

baptism  
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**GROWING IN  
FAITH**

**TOGETHER**

clergy  
youth  
love  
fellowship  
youth  
teaching  
clergy  
unity  
love  
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love

# DIOCESAN PLAN

DIOCESE OF THE ARMENIAN CHURCH OF AMERICA (EASTERN)

# Introduction

“Where there is no vision,  
the people will perish  
Proverbs 29:18

During my 20 years of serving in the Armenian Church in various capacities, I have always valued the importance of having a plan to guide my pastoral ministry. The foundation for any pastoral plan is the ongoing need to share the Good News of Jesus Christ: namely, that God knows us intimately, loves us dearly, and challenges us to approach Him tenderly.

Last May, by God’s grace, I was elected as Primate for our historic Diocese. I am grateful for having had the opportunity to serve this Diocese as a pastor, Cathedral Vicar, and Diocesan Director of Ministries—roles that afforded me the opportunity to meet many of you, and to experience the life of the Church across our Diocese. Since coming to the United States, I have experienced firsthand the vibrant faith in our parishes, and witnessed the good work being done by our priests and generous parishioners. I have listened to people’s hopes and dreams, their struggles and fears, and most especially their expressions of faith in Jesus, and love for the Armenian Church. Bringing all of this into my own heart, I have prayed daily for the guidance necessary to shepherd the Church, by the grace of the Holy Spirit.

Accordingly, I am delighted now to present the following draft of a Pastoral Plan for our Diocese. The plan has been the subject of our discussions on the Diocesan Council, and once reviewed and approved by the Diocesan Assembly, it will be the road map for how we can live out God’s call to us over the next several years. This document focuses on “what” we must do; but there are many details that will be worked out regarding “how” we move forward, as we continue to communicate our expectations and commitments to one another as members of a unique and remarkable Armenian family of faith.

I have entitled the Pastoral Plan for our Diocese “Growing In Faith Together.” Taking inspiration from our longstanding Diocesan Mission Statement, I identified five priorities for our Diocesan life, which I believe should be the focus of our attention if we are truly to grow in faith together as disciples of Jesus Christ, moving forward by the grace of the Holy Spirit to build on a rich, centuries-long Christian tradition. The five priorities are:

- I. Celebrating our faith together,
- II. Knowing our faith together,
- III. Spreading our faith together,
- IV. Living our faith together,
- V. Sustaining our faith together.

This plan is a dynamic one, which will give us a clear direction and purpose, yet still be open to evolving. For me personally, one measure of the effectiveness of this approach will be to witness a reversal in the numerical decline in church attendance, which we have seen across our Diocese. This is a genuine challenge, because so much of our surrounding society militates against our faith. However, I believe in my heart that God longs to see His children drawn closer to the Church, so that together we can proclaim to the world God’s love as revealed in Jesus Christ.

May our efforts in this hopeful calling bring God’s blessing on all the faithful of the Eastern Diocese.



Fr. Mesrop Parsamyan  
Primate

## Diocesan Mission Statement\*

“ The mission of the Armenian Apostolic Orthodox Church is to preach the Gospel of our Lord Jesus Christ and to proclaim its message of salvation. This mission is realized through **worship, education, witness, service, and the common life in Christ** as expressed in the distinctive faith-experience of the Armenian people. All members of the Armenian Church—both clergy and lay—are called to participate fully in its mission.

## Statement of Intent\*\*

“ Our intent is to make the Armenian Church significant in the life of every Armenian living within the geographic boundaries of the Eastern Diocese, and his or her family.

*\* The Diocesan Mission Statement was created in 1993.*

*\*\* The Statement of Intent was created in 2000.*

# Vision and Goals

To help identify and direct our actions, we have developed a vision of growth for the Diocese of the Armenian Church of America (Eastern), based on the following Christ-centered priorities and related goals:



## **WORSHIP:** Celebrating our Faith Together

Goal 1: Foster and enhance worship and spirituality.



## **EDUCATION:** Knowing our Faith Together

Goal 2: Support commitment to lifelong faith formation.



## **WITNESS:** Spreading our Faith Together

Goal 3: Spread Christ's love and good news through effective communication.



## **SERVICE:** Living our Faith Together

Goal 4: Live in community reflecting Christ in our love for each other.



## **COMMON LIFE:** Sustaining our Faith Together

Goal 5: Sustain the Diocese's mission into the future.

# I. Worship - Celebrating Our Faith Together



*Make a joyful noise to the Lord, all the earth. Worship the Lord with gladness; come into his presence with singing.*

Psalm 100:1-2


## GOAL 1: Foster and enhance worship and spirituality

**PURPOSE OF THIS GOAL:** Liturgical worship is the source of life in the Church, and the summit towards which that life is directed. The Eucharist is our response to an explicit command of Jesus—*“Do this in remembrance of me”* (Luke 22:19)—which is the central act of the Church, and the reason we gather in His name. We are nourished through our experiences of private and communal prayer, and most especially through our full and active participation in the Badarak. Through worship, we recognize that our faith is a gift from God; we invite the faithful into a deeper experience and understanding of the spirituality of the Armenian Church. This section of the Pastoral Plan outlines opportunities to enrich our celebrations of the Badarak and the Sacraments, to foster spiritual life in our Diocese.

### OBJECTIVE 1.1

Educate our faithful—especially youth and young adults—on the Badarak, to enhance their Christian formation, appreciation, and understanding of the Divine liturgy.

### ACTION STEPS

|  | Action Description   | Responsible                         | Timeline                         |
|---|--|-------------------------------------|----------------------------------|
| 1.1.1   | Provide educational programs on the Badarak for youth, adults, and families.                                     | Diocesan Ministries, SMC            | B. Fall 2023<br>C. Fall 2026     |
| 1.1.2   | Produce videos on the Badarak focused on the congregation’s role in the liturgy, for use by parishes.            | Media Ministry, Liturgical Ministry | B. Summer 2024<br>C. Summer 2025 |
| 1.1.3   | Identify and develop teaching resources for educators focusing on the Badarak and its central role in our faith. | Diocesan Ministries                 | B. Fall 2023<br>C. Fall 2026     |

| +     | Action Description   | Responsible                | Timeline                         |
|-------|--|----------------------------|----------------------------------|
| 1.1.4 | Develop, promote, and implement a plan for formation and “catechesis” on the sacraments.                               | Diocesan Ministries, SMC   | B. Fall 2023<br>C. Spring 2024   |
| 1.1.5 | Develop and promote training opportunities on liturgical music and related topics for music ministers in the parishes. | Liturgical Ministries, SMC | B. Winter 2024<br>C. Spring 2026 |
| 1.1.6 | Develop tools to make Badarak relevant, accessible, and meaningful to worshipers in fresh, creative ways.              | Liturgical Ministries, SMC | B. Spring 2024<br>C. Spring 2026 |
| 1.1.7 | Lift up the general quality of homiletics through instructional seminars and weekly sermon samples.                    | Diocesan Ministries        | B. Spring 2023<br>C. Ongoing     |

## OBJECTIVE 1.2

Promote appreciation of the richness of Armenian spirituality.

### ACTION STEPS

| +     | Action Description  | Responsible                               | Timeline                       |
|-------|---|---|--------------------------------|
| 1.2.1 | Develop a Lenten program for use across the Diocese to encourage participation in the Liturgy of the Hours.   | Liturgical Ministry                       | B. Fall 2024<br>C. Spring 2025 |
| 1.2.2 | Provide opportunities for spiritual direction, retreats, and vocation discernment for young adults.   | Diocesan Ministries, St. Nersess Seminary | B. Fall 2023<br>C. Fall 2026   |
| 1.2.3 | Develop and distribute bulletin inserts on a regular basis to provide parishes with information about particular liturgical feasts, liturgical seasons, and saints. | Liturgical Ministry                       | B. Spring 2024<br>C. Ongoing   |

# II. Education - Knowing Our Faith Together



*It is Christ whom we proclaim, warning everyone and teaching everyone in all wisdom, so that we may present everyone mature in Christ.*  
Colossians 1:28

## GOAL 2: Support commitment to lifelong faith formation

**PURPOSE OF THIS GOAL:** Faith formation is a lifelong process of development that occurs in individuals, families, and parish communities. The formation process aims to develop disciples of Jesus who are committed to live according to the values of the Gospel: to walk a path of holiness as it is charted in the distinctive faith experience of the Armenian people. This goal focuses on the continuing formation and religious education of all the faithful, across the entire arc of life—resulting in Christian men and women who know their faith, and serve as the “leaven” of Christ in society.

### OBJECTIVE 2.1

Guide our people in faith formation and education.

### ACTION STEPS

| +     | Action Description  | Responsible                  | Timeline                       |
|-------|---|------------------------------|--------------------------------|
| 2.1.1 | Promote sacramental marriage through education and preparation; identify successful marriage preparation programs, and implement them.  | Children and Family Ministry | B. Spring 2024<br>C. Fall 2025 |
| 2.1.2 | Create a counseling program for parents-to-be, new parents, and others anticipating baptism (similar to pre-wedding counseling sessions) to prepare them for the sacrament of baptism and the raising of children in the Armenian Church. | Children and Family Ministry | B. Fall 2024<br>C. Fall 2025   |
| 2.1.3 | Enhance our current Sunday School programs, while also exploring opportunities for Christian formation, discipleship, and education outside the traditional Sunday School setting.  | Children and Family Ministry | B. Fall 2023<br>C. Ongoing     |

| +     | Action Description   | Responsible            | Timeline                       |
|-------|--|------------------------|--------------------------------|
| 2.1.4 | Provide assistance to parishes in developing outreach to newly married couples, parents of young children, and single young adults, with a focus on integrating them into parish life, and sustaining their participation. | YYAM<br>Adult Ministry | B. Fall 2023<br>C. Fall 2025   |
| 2.1.5 | Enhance existing Youth Ministry programs (such as ACYOA and Diocesan camps) with new programs aimed at pre-teens and college-age youth, developing for each age-appropriate resources in faith formation.                  | YYAM                   | B. Fall 2023<br>C. Spring 2026 |
| 2.1.6 | Create a new, Diocesan-wide initiative in adult faith formation.   | Adult Ministry         | B. Fall 2023<br>C. Winter 2026 |
| 2.1.7 | Publish in digital and print brochures and booklets on questions and topics of interest to our faithful and seekers.   | Diocesan<br>Ministries | B. Spring 2023<br>C. Ongoing   |
| 2.1.8 | Promote faith formation opportunities for our people with special needs; also for those dealing with divorce, single parenthood, and personal or family crises.  | Diocesan<br>Ministries | B. Spring 2024<br>C. Fall 2025 |

## OBJECTIVE 2.2

Assist parishes in training their people who are involved in parish ministries.

### ACTION STEPS

| +     | Action Description   | Responsible            | Timeline                         |
|-------|--|------------------------|----------------------------------|
| 2.2.1 | Work with the pastors and parish leadership to identify existing resources to train parish ministers, and determine what new resources are needed. | Diocesan<br>Ministries | B. Fall 2023<br>C. Fall 2024     |
| 2.2.2 | Provide training, education, and formation opportunities that assist parish lay leadership in undertaking ministries.                              | Diocesan<br>Ministries | B. Summer 2024<br>C. Winter 2025 |
| 2.2.3 | Provide guidance to those involved in parish ministries on the safe and ethical use of social media.   | Diocesan<br>Ministries | B. Fall 2023<br>C. Ongoing       |



## OBJECTIVE 2.3

To raise public awareness of the need for vocations to the priesthood and lay ministry.

### ACTION STEPS

| +     | Action Description   | Responsible                      | Timeline                       |
|-------|--|----------------------------------|--------------------------------|
| 2.3.1 | Set aside Diocesan-wide day of prayer for vocations to the priesthood, as an ongoing prayer activity.  | Diocesan Ministries, St. Nersess | B. Fall 2023<br>C. Ongoing     |
| 2.3.2 | Develop strategies and programs aimed at raising public awareness of the need for vocations to the priesthood and lay ministry.              | Diocesan Ministries, St. Nersess | B. Fall 2023<br>C. Fall 2024   |
| 2.3.3 | Develop strategies and programs to assist priests to be more effective in personally promoting vocations to the priesthood and lay ministry. | Diocesan Ministries, St. Nersess | B. Summer 2024<br>C. Fall 2025 |

## OBJECTIVE 2.4

Provide formation and education opportunities in Armenian language and culture.

### ACTION STEPS

| +     | Action Description   | Responsible                      | Timeline                         |
|-------|--|----------------------------------|----------------------------------|
| 2.4.1 | Establish an Armenian Language Ministry Committee (ALMC) comprised of experts and teachers.  | Primate, Diocesan Council        | B. Spring 2023<br>C. Spring 2023 |
| 2.4.2 | Provide resources in English related to the tradition, theology, spirituality, history, and culture of the Armenian Church, that are currently available only in Modern or Classical Armenian. | ALMC, Armenian Language Ministry | B. Summer 2023<br>C. Ongoing     |
| 2.4.3 | Collaborate with experts and leaders of the Armenian diaspora community to establish effective programs for teaching Modern Armenian as a secondary language.                                  | ALMC, Armenian Language Ministry | B. Summer 2023<br>C. Fall 2025   |

# III. Witness - Spreading Our Faith Together

“ Let your light shine before others, so that they may see your good works and give glory to your Father in heaven  
Matthew 5:16

## GOAL 3: Share the Gospel through effective communication

**PURPOSE OF THIS GOAL:** The earliest chronicles of the Armenian Church testify to the transformative power of sharing the Gospel—to enlighten and strengthen the new generation, connect inactive members back to their faith, and sanctify society itself. Whether we use the Armenian term, *avederagan arvest*, or the English equivalent, “evangelization,” this act of witness is central to the mission of the Church. Through this goal, our Diocese aims to create a more “evangelizing” Church, by inviting all to become apostolic disciples: people who learn about and share the Gospel of Jesus Christ in their daily lives. A focus on communication efforts will be central to the effort: evaluating, exploring, and taking advantage of new avenues for proclaiming the Good News in innovative ways.

### OBJECTIVE 3.1

Empower our parishes to reconnect with inactive parishioners.

### ACTION STEPS

| +     | Action Description   | Responsible                    | Timeline                         |
|-------|--|--------------------------------|----------------------------------|
| 3.1.1 | Establish a Diocesan Committee for Evangelization (CEM) Ministry, to promote sharing the Gospel.   | Primate<br>Diocesan<br>Council | B. Spring 2024<br>C. Spring 2024 |
| 3.1.2 | Identify and provide resources and practical steps for parishes to carry out the mission of evangelization.  | CEM                            | B Summer 2024<br>C. Ongoing      |
| 3.1.3 | Contact parish clergy and lay leadership to begin the process of establishing the new Parish Evangelization Ministry.  | CEM                            | B. Fall 2024<br>C. Fall 2025     |
| 3.1.4 | In collaboration with parish clergy and lay leadership, compile a list of evangelization program “best practices” for parishes, sometimes looking outside the Armenian Church for ideas that could be tailored to our needs. | CEM                            | B Spring 2023<br>C Spring 2024   |
| 3.1.5 | Update the “Greeting Ministry” program with helpful resources, combining the “best practices” of parishes with proven successful programs.   | CEM                            | B Spring 2023<br>C Spring 2024   |

## OBJECTIVE 3.2

Assess the use of social media and technology to invite and welcome.

### ACTION STEPS

| +     | Action Description   | Responsible                  | Timeline                         |
|-------|--|------------------------------|----------------------------------|
| 3.2.1 | Convene a committee to assess the role and effectiveness of social media and technology in outreach and evangelization efforts.                          | Department of Communications | B. Fall 2023<br>C. Fall 2024     |
| 3.2.2 | Develop a Diocesan policy on social media use that incorporates appropriate ethical and safety concerns.   | Department of Communications | B. Spring 2024<br>C. Summer 2024 |
| 3.2.3 | Provide Diocesan-wide training on evangelization, the Diocesan social media policy, and the use of social media as part of those evangelization efforts. | Department of Communications | B. Summer 2024<br>Ongoing        |

## OBJECTIVE 3.3

Launch a self-study of our current communication efforts and tools.

### ACTION STEPS

| +     | Action Description   | Responsible                       | Timeline                     |
|-------|--|-----------------------------------|------------------------------|
| 3.3.1 | Study the current communication processes within the Diocese and make recommendations.   | Primate Diocesan Council          | B. Fall 2023<br>C. Fall 2024 |
| 3.3.2 | Identify personnel—staff as well as outside consultants and technicians—to assist in fulfilling communication objectives and creating resources. | Department of Communications      | B. Fall 2023<br>C. Fall 2024 |
| 3.3.3 | Utilize various platforms (Facebook, Instagram, Twitter, etc.) to publicize Diocesan and parish ministries.                                      | Department of Communications      | B. Spring 2023<br>C. Ongoing |
| 3.3.4 | Develop methods for a collective response to local, national, and world events (i.e. Church bells ringing, lights on, open churches, etc.).      | DEC, Department of Communications | B. Fall 2023<br>C. Fall 2024 |

# IV. Service - Living Our Faith Together

“Welcome one another, therefore, just as Christ has welcomed you, for the glory of God.  
Romans 15:7


## GOAL 4: Live in community reflecting Christ in our love for each other

**PURPOSE OF THIS GOAL:** Increase outreach efforts to the poor, the marginalized, and those in need throughout the Diocese, and uphold a Christian ethic of dignity and justice in the broader society.

### OBJECTIVE 4.1

Reach out to the needy and marginalized.

### ACTION STEPS

|  | Action Description  | Responsible             | Timeline                       |
|---|---|-------------------------|--------------------------------|
| 4.1.1   | Conduct a Diocesan study to identify meaningful avenues of outreach to the needy and marginalized. Identify ways Diocesan ministries could be supportive in reaching out. | Good Samaritan Ministry | B. Fall 2023<br>C. Fall 2024   |
| 4.1.2   | Identify and assess effective outreach programs in the Diocese and other churches that could enhance Diocesan outreach efforts.   | Good Samaritan Ministry | B. Fall 2023<br>C. Fall 2024   |
| 4.1.3   | Create an effective model to equip parishes with the tools to conduct outreach ministry.  | Good Samaritan Ministry | B. Spring 2024<br>C. Fall 2024 |
| 4.1.4   | Encourage parishes to implement at least one signature outreach ministry.   | Good Samaritan Ministry | B Summer 2024<br>C Fall 2025   |

## OBJECTIVE 4.2

Encourage parishes to work with other churches in their local communities to advance larger outreach goals.

### ACTION STEPS

| +     | Action Description   | Responsible                                | Timeline                         |
|-------|--|--|----------------------------------|
| 4.2.1 | Assist parishes to address basic human needs in their communities, and identify opportunities to collaborate with sister churches in the broader community to meet those needs.  | Good Samaritan Ministry<br>Diocesan Legate | B. Fall 2023<br>C. Ongoing       |
| 4.2.2 | Develop and establish a basic “disaster response plan” throughout the Diocese, and collaborate with local community service organizations to help design and implement the plan. | Good Samaritan Ministry                    | B. Spring 2024<br>C. Ongoing     |
| 4.2.3 | Provide materials to promote social responsibility for the poor and needy, focusing on our call to grow in faith together.   | Good Samaritan Ministry                    | B. Summer 2024<br>C. Summer 2026 |
| 4.2.4 | Create guidelines for parish involvement in racial and social justice causes.  | Good Samaritan Ministry                    | B. Summer 2023<br>C. Summer 2024 |

# V. Common Life - Sustaining Our Faith Together

“You are the body of Christ, each of you with a part to play in the whole.  
1 Corinthians 12:27

## GOAL 5: Sustain the Diocese’s mission into the future

**PURPOSE OF THIS GOAL:** Building a “common life” among the faithful of our Diocese incorporates social, organizational, and financial dimensions. At base, it is grounded in fellowship: the sense that all members feel part of the same larger institution, all feel at home in its social culture, and all share a stake in its outcome. Common life also involves responsible and effective administration of church organizations; and since it takes place primarily under the dome of the church, and we must keep our churches physically up-to-date, beautiful, and welcoming to our people—from our local parishes to the magnificent expression on our solidarity as a Diocese, St. Vartan Cathedral. Finally, because a common life is also oriented to the future, the Diocese is called to sustain its ongoing mission by providing revenue and resources of support.

### OBJECTIVE 5.1

Support throughout the Diocese and its parishes a nourishing, welcoming spirit, and a sense of common responsibility and aspiration.


### ACTION STEPS

| +     | Action Description   | Responsible               | Timeline                         |
|-------|--|---------------------------|----------------------------------|
| 5.1.1 | Encourage the creation of social and service groups within each parish to foster a sense of community.                                   | Primate, Diocesan Council | B. Fall 2023<br>C. Fall 2024     |
| 5.1.2 | Develop and implement programs that encourage active participation and engagement of all members in the life of the parish.              | Diocesan Ministries       | B. Spring 2024<br>C. Spring 2025 |
| 5.1.3 | Provide opportunities for inter-parish and diocesan events to build relationships and a sense of common purpose.                         | Primate, Diocesan Council | B. Fall 2024<br>C. Ongoing       |
| 5.1.4 | Provide resources for regular training and development sessions for clergy, lay leaders, and parishioners to promote a welcoming spirit. | Diocesan Ministries       | B. Spring 2024<br>C. Ongoing     |

## OBJECTIVE 5.2

Have in place leadership structures that help ensure responsible, effective, and efficient management of Diocesan operations.

### ACTION STEPS

|  | Action Description  | Responsible                       | Timeline                         |
|---|---|-----------------------------------|----------------------------------|
| 5.2.1   | With direct input from the Primate, complete an internal restructuring of the current Diocesan office staff, and determine job functions and descriptions, individual staff goals, professional growth/training, etc. | Primate, Diocesan Council, Vicars | B. Spring 2023<br>C. Spring 2024 |
| 5.2.2   | Determine funding necessary to develop/expand the Diocesan staff, including support for the Regional Ministers positions.   | Primate, Diocesan Council         | B. Spring 2023<br>C. Spring 2024 |
| 5.2.3   | Create and distribute the new Diocesan organizational chart that shows reporting structures and areas of responsibility.  | Vicar for the Administration      | B. Spring 2023<br>C. Spring 2023 |
| 5.2.4   | Develop standard and consistent governance definitions, and provide educational opportunities to appropriate staff, leaders, boards and committees.   | Vicar for the Administration      | B. Fall 2023<br>C. Ongoing       |
| 5.2.5   | Schedule and facilitate periodic interaction between the chairs of the various boards, councils, and committees.  | Vicar for the Administration      | B. Fall 2023<br>C. Ongoing       |
| 5.2.6   | Develop and manage a Diocesan Master Calendar of all major Diocesan happenings and share it with the parishes.  | Department of Communications      | B. Fall 2023<br>C. Ongoing       |

## OBJECTIVE 5.3

Manage resources to responsibly achieve our mission and vision, to ensure sustainability, and to maximize ministry outcomes.

### ACTION STEPS

| +     | Action Description   | Responsible                              | Timeline                         |
|-------|--|--|----------------------------------|
| 5.3.1 | Support Development department in raising and growing funds, with specific goals and objectives, to provide for the fiscal well being of the Diocese, its programs, services, and facilities. Align all Diocesan philanthropy with the Pastoral Plan priorities. | Diocesan Council, Development Department | B. Fall 2023<br>C. Ongoing       |
| 5.3.2 | Strengthen the Annual Appeal by researching best gift-raising practices from other dioceses, and enhance our Appeal materials with compelling impacts of how funds are used.   | Development Department                   | B. Fall 2023<br>C. Ongoing       |
| 5.3.3 | Provide fundraising and stewardship education resources to assist pastors, parishes, and schools in raising funds.   | Development Department                   | B. Summer 2024<br>C. Summer 2026 |
| 5.3.4 | Invigorate stewardship giving throughout the Diocese in coordination with the Diocesan Stewardship Committee.  | Development Department, SC               | B. Fall 2023<br>C. Ongoing       |
| 5.3.5 | Align the special collections and financial asks of the parishes with the Pastoral Plan. Act to reduce the number of these special collections.  | Development Department                   | B. Fall 2023<br>C. Ongoing       |





# Graphic Summary

| <b>WORSHIP</b><br><small>CELEBRATING OUR FAITH TOGETHER</small>  | <b>EDUCATION</b><br><small>KNOWING OUR FAITH TOGETHER</small>  | <b>WITNESS</b><br><small>SPREADING OUR FAITH TOGETHER</small>  | <b>SERVICE</b><br><small>LIVING OUR FAITH TOGETHER</small>  | <b>COMMON LIFE</b><br><small>SUSTAINING OUR FAITH TOGETHER</small>  |
|--|--|--|---|---|
| <p><b>Foster and enhance worship and spirituality</b></p> <p>Educate our faithful—especially youth and young adults—on the Badarak, to enhance their Christian formation, appreciation, and understanding of the Divine liturgy.</p> <p>Promote appreciation of the richness of Armenian spirituality.</p> | <p><b>Form and support commitment to lifelong faith formation</b></p> <p>Guide our people in faith formation and education.</p> <p>Assist parishes in training their people who are involved in parish ministries.</p> <p>To raise public awareness of the need for vocations to the priesthood and lay ministry.</p> <p>Provide formation and education opportunities in Armenian language and culture.</p> | <p><b>Share the Gospel through effective communication</b></p> <p>Empower our parishes to reconnect with inactive parishioners.</p> <p>Assess the use of social media and technology to invite and welcome.</p> <p>Launch a self-study of our current communication efforts and tools.</p> | <p><b>Live in community reflecting Christ in our love for each other</b></p> <p>Reach out to the needy and marginalized.</p> <p>Encourage parishes to work with other churches in their local communities to advance larger outreach goals.</p> | <p><b>Sustain Diocese’s mission into the future.</b></p> <p>Support throughout the Diocese and its parishes a nourishing, welcoming spirit, and a sense of common responsibility and aspiration.</p> <p>Have in place leadership structures that help ensure responsible, effective, and efficient management of Diocesan operations.</p> <p>Manage resources to responsibly achieve our mission and vision, to ensure sustainability, and to maximize ministry outcomes.</p> |

