat) produces our financial report that includes a projected budget, and list of income/ expenditures; and the Parliamentarian (Anne Thomas) keeps track of any changes and answers any questions that may arise regarding the Constitution and By-Laws of our organization. Each Diocese holds elections for their officers every two years at their Parish Life Conferences. Elections for the NAB are held every two years at the Archdiocesan Convention. This is an election year for both the Dioceses and the NAB.

To streamline our communications and reach as many women as possible, we have created an E-Bulletin, which is a newsletter that is published quarterly by our Public Relations Officer and disseminated via e-mail to all our Antiochian Women members. Highlighting the activities of the NAB and the local parish chapters, the E-Bulletins contains hyperlinks to each diocesan newsletter, and to their Facebook pages, and Instagram accounts. The local chapters are encouraged to send news and pictures of their activities. Our E-Bulletin evolved from the “Diakonia” which was started by Lucy Hanna many years ago (as a mimeographed newsletter!) and was instrumental in helping us develop a means of communication and coordination among our Regions.

The Antiochian Women have traditionally supported our married seminarians by sending each seminarian family a \$500 gift at Christmas. We have also supported the “Orthodox Christian Fellowship” with a yearly donation of 500.00. This year we have supported the newly formed “Orthodox Volunteer Corp” with a gift of \$500.

Our Antiochian Women “logo” graphic has not changed for many years. As a tribute to the organization’s 50th anniversary, we have commissioned Kh. Erin Kimmet to write an Icon (“More Spacious than the Heavens” type) which we will use for our

“logo” on publications, letterhead, etc., in the years ahead. This Holy Icon, which she is in the process of completing, will be permanently placed in the new worship space that is to be built at the Antiochian Village; but, for the time being, the Icon will be displayed at the entrance of the Sts. Peter and Paul Chapel in the Conference Center of the Antiochian Village.

Another project which springs from our 50th anniversary activities is the production of a new inspirational video. The NAB commissioned this to serve as a recruitment tool for our local Antiochian Women chapters. Also, to serve as a tribute to the thousands of dedicated women who worked tirelessly throughout this past half-century, serving the Church and the needy. Their example and their lives are not to be forgotten as we move into the next half-century. This video was produced by Fr. Adam Roberts. It will be available for all parishes to view on YouTube, and it is being shown at our Antiochian Women Meeting and the General Assembly in Phoenix.

in 2019, after our last election, one of our visions was to develop ways of increasing the participation of the younger women in our parishes to become active members of our local chapters. When COVID-19 hit, in-person meetings and gatherings were put on hold and so our plans for putting this goal into action became delayed. This year, we are renewing our commitment of encouraging our young women, especially late teens and early 20's, to become active in our parish, diocesan, and NAB activities.

We know that our younger women are especially interested in service-oriented activities. We propose to form a closer working relationship with other service-oriented ministries, such as “Orthodox Christian Fellowship”, “Orthodox Volunteer Corp”, “Orthodox Christians for Life”, and “FOCUS NA — YES” to partner with them in service projects sponsored by these groups. We have learned over the past years that the younger women in the parishes see service projects, working with their hands and hearts, as their preferred way to serve the Church and our Lord and Savior Jesus Christ. In addition, we would also like to start incorporating a joint Teen/Women Spiritual event at our annual NAB meetings that are held in February and July.

We wish to thank Bp JOHN for his many years of service to the Antiochian Women as Spiritual Advisor and look forward to many more. And we would like to welcome His Eminence, Metropolitan SABA as the Head and Chief Shepherd of our Archdiocese. May God grant them both Many Years!

My tenure as President of the NAB is now completed at the election of a new president at this Convention. It has been a challenging 4 years, encompassing the COVID-19 pandemic, and the many restrictions which impacted our ability to worship, work, and fellowship together. But God is good! I am grateful for the many, many active and creative women who assisted me on the NAB and diocesan levels – especially the Past-presidents, diocesan Presidents, and my Board members. The innovative ways that we developed together to keep our ministry moving forward has opened new ways of extending our outreach throughout our vast North American Archdiocese. I want each of them to know how impressed I have been of their skills and talents, and how grateful I am for their love and support. I look forward to seeing how our next generation of leaders takes us forward into the next 50 years! May God grant them strength, courage, and grace! I have been so blessed to be able to serve in this leadership capacity. All our success is due to the Holy Spirit's guidance and Grace, and to the determination of many hard-working women and men who have been dedicated to our mission and ministry as *A Sisterhood Serving Christ Through Serving Others*. Thanks be to God!

With love and prayers in our Lord Jesus Christ,

Kh. Suzanne V. Murphy

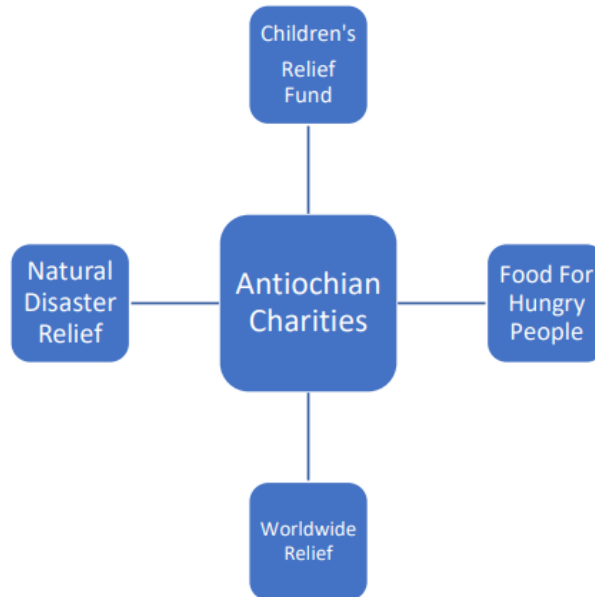
President of the North American Board of the Antiochian Women

CHARITABLE OUTREACH COMMITTEE

Charitable Outreach Committee Antiochian Orthodox Christian Archdiocese of North America

Antiochian Charities

The Antiochian Charities currently encompasses four programs:



1. Charitable Outreach Committee:

The community needs addressed by our churches/organizations and parish volunteers are rapidly increasing. Since the establishment of the Charitable Outreach Committee in 2019, we have been blessed to be able to provide over **\$70,000** in COVID funding to individuals and **\$207,500** in grant funding to churches/organizations to support charitable outreach. Through this grant program, existing initiatives were sustained or expanded, and new charitable activities initiated. The common theme is that there is a desperate need to address food, clothing, and housing insecurity in North America.

Our committee is grateful for the support and generosity of the parishioners in our Archdiocese who, through the Food for Hungry People program have provided a mechanism for parishes to take care of their own and to help feed and clothe their surrounding communities. These efforts assist underfunded community organizations and make a difference in the lives of thousands of people each year. Many of our parishes have applied for funding each year to expand their charitable services in an attempt to meet the ongoing and expanding needs in the communities.

Charitable Disbursements for 2022-2023

FFHP Grants

Grants awarded 2022: \$88,000

Grants Awarded 2023: \$56,000 – through May 31



2. Food for Hungry People:

Robin Lynn Nicholas

Every year our Food for Hungry People program encourages the participation of entire families, adults, and children alike through prayer, fasting and almsgiving during Great Lent. More than ever before, we are experiencing devastating hunger at home and around the world, and our Church families are committed to alleviating this unnecessary and painful heartache. For 49 years we have raised funds to help feed our hungry brothers and sisters.

Through your generosity and prayers, we have assisted the hungry and poor in the United States, Canada, Mexico, South America, the Middle East, Africa, Asia, and Europe.

Parish Collections

2022- \$198,034.83

2023- \$100,000.00 as of June 30th

Our Food for Hungry People & Charitable Outreach program has collected close to **seven million dollars** to date.

Annual Canned Food Drive: (73 parishes reported. 63 parishes collect all year)

2021 -282,876 pounds of food

2022 -415,237 pounds of food

Since 1984 over **seven million pounds** of food have been collected and distributed to those in need within our local Parish Communities.

For 49 years we have:

- **helped the homeless and the sick**
- **fed starving babies, children, and adults**
- **sheltered and guided run-away and thrown-away teenagers**
- **aided and visited those in prison and cared for their families**
- **brought food, clothing, assistance, and hope to the homeless**
- **provided food, medicine, and aid to war-torn and disaster struck victims**
- **given assistance to our local communities in need**
- **supported local food banks**

For 49 years our Archdiocese has touched the lives of thousands of people whose needs have touched our hearts.



3. Children’s Relief Fund

Deborah Brown

The CRF is a vital component of our Antiochian Charities programs. We currently have 49 sponsors for 134 children in Palestine and 104 sponsors for 157 children in Lebanon. Sponsors contribute \$400 annually and are matched with a child from either Lebanon or Palestine. The child may use the money to pay for schooling or personal expenses. Sponsors receive a picture and a bio of their child and can freely communicate with their child if they desire. There is a waiting list of available children in each country, so additional sponsors are welcome. We ask that a sponsor make a commitment until their child reaches the age of 18. We also accept general donations to our program, which we use for children whose sponsorships have lapsed.

Funds are distributed once per year in February/March for the prior calendar year.

Palestine

2022 Funding \$53,700 – 134 Children

Lebanon

2022 Funding \$66,584 – 157 Children

General Donations \$12,750

4. Worldwide Humanitarian Relief-2022

Al-Kafat	\$15,000
Al Moutraniah (Metropolitan BASILIOS)	6,000
American Friends of Bethlehem Development Fund	15,000
Antiochenisch-Orthodoxe Metropolie-Germany	15,000 (Euros)
Churches for the Middle East Peace	1,000
Covent of Maaloula	10,000
Institute de Theologie St Jean Damascien (Balamand)	75,000
Monastery of Balamand	5,000
St George Orphanage	5,000
St Pantelimon Orphanage	5,000

The Saint Constantine School
Tele Lumiere & Noursat USA

15,000
5,000

Total

\$157,000 plus Euros 15,000

5. Natural Disaster Relief

Earthquake Relief ----\$1.25 Million



General charitable contributions to the Archdiocese are monitored by the Charities Committee, which has adopted a strict process for the distribution of funds. Specific bank/investment accounts are in place for contributions to FFHP, CRF, general charities and other specific charities to ensure that funds for these different programs are kept separate. Moreover, an endowment fund was established for both FFHP and CRF to enable these programs to continue in the future.

My thanks to Rev. Fr. Ted Pulcini and Robin Lynn Nicholas for the many hours contributed to the committee's work. A very special expression of gratitude to Robin, who has tirelessly administered the Food for Hungry People program for 47 years. My sincere thanks to Deborah Brown for her dedication and commitment as our Administrator for the Children's Relief Program. Debbie will be retiring at the end of summer. It is truly a blessing for me to have the opportunity to collaborate with these individuals.

Anne Bourjaily Thomas, Ph.D., Esq., Chair



Anne Bourjaily Thomas
Chairman



Rev. Fr. Ted Pulcini
Spiritual Advisor



Robin Lynn Nicholas
FFHP & CO



Deborah Brown
Children's Relief Fund

ARCHDIOCESAN TASK FORCE FOR YOUTH & YOUNG ADULT MINISTRY

SUMMER 2023 CONVENTION REPORT

VISION: For all young people of the Antiochian Archdiocese to grow and mature *into the measure of the fullness of Christ* within parish communities of loving, co-striving clergy, parents, mentors, and peers. (Ephesians 4:13)

MISSION: To offer a holistic, Christ-centered ministry for our youth and young adults as well as resources and training for our clergy and laity in order to build up our parishes into communities of co-striving love - *according to the effective working by which every part does its share, causes growth of the body for the edifying of itself in love.* (Ephesians 4:16)

BACKGROUND: The Archdiocesan Task Force for Youth and Young Adult Ministry was created in May of 2021 and tasked with analyzing the ways in which the Archdiocese was ministering to her youth and young adults. A clergy and lay representative from each of the following departments were appointed to work with Fr. Nicholas Belcher in this effort: Youth and Parish Ministries (Erin Ghata, Fr. Philip Rogers), Christian Education (Anna-Sarah Farha, Fr. Nicholas Long), Camping (Khalil Samara, Fr. Christopher Shadid), and Young Adult Ministry (Wayne Parr, Fr. Michael Nasser.) The Task Force operated from the spring of 2021 until transitioning to a united Department of Youth & Young Adult Ministries with four distinct ministries working in full cooperation beginning in the spring of 2022. For a timeline highlighting the initiatives of the task force and department, please refer to Appendix A.

The Board of Trustees at its fall meeting in 2022 blessed the creation of this unified department. The goals for our first year as a department were:

1. Create a Christ-centered, substantive approach to our ministries.
2. Increase strategic collaboration between our four ministries.
3. Offer training and resources to clergy, parents, and youth workers.
4. Institute an archdiocese-wide youth protection program.

CHALLENGES: The task force began its work at a time when the pandemic was still creating difficulties for in-person ministry. The time away from church life and the stresses of the pandemic had a tremendous effect on our youth and young adults that have been far-reaching – mental health challenges, societal divisions, rapid cultural shifts away from church teachings, social isolation, to name a few.

The archdiocese, in response to the pandemic, moved towards a “zero budget” process to prioritize expenditures during that time of financial insecurity. The new department has not operated from a budget per se during this time but worked cooperatively within this system to request only what was deemed as essential.

From an institutional perspective, the new department structure was blessed during a time of leadership transition in our archdiocese. The initial plan was to hire a full-time executive director to fully implement the new initiatives that the task force had planned. Before moving forward with such a significant new hire and the expense and wide scale effort to institute a youth protection program without the blessing and support of a new metropolitan, the department scaled back some of the goals planned for Year One.

UPDATES: While the department took a scaled-down approach in fulfilling its goals for Year One, here are some of the notable initiatives undertaken by our ministries (please see appendices for a more comprehensive listing of our activities):

- Feedback from the youth and youth workers regarding youth ministry was to focus less on the institutional aspects of Teen SOYO and more on relational ministry. In order to meet that desire, the youth ministry team moved away from elected offices and towards an NAC board consisting of an officer from each diocese. Meetings and training have emphasized spiritual formation and scriptural engagement as well as leadership development.
- To meet the desire of our youth for more service opportunities, the ministry has created a new initiative called TRUST (Teens Responsibly Undertaking Service Together) to empower/trust the youth to create service-minded ministries.
- With the success of the pilot curriculum for Sunday schools and Camps on the gospel of Matthew, the Christian Education Ministry worked with a talented team of educators in partnership with noted author Fr. Stephen De Young to create an expanded curriculum for Genesis that was launched in the fall of 2022. The theme of the curriculum was Like the Stars of Heaven, and based on feedback, increased the number of grade-levels and included interstitial, thematic lessons as well.
- To continue our holistic approach, the theme of the parish life conferences and convention was taken from the book of Genesis and used in our Creative Arts Festival. The book of Genesis is also the focus of the Bible Bowl. The summer camps throughout the Archdiocese also received a Genesis-themed curriculum that acts as a capstone to reinforce what was learned during the school year.
- To help with what the department has referred to as “training the trainers,” and in response to the mental health crisis in our society, the youth ministry team hosted a Peace of Mind Mental Health First Aid training in Houston this past March. Twenty-one parish and diocesan youth directors and camp directors took part in learning how to discern signs and symptoms of mental health challenges and best practices for how to respond in crisis situations.
- In January, Youth Directors and Camp Staff came together for the annual Orthodox Youth & Camp Worker Conference to continue their professional development. The Antiochian Village will host this conference in 2024.

GOALS: The department plans to continue building on the goals we set for this year and bringing our overall vision into a reality. Here are some important next steps in realizing that vision between now and our next convention:

- Hiring of a full-time Executive Director to oversee the four ministries and move our strategic vision forward.
- Implementation of a multimedia strategy with an increase in resources for parents, clergy, and youth workers.
- New Sunday School curriculum based on the epistle to the Romans this fall. An additional curriculum for parents is in the works as well. This additional curriculum will help parents engage in learning along with their children.
- Annual Vacation Bible School curriculum to launch for the summer of 2024.
- Resumption of the Orthodox Institute for Church School Teachers & Directors in 2024.
- New online submission platform for the Creative Arts Festivals in use for summer 2024.
- Create programming focused on vocational formation and ministry engagement of young adults.
- Reinvigorate young adult leadership groups at the parish, diocesan, and archdiocesan levels.
- Increase college preparatory program for high school seniors throughout the Archdiocese based on the Arch Week program at Antiochian Village.
- Engage in a comprehensive study of our Camp facilities across the archdiocese and draft a plan for maximum growth of our camp programs.
- Build a network of support for parish priests and youth workers and create opportunities for collaboration and sharing of best practices.

VISION FOR THE NEXT FIVE YEARS: We envision a fully integrated and fully functioning department that has professional, paid staff at the archdiocesan and diocesan levels. We believe that we need the institutional work of the department to reach the diocesan level in order to incarnate the vision at the parish, family, and individual levels. In order to expect levels of training and excellent work, these dedicated staff and clergy should be compensated and held to high standards.

Our belief is that youth and young adult ministry is primarily about parish and family life as much as it is in offering programs, camps, retreats, social activities, etc. Our intention is to work with clergy, parents, youth workers, teachers, parish councils, choirs, chanters, festival chairs, everyone to build up our parishes as the Body of Christ - to create an environment where our young people can grow and mature in their Christian lives. Our hope is that our young people experience that loving environment in every parish and every ministry of our Archdiocese in the next five years.

Asking the prayers and blessings of His Beatitude Patriarch JOHN X and His Eminence Metropolitan SABA for these efforts to be blessed by our Lord and bear good and holy fruit in our Holy Archdiocese, we remain,

Yours in the service of Christ,



FR. NICHOLAS BELCHER
Chairperson
Task Force for Youth &
Young Adult Ministry



ANNA-SARAH FARAH
Chairperson
Task Force Member - Christian Education
Department of Christian Education



ERIN GHATA
Task Force Member – Youth Ministry
Department of Youth Ministry
Co-Chair



FR. PHILIP ROGERS
Task Force Member – Youth Ministry
Department of Youth Ministry
Co-Chair



KHALIL SAMARA
Task Force Member – Camping
Department of Camping Ministry

APPENDIX A: TIMELINE OF THE WORK OF THE TASK FORCE & DEPARTMENT OF YOUTH & YOUNG ADULT MINISTRIES

2021

- May: Task Force for Youth & Young Adult Ministry is established. Encyclical for the Year of Youth is promulgated by the archdiocese.
- July: Task Force holds in-person Planning Retreat in Memphis, Tennessee.
- July: Diocese Youth Directors participate in the Effective Christian Ministry Course.
- Summer: Series of listening/focus group type meetings over Zoom with various constituencies - young adults, Christian education diocesan coordinators, youth directors.
- Fall: Series of Zoom meetings with the metropolitan, bishops, and clergy of the various dioceses to introduce the work of the Task Force.
- Sept-Oct: Task Force conducts survey for parents, clergy and youth.
- Fall: Initial goals for the Task Force presented to the Board of Trustees: (1) collecting data (surveys, focus groups, etc.) (2) creating a holistic approach to our ministries and (3) maintaining traditional programs while introducing pilot programs.
- November: Staff hired to part-time and full-time positions for various ministries of the task force.
- December: Semester-long gospel of Matthew Curriculum released for Church Schools for the spring.
- December: Results of survey released.

2022

- January: Annual Camp & Youth Worker Conference at Antiochian Village.
- Winter/Spring: CircuitTree, a unified camp registration database, implemented for all camps.
- February: Fr. Nicholas & Erin Ghata offered youth ministry workshops at Diocese of Los Angeles & the West Clergy Seminar.
- May: Task Force presents findings after first year of data collection and pilot initiatives and an initial plan for a united Department of Youth & Young Adult Ministries.
- Summer: First integrated theme for Creative Arts, Bible Bowl, Camp Christian Ed, Church School Curriculum and PLC implemented.
- Summer: New Leadership Structure for Department and Teen SOYO leadership.

NAC Board comprised of one teen officer from each Diocese.

- July: Inaugural Arch Week program for high school graduates held at Antiochian Village.
- July: Revamped Teen SOYO Officer Leadership Training at Antiochian Village with study of the Epistle to the Philippians.
- July: Fr. Nicholas Belcher offered a two-hour workshop at the Archdiocesan Clergy Symposium: https://www.ancientfaith.com/specials/2022_antiochian_clergy_symposium/the_state_of_our_youth1
- August: Like the Stars of Heaven curriculum for the book of Genesis released for Church Schools.
- August: Special Olympics Sports Camp sponsored by Teen SOYO at Antiochian Village.
- October: Plan for unified Department of Youth & Young Adult Ministries formally presented with new structure that includes an executive director.
- November: Genesis Part II curriculum released with thematic lessons to accompany the initial synoptic lessons of the fall semester (Imaging God, Priesthood of Man and Woman, Justice in Genesis, Sacrifice, Birthright and Inheritance.)

2023

- January: Annual Camp & Youth Worker Conference in Titusville, FL. Fr Nicholas one of the keynote speakers.
- February: Teen SOYO Midwinter Meetings at Antiochian Village with additional spiritual emphasis.
- March: Peace of Mind Mental Health First Aid Training (offered through the Assembly of Bishops) attended by Diocese Youth Directors, Camp Directors, Christian Ed team members and parish youth workers.
- March: TRUST (Teens Responsibly Undertaking Service Together) initiative piloted by NAC SOYO and to be rolled out for Archdiocese participation Fall 2023.
- April: New Leadership Structure for Department and Teen SOYO leadership
Amendment of SOYO constitution and shift to officer applications
- April: Genesis Curriculum for Camp programs released.
- Spring: Camp Service book being updated and edited to include Apolytikia for all camps.
- Spring: Metropolitan SABA elected and enthroned. Initial meeting of Fr. Nicholas with His Eminence to discuss the department happened • on May 5. Department staff meeting with His Eminence scheduled for June 8.
- Late Spring: Book of Romans Curriculum developed for 2023-24 school year.

APPENDIX B: 2021 SURVEY PARTICIPATION

Clergy	Sunday School Teachers	Parents	Teens	Young Adults	Youth Workers	Total Responses
251	209	825	197	407	93	1,982

APPENDIX C: 2022 CREATIVE FESTIVALS & BIBLE BOWL & ORATORICAL STATISTICS

2022 Bible Bowl Team Registrations

	Chars/NY	LA	Miami	Ottawa	Toledo	Wichita	Worcester	Totals
Pre-Teen	2	3	1	3	3	1	1	14
Jr.	0	3						3
Teens/Sr	8	4	5	8	6	8	6	45
Adult	6	5	6	9	6	3	0	35
Total	16	15	12	20	15	12	7	97

2022 Oratorical Contestants

	Chars/NY	LA	Miami	Ottawa	Toledo	Wichita	Worcester	Totals
Junior Division	1	3	0	1	5	1	3	14
Senior Division	5	1	1	2	6	5	3	23
Total	6	4	1	3	11	6	6	37

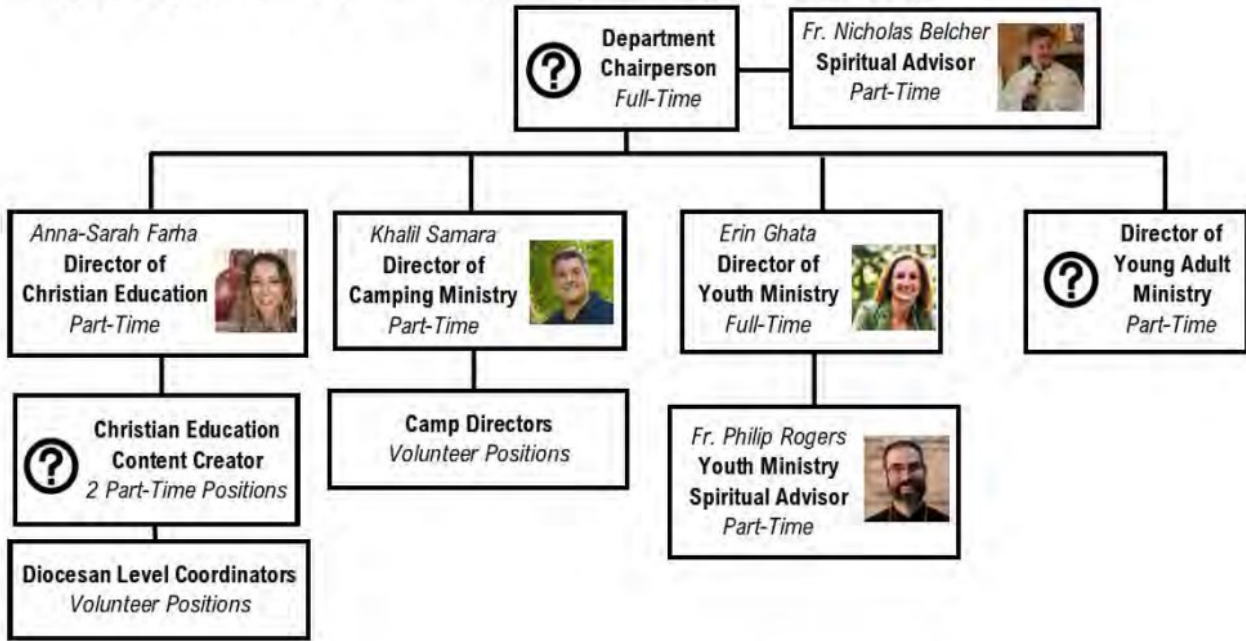
2022 Creative Festivals Participation

	Chars/NY	LA	Miami	Ottawa	Toledo	Wichita	Worcester	Totals
Arts	141	93	102	52	116	131	25	660 entries
Photo	23	0	6	5	17	5	0	56 entries
Poetry	47	17	20	19	55	17	5	180 entries
Writing	21	8	25	13	39	24	5	135 entries
# of Parishes to submit at least 1 entry	12/49	12/64	14/42	9/19	17/49	13/51	7/11	84 out of 285 parishes

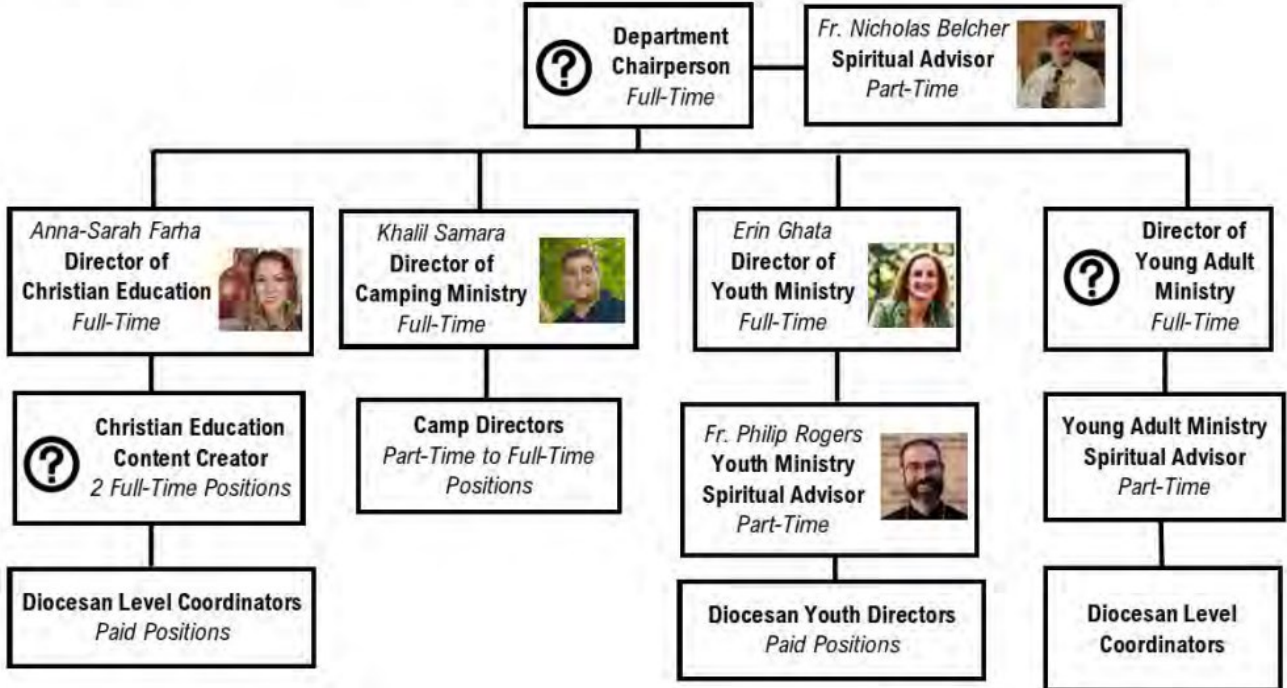
APPENDIX D: 2023 CAMP STATISTICS

*as of May 25	Total Campers Enrolled	Open Spots	Campers on Waitlist	Percentage of Total Archdiocese Campers
Antiochian Village	1096	22	51	40.8%
Camp St. George	70	0	5	2.6%
Camp St. Innocent	23	50	0	0.9%
Camp St. Mary of Egypt	145	0	42	5.4%
Camp St. Nicholas	287	86	10	10.7%
Camp St. Raphael	407	31	49	15.2%
Camp St. Thekla	339	7	5	12.6%
Camp Transfiguration	253	35	15	9.4%
Village Up North	65	0	11	2.4%
Total Campers	2,685	231	188	100.00%

2023 DEPARTMENT OF YOUTH & YOUTH ADULT MINISTRIES STAFF



FIVE YEAR VISION: 2028 Department of Youth & Youth Adult Ministries Staff



DEPARTMENT OF SACRED MUSIC

MAREENA BOOSAMRA BALL, CHAIRWOMAN



Your Beatitude Patriarch JOHN X, Your Eminence Metropolitan SABA, Reverend Clergy and Esteemed Members of the Board of Trustees and Faithful of the Archdiocese,

Christ is in our Midst! Greetings in the Name of Our Lord from the Department of Sacred Music. Our Mission Statement: The Department of Sacred Music of the Antiochian Orthodox Christian Archdiocese of North America guides chanters, choirs and congregations to musical excellence in worship for the glory of God.

My name is Mareena Boosamra Ball and I am honored to be the Chairwoman for the Department of Sacred Music for the Antiochian Archdiocese of North America. I work in conjunction with Fr. John El-Massih who oversees Byzantine chant. Our department is made up of the finest musicians of our Archdiocese, who meet regularly as a team via Zoom across 4 time zones.

Diocese of Los Angeles and the West – Regina Roun
Diocese of Ottawa, Eastern Canada, and Upstate New York – Kh. Suzanne Murphy
Diocese of Miami and the Southeast – Kh. Nora Bleam
Diocese of Toledo and the Midwest – Kris Howard
Diocese of Wichita and Mid-America – Christy Farha
Diocese of Worcester and New England – Charles Marge
Diocese of New York and Washington, D.C. – Kh. Nancy Hanna Long
Diocese of Oakland, Charleston, and the Mid-Atlantic – Kh. Nancy Hanna Long
Missions Music Coordinator: Very Rev. John Finley Historian: Michael Farrow
Members-at-large: Greg Abdalah, Danielle Prontka and Zhanna Lehmann

This past year has been filled with so many wonderful musical experiences, projects and future visions!

SUMMER SACRED MUSIC INSTITUTE 2022

“Proclaiming the Word, Living the Liturgy” was the theme, featuring keynote speakers Benedict and Talia Sheehan. Nearly 100 participants attended and enjoyed presentations by this dynamic couple, in combination with choral and chant sessions taught by a team of priests and teachers. Bishop THOMAS presided.

YOUTH MUSIC MINISTRY

The mission of the Youth Music Ministry is to bring together young Orthodox Christians with a love for music and a desire to serve their Church, to work toward the common goal of understanding and living the theology of Orthodox hymnography to the Glory of God. They study Choral Music, Byzantine Chant, Proper Vocal Production and Technique; they learn challenging new music to be performed with their peers and they participate in every Divine Service.

WINTER SACRED MUSIC INSTITUTE 2023

The Institute was held this February at the beautiful St. Anthony Orthodox Church in San Diego California. The theme of the conference was “Preparing for Great Lent: Windows into the Triodion Season”. Over 70 participants were in attendance.

MUSIC LIBRARY AND WEBSITE

Updating the music library and arranging music is an ongoing project of the Department of Sacred Music. We currently have approximately 2,600 individual Hymns. The team of Fr. John El-Masih, Christopher Holwey, and Chadi Karam are continually revising, updating and setting hymns for Divine services. Peter Samore and Dn. Christian Manasseh are currently in the process of reconstructing the entire digital music library to make it more user friendly. It is our hope that this will be completed by this summer.

NEW MUSIC COMMITTEE

Throughout the year Orthodox Composers submit their choral works to the New Music Committee, who review selections, make suggestions and send their critiques to the composer for changes. The committee is Michael Farrow, Christopher Holwey, Charles Marge and me. Byzantine arrangers submit their music to Christopher Holwey and ultimately, Fr. John El-Masih for final approval.

ANTIOCHIAN NATIONAL CHOIR OF NORTH AMERICA

A new initiative has been launched. The Antiochian National Choir of North America brings together dedicated, advanced, proficient singers of Byzantine and Western choral traditions. Singers who are selected will be well rehearsed in advance, to reflect the heavenly beauty of the ecclesiastical music of the Orthodox Church. The audition process yielded 40 singers each for the 4-part and Byzantine Choirs. This ensembles will debut at this year’s National Convention in Phoenix, Arizona.

Respectfully Submitted,

Mareena Boosamra Ball
Chairwoman, Department of Sacred Music

DEPARTMENT OF LITURGICS

ARCHPRIEST THOMAS ZAIN, CHAIRMAN



Your Eminence Metropolitan Saba, Venerable Hierarchs, Reverend Clergy, Esteemed Trustees, Fellow Department Leaders, Brothers and Sisters in Christ:

In the past year, the Department of Liturgics has produced the fourth edition of *The Liturgikon*, the first edition of *The Archdiocesan Service Book*, and the long-awaited second edition of *A Pocket Prayer Book for Orthodox Christians*. These publications have corrected longstanding errors, guided our clergy to offer the divine services according to Antiochian tradition, standardized the Archdiocese's English translation of the Divine Liturgy, and given our faithful more prayers to beseech God's help.

Final preparations are being made for a new divine liturgy book for the pew in English-only and English-Arabic formats. The department has also begun typesetting the fourth edition of *The Services of Great and Holy Week and Pascha*. This book will correct errors and inconsistencies, and use the stronger translation of hymnography from The Holy Transfiguration Monastery of Brookline, Mass. This will form the basis of new music. Work has also begun on a new edition of *The Divine and Holy Gospel Book*. Liturgics hopes to publish these new editions within the next two years; typesetting and review are laborious, and printing could take up to eight months for hardcover books.

By the end of the decade, the department hopes to publish new editions of coil-bound service books for the Antiochian Village and the congregation and revisit the classic "red/burgundy" service book that includes the marriage and funeral services.

For several years, the Department of Sacred Music has worked hand-in-hand with Liturgics to set music for all of the divine services that we produce, especially for the *prosomoia* (model, standardized hymns). Our departments are currently collaborating on a new Sacred Music Library to showcase all of its music (roughly 2,500 pieces) so that our choirs and chanters can more easily find it.

Of course, Liturgics constantly produces the Online Liturgical Guide that contains the divine services for weekends, great feasts, patron saints of our parishes, Great Lent, Holy Week, daily vespers every Wednesday night, and more. The offerings continue to grow, especially in Arabic as the Monastery of the Dormition of the Theotokos in Hamatoura, Lebanon freely shares with us its refined translations.

The Department of Liturgics looks forward to working with His Eminence Metropolitan Saba to ensure the Archdiocese's liturgical practices are consistent with those of the Patriarchate of Antioch. We are grateful to Fr. Jeremy Davis, Fr. Patrick O'Grady and Dr. Sam Cohlma for their review of our productions; to Fr. Raphael Daly for his typesetting efforts; to Fr. Elie and Kh. Rouba Estephan, Kh. Ramia Issa and Mr. Chadi Karam for their hard work with Arabic texts; to Fr. Samer Youssef and Dn. John Dibs for their work on the forthcoming bilingual liturgy book; to Mrs. Mareena Boosamra Ball and Mr. Chris Holwey for their partnership from the Department of Sacred Music; and, most especially to Subdn. Peter Samore for directing the OLG and coordinating most of the work for the department.

Yours in Christ,
Archpriest Thomas Zain, Chairman

DEPARTMENT OF INTER-ORTHODOX & INTER-FAITH RELATIONS

ARCHPRIEST THOMAS ZAIN, CHAIRMAN

V. REV. FR. DAVID G. BARR, VICE CHAIRMAN

AREAS OF INVOLVEMENT

The mission of our department is to interact with and attend various meetings, dialogues and conferences with other Orthodox Christian, non-Orthodox and non-Christian bodies. Fr. Thomas Zain, Chairman, and Fr. David Barr, Vice Chairman, make up the department. Fr. Thomas concentrates on Inter-Orthodox relations and Middle Eastern affairs and Fr. David concentrates on ecumenical relations with other Christian Churches.

INTER-ORTHODOX AND MIDDLE EASTERN AFFAIRS (FR. THOMAS)

Over the past two years there have been few in person meetings however, we continue to participate via zoom in many meetings and, since the fall of 2022, in person gatherings and meetings have resumed. We participate in CMEP (Christians for Middle East Peace), CAMECT (Christian Arab and Middle Eastern Churches Together), and others. We also regularly participate (via zoom only since the pandemic) in conference calls with the Hudson Institute and other governmental agencies when they are discussing topics pertaining to Christianity and especially Christianity in the Middle East.

With regard to Inter-Orthodox Relations, over the past two years I continue to represent Metropolitan (and the Archdiocese during the interim period) on the Executive Committee of the Assembly of Bishops. I also serve on the Secretariat for the Assembly of Bishops and attended the general assemblies in Washington DC (2021) and Los Angeles (2023). We work hard in the department to maintain good relations with the various Orthodox jurisdictions. This is especially vital during the difficult times of the rift between the Constantinopolitan aligned jurisdictions and the Moscow aligned jurisdictions. These relations are somewhat tenuous because of the split in the Orthodox world between the Churches of Constantinople and Russia over the recognition of two schismatic groups in Ukraine. Sadly, these tensions have spread to our shores in North America and we continue to be a bridge between the two sides on the one hand and, on the other hand, stand in resistance to changes in the status quo.

CHRISTIAN CHURCHES TOGETHER (CCT – FR. DAVID)

- Christian Churches Together (CCT) is the sole ecumenical body in which the Antiochian Archdiocese currently participates (relations with the National Council of Churches of Christ [NCCC] were terminated in 2005).
- CCT is comprised of member communions of Churches from five major families of Christian Churches: Orthodox and Oriental Orthodox, Roman Catholic, Historical Protestant, Historical African-American, and Evangelicals and Pentecostals. Representatives from these churches meet together to form a united witness, where possible, to the Gospel of Jesus Christ.
- CCT offers the Orthodox the ability to interact with other Christian bodies in a non-threatening atmosphere, giving us the opportunity to know each other better and come to common understandings. It offers the Archdiocese the ability to contact other Churches with similar needs and views on shared concerns. It also keeps us apprised of what is happening in other Churches.
- The Antiochian Archdiocese has representation in both the general forum and Steering Committee of CCT.
- CCT has an annual convocation/forum for 2-3 days, held in October in various parts of the US each year. The average cost for one participant in this convocation is \$1,000-1,500 (airfare, hotel, conference fees).
- There are two Steering Committee meetings per year. The average cost for one participant in these meetings is less, probably somewhere around \$700-800 (airfare, hotel) per meeting.
- Annual Dues for CCT: \$1,500

ECUMENICAL DIALOGUES

- Orthodox/Roman Catholic Dialogue: This is typically run by the Ecumenical Relations Committee of the Assembly of Bishops.
- Ecumenical Relations Committee of the Assembly of Bishops: There has been interest within the Greek Archdiocese to get this committee back up and running. We have been working with this committee to establish a new ecumenical guideline manual for all jurisdictions in the USA.
- Faith and Order Commission of the World Council of Churches (WCC): We have participated in the North American dialogues in the past, but it seems as if we have not been a part over the past several years. There is interest among many of the Roman Catholic
- World Council of Churches: We are represented there through our patriarchate and not directly from our Archdiocese.
- Christian/Islamic Dialogue in the National Council of Churches of Christ (NCCC): At times in the past, Fr. Theodore Pulcini has represented us in the Christian/Islamic dialogue of the NCCC.

BUDGETARY NEEDS FOR FYS 2023 AND 2024

- 2023: Total of approximately \$6,500 (includes dues to CCT) at current levels of involvement.
- 2024: Total of approximately \$7,000 (includes dues to CCT) at current levels of involvement.

DEPARTMENT OF STATISTICS & CREDENTIALS

ARCHPRIEST THOMAS ZAIN, CHAIRMAN

REV. FR. PAUL MATAR, CHAIRMAN

The purpose of this department is simply to record the size of our parishes for statistical purposes, especially with regard to the general assembly at the biennial archdiocese convention or other special conventions. Fr. Paul Matar and I were appointed in 2017. The department worked recently on the special nominating convention in Dallas. We are at work now preparing for the archdiocese convention and will soon prepare the ballots for the board of trustee elections and anything else we may vote on in July. We are considering doing electronic voting moving forward to save time and effort. This will also allow us to have instant results.

At the same time, we are compiling the statistics based on our most recent census so that we may allot the appropriate number of ballots to each parish. This department generally has no expenses except to mail the ballots to the convention host city and this cost for postage and mailing has been covered by the archdiocese office in Englewood as everything is mailed from there.

In Christ,

Archpriest Thomas Zain and
Priest Paul Matar, Co-Chairmen

MISSION & EVANGELISM

V. REV. JOHN D. FINLEY, CHAIRMAN (FULL-TIME)

V. REV. JOSEPH HUNEYCUTT, VICE-CHAIRMAN (PART-TIME)

REV. ADAM ROBERTS, CONTENT CREATOR (VOLUNTEER)



The Department of Missions and Evangelism exists to equip and strengthen existing parishes with resources and training for clergy and laity, as well as assist in the establishment of new mission parishes. We offer the following as a means of regular communication with church leaders, the laity, and the general public: missionsandevangelism.com (*featured resources*)

- Retreats – A list of retreats offered by personnel of the Department.
- A Guide for effectively Onboarding Visitors
- Spirit of Welcoming Report Prepared by Adam Lindahl – ways to assess our effectiveness in welcoming visitors.
- A book study for those interested in Evangelism.
- Family Night to help parents teach their children how to live as Orthodox Christians.
- Understanding Millennials (Becoming Truly Human)
- Cooperation with the Fellowship of St. Moses the Black
- “Becoming a Preacher” homiletics video training
- St. Nikolai of Zica Cross Reference to Homilies (2 vol.)
- The 153 Podcast on Ancient Faith
- Monthly article in the *Word Magazine* “From These Stones”
- Antiochian Missions and Evangelism Facebook Page

Thanks to the leadership of our Auxiliary Bishops, our local Deans, Diocesan Missions Coordinators, parish priests, and visionary lay evangelists, we continue to grow as an Archdiocese:

1. We have a potential new mission in Union, ME with an assigned pastor, Fr. Justin Slaughter-Doty – the first established presence of the Antiochian Archdiocese in Maine.
2. We have a new mission in San Bernadino, CA – St. Elias Mission with an assigned pastor, Fr. Ibrahim Ibrahim.
3. We have a new mission in Moses Lake, WA – St. Paisios of Mt. Athos. St. Elijah Church in Ellensburg, WA is the sponsoring parish.
4. We have a potential new mission in Saint Peters, MO with Fr. James Mackoul, who has started several missions in the Midwest Diocese, serving as the Priest-in-Charge.
5. A new mission in Concord, NC (near Charlotte) – Christ the Good Shepherd Mission, with an assigned pastor, Fr. Thomas Fernandez.
6. A new mission in Bismarck, ND – St. Basil the Great Mission, with an assigned pastor, Fr. Athanasius (Khalid) Oweis.
7. A new mission on the eastern shore of Maryland - St. Thekla Mission in the Easton area – with an assigned pastor, Fr. John Monto. Holy Cross Church in Linthicum, MD is the sponsoring parish.
8. A new mission in the Greater Orlando area – St. Barbara Mission, started by Fr. Elia Shalhoub who has started several missions in the State of Florida.
9. We are working on a potential mission in Elizabethtown, KY with St. Michael Church in Louisville, KY as the sponsoring parish.
10. We are also hoping to establish a potential new mission out of St. Philip Church in Souderton, PA.

The Department of Missions and Evangelism is composed of the V. Rev. John D. Finley, Chairman (full-time), the V. Rev. Joseph Huneycutt (part-time), Vice-Chairman, and the Rev. Adam Roberts, Content Creator (volunteer). In addition to this core team of clergy, the Department now includes the diocesan Missions Coordinators as part of a larger team working with us to bring the work of missions and evangelism down to the local level.

THE WORD MAGAZINE

2 LYDIA'S PATH, WESTBOROUGH, MA 01581

HIS GRACE, BISHOP JOHN



The WORD is the news print publication of the Antiochian Orthodox Christian Archdiocese of North America. It has a long and wonderful history beginning in 1905. It boasts articles and reflections by St. Raphael, Metropolitan ANTONY, Metropolitan PHILIP, Metropolitan JOSEPH and many prominent authors. Archives of the magazine are housed at the Antiochian Village Library.

The Archdiocese sends the magazine out to 25,000 homes of our Archdiocese as well as to Churches, seminaries, libraries, and subscribers throughout the world. It is printed on quality paper in color. The magazine is also available on-line at the Archdiocese's Website Antiochian.org.

Submissions for the magazine should be sent to me at wordmag@aol.com. Address changes should be sent to registrar@antiochian.org. Parishes are encouraged to keep up their mailing lists with the registrar through the Anrtiochian.org pastor's portal. We continue to not accept advertising in the magazine. Such ads would require a postage surcharge. Parish events should be approved by the local pastor.

The value of the content is dependent on the willingness and support of contributors and the willingness of the Archdiocese departments to submit news and activities.

The layout is done by the artistic and talented Donna Albert of Pittsburgh and all articles are copy edited by the very competent Assistant Editor Dr. Chris Humphrey, also of Pittsburgh. This magazine does not remunerate anyone for articles, art work or photographs. All of this work is offered as gifts to the Archdiocese. Bishop John has served as editor for the past 26 years.

THE WESTERN RITE VICARIATE

THE RIGHT REVEREND BISHOP JOHN, AUXILIARY BISHOP
VERY REVEREND JOHN W. FENTON, ASSISTANT TO THE VICAR GENERAL



2023 ARCHDIOCESE CONVENTION REPORT

The Western Rite Vicariate was established in 1958 by His Eminence Metropolitan ANTONY (Bashir) after consultation with His Beatitude Patriarch ALEXANDER III. The Vicariate has enjoyed the support and patronage of Their Eminences Metropolitan ANTONY, PHILIP, and JOSEPH. In 2012, Bishop JOHN was appointed the Auxiliary Bishop for the Western Rite parishes, a great blessing to the work of the Vicariate.

Since the previous Archdiocese conventions, the following items of note have occurred:

- Several parishes have been blessed with pastoral visits by Metropolitan JOSEPH, Metropolitan ANTONIOS, and Metropolitan SABA.
- Bishop JOHN has visited most of the parishes, ordained new clergy, and continues to offer encouragement and support.
- The Vicariate offered conferences in 2021 at St Patrick Church in Bealeton, VA; and in 2022 at St Michael Church in Whittier CA. Both were successful with attendance in-person and online. While the attendees in these conferences were primarily from Vicariate parishes, they also included Byzantine Rite persons from various jurisdictions as well as non-Orthodox clergy and laity who were inquiring about the Orthodox Church.
- The Vicariate and its parishes continue publishing an annual liturgical guide, liturgical materials, devotional books, and other items to encourage the faith and practice of Vicariate parishioners.
- The Vicariate regularly fields inquiries from non-Orthodox clergy, parishes, and groups. With each of these, the Vicariate continues to work closely with Fr. John Finley and the Department of Missions and Evangelism.
- With the encouragement and support of the V. Rev. Fr. Michel Najim, President of AHOS, the Vicariate offers a “Western Rite concentration” in the Antiochian House of Studies to aid instruction and scholarship in the Western expression of the Orthodox faith.
- The V. Rev. Fr Edward Hughes retired as Vicar General in August 2022. He had been Vicar General for 13 years. To assist the Metropolitan in determining the contours of the next chapter in the Vicariate’s work, the Rev. Theodore Pulcini has completed a survey of the Western Rite clergy and parishes.

Our clergy and laity are very grateful for the warm welcome and embrace of the Archdiocese; and we work had to integrate ourselves into the life of the Archdiocese by being active at Deanery meetings, Parish Life Conferences, the Clergy Symposium, the Archdiocese Convention, and all other activities.

Respectfully submitted,

The Rt. Rev. Bishop JOHN

The V. Rev. Fr. John W. Fenton

DEPARTMENT OF INTERNET MINISTRY

DEACON CHRISTIAN MANASSEH



Your Eminence Metropolitan Saba, venerable hierarchs, reverend clergy, esteemed members of the Board of Trustees, brothers and sisters in Christ:

This report covers the activities performed by the Department of Internet Ministry during the last 12 months period and outlines the future vision of the department and its activities.

MISSION STATEMENT AND FOCUS

The Department of Internet Ministry serves the online communication needs of the Antiochian Archdiocese. Our mission is to present the news of the Archdiocese's Hierarchs, its departments and organizations, serve the liturgical needs of its parishioners, and inform the seekers of knowledge about Orthodoxy.

Our work at the Department of Internet Ministry falls into several different categories: administrative, technical, design, and editorial. Ongoing work includes the development of website content, other departments' special projects, and new features and functionality in support of the Archdiocese headquarters, as well as our Dioceses, departments and organizations.

THE CURRENT STATE OF THE DEPARTMENT

The department efforts have been concentrated on maintaining and improving the antiochian.org website, social media presence, and processing most of the Archdiocese's online payment transactions. Our current paid staff consists of 22.5hrs per week for website editing and content authoring and a monthly stipend for a graphic designer. We also have several volunteers that assist in cyber-security, cloud infrastructure, graphic design and application development needs of the department. The rest of our budget is spent on technology infrastructure costs and outsourced software development projects when needed. We also collaborate closely and on a weekly basis with the newly formed Archdiocesan Communications Department on various aspects of social media, newsletters and charitable outreach campaigns lead by the Communications Department. Over the last two years we have continued to maintain the technical infrastructure and website for the Youth Task Force. Besides those two newly formed departments, we also supported other departments in various aspects:

- Charitable Outreach Committee: we helped reorganize their web presence for the Charities, Food for Hungry People, and Children's Relief Fund program and helped setup all their online donations.
- Christian Education: we helped migrate their content from the old website to the new website and continue to work on updating their various online content including the Creative Arts Festivals and other efforts lead by the Youth Task Force.
- Sacred Music: we completed the design of their new music directory (with the help of the Liturgics Department) and commenced work on building the directory on a new scalable and reliable technology platform.
- Antiochian Women: we have expanded their local diocesan web presence and trained a few of their content producers on using our website platform so they can deliver their own content via our platforms.
- Dioceses: We have trained and given access to a couple of the Dioceses web content providers to use our platform and deliver content unto Antiochian.org for news related to their local Dioceses.

Besides the above new activities, we continue to support the following organizations and departments:

- Liturgics Department in providing an online channel to their content and service texts
- House of Studies, Conventions and Conference Planning, and Antiochian Women of North America departments with their year-round event notices and registrations
- all the Diocesan website presence activities in coordination with their content creators

We continue to rank in the top 5 websites globally for Orthodox Christian information, and due to our social media activity and online fund-raising activities we have managed to increase our monthly online users by 27% over the last 12-month period, averaging more than 71 thousand website users per month, and netting more than 14 thousand Facebook followers. We also facilitated processing close to \$540 thousand in online donations over the last 12 months (up by 700% for the same period last year) a big portion of which went in support of the 2023 Earthquake Relief Fund for Syria and Turkey.

THE PROPOSED FUTURE VISION

We are still on track on our future vision for the department which entails an advancement in the technological area in two aspects: (1) delivery, (2) content. In the delivery area, we propose adding a mobile app channel in addition to the website and Facebook channels. In the content area, we propose adding video content. We believe that growing in this direction will enable us to remain competitive in the ranking across other Orthodox websites and allow us to engage more with the younger population as they shift from visiting websites to using smartphone apps.

For FY2023, our main projects consist of completing the music directory for the Sacred Music Department and archiving the old website content to reduce the infrastructure hosting costs. We will also collaborate with the Communications Department regarding their planned projects for FY2023.

For any questions regarding our operations, please feel free to contact me at dnChristian@antiochian.org.

Yours in Christ,

Deacon Christian Manasseh

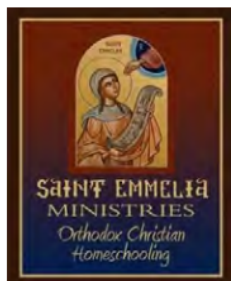
DEPARTMENT OF HOMESCHOOLING - ST. EMMELIA MINISTRY

HIS GRACE BISHOP THOMAS (JOSEPH), HIERARCHICAL OVERSEER

FR. NICK BELCHER, YOUTH TASK FORCE OVERSEER

ARCHPRIEST NOAH BUSHELLI, DIRECTOR

MINDI POPOVICH-SCHNEIDER, ASSISTANT



Saint Emmelia Ministries started off as a grassroots homeschool conference. Since the first conference 14 years ago, we have grown into an Archdiocese department with many programs and resources that fulfill our mission to *inspire, equip, unite, and encourage* homeschool families. For example, our St. Macrina Lecture Series *inspires* families by offering workshops on a variety of topics, such as Lent as a Family and Starting a Homeschool Co-Op. We *equip* families by offering resources like lesson plans and curriculum reviews, or most recently, awarding scholarships to homeschool families (co-op grant, need scholarship, clergy family scholarship, and merit scholarship for high school students). We *unite* families through our conferences across 5 regions and various online forums. Families receive *encouragement* through our resources, through our board of spiritual advisors, which is made up of local priests, and through our monthly online programs for moms, dads, and teens.

We are in a crucial moment for homeschooling. The COVID-19 pandemic, the emergence of Critical Race Theory in curriculum, and the culture wars over gender and sexuality have all contributed to an explosion in homeschooling. All homeschooling families need greater support, but Orthodox homeschooling families in particular lack resources as vital as curriculum. Over the next two years, God willing, we plan to broaden our reach with more conferences in new regions, new initiatives like our honors and internship programs for high school students, alumni association for recent graduates, and expanding our new scholarship opportunities. Eventually, we hope to be able to develop a comprehensive curriculum that offers families a classical education through an Orthodox lens. We are looking into ultimately incorporating as a non-profit to achieve these goals, but in the meantime, budget and time inhibit our efforts. With more funding, we could hire more staff, allowing us to expand further our programs and resources. We appreciate the words that Met. SABA shared with us, "homeschooling is the future!" We hope to help lead Orthodox families into that blessed future and we can use your prayers, assistance, and donations toward that. Visit our website: saintemmeliaministries.com

Humbly and respectfully submitted by

+Fr. Noah Bushelli



SAINT EMMELIA MINISTRIES AT A GLANCE

61 podcast episodes, including interviews, homilies, and book reviews with about

300 downloads per month

Conferences in **5** regions: EAST (PA), NORTH (Toronto), SOUTH (TX), and the MIDWEST (IN), with attendees as many as **230**

492 attendees across **5** St. Macrina Lecture Series workshops on topics like: "Chastity & Technology" and "Homeschooling & Mental Health"

27 Scholarship applications received for our 4 different scholarships.

36 entries in our directory of co-ops, hybrids, and resource contacts.

7 countries represented at our online programs, including Australia, Italy, and Romania

9 Spiritual Advisors from different diocese across the US

937 members in our Facebook group
1,100 subscribers to our email list.

FIND US AT:
saintemmeliaministries@gmail.com
facebook.com/groups/saintemmeliaministries

Saint Emmelia Ministries Board of Spiritual Advisors



Fr. Noah Bushelli
DIRECTOR



Fr. Raphael Barberg
OTTAWA, CANADA & UPSTATE NY



Fr. Peter Jon Gillquist
TOLEDO & THE MIDWEST



Fr. Peter Kavanaugh
WESTERN RITE



Fr. Ben Kjendal
WORCESTER & NEW ENGLAND



Fr. John Mahfouz
LOS ANGELES & THE WEST



Fr. Nikolai Meyer
WICHITA & MID-AMERICA

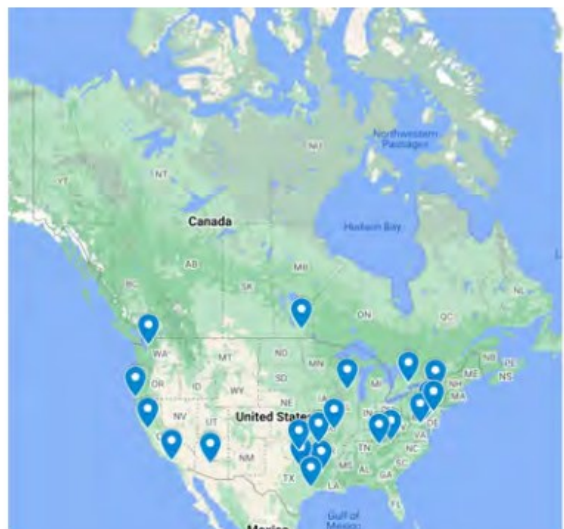


Fr. John Oliver
MIAMI & THE SOUTHEAST



Fr. John Phelps
LOS ANGELES & THE WEST

Directory of Orthodox Christian Homeschool Co-Ops



DEPARTMENT OF PRISON MINISTRY

VERY REVEREND FATHER DAVID RANDOLPH



The department has designed a training agenda for post trauma stress therapeutic model for clergy and laity. A proposal for training is being developed offered to the clergy and laity. Over 70 % of our nation's inmates suffer from this disorder, those who are treated experience a better change to a quality life either while in prison or are returning home.

The director has been serving prisons in Florida, and South Carolina.

The PTSD education and treatment. He also works with convicted sexual assault providing education and therapeutic modules for sexual addiction. For those interested he would offer training. He also continues a pre-release life management services. All of these programs have both the chaplains and the administration of the departments of correction.

All of these programs though appear psychological are spiritually based under the orthodox tradition.

Respectfully submitted

V. Rev. Fr. David Randolph
christthesaviour@bellsouth.net

THE ANTIOCHIAN HOUSE OF STUDIES

VERY REVEREND FATHER MICHEL NAJIM, PRESIDENT OF THE ANTIOCHIAN HOUSE OF STUDIES

RT. REVEREND FATHER FADI RABBAT, ACADEMIC DEAN



ANTIOCHIAN HOUSE OF STUDIES (AHOS) REPORT 2023

Your Eminence Metropolitan Saba,

The Antiochian House of Studies (AHOS) was established in 1980 and brings the Ethos of the historical “School of Antioch,” of the Roum Orthodox Patriarchate of Antioch and all the East to North America. Antioch has a missionary heritage with rich ethnic and linguistic diversity to all. AHOS provides a distinctly Antiochian Orthodox Christian education for clergy, laity, and others by establishing an opportunity to experience the Orthodox way of life. The House of Studies creates a curriculum that provides for the teaching of Orthodox worship, doctrine, action, and relationship for its participants through rigorous academic studies and spiritual direction. This is accomplished through a curriculum that can be lived through residential and hybrid learning opportunities in an atmosphere of intimate home environment from which our name “House” comes. We are committed to being faithful to our Apostolic Tradition, preserved and expressed in the Antiochian Orthodox Christian Archdiocese of North America.

For many years, the master’s degree has been granted in partnership with the Saint John of Damascus School of Theology of the University of Balamand in Lebanon and has been internationally accredited by the Commission for Higher Learning of the Republic of Lebanon. On June 7, 2022, AHOS received full accreditation through the Association of Theological Schools (ATS) to offer the following degrees:

- Master of Divinity,
- Master of Theological Studies,
- Master of Pastoral Care & Counseling,
- Doctor of Philosophy,
- Doctor of Ministry in partnership with Pittsburg Theological Seminary PTS,

In addition, we offer the St. Stephen’s Certificate Program a non-degree program. The total number of current AHOS students is 250. This year for the 2023-24 semester, AHOS accepted over 100 new students.

AHOS IS THE UNIQUE ORTHODOX INSTITUTE IN THE UNITED STATES OF AMERICA DELIVERING AN ACCREDITED PHD DEGREE IN ORTHODOX STUDIES.

On December 15, 2022 AHOS Awards its First accredited Ph.D. In front of a panel of theologians from around the world, Archimandrite Fadi Rabbat successfully defended his dissertation for the degree of Doctor of Philosophy. Fr. Fadi defended his dissertation virtually before Metropolitan Kyrillos Katerelos, his thesis supervisor, and Metropolitan Grigorios Papatomas, both at the University of Athens; Fr. Michel Najim, Professor and President of AHOS; and others. Acting on the recommendation of the AHOS Board of Trustees, faculty and staff, Fr. Michel awarded Fr. Fadi the Ph.D. with distinction. He becomes the first person to receive a Ph.D. from the Antiochian House of Studies (AHOS) in its 42-year history.

AHOS IS THE FIRST ORTHODOX INSTITUTE DELIVERING AN ACCREDITED HYBRID MDIV (MASTER OF DIVINITY) DEGREE PROGRAM.

Our educational system is hybrid. We have online courses, but, as well all new and continuing students participate in an annual live in-person residency located in the Antiochian Village to further theological and spiritual formation.

AHOS' academic vision for the next two years is to continue meeting the ATS standards of Accreditation and to strive persistently for theological academic excellence and expansion.

Currently, AHOS' real vision is to bring to our students the ethos of the historical "School of Antioch," of the Roum Orthodox Patriarchate of Antioch and all the East to North America.

Antioch has a missionary heritage with rich ethnic and linguistic diversity to all. This heritage makes us more humble, accessible, understandable and more responsible about mentoring disciples and not just teaching students; about guarding and experiencing a patristic orthodox teaching faithful to the Holy Tradition, and not just teaching theological opinions or theories. Therefore, we are here to help our students see and experience the way to be close to God, to experience Him and to be in union with Him.

Our strategic goal is to grow AHOS' brand recognition by offering ongoing partnership opportunities with clergy and congregation members. Expand our social media presence on Google and LinkedIn. Focus on future growth plans with Orthodox Academic Society (OAS) as its purpose is to foster vibrant academic theological interactions among AHOS students, faculty, alumni and scholars-at-large whose research and interests are aligned with the Orthodox Christian Tradition. Offer live streaming and recorded events for our OAS Society Symposium offering AHOS graduate students a chance to present, discuss and defend their academic work before the AHOS community.

Under the supervision of His Eminence Metropolitan Saba and his auxiliary bishops and AHOS professors, the Pastoral Care Practicum prepares MDiv candidates to provide pastoral care to their congregations in full accord with the Orthodox Christian Theological Tradition. The objectives of the Practicum are organized around the following three interrelated areas:

- Development of spiritual therapeutic skills
- Contextualization of pastoral work within the Antiochian orthodox worldview
- Formation of a personal priestly and pastoral identity

As an extension of the Pastoral Care Practicum, and upon recommendation of our Holy Synod, and the importance of the family pointed by our beloved Patriarch John, AHOS, established the Orthodox Family Center OFC. The OFC provides consistent educational and spiritual programs beginning with young adults through post marital couples, with the goal of building and sustaining healthy Orthodox relationships, marriages, and families for the Kingdom of God and the Antiochian Archdiocese.

With every good wish in Christ,

V. Rev. Fr. Michel Najim
President of the Antiochian House of Studies

Rt. Rev. Fr. Fadi Rabbat
Academic Dean



DEPARTMENT OF TRANSLATION

VERY REVEREND FATHER MICHEL NAJIM, CHAIR

VERY REVEREND FATHER PATRICK B. O'GRADY, ASSOCIATE

PROFESSOR TASOS IOANNIDES, ASSOCIATE

The mission of the Department of Translations is to provide carefully researched and prepared translations of ecclesiastical, liturgical, and theological texts from their languages of origin into English in order to enrich our divine services, provide for instruction in our Orthodox Christian faith and support evangelical outreach to all.

In this past two years of the Lord, 2022-2023, we accomplished the following, all without any financial budget:

1. We continued to distribute our first liturgical book for use in our archdiocese, "Services of Initiation into the holy Orthodox-Catholic and Apostolic Church." This was authorized for use in our archdiocese in August 2016. This comprehensive service book replaces the birthing prayers, churching, and service of holy Baptism as given in the 1956 "Service Book." Since that time, we have distributed this book throughout our Archdiocese and beyond, with the help of the Antiochian Village Bookstore. Many clergymen and lay-persons also have inquired about various elements of the rites and mysteries of initiation (Naming, Churching, Baptism, Chrismation, and Reception of Converts). We have received many expressions of gratitude for this work. Soon we will have sold out our first printing. Many responses have to do with the physical dimensions and characteristics of the material book, along with many requests for a simple format for everyday usage. Our agenda for the coming biennium includes a revision and easier to follow layout for that 2nd edition.
2. We have translated, drafted, and reviewed a thoroughly revised and carefully edited text of the Divine Liturgy of St John Chrysostom which we have called The Antiochian Hieratikon. This is a scholarly work, elaborated for the educational needs of our clergy, as well as for the general educated readership. The text of the Divine Liturgy is based upon the existing English usage over the last 120 years, up through the 4th edition of The Liturgikon; however, our work constitutes a thoroughly revised and elaborated text, expressing the consensus of liturgical tradition and scholarship, and consistent with our Antiochian patriarchal tradition. Our work is heavily annotated, offering a substantial introduction into our liturgical history and practice. This text is ready for publication as a scholarly book, once our new Metropolitan Saba gives his blessing and authorization. This text will answer many questions regarding our liturgical history and practice.
3. We have translated, drafted, and reviewed a thoroughly revised and carefully edited text of THE SACRAMENT OF HOLY MATRIMONY. Our text is based upon ancient manuscripts and research. We are ready to present this work also to Metropolitan Saba for his authorization and blessing.

As for upcoming projects, we propose the Funeral Services (as the current "black-spiral bound" book has several problems), the Service of Holy Anointing (Prayer-Oil) A general typikon for the church year, Volume two in our series, the liturgical books of the Orthodox Church: the books used in the choir, and other projects as our consultation with Metropolitan Saba may indicate. We are ever ready to follow the archpastoral priorities in this sacred work, as His Eminence gives the blessing.

ANCIENT FAITH MINISTRIES

MELINDA JOHNSON, CEO



OUR MISSION

Ancient Faith Ministries exists to carry out the Great Commission of Jesus Christ through accessible and excellently crafted publications and creative media that educate, edify, and evangelize, leading to a living experience of God through His Holy Orthodox Church.

OUR CONTENT

Ancient Faith Radio is honored to host 8 live shows, 133 active podcasts, and a vast library of classic recordings from beloved priests and teachers. With over 350,000 downloads per month, and listeners in over 126 countries, Ancient Faith Radio is also enjoying its new app, which includes many new features and functions.

Ancient Faith Publishing releases 16-18 Orthodox books for adults and children each year, now available not only from the Ancient Faith Store and Amazon in the United States, but from major online retailers around the world.

Ancient Faith Kids, launched in January 2023, produces Orthodox Christian video and audiobook content. Our children's book publishing recently moved into this department. An important goal of this effort is to create a community of faithful adults who share their good gifts with children, inspiring them in their Faith.

OUR 2-YEAR GROWTH PLAN

1. Engage younger Orthodox Christians in our content creation community. Generous grants have enabled us to expand our YouTube content offering and found the Lampstand Media Institute, a content-creation mentorship opportunity for Orthodox young adults.
2. Expand children's video and audio programming and integrate digital and print content for children. Three generous grants have established this effort.
3. Increase documentary-style and pilgrimage-based content. Grants and partnership have enabled us to schedule pilgrimage travel for selected content creators to begin producing this content.

OUR 5-YEAR GOALS

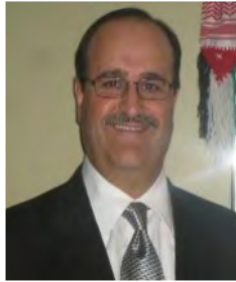
1. We envision steady incremental growth in our radio audience, book publication line and store sales, Ancient Faith Kids audience and readership, and social media reach and engagement.
2. We envision a fully developed YouTube content stream that ministers to a multi-generational viewership, attracts seekers, and brings us more deeply into the human conversation both within and beyond the Orthodox church.
3. We envision a staff that continues to grow and to get younger as we mentor and employ the next generation of dedicated content creators and producers.



DEPARTMENT OF CONVENTION & CONFERENCE PLANNING

CAROL JAZZAR, CO-CHAIR

RAED SWEISS, CO-CHAIR



MISSION OF THE DCCP

The Department of Convention and Conference Planning (DCCP) is responsible for overseeing the planning and selection of all Archdiocese Conventions and Parish Life Conferences (PLCs). The role of the DCCP is to ensure adherence to Archdiocese policies and procedures regarding the biennial Conventions and the annual PLCs.

In order to facilitate the overseeing of Parish Life Conferences, a Conference Coordinator and conference planning committee have been established in all of the Dioceses by the DCCP in collaboration with the local Bishop. The Conference Coordinators and their local committee report and receive approval for the planning of the Parish Life Conference by the local Bishop and the DCCP to ensure adherence to policy and procedures.

In addition, the DCCP oversees the Antiochian Events (AE) team, which manages our registration and financial record keeping for all Conventions and PLCs. All Parish Life Conferences and Archdiocese Conventions are required to use the Antiochian Events System.

The co-chairs of the DCCP oversee seven Dioceses whereby the Conference Coordinators report directly to their respective DCCP co-chair with any questions or concerns that might arise in their Diocese.

The co-chairs of the DCCP continue to oversee all Archdiocese Conventions working directly with the host parishes including carrying out site visits to ensure venue selection meets the requirements to host a Convention.

The DCCP review all agreements entered into regarding conventions and conferences. The intent is to protect the Archdiocese by minimizing legal exposure.

FUNCTIONS OF THE DCCP

The DCCP offers assistance to parishes when hosting Conventions and Parish Life Conferences. This is done in with coordination our AE team, the DCCP co-chairs and PLC coordinators conducting site visits, training via YouTube videos and other online training modules for use of the AE system etc....

The DCCP communicates with each local Bishop directly or through the PLC coordinators in their respective dioceses and directly with the Archdiocese/Metropolitan concerning Conventions. The DCCP and its coordinators work with the regional Diocese Mission Councils (DMC) along with the Department of Youth and Department of Christian Education in order to facilitate Bible Bowl and Festival awards and expenses.

The DCCP plays a critical role in facilitating the organization and execution of the Biennial Convention and the annual PLCs in each Diocese. The DCCP ensures that guidelines established by the Archdiocese are implemented and that the Archdiocese is well protected from agreements entered into by parishes who are hosting the conventions and conferences.

MEMBERS OF THE DCCP

In addition to the co-chairs, the DCCP is currently comprised of seven Conference Coordinators and two members from the Antiochian Events team. All members of the DCCP volunteer of their time.

Conference Coordinators

Diocese of Los Angeles
Lew Malouf
Diocese of Ottawa
Eric Zakaib

Diocese of Toledo
Joe Rihani
Diocese of Wichita
Joan Farha
Diocese of Worcester
Mary Winstanley O'Connor

Diocese of Charleston/NY
Fr. Justin Mokhiber
Diocese of Miami
Andrea Abou-Akel
Antiochian Events Team
Michael Srour and Hani AbuGhalzeh

When a Biennial Convention occurs the host pastor and convention chair are considered ex-officio members of the DCCP for the two years proceeding and the two years following their respective Convention.

GOALS AND ACCOMPLISHMENTS – 2021-2023

- To provide a virtual Archdiocese Convention in 2021 given the restrictions imposed during the global Covid pandemic.
Achieved: A one day virtual Convention organized by the DCCP was held in July 2021 with 858 in attendance.
- To provide guidance and support to the Conference Coordinators and host parishes for the 2022 and 2023 PLCs.
Achieved: The DCCP has provided continuous support and on-going communication with the respective Conference Coordinators, AE team and host parishes.
- To provide guidance and support to the host parish and committees of the 56th Biennial Archdiocese Convention.
Achieved: Support and guidance is provided to the host parish on a regular basis by the DCCP.
- To provide host parishes with a unified mobile app for all Parish Life Conferences and Conventions.
Achieved: The Antiochian Events App was launched for all 2022 PLCs season. It was made available to participants of all parish life conferences in 2022 on both iOS and Android platforms.
- To organize a Special Nomination Convention to select candidates for the position of Metropolitan for our Archdiocese.
Achieved: A Special Nomination Convention was held in Dallas, Texas on January 13, 2023 with 445 in attendance.

FUTURE GOALS 2023-2025

- To work with and assist the host parish and convention committee of the 57th Biennial Archdiocese Convention hosted by St. George Church, Cicero, Illinois July 20-27, 2025.
- To provide guidance and support to the Conference Coordinators and host parishes for the 2023 and 2024 PLCs.
- To provide guidance and support to the host parish and committees of the 58th Biennial Archdiocese Convention.
- To assist the parishes bidding to host the 2029 Archdiocese Convention.
- To hold a biennial DCCP meeting in the fall of 2024 to solidify all PLC coordinator teams in order to provide consistency around the Archdiocese. Date to be determined.
- To continue to oversee and monitor the planning and execution of upgrades, to the Antiochian Events System.
- To update the existing Convention Planning Manual and Conference Planning Manual to better reflect the evolving needs and current trends within the Dioceses and Archdiocese.

FUNDING AND EXPENSES

The DCCP covers expenses related to Convention and PLC items required for the Bible Bowl and Oratorical Festivals, as well as software upgrades to the Antiochian Events system. In addition, reimbursement is made available for Conference Coordinators to attend the biennial DCCP meetings. DCCP funding is obtained from the portion of the Conference registration fees collected.

We welcome His Eminence Metropolitan Saba and ask for his guidance and support to the Department of Conventions and Conference Planning. We would also like to thank the Auxiliary Bishops of our Archdiocese and Mr. Fawaz El-Khoury, Vice-Chair of the Archdiocese Board of Trustees.

Respectfully submitted,

Carol Jazzar, DCCP Co-Chair

Raed O. Sweiss, DCCP Co-Chair

DEPARTMENT OF COMMUNICATIONS

SUBDEACON PETER SAMORE, DIRECTOR

Your Eminence Metropolitan Saba, Venerable Hierarchs, Reverend Clergy, Esteemed Trustees, Fellow Department Leaders, Brothers and Sisters in Christ:

By God's grace and with your help, the Department's impact steadily grows. To increase the Archdiocese's following and digital outreach, Communications has:

- Generated and gathered more content for publishing on **Antiochian.org** and the Archdiocese's **Facebook, Instagram, Flickr** and **YouTube** platforms. This has brought us thousands of new followers.
- Directed the production of professional videos and graphics promoting the life of the Archdiocese and Metropolitan Saba, especially his pastoral visits during Holy Week and Pascha, and his joyful enthronement.
- Overseen the translation into English of Metropolitan Saba's weekly teachings for our revitalized **Spiritual Reflections**, so that his new flock can understand his mind and heart.
- Published **E-News**, a monthly snapshot that highlights the ministries and resources of the Archdiocese.

Recently, the department upgraded its videography and photography equipment to produce more engaging content to bring clergy, laity and inquirers into the life of the Archdiocese and the Orthodox Church. The department is grateful for the skills and efforts of Fr. Elian Al-Hakeem and Subdn. Elio Nicolas for their high-level productions that have generated a great response.

The department enables parishes to engage local news media to bring the Archdiocese's ministries, good works and interests to the general community. This includes outreach and fundraising for relief efforts following the devastating earthquake that rocked historic Antioch in February. Communications provides guidelines for social media to use the platforms responsibly while also generating larger engagement within their communities. And this department always welcomes contributions from across the Archdiocese to share with our large audiences.

Within the next two years, with the support of His Eminence and Their Graces the auxiliary bishops of the Archdiocese, this department would like to enlist dedicated communications liaisons in all the dioceses to showcase their clergy and laity's good works and activities, enhancing their presences on the Archdiocese's website and their own social media channels. Some dioceses already have their own initiatives which I would like to incorporate more regularly into the Archdiocese's efforts.

The Department foresees no obstacles in achieving future goals and maintaining the quality of materials that constantly flow from the Archdiocese's platforms. I look forward to implementing the vision and strategy of His Eminence Metropolitan Saba for Communications. I thank Dn. Christian Manasseh and Mrs. Ginny Nieuwsma from the Department of Internet Ministry for their partnership and dedication. I also welcome your suggestions for growth and stand ready to assist you.

Yours in Christ,

Subdn. Peter Samore, Director

DEPARTMENT OF MARRIAGE & PARISH FAMILY MINISTRY

KH. DR. MAGGIE HOCK, NORTH AMERICAN DIRECTOR



**Greetings Your Eminence Metropolitan SABA, Beloved Hierarchs, Clergy & Wives,
Board of Trustees and Fellow Laborers in Christ's Vineyard**

Christ is in our Midst!

The Department of Marriage & Parish Family Ministries provides short-term marriage, family, and parenting counseling, premarital preparation, and skill building seminars for Clergy and parishes. Local counseling referrals are also provided.

Many inquiries are received in this department for Marriage/Divorce and Baptismal records. These are only provided through our Archdiocese Headquarters as this department has no access or storage of these documents. Please contact our staff there for these records.

The expansion of counseling services has been greatly enhanced with technology platforms such as Zoom and Skype to reach across the Archdiocese. These have been tremendously helpful during and following the pandemic by allowing many in need to stay connected. This has kept me very busy with managing a clinical practice also.

In the past two years since our last Archdiocese convention, there have been many hours devoted to developing more accessible counseling resources for our Clergy and Laity. We hope to announce the results of these efforts soon. They promise to reach the largest number of participants in these new programs as possible throughout the Archdiocese.

I would like to express my appreciation for the individuals and ministries who have supported this department in the past 20 years of its service to our Archdiocese: Metropolitans PHILIP, JOSEPH and all Hierarchs, Clergy, the Board of Trustees, the Order of St. Ignatius, and our parishes.

Respectfully submitted,

Kh. Dr. Maggie Hock

DEPARTMENT OF STEWARDSHIP

WILLIAM MORRISON, CHAIRMAN



The overall mission of the Department of Stewardship is to support the efforts of our clergy to teach the meaning of stewardship in the context of our Orthodox Christian faith. Through these efforts, the laity becomes a network of stewards who work with their spiritual fathers to ensure that all parishes and missions, and the individuals in those congregations, know, appreciate, and enact their responsibilities as stewards of the Church.

When we as individuals and as parish communities profess to be Orthodox Christians, we must first know the teachings of the faith and then we must demonstrate our commitment to those teachings by living lives consistent with the faith. In other words, we must be good stewards of the faith, which means we strive to preserve, protect, support, and grow in and for our faith. And in keeping with

Orthodox teaching and practice, we teach about stewardship and giving as part of the holistic experience in the worship life of the Church. All that we have in life; our time, talents, and treasure, are gifts from God. In thanksgiving for those gifts, we generously, willingly, and sacrificially use those gifts to glorify His name.

The department has evolved workshop programs and written materials that are flexible in nature. This allows for tailored responses when requests for assistance are received from parishes, missions, organizations, deaneries, diocesan level groups, or individuals.

The department has no paid staff. The department has never requested funding from the Archdiocese. When a parish requests a workshop, they are asked to cover travel and lodging expenses for the workshop presenter. No honorarium has ever been accepted by a workshop presenter and no reimbursement has ever been requested for the cost of materials used in the presentation of a workshop. The only reimbursement ever requested from the Archdiocese has been for travel and lodging expenses for those invited to present at the biennial Parish Council Symposium. In keeping with the mandate of this department, no changes in funding are expected.

From 1992 and until 2012, a biennial Parish Council Symposium at Antiochian Village was sponsored by the department. An outcome of these gatherings has been the development of The Parish Council Guidebook and The Fifty-Two Week Member Giving Guide. We have recently developed a paper on stewardship titled “Almsgiving, The Third Pillar of Orthodox Spirituality,” which was published in the Word Magazine in 2021. We now have three members, who are Dr. Andrew Geleris, Ryan Kaufman, and I.

From the beginning of the pandemic through the end of May, 2023, the department has held four online presentations to various Dioceses and Jurisdictions, including in March 2021 with a Zoom presentation to the parish council of St. George Orthodox Church, Toronto Canada; July

2021 with a Zoom presentation during the Antiochian Archdiocese 2021 Virtual Convention; August 2021 with a MS Teams presentation to the Greek Orthodox Metropolis of Pittsburgh; and in November 2021 with a MS Teams presentation to the Greek Orthodox Metropolis of Chicago. Also, in the same timeframe, we have held four in-person presentations, including in March '22 to Holy Transfiguration Orthodox Church, Warrenville IL; January '23 to St. George Orthodox Church, Spring Valley IL; April '23 to Holy Transfiguration Orthodox Church, Warrenville IL; and in April, '23, to St. Paul Orthodox Church, Western Rite, Katy TX.

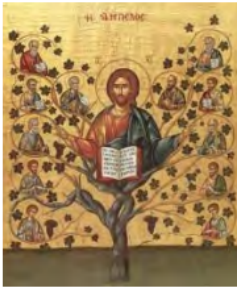
The department strives to transform the minds of parish councils, and out from them to the parish laity. We teach that Almsgiving, as well as Prayer and Fasting are the three pillars of the Orthodox Faith and through them, we as Orthodox Christians, grow in Christ. We teach that Almsgiving begins with tithing to our one local parish, and only after that, then to outside charities.

Vision: to provide an Orthodox Christian experience platform for lay people that can help to grow parish participation, membership, and as such, the whole Archdiocese

Goals: to recruit between one and two motivated stewards for each Diocese that will travel within their Diocese at their own expense, and teach the platform to all who are interested

DEPARTMENT OF LAY MINISTRY

ANTHONY S. BASHIR, PH.D. AND RICHARD J. ROBBAT, PH.D.



Metropolitan Saba, Bishop Basil, Bishop John, Bishop Nicholas, Bishop Thomas, Bishop Alexander, Bishop Anthony, Reverend Clergy, brothers and sisters in Christ

MISSION STATEMENT: The Department of Lay Ministry engages Archdiocesan clergy and laity in strategic and structured conversations within seminars, consultations, and workshops that enable them to build up the Body of Christ as stewards and leaders of their Orthodox Christian dioceses, parishes, missions, and communities. Based on our Mission, the Department provides specific programs designed to deepen the spiritual lives of Orthodox Christians and Orthodox Christian parishes. The Department now offers four specific programs.

1. Since 1970, **THE ENLIVEN TO CHRIST** retreats and workshops are presented at all Archdiocesan conventions and also are available upon request to parishes and parish life conferences. Topics for these retreats and workshops include Orthodox Christian thought on the “seven deadly sins”; the Prayer of St. Ephraim; the Lord’s Prayer; Forgiveness and Reconciliation; The Servant Leader; and others. During the pandemic our presentations were limited: One Enliven session was presented at the Diocese of Worcester and New England in July 2022; another was presented by Zoom at the Diocese of Los Angeles and the West. An Enlivening session will be presented at the convention in Phoenix.
2. **FORGIVENESS AND RECONCILIATION.** Confidential consultation and interventions that focus on forgiveness and reconciliation are available upon request to pastors and parishes. The mission of this program is to teach practices that bring about the resolution of conflict through reconciliation and forgiveness. Conflict offers us an important opportunity to serve other people as stewards, grow through these practices toward a union with Christ (cf. Rom. 8:28-29; 1Cor. 10:31-11:1; James 1:2-4) and give glory to God (1 Cor. 10:31). This consultation continues as needed.
3. **THE PROGRAM FOR ORTHODOX CHRISTIAN LEADERSHIP AND PARISH LIFE PLANNING, DEVELOPMENT AND GROWTH.** This program provides workshops for pastors and parish leadership groups so that they may better understand their role as persons created in the image and likeness of God as well as their responsibilities as stewards of God’s creation and their parish communities. These workshops focus on the characteristics of Orthodox Christian parish leadership; understanding the mission of the Church – the reason the parish exists – and articulating that mission through writing the parish mission statement; the development of vision statements that specify the dreams and needs of the parish; and the writing of both short and longer-term goals to implement facets of the parish vision statement.
4. The workshop on **SPIRITUAL GIFTS** which we first presented at the Clergy Symposium 2018. This workshop guides pastors and parishioners in exploring and discernment of their own unique spiritual gifts. These gifts can then be effectively engaged in service to the parish and the larger community through the various organizations and ministry programs. By becoming deeply aware of one’s own spiritual gifts, each of us can have a place and contribute to the building up of the parish through being a steward of our gifts.

Because of the Pandemic, we were not contacted by parishes for obvious reasons. We hope to resume this ministry as soon as possible. In our work with parishes we have identified the following common working common themes and needs: to deepen the understanding of the Faith especially for adults; approaches to Increase membership within the parish; the need to develop

programs to reach the 'lapsed' and 'lost sheep' of the parish as well as programs to retain individual/family membership; Increase participation of parishioners in the liturgical life of the parish as well as other parish organizations and programs; develop financial stability and financial growth programs; approaches to leadership and steward preparation programs; ways to become a welcoming and inclusive community dedicated to mentoring all people as faithful stewards of the Church; develop programs that bring unity to the parish, its mission, its vision, and goals; develop and Implement Orthodox Christian formation programs for young people and adults; develop ministry programs to support evangelism and charitable outreach to the greater parish community.

GOALS: 2023-2028

- Continue to develop the materials and methods that support parish planning and growth;
- Establish within the Archdiocese site a web presence for the department;
- Continue to engage parishes in workshops that assist in the development of parish statements of mission, vision, value, and goals;
- Secure Archdiocese funding to support the work of the department;
- Consider with the Department of Stewardship a consolidation of efforts into a new department entitled Parish Development and Sustainability;
- Collaborate with the Department of Missions and Evangelism to offer workshops to newly formed mission parishes that will result in the development of statements of mission, vision, value, and goals as these mission parishes move toward full parish status;
- Expand the department membership;
- Collaborate with the Archbishop and Auxiliary Bishops to recruit and prepared Diocesan teams that can lead parish planning and development workshops within their respective Diocese;
- Request of each Diocesan Bishop the opportunity for the Department to present at appropriate Diocesan venues on parish planning and development;
- Explore inter-Orthodox jurisdictional collaboration on Orthodox Christian Leadership, Parish Planning, Development and Sustainability.

We are grateful to His Eminence Metropolitan Saba and the Hierarchs for their support of our work. We are blessed to work with the pastors and parishioners of this blessed Archdiocese. To all of you who invited us and welcomed us and who gave yourself over to the work of Christ in this world, we express our deep appreciation.

Respectfully submitted

Anthony S. Bashir, Ph.D. and Richard J. Robbat, Ph.D.

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