

# Annual Report - 2023



ANTIOCHIAN ORTHODOX CHRISTIAN ARCHDIOCESE



# TABLE OF CONTENTS

## Metropolitan Letter

Metropolitan Saba .....	5
-------------------------	---

## Finance

Financial Report Cover Letters .....	6-8
Financial Report, Receipts, Expenditures, and Notes .....	9-12
Where The Dollar Came From .....	13
Diocesan Contributions .....	14
Board of Trustees / Word Contributions / Other Contributions .....	15-16
Treasurer / CFO Letter .....	17
Chanceries Expenses .....	18-19

## Departments

Department of Clergy Insurance and Retirement .....	20-23
The Order of St. Ignatius .....	24-33
Antiochian Village Council .....	34-35
Antiochian Village Camp .....	36-38
Antiochian Village Heritage & Learning Center .....	39-44
Antiochian Women .....	45-46
Charities Committee, Food For Hungry People, Children's Relief Fund .....	47-49
Department of Youth & Young Adult Ministries .....	50-54
<i>(Dept. of Camping, Dept. of Christian Education, Dept. of Youth Ministry)</i>	
Department of Sacred Music .....	55-56
Department of Liturgics, Inter-Orthodox and Inter-Faith Relations, and Statistics and Credentials .....	57-60
Missions & Evangelism .....	61
The WORD Magazine .....	62
The Western Rite Vicariate .....	63-64
Department of Internet Ministry .....	65-66
Department of Communications .....	67-68
Department of Homeschooling .....	69-70
The Antiochian House of Studies .....	71-72
St. Athanasius Orthodox Academy of Orthodox Theology .....	73-74
Department of Translation .....	75-76
Ancient Faith Ministries .....	77
Department of Convention & Conference Planning .....	78-79
Department of Marriage & Parish Family Ministry .....	80
Department of Stewardship .....	81-82
Department of Lay Ministry .....	83-84
Officers and Trustees of the Archdiocese and Headquarters Staff .....	85-86





## ANTIOCHIAN ORTHODOX CHRISTIAN ARCHDIOCESE OF NORTH AMERICA

**Prot. no.:** 249/2024

May 31, 2024

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

Christ is risen!

We are pleased to present this Archdiocesan Financial Report for the year ending December 31, 2023. Each year we produce this comprehensive report to help you see first-hand what your contributions and work have accomplished, as well as to bear witness to the financial stewardship of our archdiocesan funds.

The archdiocese faced a number of challenges this past year but overcame them by God's grace. Through the generous and heartfelt contributions of many, the archdiocese was able to collect and distribute nearly \$3 million in aid for those suffering in the Middle East due to earthquake and war. Additionally, the Charitable Outreach Committee continues to address the material needs of people in our communities and around the world, awarding over \$116,000 in Food for Hungry People grants and providing support for 115 children in Palestine and 155 children in Lebanon.

These successes are a testimony to the diligence of 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 Comptroller, V. Rev. Fr. Michael Tassos; and our entire Finance Department. I also extend my deepest gratitude to everyone throughout our archdiocese—from hierarchs to parishioners—who have supported our shared ministry through labors, prayers, and contributions. May God reward you all with abundant spiritual blessings.

Yours in Christ,

✠ SABA

Archbishop of New York and Metropolitan of All North America

*"The disciples were first called Christians in Antioch" (Acts 11: 26)*



**ANTIOCHIAN ORTHODOX CHRISTIAN ARCHDIOCESE  
OF NORTH AMERICA**

June 19, 2023

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

We are pleased to present the financial results for the fiscal year ended December 31, 2023. By the grace and mercy of God, we continue to remain strong both spiritually and financially. We are blessed with new leadership and direction under His Eminence, Metropolitan SABA and we continue to labor to achieve our dreams of building a spiritually and institutionally sound Archdiocese for our children and our children's children. May God grant many years to our Metropolitan!

Following is a comprehensive report of all the financial aspects of our Archdiocese and request that you review it carefully and diligently. We welcome any questions or suggestions you may have. Accountability and transparency remain at the heart of our work and we are committed to maintaining the highest standards when it comes to the work of the Finance Committee.

Here are some of the financial highlights from this past year and some new initiatives for 2024.

**2023 FINANCIAL ACTIVITY:**

- The archdiocese completed its second year of external audits performed by Packer Thomas CPAs with no material findings and the audit of 2023 is current under way.
- The archdiocese collected and distributed over \$3,000,000 in aid for those suffering in the Middle East due earthquake and war.
- Assessments, including tithing parishes totaled \$4,597,191 in 2023 versus \$4,354,894 in 2022.
- Total unrestricted income, for the archdiocese was \$6,179,681 in 2023 versus \$5,597,251 in 2022.
- On the expense side, total unrestricted expenses for the archdiocese were \$5,219,840 in 2023 versus \$4,741,290 in 2022, giving us a surplus of \$959,841 in 2023 versus a surplus of \$855,961 in 2022.

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

- Expansion of the Christian Education Department and development of new curriculum.
- Development and expansion of the Department of Marriage and Parish Family Ministry
- Development of monastic communities within the archdiocese
- Restructuring of the dioceses in North America
- Development of additional resources for the youth of the archdiocese

We extend our profound gratitude and love to His Eminence, Metropolitan SABA, under whose leadership we have continued to progress both spiritually and financially. To our Hierarchs, we extend our deep appreciation for their help and support throughout the Archdiocese.

To our esteemed associates on the Archdiocese Board of Trustees, we especially thank them for their sound advice, guidance and generosity during this ever-growing period of our Archdiocese. To the members of the Order of St. Ignatius of Antioch, Antiochian Women, Young Adult Ministry and Teen SOYO, and All the Departments, we pay special tribute for their generosity, commitment and outstanding services. We also express our deep gratitude to the heads of our departments, committees and commissions, parish councils and parishes for their significant dedication, their moral and financial support.

Finally, we extend our gratitude to the Archdiocesan headquarters staff, who labors incessantly to meet the increasingly heavy demands of the office.

Most faithfully yours,

Mr. Fawaz El Khoury, *Vice Chairman, Board of Trustees*

Mr. Salim Abboud, *CFO & Treasurer*

Very Reverend Fr. Michael Tassos, *Controller, Archdiocese*

**His Eminence  
The Most Reverend  
Metropolitan SABA**



**Archbishop of New York  
and Metropolitan of  
All North America**

**ANTIOCHIAN ORTHODOX CHRISTIAN ARCHDIOCESE  
OF NORTH AMERICA**

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, 2023. As you review the report you will find reassurance in our continued financial stability. Our Archdiocese is truly blessed to be under the spiritual care of His Eminence, Metropolitan SABA, who has offered us renewal guidance as we face the many challenges of our vast archdiocese. 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.

We are delighted to have achieved such positive results for the year 2023; however, 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.

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.

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, Treasurer/Chief Financial Officer

**STATEMENT OF RECEIPTS—UNRESTRICTED**  
**FOR THE FISCAL YEARS ENDED DECEMBER 31, 2023 AND 2022**  
**ACCRUAL BASIS (page 1 of 4)**

	<u>ACTUAL</u> 2023	<u>BUDGET</u> 2023	<u>ACTUAL</u> 2022
<b>FROM PARISHES &amp; MISSIONS</b>			
PARISH RECEIPTS	\$ 4,281,083	\$ 4,100,000	\$ 4,032,529
TITHING RECEIPTS	316,108	225,000	322,365
SEMINARIAN FUND	59,668	70,000	60,809
PATRIARCHATE FUND* (see below)	-	75,000	-
SEMINARIES & OTHER	56,433	65,000	67,843
<b>TOTAL</b>	<b>\$ 4,713,292</b>	<b>\$ 4,535,000</b>	<b>\$ 4,483,546</b>
<b>FROM INDIVIDUALS</b>			
FOR THE GENERAL FUND	\$ 446,137	\$ 300,000	\$ 218,882
FOR THE WORD MAGAZINE	2,180	6,000	5,213
FOR OTHER FUNDS & SPECIAL CHARITIES	226,740	60,000	120,398
FOR YAM, SOYO, & ANTIOCHIAN WOMEN	-	1,000	-
<b>TOTAL</b>	<b>\$ 675,057</b>	<b>\$ 367,000</b>	<b>\$ 344,493</b>
<b>FROM ORGANIZATIONS &amp; CONVENTIONS</b>			
THE ORDER OF ST. IGNATIUS OF ANTIOCH	\$ 664,968	\$ 700,000	\$ 664,968
PARISH LIFE CONFERENCES & CONVENTION	53,500	126,000	24,908
<b>TOTAL</b>	<b>\$ 718,468</b>	<b>\$ 826,000</b>	<b>\$ 689,876</b>
<b>OTHER ARCHDIOCESE RECEIPTS</b>			
SALE OF ORTHODOX BOOKS, PUBLICATIONS	\$ 59,887	\$ 50,000	\$ 63,027
SUBSCRIPTIONS TO THE WORD MAGAZINE	1,505	2,500	1,596
INTEREST & DIVIDENDS FROM INVESTMENTS	-	51,000	9,098
MISCELLANEOUS	6,960	25,000	414
CERTIFICATES	4,512	60,000	5,201
CHURCH SUPPLIES FOR SALE	-	-	-
<b>TOTAL</b>	<b>\$ 72,864</b>	<b>\$ 188,500</b>	<b>\$ 79,336</b>
<b>TOTAL RECEIPTS</b>	<b>\$ 6,179,681</b>	<b>\$ 5,916,500</b>	<b>\$ 5,597,251</b>

\*Our external auditors have deemed that the Patriarchate Fund should be classified as restricted. The amount collected for the Patriarchate Fund in 2023 was \$59,588 and \$68,357 for 2022.

**STATEMENT OF EXPENDITURES—UNRESTRICTED**  
**FOR THE FISCAL YEARS ENDED DECEMBER 31, 2023 AND 2022**  
**ACCRUAL BASIS (page 2 of 4)**

	ACTUAL 2023	BUDGET 2023	ACTUAL 2022
<b>THEOLOGICAL EDUCATION</b>			
Seminarians - Tuition, Room, Board and Allowance	\$ 217,110	\$ 250,000	\$ 237,548
<b>TOTAL</b>	<b>\$ 217,110</b>	<b>\$ 250,000</b>	<b>\$ 237,548</b>

**OTHER EXPENDITURES**

Retired Clergy Housing Allowance	\$ 49,992	\$ 50,000	\$ 49,992
Patriarchate Fund (Palm Sunday Collection)	-	100,000	-
Assembly of Bishops	7,500	7,500	7,500
For YAM, SOYO & Antiochian Women	-	10,000	-
<b>TOTAL</b>	<b>\$ 57,492</b>	<b>\$ 167,500</b>	<b>\$ 57,492</b>

**ARCHDIOCESE DEPARTMENTS**

Youth Ministry	\$ 130,306	\$ 130,000	\$ 103,539
Young Adult Ministry	7,787	26,000	26,267
Orthodox Christian Education	57,542	85,000	56,114
Sacred Music	118,893	90,000	62,607
Liturgics	23,600	35,000	22,908
Parish Development	17,500	36,000	27,500
Missions & Evangelism	120,556	157,000	152,488
Publicity	-	10,000	-
Communications	74,069	88,000	87,078
Publications Expense	2,694	10,000	-
The WORD publication	159,400	160,000	155,072
Iconography	23,774	-	-
Western Rite Vicariate	6,278	15,000	15,009
Inter-Faith & Inter-Orthodox	3,410	-	-
Credentials & Convention Plan	78,800	1,000	-
Internet Ministry	114,810	110,000	94,604
Other Departmental Ministries	-	100,000	-
Camping	89,478	156,000	85,614
Convention & Conference Planning	-	-	-
Archdiocese Departments Travel	206,230	100,000	104,921
Home Schooling	34,140	50,000	24,000
Prison Ministry	10,480	10,000	6,514
West Coast Institute	-	-	100,706
The Order Administrator	73,246	60,000	56,466
OSI Office Supplies	3,704	-	2,157
<b>TOTAL</b>	<b>\$ 1,356,697</b>	<b>\$ 1,429,000</b>	<b>\$ 1,183,564</b>

# STATEMENT OF EXPENDITURES—UNRESTRICTED

## ACCRUAL BASIS (page 4 of 4)

	ACTUAL 2023	BUDGET 2023	ACTUAL 2022
<b>OTHER EXPENDITURES</b>			
Maintenance & Operations (Headquarters) (see Note 1)	\$ 1,310,661	\$ 1,668,000	\$ 1,298,095
Insurance (Headquarters)	28,916	30,000	28,157
Allowance & Office	-	-	-
Bishops stipends & benefits (see Note 2)	715,987	738,958	738,602
Secretarial help for bishops	62,879	125,000	72,000
Bishop of Portland-Future Bp.	-	5,000	752
Bishops' meetings	11,101	15,000	277
Bishop Expense - Other	-	67,500	-
Chanceries	267,203	375,000	335,656
Antiochian Village	-	-	-
Heritage & Learning Center	433,456	298,000	412,102
Foreign Currency conversion	-	-	-
Professional Services (Legal & Accounting)	231,353	150,000	180,669
House of Studies	70,939	75,000	-
Other Unbudgeted Expenses	8,195	100,000	9,231
Canadian Exchange	28,819	1,500	90,547
Professional Services	4,713	-	27,468
401(K) Retirement Contribution	-	-	1,100
Miscellaneous expense	567	125,000	2,518
Cost of Good Sold - Village Books	30,069	-	17,719
<b>TOTAL</b>	<b>\$ 3,204,858</b>	<b>\$ 3,773,958</b>	<b>\$ 3,214,893</b>
<b>OTHER ITEMS</b>			
Office - Stipend	\$ 8,350	-	-
Payroll Processing Expense	11,908	3,000	19,771
Computer Maintenance	35,146	30,000	29,254
Staff Training	273	-	-
Metropolitan Enthronement Expense	108,365	200,000	-
<b>TOTAL</b>	<b>\$ 164,042</b>	<b>\$ 233,000</b>	<b>49,025</b>
<b>DEPRECIATION &amp; ALLOWANCES</b>			
Depreciation Archdiocese	\$ 6,010	-	4,663
Allowance Reserve for Doubtful Accounts	213,631	-	(5,895)
<b>TOTAL</b>	<b>\$ 219,641</b>	<b>\$ -</b>	<b>\$ (1,232)</b>
<b>TOTAL EXPENDITURES</b>	<b>\$ 5,219,840</b>	<b>\$ 5,853,458</b>	<b>\$ 4,714,290</b>
<b>NET INCOME/(LOSS)</b>	<b>\$ 959,841</b>	<b>\$ 63,042</b>	<b>\$ 855,961</b>

**STATEMENT OF EXPENDITURES—UNRESTRICTED**  
**ACCRUAL BASIS (page 3 of 3)**

**NOTE 1**  
**MAINTENANCE & OPERATION OF**  
**ARCHDIOCESE HEADQUARTERS**

	ACTUAL 2023	BUDGET 2023	ACTUAL 2022
Office Staff Salaries	\$ 647,569	\$ 702,000	\$ 623,243
Medical, Health & Life Insurance and Social Security	360,995	387,500	382,160
Household expenses	96,540	100,000	78,157
Utilities	47,593	58,500	53,197
Postage	10,074	15,000	7,786
Office Supplies	16,939	15,000	26,943
Repairs & Maintenance	103,876	140,000	85,207
Copier lease	4,840	5,000	3,980
Automobile expenses	1,775	10,000	1,611
Other real estate taxes & maintenance	19,039	120,000	18,843
Other charges	1,421	15,000	16,968
Capital Improvements	-	100,000	-
<b>TOTAL</b>	<b>\$ 1,310,661</b>	<b>\$ 1,668,000</b>	<b>\$ 1,298,095</b>

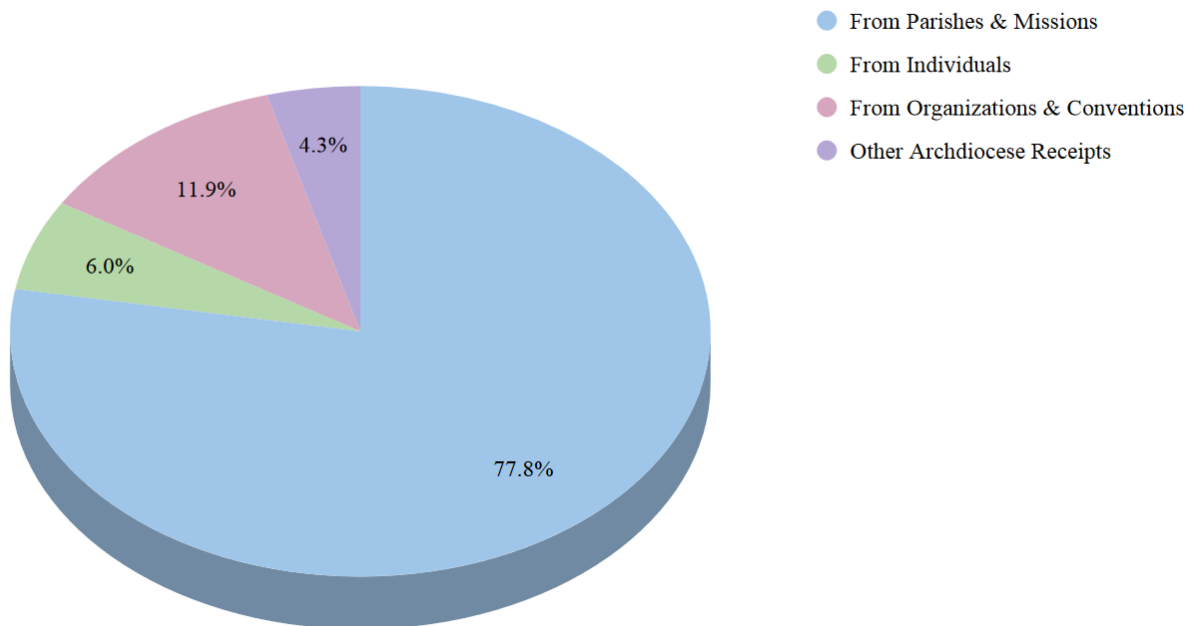
**NOTE 2**  
**BISHOP'S STIPENDS & BENEFITS**

	ACTUAL 2023	BUDGET 2023	ACTUAL 2022
Ex Metropolitan stipend	\$ 62,500	\$ 62,500	121,708
Bishops Stipends	459,000	451,458	407,844
Medical, Health, Life Insurance, and Social Security	194,487	225,000	209,050
<b>TOTAL</b>	<b>\$ 715,987</b>	<b>\$ 738,958</b>	<b>\$ 738,602</b>

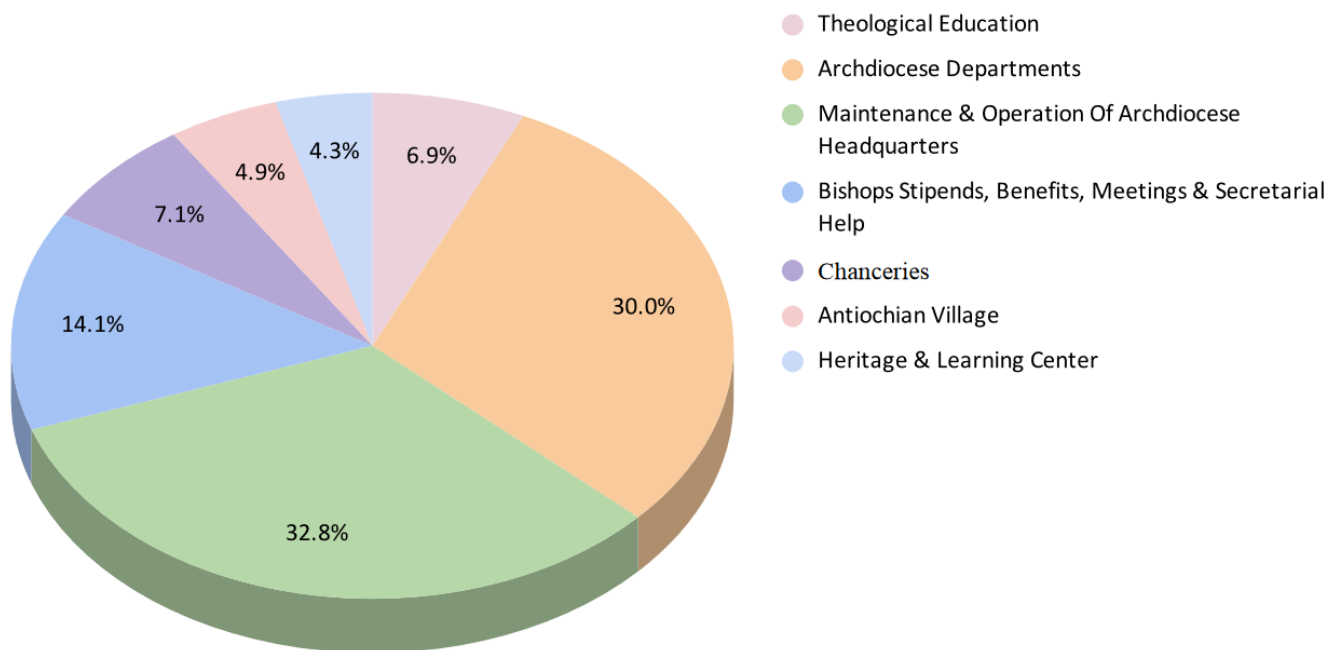
# THE ARCHDIOCESE DOLLAR

## Year ended December 31, 2023

**Where the Dollar Came From  
(Receipts)**



**Where the Dollar Came From  
(Expenditure)**



**DIOCESAN CONTRIBUTIONS**  
**FOR THE FISCAL YEARS ENDED DECEMBER 31, 2023 AND 2022**

**DIOCESAN CONTRIBUTIONS**  
For the Fiscal Years Ended December 31, 2022 and 2023\*

<b>DIOCESE</b>	2023	2022
Charleston, Oakland and Mid-Atlantic	\$ 454,013	\$ 486,564
Los Angeles & Northwest	977,173	904,138
Miami and the Southeast	528,201	516,391
New York and Washington, DC	285,715	215,260
Ottawa, Eastern Canada and Upstate New York	249,701	275,459
Toledo and Midwest	785,834	768,710
Wichita and Mid-America	925,893	917,336
Worcester and New England	232,287	198,000
Total Diocesan Contributions	\$ 4,438,817	\$ 4,281,858

\*Cash basis of accounting

# CONTRIBUTIONS TO ARCHDIOCESE FUNDS

## Fiscal year ending December 31, 2023

### BOARD OF TRUSTEES

Salim Abboud	\$10,000	Elias K. Hebecka (H)	\$10,000	Majed J. Nesheiwat (H)	\$5,000
Bassam Assad	\$10,000	Michael S. Homsey	\$5,000	Mary Winstanley O'Connor	\$10,000
Edward F. Assile	\$10,000	Khalil Kardous	\$10,000	Mansour O. Rayan	\$10,000
Richard J. Ayoob	\$10,000	George Laham	\$10,000	Philip N. Saliba	\$10,000
James G. Bach	\$10,000	George Madanat (H)	\$5,000	Emile G. Sayegh	\$10,000
Dan Braun	\$10,000	Dn. Christian Manasseh	\$10,000	Douglas Skaff	\$10,000
Roger David	\$10,000	Dr. Nawar Mansour	\$10,000	George Thomas	\$10,000
Fawaz El Khoury	\$17,000	Nicholas Massad, Jr.	\$10,000	Rami Younes	\$10,000
Dr. Ayham Farha	\$10,000	Fadi Metri	\$10,000	Dimitri Zeidan	\$10,000
Darlene Haddad	\$10,000	James Moses	\$10,000		
Elie Haig	\$10,000	Kameel Najjai	\$10,000		



### WORD CONTRIBUTIONS

Mr. & Mrs. Edward Aboufadel	\$50.00	V. Rev. Daniel Rohan	\$50.00
Mr. & Mrs. Ziad Al Assaad	\$50.00	Ms. Sadie Salem	\$50.00
Mr. Tawfik Alnazzal	\$100.00	Ms. Bernice M. Shaheen	\$200.00
Virgina & Nicola Antakli	\$600.00	Mr. & Mrs. Marwan Simaan	\$100.00
Ms. June M. Anter	\$50.00	St. George Cathedral	\$50.00
Mr. Najib Azar	\$50.00	Mr. Joshy Abraham	\$25.00
Subdn/Mrs. Bartholomew Basarab	\$50.00	Mr. Donald Andrews	\$40.00
Ms. Minerva Basila	\$50.00	Ms. Jamilee Aoude	\$20.00
Ms. Marie Arnold Bond	\$100.00	Mr. Gordon Ayoub	\$30.00
Mr. James Campbell	\$50.00	Ms. Jan G. Binkley	\$15.00
Ms. Mary Chaber	\$50.00	Mr. Daniel Bitar	\$25.00
Ms. Lucy Chalet	\$50.00	Ms. Nektaria Blalock	\$20.00
Mr. & Mrs. George Debbaneh	\$50.00	Mr. & Mrs. William Catrette	\$40.00
Mr. George Freije	\$50.00	Mr. & Mrs. William Cole	\$35.00
Ms. Mary Habash	\$50.00	Mr. Nicholas W. Farha	\$25.00
Mr. John Hendrix	\$200.00	Mr. Sauer Shane A. Klassen	\$30.00
Mr. Luke M. Jacobs	\$50.00	Ms. Marilyn Kurban	\$25.00
A.K	\$50.00	Mr. Onek K. Marachilian	\$20.00
Mr. & Mrs. Allen Kadado	\$100.00	Ms. Marilyn McKee	\$30.00
Mr. F. George Khoury	\$50.00	Mr. Shukri Munayer	\$20.00
Ms. Odette Sawiris Khoury	\$90.00	Mr. & Mrs. Riad Nasser	\$25.00
Mr. James F. Kimmett	\$100.00	Parker Revocable Living Trust	\$25.00
Mr. & Mrs. Armand Lienard	\$80.00	Ms. Mary N. Polson	\$20.00
Mr. & Mrs. Frank C. Nackel	\$200.00	Mr. & Mrs. Mike Rosson	\$40.00
Mr. Kamal Abbud Neme	\$50.00	Mr. Leo Solomon	\$10.00
Mr. Sam Newey	\$100.00	Ms. Paula Leon Taulbee	\$40.00
Mr. Nawaf I. Nseir	\$50.00	Ms. Sahar M. Tomko	\$25.00
Ms. Mary Pruitt	\$100.00	Ms. Theodora Mae Totolano	\$25.00

## CONTRIBUTIONS TO ARCHDIOCESE FUNDS—OTHER

### Fiscal year ending December 31, 2023

Alvin A. Araki	\$100.00	Syrian Relief
Antiochian Women	\$161,528.80	Antiochian Village Cathedral Fund
Antoine Khoury	\$100.00	In Memory of Kal Kardous
Arthur & Beverly Mabbeth	\$2,500.00	Children's Relief Fund
Aubrey Alston	\$3,910.00	General Fund
Carol Laham	\$5,000.00	Antiochian Village Cathedral Fund
Charles Ajalat	\$2,000.00	General Fund
Church of the Advent Atlanta	\$1,090.00	Western Rite Vicariate
Dave Tax	\$10,000.00	General Fund
Doug & Kristin Londal	\$500.00	Patriarchate of Jerusalem
Dr. Aziz Maksoud & Mirna Maksoud	\$2,000.00	Publications
Ed Assile	\$800.00	Enthronement
Elie J. Haig	\$4,000.00	Bible Bowl and Camp Book Donation
Fawaz El Khoury	\$3,000.00	Bible Bowl
FV Chasina Scott Swanson	\$250.00	Syrian Relief
George Zakharia & George Laham	\$4,000.00	Publications
Gregory & Elena Somerhalder	\$500.00	Publications
Halden G & Janis Tolbert Family Trust	\$300.00	Syrian Relief
Haytham Hamwi	\$1,000.00	Convent of Sednaya
Holy Cross Church, Yakima, WA	\$1,100.00	Syrian Relief
His Grace Bishop Anthony Michaels	\$7,200.00	Beirut & Syrian Relief
Jeffrey R. Solof	\$420.00	Syrian Relief
John & Joann Gantus	\$1,500.00	General Fund
Karen Kinan	\$500.00	Camp Book Donations
Karen Kogut	\$100.00	General Fund
Kathleen Everhart	\$200.00	Food for Hungry People
Laham Foundation	\$3,000.00	Oratorical Scholarship
M & D Bawabeh Foundation, Inc.	\$3,000.00	Food for Hungry People
Michael Ellis	\$10,000.00	Icon Project
Michael Homsey	\$400.00	Enthronement
Michael McBride	\$3,500.00	Clergy Widow's Fund
Mohamed Ashrafo & Zahrat El Ihson	\$475.00	General Fund
Nicholas Massad	\$2,000.00	Camp Book Donations
Rachel & Samuel Cragle	\$333.00	Seminarians
Richard Skaff, Sr.	\$2,000.00	In Mem. of Fr. George Corey and Kal Kardous
Robert & Nancy Zampieri	\$50.00	In Memory of Kal Kardous
Shady S. Nasr	\$50.00	General Fund
St. Athanasius Academy	\$1,200.00	Missions
St. John the Evangelist	\$100.00	Missions
Steven Haddy & Karen Sibert Haddy	\$500.00	Syrian Relief
Suzie & Brian Fahling	\$500.00	Seminarians
Virginia & Nicola Antakli	\$2,500.00	SOYO/Seminarians/General Fund
Wiley Rein (Matching Gift)	\$5,000.00	Antiochian Village Cathedral Fund
William Morrison	\$500.00	Camp Book Donations

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



## The Most Reverend Metropolitan SABA

*Diocese of New York & Washington, DC*  
 358 Mountain Rd., Englewood, NJ 07631-5238  
 (201) 871-1355 Fax: (201) 871-7954

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

*Diocese of Wichita & Mid-America*  
 1559 N. Woodlawn St., Wichita, KS 67208-2429  
 (316) 687-3169 Fax: (316) 636-5628



## 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  
 (St. George Cathedral)  
 bpthomasjoseph@gmail.com



## 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

Chancery in Charleston	
<b>TOTAL EXPENSES</b>	\$28,795
<b>BISHOP'S SECRETARIAL HELP</b>	\$19,200

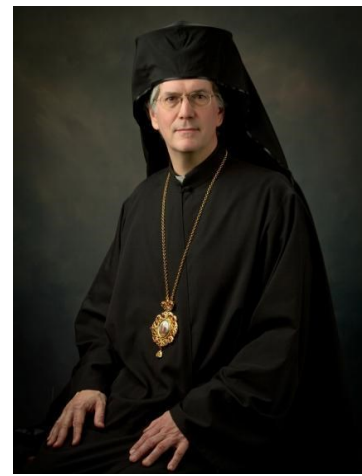
Chancery in Montreal	
<b>TOTAL EXPENSES</b>	\$21,030
<b>BISHOP'S SECRETARIAL HELP</b>	\$2,500



**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

<b>Chancery in Worcester</b>	
<b>TOTAL EXPENSES</b>	\$45,568
<b>BISHOP'S SECRETARIAL HELP</b>	\$0



**The Right Reverend Bishop Anthony**

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

<b>Chancery in Toledo</b>	
<b>TOTAL EXPENSES</b>	\$37,988
<b>BISHOP'S SECRETARIAL HELP</b>	\$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

<b>Chancery in Miami</b>	
<b>TOTAL EXPENSES</b>	\$77,011
<b>BISHOP'S SECRETARIAL HELP</b>	\$0.00

## **DEPARTMENT OF CLERGY INSURANCE AND RETIREMENT**

### **V. Rev. Fr. Michael Ellias, Chair**

The Department of Clergy Insurance and Retirement provides guidance to parishes and the clergy of the archdiocese in the areas of stipends and allowances; life and disability insurance; retirement planning, and the provision of a confidential assistance program. The department issues a clergy compensation manual on an annual basis, which summarizes the financial responsibilities of parishes for the clergy.

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), Archpriest Michael Tassos (Comptroller), Archimandrite Jeremy Davis (Protosyngellos), Fr. Paul Matar (Hierarchical Assistant), Mr. Salim Abboud (CFO), Ms. Marlene Ayoub (Registrar), and Ms. Mary Winstanley-O'Connor (Order of St. Ignatius of Antioch).

The Department is currently winding down the former Retired Clergy Housing Allowance program as it disburses its remaining assets. This program officially closed to new participants as of January 1, 2013, when the new 401(k) defined contribution program went into effect. The Department has consulted with the CFO, the Finance Committee, and the Comptroller concerning continuing recipients. At the same time the new 401(k) program is proving to be both popular and successful.

The Archdiocese has recently established a Department of Human Resources under the leadership of Dr. Anne Thomas. In the year ahead the Department of Clergy Insurance and Retirement will work in cooperation with the Department of Human Resources to clarify eligibility policies for participation in the 401(k) plan for certain lay personnel in permanent and full-time positions within the archdiocese. The Department will also advocate for an increase in the contribution of the archdiocese toward the 401(k) plan.

The Department extends its deepest gratitude to Metropolitan SABA for his paternal concern for the clergy and their families, to all the bishops who advocate for their clergy, and to the members of the Order of St. Ignatius of Antioch for their generous and indispensable support.

Respectfully Submitted,

Very Rev. Fr. Michael Ellias, Chairman

**RETIRED CLERGY HOUSING ALLOWANCE FUND  
FOR THE FISCAL YEARS ENDED DECEMBER 31, 2023 AND 2022**

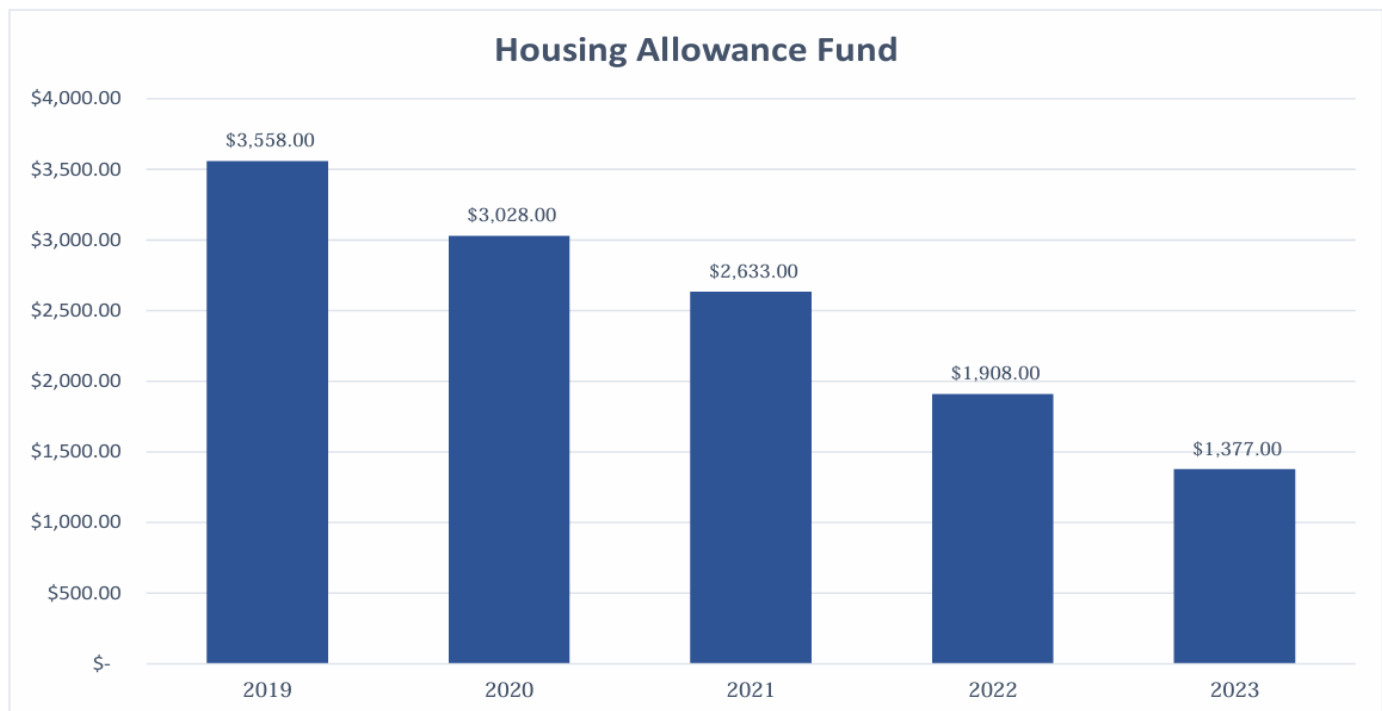
RETIRED CLERGY  
HOUSING ALLOWANCE FUND

For the Fiscal Years Ended December 31, 2022 and 2023

	<u>12/31/2022</u>	<u>12/31/2023</u>
<b>VALUE OF FUND</b>	\$1,908,909	\$1,414,286
<b>HOUSING ALLOWANCE BENEFITS PAID</b>	\$705,860	\$689,924

**NUMBER RECEIVING BENEFITS**

PRIESTS	71	73
SURVIVING SPOUSES	29	30
NUMBER ENROLLED IN LIFE INSURANCE	261	261



As noted above, the value of the fund decreased by \$494,620 during the fiscal year ending December 31, 2023. 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.

**STATEMENT OF RETIRED CLERGY HOUSING ALLOWANCE  
BALANCE SHEET  
FOR THE FISCAL YEARS ENDED DECEMBER 31, 2023 AND 2022**

	<u>2023</u>	<u>2022</u>
<b>ASSETS</b>		
<b>Current Assets</b>		
Checking	\$ 983,532	\$ 878,584
Other Current Assets	17,957	
Total Current Assets	<u>\$ 1,001,490</u>	<u>\$ 878,584</u>
<b>Other Assets</b>		
Investments	\$ 412,796	\$ 1,030,326
Total Other Assets	<u>\$ 412,796</u>	<u>\$ 1,030,326</u>
<b>TOTAL ASSETS</b>	<u><b>\$ 1,414,286</b></u>	<u><b>\$ 1,908,909</b></u>
 <b>LIABILITIES</b>		
<b>Current Liabilities</b>		
Due to archdioces	\$ 27,362	\$ 29,031
Accrued Liability	2,900	3,000
Total Current Liabilities	<u>\$ 30,262</u>	<u>\$ 32,031</u>
 <b>EQUITY</b>		
Retained Earnings	\$ 1,876,879	\$ 2,609,595
Net Income/(loss)	(492,855)	(732,716)
	<u>\$ 1,384,024</u>	<u>\$ 1,876,878</u>
<b>TOTAL LIABILITIES &amp; EQUITY</b>	<u><b>\$ 1,414,286</b></u>	<u><b>\$ 1,908,909</b></u>

**STATEMENT OF RETIRED CLERGY HOUSING ALLOWANCE  
STATEMENT OF RECEIPTS AND EXPENDITURES  
FOR THE FISCAL YEARS ENDED DECEMBER 31, 2023 AND 2022**

	<u>2023</u>	<u>2022</u>
<b>RECEIPTS</b>		
<b>A. FROM ORGANIZATIONS AND DONATIONS</b>		
Archdiocese General Fund	\$ 49,992	\$ 49,992
Order of St. Ignatius	270,000	270,000
Donations	-	169,536
Life Insurance proceeds	120,031	80,005
	<u>\$ 440,023</u>	<u>\$ 569,534</u>
<b>B. FROM INVESTMENT SECURITIES &amp; BANK ACCOUNTS</b>		
Interest dividends from Investment Securities	\$ 17,341	\$ 44,528
Interest from Bank Accounts	13,708	3,698
	<u>\$ 31,049</u>	<u>\$ 48,225</u>
<b>C. EXPENDITURES</b>		
Payment of Housing Allowance	\$ (689,924)	\$ (705,860)
401(K) contributions	(257,400)	(261,000)
Insurance Premiums Paid	(71,656)	(79,769)
Advisory fees	(5,620)	(10,511)
	<u>\$ (1,024,600)</u>	<u>\$ (1,057,140)</u>
<b>EXCESS OF RECEIPTS OVER EXPENDITURES (DEFICIT) BEFORE REALIZED &amp; UNREALIZED GAINS AND LOSSES ON INVESTMENTS</b>	<u>\$ (553,527.54)</u>	<u>\$ (439,381.10)</u>
<b>D. REALIZED &amp; UNREALIZED GAINS/(LOSSES) ON INVESTMENTS</b>		
Realized gains/(losses) on investments	\$ (85,119)	\$ (10,437)
Unrealized gains/(losses) on investments	145,792	(282,899)
TOTAL	<u>\$ 60,673</u>	<u>\$ (293,335)</u>
<b>EXCESS OF RECEIPTS OVER EXPENDITURES (DEFICIT)</b>	<u>\$ (492,855)</u>	<u>\$ (732,716)</u>

# THE ORDER OF ST. IGNATIUS OF ANTIOCH

Roger J. David, Chairperson



## 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](mailto:theorder@antiochian.org)

Christ is Risen! Truly He is Risen!

May 15, 2024

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 gift is the catalyst that changes lives and is an act of Faith rooted in a spirit of compassion and love that is infinite in its effect. Thank you and God bless you.

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 which require growth in members and revenue immediately.

In 2015 we focused our efforts on growing the Order Endowment through our Life and Metropolitan membership levels and the permanent installation of the upgrade programs. We needed to increase the endowment to help offset the expected loss of members due to age and financial difficulty. That has proven to be successful. The earnings from the Order endowment are used to help meet our financial obligations to the Archdiocese and its departments, committees, and projects every year. Through your generosity we have built the Order's endowment from about \$5.5M in 2015 to about \$9.7M as of the date of this letter. This increase comes from organic growth (gifts from you annually and lump sum) as well as the management of the Order endowment investments. After 38 years, the endowment grew to \$5.5M and after 9 years we have almost doubled that amount while also funding the annual needs of the Antiochian Archdiocese.

Our continued 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 have been successful in our recent 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 have a goal to get 200 members to increase their giving in this way. We are at 39 after only 4 months. If you are able and willing, we welcome you to become a Knight or Dame Commander to help us increase our annual revenue by \$100,000. This will help the Order increase our funding toward the various departments and projects.

We remain thankful to share that over **92%** 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. 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.

This model of Governing Council members paying their expenses to support the Order is a model that will not sustain the growth of the Order in years to come. A solution to this challenge is the development of our Parish Ambassador program. We went from 50 Ambassadors 2 years ago, to 118 in October 2023 to 139 as of May 2024. Having people at the parish level to help with communications and events on behalf of the Order will help stimulate growth without having to require volunteers to pay their own expenses. It will also help keep more of the annual gifts directed toward the needs of those the Order supports.

We also formed a task force to create a specific vision for the Order along with a new governance structure. This began in March 2024 in Chicago, IL with 40 people from around the United States and Canada. We would welcome anyone that would like to be a part of the task force and help the Order and its ministry in the years to come.

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



**ORDER OF ST. IGNATIUS OF ANTIOCH**  
**BALANCE SHEET**  
**FOR THE FISCAL YEARS ENDED DECEMBER 31, 2023 AND 2022**

	<u>2023</u>	<u>2022</u>
<b>ASSETS</b>		
<b>Current Assets</b>		
Bank of America Checking	\$ 116,153	\$ 99,216
Bank of Montreal - Canadian Checking	85,996	56,539
Canadian Exchange Adjustment		
Interaudi Checking		
Total Checking/Savings	<u>\$ 202,149</u>	<u>\$ 155,755</u>
Intercompany Receivable - Archdiocese	\$ -	\$ 15,697
<b>Total Current Assets</b>	<u>\$ 202,149</u>	<u>\$ 171,452</u>
<b>Other Assets</b>		
Investments	\$ 9,365,913	\$ 8,558,147
<b>Total Other Assets</b>	<u>\$ 9,365,913</u>	<u>\$ 8,558,147</u>
<b>TOTAL ASSETS</b>	<u><b>\$ 9,568,062</b></u>	<u><b>\$ 8,729,598</b></u>
<b>LIABILITIES</b>		
<b>Current Liabilities</b>		
Due to Archdiocese	\$ 110,828	\$ 55,414
<b>TOTAL LIABILITIES</b>	<u><b>\$ 110,828</b></u>	<u><b>\$ 55,414</b></u>
<b>EQUITY</b>		
Equity	\$ 2,777,141	\$ 4,367,566
Board designated equity (a)	5,897,043	5,619,769
Net Income/(loss)	783,049	(1,313,150)
<b>TOTAL EQUITY</b>	<u>\$ 9,457,234</u>	<u>\$ 8,674,184</u>
<b>TOTAL LIABILITIES &amp; EQUITY</b>	<u><b>\$ 9,568,062</b></u>	<u><b>\$ 8,729,598</b></u>

**ORDER OF ST. IGNATIUS OF ANTIOCH**  
**INCOME STATEMENT (page 1 of 2)**  
**FOR THE FISCAL YEARS ENDED DECEMBER 31, 2023 AND 2022**

	<u>2023</u>	<u>2022</u>
<b>INCOME</b>		
Membership Dues	\$ 998,651	\$ 1,001,783
Initiation fees	5,460	4,020
Stock donation	579	-
Miscellaneous Income	402	-
Interest and dividends	-	0
Total Income	<u>\$ 1,005,092</u>	<u>\$ 1,005,803</u>
<b>EXPENSES</b>		
Membership materials	\$ 14,548	\$ 2,307
Publicity	5,000	5,450
Operating expenses	785	1,048
Bank Charges	11,049	11,224
Intercompany Antiochian Camp Scholarships	93,816	101,222
Camp Scholarships	116,184	88,778
College Conference	15,000	15,000
SOYO Leadership & Youth Workers Conf.	25,961	17,653
Project Mexico	10,000	10,000
Clergy symposium & convention assistance	10,592	9,232
IOCC	20,000	20,000
Married Seminarian assistance	14,975	13,985
Special projects	45,000	11,300
SOYO Olympics	10,000	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>\$ 1,327,879</u>	<u>\$ 1,252,166</u>
 Total Operating Income/(loss)	 <u>\$ (322,787)</u>	 <u>\$ (246,364)</u>

# ORDER OF ST. IGNATIUS OF ANTIOCH INCOME STATEMENT (page 2 of 2)

	2023	2022
<b>Other Income/(Expense)</b>		
Interest Income	\$ 322,071	\$ 304,343
Realized gains/(losses)	329,251	745
Unrealized gains/(losses)	253,093	(1,605,706)
Other income	8	9,974
Advisor fees	(48,053)	(51,336)
Foreign tax expense	(29)	(51)
Canadian exchange	1,235	(2,031)
Total Other Income/(Expense)	\$ 857,576	\$ (1,344,061)
 <b>Board Designated Income</b>		
Life membership income	\$ 171,988	\$ 152,275
Metropolitan Upgrades income	76,272	125,000
Total Board Designated Income	\$ 248,260	\$ 277,275
 <b>NET INCOME/(LOSS)</b>	\$ 783,049	\$ (1,313,150)



# ORDER OF ST. IGNATIUS OF ANTIOCH

## Metropolitan and Life Members Year 2023

### Honorary Life Members

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



### Metropolitan Level Members (59)

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 Ajalat  
Mr. Elias Akkari  
Mrs. Majd 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  
Dr. G. David Bojrab  
Dr. Judith T. Carpenter  
Rev. Dn. Luke Carpenter  
Mr. Roger John David  
Mr. Fawaz El Khoury  
Mrs. Jo-Ellen El Khoury  
Ms. Darlene Haddad  
Dr. David Haller  
Mr. Bassam Hamwi  
Dr. Elias K. Hebeka\*  
Mr. Antonios Karraz  
Mrs. Bonnie Karraz  
Mr. James N. Koury

Mrs. Priscilla Koury  
Mrs. Myriam Chaib Kyriakos  
Dr. Raymond Kyriakos  
Mr. Gabriel Matta  
Dr. Fadi Metri  
Mr. Metri R. Metri  
Dr. C. Fred Milkie\*  
Mr. John Morrash  
Coleen N. Moses  
Mr. Robert A. Moses II  
Dr. Tony K. Nasser  
Mrs. Wanda Nasser  
Mr. Majed J. Nesheiwat  
Mrs. Rebecca Pagani  
Mrs. Jeane Plastino-Wood  
Mr. Peter E. Preovolos  
Mr. Scott Rasmussen  
Mr. Mansour O. Rayan  
Mr. W. Michael Roeder  
Mrs. Barbara Sahady  
V. Rev. Fr. Mark Sahady  
Mr. Richard J. Skaff Jr.  
Mrs. Angela J. Slaughter  
Mr. James D. Slaughter  
Ms. Mary Winstanley O'Connor  
Mr. Michael Wohl  
Mrs. Joan Younes  
Mr. Rami Younes  
Mr. Nasser J. Zayed

\*Deceased

## Life Level Members

Most Rev. Metropolitan PHILIP\*  
Rt. Rev. Bishop BASIL  
Rt. Rev. Bishop JOHN  
V. Rev. Fr. Michael Abdelahad  
Mr. George Abdo  
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 E. Ajalat  
Mr. Yacoub Elias Akkari  
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  
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  
Dr. Albert M. Attyah\*  
Mr. Nabil F. Audy  
Mrs. Rima Audy  
Mrs. Alice Ayoob\*  
Mr. Frederick Ayoob\*  
Mr. Joseph Ayoub  
Mr. Paul Ayoub  
Honorable Alex Michael Azar, II  
Mr. James Bach  
Mrs. Nike Bach  
Rev. Fr. Timothy Barkley  
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  
Rev. 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. Jason Catanese  
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 Cohlmi  
Mr. Richard Constable, Jr.  
Mr. Matthew Courey  
Mr. Peter Dacales\*  
Mrs. Thelma Dacales  
V. Rev. Fr. Nicholas Dahdal,  
*Economos*  
Dr. Shaker Dakhil  
Dr. John D. Dalack\*  
Mrs. Shamseh 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	Mrs. Cynthia Haddad	Mr. Salim Isber*
Mr. Richard A. Elam, Jr.	Mr. Elias Haddad	Mr. Salim Israwi
Mrs. Jamie Elam	Mr. George Haddad	Mr. Richard Jabara
Mrs. Deanna Elias	Mr. George P. Haddad	Mrs. Elisa Jackson
Mr. Edward Ellis Jr.*	Mr. Mark Haddad	Mr. Jonathan Jackson
Mr. Michael Ellis	Mr. Nicola D. Haddad*	Ms. Shirley Ann Jenkin*
Mrs. Shirley Jean Ellis	Mrs. Wadea Haddad*	Ms. Kristie Saoud
V. Rev. Fr. John Estephan*	Mrs. Yasmin Haddad	Mr. Albert Joseph*
Dr. Haifa Fakhouri	Mr. Elie J. Haig	Mr. Christopher Joseph
Dr. Fady Fakhoury	Mrs. Paula Haig	Mr. Craig Alan Joseph
Mrs. Margo S. Fankhauser*	V. Rev. Fr. Ghattas Hajal	Mr. George O. Joseph (Memorial)*
Ms. Lisa Fares	Mrs. Lisa Haller	Mr. George Jreige
Dr. Ayham Farha	Dr. Yousif I. Hamati	Mr. Pierre Kahhale
Mrs. Brenda Farha*	Mrs. Kelly Hamwi	Ms. Katherine Kahn
Dr. George Farha*	Mr. George Hanna	Mr. Kenneth Kaleel
Mrs. Leilah N. Farha	Mrs. Ashley Hardwick	Dr. Nicholas G. Kaleel
Dr. S. Jim Farha*	Mrs. Mary Louise Harroz*	Dr. Katherine Kalliel
Dr. Vincent Farha	Mr. Nick Harroz, Jr.*	Mr. Esper K. Kanaan
Mrs. Wadia Mikel Farha*	Mr. Iehab Hawatmeh	Mr. Robert Kanaan
Mrs. Jeanette Farhat	Mr. Raed Hawatmeh	Mr. Khalil Kardous*
Mr. Ziadeh Farhat*	Mrs. Barbara A. Hebeka	Mr. Constantin J. Kari
Mrs. Mollie Feeney	Mrs. Elaine Heider	Mrs. Emily Kasradze
Mr. Christian Finger	Mr. George Heider*	Mr. Gregory Kassab
Mr. John Fiscus	Mr. John Helderop*	Dr. Simon Katrib
Ms. Evon Saliba Freije*	Mr. Kenneth J. Hoffman	Dr. Richard Kattouf
Mr. James Gakos	Mr. Gary B. Homsey	Mrs. Melissa Kean
Mr. Joseph Galichia	Dr. Jameel M. Hourani	Mr. Steven J. Kean
Mrs. Stella S Galichia	Mrs. Patricia Hourani	Mrs. Mona Khalifa
Mrs. Adele Gallade	Mr. Andrew Howard	Dr. Nagib Khalifa
Mr. Alfred E. Gallade*	Mr. Chase Howard	Mrs. Cheryl M. Khalife
Dr. Andrew Geleris	Dr. Denise Howard	Mr. George Khalife
Mr. Fred George	Dr. Donald Howard	Mr. Walid Khalife
Mr. Renil George	Dr. George Howard*	Mr. Alex Khoury
Mr. Brian Gerich	Mr. John Howard	Mrs. Alexandria Khoury*
Dr. Darine El Chaar Ghie	Mrs. Martha Howard	Mr. Anton K. Khoury
Mr. George Ghiz*	Mr. Abraham Howell	Mrs. Maria Khoury
Dr. Robert Ghiz	Mr. Michael Huseby	Mrs. Mary Ann Khoury
Mrs. Vivian Ghiz	Dr. Ray R. Irani	Mr. Mitchell N. Khoury*
Mr. Eric Grant	Miss Alison Irving	Mr. Nicholas Khoury
Mrs. Maureen E. Gurghigian	Mr. Benjamin J. Irving	Dr. Paul Khoury
Mr. Paul Gurghigian	Mr. Paul Irving	Dr. Raja Nicolas Khoury
Mr. Nabil Habayeb	Mrs. Valerie Torpey Irving, Esq.	Mr. George Kilsey
Mr. Amean Haddad*	Ms. Salma Isaac	Mrs. Lois Barbara Kilsey

Mrs. Diane A. Koory  
Mr. Robert A. Koory  
Dr. Robert Koppany  
Mr. John Koupsi 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. Raja N. Kyriakos  
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  
Dr. Natalie Manley  
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. Johnny Massih  
Mr. Frederick Massouh  
Mrs. Tackla Massouh\*  
Rt. Rev. Bishop MARK 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  
Ms. Veronica Anne Minnefield  
Mr. James A. (Memorial) Monsur\*  
Ms. Christine Moore  
Mrs. Lisa Morrash  
Rt. Rev. Fr. Paul W. Moses\*  
Mr. James J. Moses  
Ms. Suanne Moses  
Mr. Andre Mourad  
Mrs. Janet Sabb Mousa  
Mr. Ghassan Moussa  
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. Protodn. 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  
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  
Benefactor)\*  
Mr. Trevor Saliba  
Dr. Wahib S. Saliba  
Ms. Jean Sam\*  
Mr. Khalil Samara  
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  
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 M. Shay  
Mrs. Ann Simon\*  
Mrs. Sylvia Singleton  
Mr. Thomas Singleton  
Mr. Ihab Siouti  
Mr. Suhel Skaf  
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  
Mr. Keith Swagerty  
Mrs. Caroline Weiss Swartz  
Rev. Dn. Stephan Swedburg  
Mr. Eli Tannis  
Mrs. Joyce A. 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\*  
Ms. Margaret Vranesevich  
Mr. W. Floyd Walpole Jr.  
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 Eminence **Metropolitan SABA**, Your Graces, Reverend Fathers, Vice-Chair Fawaz El -Khoury, CFO Salim Abboud, dear members of the Board of Trustees. **Christ is in our midst.**

First, I wanted to Thank You all for attending our Board of Trustees meeting here at our Antiochian Village.

We all come here to this meeting with a full schedule and have a scheduled worship time during our stay. So, I am not here to convince you why we should have **all** our B.O.T. Meetings at the Village. But I am.

The Antiochian Village is precious to us, how satisfying it is when we spend \$500 or so for these two days knowing that this money is going to the Antiochian Village, not to some hotel chain. One time, someone from the guest attending an event told me “You show me a Marriott that has a Saint buried on the property, and maybe I’ll be interested”.

This is my brief report for the Antiochian Village Conference Center and Camp.

### **Conference Center for the Year Ending 2023**

For many years, the Center failed to hold its own and the Archdiocese ended up financially supporting it. Our team at the Conference Center has worked diligently and tirelessly for the past 6 years on how we Build, Sustain, Retain, and Advance our Business. In each of the past 6 years, we finished each year with a net profit.

### **2023 Was a Challenging Year:**

- Our team was faced with staff shortages
- Aging facility
- Off Year
- Overall increases in expenses, repairs and inflation, increased cost of food, and supplies
- Our business at the Center is not consistent, weekday business is very weak
- We are restricted with whom we can accept, what type of business we can accept

### **2023 Accomplishments:**

- Collaboration with Ancient Faith Ministry, first time conference at our Center, it was a sold-out event and it overflowed to the Camp, 75 % of the attendees had never been at the A.V. before
- Collaboration with AHOS Events, sometimes challenging but overall good business to our A.V. Center
- Hiring Evelyn Jabbour to manage and oversee our Rare Arabic Manuscripts and Digitization Project, extremely happy with this hiring
- Upgrade our Lobby furniture and all bedroom linens
- We provided hospitality to 111 new and returning groups in 2023

### **In 2023 Year Ending for Center:**

- Currently we have \$810,000 in confirmed bookings
- We have an additional \$146,500 in inquiries to date; this number is higher than normal for this year.
- We need an additional \$500,000 in bookings to reach our overall budgeted sale of \$1.5 million
- We need also Parish Retreats, Diocesan Clergy Retreats and Antiochian Women

### **Critical Maintenance Needs for 2024: Approved by Finance Committee**

- HVAC Control Computer
- Middle Entrance Door
- Public Washroom Renovation
- Museum Humidifier

- Repair Driveway near Museum
- Front Entrance Sign
- Sound System in the Auditorium
- Roof Replacement at Portico Front Entrance
- Installation of UV System for the Sewage Treatment Plant

### **Antiochian Village Camp**

We envision the Village Camp in 5 years to be serving more campers and families, offering new programs, and having an improved facility.

### **2023 Was a Very Successful Year at the Camp:**

- 2023 Welcomed over 1600 people, ran 14 programs, hosted 14 guest groups, started 2 new programs
- In January 2024, a winter storm hit the Camp & the Center, estimated damages were \$5,000
- In 2023, the Camp also received a \$1 million donation from an unsolicited anonymous donor, 50% to be spent on camp programs and projects with the remaining 50% as an Endowment. The same donor also agrees to a \$100,000 matching donation during the 2024 donation campaign.

### **2023 Accomplishments:**

- Named all cabins for Orthodox Saints
- Renovated: The Pavillion, Old Infirmary, Indoor Chapel, St. Ignatius Chape, St. Ignatius Basement, Health Center, Volunteer Cabins, all three existing Shrines, Old Dining Hall, Sport Shed Cabin, New Tables and Floor in Dining Hall

### **In 2023 Year Ending for Camp:**

- Total Income was \$1,453,600
- Total Expense was \$1,268,500
- Net of \$185,000

### **Critical Needs for 2024: Approved by Finance Committee**

- Build an addition to the Health Center for a Sensory Room
- Replace 3 aging vans
- Install Security System throughout the Camp
- Renovate the volunteer cabins
- Replace overnight tents
- Renovate cabin 48
- Install signage all over the Camp
- Replace the Catherine Place roof
- Study the expansion of St. Ignatius Church
- Purchase two-floor cleaning machines

We at the Antiochian Village would welcome an investment into the Conference Center and the Camp to allow our business to continue to grow and flourish.

Finally, I would like to thank His Eminence **Metropolitan SABA** for his trust in me chairing The Village Council. Thank Bishop Thomas as our Spiritual Advisor, thank both our Vice-Chair Fawaz El -Khoury, and CFO Salim Abboud for their support, and of course thank Amy and Father Chris for their hard work and commitment to the Antiochian Village.

Respectfully,

Dimitri Zeidan P. ENG  
Chair of the Antiochian Village Council



## ANTIOCHIAN VILLAGE CAMP 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 AV Camp is our staff who strive to *transform lives and nurture faith in Jesus Christ through Orthodox Christian community living, worship, education, fellowship, and love.*

### **What we accomplished in 2023**

**Programs** We hosted **14 programs for 2,115 participants** – 2 of which were new in 2023 – including Winter Family Camp, Winter Camp, Alumni Work Weekend, AV Open, Family Camp, Discipleship Weeks, Summer Camp, Arch Week, Adult Camp, Fort Ligonier Days, St. Raphael Pilgrimage, Annual Appeal, & Village @ Homes.

**Guest Groups** We hosted **13 guest groups for 529 participants**, including Special Olympics, Clergy Wives, St. George Charleston WV, Alumni groups, Boy scouts (2x), & Scrapbookers (2x)

**Facilities** Named all cabins for Orthodox Saints, replaced all posts & fascia in the Pavilion, renovated Old Infirmary, replaced benches in the Outdoor Chapel, St. Ignatius Chapel - replaced carpeting in the altar with vinyl floor & refinished floor in main area, church basement - replaced carpeting with vinyl floor and remodeled bathrooms, replaced the porch roof of the Health Center, replaced Volunteer Cabin bathroom floors, replaced shrines of SS. Raphael, Thekla, & Artemius, renovated Old Dining Hall, renovated Sports Shed exterior, new tables in the Dining Hall.

**Misc** Attended 2 trainings for professional development, continued to send out the Gathering Place monthly newsletter, traveled to parishes to promote camp, continued our health advisory board

### **Vision & Goals for the next 2 years**

1. **Spiritual** – pray together more services throughout the year
2. **Programs** - maintain and improve our current programs,
3. **Staffing** - hire a full-time chef and a 2<sup>nd</sup> program director/guest group coordinator
4. **Development** – continue to reassess our mission, vision, goals, and strategic plan, establish a new AV Camp Endowment Fund for scholarships and/or capital improvements
5. **Facilities** – expand St. Ignatius Chapel, establish an Archdiocese cemetery, build sensory room, replace 3 aging vans, install security system, replace Dining Hall floor, renovate health center & Volunteer Cabins, renovate Arts & Crafts building, replace Overnight Tents, renovate Cabin 48, replace Gathering Place roof, replace pool cover, install signage.

**Obstacles preventing growth** – Staff compensation, recruiting the right staff, the limited size of St. Ignatius Chapel, and funding. In order to maintain and grow our current programs we need to offer competitive salaries that keep up with inflation, hire a kitchen manager and 2<sup>nd</sup> program director/guest group coordinator, and expand the Chapel.

**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 expand St. Ignatius Chapel, have a cemetery for alumni & clergy, build a recreation center, expand our offices for our growing year-round staff, and construct housing for interns and guests.

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. 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 for their consistent support of this ministry. I am blessed daily to work alongside a terrific staff at the Camp & the Center.

Respectfully submitted,

*Fr. Christopher Shadid*

Fr. Christopher Shadid, Camp Director

# ANTIOCHIAN VILLAGE CAMP OPERATION

## BALANCE SHEET FOR THE FISCAL YEARS ENDED DECEMBER 31, 2023 AND 2022

	2023	2022
<b>ASSETS</b>		
<b>Current Assets</b>		
First National Bank - Checking	\$ 409,126	\$ 680,344
Alumni Fellowship - Money Market	103,915	-
Total Checking/Savings	<u>\$ 513,042</u>	<u>\$ 680,344</u>
Other Current Assets		
IRS ERTC Receivable	-	\$ 11,930
Accounts receivable	269	-
Inventory	31,211	15,718
Intercompany - Due from Center	58,120	18,911
Intercompany - PPP Loan	74,043	66,541
Intercompany - Due from Archdiocese	235,320	103,189
Intercompany - Due from Dept. of Camping	242	3,173
Total Other Current Assets	<u>\$ 399,206</u>	<u>\$ 219,461</u>
<b>Total Current Assets</b>	<u>\$ 912,248</u>	<u>\$ 899,805</u>
<b>Fixed Assets</b>		
Leasehold Improvements	\$ 105,903	\$ 45,125
CIP	524,037	-
Equipment	140,001	63,883
Less: Accumulated Depreciation	(21,266)	(6,270)
Total Fixed Assets	<u>\$ 748,674</u>	<u>\$ 102,738</u>
<b>TOTAL ASSETS</b>	<u><b>\$ 1,660,922</b></u>	<u><b>\$ 1,002,543</b></u>
<b>LIABILITIES</b>		
<b>Current Liabilities</b>		
Accounts Payable	\$ 90,844	\$ 29,756
Other Current Liabilities		
Deferred Income	\$ 23,235	\$ 25,188
Accounts Payable - Antiochian	182,558	119,969
Accrued payroll liability	3,065	3,583
Total Other Current Liabilities	<u>\$ 208,858</u>	<u>\$ 148,739</u>
<b>TOTAL LIABILITIES</b>	<u><b>\$ 299,702</b></u>	<u><b>\$ 178,496</b></u>
Equity	\$ 585,395	\$ 180,631
Restricted Programs:	238,652	120,502
Net Income/(loss)	537,173	522,913
<b>TOTAL EQUITY</b>	<u><b>\$ 1,361,220</b></u>	<u><b>\$ 824,047</b></u>
<b>TOTAL LIABILITIES &amp; EQUITY</b>	<u><b>\$ 1,660,922</b></u>	<u><b>\$ 1,002,543</b></u>

# ANTIOCHIAN VILLAGE CAMP OPERATION

## INCOME STATEMENT FOR FISCAL YEARS ENDED DECEMBER 31, 2023 AND 2022

	2023	2022
<b>INCOME</b>		
Operating Income		
Summer Camp income	\$ 1,030,104	\$ 1,016,427
Group Rentals	96,270	86,246
Off-season programs	95,700	77,106
Arch week	13,017	19,320
Other	4,251	97
Donations	623,238	281,664
Bookstore	88,609	34,988
Interest income	6,556	9,801
Photo income	740	-
Total Operating Income	\$ 1,958,485	\$ 1,525,649
<b>EXPENSES</b>		
Salaries and wages	\$ 458,198	\$ 396,830
Payroll taxes	32,852	30,738
Employee benefits	47,798	47,930
Stipends	4,000	-
Food	196,022	187,206
Bookstore	45,067	26,354
Repairs and maintenance	139,073	105,707
Office expense	22,126	14,597
Real estate taxes	11,016	19,793
Utilities	73,955	80,568
Travel	3,316	2,867
Training	13,150	4,384
Insurance	53,193	52,965
Summer camp expense	57,998	52,037
Off-season programs	24,031	12,173
Credit card processing	24,448	20,899
Computer expense	15,440	15,304
Depreciation	14,996	6,270
Other	68,129	44,264
Total Operating Expenses	\$ 1,304,807	\$ 1,120,885
Other Income/(Expense)		
Intercompany - archdiocese support		
Forgiveness of debt		
Restricted programs - contributions	\$ 526,897	\$ 322,962
Restricted programs - distributions	(643,403)	(204,812)
Total Other Income/(Expense)	\$ (116,506)	\$ 118,149
<b>NET INCOME</b>	<b>\$ 537,173</b>	<b>\$ 522,913</b>

# ANTIOCHIAN VILLAGE HERITAGE AND LEARNING CENTER

Amy Stiffler, Executive Director



## Antiochian Village Heritage and Learning Center - Conference Center, Antiochian Heritage Museum and House of Studies Library - Annual Report for Fiscal 2023

*“The Antiochian Village Conference Center is committed to changing the lives of people by providing true Christian hospitality in an Orthodox Spiritual environment.”*

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

The Antiochian Village Conference Center has had an extremely challenging year. Among the major challenges our team faced were tremendous staff shortages, an aging facility, and an overall increase in expenses in repairs.

### **Amidst a challenging year our accomplishments included:**

- The continuation of a huge collaboration with Ancient Faith Ministries with an additional first-time conference that not only sold-out but overflowed to the camp. Seventy-five percent of the attendees at this event had never been to Antiochian Village before.
- On the Heritage and Learning side, we hired Evleen Jabbour to manage and oversee our rare Arabic manuscripts and digitization project in the Library and Museum.
- Upgrades to our lobby furniture and bedroom linens
- Teamwork was at the forefront of FY2023 as we faced staffing hurdles in all departments.
- We provide hospitality to 111 new and returning groups in FY2023.

### **Our Vision and Goals and how we plan to prosper and grow our ministry in the next two years include:**

- Retention of New Groups by continuing our hospitality ministry so that they feel cared for with a helpful attitude.
- Encourage Groups that haven't been here for several years to return by reaching out and letting them know about the upgrades that we have made since their last visit and offer a re-introductory package.
- Utilize, stock, and optimize the bookstore by hiring a part-time bookstore manager, increase our social media marketing presence and anticipate heavy business flows and order product accordingly.

### **Challenges and Obstacles that we are facing:**

- Business is not consistent, steady weekday business is affected by our location.
- Staffing levels are affected by our business levels and location.
- Small Staff that wears multiple hats
- Challenged finding quality and quantity of staff in our area to cover shifts along with low wages.
- Overall, the current economic state with regards to increasing costs of food and supplies has made it less affordable for our attendees who are paying “out of their own pocket” to attend events.
- Aging infrastructure and equipment in general.

### **How do we envision the Antiochian Village Conference Center five years from now:**

- To continue to grow our collaborations with orthodox groups such as Ancient Faith Ministries that are fruitful and spiritually enriching.
- To develop a close partnership with the archdiocese in realizing their vision of the monastery and other orthodox programming that could be housed here.

- To create a larger chapel space for our orthodox groups .
- To create a separate worship space for our non-orthodox groups which will allow both orthodox and non-orthodox groups to have concurrent worship services.

In closing, we continue to remain confident that with the right staff and the right marketing tools we will continue to experience financial growth in the future.

On behalf of the team here at Antiochian Village, I would like to thank Dimitri Zeidan, Antiochian Village Chair for his leadership, Fawaz El-Khoury and Salim Abboud for their support and all the members of the Antiochian Village Council for their trust in me. And to Metropolitan Saba, Esteemed Bishops, Reverend Clergy and Archdiocese Faithful, we offer you our sincere gratitude for your continued support of the ministry of the Antiochian Village Conference Center.

Respectfully Submitted,



**Amy Stiffler**

Executive Director  
Antiochian Village Conference Center

*“Come ye, and let us go up to the mountain of the Lord, and He will teach us of His ways, and we will walk in His paths.” Isaiah 2:3*  
140 Church Camp Trail, Bolivar, PA 15923    Tel: 724-238-3677 Fax: 724-238-2102    [www.antiochianvillage.org](http://www.antiochianvillage.org)



**ANTIOCHIAN VILLAGE HERITAGE AND LEARNING CENTER**  
**BALANCE SHEET (page 1 of 2)**  
**FOR THE FISCAL YEARS ENDED DECEMBER 31, 2023 AND 2022**

	<u>2023</u>	<u>2022</u>
<b>ASSETS</b>		
<b>Current Assets</b>		
First National Bank - Checking	\$ 107,086	\$ 184,306
First National Bank - Money Market	181,820	-
Petty cash	475	500
Total Checking/Savings	<u>\$ 289,382</u>	<u>\$ 184,806</u>
<b>Accounts Receivable</b>		
Accounts receivable	<u>\$ 55,881</u>	<u>\$ 78,578</u>
<b>Other Current Assets</b>		
Intercompany - Archdiocese	\$ 27,187	\$ 27,187
IRS - ERTC	-	209,063
Intercompany - Capital expense re-	8,610	5,065
Bookstore inventory	26,009	19,000
Kitchen inventory	14,207	13,985
Undeposited funds	-	(16,374)
Total Other Current Assets	<u>\$ 131,895</u>	<u>\$ 336,503</u>
<b>Total Current Assets</b>	<u>\$ 421,276</u>	<u>\$ 521,309</u>
<b>Fixed Assets</b>		
Leasehold Improvements	\$ 17,381	-
Equipment	8,626	-
Less: Accumulated Depreciation	(1,322)	-
Total Fixed Assets	<u>\$ 24,685</u>	<u>-</u>
<b>TOTAL ASSETS</b>	<u><b>\$ 445,962</b></u>	<u><b>\$ 521,309</b></u>

**ANTIOCHIAN VILLAGE HERITAGE AND LEARNING CENTER**  
**BALANCE SHEET (page 2 of 2)**  
**FOR THE FISCAL YEARS ENDED DECEMBER 31, 2023 AND 2022**

	<u>2023</u>	<u>2022</u>
<b>LIABILITIES</b>		
<b>Current Liabilities</b>		
Accounts Payable	\$ 176,005	\$ 133,986
Accounts Payable - Antiochian Archdiocese	462,701	389,859
Accounts Payable - Camp	41,855	-
Total Accounts Payable	<u>\$ 680,562</u>	<u>\$ 523,845</u>
Other Current Liabilities		
Deferred Income	\$ 57,071	\$ 76,918
Intercompany - Camp PPP funds	74,043	66,541
Intercompany - AP Camp	16,265	16,265
Hotel Occupancy tax payable	697	974
Sales tax payable	1,185	1,903
Accrued payroll liability	13,198	13,736
Total Other Current Liabilities	<u>\$ 162,459</u>	<u>\$ 176,337</u>
<b>TOTAL LIABILITIES</b>	<u><b>\$ 843,020</b></u>	<u><b>\$ 700,182</b></u>
Equity	\$ (178,873)	\$ (100,151)
Net Income/(Loss)	(218,186)	(78,722)
<b>TOTAL EQUITY</b>	<u><b>\$ (397,059)</b></u>	<u><b>\$ (178,873)</b></u>
<b>TOTAL LIABILITIES &amp; EQUITY</b>	<u><b>445,962</b></u>	<u><b>521,309</b></u>

**ANTIOCHIAN VILLAGE HERITAGE AND LEARNING CENTER**  
**INCOME STATEMENT (page 1 of 2)**  
**FOR THE FISCAL YEARS ENDED DECEMBER 31, 2023 AND 2022**

	<u>2023</u>	<u>2022</u>
<b>INCOME</b>		
Operating Income		
Lodging Revenue	\$ 499,525	\$ 581,683
Food Revenue	490,369	601,530
Bookstore Revenue	159,959	186,658
Donations	4,798	3,274
Interest income	20,061	742
Candle income	51	582
Miscellaneous income	5,564	7,844
Keurig coffee machine income	690	738
Postage income	373	24
Photo copies income	48	757
Event revenue	69,621	92,981
Total Operating Income	<u>\$ 1,251,057</u>	<u>\$ 1,476,813</u>
<b>Cost of Goods Sold</b>		
Cost of Goods sold - Kitchen	\$ 169,134	\$ 190,630
Cost of Goods sold - Bookstore	102,943	110,571
Total Cost of Good Sold	<u>\$ 272,078</u>	<u>\$ 301,201</u>
<b>Gross Profit</b>	<u>\$ 978,979</u>	<u>\$ 1,175,612</u>

**ANTIOCHIAN VILLAGE HERITAGE AND LEARNING CENTER**  
**INCOME STATEMENT (page 2 of 2)**  
**FOR THE FISCAL YEARS ENDED DECEMBER 31, 2023 AND 2022**

	2023	2022
<b>EXPENSES</b>		
Payroll expense	\$ 642,508	\$ 663,620
Payroll taxes	59,499	66,397
Payroll processing fees	9,519	5,847
Employee benefits	87,581	84,761
Kitchen expense	359	-
Housekeeping supplies	6,178	17,875
Maintenance expense	86,814	92,433
Sales and marketing expense	373	593
Office Expense	15,043	18,297
Insurance	61,826	61,226
Utilities Expense	98,862	109,796
Sewage Treatment Operation	9,604	10,952
Travel Expense	9,356	2,182
Event Personnel Expense	-	23
Event and Program Expense	22,389	28,775
Real Estate Taxes	11,016	19,793
Antiochian Archdiocese Expense	-	-
License and Permits Expense	82	82
Dues and Subscriptions Expense	3,931	3,057
Contracted Services Expense	1,165	919
Credit Card Processing Fees	23,535	27,809
Service Support	1,200	1,243
Liturgical Supplies Expense	1,073	828
Miscellaneous Expense	15,562	5,871
Computer and Website Expenses	27,951	31,503
Depreciation Expense	1,322	-
Snyder House	417	452
Total Operating Expenses	<u>\$ 1,197,164</u>	<u>\$ 1,254,334</u>
<b>Net Ordinary Income</b>	<u>\$ (218,185)</u>	<u>\$ (78,722)</u>
Other Income/(Expense)		
Other Income		
Library Reimbursement	\$ 41,288	\$ 38,498
Museum Reimbursement	145,272	148,291
Order of St. Ignatius Reim.	77,757	58,624
Total Other Income	<u>\$ 264,317</u>	<u>\$ 245,413</u>
Other Expenses		
Library Operations	\$ 41,288	\$ 38,498
Museum Operations	145,272	148,291
Order of St. Ignatius Expense	77,757	58,624
Total Other Expenses	<u>\$ 264,317</u>	<u>\$ 245,413</u>
<b>NET INCOME</b>	<u>\$ (218,185)</u>	<u>\$ (78,722)</u>

# ANTIOCHIAN ORTHODOX CHRISTIAN WOMEN OF NA

## Violet Robbat, NAB Finance Coordinator

NAB AW Proposed Budget, 2024

Accepted July 26, 2023

<b>Income</b>	Actual 2019	Actual 2020	Actual 2021	Actual 2022	Proposed 2023	Actual 2023 as of 7/26/2023	Proposed 2024
Dues 2023	16,777	12,260	14,806	16,919	15,474	16,994	15,551
Late Dues - 2022	1,733	598	3,308.00	400		1,175	
AW Project - 2023	125,336	49,766	55,679	76,178	160,000	153,548	160,000
Late Project - 2022	6,165	11,727	17,741	11,489		7,981	
AW Pins Sold	1,114	442	40	350	645	630	515
Scholarship Donations	1,000	500	500	0	500	0	500
Dividends from ML* Acct/Scholarship	0	1,000	1,000	1,500	1,500	1,400	1,500
Widowed Clergy Wives Auction (one time)	200	973	0	0	0	0	0
Misc: Reimburse from AV	239	0	0	0	0	1,186	0
<i>Income</i>	<i>152,564</i>	<i>77,266</i>	<i>93,074</i>	<i>106,836</i>	<i>178,119</i>	<i>182,914</i>	<i>178,066</i>
<b>Total Income minus Project</b>	<b>21,063</b>	<b>15,773</b>	<b>19,654</b>	<b>19,169</b>	<b>18,119</b>	<b>21,385</b>	<b>18,066</b>
<b>Expenses</b>							
AW Project - 2023	125,036	49,766	55,679	76,178	160,000	153,548	160,000
Late Project - 2022	6,165	11,727	17,741	11,489	0	7,981	0
Printing, Postage, Supplies (note 1)	18	1,412	0	0	490	12	288
Donations/Gifts (note 2)	1,850	1,676	500	600	1,030	1,100	1,145
Travel, Accommodations (note 3)	7,100	6,969	220	2,815	7,000	7,718	7,000
NAB Scholarships - 2023	2,000	2,000	2,500	1,400	1,500	0	1,500
AW Project (Fall Mailing)	782	791	232	752	800	864	800
AW Month Mailing Exp	847	722	664	557	879	519	662
AW Month Gift Exp/M	525	2,000	0	0	0	0	0
Widowed Clergy Wives Program	1,403	1,491	1,738	1,573	1,600	1,542	1,550
Misc - NAB Mid-Winter AV Dep	445	430	20	4,000	980	1,121	1,202
Misc - Arch Conv Journal Ad	0	0	0	0	0	750	0
<i>Expenses</i>	<i>146,171</i>	<i>78,984</i>	<i>79,294</i>	<i>99,364</i>	<i>174,279</i>	<i>175,155</i>	<i>174,147</i>
<b>Total Expenses minus Project</b>	<b>14,970</b>	<b>17,491</b>	<b>5,874</b>	<b>11,697</b>	<b>14,279</b>	<b>13,626</b>	<b>14,147</b>

Note 1—Postage/Printing/Supplies Expenses for Fall Mailing and March AW/Project Month have been separated out and listed separately (see below) due to their specialization.

Note 2—Clergy Wives' Retreat; increase due to Archdiocese Convention for Ad Journal, etc.

Note 3—Increase due to Archdiocese Convention travel expense and possible additional travel for NAB President for BOT Meetings held in Fall and Spring.

\*ML designates: Merrill Lynch

Respectfully submitted,

Violet K. Robbat

NAB Finance Coordinator

26 July 2023

# CHARITIES COMMITTEES

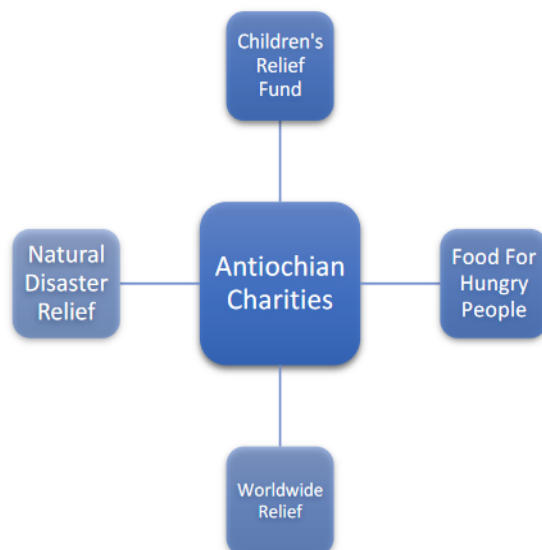
Anne Bourjaily Thomas, Chairman | Rev. Fr. Ted Pulcini, Spiritual Advisor

Children's Relief Fund, Amy Stiffler

Food for Hungry People and Charitable Outreach, Robin Lynn Nicholas

## 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 2023

#### FFHP Grants

Grants Awarded 2023: \$116,462



Anne Bourjaily Thomas  
*Chairman*



Rev. Fr. Ted Pulcini  
*Spiritual Advisor*



Robin Lynn Nicholas  
*FFHP & CO*



Amy Stiffler  
*Children's Relief Fund*

## **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—\$180,970.57**

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)**

**2022—415,237 pounds of food**

**2023—257,000 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, AMY STIFFLER

The CRF is a vital component of our Antiochian Charities programs. We currently have 38 sponsors for 115 children in Palestine and 104 sponsors for 155 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.

Currently there are 90 children from Lebanon and 4 children from Palestine on our waiting list for sponsors, 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

2023 Funding            \$44,632.41 – 115 Children

#### Lebanon

2023 Funding            \$64,742.24 – 155 Children

### 4. WORLDWIDE HUMANITARIAN RELIEF—2023

Hospital St. Joseph, Lebanon	\$1,487
Holy Assumption Monastery	\$1,250
In Defense of Christians	\$5,000
Our Lady of Balamand Patriarchal Monastery	\$28,000
Churches for the Middle East Peace	\$1,000
Network for Good	\$1,040
General Charitable Donations	\$238,738



# DEPARTMENT OF YOUTH & YOUNG ADULT MINISTRIES

Fr. Nicholas Belcher, Chairman

## 2023 YEAR END DEPARTMENT REPORT

The Department of Youth & Young Adult Ministries oversees the four youth related ministries of the Archdiocese: Camping, Christian Education, Youth, and Young Adults.

**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 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)*

Our Department meets at least monthly via zoom to discuss common projects and to ensure that the ministries are working together where possible. The leaders of our ministries work very well together and collaborate effectively where possible. Our biggest challenge is the need for a full-time Chairperson for the Department to coordinate our efforts and to focus on the Young Adult Ministry. In five years, we envision a full-time staff working together in this Department to produce materials, programming, training conferences and more to minister to the young people of this Archdiocese. The following pages detail the specifics of each ministry.

Yours in the service of Christ,



Fr. Nicholas Belcher  
Chairman of the Department  
Youth & Young Adult Ministry



Anna-Sarah Farha  
Director of Christian Education Ministry



Erin Ghata  
Director of Youth Ministry



Fr. Philip Rogers  
Youth Ministry Spiritual Advisor



Khalil Samara  
Director of Camping Ministry

## DEPARTMENT OF CAMPING MINISTRY

### Khalil Samara, Director

During the 2023 year, we saw record attendance at our summer camps with 2,645 campers attending one of our summer camp programs. Five of our programs also held a Winter Camp weekend which served another 650 campers. The Archdiocese Ministry provides support to each of these programs to ensure that each program maintains the highest standards, best practices and in compliance with the American or Canadian Camp Association guidelines. Some highlights of our work this past year include:

- Served on the planning committee for the Annual Orthodox Youth & Camp Worker Conference and the Orthodox Youth Directors of North America committee.
- Sponsored training for each Camp Director to attend the Youth & Camp Worker Conference as well as the Tri-State ACA Camp Conference.
- Oversee the centralized online registration database for all our camp programs, including setup, reporting, technical support and training when necessary
- Distribute of the Financial Assistance from The Order of St. Ignatius.
- Work with the Christian Education Ministry to provide a Christian Ed curriculum for each camp which follows the annual festivals theme.
- Welcomed Camp Three Holy Youths as an Archdiocese camp program. Camp THY began as a parish program of St. Nicholas Church in San Francisco, CA, in 2017. At the 2023 Archdiocese Convention in Phoenix, I met with Subdeacon Ilyan Baalbaki who serves as its Camp Director, and we have spent the past year working together to align the program with standards of the Archdiocese.

The Camp Ministry has shown to have great impact on our young people as it provides a prayerful retreat like setting for our young people to take a “break” from the stresses of their daily lives. We hope to reach more and more people, both children and adults, through expansion of our current programs (additional sessions where possible), Family Camp programs, Adult Camps, and Winter Camps. The success that the Antiochian Village has had can be replicated throughout the Archdiocese.

Thanks be to God, our biggest challenge with our camp programs is responding to the growth and popularity of our programs. Because of this growth, we face these major obstacles:

1. **Volunteer Directors:** With the exception of the AV, our camps are run by Directors who have other full-time jobs. After a full day of work, these directors spend hours with registration, advertising, planning, and recruiting, and then also give up their vacation time in the summer to spend between one and four weeks over the summer to work 24 hour days while at camp. While sustainable for a one-week program, as our camps continue to grow we need to hire full-time Camp Directors so that these programs receive the proper attention that they require.
2. **Rental Facilities:** It is hard to find quality facilities that have availability during the prime weeks of summer. There are many benefits to renting, but the downside is the capacity is limited in most cases. It has been a challenge for our programs to find larger facilities that can serve more campers.

I recommend that the Department develops a strategic plan for growth of its camps over the next 5-10 years and address the following questions:

1. Should we have more small one-week programs throughout the country; or larger programs that run all summer (similar to AV) where people come from a greater distance?
2. Do the benefits of having one staff that is trained for a full summer at a larger program outweigh the volunteers who serve at our smaller camps on a volunteer basis
3. Does the Archdiocese need a camp/retreat center besides the Antiochian Village? Can we support two or three facilities spaced geographically around the country?

Contact:

Khalil Samara, *Director of Camping Ministry*  
[camping@antiochian.org](mailto:camping@antiochian.org)

## DEPARTMENT OF CHRISTIAN EDUCATION MINISTRY

### Anna-Sarah Farha, Director

The Christian Education Ministry serves the Church Schools and Parents of the Archdiocese, and in that regard: *1) educates and trains teachers and directors, 2) attends to curriculum needs, and 3) assists and supports parents as they form their children in the faith.*

Supporting the work of the Department on a volunteer basis are the Diocesan Coordinators and Associates who make themselves available to assist, visit, and present trainings to the parishes.

In 2023, a dedicated team of writers produced a new church school curriculum based on the Book of Romans. Lessons spanned Kindergarten through Adult. It was exciting to offer adult lessons as a Christian Education resource to parishes for the first time. Simultaneously, a new preschool curriculum was produced to teach Orthodox Christian Fundamentals to our youngest students through interactive and engaging lessons.

During the same year, work began on a vacation church school program, and new educational resources for families were created and then shared on a regular basis through [antiochian.org](http://antiochian.org) and Christian Education social channels. The community of Orthodox Christian educators came together at in-person workshops at the Archdiocese Convention and Parish Life Conferences, trainings at the parish level, and webinars hosted by the Christian Education Ministry.

Over the next two years, Christian Education Ministry will host a four-day conference at Antiochian Village, continue producing new curriculum annually, complete an all-new Vacation Church School program and develop a new training program for church schools. Looking ahead, within five years we will have completed an eight-year curriculum cycle which will equip our students with knowledge of the Holy Scriptures and the Orthodox Christian Faith. Additionally, the cycle of workshops, webinars, and conferences will continue.

The Department relies heavily on volunteers for new materials and programs, which limits the potential to grow quickly enough to match the expanding and changing needs of church schools. Now that many families have returned to church (and church schools) and there is a rapid influx of new families joining the Orthodox Church, we are presented with a unique and urgent challenge to develop and launch robust resources as soon as possible that minister to the burgeoning needs of our families and best equip church school staff. To meet this objective and to serve the church schools and parents of the archdiocese as outlined in the mission statement above, there is an immediate need for funding to hire associates who will produce educational resources that align with the mission and vision of the Christian Education Ministry. The Department gratefully acknowledges the financial support of the Archdiocese and The Order of St. Ignatius in years prior, and respectfully requests consideration for the allocation of additional funds.

Contact:

Anna-Sarah Farha, *Director of Christian Education Ministry*  
[aodce@antiochian.org](mailto:aodce@antiochian.org)

# DEPARTMENT OF YOUTH MINISTRY

## Erin Ghata, Director | Fr. Philip Rogers, Spiritual Advisor

### 2023 Summary

In addition to maintaining and improving existing programs and events, some highlights include:

- January-February:
  - ◇ Teen SOYO Midwinter Meetings were held at Antiochian Village.
- Spring:
  - ◇ Planned and implemented 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 in Houston, TX.
  - ◇ TRUST (Teens Responsibly Undertaking Service Together) initiative piloted by NAC SOYO Board members. Four officers participated and organized service efforts in their parish.
- Summer:
  - ◇ Introductory meeting with His Eminence Met. SABA in New Jersey.
  - ◇ Leadership Training at the bi-annual Convention in Phoenix for the 2023-2024 Diocese Teen Officers. Time with our Fathers in Christ, His Beatitude Patriarch JOHN X and Met. SABA.
- Fall:
  - ◇ We started out our school year with the new NAC Board. They selected officers for their board, set goals for the year and began strategizing how to reach and unite teens across the Archdiocese.
- December:
  - ◇ The official launch of TRUST applications to Parishes. TRUST stands for Teens Responsibly Undertaking Service Together. Applications for four \$1,000 and two \$500 grants were made available to SOYO chapters across the Archdiocese. Applications were read and ranked by members of the Diocese Teen boards and were awarded in Spring of 2024.

### Monthly:

- Meetings with Orthodox Youth Directors of North America (Ministry and program directors from other jurisdictions under the Assembly of Bishops)
- Diocese Advisor Zoom meetings
- NAC Board Zoom meetings
- Youth and Young Adult Ministry Department meetings

### Obstacles:

- Misperception of the purpose of the ministry. People equate youth ministry with SOYO, and SOYO is a huge part of youth ministry in the Archdiocese. However, we are striving to be a resource for parishes and youth workers outside of Teen SOYO meetings and events.
- Inadequate Staffing - we are struggling with finding volunteers who have enough time to offer to fill the roles in our ministry. Even the clergy offering their time have difficulty attending an hour-long meeting each month.
- Communication with parishes is difficult.
- Cultural Changes in the Church and mixed messages from Antiochian clergy are difficult for young people to grapple with. Unless they have a strong connection with their parish priest, they often come to teen events and camp trying to sort out the conflicting information they encounter online and through others.

**Looking ahead:**

We hope we can gain better clarity for a unified vision for our ministry alongside those in our Department and in others across the Archdiocese. We are doing what we can to keep things moving with the elements and programs people expect, but are hoping for guidance regarding the overall vision and direction for our work from a Department Chair and His Eminence.

To even begin to adequately provide assistance, training, or resources to the dozens of churches in each Diocese, we need people working full-time in this ministry. Our current Diocese workers all have other full-time jobs and give generously of whatever free time they have. This is a beautiful offering they make to the Church, but there is only so much work that can be asked of them and the few evening hours they have free each week. The growth of this Archdiocese is both beautiful and impressive, but the needs of the hundreds of parishes cannot be met by two people - with only one working full time.

God willing, within the next two to five years, we can have more committed lay people and clergy involved and trained in youth ministry best practices working together across North America.

**Statistics:**

<b><u>2023 Bible Bowl Teams</u></b>								
	<b><u>Chars/NY</u></b>	<b><u>LA</u></b>	<b><u>Miami</u></b>	<b><u>Ottawa</u></b>	<b><u>Toledo</u></b>	<b><u>Wichita</u></b>	<b><u>Worcester</u></b>	
<b><u>Pre-Teen</u></b>	2	2	0	1	8	2	1	
<b><u>Jr.</u></b>		3						
<b><u>Teens/Sr</u></b>	10	8	8	5	7	10	4	
<b><u>Adult</u></b>	2	5	6	7	7	2	1	
<b><u>Total</u></b>	14	18	14	13	22	14	6	101

<b><u>2023 Oratoricals</u></b>								
	<b><u>Chars/NY</u></b>	<b><u>LA</u></b>	<b><u>Miami</u></b>	<b><u>Ottawa</u></b>	<b><u>Toledo</u></b>	<b><u>Wichita</u></b>	<b><u>Worcester</u></b>	
<b><u>Junior</u></b>	2	4	4	2	2	0	1	
<b><u>Senior</u></b>	5	5	4	2	5	4	2	42

Contact:  
Erin Ghata, *Director of Youth Ministry*  
Fr. Philip Rogers, *Spiritual Advisor*  
youth@antiochian.org

## DEPARTMENT OF SACRED MUSIC

### Mareena Boosamra Ball, Chairwoman

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

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

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

#### Summer Sacred Music Institute 2023

“Praise the Lord, All You Servants of the Lord: A Living Musical Ministry” was the theme. We reached the Antiochian Village’s maximum capacity, employing creative registration and lodging so as not to have to turn anyone away. Bishop ANTHONY presented two beautiful Keynote addresses enjoyed by participants, in combination with choral and chant sessions taught by a team of priests and teachers, with daily liturgical services at the center of the SMI experience. We were honored by the presence of His Beatitude Patriarch JOHN X, His Eminence Metropolitan SABA, Bishop THOMAS, visiting Monastics, Dignitaries and Archdiocesan Board Members. It was a year to remember!

#### 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. Last summer we had 25 amazing participants.

#### Antiochian Archdiocese Convention - Phoenix, Arizona

We were honored by the presence of His Beatitude Patriarch JOHN X of Antioch. Our choirs sang at every service during the Convention in both Byzantine, led by Fr. John El Massih and 4-part Choral led by myself. The Convention was also the first time the Antiochian National Choir sang in conjunction with the Oratorical Festival. This combination of Orators and Choirs made for a beautiful Festival, each component complimenting the other and bringing joy and blessings to all in attendance.

### Winter Sacred Music Institute 2024

The Institute was held this past February at the beautiful St. George Cathedral in Coral Gables, Florida. The theme of the conference was “The Pentecostarion: from Pascha to Pentecost”. We had nearly 70 participants in attendance. The host parish was warm, welcoming and hospitable. Thank God, the director has reported a huge resurgence of committed singers since the COVID shut-down, attributing this to their exposure to the SMI. We arrived as singers with a common goal and left as family.

### 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. Deacon Peter Samore, Deacon Christian Manasseh and Christopher Holwey have completed Phase One of the digital music library to make it more user friendly. The music library is built with a variety of search paths & methods to gain maximum results. It is still a project in process.

### 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 myself. Byzantine arrangers submit their music to Christopher Holwey and ultimately, Fr. John El-Masih for final approval.

### Sacred Music Institute Virtual School for Orthodox Ecclesiastical Music

The Department of Sacred Music has been diligently working to begin their first ever on-line Ecclesiastical Music school. This summer we are introducing some classes through the Sacred Music Institute at the Antiochian Village as a segway for students to begin classes through our Department. There will be classes offered in both traditions of Orthodox music, targeting and serving musicians at every knowledge level.

Respectfully submitted,

Mareena Boosamra Ball

Chairwoman for the Department of Sacred Music

Antiochian Orthodox Christian Archdiocese of North America



## DEPARTMENT OF LITURGICS

### Archpriest Thomas Zain, Chairman

In the past year, the Department of Liturgics has reprinted the new edition of the Pocket Prayer Book after selling out quickly. This book continues to be the best-selling publication the Archdiocese has ever produced.

Final proofing is underway 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 (which could happen before this summer!) 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 successfully partnered to launch the 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. You can find the music library at [www.antiochian.org/sacred-music-library](http://www.antiochian.org/sacred-music-library).

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 has begun collaborating with His Eminence Metropolitan Saba to ensure the Archdiocese’s liturgical practices are consistent with those of the Patriarchate of Antioch. To this end, we are working on reconciling our liturgical texts with those of the Patriarchate’s books.

Due to the dire need to reprint and typeset books, our mostly volunteer committee needs more help and a larger budget if we are to produce all the necessary books, including those currently out of print, in a timely fashion. We will be studying ways and means to accomplish this goal soon.

For the time being, our only budgetary expenses are a small stipend to Kh. Ramia Issa of \$6000 annually for her work to type Arabic for the divine services. For occasional computer software purchases, individual gifts for extra work being done by people outside the department or new liturgical books, need about \$1500 a year.

In Christ,

Archpriest Thomas Zain, Chairman

## DEPARTMENT OF INTER-ORTHODOX AND INTER-FAITH RELATIONS

Very Reverend Thomas Zain, Chairman

Very Reverend David 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):

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) 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. Fr. Thomas attended a meeting at the White House in March with CMEP concerning the tragic situation in Gaza. Likewise, DC area clergy attend on my behalf for other events in the district that do not warrant the expense or time of me traveling there. CAMECT held a reception for Metropolitan SABA last December in New York and Metropolitan SABA hosted some of the CAMECT leaders at the archdiocese after Christmas.

Regarding Inter-Orthodox Relations, over the past year I continue to represent Metropolitan on the Executive Committee of the Assembly of Bishops. I also serve on the Secretariat for the Assembly of Bishops and attended the general assembly in and Los Angeles (2023) and will attend the one in Atlanta later this year. His Eminence will host the executive committee meeting in May at the headquarters. This will be the first in person meeting since the pandemic! We work hard in the department to maintain good relations with the various Orthodox jurisdictions and collaborate whenever possible to on various topics that concern all jurisdictions to avoid duplication. I made it a priority this past year to arrange meetings between our new Metropolitan Saba and the various assembly hierarchs, Cardinal Dolan of New York. and Oriental Orthodox leaders so he could get to know them individually.

### Christian Churches Together (CCT)

- Fr. David Barr represents the Department to CCT.
- 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 3-4 days, held in October in various parts of the US each year. The average cost for one participant in this convocation is \$1,500-1,800 (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 \$800 (airfare, hotel, etc.) 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 2024 and 2025

- 2024: Total of approximately \$7,000 (includes dues to CCT) at current levels of involvement.
- 2025: Total of approximately \$7,500 (includes dues to CCT) at current levels of involvement.

If we get involved with the Assembly of Bishops in the Ecumenical Committee, which could include us in the Roman Catholic Dialogue, we would suggest an additional \$2,500 per year for travel and participation.

## **DEPARTMENT OF STATISTICS AND CREDENTIALS**

### **Archimandrite Paul Matar and Archpriest Thomas Zain, Co-Chairmen**

The purpose of this department is 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. Additionally, our goal is to study the evolution and migration of parishioners from church to church and from area to area. We also aim to monitor and study the growth of every parish and its financial stability, as well as the feasibility of future expansions.

Statistics play a crucial role in our work. By collecting and analyzing data on parish sizes, we can make informed decisions about resource allocation, planning, and development. This data helps us understand trends in parish growth or decline, enabling us to address issues proactively. For example, if we notice a significant migration of parishioners from one area to another, we can investigate the reasons behind this movement and take steps to support the affected parishes.

Fr. Paul Matar and I were appointed in 2017. The department worked recently on the special nominating convention in Dallas as well as the Archdiocese convention in 2023 in Phoenix. Last year a concerted effort was made, with the help of our Vice-Chairman, Fawaz Elkhoury and others, to have board members aid us in both finding and vetting prospective new board members. A simultaneous effort was made to reach out to current board members who were up for election to make sure they had met their financial, travel and other commitments to the board if they were considering running again. We hope to refine this process moving forward and continue to build upon our work from last year so we can seek out more and more new talent to help build the archdiocese under the leadership of His Eminence Metropolitan Saba.

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, as well as other information regarding the parishes. 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 headquarters in Englewood as everything is mailed from there.

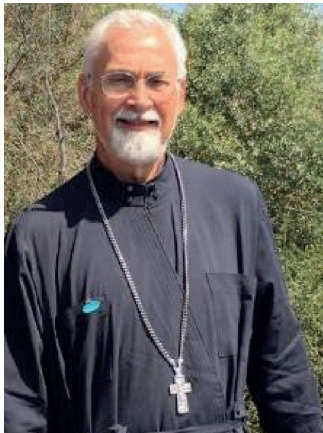
In Christ,

Archimandrite Paul Matar and Archpriest Thomas Zain and, Co-Chairmen

## DEPARTMENT OF MISSIONS AND EVANGELISM

### V. Rev. John Finley, Chairman

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 general public:



[www.missionsandevangelism.com](http://www.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.
- Understanding Millennials (Becoming Truly Human)
- Cooperation with St. Athanasius Academy of Orthodox Theology
- “Becoming a Preacher” homiletics video training
- St. Nikolai of Zica Cross Reference to Homilies (2 vol.)

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 new mission in Fort Bend County, TX – St. Thekla Equal to the Apostles Mission under the care of Fr. Joseph Huneycutt, Pastor of St. George Church in Houston, TX.
2. We have a new mission chapel in Monterey, CA – The Church of the Annunciation Mission under the care of Fr. Samer Youssef, Pastor of the Church of the Redeemer in Los Altos Hills, CA.
3. We have a new mission chapel in Saint Peters, MO – Ss. Peter and Paul Mission with an assigned Pastor, Fr. James Mackoul.
4. We have a potential new Western Rite Mission in Colorado Springs, CO under the care of Fr. David McCready, Pastor of our St. Columba Church in Lafayette, CO.
5. We have a potential new mission in Cumberland, MD under the care of Fr. Isaac Denevicius, Pastor of our St. George Church in Altoona, PA.
6. We have a potential new mission in Surrey, BC under the care of Fr. George Haddad.
7. We have a potential new mission in Oxford, MS (home of University of Mississippi “Ole Miss”) under the care of Fr. David Bibeau, Pastor of our St. Paul Mission in Tupelo, MS. Just think – a mission starting a mission!
8. We have a potential new mission in Elizabethtown, KY under the care of Fr. Lucas Rice, Pastor of our St. Michael Church in Louisville, KY
9. We have a potential new Western Rite mission in Florence, KY under the care of Fr. Tom Gallaway, Pastor of our St. Andrew Church in Lexington, KY. This is an existing church with a pastor seeking entrance into the Antiochian Archdiocese.
10. We have a potential new mission in Rockland, ME (formerly Union, ME) – St. Euphemia Mission with an assigned pastor, Fr. Justin Slaughter-Doty – the first established presence of the Antiochian Archdiocese in Maine.
11. We have a potential new mission in Quebec City, Quebec under the care of Fr. Dimitri Choueiry.
12. We have a potential new mission in Clovis, NM under the care of Fr. James Robinson, Pastor of our Holy Trinity Church in Santa Fe, NM.
13. We are also hoping to establish a new mission near Souderton, PA under the care of Fr. Noah Bushelli, Pastor of our St. Philip Church in Souderton, PA.

In addition to these, we are in discussions about the possibility of establishing two new Arabic speaking missions in the Montreal area, and one in the Dallas area. In order to facilitate the growth of new Arabic speaking missions, in which the need has grown significantly in recent years, we need an Arabic speaking mission priest to be added to the Department of Missions and evangelism. Please consider this in budgeting for the coming fiscal year.

# THE WORD MAGAZINE

## His Grace, Bishop JOHN

*The WORD*  
2 Lydia's Path, Westborough, MA 01581

**The WORD** is the newsprint 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, and many prominent authors. Archives of the magazine are housed at the Antiochian Village Library and online at [www.antiochian.org](http://www.antiochian.org).

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 Web site [Antiochian.org](http://Antiochian.org).

Submissions for the magazine should be sent to me at [wordmag@aol.com](mailto:wordmag@aol.com). Address changes should be made by the local parish offices through the parish administration portal of the Archdiocese web site. Parishes are encouraged to keep up their mailing lists. 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 has been 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, artwork, or photographs. All of this work is offered as gifts to the Archdiocese. Bishop John has served as editor for the past 28 years.



## The Western Rite Vicariate

The Antiochian Orthodox Christian  
Archdiocese of North America

The Right Reverend Bishop JOHN, Auxiliary Bishop  
V. Rev. John W. Fenton, Assistant to the Vicar General  
WRVicarGeneral@gmail.com



April 15, 2024

Re: Western Rite Vicariate financial report

Sayedna SABA,

In 2023, the Western Rite Vicariate:

- Presented to His Eminence a report by Rev Dr Theodore Pulcini offering an overview of the Vicariate and suggestions for the future administration of the Vicariate.
- Held their annual meeting with Bishop JOHN at the Archdiocesan convention, which was well attended. A report of this meeting was presented to the convention by His Grace.
- Continued regular meetings of the clergy with Bishop JOHN via Zoom (at no expense to the archdiocese).
- Supported the publication of a book “With What Zeal,” which was presented to His Eminence as an introduction to the history and liturgical tradition of the Vicariate (at no expense to the archdiocese).
- Continued work on the Missal [WR Liturgikon], a work that is laborious but progressing.
- Produced the annual Ordo [WR Liturgical Guide].
- Supported with liturgical materials the 100 Oblates of the Archdiocese Western Rite monastery (at no expense to the archdiocese).
- Offered classes to as many as 15 students (M.Div. & M.T.S.) at the Antiochian House of Studies, taught by V Rev John W Fenton, V Rev Nicholas Alford, V Rev Patrick O’Grady, Dr Carole “Monica” Burnett, and Jacob Lash (at no expense to the archdiocese).
- Started a support, led by two music directors, for Western Rite choirs and musicians (at no expense to the archdiocese).
- Hosted (in several parish) visits by His Eminence.
- Featured Western Rite authors in the Word magazine, and photos on Instagram

In 2024, the Western Rite Vicariate will:

- Host the biennial Western Rite Conference at St Paul in Katy, Texas; with the hope that His Eminence will continue the practice of joining us
- Complete work on the Missal [WR Liturgikon]
- Complete the supplement to the Vicariate Breviary
- Continue work of a Vicariate Ritual (for sacraments and blessings)
- Continue producing the Ordo, offering AHOS classes, supporting music in the parishes, and supporting the monastery Oblates
- Continue regular meetings via Zoom of the clergy with Bishop JOHN

In 2024, the Western Rite Vicariate hopes to continue:

- Working with the Department of Missions & Evangelism for receiving inquiries and developing new parishes.
- Regular visits from His Grace Bishop JOHN
- Regular quarterly visits to St Nicholas in Spokane by Fr John Fenton until a resident priest is assigned.
- Leaning on the expertise and wisdom of V Rev Edward Hughes, special assistant to the Western Rite
- Travel to parishes for “supervisory” or pastoral visits by Fr Hughes or Fr Fenton, with the blessing of His Eminence of Bishop JOHN

The key challenges facing our Vicariate are:

- Explosive growth which requires either expanded buildings, new Western Rite missions, or both.

In five years, by God’s grace and the support of the Archdiocese, the Vicariate sees itself:

- Having a deacon in every parish.
- Growing the size of every parish so that more than half can be assigned a full-time priest.
- Growing intentionally (i.e., not by assimilation) the number of Western Rite parishes from the current 21 to 30.
- With an auxiliary Bishop assigned exclusively to the Vicariate.

As a final note, the Vicariate budget is \$16,000 per year, of which most is designated for publications (e.g., the Ordo and Missal), and convention expenses for Bishop JOHN and others.

Respectfully submitted,

Rt Rev John Abdalah



# DEPARTMENT OF INTERNET MINISTRY

Deacon Christian Manasseh, Director



## Antiochian Orthodox Christian Archdiocese of North America

Department of Internet Ministry  
April 24, 2024

### 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 and Previous Year's Activities

The department currently employs a part-time web editor and a part-time graphic designer and contracts back-end IT support to a company in Canada/India for the software development needs. The department also leverages volunteers for various activities including software architecture and design, cybersecurity posturing, and technology acquisition decision making activities. Our operations throughout the year usually revolve around one or two major projects and various support and maintenance activities. The main two projects that consumed most of the time last year were (1) migration of the Sacred Music Department directory of musical compositions from the old content management system to the new content management system and (2) decommissioning of the old website infrastructure (Drupal) that had several of its components still in use since 2018. The support and maintenance activities included aiding in the on-going web publishing needs for all departments and dioceses, supporting the convention team in creating their subsite and the content they needed available on the website, expanding the website presence for the various Antiochian Women chapters, improving the website search capabilities, performing the needed technology upgrades and cybersecurity posturing on a monthly basis and ensuring the cloud resources are continually running in a healthy state. As a result of our recent technological enhancements, we ranked in the top 5 websites globally for Orthodox Christian information, increased our Facebook followers by 78% up to almost 16000, and maintained a healthy growth for the user population aging 25-34 years old across the other platforms (non-website) in collaboration with the newly founded Communications Department. The Department has also facilitated running several online fundraising campaigns for various ministries totaling more than 3000 transactions and close to \$600,000 online donations processed in 2023.

### The Proposed Future Vision

The activities planned for the immediate future entail revamping of the website look and feel and providing a platform for online moderated dialogue on static and video content. The Department has also submitted a proposal to His Eminence for reorganizing its role and mission in-light of the technological advancements in the last 10 years and the formation of other Departments in the Archdiocese. Included in that re-organization proposal is the dismantling of the Internet Ministry in favor of forming an Information Technology Department whose mission and charter for the next 3 years are clearly defined in the proposal. Various activities and responsibilities currently handled by the Internet Ministry Department would be transferred over the next three years – as proposed – to the Communications Department with no interruption of service. Pending a decision

on this proposal, the Internet Ministry Department will continue execution on its current mission and deliver on the major projects planned for 2024 and continue to support and maintain the website infrastructure for Antiochian.org.

Department's financial transactions and 2024 budget:

	<b>2023 Actual Spending</b>	<b>2024 Approved Budget</b>
<b>Salary/Stipends</b>	\$56,300.00	\$63,000.00
<b>Website/Tech Support Contractors</b>	\$30,000.00	\$36,000.00
<b>Cloud Hosting</b>	\$21,113.05	\$32,000.00
	<b>\$107,413.05</b>	<b>\$131,000.00</b>

For any questions regarding our operations, please feel free to contact me at [dnChristian@antiochian.org](mailto:dnChristian@antiochian.org).

Yours in Christ,

Deacon Christian Manasseh  
Director  
Department of Internet Ministry

# DEPARTMENT OF COMMUNICATIONS

## Deacon Peter Samore, Director

His Eminence  
The Most Reverend  
Metropolitan SABA



Deacon Peter Samore  
Director  
Dept. of Communications

## ANTIOCHIAN ORTHODOX CHRISTIAN ARCHDIOCESE OF NORTH AMERICA [DEPARTMENT OF COMMUNICATIONS](#) • [COMMUNICATIONS@ANTIOCHIAN.ORG](mailto:COMMUNICATIONS@ANTIOCHIAN.ORG)

**Bright Wednesday, May 8, 2024**

Your Eminence Metropolitan Saba; Venerable Hierarchs; Reverend Clergy; Esteemed Members of the Board of Trustees:

Christ is in our midst! By God's grace and with your help, the Department's impact steadily grows. In the past nine months, Communications has:

Upgraded its videography and photography equipment to produce video interviews with His Eminence ([part one](#) and [part two](#)), video "[reels](#)" for social media, and other engaging content (His Eminence's travels to [Kansas](#), [Oklahoma](#), [Texas](#), and for [Pascha](#)) to bring clergy, laity and inquirers into the life of the Archdiocese and the Orthodox Church.

Created a "plug-in" for *The WORD Magazine* ([Jan-Feb](#) and [Mar-Apr](#) issues) that enables readers to "swipe" with their fingers through the pages on their smartphones and tablets, as well as share individual articles. Communications hopes to offer a plug-in for the forthcoming *Joy Magazine*.

Launched the new [Sacred Music Library](#) following an extensive collaboration with the Departments of Sacred Music, Internet Ministry and Liturgics, featuring more than 2,500 pieces of music for chanters, choirs and their directors who seek to improve worship during the divine services.

Provided regular guidance for publicity and promotion to departments like Finance, Homeschooling and Christian Education to increase their outreach via the Archdiocese's website and social media platforms.

Kept our clergy informed via weekly emails with His Eminence's teachings, resources for their parishes, and conferences and ministries that benefit their communities.

Regarding the plug-in for *The WORD*, Communications is still generating data about readership and preferred content. Hopefully, the new technology will introduce new generations of readers to the magazine and its great content.

Last fall, Communications launched a brief series titled "How Our Archdiocese Serves Us." So far, it featured [Christian Education](#), [Conventions](#) and [Liturgics](#), introducing clergy and laity to their brothers and sisters in Christ who provide important resources for their lives in the Church. Soon, Communications hopes to relaunch the series with video interviews (approximately three minutes each) that will provide more impactful introductions. At the request of His Eminence and Mr. Salim Abboud, the videos will quickly mention how much money each department receives from the Archdiocese's budget, so viewers will know their contributions are well spent.

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 and compensate 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.

Communications wants to continue growing the Archdiocese's mark in North America and the Orthodox world by producing more video content to achieve the largest audience response and interaction, more than photography and text, although these media are still important. This may require additional funding for Communications to purchase software to record and edit videos remotely, as well as compensate the department's part-time staff as it reaches weekly hourly limits.

The Department of Communications foresees no obstacles in achieving future goals and maintaining and enhancing the quality of materials that constantly flow from the Archdiocese's platforms. It will continue to implement His Eminence's vision and strategy for Communications and connectivity with the clergy and laity.

I am grateful for the skills and efforts of Fr. Elian Al-Hakeem and Dn. Elias (Elio) Nicolas for their high-level productions of videos and graphics that have generated a great response; Mrs. Ginny Nieuwsma for maintaining Antiochian.org and cultivating content from the departments, organizations, ministries and parishes; Dn. Christian Manasseh from Internet Ministry for his partnership and dedication; and the clergy and faithful from across the Archdiocese who always answer my call for content, especially during His Eminence's travels within the past six weeks. I also welcome your suggestions for growth and stand ready to assist you.

Yours in Christ,

Deacon Peter Samore,  
Director of Communications



[Facebook](#)



[Instagram](#)



[Antiochian.org](#)



[YouTube](#)



[Flickr](#)

*"The disciples were first called Christians in Antioch" (Acts 11: 26)*

358 Mountain Road, P.O. Box 5238, Englewood, NJ 07631-5238  
(201) 871-1355 T Archdiocese@antiochian.org (201) 871-7954 F



## Saint Emmelia Ministries

Orthodox Christian Homeschooling

Ministry of the Department of Homeschooling  
Antiochian Orthodox Christian Archdiocese of North America

His Grace Bishop Thomas, Hierarchical Overseer

Fr. Noah Bushelli, Director

Mindi Popovich-Schneider, Assistant

Marcy Fox, Financial Coordinator

[office@saintemmelia.com](mailto:office@saintemmelia.com)

[www.saintemmelia.com](http://www.saintemmelia.com)

### Archdiocesan Financial Report - 2023

#### *Accomplishments:*

- Hosted **2** regional conferences: EAST (Bethel, PA) with **42** families attending, and SOUTH (Austin, TX) with **37** families attending.
- Hosted **7** online Saint Macrina Lectures on a wide variety of topics with a total of **840** attendees.
- Hosted **8** online teen events, including Bible studies, poetry nights, and a workshop on “Chastity & Technology.” **181** teens take part in our events.
- Launched **3** scholarships: St. Theosebia NEED Scholarship (granted \$11,815), St. Basil CLERGY Scholarship (granted \$44,583), and the Homeschool Co-Op Grant (granted \$16,267). Hired our **Financial Coordinator** to manage the disbursement of these funds and to improve our budgeting and bookkeeping. These scholarships are currently funded entirely by private donors.
- Developed the internship program for high school students, in which teens assist with projects to gain valuable experience in writing and editing, audiovisual editing, and graphic design, among other areas.
- Continued to host **Moms’ Tea** (**203** registrants) and **Dad Gab** (**52** registrants), monthly online discussion groups designed to create community and offer support to homeschool parents.
- Created many new [lesson plans](#)/other curriculum resources and [resources](#) for families.
- Aired **18** podcast episodes and posted **10** blog posts.

#### *Vision & Goals:*

Our vision is to make homeschooling accessible for all Orthodox Christian families by inspiring, equipping, uniting, and educating them. To that end, we are working on a number of programs and resources, including:

- Regional conferences in Indiana, Massachusetts, Toronto, and California
- An honors program and scholarship for graduating high school seniors
- College advising and resources for high schoolers
- Resource fairs in conjunction with other Orthodox educational organizations
- A regular discussion group for those experiencing grief
- Educational works of fiction
- Nature study curriculum that incorporates an Orthodox understanding of ecology



# Saint Emmelia Ministries

## 2023 AT A GLANCE

**\$60,477**

Awarded in scholarship funds to lay and clergy homeschooling families



**\$16,276**

Awarded to Orthodox homeschool co-ops nationwide

**840 ATTENDEES**

To our online Saint Macrina Lectures



**2**

**REGIONAL HOMESCHOOL CONFERENCES**

**EAST & SOUTH**

**42** families attended **37**

**181 TEENS**

Taking part in our online events

**18 PODCAST EPISODES**

Reaching homeschoolers in all 50 states *and around the world!*



**DOZENS**

of online resources, curricula, reviews, blog posts, & support



**255 REGISTRANTS**

for our online mom and dad groups (combined)

**37**

Co-ops listed in our directory of homeschool co-ops



**...and a greater reach projected in 2024**

# THE ANTIOCHIAN HOUSE OF STUDIES

V. Rev. Michel Najim, President | Rt. Rev. Fadi Rabbat, Academic Dean



## ANTIOCHIAN HOUSE of STUDIES

1020 BASELINE ROAD • LA VERNE • CALIFORNIA 91750

web: [www.ahos.edu](http://www.ahos.edu) phone: 909.928.2247 email: [info@ahos.edu](mailto:info@ahos.edu)

Your Eminence,

Greetings and love to you.

We submit the following report for the year ending December 31, 2023.

### **The Antiochian House of Studies accomplished the following in 2023:**

- Passing the report required for the ATS accreditation.
- Adding the necessary courses for our different degrees.
- Conferring One PhD degree.
- Conferring 9 master's degrees of theological studies.
- Conferring 4 master's degrees of Pastoral Counseling and Care.
- Conferring 19 Saint Stephen's certificates.
- Completing the second years cycle of Master of Divinity degree.
- Strengthening our Residency program. In-person participation in a one or two week Residency is required of all students at the start of their first year of study. It involves intensive study, daily church services, meals, and fellowship at the Antiochian Village Conference & Retreat Center. In 2023 year, we had around 250 attendees.
- Expanding the Residency of the MDiv program which is designed to fulfill the vision of the AHOS in providing sustainable Antiochian theological/spiritual, and priestly formation. Such endeavor is the central focus of our systematic applied theology. It provides the seminarians with academic scholarship and practical formation that begins at the two annual Residency and continues through the "in-parish Residency" in collaboration with the local parish priests/spiritual fathers. Our seminarians are required to complete seven weeks of residency throughout their studies as well as becoming immersed and embedded in the "pastoral care practicum."
- Developing the Orthodox Academic society. The Orthodox Academic Society convened two symposia.
- Offering language courses: Arabic, Ancient Greek, Ancient Hebrew, Spanish.
- Adding highly qualified faculty members.
- Preparing a Faculty and Administration Handbook, Student Handbook, Doctoral Dissertation Handbook, and Master's Thesis Handbook.
- Providing Digital Resources: Students of the Antiochian House of Studies have access to specific online resources available through links. Most of these require user authentication through a valid username and passcode. Remote access to these resources is updated each year.
- Cooperating with the Orthodox Family Center to establish the pre-marital curriculum.

### **The visions and goals for the Antiochian House of Studies for the next two years are as follows:**

- Pursuing to work with Balamand University in establishing an Antiochian Knowledge & Media Center

with the aim to facilitate open access-learning to Professors, students, Alumni, Churches, and the public through digital repository(s) that makes biblical and Patristic teachings accessible to all. The information platform and the network will be developed drawing on open-source systems, tools and technologies that are adhering to international standards for resource description and data exchange. The system will be populated by various types of information objects (books, articles, journals, pamphlets, audio and video, webpages, etc.). This electronic repository will undoubtedly serve as an invaluable Antiochian resource to the field of Artificial Intelligence (AI).

- Conferring new PhD degrees in preparation.
- Continuing to confer the master's degree in all different specialties.
- Completing the three years cycle for the Master of Divinity degree to prepare candidates for priesthood.
- Expanding Youth Ministry Concentration to receive MTS degree in Youth Ministry.
- Strengthening priestly Formation, and pastoral Application. With these components in mind our plan is to increase the frequency and number of in person Residency to an additional two weeks. This is necessary to accommodate the recent growth in our student population.
- Expanding our theological/ educational ministry based on our Antiochian Orthodox Ethos.

**We are working to prosper and grow this ministry with the following:**

- Establishing Long-Term Relationships with the Alumni: Availability of Hands-On Ministry Experiences: Ongoing Education and Development through OAS.
- Publishing PhD dissertations and master's theses are a crucial endeavor in advancing scholarly knowledge and disseminating research discoveries.
- Establishing Academic Journal: OAS intends to publish the presentations in an annual journal.
- Attending the conferences of the (OAS), local and international conferences that fosters and enhances an active academic theological community among AHOS students, faculty, and alumni.
- Continuing to plan for innovative educational modality and focus on desired objectives of educational outcomes.
- Expanding and internal self-evaluation and assessment oriented toward tangible and verifiable outcome.
- Providing a preordination or after ordination theological, administrative, and pastoral care two week Residential training based on the request of Metropolitan SABA.

**We envision the following for the Antiochian House of Studies five years from now:**

- Meeting the ATS requirements. Preparing for the ATS renewal in 2028.
- Developing the concentration into full-fledged AHOS departments.
- Using more advanced technology in our educational system.
- Expanding the practicum to train the candidates for the priesthood.
- Developing systemic adaptability to constantly changing education and management of student affairs.
- Maintaining AHOS vision and goal by increasing the number of students and ensuring that theology is accessible to everyone in the archdiocese. The purpose of this is to promote spiritual, intellectual, and cultural growth, thus leading our students towards a more intimate connection with God, fostering their belief, and proficiency in ministry.

# SAINT ATHANASIUS ORTHODOX ACADEMY OF ORTHODOX THEOLOGY

Fr. Adam Lowell Roberts, President

An Academic community of the Antiochian Orthodox Christian Archdiocese of North America  
The Most Rev. Metropolitan Saba, Primate

May 20, 2024

Your Eminence,

Master bless!

Christ is in our midst! This letter is to serve as our 2023 Financial Report to the Archdiocese.

## 2023 Accomplishments

- 450 students enrolled in the online homeschool academy
- 50 students in the college
- 2nd cohort of Theoria Film Institute
- Continuing the accreditation of the college, passed phase one
- Hired a consultant to help parishes launch Orthodox Schools
- Executed our first mission trip to Puerto Rico
- Launched a BA in Theology & Church Ministry
- Launched 7 electives in Biblical Studies & a translation update of the Orthodox Study Bible
- Assisted 16 clergy in continuing education in the form of Clinical Pastoral Education

**Vision & Goals for the next two years:** Our vision is to continue identifying and filling the gap of Orthodox educational needs. We hope to gain accreditation for the college. We want to expand our collegial in-residence internships to multiple destinations, including mission/service trips to areas suffering from poverty. We hope to assist in launching Orthodox Schools in the Archdiocese. We are scheduled to have several CPE groups helping with clergy continuing education.

**How are we working to prosper and grow?** We believe accreditation plus multiple internship locations will make St. Athanasius College a more desirable college for high schoolers and young adults. The homeschool academy has new software to elevate the online classroom. The academy also helps parishes who want to start an Orthodox school.

**Obstacles:** Our primary obstacle is funding new projects. Also, Fr. Adam would appreciate a regular quarterly or bi-annual in-person meeting with His Eminence to better understand his desires for us.

**Five Years From Now:** We envision St Athanasius five years from now supporting multiple Orthodox schools, hosting a dozen or more internship locations, making progress as a leader in Orthodox fine art education, and assisting clergy in post-ordination continuing education and formation.

Your Servant,

Fr. Adam Lowell Roberts  
President

2023 PNL	Total
<b>Income</b>	
<b>Donations</b>	45,060.00
<b>Academy Administration donations</b>	0
<b>Biblical Studies Program</b>	25,654.90
<b>College donations</b>	608
<b>Scholarship fund</b>	300,000.00
<b>Total Donations</b>	<b>\$371,322.90</b>
<b>Other Primary Income</b>	761.54
<b>Sales of Product Income</b>	98,001.71
<b>Tuitions</b>	
<b>Academy/Homeschool</b>	171,339.77
<b>College tuitions</b>	122,556.79
<b>St. Basil College Tuitions</b>	9,589.59
<b>Total College tuitions</b>	<b>\$132,146.38</b>
<b>Theoria Tuitions</b>	35,350.00
<b>Total Tuitions</b>	<b>\$338,836.15</b>
<b>Total Income</b>	<b>\$808,922.30</b>
<b>Gross Profit</b>	<b>\$808,922.30</b>
<b>Expenses</b>	
<b>Advertising &amp; Marketing</b>	5,065.23
<b>Adv/Marketing - College</b>	2,662.00
<b>Theoria Film School</b>	2,017.18
<b>Total Advertising &amp; Marketing</b>	<b>\$9,744.41</b>
<b>Bank Charges &amp; Fees</b>	15
<b>Charitable Contributions</b>	1,200.00
<b>Employee Benefits</b>	3,420.00
<b>Job Supplies</b>	86.79
<b>Academy Curriculum</b>	3,808.80
<b>College Curriculum</b>	5,209.71
<b>Theoria Curriculum</b>	6,192.03
<b>Total Job Supplies</b>	<b>\$15,297.33</b>
<b>Legal &amp; Professional Services</b>	
<b>Academy Tutoring</b>	255,746.89
<b>Biblical Studies</b>	58,436.14
<b>College Courses</b>	83,511.87
<b>College Live</b>	13,926.25
<b>Total College Courses</b>	<b>\$97,438.12</b>

	Total
<b>St Athanasius Press</b>	800
<b>Winged Lion</b>	18,000.00
<b>Total St Athanasius Press</b>	<b>\$18,800.00</b>
<b>St Basil School Of Writing</b>	14,520.00
<b>Total Legal &amp; Professional Services</b>	<b>\$444,941.15</b>
<b>Office Supplies &amp; Software</b>	8,402.61
<b>Office/General Administrative Expenses</b>	12,584.00
<b>Academy Admin expenses</b>	33,350.00
<b>Total Office/General Administrative Expenses</b>	<b>\$45,934.00</b>
<b>Other Business Expenses</b>	
<b>Academy Conference</b>	873.27
<b>College Conference Exp</b>	7,065.26
<b>College Teacher Training</b>	2,312.72
<b>Total Other Business Expenses</b>	<b>\$10,251.25</b>
<b>Payroll Expenses</b>	4,620.88
<b>Taxes</b>	3,707.58
<b>Wages</b>	43,080.00
<b>Total Payroll Expenses</b>	<b>\$51,408.46</b>
<b>Reimbursable Expenses</b>	2,943.14
<b>Reimbursements</b>	1,035.00
<b>Salaries &amp; Wages</b>	
<b>Academy Salaries</b>	45,100.00
<b>College salaries</b>	50,146.56
<b>Theoria Compensation</b>	51,450.00
<b>Total Salaries &amp; Wages</b>	<b>\$146,696.56</b>
<b>St. Basil College conference</b>	290.79
<b>Taxes &amp; Licenses</b>	4,500.00
<b>Payroll Taxes</b>	6,543.45
<b>Total Taxes &amp; Licenses</b>	<b>\$11,043.45</b>
<b>Theoria Supplies &amp; Materials (deleted)</b>	336.9
<b>Travel</b>	8,163.31
<b>Utilities</b>	208.2
<b>Total Expenses</b>	<b>\$761,331.56</b>
<b>Net Operating Income</b>	<b>\$47,590.74</b>
<b>Other Expenses</b>	
<b>Reconciliation Discrepancies</b>	764.12
<b>Total Other Expenses</b>	<b>\$764.12</b>
<b>Net Other Income</b>	<b>-\$764.12</b>
<b>Net Income</b>	<b>\$46,826.62</b>

Your Eminence,  
Greetings and love to you.

**Our department has accomplished the following in 2023:**

1. *The mystery of the Holy Matrimony* (in final preparation for publishing).

This book presents all the services relevant to the celebration of the mystery, or sacrament, of Orthodox Christian Matrimony: the two-part Service of Marriage (Betrothal and Crowning), This publication presents a fresh translation of the Greek text, delving into each aspect of the rubrics in detail. Additionally, it explores the subsequent Service of Removal of Crowns and the Service of Second Marriage, which is utilized for cases of second (or third) marriage solemnization.

The appendices enrich the text by incorporating resourcefully prayers sourced from ancient manuscripts, while the introductory and historical commentary provides essential background information and facilitates a deeper comprehension.

This book serves as a valuable resource for students of the Antiochian House of Studies, clergy, and individuals seeking a profound understanding of the Orthodox Christian mystery of marriage. It also includes a bibliography and endnotes.

**Our vision and goals for this department for the next two years:**

-*The Ieratikon* Divine Liturgy of St John Chrysostom for one priest and deacon including the services of Vespers, Orthros and all the services preparatory to the Divine Liturgy Augmented with full general rubrics, explanatory notes with blessings, prayers, and special rubrics for presbyteral and hierarchical concelebrations

-*Saint Basil Liturgy*.

-*The Presanctified Liturgy*.

**We are working to prosper and grow the ministry of this department or organization in the following ways:**

-We are working for the benefit of the students and faculty of the Antiochian House of Studies (AHOS) who will use these books in theological and liturgical education of clergy (in both the certificate and degree programs) as well for the clergy and laity.

-*The mystery of the Holy Matrimony* will be used as a resource for AHOS as well as for the OFC for pre-marital and post-marital instruction.

**We are facing the following obstacles, and envision the department five years from now in the following:**

Despite our loyalty to the rubrics of the Patriarchate of Antioch, prepared by His Beatitude Patriarch John X, our academic work is not always received with the seriousness it deserves. One big obstacle we confront is the release of authorized liturgical books without sufficient research or participation from people directly involved in the study. Furthermore, there seems to be a noticeable absence of a coordinated method for translating liturgical works within the archdiocese. Without a systematic method in place, the translation of liturgical texts becomes arbitrary and inconsistent, potentially altering the original meaning and intent.

To address these problems effectively, it is necessary to develop clear rules and norms for both academic col-

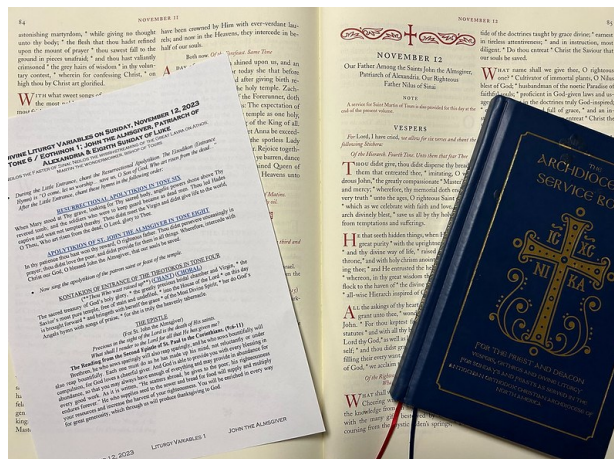
laboration and the translation of official liturgical publications. Additionally, employing systematic methodology to liturgical translations may protect the integrity and accuracy of the texts, benefiting both priests, deacons, chanters, scholars, students, and the broader ecclesiastical and academic community.

The Department of Translation expresses gratitude to His Eminence Metropolitan Saba for his blessings on the publication of our translations for AHOS students, the clergy and laity, helping to familiarize them with our work.

### The five years plan will aim at preparing:

- Funeral service book
- Holy unction book
- General typicon
- Book on confession
- Liturgical books volume 2 and 3 which will be the continuation of our first volume titled "The Scriptural Liturgical Books."

V. Rev. Michel Najim  
V. Rev. Patrick O'Grady





## ANCIENT FAITH MINISTRIES

### 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 CONVENTIONS AND CONFERENCE PLANNING

## Carol Jazzar and Raed Sweiss, Co-Chairs

### DEPARTMENT OF CONVENTIONS AND CONFERENCE PLANNING (DCCP)

#### REPORT TO THE ARCHDIOCESE

April 30, 2024

Carol Jazzar, Co-Chair  
280 de Chateauguay  
Longueuil, Québec J4H 2K7  
(514) 942-0170

Raed Sweiss, Co-Chair  
St. John Humphrey Drive,  
Orland Park, Illinois 60462  
(708) 772-1040

DCCP@antiochian.org  
[www.antiochian.org/dccp](http://www.antiochian.org/dccp)

#### ***FUNCTIONS OF THE DCCP***

The DCCP offer assistance to parishes when hosting Conventions and Parish Life Conferences. This is done in coordination with our AE team, the DCCP co-chairs and PLC coordinators.

The DCCP communicates with each Diocesan 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.

#### ***ACCOMPLISHMENTS – 2023***

- The DCCP successfully provided continuous guidance and support through on-going communication with the respective Conference Coordinators, AE team and host parishes for the 2023 PLCs and the Biennial Archdiocese Convention.
- The DCCP continues to oversee and monitor the planning and execution of upgrades to the Antiochian Events system.
- The DCCP continues to search for host parishes for 2029 Archdiocese Convention.
- The DCCP continues to review and approve all future PLC and Convention agreements and revisions.

#### ***GOALS 2024-2025***

- To work with and assist the host parish and convention committee of the 57<sup>th</sup> Biennial Archdiocese Convention hosted by St. George, Cicero.
- To provide guidance and support to the Conference Coordinators and host parishes for the 2024-2025 PLCs.
- To hold a biennial DCCP meeting in the Fall of 2024 to solidify all PLC coordinator teams 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 work more closely with the Diocese Mission Councils (DMC) in order to ensure consistency in the planning and execution of all PLCs.
- 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.
- The DCCP will continue to search for a qualified parish to host the 2029 Archdiocese Convention.

### ***CHALLENGES***

The DCCP will continue to monitor PLC and Convention challenges which occur due to increases in hotel costs including room rates, food and beverage costs, and other increasing costs associated with planning and negotiating contracts.

### ***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 thank His Eminence Metropolitan SABA for his guidance and support of 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*

## Organizational Annual Report 2023

Vision: The Department of Marriage & Parish Family Ministries exists to provide short-term marriage, family, and parenting counseling, premarital preparation, and skill-building seminars for our Clergy and parishes in order to encourage health and growth in faith practice.

Previous work: In the past 2 years this department has been continually adding new seminars for teaching marriage, family, and parenting materials. In addition, there have been many requests for teachings on mental health issues particularly since the pandemic with the increase in the mental health crisis. Counseling for those who request it has been provided on a regular basis and the need is greater than ever for this service. Counseling referrals to local counselors are also provided when necessary.

Budget: This department was funded from its inception in 2003 and was defunded in 2013. There has been no other budget approved for years so I no longer request any assistance from the Archdiocese. I have self-funded the department for 11 years.

Future: This department is working to form a network of counselors and pastoral care professionals to assist in the teaching of seminars and provide Orthodox Christian counseling to the many who request it. Focus on the spiritual health of individuals and families is a primary focus for meeting the future needs of strong Orthodox Christian families. The expansion of this department in the next 5 years will require finding qualified counselors and seminars leaders who share this vision. Training materials and seminars will be continued in development to meet future needs.

Obstacles: Training and recruiting qualified Orthodox Christian counselors is a major challenge as individual States requirements for professional licensing have multiple jurisdictional laws.

In Christ's service,

Kh. Dr. Maggie Hock

*Kh. Dr. Maggie Hock, North American Director*  
*15225 Corby Street, Omaha, NE 68116      Drmaggiet6@gmail.com/402-871-7172*

## DEPARTMENT OF STEWARDSHIP

William Morrison, Chair



### **Department of Stewardship**

William Morrison, Chair

8 Hawkins Circle

Wheaton, IL 60189

Phone: (630)747-8618

[wmorrison@comcast.net](mailto:wmorrison@comcast.net)

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 (currently being revised) 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, 2024, 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 five 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; a meeting and presentation combined with the Department of Lay Ministry at the 56<sup>th</sup> Biennial Antiochian Archdiocese Convention, and department report to the General Assembly; and a presentation/workshop at the Annual Leadership Training Seminar of St. George Orthodox Church, Cicero IL.

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 any and all who are interested

**Spring Meeting of the Archdiocese Board of Trustees**  
**May 17-18, 2024**  
**REPORT OF THE DEPARTMENT OF LAY MINISTRY**

Metropolitan Saba, Bishop John, Bishop Nicholas, Bishop Thomas, Bishop Alexander, Bishop Anthony, Reverend Clergy, Members of the Board of Trustees

**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. Recently, an Enliven session was presented at the Archdiocese Convention in Phoenix in July, 2024; one will also be presented at the PLC Diocese of Worcester and New England in June 2024.

**2. 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 and then developing the vision that presents the dreams and needs of the parish; and, finally, the writing of both short and longer-term goals to implement elements of the parish vision. An opportunity is provided for the parish leadership to determine its shared core values that serve as guiding principles for all

3. A workshop on **Spiritual Gifts**, first presented at the Clergy Symposium in 2018, also can be conducted and guides pastor(s) and parishioners in exploring and discernment of their own unique spiritual gifts and how these gifts can then be effectively engaged in service to the parish and the larger community through active participation in the various organizations and ministry programs of the parish. 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.

**4. Current:** We resumed our engagement with **Parish Life Planning, Development and Growth in 2023**. To date we have done the following. Become a member of the Task Force of The Order and presented a workshop for the Order of St. Ignatius in March 2024 in which an updated mission and vision were written by those in attendance as well as a beginning on written goals and action plans for the Order. We recently completed planning and development workshops with the leadership group of the Cathedral of St. Elias in Ottawa Canada. In June 2024 we will engage with the leadership of St. Anthony Parish in Bergenfield, NJ. In July 2024 we will engage with the leadership of St. George in Indianapolis, IN. Two other parishes are in conversation with us yet no workshop dates are set at this time.

In our work with parishes we identify the following common themes and needs:

- the need to deepen the understanding of the Faith and implement Orthodox Christian formation programs for young people and adults;
- increase sustaining memberships within the parish as well as develop programs to reach the ‘lapsed’ and ‘lost sheep’ of the parish as well as programs to retain individual/family membership;
- develop approaches to Increase participation of parishioners in the liturgical life of the parish as well as parish organizations and programs;
- develop sustainability and financial growth strategies;
- create leadership and steward preparation programs;
- become a welcoming and inclusive community dedicated to mentoring all people as faithful stewards of the Church and bring unity to the parish, its mission, its vision, and goals;
- develop ministry programs to support evangelism and humanitarian outreach to the greater parish community.

Goals: 2024-2026

- develop the materials and methods that support parish planning and establish within the Archdiocese site a web presence for the Department;
- engage parishes in workshops that assist in the development of parish their specific mission, vision, value, and goals;
- secure Archdiocese funding to support the work of the Department; this Department is self-supporting since its establishment in 1970. As a result, it is very difficult to recruit new members because they are not in a position to assume personal financial responsibilities for the costs associated with the Department’s work. This is an urgent matter;
- in conjunction with the Department of Stewardship, consider consolidation of efforts into a new department entitled Parish Development and Sustainability;
- collaborate with the Department of Missions and Evangelism to offer to newly formed missions workshops for the development of mission, vision, and goals as the mission move toward full parish status;
- expand the department’s membership and 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 to invite 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.

Respectfully submitted,

Anthony S. Bashir and Richard J. Robbat

# ARCHDIOCESE BOARD OF TRUSTEES

## BISHOPS

*Metropolitan and Primate*

*Chair, Board of Trustees*

His Eminence, The Most Revered SABA

*Diocesan Bishop*

His Grace, The Right Reverend THOMAS

*Diocesan Bishop*

His Grace, The Right Reverend ALEXANDER

*Diocesan Bishop*

His Grace, The Right Reverend JOHN

*Diocesan Bishop*

His Grace, The Right Reverend ANTHONY

*Diocesan Bishop*

His Grace, The Right Reverend NICHOLAS

## OFFICERS

*Vice Chair of the Board of Trustees*

Mr. Fawaz El Khoury

Farmingham, Massachusetts

*Treasurer/CFO*

Mr. Salim Abboud

Little Falls, New Jersey

*Secretary of the Board of Trustees*

Ms. Mary Winstanley O'Connor

Boston, Massachusetts

*Chancellor*

Archdeacon Emile Paul Sayegh, Esq.

Congers, New York

*Protosyngellos*

The Right Reverend Jeremy Davis

Englewood, New Jersey

*Secretary of the Archdiocese*

The Very Reverend Michael Ellias

Brooklyn, New York

*Vicar General*

The Very Reverend Thomas Zain

Brooklyn, New York

## TRUSTEES

Mr. Salim Abboud, Little Falls, NJ

Mr. Daniel Abraham, Grand Rapids, MI

Mr. Bassam Assaad, Dallas, TX

Mr. Edward F. Assile, Cresskill, NJ

Mr. Richard J. Ayoob, Glendale, CA

Mr. James Bach, Leonia, NJ

Mr. Dan Braun, Goleta, CA

Mr. Fawaz El Khoury, Farmingham, MA

Dr. Ayham Farah, Wichita, KS

Ms. Kelli Kouri-Neagle, Plano TX

Ms. Darlene Haddad, Des Plaine, IL

Mr. Elie J. Haig, Oak Brook, IL

Ms. Carol A. Laham, Chevy Chase, MD

Mr. George E. Laham II, Wichita, KS

Dn. Christian Manasseh, Falls Church, VA

Dr. Nicholas Massad, Jr., Houston, TX

Dr. Fadi Metri, Braintree, MA

Mr. James Moses, Philadelphia, PA

Mr. Kameel Najjar, Carmel, IN

Ms. Mary Winstanley O'Connor, Boston MA

Mr. Mansour O. Rayan, Lincolnwood, IL

Mr. Philip Saliba, Westport, CT

Mr. Emile G. Sayegh, Austin, TX

Mr. Douglas Skaff, Sr., Charleston, WV

Dr. George Thomas, Aurora, OH

Mr. Rami Younes, Willowdale, ON

Mr. Dimitri Zeidan, P. Eng, Greely, ON

## HEADS OF ORGANIZATIONS

*Order of St. Ignatius, Chair*

Mr. Roger David, Grand Rapids, MI

*Antiochian Women, President*

Ms. Sheryl Vanderwagen, Coopersville, MI

*Youth & Young Adult Ministry Task Force, Chair*

Rev. Nicholas V. Belcher, Park Ridge, NJ

## HONORARY TRUSTEES

Mr. Ralph Abercia, Houston, TX

Mr. Nicola M. Antakli, Troy, MI

Mr. Anthony S. Bashir, West Roxbury, MA

Dr. David Bojrab, Fort Wayne, IN

Mr. George G. Darany, Plymouth, MI

Dr. Elias K. Hebeka, Naples, FL

Dr. Sam Kouri, Wichita, KS

Dr. George M. Madanat, Diamond Bar, CA

Mr. William Nassir, La Jolla, CA

Mr. George E. Nassor, Wyckoff, NJ

Mr. Majed Nesheiwat, LaGrangeville, NY

Mr. Samuel E. Newey, Jacksonville, FL

Mr. Raymond J. Rishwain, Stockton, CA

## THE METROPOLITAN'S HEADQUARTERS—OFFICE STAFF

Ms. Marly Abou Hamad, *Administrative Assistant to the Metropolitan*

Ms. Marlene Ayoub, *Registrar*

Rt. Rev. Jeremy Davis, *Protosyngellos and Assistant to the Metropolitan*

Rt. Rev. Paul Matar, *Hierarchical Assistant, Assessments*

Mr. Daniel Nehme, *Financial Analyst*

Mr. Elio Nicolas, *Assistant to the Metropolitan*

Ms. Teresa Ruggiero, *Finance Manager*

Monk Paul Smith, *Pastoral Assistant to the Metropolitan*

V. Rev. Michael Tassos, *Controller*

