Opening Prayer and Address by His Eminence Archbishop Elpidophoros:
His Eminence welcomed the delegates and clergy, reminding us that for two consecutive years we find ourselves under the protection of the Archangels. We remember Fr George Poulos who has fallen asleep. The D.A.D. Assembly is a time to set the tone for active ministry. His Eminence thanked all who assist in these ministries in the D.A.D. His Eminence commented on the Centennial and thanked so many who contributed to the success of the Clergy Laity Congress, the Consecration of St. Nicholas, and made it a highly significant year. His Eminence commented on St. Michael’s Home thanking Bishop Andonios who has supervised the home over two decades with love and care. The expansion in Uniondale, NY is vital to our Archdiocese and in Long Island. Now is the time to complete this initiative. His Eminence welcomed Mr. George Cantonis of HCHC. His Eminence mentioned his interest in the Charter and welcomed Fr. Bartholomew Mercado. His Eminence wished everyone a blessed Holy Week and Pascha - our faithful are uplifted and this is also a time to support the clergy - transporting our parishioners.
Our D.A.D. as brought more faithful and increased participation in our parishes - Tradition is the living of the faith, not the dead faith among the living. The LIVING FAITH of the Orthodox is what people seek. The Body of Christ must be healthy and brought to all people.

Update on Archdiocesan Charter and mixed Commission - Fr. Bartholomew Mercado:
Fr. Bartholomew offered the history and context of the Archdiocesan Charters. We can gain a better understanding of the future by looking at past charters and even some examples of United States Charters and the Constitution for a more centralized administration. Our next steps will be critical in the history of the Archdiocese. The present charter has served its purpose. “We need accountability and looking to growth while addressing weakness of charter.” Fr Bartholomew highlighted several elements from previous charters.
1922 - written by the Patriarchate which was temporary. It included the Archdiocesan District, Boston, Chicago, and San Francisco.
1927 - revisits the first charter to take lessons learned for more effective administration. Minor changes made for geography.
1931 - was longest lasting. The Historical reality was more immigrants arriving with political divisions. Partisanship mixed with Ecclesiastical concerns created a lack of unity. 1931 - Brought the entire Archdiocese together under the Archbishop a rapid change is criticized of being despotic. Remained for 46 year.
1977 - This charter sees a shift in structure beginning with Archbishop Iakovos. The suggestion to Patriarchate Athenagoras was 4 Metropolises into Canada and South America, while cautioning the fracture of independent administration within metropolises. The Bishops would remain as Auxiliary Bishops under the Archbishop. Some Auxiliary bishops did make attempts as ruling Hierarchs.
In the early 1990’s some were giving the indication for examining the topic of Metropolises which Archbishop Iakovos warned, and Archbishop Iakovos retired shortly after. 4 Eparchies were decided GOA.
1997 - The Auxiliary were elevated to Metropolitans of sacred sees
2003 - The new Charter was written to elevate Metropolitans and Metropolis

The current Charter through the lease of history is in need of updating. His Eminence has brought a breath of fresh air to the Archdiocese in spite the fractured status of the Archdiocese. Please imagine a united Archdiocese that is united and consistent. Imagine an archdiocese with his eminence’s success. We can mitigate threats of today. This is the archdiocese that we pray for and yearn for.

COMMENTS by His Eminence:
His Eminence asked Fr Bartholomew to prepare this history so we can see where we were, and how we got here, asking the perspectives of the future. “This is the new vision I have the honor to propose and expose. I am open to critique and dialogue - which never happened at this level. I want to present my ideas. I am asking for questions.”

These are my thoughts on this concept:
I have realized, and His All Holiness - the GOA under current structure, has some problems of integrity. There are signs of fragmentation. This is a big country, which is hard to control from NY - it is one Archdiocese and Eparchy. The whole continent was governed at one time. The Charter allowed parishes and Archdiocese to flourish. What I hoping to implement these plans
1st - keep our connection canonical with the Ecumenical Patriarchate.
2nd - to have unity in the Archdiocese. This is one Eparchy. In the last 20 years there has been some weak points and should be addressed.
3rd. - we must respect our Hierarchs in the name of unifying the Archdiocese - we cannot be disrespectful to their ministry - we cannot say to Metropolitans “thank you for your service but you are Bishops”. We cannot do that.
4th - how can we can have better ministries to support parishes and communities? There is a new generation who does not know the name of the Patriarch and Archbishop.

“Having all this in mind, what is the best structure to imagine? We do not have to reinvent the wheel. My first thought to see what happens in Constantinople. the Ecumenical Patriarch is the archbishop of Constantinople. It is structured in districts of the one Archdiocese. There is a hierarch of each district, depending how successful he is, he is elevated. If not he remains as auxiliary, or is removed. This system works. How can we implement this in the US and bring in more unity without damaging local structures? NY cannot have responsibilities for the whole country.

THE MAIN IDEA is to transform from Metropolis to District like Constantinople. The metropolitan will remain with new titles from Patriarchate. Their authority remains the same in their District. The priests don’t change but we will protect the clergy from sudden transfers. There has to be certain criteria and difficulties of care for the clergy family. The parishes will continue to have the same administration. The service will include the name of the Patriarch and Archbishop. This change is Ecclesiastical more than administrative. The Archbishop’s office will not necessarily be stronger. The Archbishop does not have more authority. The Synod will still be made synodically as we always have.

We will introduce a retirement age for All Hierarchs at 75 as the majority of Christian clerical roles have this model. We will not disrespectful the current Hierarchs.
This proposal was unanimously accepted by our synod.
These are the ideas for the future Charter.
There are many representatives for the various ministries on the discussions of the new charter and the mixed commission.

Questions:
Andrew - Flushing: Asked His Eminence about the possibility of more parochial schools
Fr. John Lardas - commented that the retirement age will be complicated, and His Eminence agreed. We must also consider the pension of the clergy.
Fr Harry Pappas - The United States is far larger than the region surrounding Constantinople. His Eminence responded by saying, “there are certain areas but the majority of the US will will remain the same. There are many sates and districts that vary - there must be a balance. Florida, California etc. there must be two hierarchs.

Nick Kalimaris - Holy Cross Brooklyn - addressed the concern of Parochial school financial challenges. Our focus must be on Education and Curriculum.
Fr Elias - this is a charter discussion
His Eminence : we do have difficulties with the schools - Greek is not all education and we have to have a balance. Not just language. There are other successful schools that we have to follow the model. There is a long term investment
Anthis Rinaldi - Waterbury - What guidelines do the parishes have to avoid the transfer for the Priest.
A: It rests on the Hierarch, but there is a discussion with the Parish Council.

Greetings from Host Parish - Fr. Harry Pappas:
Old Testament story on Jacob and Laben, 14 years of work was like 1 day because of Love. Fr Harry welcomed all Clergy and delegates and wished everyone a blessed Assembly and Holy Week. He thanked everyone for their hard work!

Archdiocesan Chancellor’s Comments - V. Rev. Archimandrite Nektarios Papazafiropoulos:
Fr. Nektarios thanked His Eminence. The national ministries are continuing to do well and President Biden welcomed His Eminence during the March 25th celebration. Our next Clergy Laity is in San Diego in 2024.
Youth Protection: we have signed the Sterling contract for all working with Youth. We are looking for the safety of our youth with full compliance.
Ionian Village is ongoing. HCHC college safe environment. A reminder that Ordinations go through Fr. Nektarios’ office.

Archdiocesan District Chancellor’s Comments - Rev. Protopresbyter Elias Villis:
We send prayers to the Pantelidis family on the recent passing of Jimmy Pantelides who had complications with pancreatic cancer.
Please add to the minutes: A comment about a foul ball hit from Citi Field landed in upstate NY - directed to Jim Gabriel.
Fr. Elias added: His Eminence serves with great love. We thank him! The visiting of the smaller parishes is a joy! We see Huge hearts! Fr Elias welcomed all the smaller parishes. The Jordanian Community was welcomed by Fr Elias, who are present with us. The church was in

Elaine Allen Presentation: She commented on the vibrance of the DAD. It takes all our people. The financial status of the Archdiocese is greatly improved. She added - We are grateful for everyone to pay in TC, Pension, Bills. I want to thank you all. Met budget and exceeded. 2018 took over treasurer roll - its a tsunami and difficult - I got involved to build our Archdiocese. Transference and accountability. Everything is available online. Our budgets are passed and we stick to the budget, with revenue in expenses. His Eminence lives and executes what he’s doing raising money for ministries etc. HCHC - Archdiocese committed to $3.5 million. It was necessary for accreditation. $6 million from Archdiocese went to our school. The Huffington donation was equally helpful. The pension is a difficulty in funding. The archdiocese had an unsustainable pension with the volatility on markets makes it is hard. The New system is not perfect but it’s working. For two years more money is going in than coming out. We need to establish another pension plan so we can contribute to 403B helping us in retirement. Our clergy families can receive $2.5 million dollars. Financial planning is also available. Please encourage parish families to consider Planned Giving. There is an intergeneration of wealth transfer going on and our parishes must work with planned gifts and Legacy. $6 billion worth of wealth in our communities. There is a plan to be in place for parishes being developed. Training sessions will be offered.

Fr. Elias thanked Elaine for her volunteering for free. Fr Elias emphasized Young adults in PC meetings. Thank you Joanne Marzella. Kathy Staten. Christine Balidis. Maria Anna. Dino Pantelidis. Thank you Fr George Hazlaris and the parish of Rye for allowing me to be chancellor. Alex Constantinou is retiring as Olympics director after 45 years. Thank you Harry Raptakis. Thank you Presvytera Melanie!

St. Michael’s Home - His Grace Bishop Andonios: His Grace thanked His Eminence and both chancellor’s. St. Michael’s home is expanding. Early on we saw that the home was not caring for everyone. A segment of the population was sent out and rejected applications for care based on their needs. The demographic is increasing so we have to plan. The new facility will have more options and independence. The new 11 acre site will offer many options. A major support from the community is needed as price increases. There will be multiple accommodations and license are being obtained now through independent living through dementia and full care. Every penny counts and all help is needed for this vital ministry.

HCHC - Mr. George Cantonis: Thanked His Eminence and all guests. The reality of ministry is change. We have to survive and thrive. 90% of clergy in the room attended HCHC. Our impact is wide. Due to a lack of clergy, there are parishes disappearing. There is study and research. Hellenism is more than music and dancing in all of Orthodoxy as well. To be Orthodox, one has to be a Hellene. $20 million debt
reduced to less than $5 million. “I have to thank Elaine Allen and acknowledge $3.5 million from the Archdiocese.” The school was offered $1 million matching gift. We are half way there. Time is not on our side, and without the school we would lose our churches as museums. We can not do it alone.

**Keynote Address - “Historical Faith or Living Faith” - Mr. George Orfanakos:**
Thanked His Eminence and the chancellors.
The role of non profit can offer lessons to our churches.

Orthodoxy is a historic faith not a living faith. Are we living the faith as a LIVING FAITH?

Ranking contributions in the US:
1. Hospitals and Museums. 2 IVY league. 3. Large Non profits 4. Local non profits. 5. Local chapters of non profits. 6. Churches were at the bottom.

BUT, when asked who you donated to first, Churches was the #1 answer. People give to their churches first!

**Core Principle**
1. The church has the heart of Panaghia with business acumen of fortune 500. (It comes to Trust and behavior) We should Return on Philanthropy effort. 5 years of balance budget is a major message to send to our people.
2. Know and celebrate the past. Never forget where we’ve been. Look at what our parents and grandparents did. Clergy sacrificed. - Archival Dept. Registry posted and taken out on General Assembly
3. Focus on the Experience. Focus on what happens in the Church. People would switch around and then stop going all together. GREETERS! - Someone saw me. Personal connection. Ask people who are not on PC to pass tray.
4. Sermons matter. This is not an immigrant church. People are educated. Give an open story. Application in today’s world.
5. Time matters and measure everything. Metrics matter. What time are people coming? Average age of stewards. People are driving farther for church. Regional Church.
6. Develop parish leaders develop! Speak with love. We are who we are based on what training we have. Are all apostles, teachers, miracle workers? Find the best and teach them. The PC has to recruit. Meetings have to engage.
7. Be the best church - caring for the sick - poor - loving. The smaller church is sought after for being intimate
8. People connect with people. Get them to coffee hour - not to be undervalued.
9. Momentum is our friend - they want to be on a winning team - change the narrative on what’s trickling down. Archdiocese momentum is continuing.
10. Have vision and share it. Even if it’s far away. The vision is not about buildings - not expansion and ministry, and outreach.
11. Go back to the basics. - are we on the way up or down? Where were we 20 years ago? Where are we going? The church is an oasis. People should want to escape the world. HCHC is a prime example. Used to be packed. We have a lot of work to do.
12. Its not easy to be a priest. Priests are always at a heightened state of awareness. They are not perfect, but intercede for the perfect.

“Autopsy of Deceased Church. Complacency.”
Vasilios of St Barbara: With Top Level non profits, are there some quantitative analysis studied, we’ve had enough blood drives etc but what things resonate?

George: service is a key element and measuring service. Quantifying things, services, Philoptochos, ministries. All things need to be measured.

Elaine Allen: People like to see progress - set a goal and ask “where we are today.”

George Danbury: Top Rated non profits are broken down to local as well, but how do we engage the younger professionals demographic.

Go-to parish and focus groups - Ask questions is: if you could change one thing, with a wand, what would it be. Why? Ask 10-15 people to sit down in a focus group. We need to take a role of women and many others. Engagement.

Archdiocesan Dept Religious Education - His Grace Bishop Athenagoras:
1 year since new director of religious education. A look at what the office can support offer parishes.
The DRE is here to serve the parishes. The main ministries, Marketplace, Oratorical Festival and obviously the support of our teachers.
Listserv and social media. - Connection to service and ministries with resources.
St John Chrysostom Festival has been in place for 38 years. Introducing different topics on national ministries.
An upcoming project is the Planned Scheduled Review - Review is to research and assess the work of the office.
Thank you to Leadership for their generous grant and ALL supporters!

Archdiocesan District Financial Report - Mr. Ted Germanakos / Ms Joanne Marzella:
2022 is in the middle of the audit.
See report
The District budget primarily consists of the Office and Youth Ministry - Athletics and Camping.
Ted thanked everyone for their complete Total Commitment and we have monies coming back from National treasury. We should see a $ 113k surplus income. Salaries and benefits were higher because of adding personal and health insurance. We saw that Expenses were over budget. The change in net income was also above budget. We discussed during the last Clergy Laity in Port Washington that we are still ironing out some differences in being associated with the Archdiocese office and a more independent DAD office. The budget can reflect that positive adjustments are being explored and implemented.
2023 Budget 1st Quarter is just ending.
For 2024 Budget: $ 1.02 million is proposed. We are hoping to finalize the sale of the new camp property so that will be see an income. Athletics and camping is growing again after COVID. As the Reports are being reviewed the cost of the audit is also increasing.
We are introducing a Social media platform which is very crucial. There is also a new cost in clergy from Europe visa money etc. Addictions counseling etc. So we see that we have increases!
Fr Harry Pappas - can there be a breakdown of salary? A: Ted. We don’t discuss salaries in public but can be discussed privately. Health insurance is public though which is in the report. After the review a Motion to Approve the budget by Harry Raptakis, Hempstead, and Fr Lou Nicholas, Port Jefferson, makes the 2nd. Vote is called - All in favor.

St Anastasia Addictions: Leadership 100 makes a $170K for this ministry for 2 years. A pilot program to go national throughout the Archdiocese.

Fr. Elias: We thank Harry Raptakis

**Youth Safety - Mr. Jim Gabriel / Ms. Rhea Ballas:**
Youth safety is a crucial program whether you work with youth or not. Youth Safety platform.goarch.org. PC members have to register.
Jim Gabriel: We have to continue to get these background checks done. 100% participation must be accomplished. 1/4 of our parishes have zero registrants. There are many excuses but we must continue. Preparing for Olympics and Camp is crucial to register.

Elaine Allen: you cannot buy insurance without these things as protection. It is Beyond crucial and paramount.
Fr. Elias: we will shut down the parish if you do not comply with Youth Protection. The predators will also see that we take this BEYOND seriousness. It sends a message.

**Outreach Committee - Fr. John Lardas / Ms. Despina Kartson:**
We are fulfill the commandment of Christ by being participants in all aspects of the church. Each parish should share with this committee and the questionnaire is in folder and please reach out.

**Greek Education - Fr Gregory Stamkopoulos:**
His Eminence’s vision goes back to our history, fathers of the church, philosophers and overcoming the Ottoman rule. Greek Education must flourish throughout the world towards the future. There is a new online option for children and adults. Comprehensive examination in Greek. Qualifications for NYS regents. And college credit with many NYS universities and Thessaloniki. CheckPoint C. The Niarchos Grant is in the 2nd year. Smart boards and other infrastructure help.

Fr Evangelides, Stanford, CT - Bylaws for greek schools exist? Can we have a guideline?
Fr Gregory we cannot have bylaws because they cannot enforce them.

Demetrios from Poughkipsie - Resources for boards and new age equipment. Are there updates on distribution?
Fr Gregory - Elaine Allen - part of the grant is $600K from Niarchos Foundation, part is for new age tech. Please contact the office to get items

Fr. Elias: Thank you Larry Hatzoglou as Chairman - slide show of parish ministries.

**Resolution by Fr Lazarakis** - The Parish Council and General Assembly passed a resolution for review regarding clergy pension and retirement. Fr. Villis: It has to be tabled until the next
meeting - there are other reviews that have to take place 90 days prior and we are not prepared today. This has to be voted on in the future as they are valuable topics.

Steve Trapelis, Cathedral: I agree that ALL clergy, and Hierarchs should have the same pension. I make a proposal that all clergy receive the same benefits.
Fr Villis & George Tsoungarakis: If there is a resolution, it must be brought before the The Parish Council, then the local General Assembly, then this body with 90 days notice for approval to move onto the National Clergy Laity.

**Fr. Nicholas Anctil - the Clergy Laity STATEMENT:** The Archdiocesan District Assembly recognizes and supports His Eminence Archbishop Elpidophoros - his mission, love, for Archdiocese, and recognizing the time that is sacrificed for all our faithful. In a time with tragic events throughout the world, the loss of lives both young and old, we follow our shepherd, The Archbishop, with reverence and prayer in thanking God for His blessings and protection. May our Archdiocese continue to be blessed with strength, protection and guidance!

Jim Gabriel motions to accept this statement in summary of the DAD Clergy Laity 2023 - and 2nd Demetrios Ziosos, of Brooklyn. The motion Passes.

A motion is made to close the meeting by Stephanie Clark, Brookville, and 2nd by Fr. George Zogravu, Hartford. All in favor. The meeting is closed with a prayer by Bishop Athenagoras at 4:15pm

Respectfully Submitted by:
Fr. Demetrios Kazakis
*Secretary*