

# **FEZANA 26th AGM REPORT BOOK INDEX**

## **26th ANNUAL GENERAL MEETING AGENDA**

## **MINUTES OF 25th AGM HELD IN NEW YORK (AUGUST 2012)**

### **FINANCIAL REPORTS**

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Treasurer's Comments

Snapshot Summary

FEZANA Financial Statements - 2012

### **EXECUTIVE REPORTS**

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REPORT BY VICE-PRESIDENT

REPORT BY SECRETARY

### **COMMITTEE REPORTS**

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Excellence in Sports Scholarship

FEZANA Information Research System (FIRES)

Funds and Finance Committee

Interfaith Activities Committee

Performing and Creative Arts Scholarship

Publications - Information Receiving and Dissemination Committee

Publications: FEZANA Journal

Publications: Accounts for Legacy; Connections; Flyers 2013

Public Relations Committee

Research and Preservation Committee

Small Groups Committee

Unity and Welfare Committee

Zoroastrian Sports Committee (ZSC)

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Zoroastrian Youth Without Borders (ZYWB)

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### **OTHER REPORTS**

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Return to Roots

Strategic Plan - Second 10 Year Plan 2011-2021

Zoroastrians Stepping Forward (ZSF)

Welfare Activities with WZO Trust, 2012





## FEDERATION OF ZOROASTRIAN ASSOCIATIONS OF NORTH AMERICA

<http://www.fezana.org>

Representing 26 Zoroastrian Associations and 12 Small Groups in the USA and Canada

### TWENTY SIXTH ANNUAL GENERAL MEETING (AGM) OF FEZANA MAY 3<sup>RD</sup> TO 5<sup>TH</sup>, 2013

**Host: Zoroastrian Association of Northern Texas**

**Location: Hyatt Place Dallas/Grapevine**

**2220 Grapevine Mills Circle**

**Grapevine, TX 76051 (972) 691-1199**

#### **Notes:**

1. Member Association and Associate Member (Small Group) Presidents and/or their Reps to participate in the deliberations. Observers can comment and/or make suggestions when acknowledged by the Chair.
2. Only Member Associations can make motions or vote.
3. All timings are start times for items on Agenda.

### **A G E N D A**

#### **FRIDAY MAY 3, 2013**

VENUE HYATT PLACE HOTEL

**OPEN FORUM: Please be seated by 2:15 p.m.**

- |                     |  |
|---------------------|--|
| 2:00 pm to 6:15 pm  | Pre-AGM discussions <ul style="list-style-type: none"><li>▪ Meet &amp; Greet (2pm-2:15pm)</li><li>▪ FEZANA Strategic Plan (2:15pm-4:15pm)</li><li>▪ Networking Break (4:15pm-4:30pm)</li><li>▪ FEZANA Infrastructure Development in NA (4:30pm-6:15pm)</li></ul> |
| 6:30pm              | Transportation to ZANT Center  |
| 7:00 pm to 10:00 pm | Prayers & DINNER Program<br><i>Attire: Business Casual</i>   |

#### **SATURDAY, MAY 4, 2013**

VENUE HYATT PLACE HOTEL

- |       |      |  |
|-------|------|--|
| 08:00 | a.m. | Arrival & Networking   |
| 08:30 | a.m. | Benediction, Welcome, Announcements  |
| 08:45 | a.m. | Roll Call to establish AGM Quorum – Secretary<br>Appointment of Parliamentarian & Time-Keeper – President<br>Approval of the Agenda<br>Announcement of Election results for positions of:<br>– (a) Vice President (b) Secretary<br>Short Introduction by newly elected Vice President<br>Short Introduction by newly elected Secretary |



## FEDERATION OF ZOROASTRIAN ASSOCIATIONS OF NORTH AMERICA

<http://www.fezana.org>

*Representing 26 Zoroastrian Associations and 12 Small Groups in the USA and Canada*

- 09:15 a.m. Approval of Minutes of the 25th AGM held in Rye, New York, August 3, 2012
- 09:30 a.m. Report by President
- 09:45 a.m. Report by Vice President
- 09:55 a.m. Report by Secretary
- 10:00 a.m. *NETWORKING BREAK*
- 10:15 a.m. Report by Treasurer (Updates if any on Financial status & proposed budget summary)  
Note: The Financial Report will be reviewed & discussed on a Conference Call in mid-April.
- 10:30 a.m. Reports by **Member Associations & Corresponding Members**  
Note: Each Association has been assigned 5 minutes ONLY.
- 12:15 p.m. *LUNCH*
- 01:15 p.m. Reports by **Committees**
- 03:15 p.m. *NETWORKING BREAK*
- 03:30 p.m. *Demographics in NA*
- 04:00 p.m. FEZANA Strategic Plan
- 05:30 p.m. Budget and Special resolutions for discussion and voting
- 06:30 p.m. Transportation to ZANT Center
- 07:00 P.M. *DINNER PROGRAM – ZANT CENTER 2<sup>ND</sup> ANNIVERSARY CELEBRATIONS*  
*Attire: Business Casual*

### **SUNDAY, MAY 5, 2013**

VENUE HYATT PLACE HOTEL

- 08:00 a.m. Arrival & Networking
- 08:30 a.m. Benediction
- 08:40 a.m. Report by North American Mobeds Council
- 08:50 a.m. Report by WZCC
- 09:00 a.m. Return to Roots Program
- 09:20 a.m. Budget Approval and Special resolutions for discussion and voting ... cont'd



## **FEDERATION OF ZOROASTRIAN ASSOCIATIONS OF NORTH AMERICA**

<http://www.fezana.org>

*Representing 26 Zoroastrian Associations and 12 Small Groups in the USA and Canada*

- 10:30 a.m. *NETWORKING BREAK*
- 10:45 a.m. Selection of next AGM venue and dates
- 11:00 a.m. FEZANA Infrastructure Development in NA
- 11:45 a.m. Closing remarks / Vote of Thanks / Adjourn
- 12:00 Noon *LUNCH*

### **POST AGM SESSIONS**

- 1:00 P.M. - 3:00 P.M. *FEZANA INFRASTRUCTURE DEVELOPMENT IN NA*
- 1:00 P.M. - 3:00 P.M. *DEMOGRAPHICS IN NA*
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## FEDERATION OF ZOROASTRIAN ASSOCIATIONS OF NORTH AMERICA

<http://www.fezana.org>

Representing 26 Zoroastrian Associations and 12 Small Groups in the USA and Canada

FEZANA Administrative Office:

8615 Meadowbrook Drive, Burr Ridge, Illinois 60527, USA Tel/Fax (630) 468-2705

## FEDERATION OF ZOROASTRIAN ASSOCIATIONS OF NORTH AMERICA

### MINUTES OF THE TWENTY-FIFTH ANNUAL GENERAL MEETING

**Location:** Hilton Westchester  
699 Westchester Avenue  
Rye Brook, New York, USA 10573

**Date:** Friday August 3, 2012

#### Executive Officers:

##### Present:

President	Bomi Patel
Vice-President	Katayun Kapadia
Treasurer	Ratan Mistry
Secretary	Nahid Dashtaki

##### Regret:

Assistant Secretary	Shiraz Italia
FEZANA Office Administrator	Zenobia Damania

#### Representatives of Member Associations & Eligible Votes:

##### Present:

CZC	California Zoroastrian Centre	5	Rashid Mehin
IZA	Iranian Zoroastrian Association	2	Shirin Khosravi
OZCF	Ontario Zoroastrian Community Foundation	4	Ervad Kobad Zarolia
ZAA	Zoroastrian Association of Alberta	2	Firdosh Mehta
ZAC-Cal	Zoroastrian Association of California	4	Tehmi Damania
ZAC-Chi	Zoroastrian Association of Chicago	3	Hosi Mehta
ZAF	Zoroastrian Association of Florida	2	Jahanbux Daruwala
ZAGBA	Zoroastrian Association of Greater Boston	2	Jerry Kheradi
ZAGNY	Zoroastrian Association of Greater New York	4	Lovji Cama
ZAH	Zoroastrian Association of Houston	4	Sarosh Collector
ZAMWI	Zoroastrian Assoc. of Metro. Washington DC	4	Shehernaz Joshi-Verahrami

ZANC	Zarthoshti Anjuman of Northern California	5	Nazneen Spliedt
ZAPA	Zoroastrian Association of Pennsylvania	2	Sarosh Sepai
ZAPANJ	Zoroastrian Association of Pennsylvania, New Jersey & Delaware	3	Freny Ranji
ZAQ	Zoroastrian Association of Quebec	3	Faranak Firoozi
ZSBC	Zoroastrian Society of British Columbia	5	Kayras Irani
ZSO	Zoroastrian Society of Ontario	5	Daraius Bharucha
ZSWS	Zoroastrian Society of Washington State	2	Alayar Dabestani

**Absent:**

AZA	Atlanta Zartoshti Association	Absent
PZO	Persian Zoroastrian Association	Absent
TMZA	Traditional Mazdayasni Zoroastrian Anjuman	Absent
ZAKA	Zoroastrian Association of Kansas	Absent
ZAKOI	Zoroastrian Assoc. of Kentucky, Ohio & Ind.	Absent
ZANT	Zoroastrian Association of North Texas	Absent
ZAOM	Zoroastrian Association of Michigan	Absent
ZARM	Zoroastrian Association of Rocky Mountain	Absent

**Representatives of the Committees:**

**Present:**

Awards Committee	Shehernaz Joshi- Verahrami
Coordination & Planning Committee	Katayun Kapadia
External Affairs Committee	Firdosh Mehta
FEZANA Information & Research System (FIRES)	Aban Rustomji
Funds & Finance Committee	Rustom Kevala & Jerry Kheradi
Heritage Preservation & Historical Research	Ervad Jehan Bagli
Information Receiving and Disseminating Committee	Behram Pastakia
▪ Journal	Dolly Dastoor
Interfaith Activities Committee	Homi Gandhi & Rohinton
Rivetna	
North American Zoroastrian Congress Committee	Daraius Bharucha
Public Relations Committee	Afreed Mistry
Strategic Planning	Maharukh Motafram
Scholarship, Education & Conferences	
▪ Academic Scholarship Program Committee	Dolly Dastoor
▪ Performing & Creative Arts Scholarships	Firdosh Mehta
▪ Religious Education	Lovji Cama
▪ Excellence in Sports	Firdosh Mehta
Sports (Zoroastrian Sports Committee)	Behrooz Mehrkhodavandi
Small Groups Committee	Ervad Soli Dastur
UN-NGO Committee	Afreed Mistry
Welfare (Unity & Welfare) Committee	Hoshi Mehta, Houtoxi Contractor & Freyaz Shroff

**Absent:**

Census (Census & Survey) Committee	Absent
▪ Directory	Absent
Zoroastrian Youth of North America Committee	Absent

**Invitees:**

North America Mobeds Council President	Ervad Kobad Zarolia
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**AGM – FRIDAY – AUGUST 3, 2012**

Out-going President, Bomi Patel, formally announced the opening of the AGM and declared that Robert's Rules would apply.

**PARLIAMENTARIAN**

Arnavaz Sethna was appointed Parliamentarian by the Chair, Bomi Patel.

**QUORUM**

Bomi Patel, out-going President, conducted the roll call. A quorum was established and the AGM was declared to be in session. 61/75 votes were represented.

**APPROVAL OF AGENDA**

MOTION	:	THE AGENDA FOR THE 25TH AGM BE APPROVED, AS AMENDED
PROPOSED BY	:	ZSO– DARAIUS BHARUCHA
SECONDED BY	:	ZAH – SAROSH COLLECTOR
RESULT	:	ACCEPTED UNANIMOUSLY

**TIME-KEEPER**

Ratan Mistry (Treasurer – FEZANA) was appointed Time-Keeper by the Chair.

**ELECTION RESULTS:**

The positions of (1) President (2) Treasurer and (3) Assistant Secretary had come up for re-election as all incumbents had completed a full term in their respective offices. Nominations for these positions were received as under:

PRESIDENT – KATAYUN KAPADIA  
NOMINATED BY: ZAA, ZANC, ZAPANJ

PRESIDENT – HOMI GANDHI  
NOMINATED BY: ZAGNY

TREASURER – RATAN MISTRY  
NOMINATED BY: ZAA, ZANC

ASSISTANT SECRETARY – SHIRAZ ITALIA  
NOMINATED BY: ZAA, ZSBC

Ratan Mistry and Shiraz Italia were elected, unopposed, as Treasurer and Assistant Secretary, respectively.

Bomi Patel read out the results of the Presidential Elections and announced Katayun Kapadia as the newly elected President.

#### **ACKNOWLEDGEMENT BY THE ELECTED AND RE-ELECTED OFFICE BEARERS**

Ratan Mistry gave a brief introduction and looks forward to continuing his work with FEZANA for his second term.

Katayun Kapadia thanked everyone for their support. She stated that it was an honor to be elected as President of FEZANA in its Silver Anniversary Year. Among other things as noted in her manifesto she would like to promote the youth involvement in FEZANA activities and projects, continue to promote Zarathushti religious education, values and beliefs across NA, and enhance communication between the member organizations, committees and the FEZANA Executive.

MOTION	:	TO HAVE BOMI PATEL DESTROY ELECTION BALLOTS
PROPOSED BY	:	ZACHI – HOSHI MEHTA
SECONDED BY	:	ZSO – DARAIUS BHARUCHA
RESULT	:	ACCEPTED UNANIMOUSLY

#### **APPROVAL OF MINUTES OF THE 24TH AGM IN MONTREAL, CANADA**

The minutes were approved without discussion.

MOTION	:	TO APPROVE THE MINUTES OF THE 24 <sup>TH</sup> AGM AS IS
PROPOSED BY	:	ZANC - NAZNEEN SPLIEDT
SECONDED BY	:	ZAGBA – JERRY KHERADI
RESULT	:	ACCEPTED UNANIMOUSLY

Comments:

- It would be appreciated if the Minutes of the AGM were sent out sooner after the AGM is completed, in the future.

For Reports from the Executive Officers refer to the AGM Binder distributed at the AGM and also placed on the internet at [www.fezana.org](http://www.fezana.org).

## **REPORT OF THE OUT-GOING PRESIDENT**

Bomi Patel congratulated the new President - Katayun Kapadia, the Treasurer - Ratan Mistry, and the Assistant Secretary – Shiraz Italia. Bomi thanked all associations and committee chairs for their support and service to FEZANA for the last 4 years. He thanked the associations for being active in the last 4 years by hosting & supporting congresses, sports events, and religious seminars and requested that they all keep their verbal reports at this AGM brief as they are all in the binder provided to those in attendance.

Katayun Kapadia thanked Bomi Patel for all his work, especially for promoting FEZANA internally across North America as well as externally across the globe. A gift of a glass engraved Afarghan with a Tea Light and a polished crimson piano base with the 25<sup>th</sup> Anniversary logo of FEZANA, was presented to Bomi Patel in recognition of his services as President on behalf of all those present at the AGM. This gift was designed and procured by Firdosh Mehta of ZAA.

## **Report of the Vice President**

Katayun Kapadia commented on her work as Vice-President as well as Chair of Coordination & Planning Committee mainly emphasizing & recognizing the efforts of Dolly Dastoor & the Academic Scholarship Committee, Firdosh Mehta & the External Affairs Committee and Maharukh Motafram, Dolly Dastoor & Farrokh Mistree regarding their work with the Strategic Planning Committee.

## **Report of the Secretary**

Nahid thanked the associations and gave the Executive a big thank you too for supporting her efforts as Secretary.

## **Report of the Treasurer**

Reflected on his report in the binder and brought everyone's attention to the letter that was included in his report from Adil Masani. The 6.8% return on investments in YTD 2012 was reflective of the sound investment strategy and resulted from the turn-around of the financial markets since December 2011.

## **DISCUSSION ON CANADIAN CHAPTER OF FEZANA**

Bomi Patel spoke on questions regarding the opening of a Canadian FEZANA Chapter. At one point in FEZANA's history, there was a Canadian Chapter; however it has since been discontinued. It was clarified by Firdosh Mehta that a building is not required, but only a group of the Canadian members of FEZANA is needed to constitute the chapter in Canada. The argument for the creation of a FEZANA chapter was that it will allow Canadian donors to donate funds directly to FEZANA and not to an individual association, who presently has to transfer the funds to the United States after receiving the donations.

Daraius Bharucha clarified that the Canadian chapter financials was an important issue the first time around. He suggested that there needs to be an individual who is willing to take the lead and do the research to see if this option is even feasible for FEZANA to move forward with it.

Hoshi Mehta proposed that the Canadian associations should take the lead on researching the probability of opening a Canadian Chapter of FEZANA.

Rustom Kevala clarified that many of the issues being brought up would be resolved if FEZANA created a chapter in Canada. It was also suggested that this committee should meet immediately and as often as possible to get this issue resolved immediately and not wait till the next AGM. Rustom Kevala also mentioned that a substantial gift to FEZANA from a Canadian donor is being kept in abeyance till the issue is resolved.

MOTION	:	A COMMITTEE TO BE APPOINTED BY THE PRESIDENT TO LOOK INTO
		THE FEASIBILITY OF RESOLVING THE ISSUES BETWEEN INTER-COUNTRY TRANSFERS OF FUNDS
PROPOSED BY	:	ZACHI – HOSHI MEHTA
SECONDED BY	:	ZAH – SAROSH COLLECTOR
RESULT	:	ACCEPTED UNANIMOUSLY

It was decided that Kobad Zarolia and Firdosh Mehta would follow up as a part of this committee.

## **REPORTS BY ASSOCIATIONS**

(For Reports by Associations refer to the AGM Binder distributed at the AGM and also placed on the internet at [www.fezana.org](http://www.fezana.org).)

**AZA:** No report submitted and no representative present.

**CZC:** Rashid Mehin started with congratulations to the new executive board. He reported that the CZC is a very vibrant association that has increasing membership of new Iranian immigrants, holds numerous religious events and hosts speakers every Sunday and has various social activities. The CZC holds all 6 Ghambars and makes a two day event of the ceremony, where the community gathers together. Group Sedreh Pushis and Shahnameh readings are also held along with sports activities on the weekends. A new location in the Valley has been opened up for weekly classes for religious and social events. The association is very excited that the next NA Congress is happening in Southern California and is working closely with ZAC-California.

Behram Pastakia made a comment: The CZC mentioned that they celebrate all six Ghambars. FEZANA, Associations or NAMC should look into the support of an endowment program to support associations in holding all six Ghambars.

**IZA:** Shirin Khosravi referred to the report submitted and printed in the binder. Mrs. Khosravi wanted to relate that the events held by IZA are completely focused on integration of cultural understanding and respect amongst those in the community.

**OZCF:** Ervad Kobad Zarolia referred to the report submitted and printed in the binder. Ervad Zarolia also made himself available if there were any questions based on the report.

**PZO:** No report submitted and no representative present.

**TMZA:** No report submitted and no representative present.

**ZAA:** Firdosh Mehta referred to the report submitted and printed in the binder, made available to all in attendance. He emphasized the gratitude towards FEZANA for their support to the association and community, through the various scholarships and funding from Jamshed Pavri Fund for Religious Education in Canada. Mr. Mehta proudly announced that they have a Mobedyaar in training, Arash Ardeshiricham.

**ZAC- California:** Tehmi Damania briefly reflected on the details of the next NA Congress from December 29<sup>th</sup> to 31<sup>st</sup> of 2014. The location is tentatively set as Hilton at Los Angeles International Airport (LAX). The theme is Faith and Unity. ZAC-California asked for help from the associations who have hosted congresses before.

**ZACHi:** Hoshi Mehta reflected on the report submitted and printed in the binder and available to all. Mr. Mehta took the time to request that FEZANA consider three different requests made by the association.

- 1) Tax deductible amounts and event costs should be available for the public at all FEZANA events.
- 2) FEZANA should reconsider scholarships presently being given as gifts and not loans. The present practice is setting up a sense of entitlement. Students need to be given loans and the responsibility to pay these funds back to the community when they are able to – of course, with no interest.
- 3) ZACHi strongly supports the proposal for infrastructure being made by Rohinton Rivetna in the special resolutions portion of the AGM.

**ZAF:** Jahanbux Daruwala read off the report in the binder and spoke on a few slides he had prepared which included the following topics:

- Recognition award: monetary reward provided to two Mobeds who complete the Navar ceremony. This recognition award was noted by the new president to be discussed and addressed in the coming months.

**ZAGBA:** Jerry Kheradi referred to the report submitted earlier and added that the youth show was a very successful show this year.

**ZAGNY:** Gev Nentin referred to the report submitted and added a formal welcome to all associations to the AGM.

**ZAH:** Sarosh Collector referred to the report submitted and printed in the binder. Mr. Collector also promoted the upcoming FEZANA 25<sup>th</sup> anniversary celebration in Houston on October 27-28 weekend. Aban Rustomji also related more information for the upcoming celebration with speakers and details of the luncheon being prepared.

**ZAKA:** No report submitted and no representative present.

**ZAKOI:** No report submitted and no representative present.

**ZAMWI:** Navroz Gandhi spoke on ZAMWI activities and the new structure of the center. Mr. Gandhi spoke on the Avesta classes and events occurring at ZAMWI.

**ZANC:** Nazneen Spliedt referred to the report submitted and printed in the binder. Mrs. Spliedt took pride in relating the result of the census of Zartoshti's of Parsi origin in the Northern California area as a bit more than 1,100. The shoe drive for ZANC also brought in donations of 520 shoes.

**ZANT:** No report submitted and no representative present.

**ZAOM:** No report submitted and no representative present.

**ZAPA:** Sarosh Sepai referred to the report submitted and printed in the binder. Spoke on the wonderful 30<sup>th</sup> year anniversary celebration of the association.

**ZAPANJ:** Freny Ranji referred to the report submitted and printed in the binder.

**ZAQ:** Faranak Firuzi referred to the report submitted and printed in the binder. Mrs. Firuzi mentioned the success of the presentation provided by Quebec University and ZAQ and had a few brochures available. She supported the success of the Zoroastrian Olympics in Toronto, as the ZAQ youth who came back wanted to propose that ZAQ host the next ZSC event.

**ZARM:** No report submitted and no representative present.

**ZSBC:** Kayras Irani represented ZSBC. Mr. Irani commented on the success of the World Youth Congress in Vancouver. The Youth Congress event itself brought the community closer and now more than before the youth are more involved with the community. The association boasts about 700 families in the British Columbia area. ZSBC supported the Nowruz 3,750Z celebration held at the Centennial theatre which included a film festival and scholars conference. Mr. Irani thanked FEZANA and all the associations for the financial and moral support during the World Youth Congress event.

**ZSO:** Daraius Bharucha started by relating that ZSO proudly holds the six Ghambars every year, which are supported and sponsored by different sponsors every time. Mr. Bharucha noted that there is a reconstruction project on the existing center and spoke on the success

of the ZSC games, the support of the youth and really thanked everyone for the work that they had done.

**ZSWS:** Alayar Dabestani started by indicating that the Zoroastrian population of Seattle was 200. Mr. Dabestani hoped that FEZANA makes more of a presence in Washington State.

## **COFFEE BREAK**

### **Special Resolutions:**

#### **1. Revised Terms of Reference (TOR) for External Affairs Committee**

(TOR is included in the AGM Binder distributed at the AGM and also placed on the internet at [www.fezana.org](http://www.fezana.org))

Behram Pastakia requested that Zoroastrians Stepping Forward be added to the liaison list in the TOR. Firdosh Mehta commented that the last line of the group list reflects all organizations or committees that will be created or are currently created.

MOTION	:	ADD THE GROUP "ZOROASTRIANS STEPPING FORWARD" TO THE LIAISON LIST IN THE TOR
PROPOSED BY	:	ZACHI – HOSHI MEHTA
SECONDED BY	:	ZAA – FIRDOSH MEHTA
RESULT	:	MOTION REJECTED BY MAJORITY
MOTION	:	APPROVE REVISED TOR FOR EXTERNAL AFFAIRS COMMITTEE WITH MINOR EDITS
PROPOSED BY	:	ZSO – DARAIUS BHARUCHA
SECONDED BY	:	ZAH – SAROSH COLLECTOR
RESULT	:	MOTION ACCEPTED BY MAJORITY

#### **2. Mobed Award Resolution**

Daraius Bharucha commented that a revision be added to the TOR of the North American Zoroastrian Congress Committee that an award ceremony in conjunction with NAMC occurs in those associations that host the congress at the congress. This is to allow NAMC to have an opportunity to award a mobed through a FEZANA committee. IZA commented that there are small associations that do not host congresses and the mobeds at those associations also need to be included and not excluded from these awards and acknowledgements.

Ervad Kobad Zarolia clarified that the award ceremony can be done in the smaller associations to facilitate their mobeds. ZAA made a suggestion that the revision occur for the TOR of the Awards committee to allow this recognition for awards at any and all FEZANA events. Aban Rustomji commented that this should not be added to the awards

ceremony. The ceremonies are already too long and unmanageable. To which ZSO responded, that this award can happen at any time during the congress and not specifically at the awards ceremony. ZAH mentioned that it would be limiting the award to that one event and only to those associations that host congresses. ZAA then responded that this addendum be added to another committee, i.e. Coordination & Planning just to open up the limitations felt by some associations. NAMC President, Ervad Kobad Zarolia mentioned that the main reason NAMC wants to do this, is to promote mobeds on a bigger stage in front of a larger audience.

MOTION	:	TO SELECT ONE OR TWO MOBEDS WHO HAVE RENDERED EXEMPLARY SERVICE TO THE COMMUNITY TO BE PRESENTED WITH A SHAWL. THIS CEREMONY SHOULD BE PERFORMED AT THE OPENING, CLOSING OR AWARDS CEREMONY AT THE DECISION OF THE HOST ASSOCIATION.
PROPOSED BY	:	OZCF – ERVAD KOBAD ZAROLIA
SECONDED BY	:	ZSO – DARAIUS BHARUCHA
RESULT	:	MOTION ACCEPTED BY MAJORITY

Closing comments:

ZAH commented that if the associations agree to include this into the TOR, it will force the associations to abide by this regulation. That is not correct and it should not force the host of the congress to have to include this in their program. Another concern, brought up by ZACHi was that this was a forceful resolution that will take the value out of the award and the recipients will only feel like they were given an award out of obligation. The consensus of the assembly was NOT to force associations hosting North American Zoroastrian Congresses to adhere to such directives, but to explore whether such a request could be accommodated.

## **ADJOURN FOR DINNER**

**Introduction of Dr. Yuhan Vevaina, Professor – Zoroastrian Religion Studies, at Stanford University by Lovji Cama.** Amongst other topics of religious education, he spoke on his desire to provide schools with teaching materials regarding the Zoroastrian Religion.

### **3. Infrastructure Development in North America presented by Rohinton Rivetna**

(Proposal is included in the AGM Binder distributed at the AGM and also placed on the internet at [www.fezana.org](http://www.fezana.org).)

Proposal is to create a committee to look into building a FEZANA Center. This is the Phase II of the project proposed a few years back. Phase I was creating the FEZANA Office.

Discussion:

Rustom Kevala commented that this is a great idea for the future of the community. Homi Gandhi mentioned that this is a great opportunity for our growing community in North America. This is a good model for what could be a great Center for the North American Zoroastrians. We need a plan that encompasses and identifies everything for the future. ZAH commented that this is the correct move to make. It is a great start and we need more to be done and developed off this great idea. However, there are other associations that would like to house the FEZANA Center. So there are two steps that need to be taken. 1) A committee needs to be appointed to make a list of criteria for the purpose of the Center and 2) finding a location based on those criteria.

## **COMMITTEE REPORTS**

As the Committee Reports were circulated earlier and we were trying to end the AGM by 12 midnight the Committee Chairs were requested to make only additional comments if any and explain/confirm the budgets requested. (For Reports by Committees refer to the AGM Binder distributed at the AGM and also placed on the internet at [www.fezana.org](http://www.fezana.org).)

### **Public Relations:** (Afreed Mistry)

Promoted FEZANA on social media and any other free publications Afreed Mistry could find. There are a total of three individuals on this Committee and they are looking for two more: One specifically to be a graphic designer and another to be a journalist with access to print media. The committee has obtained a QR code for promotion and ease of access to information for electronic media. The Facebook page and a few associations' pages are linked together. ZAQ asked how many hours a week would an individual need to set aside to be a part of this committee. Afreed responded that not too much time would be needed, except when there are events or publications that need to be promoted and distributed online and in print. OZCF mentioned that the PR committee should focus on the associations and help them out with increasing their public relations in the North American community.

Explanation for budget request: Goal is to get a press kit ready, promote outside the Zoroastrian community, showcasing FEZANA around the world, posters, etc.

Budget request: \$3,000

### **UN-NGO:** (Afreed Mistry)

FEZANA received Non-consultative status at the United Nations, which is now attending meetings at two different meetings every year: Department of Public Information and the Commission on the Status of Women meeting. As a part of the committee's goals, they were hoping to advocate human rights and religious freedom. What they wish to do is to send a replica of the Cyrus cylinder to all associations and promote the meaning and history of Zoroastrianism. The team thanked Marzee Byramji from Regal Press, Canada for printing the UN-NGO outreach bookmarks, without payment. These were included by volunteers from ZAGNY in the bags given out to all participants at registration for XVI NAZC.

Budget request: \$3,000

**Unity and Welfare:** (Hoshi Mehta, Houtoxi Contractor, Freyaz Shroff)

This committee has a goal to create a nursing home facility for Zoroastrians. The chairs want to promote a Unity and Welfare Committee for each association and they are willing to help create those teams in the associations. There is always more need and the generosity of the associations and individuals is always appreciated. The co-chairs requested to have representatives in each association to communicate with the committee what the need of the community is. They in essence are requesting a chain of communication linking all associations.

Budget request: \$0

**Strategic Plan:** (Maharukh Motafram)

Full report distributed to all at the AGM. The 5 main goals are: 1) Increase awareness of FEZANA domestically, 2) Foster Hamazori by building strong relationships between various Zarathushti entities/groups 3) Advance religious education, cultural awareness, and interfaith dialogue, 4) Ensure economic stability through fund raising and prudent investments, and 5) Showcase FEZANA's successes around the world. NAZC Committee, Public Relations Committee and the Unity & Welfare Committee were selected to identify the action items for their committees relating to these 5 goals and discuss how they would achieve them in 1 year, 2-5 years and 5-10 years. The goal is to get all committees on track with the Strategic Plan and provide the FEZANA Executive their action items within the next six months. This is a very flexible working document and all associations were requested to read and suggest improvements and revisions.

Budget request: \$500

**North American Zoroastrian Congress:** (Daraius Bharucha)

This Committee does not ask for a budget, ever and is a committee that brings in revenue for FEZANA. It is the prerogative of the president to appoint a new committee chair, and this year Daraius would like to step down as committee chair. Daraius would like to thank Bomi for all 4 years of their working together.

Budget Request: \$0

**Research & Preservation:** (Ervad Dr. Jehan Bagli)

Refer to report as submitted in the AGM Binder.

Budget request: \$0

**Academic Scholarships:** (Dolly Dastoor)

It is very exciting that new scholarships are coming in every year. This is an investment in the future of our students.

Budget request: \$12,000

**Awards:** (Shehernaz Joshi Verahrami)

No report or budget request was submitted by the Awards Committee. However, considering the awards that were presented at the XVI North American Zarathushti Congress 2012, an estimated budget is requested on behalf of the Committee.

Budget Request: \$5,000

**Funds and Finance:** (Rustom Kevala)

All the work was completed with sufficient success thanks to FEZANA Treasurer Ratan Mistry for timely and invaluable assistance in providing financial records, and great assistance was given by the FEZANA Office Administrator, Zenobia Damania for taking care of all the mailings & paperwork. FEZANA is now registered as a "Cause" with <http://www.iGive.com>. FEZANA will receive a percentage of any purchases made through iGive merchants and businesses such as Amazon, eBay, Home Depot & many more.

Budget Request: \$1,500

**Education, Scholarship and Conference:** (Lovji Cama)

There was a discussion of events organized for the XVI North America Zarathushti Congress 2012 held in New York. Through the increasing popularity of the tele-conference classes, there is a need to use better equipment. Also, they would like to request the AGM attendees to support Yuhan Vevaina for the Stanford Project. This budget request does not include the annual University of Toronto's Religion courses commitment for 3 years.

Budget request: \$3,700

**Information and dissemination:** (Behram Pastakia)

Many associations, who received the book compiled by Ervad Soli Dastoor, have yet to send in their payment. It is a major accomplishment that the FEZANA Journal is now available

online. For the future executives of FEZANA, the website needs to be clarified for donations being made online. PARZOR is a great institution to partner with.

Budget request: \$3,500

**Performing and Creative Arts** (Firdosh Mehta)

Budget request: \$5,000

**Interfaith Activities:** (Homi Gandhi)

An Interfaith Grove of Trees Project was launched on June 16, 2012. Many responses were received for clarifications on some of the aspects for this project. We have combined these queries in to a FAQ, which was released on July 11, 2012. FEZANA had been actively involved (represented by Homi D. Gandhi) in the Coalition of FBOs to support the UN Decade Initiative for the last 2 years. However, some member states resisted the idea of the UN Decade and hence the Coalition formed for the Initiative had come to a crossroad. The Coalition requested all member organizations to respond on some key issues regarding the future. FEZANA has decided to continue in the Coalition. The Coalition has appointed Homi Gandhi to coordinate Coalition's international participation for the celebration of 2013 Interfaith Harmony week. Homi Gandhi participated in the Sixth Annual workshop on "Religion and Foreign Policy" conducted by the Council on Foreign Relations on July 17 & 18, 2012. One constant message, coming out of the deliberations for all faith with smaller numbers, was active participation of such faiths in educating the main US landscape through active participation at local level.

Budget request: \$3,500

**FIRES:** (Aban Rustomji)

Aban Rustomji directed everyone to the report in the binder. The website is now up and running. The Vendidad Sadeh manuscript has been digitized and is available on the website <http://www.avesta-archive.com>. The project was a great success and the information on FIRES is up on their website. Upcoming projects include: digitizing books, getting more representation at meetings and to catalog submissions of books. Please invite Aban Rustomji to your association libraries so that she is able to catalogue the books. Thanks all around for the equipment and support.

Budget Request: \$2,700

**Journal:** (Dolly Dastoor)

The 25th anniversary issue was a great success. Thanks to all associations for their donations and ads in the Journal. The publication of the Journal was completed timely and

FEZANA 2012

25<sup>th</sup> Annual General meeting

with great care by the printers and they deserve much appreciation. Also a special vote of thanks to Marzee Byramje of Regal press for sponsoring the Summer color issue.

Budget Request: \$10,000

Roshan Rivetna: This meeting acknowledges and appreciates all the efforts of Shahrokh Khanizadeh for placing the Journal on the FEZANA website.

### **Small Groups:** (Ervad Soli Dastur)

Small Groups is a committee of not much involvement in the FEZANA activities, and Ervad Soli Dastur would like to end his term as chair. He did mention that Orlando's committee has come up and increased their activity and involvement. He thanked the executives and associations for the opportunity to serve.

Sarosh Sepai requested ideas for small associations to improve their involvement.

Budget request: \$0

### **ZSC:** (Behrooz Mehrkhodavandi)

The goal of the committee is to unite youth through sports. There is always a request for more volunteers for these games. Please send your kids and promote the unity in our community. In the last Unity Cup there were more than 500 participants. In the ZGames in Toronto there were about 600 participants and 700 athletes and it was a great success. In the San Diego games, there were more than 3,000 participants and athletes. Associations are showing interest to host the next games and that is wonderful.

Budget request: \$0

Bomi Patel mentioned that the recent Zoroastrian Olympics in Toronto, Canada were very well orchestrated; however ZSC needs to change the constitution in order to reflect proper behavior amongst athletes. These issues need to be addressed.

### **Zoroastrian Youth Without Borders:** (Behram Pastakia)

Future plan to have Zoroastrian youth go to Gujarat to assist in aiding people in need and to become aware of poverty. Request is to budget \$3,000 for this endeavor and be a subsidy for the travels.

Rustom Kevala brought up concerns that there are insurance issues when FEZANA promotes international travel with individuals. Bomi Patel followed up that it would only be a funding assistance for the mission and not travel. Homi Gandhi commented that reciprocity should also include those wanting to come from Iran and India to the US as an exchange program. Roshan Rivetna mentioned that this would be similar to assist with other programs that are being promoted at the congress. Behram Pastakia responded that the duly approved ToR for the committee is on the FEZANA website and volunteered to be Acting Chair till such time that the FEZANA executive could appoint a replacement. Sarosh Collector followed up that there is a lot of information being thrown out that is contradictory and since this ad hoc committee does not exist at the present time, why are we trying to fund a committee that does not even exist.

Budget request: \$3,000

**External Affairs Committee:** (Firdosh Mehta)

Firdosh Mehta shared his enthusiasm for the many youth taking responsibility in this committee and working as co-chairs. This committee should only deal with issues outside the US and Canada.

Budget Request: \$0

**EXISS:** (Shiroy Dadachanji)

The budget is being requested from FEZANA, however the request is to work in conjunction with the ZSC to see if they have an income, that they can support the scholarship for \$5,000.

Budget Request: \$5,000

**Other Items:**

Comment from Astad Clubwalla. There should be 2/3 goals set at the end of each congress. For instance, there is a need for adult religious education classes. Religious classes should create a uniform religious curriculum.

Firdosh Mehta: Dr. Saroja Voruganti - expenses have been paid for her by her University to attend the congress. She is working on doing research on specific DNA. She has been working on Native American groups and now wants to expand her work to Parsi DNA. So she needs DNA samples (saliva swabs) to promote her research. Her grant has now been extended to include Canada.

Daraius Bharucha is requesting additional funds for the University of Toronto's (UoT) religious studies classes. This would be used for Avesta and Pahlavi classes. These courses

will be open to the community as well as students. The commitment would be \$10,000 for 3 years for a total of \$30,000. Lovji Cama has agreed to be the coordinator for this activity and for this budget to be included in the budget for Religious Education Committee.

Sarosh Sepai informed that he will help in enhancing the website.

### **BUDGET APPROVAL**

Katayun Kapadia requested that a line item break down of the budget request for each committee be submitted with the budget. The items listed should be detailed and include all that they need for that year.

Ratan Mistry, Treasurer spoke on the need of having a detailed line-item breakdown vs. an overall budget amount when proposing budgets as the actual expenses may not be exactly for the same purposes as the budget request and this could create difficulties at the time of making the payments. It was clarified that the details are required to determine the purpose of the requirement and not track actual funds being spent. The committee chairs are responsible to propose a detailed line-item budget in their requests, but the Treasurer will only be responsible to track committee budgets in the aggregate.

The UoT religion classes: up to \$5,000 from the Pavri fund.

MOTION	:	THE EXECUTIVE CAN REQUEST THE USE OF UP TO \$5,000 OUT OF THE PAVRI FUND FOR THE UNIVERSITY OF TORONTO CLASSES FOR 2013
PROPOSED BY	:	ZAA – FIRDOSH MEHTA
SECONDED BY	:	ZAH – SAROSH COLLECTOR
RESULT	:	MOTION ACCEPTED BY MAJORITY
MOTION	:	BUDGET TO BE APPROVED AT \$96,600
PROPOSED BY	:	ZAA – FIRDOSH MEHTA
SECONDED BY	:	ZAH – SAROSH COLLECTOR
RESULT	:	MOTION ACCEPTED BY MAJORITY

See budget attached below.

<b>FEZANA Budget 2012-13</b>		
<b>As Approved on August 3, 2012</b>	<b>Aug'12- May'13</b>	
	<b>Approved</b>	
	<b>2012-13</b>	
	<b>Budget</b>	
Academic Scholarships	\$ 12,000	
Journal	10,000	
Awards	5,000	
FIRES	2,700	
Funds & Finance	1,500	
Information Receiving & Dissemination	3,500	
Interfaith Activities	3,500	
UN-NGO Committee	3,000	
Religious Education	3,700	
Speaker Travel Fund (incl. Mobeds)	4,000	
Khorshed Jungalwala Lectures	1,500	
Stanford University - (2013-15)	5,000	
Performing & Creative Arts Scholarships	5,000	
EXISS	5,000	
FEZANA Office	15,000	
FEZANA Office - Administrative expenses	1,500	
AGM Expenses	2,000	
Administrative Expenses	4,000	
Society of Scholars of Zoroastrianism	200	
Website Development	2,000	
Public Relations	3,000	
Strategic Planning	500	
Zoroastrian Youth without Borders	3,000	
<b>Total</b>	<b>\$ 96,600</b>	
Jamshed Pavri Fund (from ZSO) (\$5K UoT - 2013-15)	CAD 5,000	\$5K Max

## **Next AGM**

MOTION	:	ZANT PROPOSES TO HOST THE 2013 AGM TO BE HELD IN CONJUNCTION WITH THE CELEBRATION OF THE 2 <sup>ND</sup> ANNIVERSARY OF THE ZANT CENTER MAY 3-5, 2013
PROPOSED BY	:	ZAGNY – LOVJI CAMA
SECONDED BY	:	OZCF – ERVAD KOBAD ZAROLIA
RESULT	:	MOTION ACCEPTED BY MAJORITY

There was a suggestion by ZACHi that FEZANA AGMs not be combined with Congresses as discussions are curtailed due to time restrictions.

## **INTERIM VICE-PRESIDENT ELECTION**

As the Vice-President is now the President we need to address the vacant position of Vice-President. Call for nominations for Vice-President will be made. This process will be a mail-in ballot and the member associations will be tasked with submitting their ballots.

## **CONCLUDING REMARKS**

Bomi Patel handed over the gavel to the new President Katayun Kapadia.

Katayun Kapadia prioritized a few goals:

- 1) Create a strong strategic plan. Maharukh will be working hard with the Committee Chairs and the Executive to develop and implement this in the coming months.
- 2) Canadian and US inter-country transfer of funds: to have a committee with representation from both countries with a three month timeline to complete this project.
- 3) Infrastructure proposal for a new FEZANA Center – to develop this vision further, prioritize and focus on the key projects
- 4) Would like to thank those who are leaving their positions as Committee Chairs and she would like to encourage those who want to continue to continue performing the great work. Her goal is to get enthusiastic and energized people to Chair the committees.
- 5) She would like to showcase in the FEZANA Bulletin in every issue a member association, corresponding member or a committee.

Katayun thanked all those in attendance for their hard work and continued efforts in the upcoming year.

MOTION	:	TO ADJOURN 2012 AGM
PROPOSED BY	:	ZAH – SAROSH COLLECTOR
SECONDED BY	:	ZACHi – HOSHI MEHTA
RESULT	:	MOTION ACCEPTED BY MAJORITY



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## FEZANA Conference Call

### Discussion – 2012 Financial Statements

April 6, 2013 at 11:00 A.M. PDT

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Katayun Kapadia welcomed everyone to the call and thanked all those present on the call for calling in on a Saturday. She mentioned that this call was for information purposes only and to clarify any questions that those on the call might have regarding the financials. She clarified that this call is not to approve the financials for 2012, but that the approval will occur at the AGM in Dallas, Texas when we have a full quorum.

Katayun emphasized that this opportunity should be taken full advantage of as the Treasurer, Ratan Mistry will not be present at the upcoming Annual General Meeting (AGM) in Dallas, Texas to answer questions personally though he would be available to answer them over phone or by email. Then Katayun Kapadia turned over the call to the Secretary to take attendance.

Secretary, Nahid Dashtaki took roll call:

#### **EXECUTIVE MEMBERS:**

President	Katayun Kapadia
Vice-President	Homi Gandhi
Treasurer	Ratan Mistry
Secretary	Nahid Dashtaki
Assistant Secretary	Shiraz Mistry – Absent

#### **MEMBERS:**

AZA	Atlanta Zarathushti Association	Absent
CZC	California Zoroastrian Center	Absent
IZA	Iranian Zoroastrian Association	Absent
OZCF	Ontario Zoroastrian Community Foundation	Absent
PZO	Persian Zoroastrian Organization	Absent
TMZA	Traditional Mazdayasni Zoroastrian Anjuman	Absent
ZAA	Zoroastrian Association of Alberta	Absent
ZAC	Zoroastrian Association of California	Tehmi Damania
ZAC-Chicago	Zoroastrian Association of Chicago	Absent
ZAF	Zoroastrian Association of Florida	Absent
ZAGBA	Zoroastrian Association of Greater Boston	Absent
ZAGNY	Zoroastrian Association of Greater New York	Absent
ZAH	Zoroastrian Association of Houston	Absent
ZAKA	Zoroastrian Association of Kansas	Absent
ZAKOI	Zoroastrian Association of Kentucky, Ohio & Indiana	Absent
ZAMWI	Zoroastrian Association of Metropolitan Washington Inc.	Rohinton Tengra
ZANC	Zarhoshti Anjuman of Northern California	Nazneen Spliedt

ZANT	Zoroastrian Association of North Texas	Absent
ZAOM	Zoroastrian Association of Michigan	Nadirsh Patel
ZAPA	Zoroastrian Association of Pennsylvania	Sarosh Sepai
ZAPANJ	Zoroastrian Association of Pennsylvania & New Jersey	Havovi Jokhi
ZAQ	Zoroastrian Association of Quebec	Dolly Dastoor
ZARM	Zoroastrian Association of Rocky Mountains	Absent
ZSBC	Zoroastrian Society of British Columbia	Absent
ZSO	Zoroastrian Society of Ontario	Absent
ZSWS	Zoroastrian Society of Washington State	Absent

### **COMMITTEES**

Awards	Absent
Census and Survey	Absent
Coordination and Planning	Homi Gandhi
External Affairs	Absent
FIRES	Yasmin Pavri
Funds and Finance	Absent
Publications/Information and Dissemination	Dolly Dastoor
Interfaith Activities	Homi Gandhi
NA Z Congress	Absent
Public Relations	Absent
Research and Preservation	Absent
Religious Education Committee	Absent
Scholarships	Dolly Dastoor
Small Groups	Sarosh Sepai
Strategic Planning	Absent
UN - NGO	Homi Gandhi
World Zoroastrian Symphony	Absent
ZYNA	Absent
ZSC - Sports	Absent
Zoroastrian Youth without Borders	Absent
Unity and Welfare	Absent

Katayun Kapadia then gave the call over to the FEZANA Treasurer, Ratan Mistry, for the financials presentation.

Treasurer, Ratan Mistry began by thanking attendees for being on the call and mentioned that no questions had been received by him after sending out the Financial Statements to all associations and committee chairs. This year, Notes to the Financial Statements were added to aid in a better understanding of FEZANA's accounting policies and types of incomes and expenditures resulting from FEZANA's activities. In addition, a Snapshot Summary had also been added to give the financial highlights and information both, for 2012 and also for year-to-date 2013. The focus for the presentation would be on items of significance and also on items where there was a variance of

\$5,000 or more in account balances and recorded amounts as of and for the year ended December 31, 2012 as compared to the same amounts as of and for the year ended December 31, 2011.

### **Schedule I – Statement of Financial Position**

Line 57: Cash balance has increased by \$8,000 mainly due to the increase from the Zoroastrian Sports Committee (ZSC) resulting from fund-raising activities and profit from the 13<sup>th</sup> Zoroastrian Games held in Toronto.

Line 64: Welfare Fund investments have increased by \$18,000 due to donations received.

Line 71: Scholarship Fund investments have increased by \$33,000. This increase is due to two additional investments made in 2012 to existing endowments. An amount of \$15,000 was added by the Kapadia family to the Kapadia Scholarship endowment and FEZANA added \$10,000 to the 25<sup>th</sup> Anniversary Scholarship endowment.

### **Schedule II – Statement of Activities**

#### **RECEIPTS**

Line 14: Support received by FEZANA increased by \$42,000 mainly from contributions received from member associations for the 25<sup>th</sup> Anniversary of \$17,000, contributions received for Gujarat farmers of \$15,000 and \$6,000 received from ZSC as discussed below.

Line 19: Scholarship support increased by \$29,000 mainly due to the additions to the scholarship endowments discussed above.

Line 24: There was an increase by \$110,000 in the market value of investments at December 31, 2012 as compared to December 31, 2011. Investments are managed by Adil Masani and the Treasurer has regular calls with Adil Masani. The average yield on investments in 2012 was 9.7%.

#### **DISBURSEMENTS**

Line 32: Program service expenses increased by \$25,000 mainly due to payments made to the Gujarat Farmers of \$14,000 and 25<sup>th</sup> Anniversary expenses of \$8,000. Offsetting these increases was a \$5,000 reduction of expenses due to the expenditures related to the World Zoroastrian Youth Congress in Vancouver that were incurred in 2011 but not in 2012.

Line 46: The excess of income over expenses was \$64,000 in 2012 as compared to a deficit of income over expenses of \$50,000 in 2011 which is an increase of \$114,000.

### **Schedule III – Statement of Fund Balances**

Line 6: The General fund balance remains constant at \$245,000 in 2012 compared to 2011.

Line 18: Restricted fund balances increased by \$63,000 mainly due to the increase in scholarship endowments discussed earlier and due to donations received for welfare.

### **Schedule IV – Statement of Investments**

This Schedule gives the break-down of the money market investments and investments in mutual funds and shares. The total market value of investments increased \$56,000 from \$1,039,000 at December 31, 2011 to \$1,096,000 at December 31, 2012.

The call was then opened for questions and discussions.

## DISCUSSION

Tehmi Damania: No questions.

Rohinton Tengra: Thanked Ratan Mistry for a very well presented report.

Nazneen Spliedt: Thanked Ratan Mistry for a very well presented report.

Nadirsh Patel: No questions.

Sarosh Sepai: Q1) Is there an agreed upon strategy for the Investments that FEZANA is following? Where can I find this information? Is this something that is available to members to view?

Ratan Mistry: FEZANA has an Investment Policy which has been provided to Adil Masani. The investment policy is fairly conservative. The performance of the investments is discussed regularly and required action is taken based on the situation.

Katayun Kapadia: The Funds and Finance Committee also discusses the performance of investments with Adil Masani on a regular basis.

Sarosh Sepai: Q2) Schedule IV, on total investments: Is each investment considered a separate investment? Are they all 60/40 splits?

Ratan Mistry: Yes, they are all separate investment accounts as shown by the unique account numbers in Schedule IV. The 60/40 split applies to all accounts separately. However, there is some leeway in the Policy related to the 60/40 split to protect the investments from a loss.

Havovi Jokhi: No questions

Dolly Dastoor: Thanked Ratan Mistry for all his detailed accounting and for giving the breakdown of the scholarship funds. This breakdown is something that is very much appreciated by donors. Q1) Also, are program service expenses recorded as IN and OUT?

Ratan Mistry: Yes, these expenses are recorded as in and out and not as net amounts.

Dolly Dastoor: Q2) What is the navar sponsorship on line 67 – Schedule II?

Ratan Mistry: This relates to amounts received from member associations to sponsor the indoctrination of a navar priest in India.

Dolly Dastoor: Q3) Is that the amount on row 11 of Schedule III the total amount available for all scholarship endowments?

Ratan Mistry: Yes.

Homi Gandhi: No questions and thank you to Ratan Mistry for all the Notes to the Financial Statements and the clarity in the presentation.

Rohinton Tengra: Schedule III shows that the additions (column C vs. H) have dropped significantly over the year. Why is this?

Homi Gandhi: There were large donations received in 2011 and no such amounts were received in 2012 which explains this drop.

Dolly Dastoor: Where to do you show the mailing costs for the Journal?

Ratan Mistry: That is on a separate line item on Schedule II – please refer Line 34.

Last call for any additional questions or concerns was made.

No additional comments or concerns were brought up.

Treasurer, Ratan Mistry conceded the call to President, Katayun Kapadia for closing comments.

Katayun Kapadia gave Ratan Mistry a great thank you for his work and for presenting such a detailed and comprehensive report. She also thanked all those who joined the call. Additional thanks were made to:

- Homi Gandhi for all his support to the Executive in preparing this document with Treasurer Ratan Mistry.

Katayun Kapadia wished everyone a great weekend and adjourned the meeting.

Looking forward to see everyone in Dallas, Texas for the AGM on May 3-5, 2013.





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**TREASURER'S REPORT – 2012 FINANCIAL STATEMENTS**

Date: May 4, 2013

Dear respected association presidents, corresponding members and committee chairs,

I have pleasure in presenting FEZANA's financial statements as of and for the year ended December 31, 2012. These accounts include the Statements of Financial Position or Balance Sheets (Schedule I), the Statements of Activities or Profit and Loss Accounts (Schedule II), the Schedules of Restricted Fund Balances (Schedule III) and the Statement of Investment Accounts (Schedule IV). As in prior years, all these statements and schedules are presented with comparable prior year amounts to facilitate ease of comparability. I have used the same format as in the prior years to ensure consistency, except that Notes to the Financial Statements have been added in these financial statements to give you a better understanding of FEZANA's accounting policies, assets, liabilities and types of incomes and expenditures resulting from FEZANA's activities. I have also added a Snapshot Summary that gives the financial highlights and information both, for 2012 as also for year-to-date 2013. I hope that these enhancements result in a better understanding of the financial information.

In this report, I will focus on items that I believe are significant or where there is a variance of \$5,000 or more in recorded amounts and account balances as of and for the year ended December 31, 2012 as compared to the same amounts as of and for the year ended December 31, 2011.

I start with the Statement of Financial Position or Schedule I –

Line 57 *Cash and cash equivalents*. The balance comprises amounts in various bank accounts and has increased by \$8,000 at December 31, 2012 as compared to December 31, 2011. This increase is mainly due to the increase in the Zoroastrian Sports Committee (ZSC) bank account balance resulting from fund-raising activities and share of profits from the 13<sup>th</sup> Zoroastrian Games held in Toronto. ZSC maintains its own books of account and annually submits an income and expense report to the FEZANA President and Treasurer along with the bank account statement. The total income, expenses and bank balance of ZSC is recorded in FEZANA's books of account.

Line 71 Scholarship endowment investments increased \$33,000 at December 31, 2012 as compared to December 31, 2011. In 2012, there were two additions to scholarship endowments – \$15,000 was added by the Kapadia family to the Kapadia endowed scholarship and \$10,000 was added by FEZANA to the 20<sup>th</sup> Anniversary endowed scholarship (now renamed 25<sup>th</sup> Anniversary Scholarship) in the 25<sup>th</sup> Anniversary year.



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I now move on to the Statement of Activities, i.e., Schedule II –

Line 14 *Unrestricted Support* received by FEZANA has increased by \$42,000. This increase is mainly due to an increase to the 25<sup>th</sup> Anniversary contributions received from member associations of \$17,000, contributions received towards Zoroastrian Farmers in Gujarat of \$15,000, and the amount of \$6,000 received by ZSC as discussed above. At the last Annual General Meeting (AGM), it was decided that associations would not send their contributions for Zoroastrian studies directly to Stanford University, but would instead send them to FEZANA and FEZANA would then send a consolidated check to Stanford University for the total amount collected. An amount of \$5,000 was collected for this purpose by FEZANA in 2012 and no such amount had been received in 2011.

Line 19 – Scholarship support increased by \$29,000, mainly due to the additional contributions received to the two endowments that have been discussed above.

Line 24 – Investment income and appreciation on investments has increased by \$110,000, from a loss of \$15,000 in 2011 to a gain of \$95,000 in 2012 which is mainly the result of increase in the market value of investments in 2012 as compared to 2011. The investments are governed by FEZANA's Investment Policy which is under the purview of the Funds and Finance Committee. The investments continue to be maintained in accounts with LPL Financial and are managed by Adil Masani. The Funds and Finance Committee Co-Chairs and I have regular discussions with Adil Masani on investment strategies and actions to maximize yields and manage risks. FEZANA's investment strategy is moderate income with growth and I am happy to report that the average yield on investments in 2012 was 9.7% as compared to the yield of (2%) in 2011.

For Expenses, Line 32 – Program Service Expenses have increased by \$52,000 in 2012 as compared to 2011. This is mainly due to payments made to Gujarat Farmers of \$14,000 and 25<sup>th</sup> Anniversary expenses of \$8,000. Offsetting these increases is a \$4,000 reduction in expenses for FEZANA's contribution to the Zoroastrian Youth Congress in 2011 with no Youth Congress in 2012.

Resulting from the above activities, FEZANA ended 2012 with a surplus, a.k.a. "profit" and income was more than expenditures by \$64,000 (Schedule II – row 46) as compared to a "loss" of \$50,000 in 2011.

Though the economy and financial markets have largely recovered from the lows of 2008, 2009 and 2010, the economic woes of Europe continue to have a negative impact on the full recovery of the economy. Presently, Companies have opted to wait-and-watch and are hesitating to make significant investments in additional labor. However, investor confidence and sentiment was better in 2012 and this resulted in the appreciation of investment values. The total investment balances were \$1,096,000 as of December 31, 2012 as compared to \$1,039,000 as of December 31, 2011 (refer Statement of Investments – Schedule IV).



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Let us now refer to Schedule III – Statement of Fund Balances. You will observe that the unrestricted general fund balance has remained constant at \$245,000 in 2012 as compared to 2011. The restricted funds balance has increased by \$64,000 mainly due to the additional scholarship endowment contributions, welfare donations and appreciation in restricted endowment fund investments.

I also draw your attention to the Summary Snapshot which contains financial highlights and significant information for 2012 and year-to-date 2013.

FEZANA needs to generate additional donations, for general purposes, and this continues to be a challenge. Jerry Kheradi and Rustom Kevala, Co-Chairs of the Funds and Finance Committee have been coordinating on innovative strategies to increase donations.

I take this opportunity to thank everyone who worked with me and gave me support during the year – mainly, the FEZANA Executive comprising of Katayun Kapadia, Homi Gandhi, Nahid Dashtaki, and Shiraz Italia. I extend thanks to Zenobia Damania for providing me administrative support. I thank Framroze Patel for his guidance and for reviewing the financial statements and filing them with the Internal Revenue Service and Adil Masani for his support in managing the FEZANA investments.

I will not go into specific names as that would be a long list, but I thank all the Committee Chairs and Executives of the member associations, FEZANA representatives, corresponding members and small groups who I liaised with during the year. Last, but not the least, I thank ZANT and its volunteers for hosting the AGM and for their warm hospitality.

*Ratan P. Mistry*

Ratan P. Mistry  
FEZANA – Hon. Treasurer





**FEDERATION OF ZOROASTRIAN ASSOCIATIONS  
OF NORTH AMERICA**

<http://www.fezana.org>

*Representing 26 Zoroastrian Associations & 12 Small Groups in the USA & Canada*

**SIGNIFICANT FINANCIAL INFORMATION SUMMARY –  
YEAR ENDED DECEMBER 31, 2012**

- **25<sup>TH</sup> ANNIVERSARY CELEBRATIONS**
  - Member association contributions – \$17,000
  - 25<sup>th</sup> Anniversary Special Edition FEZANA Journal advertisements income – \$10,000
  - FEZANA's contribution to the 25<sup>th</sup> Anniversary Scholarship Fund – \$10,000
  - Expenses for 25<sup>th</sup> Anniversary entertainment program, audio visual equipment rental, medallion cost, printing posters, etc. – \$8,000
- **XVI NORTH AMERICAN ZARATHUSHTI CONGRESS (NAZC), NEW YORK**
  - FEZANA's share of NAZC registrations – \$11,000
- **GENERAL FUND DONATIONS** – \$8,000 collected in 2012 as compared to \$9,000 in 2011
- **ZOROASTRIAN SPORTS COMMITTEE (ZSC)** – Net income received \$7,000 comprising:
  - Share from host association for the 13<sup>th</sup> Zoroastrian Games – \$6,000 and donations received – \$4,000
  - Expenses for 13<sup>th</sup> Zoroastrian Games, etc. – \$3,000
- **SCHOLARSHIPS**
  - \$15,000 additional endowment to the Banoobai & Maneckshaw Kapadia Scholarship
  - 14 academic scholarships aggregating \$ 40,000 granted in 2012 as compared to 11 academic scholarships aggregating \$ 27,000 granted in 2011
  - 5 sports scholarships aggregating \$ 5,000 granted in 2012 as compared to none in 2011
  - 3 performing arts scholarships aggregating \$ 3,000 granted in 2012 as compared to 2 performing arts scholarships aggregating \$ 2,000 granted in 2011
- **WELFARE / CRITICAL ASSISTANCE DISBURSEMENTS**
  - Gujarat Farmers – \$14,000
  - Hurricane Sandy – \$5,000
  - Other Welfare and Critical Assistance disbursements – 33,000
- **INVESTMENTS**
  - Market value of investments as of December 31, 2012 was \$1,096,000 as compared to \$1,039,000 as of December 31, 2011
  - Gain in 2012 due to market fluctuations \$73,000 compared to a loss of \$36,000 in 2011
  - Average return on total investments for 2012 was 9.7% compared to the average return of (2%) in 2011

**SIGNIFICANT FINANCIAL INFORMATION SUMMARY –  
YEAR-TO-DATE 2013**

- **STANFORD UNIVERSITY** – Zoroastrian Studies Program extended for 3 more years – Total paid to Stanford University – \$16,500 comprising FEZANA's contribution of \$5,000 and \$11,500 collected from member associations
- **ZOROASTRIAN YOUTH OF NORTH AMERICA (ZYNA)**
  - Young Professionals Norouz Retreat held in New York City with more than seventy attendees
  - Registration fees collected were \$12,000 and expenses were \$13,000
- **INVESTMENTS** – Market value of investments as of March 13, 2013 – \$1,111,000



# Statements of Financial Position

	A	B	C	D	E	F	G
1	<i>Federation of Zoroastrian Associations</i>	<b>Refer</b>	<b>2012</b>	<b>2012</b>		<b>2011</b>	<b>2011</b>
2	<i>of North America, Inc.</i>	<b>Note</b>	<b>\$</b>	<b>\$</b>		<b>\$</b>	<b>\$</b>
3	<i>Statements of Financial Position</i>						
4	<i>December 31, 2012 and 2011</i>						
5							
6	<b>ASSETS</b>						
7	<b>CURRENT ASSETS</b>						
8	Cash and Cash equivalents	A	\$ 104,076			\$ 96,519	
9	<b>Total Cash and Cash equivalents</b>			<b>\$ 104,076</b>			<b>\$ 96,519</b>
10							
11	<b>INVESTMENTS</b>						
12	Unrestricted: (General A/C)		221,928			226,989	
13	Restricted	B	873,753			812,357	
14	<b>Total Investments</b>			<b>1,095,681</b>			<b>1,039,345</b>
15							
16	<b>TOTAL CURRENT ASSETS</b>			<b>1,199,757</b>			<b>1,135,865</b>
17							
18	<b>TOTAL ASSETS</b>			<b>\$ 1,199,757</b>			<b>\$ 1,135,865</b>
19							
20	<b>LIABILITIES AND NET ASSETS</b>						
21							
22	<b>NET ASSETS</b>						
23	<b>UNRESTRICTED FUND BALANCE</b>						
24	<b>General</b>			<b>\$ 245,680</b>			<b>\$ 244,063</b>
25							
26	<b>RESTRICTED FUND BALANCE</b>						
27	Welfare and Critical Assistance		\$ 513,927			\$ 493,516	
28	Academic Scholarship		280,543			248,828	
29	Infrastructure		132,308			120,159	
30	Religious Education		27,299			29,299	
31							
32	<b>Total Restricted</b>			<b>954,077</b>			<b>891,802</b>
33							
34	<b>TOTAL FUND BALANCES</b>			<b>1,199,757</b>			<b>1,135,865</b>
35							
36	<b>TOTAL LIABILITIES AND NET ASSETS</b>			<b>\$ 1,199,757</b>			<b>\$ 1,135,865</b>
37							
38							
39							
40							
41							

# Statements of Financial Position

	A	B	C	D	E	F	G
42							
43	<i>Federation of Zoroastrian Associations</i>	<b>Refer</b>	<b>2012</b>	<b>2012</b>		<b>2011</b>	<b>2011</b>
44	<i>of North America</i>	<b>Note</b>	<b>\$</b>	<b>\$</b>		<b>\$</b>	<b>\$</b>
45	<i>Statements of Financial Position</i>						
46	<i>December 31, 2012 and 2011</i>						
47							
48	<b>Cash In Bank</b>	A					
49	Checking Accounts						
50	BOA Account 1305 - Operating		\$ 26,247			\$ 23,074	
51	PNC Account 4123 - Welfare		1,053			1,053	
52	National City Bank 98680173 - Office		1,197			507	
53	US Bank Account 2447 - Creditcard / Online		3,379			6,024	
54	WZO Trust, Mumbai - Welfare		4,643			4,759	
55	Sports Committee Account - ZSC		67,288			60,781	
56	Journal Mailing Account		269			321	
57	<b>Total Cash In Bank</b>			<b>\$ 104,076</b>			<b>\$ 96,519</b>
58							
59	<b>Investment: Restricted</b>	B					
60	Welfare: Damkevala A/C		167,100			160,203	
61	Welfare: Zardoshty A/C		104,467			100,002	
62	Welfare: Bhathena A/C		102,351			97,873	
63	Welfare: Tamboli A/C		27,985			26,745	
64	<b>Total: Welfare</b>			<b>401,903</b>			<b>384,823</b>
65							
66	Scholarship: Kheradi A/C		143,848			141,020	
67	Scholarship: Rustomji A/C		104,775			100,899	
68	Scholarship: Kapadia A/C		44,096			27,810	
69	Scholarship: 25th Anniversary A/C		28,333			19,192	
70	Scholarship: Guiv A/C		25,191			24,955	
71	<b>Total: Scholarship</b>			<b>346,243</b>			<b>313,876</b>
72							
73	<b>Infrastructure Fund</b>			<b>125,607</b>			<b>113,658</b>
74							
75	<b>Total Investment: Restricted</b>			<b>\$ 873,753</b>			<b>\$ 812,357</b>
76							
77							
78							
79							
80							
81							
82							
83							

# Statements of Activities

	A	B	C	D	E	F	G
1	<i>Federation of Zoroastrian Associations of</i>						
2	<i>North America, Inc.</i>						
3	<i>Statements of Activities</i>	<b>Refer</b>	<b>2012</b>	<b>2012</b>		<b>2011</b>	<b>2011</b>
4	<i>For the years ended December 31, 2012 and 2011</i>	<b>Note</b>	<b>\$</b>	<b>\$</b>		<b>\$</b>	<b>\$</b>
5							
6	<b>UNRESTRICTED SUPPORT</b>						
7	<i>Support from Community</i>						
8	Membership Dues		7,507			6,540	
9	Fezana Journal Subscription		17,502			19,318	
10	Fezana Journal Advertisement Revenue		10,961			6,765	
11	Legacy Flyers, Books, etc.		917			1,191	
12	Kusti Weaving CDs		-			80	
13	Contributions	A	67,768			29,195	
14	Total Unrestricted Support			<b>104,655</b>			<b>63,089</b>
15							
16	<b>RESTRICTED SUPPORT</b>						
17	<i>Contributions</i>						
18	Welfare and Critical Assistance	B	25,193			24,165	
19	Scholarship	C	32,349			3,667	
20	Infrastructure	D	2,155			-	
21	Others	E	-			-	
22	<b>Total Restricted Support</b>			<b>59,697</b>			<b>27,832</b>
23							
24	Investment Income & Appreciation, net	F		95,380			(14,540)
25							
26	Realized Gain on Investments			-			246
27							
28	<b>TOTAL SUPPORT AND CONTRIBUTIONS</b>			<b>259,732</b>			<b>76,627</b>
29							
30	<b>EXPENSES &amp; DISBURSEMENTS</b>						
31							
32	Program Service Expenses	G		54,698			29,579
33							
34	Journal Expenses: Printing and Mailing			30,164			28,338
35							
36	Welfare & Critical Assistance	H		37,862			16,833
37							
38	Scholarships	I		50,000			29,000
39							
40	Administrative Expenses	J		7,880			8,212
41							
42	FEZANA Office Expenses	K		15,237			14,595
43							
44	<b>TOTAL EXPENSES AND DISBURSEMENTS</b>			<b>195,841</b>			<b>126,557</b>
45							
46	<b>TOTAL INCREASE (DECREASE) IN NET ASSETS</b>			<b>63,891</b>			<b>(49,930)</b>
47							
48							
49							
50							
51							
52							
53							
54							
55							

# Statements of Activities

	A	B	C	D	E	F	G
1	<i>Federation of Zoroastrian Associations of</i>						
2	<i>North America, Inc.</i>						
3	<i>Statements of Activities</i>	<b>Refer</b>	<b>2012</b>	<b>2012</b>		<b>2011</b>	<b>2011</b>
4	<i>For the years ended December 31, 2012 and 2011</i>	<b>Note</b>	<b>\$</b>	<b>\$</b>		<b>\$</b>	<b>\$</b>
5							
56							
57	<b>Contributions: Support From Community: General</b>	A					
58	25th Anniversary Contributions		16,801			-	
59	NAZC (Congress) - New York (2012) / Houston (2010)		10,620			10,280	
60	Zoroastrian Gujarat Farmers Rehabilitation Project		14,580			-	
61	General Fund		8,155			8,751	
62	Zoroastrian Sports Committee (ZSC)		6,507			448	
63	Zoroastrian Studies - Stanford University		4,500			-	
64	Gujarat Food Fund Drive		3,504			3,574	
65	Parsi General Hospital		1,000			-	
66	Religious Education		515			189	
67	Navar Sponsorship		501			1,112	
68	Journal Fund		497			495	
69	PARZOR Kusti Weaving Book Project		300			-	
70	Prayer Book for Jamshedi Navroze		238			95	
71	Zarathushti Lecture Series: Jungalwalla		50			-	
72	Young Rathestars		-			2,300	
73	World Zoroastrian Symphony Orchestra		-			1,125	
74	World Zoroastrian Youth Congress		-			501	
75	Childrens' Education		-			250	
76	ZAKOI Center Fund		-			75	
77							
78				<b>67,768</b>			<b>29,195</b>
79	<b>Welfare &amp; Critical Assistance Contributions</b>	B					
80	<b>Endowments</b>						
81	Tamboli Welfare Fund		200			-	
82	Bhathena Welfare Fund		10			-	
83	Damkevala Welfare Fund		10			-	
84				<b>220</b>			<b>-</b>
85	<b>Others</b>						
86	Critical Assistance		10,541			3,520	
87	Hurricane Sandy		7,301			-	
88	Welfare		7,040			19,744	
89	ZAGNY Member-in-need		101			-	
90	Japan Earthquake Relief		-			901	
91				<b>24,983</b>			<b>24,165</b>
92	<b>Total: Welfare &amp; Critical Assistance Contributions</b>			<b>25,203</b>			<b>24,165</b>
93							
94	<b>Scholarship Contributions</b>	C					
95	<b>Academic Scholarships - Endowments</b>						
96	Kapadia Scholarship		15,000			-	
97	25th Anniversary Scholarships - FEZANA Contribution		10,000			-	
98	Kheradi Scholarship		-			100	
99				<b>25,000</b>			<b>100</b>
100	<b>Other Scholarships</b>						
101	FEZANA Academic Scholarships		6,339			2,892	
102	Creative & Performing Arts Scholarships		1,000			675	
103				<b>7,339</b>			<b>3,567</b>
104	<b>Total: Scholarship Contributions</b>			<b>32,339</b>			<b>3,667</b>
105							
106							
107							
108							

# Statements of Activities

	A	B	C	D	E	F	G
1	<i>Federation of Zoroastrian Associations of</i>						
2	<i>North America, Inc.</i>						
3	<i>Statements of Activities</i>	<b>Refer</b>	<b>2012</b>	<b>2012</b>		<b>2011</b>	<b>2011</b>
4	<i>For the years ended December 31, 2012 and 2011</i>	<b>Note</b>	<b>\$</b>	<b>\$</b>		<b>\$</b>	<b>\$</b>
5							
109							
110	<b>Infrastructure Contributions</b>	D	2,155			-	
111							
112	<b>Total: Infrastructure Contributions</b>			<b>2,155</b>			<b>-</b>
113							
114	<b>Other Restricted Support</b>	E					
115							
116	<b>Total: Other Restricted Support</b>			<b>-</b>			<b>-</b>
117							
118	<b>Investment Income &amp; Appreciation</b>	F					
119	Interest Income & Dividends		22,705			22,805	
120	Capital Gains		5,377			3,118	
121	Account Administration Charges		(5,772)			(4,704)	
122	Increase (Decrease) in Market Value of Investments		73,070			(35,759)	
123	<b>Total: Investment Income &amp; Appreciation, net</b>			<b>95,380</b>			<b>(14,540)</b>
124							
125	<b>Program Service Expenses:</b>	G					
126	Zoroastrian Gujarat Farmers Rehabilitation Project		13,580			-	
127	25th Anniversary Scholarships Endowment Contribution		10,000				
128	25th Anniversary Expenses		8,398			-	
129	Zoroastrian Studies - Stanford University		5,000			5,000	
130	Gujarat Food Fund Drive		3,504			3,574	
131	PARZOR - Kusti Weaving Book Project		2,850			-	
132	FIRES		2,543			5,584	
133	Legacy of Zarathushtra Book Printing		1,666			-	
134	Khorshed Jungalwalla Lecture Series		1,544			2,135	
135	AGM Hosting Expenses - New York '12/Montreal '11		1,000			1,000	
136	Parsi General Hospital		1,000			-	
137	Zoroastrian Youth Without Borders		1,000			-	
138	NA Zoroastrian Congress (New York) - Advertisement		800			-	
139	Navar Priest Indoctrination		501			1,112	
140	WZCC Advertisement		400			-	
141	Zoroastrians Stepping Forward (ZSF)		350			-	
142	UN NGO		237			25	
143	World Zoroastrian Youth Congress		200			4,500	
144	North American Interfaith Network		125			125	
145	Young Rathestars		-			2,300	
146	The Creations of Ahuramazda		-			1,600	
147	FEZANA Information Brochure		-			1,272	
148	World Zoroastrian Symphony Orchestra		-			582	
149	ZYNG - Advertisement		-			320	
150	Society of Scholars of Zoroastrianism		-			200	
151	Religions for Peace		-			200	
152	ZAKOI Center Fund		-			50	
153							
154	<b>Total: Program Service Expenses</b>			<b>54,698</b>			<b>29,579</b>
155							
156							
157							
158							
159							
160							
161							

# Statements of Activities

	A	B	C	D	E	F	G
1	<i>Federation of Zoroastrian Associations of</i>						
2	<i>North America, Inc.</i>						
3	<i>Statements of Activities</i>	<b>Refer</b>	<b>2012</b>	<b>2012</b>		<b>2011</b>	<b>2011</b>
4	<i>For the years ended December 31, 2012 and 2011</i>	<b>Note</b>	<b>\$</b>	<b>\$</b>		<b>\$</b>	<b>\$</b>
5							
162	<b>Welfare &amp; Critical Assistance Disbursements</b>	H					
163	<b>Endowments</b>						
164	Damkevala Welfare Fund		7,500			10,000	
165	Bhathena Welfare Fund		4,500			5,000	
166	Bamasipour Welfare Fund		3,000			-	
167	Tamboli Welfare Fund		1,000			-	
168				16,000			15,000
169	<b>Others</b>						
170	Critical and Medical Assistance		8,106			48	
171	Welfare		5,201			86	
172	Disaster Relief - Hurricane Sandy		5,000			-	
173	WZOT - ZWIN ZEAL Project		3,000			-	
174	Bank Charges and Other Expenses		555			699	
175	Japan Earthquake Relief		-			1,000	
176				21,862			1,833
177	<b>Total Disbursement: Welfare &amp; Critical Assistance</b>			<b>37,862</b>			<b>16,833</b>
178							
179	<b>Scholarship Disbursements</b>	I					
180	<b>Academic Scholarships - Endowments</b>						
181	Academic Scholarship - Kheradi Endowment		10,000			5,000	
182	Academic Scholarship - Rustomji Endowment		5,000			-	
183	Academic Scholarship - FEZANA 25th Anniversary		3,000			3,000	
184	Academic Scholarships - Guiv Endowment		2,000			-	
185	Academic Scholarship - Kapadia Endowment		2,000			1,000	
186				22,000			9,000
187	<b>Other Scholarships</b>						
188	Academic Scholarships - General Fund		18,000			18,000	
189	Excellence in Sports Scholarships		5,000			-	
190	Performing / Creative Arts Scholarships		3,000			2,000	
191	Moobed Faridoon Zardoshty Religious Education Scholarship		2,000			-	
192				28,000			20,000
193	<b>Total Disbursement: Scholarships</b>			<b>50,000</b>			<b>29,000</b>
194							
195	<b>Administrative Expenses</b>	J					
196	Awards, Plaques and Trophies -						
197	FEZANA NAZC Awards and Brochures		4,642			3,669	
198	Other Awards		-			461	
199	ZTFE 150 Years Celebration		-			395	
200	Other Expenses (AGM, postage, etc.)		1,449			1,786	
201	Website Development		904			-	
202	Bank and Processing Charges		710			774	
203	Copying & Mailing expenses, Academic Scholarships, etc.		148			23	
204	Mailing expenses - Legacy Books, Flyers, etc.		27			179	
205	Brochures for Fundraising		-			925	
206							
207	<b>Total: Administrative Expenses</b>			<b>7,880</b>			<b>8,212</b>
208							
209	<b>FEZANA Office Expenses</b>	K					
210	Office Administrator Salary		9,375			8,370	
211	Rent & Utilities		5,577			4,896	
212	Office Supplies & Other Expenses		285			399	
213	Depreciation on Furniture & Fixtures		-			931	
214							
215	<b>Total: FEZANA Office Expenses</b>			<b>15,237</b>			<b>14,595</b>

# Statements of Fund Balances

	A	B	C	D	E	F	G	H	I	J
1	<i>Federation of Zoroastrian Associations of</i>									
2	<i>North America, Inc.</i>									
3	<i>Fund Balances as of December 31, 2012</i>	<b>As of</b>	<b>Additions</b>	<b>Disbursements</b>	<b>As of</b>		<b>As of</b>	<b>Additions</b>	<b>Disbursements</b>	<b>As of</b>
4		<b>1/1/2012</b>	<b>2012</b>	<b>2012</b>	<b>12/31/2012</b>		<b>1/1/2011</b>	<b>2011</b>	<b>2011</b>	<b>12/31/2011</b>
5	<i>Unrestricted</i>	\$	\$	\$	\$		\$	\$	\$	\$
6	General	244,063	127,596	125,979	245,680		267,660	59,127	82,724	244,063
7										
8	<i>Restricted</i>									
9	Welfare and Critical Assistance	493,516	58,273	37,862	513,927		391,458	118,891	16,833	493,516
10										
11	Scholarship	248,828	61,715	30,000	280,543		150,037	125,791	27,000	248,828
12										
13	Infrastructure	120,159	12,149	-	132,308		122,342	(2,183)	-	120,159
14										
15	Religious Education	29,299	-	2,000	27,299		29,299	-	-	29,299
16										
17	Others	-	-	-	-		20,046	-	20,046	-
18	Total Restricted	891,802	132,137	69,862	954,077		713,182	242,499	63,879	891,802
19										
20	<b>Total Fund Balances</b>	<b>1,135,865</b>	<b>259,733</b>	<b>195,841</b>	<b>1,199,757</b>		<b>980,842</b>	<b>301,626</b>	<b>146,603</b>	<b>1,135,865</b>

## Statement of Investments

	A	B	C	D
1	<i>Federation of Zoroastrian Associations of</i>			
2	<i>North America, Inc.</i>			
3	<i>Investments held with LPL Financial (managed by Adil Masani)</i>			
4	<i>Investment Accounts as of December 31, 2012</i>			
5		<b>Total</b>	<b>Cash and equivalents</b>	<b>Mutual Funds / Shares</b>
6	General Account	\$ 221,928	\$ 96,131	\$ 125,797
7	A/C # 4609-3568		43%	57%
8				
9	Hormazdiar Damkevala Welfare Fund	\$ 167,100	\$ 64,423	\$ 102,677
10	A/C # 4090-1787		39%	61%
11				
12	Mehrbanoo Bamasipour (Zardoshty) Welfare/Critical Needs Endowment for Women	\$ 104,467	\$ 44,563	\$ 59,904
13	A/C # 4513-4160		43%	57%
14				
15	Bhathena Family Welfare Fund	\$ 102,351	\$ 38,695	\$ 63,656
16	A/C # 4683-4848		38%	62%
17				
18	Pheroze Dorabji Tamboli Welfare Fund	\$ 27,985	\$ 10,831	\$ 17,154
19	A/C # 7854-8926		39%	61%
20				
21	Mehraban & Morvorid Kheradi Scholarship Fund	\$ 143,848	\$ 52,084	\$ 91,764
22	A/C # 1117-1535		36%	64%
23				
24	Purvaze & Aban Rustomji Scholarship	\$ 104,775	\$ 43,226	\$ 61,549
25	A/C # 2728-7926		41%	59%
26				
27	Banoobai & Maneckshaw Kapadia Scholarship Fund	\$ 44,096	\$ 12,406	\$ 31,690
28	A/C # 6138-7816		28%	72%
29				
30	Morvarid Guiv Endowed Scholarships	\$ 25,191	\$ 2,458	\$ 22,733
31	A/C # 3071-9567		10%	90%
32				
33	FEZANA 25th Anniversary Scholarship Fund	\$ 28,333	\$ 16,787	\$ 11,546
34	A/C # 3980-8490		59%	41%
35				
36	FEZANA Infrastructure Fund	\$ 123,507	\$ 53,952	\$ 69,555
37	A/C # 2805-9309		44%	56%
38				
39	Monsanto Company (Donated shares)	\$ 2,100	\$ -	\$ 2,100
40	A/C Shareowner Services		0%	100%
41				
42	<b>Total Investments - 2012</b>	<b>\$ 1,095,681</b>	<b>\$ 435,556</b>	<b>\$ 660,125</b>
43			<b>40%</b>	<b>60%</b>
44				
45	Total Investments - 2011	\$ 1,039,346	\$ 212,594	\$ 826,752
46			20%	80%



**FEDERATION OF ZOROASTRIAN ASSOCIATIONS  
OF NORTH AMERICA**

<http://www.fezana.org>

*Representing 26 Zoroastrian Associations & 12 Small Groups in the USA & Canada*

**NOTES TO THE FINANCIAL STATEMENTS –  
DECEMBER 31, 2012**

**1. DESCRIPTION OF ACTIVITIES**

The Federation of Zoroastrian Associations of North America, Inc. (FEZANA) was registered in the State of Illinois on June 2, 1987 as a non-profit, religious and charitable organization. FEZANA's registered office is at 5750 South Jackson Street, Hinsdale, IL 60521. FEZANA comprises 26 Zarathushti member associations and 12 small groups located in U.S.A. and Canada.

FEZANA's objectives are:

- To function as a coordinating organization for Zoroastrian Associations in North America;
- To promote the study, understanding and practice of the Zoroastrian faith and the welfare of Zoroastrian communities;
- To promote, perpetuate and teach the Zoroastrian religion as set forth in the teachings of the Prophet Zarathushtra and the Zoroastrian faith;
- To gather and disseminate information to Zoroastrian Associations and others relating to the Zoroastrian faith and communities;
- To foster and encourage Zoroastrian fellowship in the North American continent, and to represent the religious interests of its Membership in national and international forums;
- To engage in charitable activities as required by the Zoroastrian faith, and consistent with the laws of Canada and the U.S.A. pertaining to religious and charitable organizations;
- To engage in and support any other activities that nurture and support the Zoroastrian faith and Zoroastrian communities.

In addition to the General Fund, FEZANA has established endowment Funds for welfare, scholarships and infrastructure purposes.

**WELFARE ENDOWMENT FUNDS**

- Hormazdiar Damkevala Welfare Fund
- Mehrbanoo Bamasipour (Zardoshti) Welfare/Critical Needs Endowment for Women
- Bhathena Family Welfare Fund
- Pheroze Dorabji Tamboli Welfare Fund

**SCHOLARSHIP ENDOWMENT FUNDS**

- Mehraban and Morvorid Kheradi Scholarship Fund
- Purvaze and Aban Rustomji Scholarship Fund
- Banoobai and Maneckshaw Kapadia Scholarship Fund
- Morvarid Guiv Endowed Scholarships Fund
- FEZANA 25<sup>th</sup> Anniversary Scholarship Fund



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**INFRASTRUCTURE ENDOWMENT FUND**

- FEZANA Infrastructure Fund

FEZANA maintains separate investment accounts for each endowment Fund. The income from these endowment Fund investments is used to disburse amounts for the objectives of the endowment Fund.

FEZANA's income, expenses and disbursements mainly comprise:

- Annual membership fees from Member Associations and Small Groups
- Donations received in the form of cash or investments
- Subscription and advertisement income for FEZANA's publication, FEZANA Journal and donations received for other publications on the Zoroastrian faith
- Dividends, interest and capital gains on investments and changes in the market value of investments
- Income from North American Zarathushti Congress' and income from Zarathushti sporting games
- Disbursements for scholarships, welfare activities, religious education and spreading awareness of the Zoroastrian faith, and,
- Printing / mailing expenses for FEZANA Journal and other publications and administrative / other expenses related to FEZANA's objectives

**2. BASIS OF PREPARATION**

These financial statements are prepared on cash basis and are presented in United States currency. These financial statements have been prepared under the historical cost basis except for investments which are stated at their fair market value. Certain 2011 amounts have been reclassified to conform to the 2012 presentation.

**3. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES**

- Donations, membership fees, Journal subscription and advertisement income, administrative expenses and other amounts received or paid are recorded in the year that such amounts are received or paid.
- Investments comprise cash and cash equivalents and investments in shares and mutual funds. Investment income is recorded as earned. Investments are recorded at cost on the date of purchase and are re-measured at their fair value as of the year-end with the gain or loss on investments for the year recorded in the Statement of Activities.



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### **President's Report – State of the Federation as of May 4, 2013 at the FEZANA AGM**

Dear Presidents and Representatives of Member Associations, Corresponding Members, Committee Chairs and fellow Zarathushtis

It has been an interesting and informative journey these past nine months since you elected me as President of FEZANA.

#### **Organizational Framework**

The Federation of Zoroastrian Associations of North America, Inc. (FEZANA) was registered in the State of Illinois on June 2, 1987 as a non-profit, religious and charitable organization. FEZANA's registered office is at 5750 South Jackson Street, Hinsdale, IL 60521. FEZANA comprises 26 Zarathushti member associations and 14 small groups located in U.S.A. and Canada.

1. Homi Gandhi was elected as Vice-President of FEZANA in October 2012 and he is also the Chair of Coordination & Planning Committee.
2. FEZANA has several standing and ad-hoc committees that work on various worthy causes and projects to provide service to the Zarathushti community in North America and world-wide. Committee Chairs and Co-Chairs bring expertise to their committees from all walks of life. The following new Committees, Committee Chairs and Co-Chairs were nominated for 2012-2014:
  - a. This year FEZANA announced a new Committee of Zarathushti Treasures for Exhibits and Museums with Behroze Daruwalla as the Committee Chair.
  - b. The new Committee Chairs are: Noshir Langrana – Awards; Bomi Patel - External Affairs & North American Zoroastrian Congress (NAZC); Porus Cooper – Public Relations; Sarosh Sepai – Small Groups; and a young adult Behroze Taraporewalla – Zoroastrian Youth of North America (ZYNA) and Zoroastrian Youth Without Borders (ZYWIB).
  - c. To promote the involvement of Youth in FEZANA Committees the following young adults were appointed as Co-Chairs: Zenobia Ravji – Public Relations; Parmis Khatibi (ZYNA); Tanya Bhargava (ZYWIB); and Zubin Bagwadia (Funds & Finance).
3. The six FEZANA Past Presidents continue to play an active role either as Committee Chairs or lead and participate in FEZANA's key projects and activities: Rohinton Rivetna – Infra Structure Development in N.A. & Interfaith; Dolly Dastoor – Journal, Academic Scholarships & Strategic Planning; Framroze Patel – Financial Statements & Filing of Tax Returns; Firdosh Mehta – Research & Preservation; Rustom Kevala – Funds & Finance; and Bomi Patel External Affairs & North American Zoroastrian Congress (NAZC). I would like to thank them all for the advice and guidance given to me personally and to the FEZANA Executive and look forward to their continued involvement and participation in FEZANA activities.

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4. The FEZANA Executive consists of the Katayun Kapadia, President; Homi Gandhi, Vice-President; Ratan Mistry, Treasurer; Nahid Dashtaki, Secretary, and Shiraz Italia, Assistant Secretary.
5. Zenobia Damania continues to serve as FEZANA Administrator and manages the activities of the FEZANA Office.

### Funds & Finance

Ratan Mistry, Treasurer continues to manage very ably the funds and finance of the Federation and you can review the details in the Treasurer's Report included in the AGM Book. The Market Value of Investments at December 31, 2012 was \$1,096,000 as compared to \$1,039,000 as of December 31, 2011. The Market value of investments as of March 31, 2013 is \$1,111,000. The investments continue to be maintained in accounts with LPL Financial and are managed by Adil Masani. I would like to thank Ratan Mistry; the Funds & Finance Committee – Rustom Kevala, Jerry Kheradi, Zubin Bagwadia; Adil Masani and Framroze Patel for their management of FEZANA's Treasury.

### Activities & Accomplishments

**The FEZANA Standing & Ad-Hoc Committees continue to perform their activities and have accomplished a lot in the past nine months as can be noted from the Committee Reports attached in the AGM Book. Here are some highlights:**

**Second Ten Year Strategic Plan (2011-2021):** At the FEZANA AGM in Montreal in April 2011, the second ten year strategic plan was presented and discussed. The second ten year plan (2011-2021) is a continuation of the first ten year plan, written in 1997. The plan consists of 5 major goals with a given set of action items under each goal to be implemented in the next decade by identified stakeholders.

#### *Goals:*

1. *Increase awareness of FEZANA domestically*
2. *Foster HAMAZORI (harmony) by building strong relationships between various Zarathushti entities/groups*
3. *Advance religious education, cultural awareness, and interfaith dialogue*
4. *Ensure economic stability through fund raising and prudent investments*
5. *Showcase FEZANA successes around the world*

The Stakeholders are: Member Associations, Corresponding Members, Standing & Ad-Hoc Committees and the Zarathushti community.

The success of this plan depends upon each Committee Chair being accountable for their respective goals and responsible for communicating effectively to the FEZANA Executive and to the rest of the FEZANA community. The plan needs to be flexible enough to accommodate changes over the ten years. The purpose of this entire plan is to encourage team work, to have committees interact with one another and work together along with the Executive to reach the goal. The main SP document has the member

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associations and corresponding members actively working together with the complimentary organizations like NAMC, WZCC, and others. It is imperative that all of us work together as a team and find resources within the community to bring this plan to fruition.

In the past nine months the FEZANA Strategic Planning Team - Mahrukh Motafram-Chair, Dolly Dastoor, and Farrokh Mistree have been having extensive discussions with Committee Chairs and we have scheduled a special Pre-AGM Session to discuss and finalize the action plans in conjunction with the Member Associations, Corresponding Members, Committee Chairs and the Executive. Let's have a meaningful discussion at this AGM in Dallas resulting in successful outcomes for the Zarathushti community.

**Zoroastrian Studies Program at Stanford University** – Stanford is one of the most prestigious universities in North America and for the last eight years along with Stanford, we have had a community effort led by Farrokh Billimoria of Redwood City, California to help create and sustain a program on Zoroastrian Studies at Stanford. Zoroastrian Studies Program has been extended for 3 more years 2013-2015. The success of this program is due to our community's interest and the very large monetary contributions and commitments made by various individuals in North America and all over the world and the substantial contributions and commitments made not only by FEZANA but also the individual Zoroastrian Associations. I would like to thank Lovji Cama, Chair, Education, Conference and Scholarship Committee for coordinating this for FEZANA and also thank each and every individual donor, FEZANA and the individual North American Associations who have made the Zoroastrian Studies Program possible over the last eight years. Your commitment and vision has made this possible.

**Zoroastrian Youth of North America (ZYNA)** hosted the Young Professionals Norouz Retreat in New York City over the weekend of March 1-3, 2013. The event brought together over 65 youth from all over North America and abroad. Young Professionals, between the ages of 25-45, gathered together to network and mingle to promote *unity* within their *religious community*. The retreat hosted several networking activities, socials, as well as an interactive professional development workshop lead by Fred Sarkari. At the end of the retreat, attendees left with a greater connection to their faith and a network of young professionals like themselves that they could interact with socially and professionally. ZYNA guests were extended a gracious invitation by ZAGNY to visit the Darbe Mehr on March 3 during the Payer Class Sunday meetings. The Young Professionals lead a presentation, panel discussion, and question answer session centered around the topic: Living Zoroastrian Core Beliefs in Our Everyday Lives as Youth.

I would like to thank Behrose Taraporewalla & Parmis Khatibi for planning, organizing and conducting a successful Youth Program and to Gev Nentin, President of ZAGNY for encouraging the Youth's participation, networking and interaction with the ZAGNY community.

**Cyrus Cylinder Tours North America:** One of the most iconic objects in human history -- the Cyrus Cylinder, which is on permanent exhibit in the British Museum -- is touring the United States this year. It will be the first time the Cylinder, a replica of which is enshrined at the United Nations as the first charter of human rights, will be on display in the U.S. It will be on exhibit, along with several other significant

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objects of Persian antiquity, including one depicting a Zarathushti priest, at five major museums across the U.S. beginning in spring this year.

We at FEZANA are very excited about the tour, which we see not only as a cultural milestone but also as an opportunity to celebrate our ancient and remarkable Zarathushti heritage. We encourage our fellow Zarathushtis across North America to visit the museums that will host the Cylinder and its accompanying cast; to participate in discussions and other events linked to the tour; to bring it to the attention of local news media; to e-mail friends about it; to blog about it; to inform and enlighten our fellow North Americans about a history that lies at the roots of human civilization but is not well-known here, and to link its relevance to current world events

The Cylinder will be displayed on the East Coast at the Smithsonian in Washington and the Metropolitan Museum in New York; and on the West Coast at the Asian Art Museum in San Francisco and the Getty Villa in Los Angeles. It will also make an appearance in Texas at Houston's Museum of Fine Arts. For those of you who are attending the FEZANA AGM in May you may want to plan a trip to Houston to catch the exhibit that starts May 3. For dates & locations refer [www.fezana.org](http://www.fezana.org).

In anticipation of this exciting event FEZANA's coordinating team led by Homi Gandhi, Vice President, FEZANA and local representatives encourage FEZANA association members to offer programs, tours, resources, and materials that would teach and engage adults, children, and educators and neighbors the modern relevance of both Cyrus and the Cyrus cylinder. In addition, the FEZANA Journal is planning a special edition to commemorate Cyrus Cylinder exhibit. Look for this special issue this summer.

A Gala dinner to launch the tour of *The Cyrus Cylinder and Ancient Persia: A New Beginning* was held on March 5, 2013 at the Sackler and Freer Galleries at the Smithsonian Museum in Washington D.C. Thanks to Homi Gandhi, I had the pleasure and privilege to represent FEZANA together with my daughter, Zarin, Tara Jamshidian with her parents Darius and Linda from ZAGNY, and Behram Pastakia. The highlight of the evening was an interview between CNN's Christiane Amanpour and Neil MacGregor, Director of the British Museum, about the significance of the Cyrus Cylinder. You can refer to the FEZANA Bulletin of April 2013 for the video and other details.

I would like to thank Kersi Shroff, Vice-President of ZAMWI and Homi Gandhi for representing FEZANA and participating in hosting jointly with The Center for World Religions, Diplomacy, and Conflict Resolution (CRDC), Federation of Zoroastrian Associations of North America (FEZANA), and National Iranian American Council (NIAC), a shared panel and celebration in honor of the presence in Washington of the Cyrus Cylinder and its significance for the peaceful interaction of civilizations based on universal human rights and human dignity at George Mason University in Virginia on March 28.

### WAY FORWARD

Each day brings new opportunities so let us look for creative ideas and affirmative solutions and continue to support the following initiatives as we look ahead to 2013-2014:

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1. **Second Ten Year Strategic Plan** – Looking ahead, the Executive with the help of the SP team, Committee Chairs and interested individuals from member associations will help implement and monitor the progress of the plan.
2. **Infra Structure Development in NA** – Let us continue to identify and prioritize the Infra Structure needs of North America and work together to make it a reality.
3. **Youth Involvement & Development** – Work together with youth committees and organizations like ZYNA, ZYWIB, Zoroastrian Sports Committee, Zoroastrians Stepping Forward, NextGenNow to foster community involvement and work together on youth related NA and global activities.
4. **Religious Education Class Curriculum** – Contribute & support this initiative led jointly by Lovji Cama and Daraius Bharucha to develop, update, revise and appropriately format the religious class curriculum for various age groups to be shared & used across NA and world-wide.
5. **Welfare & Critical Assistance** – Continue to support the welfare & critical needs of the NA and global Zarathushti Community in conjunction with WZO-Trust thanks to continued and consistent efforts of Dinshaw Tamboly.
6. **Scholarships** – Thank our donors who have contributed funds and encourage them and other prospective donors to continue to contribute to FEZANA and help us to award academic, religious education, sports, and performing & creative arts scholarships.
7. **NAMC, WZCC, and Return to Roots** – Develop a spirit of teamwork and network with these complimentary organizations and programs to provide value added services resulting in the achievement of community service objectives.
8. **Corresponding Members** – Reach out and involve these small communities in FEZANA activities
9. **Congresses & Sports Events** – Member Associations together with FEZANA need to develop a strategy to subsidize the participation of youth in North American & World Congresses and Sports Events.
10. **Communication Strategy** - To build, enhance and promote a unified NA Zarathushti Community requires a direct, clear, systematic, well-planned and organized communication strategy. Let us continue to work together and share our achievements, upcoming events, community service projects, welfare & critical assistance appeals and other information using the FEZANA Journal (quarterly), FEZANA Bulletin (monthly), the fezanayahoogroups emails and the FEZANA website.

I would like to thank my colleagues on the FEZANA Executive: Homi Gandhi, Vice-President; Ratan Mistry, Treasurer; Nahid Dashtaki, Secretary; Shiraz Italia, Assistant Secretary as well as Zenobia Damania, FEZANA Administrator for their help, cooperation and efforts in the past nine months and I look

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forward to working with them collectively in harmony and with an optimistic can-do attitude in the year ahead.

I would also like to thank the Presidents and Representatives of FEZANA's 26 member associations and 14 corresponding members as well as 24 Committee Chairs & Co-Chairs for their efforts in garnering the support and participation of their members and fellow Zarathushtis in promoting the various activities and causes supported by FEZANA.

I request that all of us continue to follow the **5-STAR Guiding Principles for FEZANA: Teamwork, Respect Diversity, Innovation, Empowerment & an Optimistic 'Can Do Attitude'** (refer to attachment to this report). Let us continue to work individually and collectively for a unified, healthier Zarathushti community in North America. The FEZANA Executive looks forward to continue working with Member Associations, Corresponding Members and Committee Chairs collectively in harmony and with an optimistic can-do attitude and to support FEZANA's goals & activities in 2013-2014.

May Ahuramazda shower his choicest blessings on FEZANA, its member associations, corresponding members, committees and the Zarathushti community in North America and worldwide.

Regards

*Katayun Kapadia*

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## Federation of Zoroastrian Associations of North America

1



Incorporated in the State of Illinois  
1987

Serving the Zarathushti Community  
in USA and Canada

### What is FEZANA?

2

**FEZANA is an umbrella body created to represent incorporated Zarathushti Member Associations throughout the United States and Canada.**

**FEZANA works for the social and religious well being of its Member Associations and individual Zarathushtis in North America.**

**FEZANA publishes a quarterly publication, namely, the FEZANA Journal. The FEZANA Journal is circulated throughout North America and the Zarathushti World.**

**FEZANA is an accredited observing Non-Governmental Organization (NGO) in the United Nations.**

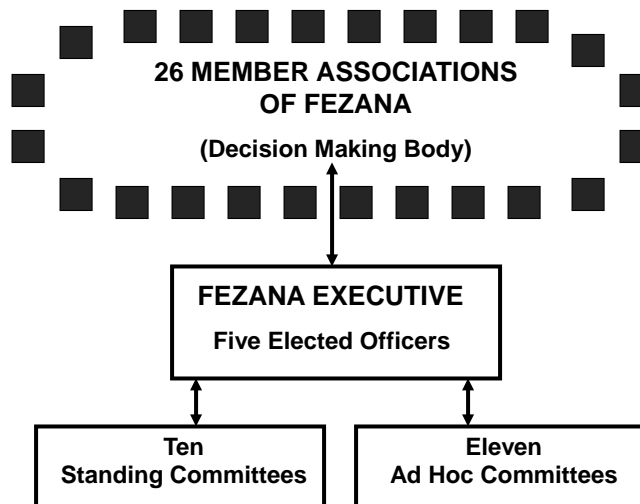
### What is FEZANA's Mission?

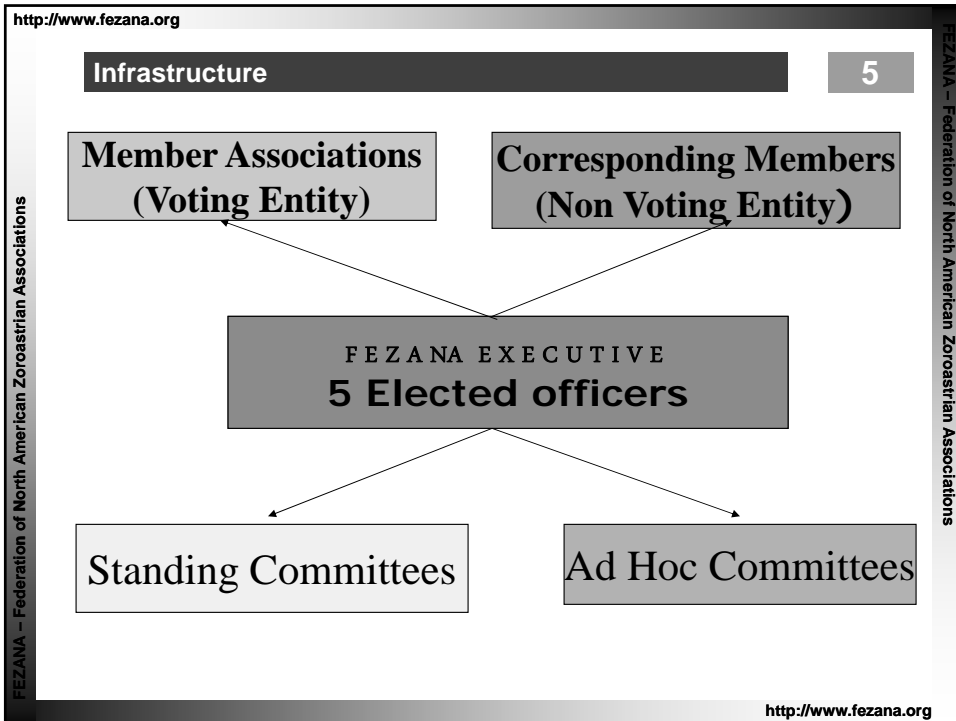
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- To preserve the religion of the Prophet Asho Zarathushtra.
- To be a strong Federation committed to putting the Zarathushti community firmly and clearly on the North American map, and ensuring the survival, unity, progress and prosperity of the Zoroastrian community on this continent, thereby preserving its religious and cultural identity.
- To facilitate the efforts of its Member Associations, and through them their individual members, in the cultivation of a model Zarathushti environment in their homes and communities, where Zarathushti values are promoted and nurtured, and where the teachings of Zarathushtra are imparted, lived and practiced every day.
- To work closely in cooperation with Zarathushti communities abroad, in deliberation for a common goal of a united world Zarathushti community.
- To provide effective leadership in addressing the critical issues of our times with wisdom and righteousness.

### How is FEZANA Organized?

4







## **FROM THE DESK OF KATAYUN KAPADIA – PRESIDENT FEZANA**

### **5-STAR Guiding Principles for FEZANA**

1. **Teamwork** – Let us invite and inspire our mobeds, professionals, and youth to team up and network with our neighbors and participate in interfaith and other community activities locally & globally.
2. **Respect Diversity** – Raise children to not only tolerate but also to respect the differences among people and to recognize the rewards that come from serving others and honoring diversity. I call this 'affirmative living' – the positive energy we derive from taking pride in who we are, and from having the confidence and moral grounding to reach out to those who are different. Religious teaching reminds us that we are to love others as we love ourselves, it means respecting yourself and being affirmed in your identity.
3. **Innovation** – encourage youth and newcomers in your community to come up with creative new ideas about communal involvement, and provide support to their efforts by recognizing their valuable involvement.
4. **Empowerment** – let us empower our youth so that they can become accountable and responsible for their actions and serve as iconic role models in our society.
5. **Optimistic 'Can do Attitude'** – let us all cultivate this value.  
Urgency - do not put off till tomorrow what you can do today.

*The first step in teaching children to live affirmatively is to give them a strong sense of identity, rooted in their heritage. The degree of our commitment to our future generation will determine whether we graduate to a new era of progress and prosperity or fail our children, community and ourselves. Our decision involves something beyond pragmatism; it is also a test of our values.*

**Let us collectively join hands to build with pride, a worthy and healthy North American Zarathusti community for ourselves and our children.**

#### **By Living the Principles.....**

- We can change the outcome
- We can change the direction where we are headed
- We need a "vision": No family is an island; it takes a community to nurture our children with dignity, care for our elderly with humility, and enrich lives with moral values and ethical beliefs. My vision for FEZANA is that those of us who are the nucleus of our individual families and communities can make this happen with a strategy for holistic action by taking active leadership roles at community levels locally, nationally and globally. We cannot do it alone, so involve your families, your friends – Zarathushtis as well as others, to work individually and collectively for a unified, healthier Zarathushti community that can take its place in the front lines with other world communities in the 21<sup>st</sup>. Century in North America and the World.





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FEZANA Administrative Office:

8615 Meadowbrook Drive, Burr Ridge, Illinois 60527, USA Tel/Fax (630) 468-2705

May 4, 2013

Respected Presidents /Representatives of Member Associations, Corresponding Members & Committee Chairs

It is an honor to serve as the Vice-President of FEZANA for the last six months filling in the vacancy created. This has been one of the most exciting periods in FEZANA history. To begin with, FEZANA was invited to include a write-up in the Encyclopedia Iranica. We are glad to inform you that this monumental work of Prof. Ehsan Yarshater and his staff now includes an entry for FEZANA.

FEZANA Vice-President is the Chairperson of the Coordination & Planning Committee. There are 2 major projects going on right now, one a short term and another long term.

The short term project refers to planning and coordinating the activities of FEZANA's role in the celebration of the US tour of Cyrus Cylinder and 26 objects of the Oxus treasure. After establishing the initial contact with the Iran Heritage Foundation (IHF), the main sponsor of this US tour, FEZANA's role and contribution has been welcomed and appreciated by IHF. FEZANA has received a special invitation to partner with the IHF in this effort. You all have seen and read various articles on FEZANA's activities in this area so I will not go into these details here. But I must acknowledge hard working efforts of the Committee coordinating these activities—Armita Soroosh (ZAMWI), Aban Rustomji (ZAH), Khursheed Navder (ZAGNY), Nazneen Spliedt (ZANC), Parmis Khatibi (CZC), Bakhtavar Desai (ZAKOI) and Behrose Taraporewalla (ZAC-LA). It has been a pleasure and privilege to work with these ladies. I would also like to add my thanks to Dr. Dolly Dastoor and her team on the Publications Committee for bringing out a special issue of the FEZANA Journal on the Cyrus Cylinder at a very short notice.

The US tour of Cyrus Cylinder is for 2013. As the tour progresses, you will see many contributions of the Zarathushti community (particularly at the locations where the Cylinder is going to be displayed) in arranging programs, visits, lectures, etc. However, there are ideas to take this remembrance into a medium term or even a long term project. There are ideas floating around to build Peace Memorials in each town, city and community where a replica of Cyrus Cylinder will stand for Human Rights and Peace. We notice war memorials remembering the dead who gave their lives for the freedom or for the future generation. It is time that world community takes interest in building Peace Memorials and it is time that Zarathushti community takes pro-active steps in

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[www.fezana.org](http://www.fezana.org)

Registered Address: 5750 S. Jackson Street, Hinsdale, Illinois 60521, U.S.A.

NGO in consultative status (Roster) with Economic and Social Council of the United Nations



## **FEDERATION OF ZOROASTRIAN ASSOCIATIONS OF NORTH AMERICA**

<http://www.fezana.org>

*Representing 26 Zoroastrian Associations and 12 Small Groups in the USA and Canada*

FEZANA Administrative Office:

8615 Meadowbrook Drive, Burr Ridge, Illinois 60527, USA Tel/Fax (630) 468-2705

highlighting our community in public square. There is much work to be done to build on this idea of Zarathushti participation. When the ideas turn into action plans, I will be back to the members and corresponding groups to involve the local community in achieving this goal.

The other long term project, which is in progress for the last 2-3 years, is FEZANA's 2<sup>nd</sup> Strategic Plan 2011-21. You have heard or will hear many details of the plan and its progress at this AGM. I would like to thank Mahrukh Motafram, Dolly Dastoor, and Farrokh Mistree for their untiring efforts in bringing us up-to-date at this meeting. The follow through for achieving the Strategic Goals is the primary responsibility for each committee. However, networking between Committees, Members, Corresponding Members and all committed individuals will bring out the best of our community. FEZANA executive will try to monitor the achievement of goals with the respective committees. This is a challenge not to be missed by anyone who has the community's interest at heart.

In conclusion, I would like to thank the FEZANA Executive Team of Katayun Kapadia, Ratan Mistry, Nahid Dashtaki, Shiraz Italia and the FEZANA Administrator Zenobia Damania for their help and support to me in helping me carry out my duties during these last 6 months.

We, 26 member associations, 12 corresponding members, and 23 standing and ad-hoc committees, make up FEZANA. But there is a larger group of Zarathushtis in North America. Some of them are members of your local association or group. But there is a significant number of Zarathushtis in North America whom we have not met because of various reasons. Let us work together collectively to bring that minority within our North American Zarathushti Community so that when the next North American Zarathushti census is compiled we will have met more of Zarathushti brethren and sisters.

**Hama Zor, Hama Asho Bade! May we be United in Righteousness**

Homi D. Gandhi

FEZANA, Vice-President

Chair, Coordination & Planning Committee

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May 3, 2013

Dear Respected Presidents, Representatives, and Committee Chairs of FEZANA,

In bringing 2012 to a close, I have been reminded of all the wonderful accomplishments we have worked on together. Thank you all for being accommodating to my ever changing requests for different formats of reports, deadlines within weeks of each other, and updates to contact details. I am happy to say that the process gets smoother each and every year that passes due to your diligence and communication.

In these past 5 years, I have been privileged to work with some amazing individuals during my tenure in the Executive. Former President Bomi Patel, former Vice-President Rashid Mehin, President Katayun Kapadia, Vice-President Homi Gandhi, Treasurer Ratan Mistry, and Assistant Secretary Shiraz Italia have all made my time with FEZANA truly memorable.

I would be doing a great disservice if I did not specifically mention the great efforts of Zenobia Damania and Shiraz Italia during this year. Both of these amazing women have lent their time and energy to making sure that even the tiniest details have been taken care of.

It has been an amazing journey since I first joined the FEZANA family as Assistant Secretary. I thank every one of you for making this time fabulous and fascinating for me. I have met many extraordinary individuals who have shown me their dedication to progressing the values of our community and I hope to continue that path.

It has been an honor to serve the FEZANA family and I look forward to being a part of this organization again in the future.

With sincere regards,

~Nahid Dashtaki  
FEZANA Secretary

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**FEZANA ACADEMIC SCHOLARSHIP PROGRAM  
ANNUAL GENERAL MEETING,  
DALLAS  
MAY 3-5, 2013**

*What advances a community is not so much to prop up its weakest and most helpless members, but to lift up the best and most gifted, so as to make them of greatest service to the community*

**J.N. Tata**

During the academic year 2012-2013 the FEZANA Academic Scholarship Program Committee received 45 applications for the FEZANA scholarships, the Mehraban and Morvorid Kheradi Endowed Scholarship, FEZANA 25<sup>th</sup> Anniversary Endowed Scholarship, the Morvarid Guiv Endowed Scholarship, Purvez and Aban Rustomji Endowed Scholarship, the Banoobai and Maneckshaw Kapadia Endowed Scholarship and the Khorshed Panthaky endowed Scholarship Fund for Undergraduate studies

**The FEZANA scholarships** are awarded for a combination of academic excellence, need, extracurricular activities and community service.

**Mehraban and Morvorid Kheradi Endowed Scholarship** is awarded for ACADEMIC EXCELLENCE (\$5,000) and the recipient named the **FEZANA SCHOLAR**. (This is for Academic Excellence PLUS involvement in the community services. Financial need is factored out). Exceptionally for the 25<sup>th</sup> anniversary year, Dr Jerry and Celeste Kheradi increased the value of the scholarship to \$10,00.

**Purvez and Aban Rustomji Endowed Scholarship For Undergraduates awarded for academic achievements and financial need (\$5000)**

**FEZANA 25<sup>th</sup> Anniversary Endowed Scholarship** is awarded for Academic Excellence plus involvement in community service (\$3000) to a graduate student.

**Banoobai and Maneckshaw Kapadia Endowed Scholarship** (\$2000) is based on academic standing and need.

**Khorshed Panthaky Endowed Scholarship for Undergraduate studies** (\$3000) based on academic excellence and need .

**MORVARID GUIV ENDOWED SCHOLARSHIP** (Graduate \$1000 and Undergraduate \$1000) Is based on academic standing and demonstrated need

As the committee had decided earlier the applications were divided into two categories: undergraduates (25) and graduates (19) and as the number of applicants had increased we added more judges for the undergraduate and graduate category. They were

Mr Kayo Sidhwa_	Houston	(undergraduate)
Dr Shernaz Bamji	Vancouver	(graduate)
Dr Zubin Austin	Toronto	(graduate)

Based on the cumulative scoring of the judges in each category the following were awarded the scholarships.

## ENDOWED SCHOLARSHIPS

**FEZANA SCHOLAR FOR ACADEMIC EXCELLENCE AND OVERALL ACHIEVEMENT**  
**THE MEHRABAN AND MORVORID KHERADI ENDOWMENT SCHOLARSHIP** **\$10,000**  
**Dinyar Patel , Ph.D Candidate in Modern South Asian History, Harvard University**  
**Dissertation on Dadabhai Naoroji**

**PURVEZ AND ABAN RUSTOMJI ENDOWED SCHOLARSHIP FOR UNDERGRADUATES**  
**Behroze Dalal Good Samaritan College of Nursing, Cincinnati,**  
**Combined Bachelor's and Master's degree in Nursing** **\$5000**

**25<sup>th</sup> FEZANA ANNIVERSARY ENDOWMED SCHOLARSHIP** **\$3000**  
**Rayomand Dinshaw Juris Doctor Program, Queen's University, Canada**

**KHORSHED PANTHAKY ENDOWED SCHOLARSHIP FOR UNDERGRADUATES**  
**Ramin Zohour Civil and Environmental Engineering ,U of California (Davies),**  
**Specializing in Structural and Transportation** **\$3000**  
**Freya Shroff Pre-med Biol, Major Neurosciences Certificate,**  
**U of Missouri, St. Louis.** **\$3000**

**BANOUBAI AND MANECKSHAW KAPADIA ENDOWED SCHOLARSHIP**  
**Firoozeh Roointan, Houston Community College, Petroleum Engineering,** **\$2000**

**MORVARID GUIV ENDOWED SCHOLARSHIP (Graduate)**  
**Roshni Kapadia MIT Sloan School of Management; MBA Strategy and Marketing** **\$1000**

**MORVARID GUIV ENDOWED SCHOLARSHIP (Undergraduate)**  
**Cyrus Patell, Computer Sciences, University of Pittsburgh** **\$1000**

## FEZANA SCHOLARSHIPS

### GRADUATES \$2000 each

**Alborz Zamyadi Ph.D Candidate in Geomatics, Université de Laval, Canada**  
**Bahman Zohour Ph.D Candidate in Chemical Engineering, U of California, Berkeley.**  
**Parmis Bahmardy Master's degree in Information Program, University of Toronto.**

### UNDERGRADUATES \$2000 each

**Gheibi Pardis Mechanical Engineering, University of California, Berkeley**  
**Neville Dusaj Biochemistry, University of Pennsylvania**  
**Nikita Engineer Biology major and psychology minor on the Pre-med track;**  
**Lee University, TX.**

**TOTAL OF ALL FEZANA ENDOWED SCHOLARSHIPS** **\$28,000**  
**TOTAL OF ALL SCHOLARSHIPS** **\$40.000**

This year at the North American Congress in New YORK we set up a booth and displayed all the scholarships managed by FEZANA.

Each year the candidates are exceptional and there is always a good geographical spread among the winners. We hope the program will continue to attract this high caliber of applicants

To commemorate the 25th anniversary of FEZANA, **Dr and Mrs Jerry Kheradi** had increased the award for *ACADEMIC EXCELLENCE -The FEZANA SCHOLAR* to \$10,000 for the 2012-2013 competition only.

It is also heartening to see the mushrooming of scholarship programs across the continent by associations as well as by private individuals. We continue to receive requests for scholarships from students all over the world.

To give more publicity and raise awareness of this scholarship program, efforts were made by the Dr Jerry and Celeste Kheradi and the committee members to present the scholarship cheque and special certificates at community functions where and when possible. An article with the bios of the winners together with their photos is published each year in the spring issue of the FEZANA Journal. The Spring 2013 issue of the FEZANA Journal carries information on all the scholarship winners, We hope this will attract and generate more funds for this program.

Starting from the 2011 annual competition, the applications were filled on line. This eliminated mailing costs to both the applicants and scholarship committee. The committee would like to thank Coomi Gazdar and Aban Rustomji for their help in creating an electronic form.

## FINANCIAL STATEMENT

<b>Academic Scholarship:</b>	<b>2012</b>	<b>2011</b>	<b>Difference \$</b>	<b>Difference%</b>
Donations Received - (checks)	\$ 6,708	\$ 2,992	\$ 3,716	124%
New Scholarship Endowments	\$ 25,000*	\$ 125,000**	(100,000)	-80%
Donations Received - (on-line)	641	-	641	#DIV/0!
Total Donations received	\$ 32,349	\$ 127,992	(95,643)	-75%
Mailing Expense - Scholarships	(148)	(46)	(102)	222%
	<b>\$ 32,201</b>	<b>\$127,946</b>	<b>\$ (95,745)</b>	<b>-75%</b>
Total Spent for All Academic Scholarships				
	<b>\$ (40,000)</b>	<b>\$ (27,000)</b>		

**\*\$25,000 (\$10,000 from the 25<sup>th</sup> anniversary + \$15,000 from the Kapadia family)**

**\*\*\$125,000 (\$100,000 from the Rustomji family + \$25,000 from the**

***Morvarid Guiv Trust)***

**THE ENDOWMENT FUND INVESTMENT BALANCES**

December 31 2012	Mehraban and Morvorid Kheradi Fund	\$143,848
December 31 2012	Rustomji Endowment Fund	\$104 775
December 31, 2012	25 <sup>th</sup> Anniversary Fund	\$ 28,333
December 31, 2012	Kapadia Endowed Fund	\$ 44,096
December 31, 2012	Morvarid Guiv Endowed Fund	\$ 25,191
December 31, 2012	Panthaky Endowment Fund	\$ 0000

The Panthaky fund was a time limited fund with an initial donation of \$30,000 from which 2 scholarships of \$3000 was to be given till the money lasted. This scholarship has been given to 2 students for the past 5 years. 2012-2013 was the last year for awarding this scholarship. We thank the Panthaky sisters for their generous donation towards the scholarship Program . We hope that another donor will come forward.

Kayo Sidhwa of Houston, Texas, a 1992-93 FEZANA scholarship recipient, donated his scholarship of \$1001 to the Academic Scholarship Fund, Thank you Kayo.

This year we are requesting the FEZANA Board to allocate a sum of \$ 12,000 PLUS \$150 TO TOP UP THE 25<sup>TH</sup> ANNIVERSARY Scholarship . This will maintain 6 scholarships of \$2,000 and the endowed scholarship of \$3000. The Academic Scholarship fund has received \$ 7,349 in direct donations hence the budget requirements will be \$4,801.

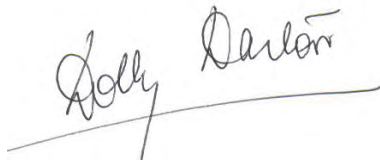
We encourage other families and past recipients to think of the Scholarship program in their legacies and bequests.

25 <sup>th</sup> anniversary FEZANA Scholarship (SHORTFALL)	\$ 150
6 FEZANA scholarships @ \$2000	\$ 12, 000
TOTAL Needed	\$ 12, 150
Donations received	\$ 7, 349
<b>Budget requirement</b>	<b>\$ 4, 801</b>

The Academic Scholarship committee thanks the FEZANA officers for giving us this opportunity to make a difference in the lives of the future generation of Zarathushti youth. We also thank the web master and the FEZANA Journal for publicity on the web and in the journal. This year we welcomed Dr Zubin Austin of University of Toronto as a judge for the graduate category and Mr Kayo Sidhwa of Houston, as a judge for the undergraduate category.

On my personal behalf I would like to thank each and every member of the committee and all the judges for the excellent work they do so diligently and with such professionalism. My special thanks to Ratan Mistry, the FEZANA Treasurer for his diligent work in sending out the cheques to the winning candidates in a most timely and efficient manner and for maintaining records and clarifying the fund balances at the present time. Thanks also to Zenobia Damania, our office administrator for handling the certificates to the winners

Respectfully submitted

A handwritten signature in cursive script, reading "Dolly Dastoor", with a long horizontal line extending from the end of the signature.

*Dolly Dastoor Ph.D Chair  
FEZANA Academic Scholarship Program*

**Committee:**

Ervad Poras Balsara	Ph.D (Dallas)
Zubin Austin	Ph.D (Toronto)
Shernaz Bamji	Ph.D; (British Columbia )
Jesse Palsetia	Ph.D (Ontario)
Zena Irani,	(PA);
Fareshteh Khatibi	(California)
Jerry Kheradi	M.D. (Rhode Island);
Rashid Mehin,	(California)
Rostam Shahrokh	(British Columbia)
Anahita Sidhwa;	(Dallas);
Kayo Sidhwa	(Houston)
Ratan Mistry	Ex-Officio Treasurer, FEZANA
Katayun Kapdia	Ex-officio, President, FEZANA



**FEZANA ANNUAL GENERAL MEETING, May 3-5, 2013**  
**EDUCATION, SCHOLARSHIP AND CONFERENCE COMMITTEE**  
**REPORT**  
**BY LOVJI D. CAMA**

**Date: April 18, 2013**

**Khorshed Jungalwala Lecture**

The 2012 Jungalwala Lecture was held at the 16<sup>th</sup> North American Zoroastrian Congress in New York. Dr. Yuhana Vevaina from Stanford Univ. was the lecturer. The title of his lecture was "Thinking with Zoroastrianism in the 21<sup>st</sup> Century".

**Moobed Faridoon Zardoshty Religion Education Scholarship**

Mehrbod Khanizadeh is the recipient of the scholarship. Mehrbod Khanizadeh obtained has been admitted to the School of Oriental and African Studies (SOAS) in their MA program in the field of Religions, concerning Zoroastrianism, upgradeable to a 3-year PhD program subject to his success in the first year.

**Religion Education Teachers Workshops and Courses**

A Religion Teacher's education workshop was conducted at the 16<sup>th</sup> NAZC in New York by Daraius Bharucha. Besides being a religion teacher he is a professional educator, presently teaching history in high school. The course that Daraius gave was extremely helpful to the religion teachers who attended the workshop.

At the 16<sup>th</sup> NAZC, a course in Fundamentals of Zoroastrianism given by Sarosh Collector and a course on Zoroastrian Empires by Daulat Kotval and Xerxes Kotval, for youth at the college level and young adults was part of the program. While religious education is available for school children, there is no such facility for young adults and this is an attempt fill that need.

**Video Conference Religion Class between Atlanta Association and ZAGNY**

For the first time in North America, two associations used video conferencing using Skype to conduct a joint class of children between the ages of 9 and 12. Topics discussed were the simple prayers and their meaning and significance. Concepts of Truth, Good Thoughts, Good Words and Good Deeds were also discussed and at one time there was an actual spontaneous debate between the two classes on the subject of truth. The class was organized by Farzeen Avari from Atlanta and Spenta Cama and Lovji Cama from ZAGNY, with technical assistance from Zubin Sethna (Atlanta) and Arzan Wadia ZAGNY).

A video clip of the class was shown during Farzeen's presentation at the 16<sup>th</sup> NAZC. What we have learned is that one cannot do this very effectively on the cheap using home video cameras and Skype as the communication tool. Both the sound quality and the video were less than desirable. A regular Video Conference system is necessary to do a good job.

**Website for Religion Class Material**

The website [www.Zoreled.org](http://www.Zoreled.org) , created 5 years ago, where teachers could share their teaching material

with other teachers. It had age appropriate materials contributed by ZAGNY, the KZBM Sunday School for Little Zarathushtris, Karachi, Pakistan and ZANT teacher Annahita Jasavala and material used by Toronto. The website also listed a set of books that could be used by teachers for their classes and the places from which the books can be obtained.

The website became non-functional since the host of the website Microsoft Small Business has decided to stop that service. The website has been resurrected as [www.Zoreled.com](http://www.Zoreled.com) and is hosted on the server that ZAGNY uses. At present there is limited material available on the website, but will be brought up to date soon.

## **Google Group for Religion Class Teachers**

A Google group [Zoroastrian-Teachers@Googlegroups.com](mailto:Zoroastrian-Teachers@Googlegroups.com) has been established to facilitate communication between teachers and the ESC Committee. At the present it has 51 members

## **Educational Material**

No new educational material was commissioned during this year.

## **Update on a Special Budget request**

Since 2006 a small group of Zoroastrian community members from across the US, led by Farrokh Bilimoria of Redwood City, CA, has worked with Stanford University, CA to start a program of Zoroastrian Studies at Stanford. A successful program involving yearly lectures on Zoroastrianism at Stanford, followed by an undergraduate course on Zoroastrianism by Prof Jenny Rose has been ongoing. The cost of the program was shared by Stanford University and fund raising from the community, with substantial contributions from FEZANA.

Three years ago Stanford interviewed and really wanted to hire Yuhana Vevaina as a faculty member in their Religion Department. This was a fantastic opportunity to have a permanent Zoroastrian presence in the Religion Department at Stanford. Yuhana has an impressive set of accomplishments and training for a young person, which is the reason for Stanford's interest in him.

There was however a catch as usual. This faculty position will only materialize if the Zoroastrian community will share in the cost of hiring him. The yearly cost is \$60,000. About half the cost is in hand in terms of a \$15,000/yr., 3 year commitment from a donor in India and about \$10,000/yr. from Stanford. We need to generate for another 3 years, \$15,000 to \$20,000 per year and Stanford will probably kick in the rest.

At the New York AGM, FEZANA agreed to renew its contribution towards the project and a sum of \$15,000 for this project to be paid out over three years was agreed on and a request was made to all the FEZANA Associations to make or renew their commitment for another 3 years just as FEZANA has done. Many associations of FEZANA have committed to contributed to the Stanford program also for the next three years. With these commitments Dr. Vevaina's position at Stanford after the next three years is ensured. I am grateful to FEZANA President Katayun Kapadia for taking an interest in this project and all the associations and certain individuals who have made commitments to this project and without which this project would not have been possible.

*Yours sincerely,*

*Lovji Cama*  
*Chair,*  
*Education, Scholarship and Conference Committee,*  
*FEZANA*  
[ldcama@verizon.net](mailto:ldcama@verizon.net) 201-569-7359

## Expenses for 2011-12

Zardoshty Scholarship	0	
Jungalwala Lecture	\$ 2135	Dinyar Patel at Vancouver, Prof Choxi at Houston
Total	\$ 2135	

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## Contributions Received

Zardoshty Scholarship	\$ 0
Religious Education	\$ 189
For Jungalwala Scholarship	\$ 50

## Carry over to 2012-13

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Moobed Faridoon Zardoshty Religion Education Scholarship	\$ 24,000
Jungalwala Lectures	\$ 13,244.
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## **EXCELLENCE IN SPORTS SCHOLARSHIP REPORT**

Dear Mrs. Katayun Kapadia & FEZANA Executive,

My apologies for my absence at the FEZANA AGM this year, but I would like to update you on the progress of the Excellence in Sports Scholarship Committee over the past year. In 2012 we had 3 outstanding applicants for the scholarship from the USA and Canada who excelled in a wide variety of sports including Cricket, Olympic-style Weightlifting, and Cross-country running. These applicants were successfully competing at local, provincial/state, national, and international levels. They were representing themselves, their sport, and our Zarathusti community with integrity and honour through their sporting endeavors, as well as community involvement. With your support, the committee was able to provide a \$1000 scholarship to each of the 3 outstanding applicants, thereby allowing them to continue pursuing excellence in their sport. I would also like to thank Firdosh Mehta and Zenobia Damania for their continued help and support of the EXISS Committee.

With our success in 2012, I would like to, once again, request \$5000 in funding for the 2013 fiscal year so we can continue our mission to enable young North American Zarathushtis to get world-class training and study with experts in their field and thus fine tune and enhance their talent and capabilities. The Excellence in Sports Scholarship does not only impact the scholarship recipients, but by showcasing their achievements, we are also motivating our Zarathushti youth to stay active and always strive for excellence in everything they do.

I again apologize for my absence and for not being able to discuss this in person at the AGM, but I would be happy to discuss this committee's activities and progress with any FEZANA Executive member, or general member at his/her convenience.

Thank you for your consideration.

Sincerely,

Dr. Shiroy Dadachanji, B.Sc., MD, CCFP, Dip. Sport Med.  
Chair, EXISS Committee





## FIRES REPORT

### FEZANA ANNUAL GENERAL MEETING

### MAY 4, 2013

#### **Mission**

FEZANA Information, Research and Education System (FIRES) is a centralized collection of books, manuscripts, literature, magazines, and scholarly research materials in print and electronic form, primarily pertaining to Zarathushti faith, culture, and history.

#### **Outreach**

We are very happy to announce the newest member of our team. Diana Katgara (Toronto) joins the FIRES committee as lead person for outreach. We look forward to Diana's effective strategies to raise awareness and connect with member associations throughout North America. FIRES continue to contribute articles to the FEZANA Bulletin approximately every quarter.

#### **Lecture Series**

The essence of FIRES is "to promote Zoroastrian education and research by disseminating this information to the public." The Zoroastrian Association of Houston, through its library committee, has a long tradition of inviting eminent Zoroastrian scholars to disseminate knowledge on the Zoroastrian religion and its history to the laity. This practice has proven successful in energizing the community. It has sparked an interest among our members who want to learn more. We suggest other associations try a similar approach to invigorate their respective communities to learn more about Zoroastrianism and take advantage of the resources available via FIRES headquartered in Houston, TX. It behooves all associations in North America to frequently remind its respective members of the important work FIRES has embarked upon.

#### **Cataloging**

FIRES have had a busy year. We have had considerable success in getting some of the larger associations to start cataloging their libraries in a format that can be integrated online in a unified catalog on our website. Aban Rustomji spent a weekend in Chicago helping them to complete their cataloging. Aban and Yasmin Pavri spent a weekend in Dallas and now have their library collection on the FIRES catalog. ZAC (LA) and Toronto are interested and will probably be our next big projects. Our catalog is on our website [www.fires-fezana.org](http://www.fires-fezana.org).

#### **Digitizing/Archiving**

Pearline Collector has been busy using our new scanner to digitize old books that are out of print as well as books whose authors have given us permission to digitize their work. She has finished digitizing *Religion of Asho Zarathusht and Influence through the Ages* by Ervad Jehan Bagli, and it is now available on the FIRES website.

Last year the donated copy of a very large, probably 18th-19th century, Vendidad Sadeh with Gujarati ritual instructions, was digitized by Dr. Alberto Cantera (University of Salamanca, Spain) and archived at [www.avesta-archive.com](http://www.avesta-archive.com). We have sent Dr. Cantera three lithographs and he has purchased a special digitizing instrument for one of the lithographs. We continue to look for rare books and manuscripts to preserve and archive.

## Strategic Plan

FIRES has completed the FEZANA Strategic Planning spreadsheet. We are on target for our short term goals. Completed items include our website, outreach to younger members for our team, quarterly bulletins, and ongoing cataloging of libraries around North America.

## New Book Titles

We try to keep up with new books as they are published. Our latest "hot off the press" book purchases include:

- *Anahita Anthology* edited by Payam Nabarz
- *Ashavans; a legacy of leadership profiles of 101 eminent Zoroastrians* edited by Meher Bhesania
- *Bulletin of the Asia Institute 22: Zoroastrianism and Mary Boyce with other studies* edited by Carol Bromberg
- *Gifts to a Magus : Indo-Iranian studies honoring Firoze Kotwal* by Jamsheed K. Choksy & Jennifer Dubeansky, editors
- *Hot Tea across India* by Rishad Saam Mehta
- *Pomegranates and Roses* by Ariana Bundy
- *Sassanian Pars* by Negin Miri
- *Vintage Cowasjee: a selection of writings from Dawn 1984-2011* by Ardeshir Cowasjee
- *Women In the Shahnameh: their history and social status within the framework of Ancient and Medieval Sources* by Djalal Khaleghi Motlahg

Highlighting the exhibit of the Cyrus cylinder, we have also added the following books:

- *Xenophon's Cyrus the Great: The Arts of Leadership and War* by Larry Hedrick (Editor)
- *Cyrus the Great* by Jacob Abbott
- *Cyrus the Great* by Harold Lamb
- *Cyrus Cylinder* by John Curtis, Neil MacGregor and Irving Finkel (May 2013 release)
- *Cyrus the Great* by Samuel Willard Crompton

## Upcoming Projects

The Cyrus Cylinder will be exhibited at the Museum of Fine Arts, Houston (MFAH) from May 3 - June 16. As part of the FEZANA Cyrus Cylinder team, the FIRES Operations Committee has been instrumental in working with the Museum of Fine Arts Houston (MFAH). We would like to give special recognition to Vehishta Kaikobad who is a docent at MFAH. Jenny Rose's lecture at the Museum on May 10 - 11 is sponsored by ZAH. A meet-and-greet will be held on May 10, at the Zoroastrian Heritage and Cultural Center with invited guests from the MFAH, the Asia Society, India House, the Rothko Chapel and ZAH members. All these activities will raise the profile of FIRES within the Houston community.

## Conference Calls

In order to encourage participation from other associations we would like to open up our meetings to librarians, teachers and scholars through conference calls or webcasts. We would like to start with our liaisons from various FEZANA associations. We will announce conference calls for future meetings. The committee meets in the ZAH library on the 1st Sunday of each month.

## Budget

We request a budget of \$3,580 for the year ending March 2014. An itemized list is attached. Note that a large part of the budget is for recording equipment so that we can put presentations by eminent scholars on line. This is part of our 1-2 year Strategic Plan.

Submitted by: Aban Rustomji, Chair.

# **FIRES Budget** **For the Year Ending March 2014**

<b>Furniture, Fixtures, Equipment</b>	<b>\$1,000</b>
Recording Equipment	
<b>Postage/Supplies</b>	<b>\$500</b>
Paper, Toner, Shipping	
<b>Books, DVD purchases</b>	<b>\$1,500</b>
<b>Miscellaneous</b>	
Internet Connection	<b>\$380</b>
Maintenance	<b>\$200</b>
<hr/> <b>Total</b> <hr/>	<hr/> <b>\$3,580</b> <hr/>

# **FIRES**

FEZANA Information Research Education System

FIRES is based in Houston and the FIRES collection is available for loan across North America. It provides research support and links to other Zoroastrian Libraries in North America. FIRES is currently linked to the libraries at the Zoroastrian Associations of Houston, Chicago, and North Texas.

History • Philosophy • Biographies • Fiction • Cookbooks  
Vendidad, Gathas and Yasna Literature  
DVDs • Manuscripts • Magazines

The FEZANA Information Research Education System's (FIRES) mission is to establish and provide global access to a centralized collection of materials in print and electronic form, primarily pertaining to the Zarathushti faith, culture and history.

**To access our online catalog, go to:**

**[www.fires-fezana.org](http://www.fires-fezana.org)**

**For more information, contact Aban Rustonji: [Info@fires-fezana.org](mailto:Info@fires-fezana.org)**

## 2012 ANNUAL REPORT -- FUNDS AND FINANCE COMMITTEE

Now in existence for 26 years, FEZANA continues to strive to expand its programs and offerings to the community. We hope that you will be able to take part in one or more of the many exciting events that we are offering this year and experience firsthand the pride we take in supporting our causes.

FEZANA's vision is to create an environment conducive for growth and progress where every individual feels part of the whole community and every association feels part of the larger organization. In order to meet this vision and provide services to our community, we rely on your generosity and the generosity of businesses for support. Without the assistance of community-minded individuals just like you, we would not be able to serve those in our community each year. Despite all the challenges, there are many successes and accomplishments that remind us all why we do what we do. .

FEZANA funds are prudently invested and carefully watched over. In spite of difficult economic conditions, FEZANA earned over \$95,000 from our net assets in the fiscal year ending December 31, 2012. Your donations will help us to continue our programs and also help our community to thrive and prosper all over the world.

In 2012, FEZANA's expenses totaled over \$195,000. Of this amount, FEZANA disbursed \$37,862 for Welfare and Critical assistance (including \$7,000 for helping victims of Hurricane Sandy); over \$17,000 for rehabilitation of poor Zarathushtis in Gujarat, India); and \$50,000 for Scholarships to deserving Zarathushti students, who are truly the future of our community.

These are in line with our commitment to build a caring and progressive Zarathushti community. FEZANA elected executives are striving to ensure that our community's future remains bright and promising. Here are 3 initiatives that require consideration for additional funding at this time:

1. Empowerment: Fund an endowed Chair for Zarathushti studies at a US or Canadian university,
2. Community Building: Increase funding for building community assets and services
3. Outreach: Vigorously promote the FEZANA Journal to increase awareness of FEZANA activities

Fundraising is the key to FEZANA's growth and progress. We do understand that for people to donate, they must first feel passionate about the cause. Please contact us or FEZANA president Ketayun Kapadia, [president@fezana.org](mailto:president@fezana.org) if you are passionate about helping FEZANA fulfill its vision and goals.

Rustom Kevala, [rustom@aol.com](mailto:rustom@aol.com), co-chair  
Zubin Bagwadia, [zubin8@hotmail.com](mailto:zubin8@hotmail.com), co-chair  
Jerry Kheradi, [jerrykheradi@aol.com](mailto:jerrykheradi@aol.com), co-chair emeritus



## **FEZANA INTERFAITH ACTIVITIES COMMITTEE**

### **Report to 26<sup>th</sup> FEZANA AGM at Dallas, Texas**

**May 3-5, 2013**

In this ever-changing world a new dimension has taken place for Interfaith activities. We are facing different situations each day. As members of this sea of humanity, we are asked to be compassionate to all so that the healing of community evolves quietly and quickly. As one of my mentor friend commented, **“It is therefore crucial that we keep the perpetrator (of wrong/violent actions) in our prayers with the hope that the mind, heart and soul will feel the depth of the evil in one's actions and be guided by the divinity within to find the right path to restore the good - the true value of human life. Religion of Zarathushtra is the one of compassion and deeply appreciates the social and human rights of life in corporeal existence.”**

Since the last AGM in August 2012, participation of FEZANA at Interfaith took a big step forward. For the first time in Zarathushti history FEZANA was invited to offer Zarathushti Prayer of Peace, in a historic event at the UN, the World Interfaith Harmony Week 2013. Nina Mistry of ZAGNY represented FEZANA by offering Zarathushti Prayer of Peace from the UN General Assembly podium (from where many world leaders address the members of the UN) in the “United for a Culture of Peace Through Interfaith Harmony event.”

FEZANA was represented at the Festival of Faiths in Louisville, Kentucky in November 2012. This annual event celebrates the religious diversity of the community. The theme for this year's event “Sacred Fire - Light of Compassion” was the concluding theme in the series on the primal elements, which began in 2009 (Sacred Water, Sacred Soil, and Sacred Air in the past years). These themes are very relevant to our Zarathushti faith.

FEZANA was also invited to participate in the dialogue held on April 10, 2013 in Manhattan, New York, with the delegation of the *China Committee on Religion and Peace* (CCRP). FEZANA is an Executive Council member of the US based organization *Religions for Peace USA*.

Additionally, several other Associations, small groups, and individuals participate in Interfaith activities. It is hard to capture all the information. We would request that others at this gathering take this opportunity to relate their interfaith experiences.

## FUTURE EVENTS:

1. The IXth World Assembly of Religions for Peace is scheduled to take place in Vienna, Austria during November 19-21, 2013. As an important part of RFP World Assembly preparatory process, regional youth preparatory meetings will be held in six continents. The RFP North American Interfaith Youth Network (NAIYN) Assembly Preparatory Meeting is scheduled to take place on 25-26 August 2013 in Washington DC. The regional Assembly Preparatory Meeting has two objectives: to discuss and shape regional youth perspectives on the Assembly theme and to strengthen the regional interreligious youth networks. Thirty (30) delegates will be invited to attend and ten (10) will be selected for the World Assembly from among their number. FEZANA has nominated 3 Zarathushti youth (who met the various criteria) to the Assembly Preparatory meeting.
2. It is suggested that an Interfaith event be scheduled in Mumbai either prior to or after the World Zarathushti Congress (WZC) in December 27-30, 2013. FEZANA will be well placed to participate in that event provided it does not clash with WZC. Mr. Dinshaw Mehta, President, Bombay Parsi Punchayet, and Chairman of the WZC Organizing Committee, has stated that they could even assist for the event.
3. The next Parliament of World Religions (PWR) is likely to take place in 2014 in Mexico. Although all details are not finalized, as the only North American Zarathushti organization, FEZANA should prepare to participate actively to participate in that event. FEZANA's participation with the Zoroastrian Association of Victoria (ZAV) in Melbourne 2009 PWR was very well received by the world interfaith community.

FEZANA's 2<sup>nd</sup> Strategic Plan enumerates the Strategic Goals for our community. It is up to each one of us to put our best foot forward to achieve those goals. Interfaith Activities Committee cannot achieve those goals without the participation of member associations, small groups, other committees, and individual Zarathushtis on this continent.

Zoroastrians interested in participating in local, regional, national or international interfaith events may contact;

Rohinton Rivetna [rivetna@aol.com](mailto:rivetna@aol.com) Homi D. Gandhi [homidgandhi@gmail.com](mailto:homidgandhi@gmail.com)

For and on behalf of Interfaith Activities Committee

Homi D. Gandhi, Co-Chair

**FEZANA**  
**PERFORMING & CREATIVE ARTS SCHOLARSHIP COMMITTEE**  
**2013 ANNUAL REPORT**

The call for the 2013 FEZANA P&CAS application went out in January with an application deadline of June 30, 2013.

Since applications are still due at this time the committee has not awarded any 2013 scholarships.

The P&CAS Committee thanks the FEZANA Members Board and Executive for supporting the work of this committee.

The P&CAS Committee requests \$5000 for scholarships for the 2013 awards year.

There are no expenses to report for the activity of this committee.

Thank you,

*Sherazade Mehta*

Sherazade Mehta  
Chair: FEZANA P&CAS Committee



## **Report of Information Receiving and Dissemination (Publications) Committee**

3rd May to 5th May 2013 FEZANA AGM, Dallas, Texas.

**Fezana Bulletin** continues to mature with monthly releases featuring upcoming events, giving a voice to the FEZANA executive while exploring new technologies available in cyberspace – *utube* presentations, audio files and slide shows. Key persons involved are Katayun Kapadia and Zenobia Damania.

**Fezana Journal** report is made by Editor-in-Chief, Dolly Dastoor with its accounts given separately. The summer 2013 issue of the Journal will be a special to commemorate the tour of the Cylinder of Cyrus on loan from the British Museum to be shown at museums in five cities in the United States.

**Publications:** The year was spent in trying to collect the amounts due for the *Jamshedi Navroze Prayer book*, conceived of in 2005, distributed in 2009 and still waiting in 2013 for funds to flow in. The financial accounts page tells the story. A special thanks to Ratan Mistry, and Zenobia Damania, in helping with the task of collecting contributions from member associations.

On the anvil – proposed book for release in 2014 - by Rogers and Rivetna *“My Mother Used to Say”*

In great demand: Irach Taraporewalla’s book on the Gathas of Zarathushtra (now out of print).

**The FEZANA website** needs an overhaul. Still pending is access to the website for individuals who wish to donate for books; the ability to search archived issues of FEZANA Journal by author, title, subject title, key words, and proper display of the Press Room with drop down categories for Press Releases, Media advisories and Published Articles of interest.

Budget Request for 2013 to 2014

\$ 3500/-

Respectfully submitted,

Behram Pastakia

Chair, FEZANA (Publications) Information Receiving and Dissemination Committee

Dated: 15 April 2013

## FEZANA

### Information and Dissemination Committee

#### 2012-13 Expenses Analysis

##### Prayer Book for Jamshedi Navroze

			\$	\$
J. B. Bastani, Phoenix, AZ	Prayer Book for Jamshedi Navroze	8/3/2012	50.00	
ZAMWI - Zoroastrian Association of Metropolitan Washington	Prayer Book for Jamshedi Navroze	11/12/2012	101.00	
TMZA - Traditional Mazdayasni Zoroastrian Anjuman	Prayer Book for Jamshedi Navroze	2/5/2013	151.00	
Susan Dexter	Prayer Book for Jamshedi Navroze	2/6/2013	20.00	
ZAGBA - Zoroastrian Association of Greater Boston Area	Prayer Book for Jamshedi Navroze	2/9/2013	125.00	
ZSO - Zoroastrian Society of Ontario	Prayer Book for Jamshedi Navroze	2/9/2013	250.00	
ZAKOI - Zoroastrian Assn of Kentucky, Ohio & Indiana	Prayer Book for Jamshedi Navroze	2/15/2013	100.00	
ZANT - Zoroastrian Association of Northern Texas	Prayer Book for Jamshedi Navroze	2/27/2013	250.00	
ZACHi - Zoroastrian Association of Metropolitan Chicago	Prayer Book for Jamshedi Navroze	3/12/2013	250.00	
PZO - Persian Zoroastrians Organization	Prayer Book for Jamshedi Navroze	3/12/2013	125.00	
ZAGNY - Zoroastrian Association of Greater New York	Prayer Book for Jamshedi Navroze	3/12/2013	250.00	
IZA - Iranian Zoroastrian Association	Prayer Book for Jamshedi Navroze	3/25/2013	100.00	
ZAPANJ - Z Assn of Pennsylvania & New Jersey	Prayer Book for Jamshedi Navroze	4/1/2013	125.00	
Mailing Expenses	Prayer Book for Jamshedi Navroze	2013	(9.00)	\$ 1,888

##### Legacy Books

Roshan Rivetna	Legacy Flyers, Books, etc	8/22/2012	674.07	
Godsey	Legacy Flyers, Books, etc	10/15/2012	11.00	
F. Khambatta	Legacy Flyers, Books, etc	10/19/2012	26.90	
Isphanyar Bhandara	Legacy Flyers, Books, etc	11/21/2012	134.85	
Yuhan Vevaina	Legacy Flyers, Books, etc	1/15/2013	10.00	
Parvin Dinyarian	Legacy Flyers, Books, etc	1/15/2013	35.00	
Roshan Rivetna	Legacy Flyers, Books, etc	3/16/2013	55.00	
A. Sumariwalla	Legacy Flyers, Books, etc	3/20/2013	25.00	
Isphanyar Bhandara	Legacy Flyers, Books, etc	2/7/2013	96.35	
Roshan Rivetna	Mailing expenses - Legacy Books, Flyers	8/24/2012	(26.83)	
Roshan Rivetna	Mailing expenses - Legacy Books, Flyers	3/15/2013	(508.00)	
Roshan Rivetna	Mailing expenses - Legacy Books, Flyers	4/13/2013	(203.53)	
			\$ 330	
			<b>\$ 2,218</b>	

#### EXCESS OF INCOME OVER EXPENSES

**FEZANA JOURNAL**  
**ANNUAL GENERAL MEETING,**  
Dallas , TX    May 3-5, 2013

**REPORT OF THE JOURNAL 2012-2013**

I am extremely grateful to Dr Shahrokh Khanizadeh and Feroza Fitch who volunteer their talent and time so generously to help **FEZANA JOURNAL**. Each cover is very artistically designed by Feroza and the layout of the Journal is also undergoing changes with artistic work of Shahrokh. Vahishta Canteenwala and Yasmin Pavri generously provide sharp eyes for copy editing.

Kershaw Khambatta and Arnavaz Sethna continue to provide yeomen service to the Journal as subscription managers. Arnavaz very diligently maintains the subscription data base sending reminders for renewals and answering all the queries and complaints very efficiently and patiently. She is the backbone of the Journal and I thank her most sincerely.

Starting with the Spring 2006 Issue, every effort has been made to broaden the pool of contributors and to encourage new and younger members of the community to express their creative talents. And they have risen to the occasion. The Journal provides a wonderful space for Zarathushti youth to become published authors which nurtures their self confidence and raises their own expectations about themselves of what they can achieve in life. All the guest editors need special commendation for the very efficient and professional way they handle the whole production and meeting all the deadlines. We also consider the **FEZANA JOURNAL** as a journal of record; and we now have the cover and the contents of the journal on line, it serves as a resource for the next generation of Zarathushtis to carry on with the work that we have started. This record will serve as part of the tools of transition to new leadership which we are grooming to take over when their time comes. Aban Rustomji of FIRES, Roshan Rivetna, past editor of the Journal and Shahrokh Khanizadeh worked diligently to create a platform for journals searchable on the web by titles and authors. This had been on the wish list for many years and the wish is now being granted.

**Journal Issues in 2012**

<b><i>Spring 2012</i></b>	<b><i>Transition: Changes and Challenges for the Global Zarathushti Community</i></b>
<b><i>Guest Editor</i></b>	<b><i>Kersi Shroff</i></b>
<b><i>Cover image</i></b>	<b><i>Anaheet Gazder</i></b>
<b><i>Summer 2012</i></b>	<b><i>Special 25<sup>th</sup> anniversary Colour issue *</i></b>
<b><i>Guest Editor</i></b>	<b><i>Dolly Dastoor</i></b>
<b><i>Fall 2012</i></b>	<b><i>Zarathushti Existence in the Contemporary World XVI NAZC 2012 New York</i></b>

**Winter 2012  
Cover image**

**Caring for Cancer  
Cheryl Braganza**

***A great amount of time and effort was devoted to the special colour issue to coincide with the 25<sup>th</sup> anniversary of FEZANA. A copy was given to each attendee of the Congress. The issue was sponsored by Marzi Byramji of Regal Press.***

***The summer issue of the JOURNAL is devoted to the visit of the Cylinder of Cyrus to five North American Museums . The issue will be in color, a hard copy to be mailed and an electronic copy to be sent out as well. To contain costs the issue will not cover the regular sections . But an estimated cost for 48 pages plus cover / saddle stitch / full colour throughout is \$5980.00.***

At present the Canadian subscribers receive their copies through Canada post and the US subscribers get theirs through the US postal service. The mailing process is centralized in Toronto with the mailing for US subscribers from Buffalo. We are using bulk mail service but because the volume of mail from North East area of the continent (Buffalo) is very high, the bulk mail does not move very fast and hence delays are experienced by US subscribers.

At present (as of March 31, 2013) there are 755 paid subscribers (March 2012 768; March 2011 893; March 2010 1066, March 2009 1086 ) 556 in US and 144 in Canada and 64 internationally, 79 complimentary to libraries, associations etc. The subscription base has decreased even though we have received 74 new subscriptions in 2012. However like the dwindling Parsi population of India, we lost 200 subscribers. This is pathetic, considering the time and effort expended for each issue. Reminders are sent to lapsed subscribers, 2 more issues sent and then they are taken off the list.

Complimentary copies are sent to contributors of articles, to the FEZANA Associations and to a few libraries. As an incentive one copy is sent complementary to Navjotees and Wedding couples. Unfortunately, very few subscribe voluntarily after their complimentary copy. However those who do receive the Journal enjoy it tremendously and distribute it to their friends

We cannot compete with the internet but we did produce an e book.

***Eat, Live, Pray: A Celebration of Zarathushti Culture and Cuisine compiled by Farishta Dinshaw***

To mark its Silver Jubilee year, FEZANA launched a commemorative cookbook, "Eat Pray and Live".. This cookbook includes time honored Parsi and Persian recipes contributed by FEZANA Journal readers and cultural aspects of Zarathushti cuisine dating back 3000 years. This e publication is available FREE for download at [www.fezana.org](http://www.fezana.org). †

Efforts are made to keep costs down by reducing the number of pages per issue but we have not been always successful because of the abundance of material generated by the very active North American community and the scholarly, social and sporting activity on this continent and globally. We do make use of the internet to send copies for editing. Our advertisement pool has improved and we have made extra effort to collect our payment. Our revenue from advertisements seems low because people pay for a year in advance.

For the Special 25<sup>th</sup> anniversary Summer Colour issue we received significant contributions by way of **Greetings to FEZANA for the 25<sup>th</sup> anniversary** which generated advertising income of \$ 10,961. The printing cost was donated by Marzi Byramji of Regal Press. We thank each and every one who helped in making this issue so colorful, and memorable.

Finally my deep appreciation for Behram Pastakia, the publication chair for his constant efforts to push each issue of the Journal one step higher to excellence.

Respectfully submitted

Dolly Dastoor Ph.D  
Editor-in-chief

May 3, 2013

**FINANCIAL STATEMENT  
2012-2013 Budget \$10,000**

Issues	# of pages	#of copies	Printing cost	Mailing cost	Total
Winter 11	104	1,100	3,870	2156.81	6026. 81
Spring 12	136	1,050	4,674	2472.11	7,146.11
Sum 12	76	1,100		2,576.12	2,576.12
FALL 12	138	1,050	4,674	2427. 69	7,102.69
<b>TOTAL</b>			13,218	9,632.73	22,849.73

<b>REVENUE</b>	<b>2012</b>	<b>2011</b>
Subscriptions	<b>\$ 17, 502</b>	<b>\$19, 318</b>

Advertisements	\$ 10, 961	\$ 6, 765
Donations	\$ 497	\$ 495
<b>TOTAL INCOME</b>	<b>\$ 28, 960</b>	<b>\$ 26,578</b>
<b>EXPENSES</b>		
Printing, mailing & software	\$ 30,112	\$ 28, 336
<b>TOTAL EXPENSE (NET)</b>	<b>(\$1,151)</b>	<b>(\$1,758)</b>

For a third year in a row we are under budget (budget \$10,000 vs. net expense over income of \$1,151).

The Treasurer has provided us with comparative figures for 2012 and 2011

Journal:	2011	2012	Difference \$	Difference %
Total Subscriptions Received	19,318	17,502	(1,816)	-9%
Total Advertisements income	6,765	10,961	4,196	62%
Total Donations for Journal	495	497	2	0%
<b>Total Income from Journal</b>	<b>26,578</b>	<b>28,960</b>	<b>2,382</b>	<b>9%</b>
<b>Total Expenses for Journal</b> (Includes 5 invoices of Regal Press and other expenses				
	( 28,336)	( 30,112)	1,776	6%
	<b>\$ (1,758)</b>	<b>\$ (1,151)</b>	<b>\$ 607</b>	<b>35%</b>

#### BUDGET REQUESTED FOR 2013-14

<b>EXPENSE</b>	<b>Printing and Mailing</b>	<b>\$30,000</b>
	<b>Printing Summer special issue</b>	<b>\$ 6.000</b>
	<b>Computer hardware and software upgrade</b>	<b>\$ 2,000</b>
	<b>Miscell (Public Relations)</b>	<b>\$ 2,000</b>
	<b>Total</b>	<b>\$ 40,000</b>
<b>INCOME</b>	<b>Subscription (projected)</b>	<b>\$ 17,000</b>
	<b>Advertisement (projected)</b>	<b>5,000</b>
	<b>Total</b>	<b>\$ 22,000</b>
	<b>Amount requested</b>	<b>\$ 18,000</b>

**FEZANA PUBLICATIONS**  
**(“LEGACY”, “CONNECTIONS” & “Z-FLYERS”)**

**FEZANA AGM, Dallas 2013**

**“THE LEGACY OF ZARATHUSHTRA, AN INTRODUCTION TO THE RELIGION,  
HISTORY AND CULTURE OF THE ZARATHUSHTIS (ZOROASTRIANS)**

**Ed. Roshan Rivetna, FEZANA, 2002 (reprinted 2003, 2012). \$10 ea or \$7 ea for 5 or more.**

*Legacy* presents the monumental saga of the Zarathushti faith and its peoples, from ancient origins, covering doctrines and rituals, contributions to world religious thought, history, art and culture, down to contemporary practice and challenges, all packaged in an attractive, profusely illustrated volume. *Legacy* serves well to showcase the religion with pride to our North-American neighbors, and also as “Zoroastrianism 101” for our own Zarathushti community.

**Printing/Shipping Expenses:**

***First Printing***, 2002 (3000 copies) at Alphagraphics  
in Chicago = \$11,300

***Second Printing***, 2003 (3000 copies) by Parsiana at  
Kaiser-i-Hind Press, Mumbai = \$4,125  
Shipping (Bombay to Chicago) = \$900

***Total Printing and Shipping expenses (6,000 copies)*** = **\$16,325**

**Receipts from donations for “Legacy”:**

***Cumulative total donations for Legacy*** = **\$20,374 through April 17, 2013**

**Balance of books left (in Chicago):**

There are approximately 1250 books left as of April 2013.

**Third Printing for Sale/Distribution in India:**

By January 2012, books on consignment at Parsiana BookStore were sold out. A ***Third Printing*** of 520 copies was therefore done in May 2012, at Kaiser-i-Hind Press at a quoted price of Rs. 165 per copy. Total cost was Rs. 85,800 = \$1666 (at Rs. 51.5 INR per dollar).

The books will be distributed in India as follows:

100 for sale at Parsiana Book Store (at Rs. 500 ea, with 15% commission to Parsiana)

100 for sale/distribution at M. J. Wadia Fire Temple Trust, Lalbaug (Mr. Kersi Limathwala).

30 for sale at Zoroastrian Studies shop at K. R. Cama bldg (at Rs. 200 to ZS).

70 for distribution at educational institutions (incl. Panday School).

100 for distribution to Dadar Athornan Institute (Er. Dr. Ramiyar Karanjia)

Remaining 100 books (approx) will be kindly stored by Mr. Yazdi Tantra at On\_Lyne Systems office, for further distribution as needed later.

## **“THE ZOROASTRIAN CONNECTION WITH JUDAISM AND CHRISTIANITY”**

**Ed. Roshan Rivetna, FEZANA, 2009. \$10 ea or \$5 ea for 5 or more.**

A compilation of articles by some thirty scholars/researchers, suggesting the important role played by the religion of Zarathushtra in shaping Judaic and thence Christian religious thought and practices. The book gives a well-researched Timeline of Historical Contacts between Zarathushtis, Jews and Christians. This compilation will help to illuminate the powerful influence of Zoroastrianism on Judeo Christian theology, philosophy and culture, which has so heavily influenced the modern age.”

### **Printing/Shipping Expenses:**

First Edition, 2009 (1575 copies) at Whitehall Printing, FL = \$3647

***Total expenses for printing of “Connections” = \$3,647***

### **Receipts from donations for “Connections”:**

***Cumulative total donations for Connections = \$3,109 through 4/17,13***

### **Balance of books left:**

There are approximately 725 books left as of April 2013.

## **Z-FLYER - “ZOROASTRIANS (ZARATHUSHTIS) FOLLOWERS OF AN ANCIENT FAITH RELEVANT IN THE MODERN WORLD”**

**by Rohinton Rivetna, FEZANA, 1983 (reprinted 2005, 2007, 2012). 50c ea or \$25 for 100.**

A brief introduction to the Zarathushti religion in an attractive foldout flyer, covering history from Zarathushtra’s times, through the Persian Empires to the present-day, Zarathushti doctrine, sacred texts, customs and ceremonies and interactions with other world religions.

### **Printing/Shipping Expenses:**

First Printing, 1983 – data is not available.

Second Printing, 2005 (5,000 copies) at Alphagraphics, Chicago

= \$1872

Third Printing, 2007 (5,000 copies) by Kaiser-i-Hind Press, Mumbai

= \$474 + \$400 shipping

Fourth Printing, 2012 (5,000 copies) by Kaiser-i-Hind Press, Mumbai

At Rs 10 ea + tax = Rs. 62,213 at Rs. 48.90/\$ = \$1272 + \$508 shipping

***Total Printing and Shipping expenses = \$3618 printing + \$908 shipping = \$4526***

### **Receipts from donations for Z-Flyers:**

***Cumulative total donations for Z-flyers = \$2,195 through 4/17/2013***

### **Balance of Z-flyers left:**

There are approximately 7,000 Z-flyers left as of April 2013.

Submitted by Roshan Rivetna, 22 Apr 2013

## **REPORT OF THE PUBLIC RELATIONS COMMITTEE**

The PR committee is composed of two newly appointed co-chairs. During its brief tenure so far it has proposed updated terms of reference and mission statement that await the board's approval. It has also responded quickly to diverse major events -- such as the tragedy at Newtown, Connecticut, and the Cyrus Cylinder's landmark U.S. tour -- through news releases and presidential statements on behalf of FEZANA.

The committee expects its role to expand as FEZANA's strategic needs and goals are better defined. Currently the committee's understanding is that a key mission going forward for FEZANA is to raise its profile among the Zarathushti member communities across North America. It stands ready to assist in this mission. How to make FEZANA more relevant in the lives of member communities is a pressing question. One perceived need of the community is for a one-stop web portal that would satisfy a wide multitude of needs -- religious, cultural, social, etc. The FEZANA site should be geared to fulfilling this need and its existence well publicized among the member groups. In this regard, the PR committee would be more effective if it is more closely integrated with the Publications and Technology arms of FEZANA.

A second perceived need is to raise the profile of Zarathushtis in the interfaith community. Here again the PR committee hopes to play a vital role, but needs direction as to FEZANA's specific goals in this regard.

Signed,

Porus P. Cooper  
Zenobia Ravji

April 25, 2013

FEZANA PR Committee

Chair: Porus Cooper

Co-Chair: Zenobia Ravji

Mission Statement: The FEZANA Public Relations Committee serves and assists the Zarathushti community in gaining awareness of current events, promoting community programs, and educating the community on its historical, as well as its recent accomplishments.

The PR Committee will use traditional and social media outlets to promote the Zarathushti Community across the globe. The media outlets include but are not limited to: Facebook, Twitter, LinkedIn, newsletter, email, etc.

The following are the goals for the PR Committee:

- Promote FEZANA in the global Zarathushti community.
- Educate the community on Zarathushti traditions and holidays through multimedia outlets: film, video, photography.
- Educate the community on the Zarathushti religion and values.
- Connect the global community via social media outlets.
- Engage the global community in philanthropy.
- Mobilize youth to maintain the strong community foundation.
- Continue to build relationships with Zarathushti associations around the globe.

Projected Budget for 2013-2014: \$1,000

Facebook: <https://www.facebook.com/pages/Fezana/146727472067524>

Twitter: #FEZANA1

## FEDERATION OF ZOROASTRIAN ASSOCIATIONS OF NORTH AMERICA

### PUBLIC RELATIONS COMMITTEE

#### TERMS OF REFERENCE

Many of the goals and objectives set out nearly 20 years ago for FEZANA's Public Relations Committee remain relevant today. It is proposed to re-adopt the following, listed here in slightly revised form:

- To establish internal and external communication structures
- To develop name recognition for FEZANA and its activities internally (among the various Zarthusti communities across North America and abroad) and for Zoroastrianism externally.
- To build an internal flow of communications.
- To develop position statements on issues confronting the Zarthusti community in North America.
- To generate FEZANA press kits and to prepare press releases for events and announcements.
- To draft media lists of journals, magazines, newspapers, television and radio stations and develop relationships with newspaper, magazine and journal editors.
- To nominate spokespersons to handle internal and external media relations
- To develop a *crisis* communication plan should a crisis emerge.

But much has changed in the years since the earlier goals and objectives were adopted. Happily, the community has grown in numbers across the continent both through births and continued immigration. There are new expectations and new needs, and new technologies to respond to them. FEZANA began in the age of landline telephones and is now in the age of Twitter. FEZANA must reinvent its communication strategy and adopt the latest Internet-based tools if it is to continue to project its image and remain relevant to the community.

So to the already listed goals and objectives, it is proposed to add this:

- The public relations committee must be reconceived from serving as an arm of FEZANA administration to being the hub of all its activities. It must go from being the mouthpiece of FEZANA to being the central exchange for both incoming and outgoing communications. The ultimate goal is not to make the PR Committee more central, but to make FEZANA's various activities more central to the lives of Zarthustis across the continent so that when a member of the community has a need or a question, he or she will think right away of turning to FEZANA.

2/24/2013

## ADMINISTRATION

- \* This committee will be headed by a Chairperson appointed by the President of FEZANA, and approved by its members. The appointment will be for two years. The term of the appointee will be the term of the appointing President.
- \* The Chair shall appoint committee members from among the Member associations as required, with similar term as the chair. [Proposed amendment: The Chair shall seek to appoint at least one member of each member association as a member of the PR Committee, with a term similar to that of the chair.]
- \* The Chair shall be responsible for the functioning of the committee, prepare a budget for inclusion in the FEZANA budget, and present an annual report to the members of FEZANA at the AGM.
- \* The committee will work very closely with all FEZANA committees, especially with the External Affairs Committee and the Publications Committee. [Proposed amendment: All FEZANA committees, especially the External Affairs Committee and the Publications Committee, will work very closely with the Public Relations Committee.]

2/24/2013

## **REPORT OF RESEARCH AND PRESERVATION COMMITTEE 20012/2013**

**To:** Mrs. Katayun Kapadia, President  
**CC:** Ms. Nahid Dashtaki Secretary  
**From:** Ervad Dr. Jehan Bagli, Chairperson, **Research and  
Preservation Committee (R/P)**  
**Date:** April 2013  
**Re:** Report for AGM 20012/13

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### **R/P committee consists of following individuals**

Dr. Jehan Bagli , Chairperson  
Dr. Dolly Dastoor  
Mr. Maneck Bhujwala  
Mr. Firdosh Mehta  
Mr. Romy Mohta

I wish to express my sincere appreciation to the dedicated members of the Research and Preservation Committee, for their contributions. These individuals have contributed their valuable time and efforts, in the interest of preservation and perpetuation of various aspects of Zarathushtrian Faith and culture to help augment the awareness of our Heritage. This report enumerates major activities of these individuals during 2012/13.

### **Religious activities –Lectures and Discourses**

In April 2012 invited to give a talk on Zoroastrianism at the Unitarian church in Mississauga. **(Bagli)**

Presented a talk on the reflections of Navjote prayers at ZSO in December 2012. **(Bagli)**

Presented lectures on topics related to Zoroastrianism at California Zoroastrian Center, and at King of Glory Church in Fountain Valley, California in 2012 and 2013 respectively. **(Bhujwala)**

Participated in a full day seminar organized by NAMC at Houston Zoroastrian Center. **(Bagli)**

Presented a lecture on a Zarathushti perspective of 'Why Bad Health Happens to Good People' at Vancouver, Calgary, Boston and Edmonton. **(Mehta)**

Participated in Jashans, and last rites rituals as requested by individual families as well as in community ritual prayers at associations (ZAC and CZC). **(Bhujwala)**

In January 2013 spent some time introducing Zoroastrianism to a class of World religion from Christian College. **(Bagli)**

Participated in the two panels –Zarathushti Identity and Navjote Ceremony- at the NAZC in New York. **(Bagli)**

Invited together with Ms S. Pithawalla and Mr. Cyrus Mohta to give a talk at the First Congregational Christian United Church of Christ. The topic was Introduction to Zoroastrianism and to shed some light on the interpretations of the visit of the three Magi at the birth of Christ. **(Mohta)**

Presented a Zarathushtrian perspective at the 'Festival of Light' program at a Unitarian Interfaith service **(Bagli)**

Over past several years has continued posting on the internet, translations, in Gujarati and English together with transliterations of Persian text of Shahnameh couplets for Zarathushti aliases. **(Bhujwala)**

### **Interfaith Activities**

Presented a talk introducing Zoroastrianism at an interfaith meeting hosted by Ahmadia Muslim Center in Chino, California. **(Bhujwala)**

Invited to represent the Zarathushti community at the Intercultural Dialogue Institute (IDI) Ramadan dinner. **(Bagli)**

Offered a short presentation on Eradication of Poverty at the meeting of ISARC (Interfaith Social Assistance Reform Coalition). **(Bagli)**

Participated at MOSAIC interfaith program in October 2012 in the discussion on the topic of 'Relevancy of Religion in a Secular World". **(Bagli)**

Submitted an article in 2012, on the 'Impact of my Interfaith Involvement on Zarathushti Philosophy and Community' to Cheherenama – a publication of CZC. **(Bhujwala)**

Participated in the Mosaic meeting on November 11 to speak about the 'Holy days of the Zarathushti Year' **(Bagli)**

Provided information on interfaith activities to Parsiana for an article on the subject in 2012. **(Bhujwala)**

Invited by the Islamic Ahul Bayt Assembly to speak at the commemoration meeting for Imam Hussein. **(Bagli)**

Represented Zarathushti community for the last 8 years at the Greater Huntington Beach Interfaith Council. Currently serving as the President of the organization. **(Bhujwala)**

Participated with Ervad Cyrus Khory at the Durham Multi-faith World Religion Day in a discussion on the theme of “Water & Sustainability: Zoroastrian Perspective”. **(Bagli)**

Invited to speak at the World Interfaith Harmony Week organized by Toronto Area Interfaith Council (TAIC) to represent Zoroastrianism in Toronto. **(Bagli)**

### **Books, and other Activities**

Served as Guest editor for the 2012 fall issue of FEZANA Journal and submitted articles in it, on historic Parsi personalities. **(Bhujwala)**

To guide young boys from North America preparing of Navar ceremony in India, a book is under preparation with details of explanation, prayers and procedure. This project is undertaken with Ervad Adi Unwalla of New Jersey. **(Bagli)**

Wrote letters to the editors of various local news papers and commented on several websites, correcting, criticizing, supplementing information, and educating the readers and writers about the Zoroastrian religion and the community. **(Bhujwala)**

Ervad Dr. Jehan Bagli  
Chair, Research and  
Preservation committee

### **POST NOTE:**

**I would also like to go on record to extend a warm welcome to Farishta Dinshaw, who has joined this committee.**

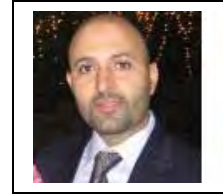


# **FEZANA Small Groups Committee**

## ***Annual General-Body Meeting Report 2013***

**Dated:** April 25<sup>th</sup> 2013

**Chairperson:** Sarosh Homi Sepai  
[president@za-pa.org](mailto:president@za-pa.org)



### Introduction

After serving the Pittsburgh, Pennsylvania community for some four to five years (and I continue to do so), my visit to the AGM in New York on August of 2012, provided me with tremendous insight into the affairs of FEZANA. From an outsider's perspective, I liked a lot of what I saw and heard, but with that I also felt the need for a lot more to be accomplished. I realized that FEZANA could not only add to what it was already undertaking, but also saw tremendous scope for efficiencies with what it already had in it's plate.

Maybe it is the blood of my family that is devoted to years of selfless service to communities in India and Europe, but I was not going to sit on the side lines and merely comment – I had to step up. I met with many of the esteemed FEZANA committee members including Katayun Kapadia and offered my services. Katayun later spoke with me and took me up on that offer – I was to be the next Small Groups Chairperson. Having lived among and come from small groups myself, I knew this was exactly what I wanted to do and make a difference.

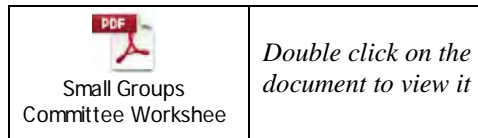
We have some eleven corresponding members (small groups) registered with FEZANA but I am sure there are many other smaller groups, families and/or individuals located around North America who are unaccounted for. I accidentally happened to meet one such mother-daughter family located in an isolated place called Prince Rupert in north-west Canada. So isolated they are and so limited in resources, that for the death ceremony of the father, they could not procure the services of a priest to come onsite to conduct the last rites. While one priest in the USA was willing to travel, he did not have the Visa for Canada. That priest over speaker telephone performed the last rites prayers.

It is stories like these that inspire me to use the offices of FEZANA to help families like them, to feel they have friends in FEZANA who also want to look out for them, and not just the larger associations where most activities naturally occur.

### Goals & Achievements

While the title “Small Groups” might sound insignificant to some, we must not underestimate it's potential to contribute to the common goals of FEZANA in particular and to the community in general.

Earlier this year with the help of Mahrukh Motafram, I prepared the “Small Groups Goals” document, which trifurcates the action items to meet FEZANA’s short, medium and long term goals. This is a working document that will be updated periodically as we make progress. The initial template is embedded below for reference.



My quest has begun – armed with my tools (*my cell phone and email*) – I set out to establish lines of communication with these small group’s representatives. Below is what I hope to achieve initially:

1. Introduce myself, FEZANA and the goals of “Small Groups” to the representatives.
2. Learn about the members of the group.
3. Gather data about the activities the group engages in.
4. Understand the group’s constraints, limitations, pain points and challenges, if any.
5. Offer to liaison on their behalf with FEZANA and it’s contacts to help in any way possible.
6. Make a note of their suggestions and comments.
7. Introduce the short, mid and long term goals of Small Groups (*from the Strategic Planning Committee*) to them and get their inputs on what action items could be initiated to meet some of those goals, over each of those terms.
8. Attempt to incorporate the representatives’ suggestions, and ideas within the above goals.
9. Track progress and get feedback on those action items.

So far I have made contact with a few small groups on the east coast and plan to work myself west-ward. I plan on documenting my conversations, input, action items and feedback.

### Conclusion

This is just the beginning. The initial responses from these representatives, so far, have been positive, but I have a long road ahead of me and pray my hard work produces the kind of results we seek.

### Budget Request

Nil

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## UNITY AND WELFARE COMMITTEE

Thank you President Katayun Kapadia and Treasurer Ratan Mistry for your trust, help, support and guidance.

FEZANA is a North American entity but we are thankful to Ahura Mazda for putting us in a position to be able to help community members all over the world.

The Treasurer's report will reflect the work we have done in the past year. To give you a general idea we received from endowment interest \$16000.00, donations collected were \$25000.00, making total income of \$41000.00 and the amount given out was \$38000.00.

Donations given out were for :

- Help to seniors in North America and in India.
- Young family in financial problems, immigration problems.
- ZWIN-ZEAL project support.
- Uplifting living conditions for Zarathushti villagers, Dinshaw Tamboly's congress talk.
- Helping out a priest's family who were in financial trouble due to loss of job.
- Help to a poor family in Nashik, India.
- Family in New Jersey whose house had extensive damage due to hurricane Sandy.
- Nassesalars at Mumbai Doongarwadi, for their welfare through Fali Shroff of ZAGNY.
- Helping an older Zarathushti who has a sick mother and had rent problems.
- Young Mobed in Mumbai in motorcycle accident who is still recovering and has lots of medical expenses.
- Liver transplant patient from Pakistan.

Like every year, we repeat our request to all FEZANA Associations to appoint a welfare committee or a person who can be in touch with us for local needs and on our side, we have a contact person we can deal with and send information to.

We are grateful to Dinshaw Tamboly and WZO Trust India for his help and guidance.

We thank the donors for their trust and generosity, thank you for making our work possible and for your help in perpetuating its growth.

May Ahura Mazda bless our donors and volunteers who make our goals achievable.

The three of us are better people because of this opportunity to serve our community.

Love and good thoughts,  
Houtoxi Contractor, Freyaz Shroff, Hosi Mehta  
Co chair FEZANA Unity and Welfare Committee

Submitted: April 2013





## **Zoroastrian Sports Committee (ZSC) - 2012 Annual Report**

### *2012 Games*

In the past year, ZSC held the 13<sup>th</sup> Zoroastrian Games. The Games were hosted by the Zoroastrian Association of Ontario from June 29 – July 3<sup>rd</sup>, at York University in Toronto, Canada. The Games marked the fourth time ZSC worked with a host committee and the second time the Games were held outside of the United States. Below is a summary of the 13<sup>th</sup> Games:

- In total approximately 2,000 number of Zoroastrians – athletes and spectators – participated in the 2012 Games
- More than 450 athletes participated from different countries like the United States, Canada, United Kingdom, France and Germany.
- Athletes participating on adult & youth basketball, adult volleyball, adult and youth swimming, adult and youth track & field, Badminton, Tennis and for the first time field hockey.
- The cost of conducting the Games continued on an upward trend in 2012

Overall, the Games were a success and ZSC will continue to build on the lessons learned and improve the process of working with host committees for future Games.

### *2013 8<sup>th</sup> Unity Cup Soccer Tournament*

ZSC is currently working with the San Diego Board of Directors and San Diego Sports Committee - the selected host for the 2013 Unity Cup Soccer Tournament – to plan this event for Labor Day weekend of 2013. This tournament will be the first time ZSC has selected a host committee for the soccer games. Future plans include building a process similar to that of the Zoroastrian Games whereby other Zoroastrian associations across the country can have an opportunity to host this tournament as well. More information can be found at: <http://sdzsport.com/>

### *Website*

ZSC continues to work towards building a more permanent and user-friendly website. Any advice or volunteers who have expertise and can provide support to ZSC on this front are welcome and much appreciated.

### *Challenges*

ZSC events continue to grow and an exponential rate, both in cost and in number of attendees. Management of events has become more complicated and challenging. Furthermore, participant expectations continue to grow, and the number of personal incidents, character attacks (at the Games and afterward), and other run-ins at the Games are also on an upward trend. Additionally, we at times continue to face resistance from some in the community on our policy to be inclusive and allow all Zoroastrians (children of mixed parents and converts) to participate in ZSC events. ZSC looks to any support, additional volunteers, and assistance that FEZANA and other Zoroastrian associations can provide.

#### *Future Goals*

ZSC leadership hopes to continue improving the Z Games and the Unity Cup Soccer Tournament, to rebuild and improve the ZSC website, to make better use of social media tools to promote events, and to find new host cities for ZSC events. Furthermore, ZSC is actively searching for new leadership who can help grow and strengthen this committee and future events.

Contact: [zsc@fezana.org](mailto:zsc@fezana.org)

## **AGM Report Zoroastrian Youth of North America (ZYNA)**

### **What we have done since August, 2012?**

Zoroastrian Youth of North America (ZYNA) was proud to re-launch itself in 2013!

In our religious community the definition of youth is fairly broad. ZYNA redefined its definition of youth to ensure all stakeholders were engaged at FEZANA events; as well as, make the activities at these events more appealing and meaningful—with the intent to plan activities for the each age groups. ZYNA felt that this would allow for specialized activities that hone in on select groups' interest and needs, while not disconnecting them in any way. Group divisions are noted below:

- Youth 13-18 years of age
- Young Adults 19-24 years of age
- Young Professionals 25-45 years of age.

Zoroastrian Youth of North America created and started a Facebook page advertising youth events for FEZANA, and we currently have over 170 “Likes.”

In March of 2013, we hosted a Young Professionals Norouz Retreat/ Networking event that hosted a diverse group of youth between the ages of 25-45. The event catered to the wants of over 65 youth, while maintaining the mission and philosophy of FEZANA. ZYNA also hosted an interactive panel at with Zoroastrian Association of Greater New York's Religious classes the day after the retreat closed.

### **What we are currently doing?**

At the current time, we are looking into the logistics of hosting a Recreational Retreat with a Team Building focus, for either 13-18 year olds, or 19-24 year olds, in August of 2013.

### **What we hope to do in the future?**

In the future, ZYNA hopes to host three events a year for each defined age group (13-18, 19-24, 25-45). The events will be unique and cater to the diverse needs of the individuals it host. Through these events we hope to foster *unity* in our religious *community*. Through careful planning, we would like to plan events in locations that host Zoroastrian functions in a close proximity to elicit and promote youth involvement (e.g., FEZANA UN events, Unity Walk, Cyrus Cylinder exhibit(s)). Programming that would attract a diverse group of youth, and further connect and educate them on the ties to the culture of Zoroastrianism, will be considered when planning events: meals, cultural music, games, tied to ecology, and service—this can be done in a wide range of ways such as, cooking classes, functions, retreats, etc.

### Budget Proposal

We hope to host approximately three events a year. We hope to get \$4,500-\$5,000.00 US, to supplement the registration cost involved. With these funds, we will be able to secure distinguished speakers, provide transportation, and other necessary cost involved in planning functions.

## **AGM Report Zoroastrian Youth Without Borders (ZYWB)**

### **What we have done since August, 2012?**

Zoroastrian Youth Without Borders was an inactive committee, prior to its start-up this past summer. This year we have started advertising the program to spread awareness of its mission and philosophy (via the FEZANA Bulletin, Journal and Facebook). To attract attention we have developed resource documents, established an application and evaluation criteria, award committee, as well as create a website with information about their program (<http://zywb.weebly.com/>).

At the current time, April 2013, we received one application, and one award recipient—Dr. Anahita Dua. Dr. Dua traveled to Chad, in March of 2013, with the Medical College of Wisconsin International Health Program to provide healthcare to the less fortunate. The duration of her travels was approximately 4-weeks.

### **What we are doing now?**

At the current time, May 2013, we are working to spread awareness of our project with local associations, small groups, as well as youth. To accomplish this, we are currently in the process of a publicity push, where we are writing to associations and calling their presidents to make them aware of ZYWB. In the email we send them, the website is included along with an application and publicity material that can be copied and pasted into their local group's newsletters at their leisure.

We are hoping that after individuals learn about the program, they will be encouraged to apply to the program. We hope to aid and further foster a community of youth acting as leaders, to instigate positive change in global society. ZYWB chairs number one goal is to award several individuals aid in the next 12-months.

### **What we hope to do in the future?**

In the future, summer 2013, we would like to continue to encourage youth to travel abroad and volunteer and spread awareness of ZYWB. To better serve and encourage those who are new to volunteerism, and traveling abroad we would like to establish a database of credible partners and resources so help them develop their volunteer program. As our program grows and develops, we are also considering having past award-recipients mentor current fellows.

### **Budget Proposal**

From May 2013-May 2014, we would like to request \$3,000.00 (US) for sponsorship to aid youth in traveling for humanitarian causes, and any administrative cost needed to promote the project at functions.



## **REPORT FROM THE FEZANA COMMITTEE OF**

### **ZARATHUSHTI TREASURES FOR EXHIBITS AND MUSEUMS (Z-TEM)**

This year FEZANA announced a new Committee of Zarathushti Treasures for Exhibits and Museums.

The Terms of Reference for this committee were created and have been submitted to FEZANA President for Approval.

The team members at present are as follows :

Ms. Behroze Daruwalla – Chairperson

Ms. Yasmin Medhora – Member

Ms. Roshan Rivetna – Advisor

2 Local Members at Exhibit locations.

During FEZANA NA Congresses, exhibition has become a trend and a regular feature. Therefore two local Members of the Host Association will be requested to join the Committee to co-ordinate and work on the Congress Exhibits as per destination of the NA Congress for smooth operations and logistics.

At present the Chair is building the Z-TEM committee and requests all member association to publicize this new Committee and invoke interest and create awareness for Exhibits of Z treasures. Youth who are interested in textiles, research, artifacts would be encouraged to join and form a part of this committee. Maximum core committee members will be 5 at any given time with rotating 2 local members during Congress or major FEZANA functions.

This year's objectives are :

1. To build a team
2. Create Awareness and interest of this Committee among FEZANA Members
3. Join Hands with Member Associations for upcoming exhibitions
4. Work with Exhibit Committee and Organizers of the World Zoroastrian Congress to be held in Member and represent FEZANA at this Congress.

The Committee requests a budget of US\$2500.00 for storage and transportation of exhibit material.

The Committee intends to rent a climate control storage facility in Houston at a monthly rate of US\$ US\$100 – US\$120.00 (approximate ) to store props like mannequins, posters and other material that are donated/utilized at the Congress and can be used by various Associations at future events.

The Z-TEM Committee requests FEZANA to :

1. Approve the Terms of Reference for this Committee and;
2. Pass the Budget.

BD/C/Z-TEM  
AGM 2013 report



**FEZANA COMMITTEE OF  
ZARATHUSHTI TREASURES FOR EXHIBITS AND MUSEUMS (Z-TEM)  
Terms of Reference**

Our heritage is our compass. Knowing where we come from “roots” us firmly in the present, shows us our function in society and maps out more clearly the path we need to take as we move towards our future. Ties to our past not only keep our culture and heritage alive but also strengthen the roots for future generations.

The Committee of Zarathushti Treasures for Exhibits & Museums (Z-TEM) has been created by FEZANA to exhibit our community’s artistic talents and to preserve Zarathushti “treasures” in its various forms. The Committee will work in tandem with other FEZANA committees to promote and showcase these talents, artifacts and items that represent our traditions and culture across North America and beyond.

**Mission**

To preserve our Zarathushti Treasures and rich cultural traditions; to provide a focal point that is a source of pride and appreciation by the community today; and to create awareness in North America for the next generation of Zarathushtis through this legacy.

**Goals**

- The immediate goal is to provide opportunities for North American Zarathushtis to appreciate the existing talent within our community and to begin the process of preserving our cultural traditions and treasures.
- In the longer term, the goal is to establish a permanent museum of Zarathushti artistic treasures in North America.

**Objectives**

- Hold exhibitions of “local” treasures at events in cities around North America.
- Hold exhibitions during FEZANA Congresses with the help of appointed local community members.
- Maintain a database of Zarathushti artists.
- Showcase Zarathushti artistic talent at various venues on diverse themes and in different media.
- Liaise with other organizations, such as *Parzor*, to promote and preserve our Zarathushti artistic heritage.
- Create awareness of our Zarathushti treasures/heritage in Mainstream North America through exhibitions at non-Zarathushti events.
- Encourage our fellow Zarathushtis to donate their artistic heirlooms to the Committee to preserve them for posterity.
- Create eventually a permanent exhibit of all these Zarathushti artifacts that are housed in a dedicated facility.

## **Administration**

- This Committee will be headed by a Chairperson appointed by the President of FEZANA and approved by its members.
- The Chair shall appoint Committee members from among the member associations as needed.
- The Chair shall be responsible for the day-to-day functioning of the Committee.
- Prepare the budget and present it to FEZANA
- Present annual progress report at the FEZANA Annual General Meeting.

BD:Home  
C/FEZANA Committee  
FINAL

## THE ZARATHUSHTI WORLD – A DEMOGRAPHIC PICTURE

Report for FEZANA AGM, Dallas, May 3-5, 2013

**Disclaimer.** While every effort has been made in good faith to seek out reliable data sources, this compilation is not an official, statistically correct census. The raw data is presented, as received, to get a flavor of the Zarathushti world and help the community to identify concerns, and take corrective actions where necessary.

In commemoration of its 25th anniversary, FEZANA undertook a demographic study of all countries around the world where Zarathushtis reside. Data was compared with a similar study in 2004 [FEZANA Journal, Winter 2004]. These results were presented (along with an early history of Zarathushtis in North America) by Roshan Rivetna at the Congress in New York in August 2012. The powerpoint slide presentation and the accompanying paper “*The Zarathushti World - a Demographic Picture by Roshan Rivetna* can be viewed/printed at [www.fezana.org](http://www.fezana.org).

Data was collected on population, age distribution (children, adults and seniors), sex (male or female), origin (Parsi or Iranian) and intermarriages, and optionally on offspring of mixed marriages and conversions to/from the Zarathushti religion.

In October 2012, the paper (Version 3, October 28, 2012) and presentation were updated to include results from the 2011 Iran census, and updated demographics data received from a few North American States/provinces.

The estimated Zarathushti **population** of the world shows a decline by 11.0% (from 124,953 to 111,201) since the 2004 study. This has been weighted in large measure by very significant drops in the estimated populations of Iran (- 37.5%), India (-12.4%) and Pakistan (-21.0%). Large percentage gains in the Diaspora countries, primarily USA (+32.5%), Canada (+7.5%), New Zealand (+36.8%) and Singapore (+129.6%) do not compensate for these losses.

### **Presentation at FEZANA AGM, Saturday, May 3, 3:30 – 4 pm**

The presentation at the AGM will focus on demographics for North America. It will include updated data for all US States and Canadian provinces, as well as responses from a few States/Provinces on the optional survey questions about intermarriages, children of intermarriages, conversions, as well as an attempt to get an estimate of how much new births and/or immigration has contributed to the population growth in North America.

**Population** in North America shows growth of 23.6% (from 16,769 to 20,727) since the 2004 study. In USA, the population shows growth of 32.5% (from 10,794 to 14,306). In Canada, the population shows growth of 7.5% (from 5,975 to 6,421).

**The percentage of children** 18 & under was 18.6% in USA and 16.9% in Canada (compared to 17.6% in India).

**The percentage of seniors** 65 and over was 12.9% in USA and 15.9% in Canada (compared to 24.1% in India).

**Parsi/Iranian origin** was distributed as 67.8% Parsi and 32.2% Iranian in USA; and 72.0% Parsi and 28% Iranian in Canada.

**Births and Deaths.** During the last 2 decades, Fezana Journal recorded 1,022 births and 706 deaths in North America, compared to 3,456 births and an alarmingly high number of 17,715 deaths, recorded by Parsiana in Mumbai!

A disturbing observation is the very significant upward trend in the percentage of **intermarriages** in North America over the last two decades, as reported in FEZANA Journal (from 23.7% in 1991 to

approx. 60% for the last three years, 2009 - 2011). In Mumbai, as well, intermarriages, as reported in Parsiana have increased from 20.5% in 1992 to 38.9% in 2011.

On the optional survey questions about *offspring of mixed marriages* and *conversions to/from the Zoroastrian faith*, very few and sporadic responses were received (only from a few North American states/provinces). While probably not statistically significant, the data does indicate a disturbing number of children of mixed marriages and more so, their next generation, not following the Zarathushti religion.

There is a concern that in North America, while there is significant growth in population, there are indications of subtle decline due to assimilation and intermarriages.

**Brainstorming Session, post-AGM, Sunday, May 5, 1-2 pm.**

In this session, we will brainstorm on how to sustain the impressive population growth and strengthen the Zarathushti community in North America. We will first identify areas of concern and then brainstorm on proactive measures and solutions to address these concerns. All AGM attendees as well as observers are encouraged to participate.

While we bask in the population growth in Canada and USA, we urge the leadership to take cognizance of some of the disturbing signs, and implement pro-active measures to keep future generations within the fold. Together, we can work towards a Zarathushti renaissance, right here in North America.

By Roshan Rivetna

April 25, 2013

# INFRASTRUCTURE DEVELOPMENT IN NORTH AMERICA PROGRAM

Fezana AGM, May 3-5, 2013

## **FRIDAY May 3, PRE - AGM OPEN FORUM (4:30 pm - 6:15 pm)**

**Objective:** To set direction and agenda for Infrastructure Development in North America.

**Format:** Brief 60 minute introduction by presenters followed by open discussion.

**Program:** *Presentations, 10 minutes each or less*

Overview and background	<i>Rohinton Rivetna</i>
Vision, need for infrastructure and collective effort	<i>Rustom Kevala</i>
(Rustom Kevala regrets his inability to be at the AGM but will send his written comments)	
Various infrastructure needs and wants	<i>Rustom Engineer</i>
A case for the development of Religious Institutions	<i>Kobad Zarolia</i>
Structural and Organizational set ups	<i>Sarosh Collector</i>
Management of Funding	<i>Homi Davier</i>
(Homi Davier regrets his inability to be at the AGM but will send his written comments)	
Regional Perspectives:	
East Coast,	<i>Gev Nentin</i>
Midwest,	<i>Hosi Mehta</i>
West Coast	<i>Nazneen Spliedt &amp; Tehmi Damania</i>
Next steps	<i>Alayar Dabestani</i>
(Alayar Dabestani regrets his inability to be present at the AGM but promises to be present if and when a Convention is organized)	
<i>General Discussion</i>	<i>Firdosh Mehta, Moderator</i>
<i>Wrap up</i>	<i>Katayun Kapadia</i>

## **SUNDAY May 5, AGM (11:00 am – 11:45 am)**

Summary of Open Forum proceedings	<i>Rohinton Rivetna</i>
A proposal for taking the message to the North American community	<i>Homi Gandhi</i>
A proposal for taking the message to the worldwide community	<i>Behram Pastakia</i>
Ways and Means to generate funding	<i>Furrokh Irani</i>

## **SUNDAY May 5, POST AGM (2:00 pm – 3:00 pm)**

Assignments and time table for follow-up activities.



# **INFRASTRUCTURE DEVELOPMENT AND CAPACITY BUILDING IN THE NORTH AMERICAN ZARATHUSHTI DIASPORA**

**FEZANA AGM, Dallas, May 3-5, 2013**

## **Our Achievements in the Past 50 Years.**

With the full weight of history and the recognition of our station as the youngest Diaspora in the Zarathushti World we have a sense of awakening to come to grips with the development of our infrastructure and capacity building in North America.

If history is any guide the adage “demographics determines destiny” is the operative today in the Zarathushti world. With the shift in demographics (declining and aging population numbers in India and Pakistan and possibly Iran (?) and increasing and younger population numbers in North America, it is plain to see that one needs to bolster the North American Diaspora. This realization has not come as an instant revelation but rather it has been a gradual process of observation, assessment and ground realities over a period of a decade, that has now come to the forefront deserving the collective attention of the North American and the World Community.

North American Zarathushtis are the youngest of the Diasporas that has reached a critical mass for growth and sustenance, not to discount Australasia which offers potential but not expected to reach a critical mass for a few years. The North American Diaspora is unique in that it represents a blend of both the Parsis - Zarathushtis from India and Pakistan, as well as Zarathushtis from Iran. After a thousand years of separation, the two streams are now together in North America. The Community has developed and is developing with this mix in its own distinct manner.

It has not been too long since the time when North America was known as the land of milk and honey, compared to the developing countries which to a large extent, has been the cause of the shifting demographics; but today we have a level playing field. While today North America still offers abundant opportunities and freedoms both individual and religious, other emerging countries are not far behind. The flow of wealth which used to be from the west to the East is now a two-way street in either direction and as such this matter needs to be addressed not so much by North Americans themselves but by our global “Community Without Borders.”

This transformation of the balance of wealth no doubt is not complete and hence the turmoil, but soon equilibrium will be reached and the global economy will plateau out at a higher plain than the world has ever seen before.

For our Zarathushtis, based on studies and analyses that abound, we have at most two generations to act decisively, if we do not wish to consign ourselves to the pages of history. North America offers the best hope, with relative calm and respect for each other and willingness to accommodate all points of view without acrimony, a fundamental requirement for progress and growth.

At the same time it is agonizing to see the diminutization of our communities in India, Iran and Pakistan. Without a miracle the “moving finger will write and having writ will move on.” It is said that “History is full of sounds of slippery silk shoes coming down and wooden shoes going up.” And hence the bolstering of the North American Community becomes so compelling and takes center stage.

On June 2, 2012 FEZANA celebrated its Silver Jubilee, a milestone for our North American Zarathushti community. When FEZANA was founded 25 years ago Zarathushtis had already been in North America for a length of time. Seventeen Associations were in existence and the community was young and vibrant. Although

there are some records of Zarathushtis having resided as early as the 1800s, migration of Zarathushtis to North America began in earnest only in the mid 1900s. Allowing ourselves to be the arbiters of our destiny if we were to pick a date for the continuous presence of Zarathushtis in North America as 25 years prior to the formation of FEZANA i.e. 1962 we can declare that in 2012 the year of FEZANA's silver jubilee, Zarathushti presence in North America will pass the half century mark, with the third generation of Zarathushtis beginning to make their presence felt.

The achievements of Zarathushtis in this past half century have been many. We have established twenty-seven Associations in various cities in North America, and numerous informally organized Small Groups, we have built or acquired nine properties as Dar-e-Mehers/Centers, we have a very fine North American Mobeds Council signifying the separation of the spiritual from the secular. On the world stage, North American Zarathushtis have been the motivating force behind the World Zarathushti Chamber of Commerce and the global "Coming Together Roundtable", now known as the "Global Working Group".

Of course, our crowning glory has been our North American Federation, FEZANA. The years leading up to the formation of FEZANA were somewhat turbulent, not recognizing the difference between individual religious preferences and collective community interests. Since then our community has matured – we now recognize the value of collective effort while at the same time, safeguarding individual religious preferences, and FEZANA undoubtedly has been the catalyst for the progress and perpetuation of the community.

### **Our Vision for the Future**

Our past is a prologue for creating a vision for the future. The responsibility for the growth, sustenance and perpetuation of our community in North America, with a sound infrastructure base, hangs heavy on our shoulders. Without sound infrastructure the cohesiveness of any community will be at peril. A community failing to provide the essential services and structures faces disintegration and over time, perhaps no more than two generations, extinction through assimilation. This is the risk we face in North America.

That is the essence and the nature of this initiative -- to nurture and lay the foundation for developing initiatives for the establishment of sound infrastructure and capacity building in North America.

With that in mind, we are seeking the assistance of Zarathushtis and Zarathushti organizations worldwide to participate in this initiative. Is it well known that what appears to be insurmountable is made light when people of goodwill get together and collaborate to share their knowledge, expertise and resources. With that conviction we envision our future and move forward. It is clear that a structured joint coordinated approach is essential and time is of the essence.

### **North American Infrastructure Needs – a Preliminary List** *[see attached spreadsheet]*

Note this is a preliminary list that needs to be discussed and developed with input from the entire FEZANA community. Our pledge is to develop a list that is fair and equitable, and captures the dreams and vision of all sectors of the NA community. As we develop this list of our infrastructure needs unequivocally the paramount overarching goals are four fold:

- Establishing our *identity* as North American Zarathushtiis
- *Perpetuating* our community in North America
- Gaining *visibility* in North America as Zarathushtis
- *Branding* of Zarathushtis in North America as an industrious, trustworthy community much like the stature achieved in the mother countries of Iran and India.

As plans are developed for these infrastructure needs we need to have one eye focusing on serving the above goals and the other on ways and means to perpetuate the developed infrastructure assets. It is one thing to develop these assets and quite another to perpetuate them. Every infrastructure asset conceived will be subject

to that scrutiny to ensure its perpetuation both in terms of human and material resources needed for its perpetuation. Assets developed shall be income generating and/or self sustaining.

What follows, is the elaboration of our *Infrastructure Needs* and a visualization of *Financial Framework* for the development of those infrastructure needs. As would be seen the price tag is beyond the capacity of a young fledgling immigrant community and yet the compulsion for preservation and perpetuation is overwhelming.

***1. Building of Dar-e-Mehers,***

Establishment of a funding source to loan at a CPI rate and 20/40 year amortization, capital for the general development of Infrastructure and the construction of new Dar-e-Mehers/Centers in all Associations as well as renovation/reconstruction of existing Dar-e-Mehers

***2. Establishment of Concecrated Atash Kadeh(s)***

Establishment of regional Atash Kadehs; e.g. in Toronto, Chicago, New York, Houston, Los Angeles and elsewhere, to provide spiritual sustenance to the community

***3. Zoroastrian Shop***

A mail order center with warehouse for the preparation and distribution of vestments, sudreh, kushti, sukhad, lobban, books, artifacts and ceremonial utensils, ses, divo, etc.

***4. Energizing the Zarathushti Entrepreneurial Spirit***

Providing start up funding for Zarathushti enterprises and conduct programs to promote entrepreneurship within the Community.

***5. Building of Retirement Homes***

Establishment of housing for retirement age Zarathushtis adjacent to Dar-e-Mehers, and making special arrangements for aged Zarathushtis in local retirement homes.

***6. Services of Itinerant Priest(s)***

Appointment of a priest or priests with a retainer to provide religious services and rites (e.g. at time of death) to Zarathushtis at cost, especially to those living away from major Centers

***7. Establishment of an Athornan Institute***

Initial training of priests, their ordination and continued training to serve the community's ritual, spiritual and ministerial needs.

***8. FEZANA Center***

A building with office space, a vault for archives, guest quarters for visitors, state of the art conference facility, a museum for artifacts and study facilities .....

***9. FIRES (Fezana Information, Research and Education System)***

The existing FIRES center at the ZAH Library in Houston, needs to be enhanced and supported. Its mission is to serve as the central location, in North America, for the collection of Zoroastrian literature and artifacts, and to promote Zoroastrian education and research by disseminating this information to the public.

***10. Establishment of a Retreat and a Learning Center***

A place for Zarathushtis of all ages to gather for quiet reflection, certitude and study.

***11. Establishment of a Service for the Resettlement of Zarathushtis***

A person providing immigration and Naturalization service, assigning immigrants to the care of settled Zarathushtis.

## ***12. Demographics Studies***

Develop a team of statisticians, sociologists and community leaders to monitor demographics, and offer solutions relevant to Zarathushtis in North America.

## ***13. Zarathushti Oasis***

Guest quarters for Zarathushtis visiting Mumbai.

## **Financial Framework for Infrastructure Development**

Taking a page out of our history we are keenly aware that ‘free loading’ breeds dependency; hence learning the lessons of history we shall attempt to construct financial structures which will demand from the recipients/users periodic contributions such that the capital is amortized.

In formulating structures for the administration and disbursements of donations received, a Foundation(s) is contemplated, although preference for the construct of a structure and other conditions by the donor shall prevail. The Foundation shall be administered by a group of General Trustees and one Special Trustee for each donation larger than one million dollars, appointed by the donor representing the donor’s interest. Several donors, each with a special interest shall be accommodated. With those principles in mind several Foundations and Institutions are proposed.

### ***1. Foundation for Zarathushti Infrastructure Development in N. A. (10 M. capital)***

Such a Foundation will become the funding arm for FEZANA for the development of Infrastructure that will serve the common needs of all of the N. A. Zarathushti community. The Foundation shall be governed by Trustees appointed by FEZANA and Donor Trustees with the FEZANA President presiding and an administrator with a stipend for maintaining all records for the Foundation. A donor donating a sum larger than one million dollars shall appoint a Donor Trustee to represent the interest of the donor. The Foundation shall maintain a separate fund and accounting for each donation larger than one million dollars. This Foundation shall be the funding arm of the following Infrastructure Needs:

- Establishment of consecrated Atash Kadeh(s)
- Zoroastrian Shop
- FEZANA administrative center
- Enhancement of FIRES (FEZANA Information, Research and Education System.
- Establishment of a retreat and a learning center
- Establishment of a service for the resettlement of Zarathushtis
- Demographics Studies.

### ***2. Foundation for Athornan Institutions Development in N. A. (4 M. capital)***

Such a Foundation will become the funding arm for NAMC for the establishment of Athornan Institutions in N.A. It shall operate in a like manner as the Foundation for the Zarathushti Infrastructure Development in N.A. governed by Trustees appointed by NAMC and Donor Trustees with veto power with NAMC President presiding and an administrator with a stipend. This Foundation shall be the funding arm of the following Infrastructure needs:

- Services of Itinerant Priest(s)
- Establishment of an Athornan Institute

### ***3. Foundation for the promotion of Zarathushti Entrepreneurial Spirit (2 M. capital)***

Such a Foundation will become the funding arm for WZCC for the promotion of Zarathushti entrepreneurial spirit in N. A. governed by Trustees appointed by WZCC and Donor Trustees with veto power with a President appointed by WZCC presiding and an administrator with a stipend. This Foundation shall be the funding arm of the following Infrastructure needs:

-Energizing the Zarathushti Entrepreneurial Spirit.

**4. Trust for providing services for Pardeshi Zarathushtis (2 M. capital)**

A Trust to be set up in India with Trustees appointed by the Global Working Group and a Donor Trustee with veto power with a President appointed by the Global Working Group presiding and an administrator with a stipend. This Foundation shall be the funding arm of the following Infrastructure Needs :

-Zarathushti Oasis - a boarding and lodging facility for Zarathushtis visiting Mumbai.

**5. North American Zarathushti Cooperative/Bank/Foundation (16 M. capital)**

Establishment of a bank/cooperative operating under the US Banking charter or a Foundation dispensing funds to Zarathushti organizations in North America for viable projects including the construction of Retirement Homes and Dar-e-Mehers in North America. This Foundation shall be the funding arm of the following Infrastructure Needs:

- Building of Dar-e-Mehers
- Building of retirement homes

**A Tryst with Destiny**

We need to hold a Convention dedicated to fundraising for our Vision of Infrastructure Development in North America. We may invite prospective donors to experience first hand the North American Zarathushti community, to share their vision and aspirations. It is hoped that when people of goodwill collaborate, and present a well-structured, joint, coordinated proposal on behalf of the entire North American community (rather than piecemeal requests), large donors will appreciate seeing “the whole picture”, share our enthusiasm, and participate in our vision. Our pledge is to make a memorable visit for those that accept our invitation, and prove ourselves worthy of the trust placed in us.

Rohinton M. Rivetna  
Rivetna@aol.com

INSTITUTION/ SERVICE	BUILDING SIZE	LOCATION	LAND AVAILABILITY	GOVERNIN G ENTITY	COST (\$)	BENEFIT	FUNDING SOURCE
Building of Dar-e Mehers	Various	Associations of Fezana	Land to be provided by the Association	Respective Association	10 Million (5 Million minimum requirement to start a bank or a cooperative)	Distribution of low cost and long term annuitization loans will assist Associations in their quest to build Dar-e-Mehers all across North America.	North American Zarathushti Bank/cooperative
Establishment of Concecrated Atash Kadeh(s)	5000 Sq. Ft. masonry building with Gumbad, Yazeshne Gha, Ante room and reve. generating Quarters	Various; Land available in Toronto Chicago and Houston	Land available in Toronto, Chicago and Houston, owned by local associations.	Respective Association.	6 Million (1 Million each x 3 for building construction + 3 Million endowment)	Will serve the immediate spiritual need of the North American Community	Foundation for Infrastructure Development.
Zoroastrian Shop	1200 Sq. Ft. space		To be attached to any new structure or from a residence.	FEZANA	1/4 Million seed money - to be self sufficient once started	Will serve the urgent need of the community for religious and literigical wear.	Foundation for Infrastructure Development.
Energizing the Zarathushti entrepreneurial spirit	No space required	A Board of Trustees may operate from anywhere in North America	Not applicable	WZCC	2 Million for providing start up capital	Developing a prosperous vibrant community. If our businesses and individuals prosper our community will prosper.	Foundation for the promotion of the Zarathushti Entrepreneurial Spirit.
Building of Retirement Homes	2 Buildings each with 4 1500 Sq. Ft. Units in each location.	Various;	Land will have to be purchased	Respective Associations	6 Million (2 Million per location including 1 1/2 million for building construction and 1/2 million allowance for the purchase of land)	Will bring cohesiveness to the community	North American Zarathushti Bank/cooperative
Services of Itinerant Priest(s)	No space required	Priest(s) may operate from anywhere in N.A.	Not Applicable	NAMC	1/2 Million Endowment for annual retainer payment.	Will serve the urgent need of the community for religious services and rites.	Foundation for Athoman Institutions Development.
Establishment of an Athornan Institute	5000 Sq. Ft. masonry building with classrooms, yazeshne Gah, Ante room, dormitory and rev. generating quarters	Toronto or Chicago or Houston	Land owned by local association available on long term lease.	NAMC	3 1/2 Million (1 1/2 Million for building construction + 2 Million Endowment)	Plentiful supply of priests trained in North America will assure the continuation and perpetuation of our faith in North America..	Foundation for Athoman Institutions Development.
Fezana Administrative Center	3 story 5400 Sq. Ft. glass & steel building	Toronto or Chicago or Houston	Land owned by local association available on long term lease.	FEZANA	1 1/4 Million	Will lend stature to Fezana and expand the organizations capabilities and reach.	Foundation for Infrastructure Development.

Enhancement of FIRES (Fezana Information, Research and	1200 Sq. Ft. space	Houston	To be attached to any new structure.	FEZANA	1/4 Million.	Will promote Zoroastrian education and research.	Foundation for Infrastructure Development.
Establishment of a Retreat and a Learning Center	4000 Sq. Ft. building with study areas, quiet spaces and recreational facilities	Unknown	Search for land, offering quiet and solitude yet accessible to be undertaken	FEZANA	1 1/2 Million (1/2 Million for land + 1 Million for building)	Will serve to bind the community.	Foundation for Infrastructure Development.
Establishment of a Service for the Resettlement of Zarathushtris.	No space required	Person appointed may operate from anywhere in North America	Not Applicable	A Not-for-Profit entity will be created	1/2 Million Endowment for annual retainer payment.	Resettlement of Zarathushtris will be orderly and reliance on services offered by other non-zarathushtri organizations will diminish.	Foundation for Infrastructure Development.
Demographics Monitor and Advisor	No space required	Demographer appointed may operate from anywhere in North America	Not Applicable	FEZANA	1/2 Million Endowment for retainer and expenses.	Demographics determines destiny. Careful monitoring and initiating appropriate timely action is crucial for the survival of our community. Volunteer efforts need to be coordinated monitored and sustained.	Foundation for Infrastructure Development.
Zarathushtri Oasis - a boarding and lodging facility for Zarathushtris visiting Mumbai	4 story 10,000 Sq. Ft. building with a general purpose ground floor and 3 upper stories offering 6 rooms per floor	Mumbai	Land to be requested from the BPP or other Zarathushtri Trusts	To be operated by a contractor responsible to the Global Working Group	2 Million	Will facilitate Zarathushtris living abroad and their families to visit Mumbai often and thereby maintain and strengthen relationship between the Diaspora and the mother country.	Trust for providing Services for Pardeshi Zarathushtris





April 8<sup>th</sup>, 2013

Dear Katayun,

With reference to our earlier letter (dated January 31<sup>st</sup>, 2013), we can now provide you more details of progress about Return to Roots (RTR). As you will recall, the purpose of RTR is to bring together young Zoroastrians from across the world to recognize their shared commonalities and traditions. Youth will be taken on short tours of Zoroastrian India (and eventually Iran), where they will participate in educational and community-service oriented activities over a period of about ten days. Upon returning, participants will be expected to take leadership roles in their local and national Zoroastrian communities.

This youth-initiated Program is being supervised and guided by the UNESCO-PARZOR Foundation, an international NGO devoted to serving the community in an apolitical manner through scholarship and outreach. Modeled after similar programs in other communities—the Jewish, the Taiwanese, the Georgians, and the Armenians all have similar programs—we aim to make these RTR trips affordable for any young Zoroastrian from any part of the world.

Because of our ambitious long-term vision, we want to establish connections with all national and international Zoroastrian bodies. We are looking for institutional support as well as financial backing. In addition to approaching Zoroastrian organizations all over the world such as yourselves, we are concurrently seeking individual and corporate sponsors who would like to become involved in this project.

You will find attached to this email an official proposal further outlining both the vision as well as the practicalities for taking RTR forward. The inaugural trip is scheduled for January 2014 which immediately follows the Zoroastrian World Congress being held in Mumbai in December 2013. Our intention is to bring this inaugural group of the RTR program to participate in the Congress and to demonstrate through the aims of the program the embodiment of the theme, Zoroastrianism in the 21<sup>st</sup> Century: Nurturing Growth and Affirming Identity. As you will find in this proposal, the RTR Program dovetails very well with the objectives of the Congress.

As you will see from the proposal, we are asking FEZANA together with other Associations and donors to fund the Program to support young adults between the ages of 25 and 35 in the first cohort. As discussed we hope that FEZANA and its local associations will

support at least 5 individuals for the inaugural tour. We expect the total number for the first cohort to be around 20 individuals. We are requesting FEZANA and its associations to provide \$21,000 for this purpose, which will cover 5 individuals, and includes the cost of attending both the World Zoroastrian Congress and the trip through Gujarat. The breakup of this figure represents our earlier discussions where we requested \$15,000 from the Associations for the cost of participation and \$6,000 for FEZANA to assist with the development of the Roots program and its sustainability as per the proposal and budget enclosed. Based upon your participation, we request that FEZANA name a representative of the youth to join the Program Management Committee to oversee the running of the Program.

Second, we request you to provide us with the facility for all North American donations to be channeled directly to the PARZOR account as both institutions share the same tax-free status.

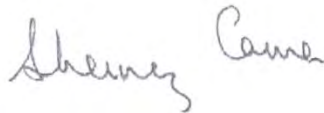
Finally, in addition to the \$21,000 that we are asking FEZANA to provide, we would also appreciate your support in persuading the local associations and private individuals to contribute to the program, which would enable us to increase the number of participants from North America and Iran, and to support the institutional growth of the Program.

As this first trip is scheduled a few short months from now, we request that you review the material as expeditiously as possible.

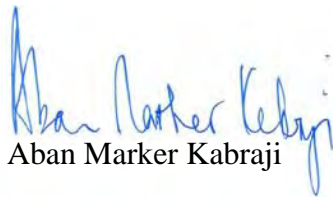
Should you have any further questions, please feel free to contact myself and Dinsha Mistree ([dmistree@gmail.com](mailto:dmistree@gmail.com)) who is a member of the Program Management Committee and the Youth Liaison with North America. Dinsha is based in New Jersey.

Thank you and we look forward to hearing favorably from your organization.

Best wishes,



Dr. Shernaz Cama



Aban Marker Kabraji



## Zoroastrian Return to Roots Program

### Summary

In June 2012, a concept note outlining the idea of a Zoroastrian Return to Roots Program was put forward to the UNESCO PARZOR Foundation as one means of fostering community links and identity. The purpose of the project is to bring together young Zoroastrians from across the world to provide an opportunity to return to their roots, reverse the trend, and revive the community. ***Specifically, this Program will organize youth into small (15-20 person) groups to explore Zoroastrian India over short (10day) trips.*** UNESCO PARZOR has agreed to administer and provide organizational support to the project in its early stages while appropriate funding is secured. The project will launch its first Program in December 2013 at the World Zoroastrian Congress (WZC) in Mumbai. The Program will draw heavily on the knowledge and expertise of the global Zoroastrian youth diaspora, as much as possible, in its conception, planning and execution.

### Context

There is a growing disconnect between those Zoroastrians who have scattered across the world and their ancestral communities. Today, Zoroastrians growing up in North America, in Europe, in Hong Kong, in Singapore, and in Australia and New Zealand often do not have the opportunity to connect with their fellow practitioners in other parts of the world. As a result, Zoroastrians grow up with a diluted sense of belonging and lose touch with their roots: the customs and the traditions which sustain a common cultural and community identity.

### Project Objectives

This project is aimed at simultaneously benefitting both the individual and the community; firstly it will provide an opportunity to an individual Zoroastrian who wants to explore his or her religion, culture, ethnicity and identity alongside fellow Zoroastrians while being exposed to local heritage and customs in India. In doing so, we also hope to facilitate another avenue for young Zoroastrians to get to know one another and form lasting friendships and professional networks across the globe. Secondly, it will engage and encourage the Zoroastrian diaspora communities to use the knowledge and expertise acquired down the generations, outside of the ancestral homelands of India and Iran, by exposing them

to the opportunities that exist in India that they could, if they so wish, take advantage of and contribute to in areas such as academia, music, art, oral traditions, and business.

The pilot launch of Track A in January 2014 will focus on exposing the participants to learning, understanding and connecting with Zoroastrianism and its rituals in India and Parsi material culture (food, art, music). This trip will involve visits to consecrated Agiaries and AtashBehrams. Consequently this Program will necessitate abiding by the long-standing customs, rules and regulations in place at those religious sites at the time of the visit and accordingly only those individuals who meet the criteria of entry into these religious sites will be able to participate.

The second track (B), which will be launched later in 2014, will focus on engaging the Zoroastrian diaspora, particularly those who have roots and links with India and want to explore their culture, community and the opportunities that the diaspora can take advantage of in India by being exposed to the work local Zoroastrians are doing in business, science, government, philanthropy, arts & music, education by participating in internships/professional visits. This track will also include religious elements, for example in the form of visits to Zoroastrian religious institutions that are open to all and viewing a demonstration of the jashan ceremony. This track will be open to all participants who have at least one Zoroastrian parent or those who are interested scholars.

The trips will be held in Maharashtra and Gujarat. We also plan to introduce similar trips to Iran in the future, however current political circumstances in the country make it very difficult at this point in time. As we plan to organize trips to Iran in the future, we especially want Iranian Zoroastrian youth to participate in the India trips.

### **Criteria**

The general criteria for selection will be based on approximately 20 participants between the ages of 25 and 35, and an equal number of men and women. At this stage applications from singles will only be accepted (with a view to open this to married couples at a later stage if there is a demand for it). Future tours will also include younger and older age groups. One of the key aims of this project is to foster a sense of community and for individuals to contribute to the institutions they visit as well as the Program even after they have participated. Accordingly, all applicants will be required to submit a statement of purpose. The applications will be assessed by the program management committee and successful applicants will be notified.

## Funding

The goal is for the Zoroastrian Return to Roots Program to be able to be networked in and supported by multiple institutions and organizations in the fields of the preservation of religion, history and culture as well as Zoroastrian associations and trusts to ensure the integrity of the Program is upheld. The eventual aim is for the Program to be able to build an endowment that enables it to include Zoroastrian youth on trips regardless of their financial situations, with the support and guidance of partner institutions. The long-term goal is for Return to Roots to become a foundation in its own right, a foundation which creates and fosters leadership and future institutional growth.

The budget below outlines estimated costs for a group of 20 participants in Mumbai for the WZC and the city tour, and Gujarat, for a total of 14 days. Each participant will be asked to contribute \$1,000 USD (about 55,000 INR) towards the cost of the program. We will request participants to obtain sponsorship if they cannot afford this themselves. **The organizers of the Return to Roots Program will accompany the tour, but they will fund their participation independently. To be clear, donated money will not be used to compensate or subsidize them.**

### Project Budget for Inaugural Trip, December 26<sup>th</sup>, 2013-January 9<sup>th</sup>, 2014

Item Description	Cost (in USD)	Unit	Total in USD	Total GBP	Total INR
Approximate Airfare (including visa fees)	2,000	20	42,800	27,820	2,354,000
Accommodation & Travel-Mumbai	1,200	20	25,680	16,692	1,412,400
Accommodation & Travel-Gujarat	700	20	14,980	9,737	823,900
Fees for World Zoroastrian Congress	200	20	4,280	2,782	235,400
Miscellaneous (e.g. Activities, Honoraria)	500	20	10,700	6,955	588,500
<i>Sub-Total</i>			<i>98,440</i>	63,986	5,414,200
Participant Contribution	-1,000	20	-20,000	-13,000	-1,100,000
<b>Grand Total</b>			<b>78,440</b>	<b>50,986</b>	<b>4,314,200</b>

1 USD=0.65 GBP; 1 USD=55 INR. We have also included a 7% overhead costs for PARZOR in the Totals which covers administration, communication, finance etc.

## **PROGRAM MANAGEMENT**

The project will be managed by a program management committee (PMC), chaired by ShernazCama on behalf of PARZOR and co-chaired with Aban Marker Kabraji. Joining them as members of the PMC will be the four individuals who have worked on developing the project from its inception: Dinsha Mistree (North America), RosheenKabraji (UK, Europe, UAE, Pakistan), Kaiyan Mistree (Australia, New Zealand, Hong Kong, Singapore), and ShireenHavewala (India, Iran).Invited onto the PMC as fully participating members is one representative of each of the contributing associations (preferably a youth representative). The PMC will coordinate activities online.



## Zoroastrian Return to Roots Provisional Itinerary

Here is the preliminary itinerary for the inaugural Return to Roots tour, planned for Dec 27, 2013 to January 8, 2013. Please note that this is a provisional itinerary meaning that dates, times and locations are subject to change.

<u>DATE</u>	<u>TIME</u>	<u>ITINERARY</u>
26th Dec 2013 Thursday		Arrive India Transfer to Hotel  <b>Overnight Hotel Fariyas/Similar</b>
27th Dec 2013 Friday		<b>WZC Conference</b> <b>Overnight Hotel Fariyas/Similar</b>
28th Dec 2013 Saturday		<b>WZC Conference</b> <b>Overnight Hotel Fariyas/Similar</b>
29th Dec 2013 Sunday		<b>WZC Conference</b> <b>Overnight Hotel Fariyas/Similar</b>
30th Dec 2013 Monday		<b>WZC Conference</b> <b>Overnight Hotel Fariyas/Similar</b>
31st Dec 2013 Tuesday	10:00	Drive Mumbai University; Rajabai Towers
	10:30	Visit Bhikha Behram Well
	10:45	Leave for Banaji Atash Behram
	11:00	Arrive Banaji Atash Behram
	23:30	Leave for Banaji Limji Agiary

<b>DATE</b>	<b>TIME</b>	<b>ITINERARY</b>	<b>DATE</b>
	12:00	Drive Pass Parsi Dairy Farm Arrive Banaji Limji Agiary Visit Banaji Limji Agiary with machi ceremony	
	0:30	Leave for lunch at Jimmy Boys	
	12:45	Lunch at Jimmy Boys	
	13:45	Leave for visit to Parsi Antique dealer	
	14:45	Leave for Farayas New Year Event organized by ZYNG	
		<b>Overnight Hotel Fariyas/Similar</b>	
1st Jan 2014 Wednesday	16:00	Morning Free Orientation and Guides introduction for Trip to Return to Roots Royal Bombay Yacht Club	
	20:00	Dinner	
		<b>Overnight Hotel Fariyas/Similar</b>	
2nd Jan 2014 Thursday	6:45	Gather in Hotel Lobby - Check out	
	7:00	Leave for Nargol. Breakfast on the way at Ahura	
	9:45	Arrive Ahura for breakfast	
	10:15	Leave Ahura for Nargol	
	11:00	Arrive Nargol at place where Varoli River meets the Arabian Sea	
	11:30	Leave and Visit Nargol Agairy	
	11:40	Arrive Nargol Agairy	
	12:10	Leave for Sanjan ; Old Parsi Dakhma	
	12:40	Arrive Old Parsi Dakhma	
	13:10	Visit Parsi Dakhma and Walking /Jumping tree Leave for Sanjan/place where we landed on the bank of river Varoli	
	13:20	Arrive on Bank of River Varoli	
	13:40	Leave for Sanjan WZO	
	13:50	Arrive WZO for Lunch	
	14:50	Walk across to Sanjan Stumbh	

<b>DATE</b>	<b>TIME</b>	<b>ITINERARY</b>	<b>DATE</b>
	15:30 17:00 19:00 20:30	Leave for Udvada via bhilard Arrive Udvada - Check in In Iranshah Atash Behram Dinner at J.J. Dharmasala	
		<b>OVERNIGHT J.J. DHARMASALA</b>	
3rd Jan 2014 Friday	8:30 9:00 9:30 10:15  12:00 13:00 15:30 17:00 19:00 20:00 21:00	Breakfast at J.J. Dharmasala Walk to Iranshah Atash Behram Arrive Atash Behram Walk across to Vada Dasturji House and Udvada Gam  Check out from Dharamsala ; Early Lunch Leave J.J. Dharmasala for Surat Arrive Surat - Check into Hotel Visit Surat Bakery ; Parsiwad and Orphanage Natak organised by MR Yazdi Karanjia Ghambar organised by Mr Yazdi Karanjia Leave for Hotel	
		<b>Overnight : Ginger Hotel</b>	
4th Jan 2014 Saturday	9:00 9:30 10:00 10:15  11:15 11:45 12:15 13:45  20:00 21:00	After breakfast - Check out from Hotel Arrive and Visit Shahanshai Atash Behram Walk down to Kadmi Atash Behram Arrive Kadmi Atash Behram Leave for Goti Adaran Arrive Goti Adaran Leave Surat for Munshi Farm Arrive Munshi Farm <b>LUNCH AND DINNER to be confirmed</b> Leave for Navsari Arrive Navsari - Check - in to Hotel	
		<b>Overnight : Royal Regency</b>	
5th Jan 2014 Sunday	9:00 9:30 10:00	After breakfast - Check out from Hotel Arrive Navsari Atash Behram Walk across to Meherji Rana Library	

<u>DATE</u>	<u>TIME</u>	<u>ITINERARY</u>	<u>DATE</u>
		11:00 Walk across to Kolah Falooda wala shop 11:30 Leave for Jamshed Bagh 12:00 Arrive Jamshed Bagh Lunch ; Kasti weaving Demo ; Toran Demo 13:00 Leave for Dahnu with Bhilard Costal Road 16:00 Arrive Dahnu proceed to Plateau area 17:30 Snacks and Refreshment with group photo 18:00 Leave Dahnu for Mumbai 20:30 Arrive Mumbai <b>Overnight : Fariyaz</b>	
6th Jan 2014 Monday	9:00 9:30 10:00 10:15 11:00 11:15 12:00 12:15 13:00 13:15 14:15 15:00 16:00 16:15 17:00 17:15 20:00 22:00	Leave for Alpaiwalla Museum - Khareghat Colony Arrive Alpaiwala Museum Leave for Visit to Doongerwadi Arrive Dongerwadi Leave Doongerwadi for Parsi General Hospital Arrive Parsi General Hospital Leave Parsi General Hospital for RTI Arrive RTI Leave for Rippon Club Arrive Rippon Club for Lunch Leave for Fariyaz Arrive Fariyaz for Wash and Change Leave Fariyaz for Taj Arrive Taj Leave for Cusrow Baug Arrive Cusrow Baug Leave for Leopold for Dinner Leave for Fariyaz or delegates can walk across <b>Overnight : Fariyaz</b>	
7th Jan 2014 Tuesday	10:00 10:15	Leave for Heritage Walk - Fort Area Arrive Heritage Area Walk across Old Fort Area Visit - Mumbai Samachar Parsi Printing Press Visit Union Press Printers	

<u>DATE</u>	<u>TIME</u>	<u>ITINERARY</u>	<u>DATE</u>
	11:30 12:30 13:30 13:45 17:00	Walk across to Tata's Bombay House Leave for Lunch at Britannia Leave for Visit to K.R. Cama Institute Walk Across to Prince of Wales Museum Leave for Fariyaz Evening Free <b>Overnight : Fariyaz</b>	
8th Jan 2014 Wednesday	10:00  11:00  11:30 12:30 12:45 13:30 15:00 16:00 19:00	Leave for Dadar Parsi Colony  Arrive Dadar Parsi Colony Drive around Dadar Parsi Colony Visit Rustom Faram Agiary Arrive Dadar Madressa Leave for Dadar Food Institute Arrive Dadar Food Institute Leave for Jimmy Mistry House Leave Jimmy Mistry house for Fariyaz Arrive Fariyaz Evening Party <b>Overnight : Fariyaz</b>	
9th Jan 2014 Thursday	12:00	Check out from Hotel Departure transfer End of Tour	



## THE WAY FORWARD

### THE SECOND TEN-YEAR FEZANA STRATEGIC PLAN, 2011-2021

April 21, 2013

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#### Ad Hoc Strategic Planning Committee Members

Mahrukh Motafram (Coordinator)

Dolly Dastoor

Farrokh Mistree

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#### PREAMBLE

FEZANA's second ten year Strategic Plan (2011-2021) was initiated by Bomi Patel, President of FEZANA (2008-2012). At the FEZANA AGM in Montreal, Canada in 2011, the second ten-year Strategic Plan was discussed, revised and approved by the members to proceed with its implementation.

At the FEZANA North American Congress in 2012, Katayun Kapadia, in her maiden address to the FEZANA community, committed herself to achieving some of the aspirations embodied in the Strategic Plan during her tenure as President.

In this document we provide an overview of the Strategic Plan and salient features of FEZANA's Way Forward.

For additional information please visit: [www.fezana.org](http://www.fezana.org)

#### OVERVIEW

##### The Strategic Goals

###### 1. *Showcase FEZANA around the world*

To achieve participation from the Zarathushti Community, domestic and global, effort has to be made to communicate the strength of FEZANA. The success stories generated in the last decade, for example, majority of the member associations are enjoying dynamic success in their own communities need to be shared at the national level. The progress achieved by the Committees needs to be periodically communicated to the Zarathushti community.

The success on the domestic front will enable FEZANA to be a recognized global entity, and work towards strengthening ties with other Zarathushti communities around the world. In future, be able to explore opportunities for a Global Zarathushti Council/Body.

FEZANA Public Relations committee is the primary committee responsible; in addition, all other Standing and Ad Hoc committees, Members and Corresponding members are encouraged to support this goal. Each Committee is encouraged to highlight progress on outcomes for action items in the following four (4) goals as needed. Members and Corresponding members are encouraged to advertize and highlight special events.

**2. *Increase awareness of FEZANA domestically***

To build on a strong foundation requires pro-active communication and social networking between Committees, Members, corresponding members and individuals. Working together to build a robust image of FEZANA that is inspiring, appealing, and relevant.

**3. *Foster HAMAZORI (harmony) by building strong relationships between various Zarathushti entities/groups***

Increase harmony between groups of diverse nature with the support of Committees, Members, Corresponding members and interested Zarathushti individuals. The main theme is "HAMAZORI"; facilitate dialogues, conduct workshops at conferences; working towards better understanding between different Zarathushti groups.

**4. *Advance religious education, cultural awareness and Interfaith dialogue***

Increase knowledge and understanding for religious, spiritual and cultural traditions within the North American Zarathushti community; raise awareness to the larger community through community service projects and interfaith dialogue.

Emphasis on academic/music/sports awards and scholarship programs for the academically gifted, and provide aid to the academically challenged. Develop community social programs. Encourage Zarathushti youth groups on College campuses to liaison with each other.

**5. *Ensure economic stability through fund-raising and prudent investments***

Continue to grow the financial infrastructure; encourage innovative fund raising techniques, targeting specific projects sponsored by FEZANA.

**WAY FORWARD – WORK BOOK**

To facilitate coordination in implementing the Strategic Plan by the FEZANA Executive the Ad Hoc Strategic Planning Committee has plans to put together an Excel Workbook. This is being worked on, and will be available on request.

The salient features of the process and the workbook follows:

1. The workbook will contain a spreadsheet for each of the FEZANA committees. The committee chairs were notified that the five Strategic Goals are common for all FEZANA committees. However, they have the flexibility to modify the action items within each goal, if necessary.
2. A committee worksheet has the main 5 goals of FEZANA. Within each goal, action items pertaining to a specific Committee are listed and, a time-line, mode of communication, and resources needed are also included.
3. Each committee chair was invited to caucus with his / her committee members and then for each of FEZANA's strategic goals provide the following information:
  - a. Action items near term 1- 2 years (2012-2013), mid-term 3-5 years (2014-2016) and long term 6-10 years (2017-2021).

- b. Responsible Primary Committee; this committee is responsible for the outcome of the action item
  - c. Associated Committees, who need to work together with the primary committee to achieve the outcome
  - d. It is possible that there may be an overlap of action items between two or more committees. For example: Funds and Finance committee will have to work with the Welfare committee for fundraising. In that case, the primary responsible committee will be the Welfare committee working together with the Funds and Finance to achieve their objective. The purpose of this entire plan is to encourage team work, to have committees interact with one another and work together along with the executive to reach the goal.
  - e. Complementary Organizations, outside FEZANA who can partner to achieve the outcome.
4. Most of the Committees have submitted their worksheets and some have started to follow through.
5. A Strategic Plan Summary Workbook is work in progress. However, individual committee work sheets have been put together for circulation at the 2013 FEZANA AGM in Dallas, upon request with the FEZANA executive.

#### **WAY FORWARD – PRE AGM MEETING ON MAY 3, 2013 IN DALLAS**

At the pre-AGM meeting on Friday May 3, 2013 (3:00 to 5:00PM) Mahrukh and her colleagues will present, for discussion, FEZANA – WAY FORWARD. There will be an opportunity for people who attend this pre-AGM session to add value to this document.

On May 5, 2013, Katayun Kapadia and Homi Gandhi on behalf of the FEZANA executive will formally brief the FEZANA Member Associations on FEZANA – WAY FORWARD 2013.



## GOAL 2

### INCREASE AWARENESS OF FEZANA DOMESTICALLY

<i><b>ACTION ITEMS</b></i>	<i><b>PRIMARY COMMITTEE</b></i>	<i><b>ASSOCIATED COMMITTEES</b></i>	<i><b>COMPLEMENTARY GROUP</b></i>
Encourage members and corresponding members to actively engage between themselves; increase participation at FEZANA AGM.	PLANNING & CO-ORDINATION	SMALL GROUPS, ZYNA	NAMC
Advertise and promote FEZANA at Zarathusti sports events; create banner with FEZANA logo	SPORTS	PLANNING & CO-ORDINATION	
Request each member to assign a FEZANA representative to help increase and disperse communication within their constituencies	PLANNING & CO-ORDINATION	SMALL GROUPS	
Encourage corresponding members to host FEZANA AGM's	SMALL GROUPS	PLANNING & CO-ORDINATION	
Enhance communication through monthly newsletters posted on the web by the executive; progress updates by the standing committees posted on the web or e-mail blasts	PLANNING & CO-ORDINATION	ALL STANDING, AD HOC COMMITTEES	
Encourage individuals from corresponding members to lead FEZANA committees	SMALL GROUPS	PLANNING & CO-ORDINATION	
Encourage participation of at least one young adult on standing/ad hoc committees	ZYNA	PLANNING & CO-ORDINATION, SPORTS, SMALL GROUPS,	NEXTGENNOW

Increase Journal publication/subscriptions; raising web presence to facilitate wider/younger audience ; advertise upcoming issues of Journal by sending e-mail blasts on websites; encourage members to advertise in newsletters	INFORMATION RECEIVING, DISSEMINATING	PLANNING & CO-ORDINATION, PUBLIC RELATIONS, ZYNA		
Extend an option for on-line subscription for FEZANA Journal; publication on-line with an option for printing hard copy and mailing	INFORMATION RECEIVING, DISSEMINATING	FUNDS & FINANCE		
Enhance FEZANA web/development and presence; blogs, highlighting events/association news	INFORMATION RECEIVING, DISSEMINATING	PLANNING & CO-ORDINATION		
Interface FEZANA web-site with NAMC, NextGenNow and other complimentary web-sites; global partner websites like WZO	PLANNING & CO-ORDINATION	INFORMATION RECEIVING, DISSEMINATING		NAMC, WZCC, WZO
Encourage small groups/corresponding members/Zarathushti to participate at Congresses	NORTH AMERICAN CONGRESS	SMALL GROUPS, PLANNING & CO-ORDINATION		NAMC, WZCC, WZO
Develop FIRES (FEZANA Information Research and Education Systems) to include an online catalog of Zarathushti books, audiovisual manuscripts, literature, magazines and scholarly research; Books that can be digitized without copyright infringement will be available online	FIRES	RELIGIOUS EDUCATION, RESEARCH & PRESERVATION, INFORMATION RECEIVING, DISSEMINATING		NAMC

FEZANA Journal archives made accessible on FEZANA and FIRES website in a Google searchable format; search conducted either by title, subject matter, or the date of the Journal	FIRES		INFORMATION RECEIVING, DISSEMINATING, RELIGIOUS EDUCATION, RESEARCH & PRESERVATION	NAMIC
Develop a "adopt a small group program" to encourage membership of corresponding members; create opportunities of interest to attract membership	SMALL GROUPS		PLANNING & COORDINATION	
Propose a "blue-ribbon Constitution Review Committee" to propose modifications to the current existing constitution; if necessary, recommend "standard operating procedures/guidelines"	PLANNING & COORDINATION		ALL STANDING/AD HOC COMMITTEES	
Incorporate "green technology" criteria; emphasizing and advertising the fact, Zarathustis were the first environmentally conscious individuals	PLANNING & COORDINATION		ALL STANDING/AD HOC COMMITTEES	
Prepare a bid for future World Zarathusti Congress in North America	NORTH AMERICAN CONGRESS		PLANNING & COORDINATION	
Encourage Zarathusti sports/Olympics hosted by FEZANA; promote FEZANA as a primary sponsor	SPORTS		PLANNING & COORDINATION, ZYNA, FUNDS AND FINANCE	
Promote infrastructure projects	FUNDS AND FINANCE		AD HOC COMMITTEE	WZO





## FEZANA STRATEGIC PLAN

### SECOND 10 YEAR PLAN

**2011-2021**

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#### **Context**

The first ten year strategic plan (1997-2006) with a road map for our community was drawn up in 1997. Much has been achieved, much remains. It is time revisit our strategic goals and aspirations. We live in a dynamic global environment changing rapidly. Collectively, we need to reflect on how we wish to structure our own Zarathushti community in this new environment. The plan for FEZANA has to be objective, unbiased, unprejudiced, factual and tangible.

#### **Vision**

To create an environment conducive for growth and progress where every individual feels part of the whole community and every association feels part of the larger organization.

#### **Mission**

*"To develop a Zarathushti community in North America that is well-connected, well-educated, well-grounded in Zarathushti religious thought, values, and ethics, respectful of diversity, strong in collective giving, economically prosperous, a community which will be recognized for its contribution in all aspects of religious and communal life."*

#### **Core Values**

- Creating an environment of "HAMAZORI" (harmony) built upon a strong foundation of Zarathushti values and principles
- Respecting, accepting and celebrating differences by empowering individuals of different views on the religion to work together in a synergistic manner
- Recognizing and promoting Zarathushti way of life, by enhancing education, religious and cultural knowledge
- Increasing awareness of Zarathushti religion and culture domestically and globally through carefully planned community initiatives and interfaith participation
- Establishing a strong foundation of economical stability and financial growth
- Volunteerism, in the spirit of participation develop and nurture Zarathushti community programs

## **Strategy**

To develop and nurture a knowledge and activity base within the community to strengthen religiosity, inculcate pride and accept ownership of Zarathushti values and culture.

To develop and nurture an infrastructure for the domestic and global Zarathushti community, through constructive framework of available resources.

## **Goals**

1. Showcase FEZANA around the world
2. Increase awareness of FEZANA domestically
3. Foster HAMAZORI (harmony) by building strong relationships between various Zarathushti entities/groups
4. Advance religious education, cultural awareness, and interfaith dialogue
5. Ensure economic stability through fund raising and prudent investments

## **Stakeholders**

Member Associations  
Corresponding Members  
Standing Committees  
Ad-Hoc Committees  
Zarathushti community

### **AD HOC STRATEGIC PLANNING COMMITTEE**

Mahrukh Motafram, [mahrukhm83@gmail.com](mailto:mahrukhm83@gmail.com)

Dolly Dastoor, [dollydastoor@sympatico.ca](mailto:dollydastoor@sympatico.ca)

Farrokh Mistree, [farrokh.mistree@lycos.com](mailto:farrokh.mistree@lycos.com)

## **OUTCOMES OF STRATEGIC PLAN 1996-2006**

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The ad hoc Strategic Planning Committee, in consultation with the stakeholders, took stock of the progress made on the first ten year FEZANA Strategic Plan (1996-2006). The information so gathered was foundational to the developing the second ten year Strategic plan (2011-2021). A summary of the outcomes of the first ten year Strategic Plan 1996-2006 is given in the Appendix – 1996-2006 Outcomes

## **MILESTONES FOR 2011-2012**

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### **RECOMMENDED WORK PLAN**

#### **Stage 1: To be completed by May 31, 2011**

- Action plan line items have been assigned to appropriate standing/ad hoc committees, who will bear the primary responsibility for implementation.
- Member associations and corresponding members can identify a line item in each plan to work with the Committee

#### **Stage 2: To be completed by August 31, 2011**

##### *Identify Short Term Goals*

- Each standing/ ad hoc committee together with the member association and/or corresponding member can prioritize 2-3 line-items from each action plan to work upon for the next 2-3 years

##### *Identify Long-Term Goals*

- Each standing/ad hoc committee together with the member association and/or corresponding members can prioritize 3-5 line-items from each plan to work upon for the next 8-10 years

#### **Stage 3: To be completed by April 2012**

- Each standing/ad hoc committee together with the member associations will implement the goals as required.
- Present the progress at the FEZANA AGM with progress updates during the year, every 3 months

## GOAL 1

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### **Showcase FEZANA around the world**

To achieve participation from the Zarathushti Community, domestic and global, effort has to be made to communicate the strength of FEZANA. The success stories generated in the last decade, for example, majority of the member associations are enjoying dynamic success in their own communities need to be shared at the national level. The progress achieved by the Committees needs to be periodically communicated to the Zarathushti community.

The success on the domestic front will enable FEZANA to be a recognized global entity. Work towards strengthening ties with other Zarathushti communities around the world and be a key player to explore opportunities for a Global Zarathushti Council/Body.

### **Action Plan for 2011-2021**

**FEZANA Public Relations committee is the primary committee responsible; in addition, all other standing and ad hoc committees, members and corresponding members are encouraged to support this goal. Each committee is encouraged to highlight progress on outcomes for action items in the following four (4) goals as needed. Members and corresponding members are encouraged to advertize and highlight special events.**

#### **Public Relations Campaign and Media Blitz**

- Public Relations plan in line with the FEZANA Strategic plan
- Crisis communication plan
- News releases, highlighting events like Congress, UN participation; targeting and distributing to appropriate media
- Develop on-line media releases; "virtual" media kit on FEZANA web-site; easily accessible information resource for media
- Revise and develop a FEZANA brochure highlighting current committees and information

#### **Recommended Electronic Media for communication and distribution**

- Committees utilize teleconferencing and video-conferencing tools to conduct meetings, religious classes
- Enhance the FEZANA website, make it interactive with member websites, complimentary organizations, and global entities ; independent FEZANA committee websites, example, similar to proposed FIRES website
- On-line subscriptions, FEZANA Journal, available on-line, with mail-in option; utilizing search engines to find on-line editions
- Media-focused newsletters or publications to keep abreast of changes and events occurring within the Zarathusti community, especially reaching out to Zarathusti small groups
- Face-Book presence; each committee can be on Face-Book for easy communication
- ZYNA can encourage Zarathushti students at North American universities to have a presence on Face-Book and Twitter

## **GOAL 2**

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### **Increase awareness of FEZANA domestically**

To build on a strong foundation requires pro-active communication and social networking between members, corresponding members and individuals. In addition, the standing committees can be huge resource; utilizing the various committees to build a robust image of FEZANA that is inspiring, appealing and as well as interesting enough, that has potential to increase participation.

#### **Action Plan for 2011-2021**

The action plan items can be achieved with the support from all standing committees, ad hoc committees, members and corresponding members and/or interested Zarathushti individuals.

#### **Standing and Ad Hoc Committees**

Co-ordination and Planning, FIRES, Information Receiving and Disseminating, North American Zarathushti Congress, Public Relations, Small Groups, Sports, ZYNA, Census and Survey

The individual chairperson for each committee is responsible for action items pertaining to their committee. In addition, each committee chairperson needs to:

1. Revise the committee Terms of Reference to accommodate action items
2. Include at least one young adult on the committee
3. Identify immediate short term (1 year), short term goals (2-5 years), and long term goals
4. Each committee will report each year at the FEZANA AGM on their progress and achievement of goals

The committees are encouraged to work in liaison with other committees and/or complimentary organizations to achieve maximum results (NAMC, WZCC, NextGenNow, ZWIN network, global partners like WZO and others)

## GOAL 2.....CONT'D

	<b>PRIMARY RESPONSIBILITY</b>
Encourage members and corresponding members to actively engage between themselves; increase participation at AGM's and other	<b>PLANNING AND CO-ORDINATION</b>
Conduct team-building exercises to encourage team spirit at FEZANA AGM's	<b>ZYNA</b>
Advertise and promote FEZANA at Zarathusti sports events; create banner with FEZANA logo	<b>SPORTS</b>
Facilitate dialogue between members, corresponding members by conducting workshops, interactive seminars, conferences at regular intervals	<b>PLANNING AND CO-ORDINATION</b>
Request each member to assign a FEZANA representative to help increase and disperse communication within their constituencies	<b>PLANNING AND CO-ORDINATION</b>
Encourage corresponding members to host FEZANA AGM's	<b>SMALL GROUPS</b>
Enhance communication through monthly newsletters posted on the web by the executive; progress updates by the standing committees posted on the web or e-mail blasts	<b>PLANNING AND CO-ORDINATION</b>
Encourage individuals from corresponding members to lead FEZANA committees	<b>SMALL GROUPS</b>
Encourage participation of at least one young adult on standing/ad hoc committees	<b>ZYNA</b>
Increase Journal publication/subscriptions; raising web presence to facilitate wider/younger audience ; advertise upcoming issues of Journal by sending e-mail blasts on websites; encourage members to advertise in newsletters	<b>INFORMATION RECEIVING &amp; DISSEMINATING</b>
Extend an option for on-line subscription for FEZANA Journal; publication on-line with an option for printing hard copy and mailing	<b>INFORMATION RECEIVING &amp; DISSEMINATING</b>
Enhance FEZANA web/development and presence; blogs, highlighting events/association news	<b>INFORMATION RECEIVING &amp; DISSEMINATING</b>
Interface FEZANA web-site with NAMC, NextGenNow and other complimentary web-sites; global partner websites like WZO	<b>INFORMATION RECEIVING &amp; DISSEMINATING</b>
Encourage small groups/corresponding members/Zarathushti to participate at Congresses	<b>NORTH AMERICAN CONGRESS</b>

Develop a Public Relations program and kit; be pro-active for domestic and global issues/ opportunities; enhance media relations; incorporate current social networking techniques , example: face-book and twitter	<b>PUBLIC RELATIONS</b>
Develop and print FEZANA brochure with revised and current information	<b>PUBLIC RELATIONS</b>
Develop FIRES (FEZANA Information Research and Education Systems) to include an online catalog of Zarathushti books, audiovisual manuscripts, literature, magazines and scholarly research; Books that can be digitized without copyright infringement will be available online	<b>FIRES</b>
FEZANA Journal archives made accessible on FEZANA and FIRES website in a Google searchable format; search conducted either by title, subject matter, or the date of the Journal	<b>FIRES</b>
Develop a "adopt a small group program" to encourage membership of corresponding members; create opportunities of interest to attract membership	<b>SMALL GROUPS</b>
Propose a "blue-ribbon Constitution Review Committee" to propose modifications to the current existing constitution; if necessary, recommend "standard operating procedures/guidelines"	<b>PLANNING AND CO-ORDINATION</b>
Conduct a census/survey of Zarathustis every 5 years residing in North America; update and refresh directory on website	<b>CENSUS AND SURVEY</b>
Incorporate "green technology" criteria; emphasizing and advertising the fact, Zarathustis were the first environmentally conscious individuals	<b>PLANNING AND CO-ORDINATION</b>
Prepare a bid for future World Zarathusti Congress in North America	<b>CONGRESS</b>
Encourage Zarathusti sports/Olympics hosted by FEZANA; promote FEZANA as a primary sponsor	<b>SPORTS</b>

## GOAL 3

### **Foster HAMAZORI (harmony) by building strong relationships between various Zarathushti entities/groups**

Increase harmony between groups of diverse nature with the support of members, corresponding members and interested Zarathushti individuals. The main theme is "HAMAZORI"; facilitate dialogues, conduct workshops at conferences; working towards better understanding between different Zarathushti groups.

#### **Action Plan for 2011-2021**

These action plan items can be achieved with the support from all the standing committees, ad hoc committees, members and corresponding members and/or interested Zarathushti individuals.

#### **Standing and Ad Hoc Committees**

Co-ordination and Planning, FIRES, Information Receiving and Disseminating, North American Zarathushti Congress, Public Relations, Small Groups, Census and Survey

The individual chairperson for each committee is responsible for action items pertaining to their committee. In addition, committee chairperson needs to:

1. Revise the committee Terms of Reference to accommodate action items
2. Include at least one young adult on the committee
3. Identify immediate short term (1 year), short term goals (2-5 years), and long term goals
4. Each committee will report each year at the FEZANA AGM on their progress and achievement of goals

The committees are encouraged to work in liaison with other committees and/or complimentary organizations to achieve maximum results (NAMC, WZCC, NextGenNow, ZWIN network, global partners like WZO and others)

	<b>PRIMARY RESPONSIBILITY</b>
<i>Facilitate dialogue by conducting workshops, interactive seminars, conferences between diverse groups, like traditionalists/reformists, Iranian Zarathustis/Parsees, interfaith families.</i>	<b>PUBLIC RELATIONS</b>
<i>Increase inter-generational and cross-cultural participation at youth and adult Congresses; result oriented workshops to be implemented in the community and reported accordingly</i>	<b>NORTH AMERICAN ZARATHUSHTI CONGRESS</b>

<i>Encourage participation from Zarathushti and non-Zarathushti scholars/speakers at North American Congresses/conferences to allow open debate of diverse viewpoints</i>	<b>CONGRESS</b>
<i>Conduct interesting and interactive FEZANA session at the Congress; committee chairs to highlight successes; young adult to chair the session</i>	<b>CONGRESS</b>
<i>Explore options to economize youth and adult Congress expenses; increase youth subsidy through FEZANA member contributions using matching funds</i>	<b>CONGRESS</b>
<i>Encourage ZYNA to take on more leadership responsibilities, have seminars and conferences; promote and advertise FEZANA at sports events, youth Congresses</i>	<b>ZYNA</b>
<i>Intergenerational initiatives/programs; establish Council of Elders/Advisory group to assist and advise the executive on critical subjects</i>	<b>PLANNING AND CO-ORDINATION</b>
<i>Pro-actively dealing with socio-cultural-religious needs of interfaith children and spouses and others; inclusion, being the basic theme across the board</i>	<b>PUBLIC RELATIONS</b>
<i>Interface FEZANA web-site with NextGenNow and other complimentary web-sites; encourage</i>	<b>ZYNA</b>
<i>Encourage, organize, and sponsor round table conferences specifically designed to discuss inclusion of diverse groups, FEZANA, a leader in encouraging global working partnerships</i>	<b>PLANNING AND CO-ORDINATION</b>
<i>Invite complimentary organizations, WZCC, NAMC, NextGenNow, ZWIN Network, WZO and others to attend the FEZANA AGM; send FEZANA representatives to attend their meetings</i>	<b>PLANNING AND CO-ORDINATION</b>
<i>Continue efforts to represent FEZANA on an international level; key player in the global round table conferences</i>	<b>EXTERNAL AFFAIRS</b>
<i>Assistance for seniors; create a Z senior website under FEZANA web-site</i>	<b>WELFARE</b>
<i>Identify and explore senior living sites/places in North America</i>	<b>WELFARE</b>
<i>Continue assistance and raising funds for Zarathusti individuals and families facing temporary crisis in North America and globally</i>	<b>WELFARE</b>
<i>Increase student exchange program, domestic and international; explore "Zarathusti youth without borders"</i>	<b>ZYNA</b>

## GOAL 4

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### **Continue to advance religious education and cultural awareness; outreach initiatives through interfaith dialogue**

Increase knowledge and understanding for religious, spiritual and cultural traditions within the North American Zarathushti community; raise awareness to the larger community around through community service projects and interfaith dialogue.

Emphasis on academic/music/sports awards and scholarship programs for the academically gifted, and provide aid to the academically challenged. Develop community social programs. Encourage Zarathushti youth groups on College campuses to liaison with each other.

### **Action Plan for 2011-2021**

These action plan items can be achieved with the support from all the standing committees, ad hoc committees, members and corresponding members and/or interested Zarathushti individuals.

### **Standing and Ad Hoc Committees**

Planning and Co-ordination, Education, Public Relations, Heritage Preservation & Historical Research, Information Receiving and Disseminating, Public Relations, Interfaith Activities.

The individual chairperson for each committee is responsible for action items pertaining to their committee. In addition, committee chairperson needs to:

1. Revise the committee Terms of Reference to accommodate action items
2. Include at least one young adult on the committee
3. Identify immediate short term (1 year), short term goals (2-5 years), and long term goals
4. Each committee will report each year at the FEZANA AGM on their progress and achievement of goals

The committees are encouraged to work in liaison with other committees and/or complimentary organizations to achieve maximum results (NAMC, WZCC, NextGenNow, ZWIN network, global partners like WZO and others)

#### GOAL 4...CONT'D

	<i><b>PRIMARY RESPONSIBILITY</b></i>
Efforts to increase awareness for Jamshedi Nowruz, March 21	<b>PUBLIC RELATIONS</b>
Organize a core Curriculum for all ages for distribution; books, CD's, education web-sites that can be downloaded; interactive websites	<b>RELIGIOUS EDUCATION</b>
Work with NAMC to develop Mobedyar Program; interface FEZANA website with NAMC website	<b>RELIGIOUS EDUCATION</b>
Prepare internet based religious education module using the core curriculum education framework	<b>RELIGIOUS EDUCATION</b>
Sponsor interfaith sessions at North American Congresses	<b>INTERFAITH</b>
Promote FEZANA at Interfaith meetings and conferences; distribution of FEZANA brochures and Zarathusti literature	<b>INTERFAITH</b>
Promote to increase awareness of FEZANA at UN activities	<b>UN-NGO</b>
Encourage discussions between both, ritualistic and spiritual aspects of Zarathushti religion; dialogue leading to better understanding why both are necessary; in liaison with NAMC	<b>RELIGIOUS EDUCATION</b>
Publish books/CD's/ web on Zarathusti festivals as practiced in North America	<b>PUBLIC RELATIONS</b>
Launch a Z traveling exhibit, with cultural artifacts and items from both Iran and India (cross-cultural)	<b>PUBLIC RELATIONS</b>
Encourage and develop exchange community service projects within North America and places abroad, like India and Iran	<b>WELFARE</b>
Increase substantive funds for college scholarships and/or loans to encourage and facilitate higher education	<b>ACADEMIC SCHOLARSHIPS</b>
Encourage young Zarathushti students on University/College campuses to form groups; reaching out to Zarathusti students attending colleges/universities from India, Iran and other countries	<b>COORDINATION AND PLANNING</b>
Encourage previous scholarship winners to form an "alumni"; with a membership fee that goes towards the scholarship fund	<b>ACADEMIC SCHOLARSHIPS</b>
Organize a fund raising event for a specific project related to the scholarship program	<b>PLANNING AND CO-ORDINATION</b>
Encourage community service part of college loan agreements	<b>ZYNA</b>

Propose sports/music/religious studies scholarships	<b>PERFORMING &amp; CREATIVE ARTS/SPORTS</b>
Continue to promote the Zarathusti Symphony Orchestra; propose an endowment for the same	<b>PERFORMING &amp; CREATIVE ARTS</b>
Propose a program for providing scholarships/aid to the needy and financially challenged regardless of their academic scores	<b>ACADEMIC SCHOLARSHIPS</b>
To serve as the central location in Houston, to maintain an online union catalog of FEZANA member association libraries listing Zarathushti books, audiovisual manuscripts, literature, magazines, to promote Zarathushti education and research by disseminating the information to the public.	<b>FIRES</b>
Social issues programs: Domestic violence/abuse initiative; re- establish the hot-line	<b>WELFARE</b>
Appropriate life choices; conduct seminars in local communities Education on appropriate life-style	<b>WELFARE</b>
Develop a booklet for "Breast Cancer Awareness", include benefits of regular mammograms/tests; other genetic disorders prevalent in the community	<b>WELFARE</b>

## **GOAL 5**

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### **Increase economic stability through fund raising and prudent investment**

Continue to grow the financial infrastructure; encourage innovative fund raising techniques, targeting specific projects sponsored by FEZANA.

#### **Action Plan for 2011-2021**

These action plan items can be achieved with the support from all the standing committees, ad hoc committees, members and corresponding members and/or interested Zarathushti individuals.

#### **Standing and Ad Hoc Committees**

Planning and Co-ordination, Funds and Finance, Receiving and Dissemination, Small Groups, Public Relations

The individual chairperson for each committee is responsible for action items pertaining to their committee. In addition, committee chairperson needs to:

1. Revise the committee Terms of Reference to accommodate action items
2. Include at least one young adult on the committee
3. Identify immediate short term (1 year), short term goals (2-5 years), and long term goals
4. Each committee will report each year at the FEZANA AGM on their progress and achievement of goals

The committees are encouraged to work in liaison with other committees and/or complimentary organizations to achieve maximum results (NAMC, WZCC, NextGenNow, ZWIN network, global partners like WZO and others)

**GOAL 5.....CONT'D**

	<b><i>PRIMARY RESPONSIBILITY</i></b>
Promote the Journal, increase Journal subscription by developing on-line program with mailing option; advertize Journal on complimentary organization websites	<b>RECEIVING &amp; DISSEMINATING</b>
Increase advertisements in the Journal; members can sponsor Journal on a rotational basis	<b>FUNDS &amp; FINANCE</b>
Encourage small groups inclusion; encourage groups to become members; increase current membership fees	<b>SMALL GROUPS</b>
Enhance volunteer contributions per project by individuals and associations	<b>PLANNING AND CO-ORDINATION</b>
Liaison with WZCC to assist young Z entrepreneurs in their communities, employment opportunities	<b>FUNDS AND FINANCE</b>
Interface FEZANA website with WZCC to further promote the business sector	<b>PLANNING &amp; CO-ORDINATION</b>
Develop more innovative techniques for fund-raising; for example at present, signing up for "IGIVE.com, shop to help your cause" program where a percentage of purchases at select stores goes towards FEZANA	<b>FUNDS AND FINANCE</b>
Development a blue-print relating to the ethics of collective giving	<b>FUNDS AND FINANCE</b>
FEZANA infrastructure development; create an exploratory committee to draft a proposal for "FEZANA Foundation"; look into options for global prospective investors to fund specific projects in North America	<b>FUNDS AND FINANCE</b>

## **APPENDIX**

### **STRATEGIC PLAN 1996-2006 OUTCOMES**

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#### **GOAL 2**

#### **Increase awareness of FEZANA domestically**

	<b>STATUS</b>	<b>COMMENTS</b>
<i>To develop an electronic format or print different aspects of the religion thereby increasing awareness of the religion and religious practices within the community</i>	<b>ONGOING</b>	
<i>Promote values and understanding of religious practices by holding discussion groups, seminars at local and regional level, and encourage youth to attend the same by providing financial assistance</i>	<b>ONGOING</b>	
<i>Preparation of Public Relations kit</i>	<b>TO BE DONE</b>	Rustom Kevala: This was done by Jim Engineer for Navruz in 2006. We need to precisely spell out what we mean by "Public Relations"
<i>Develop and promote the FEZANA Journal</i>	<b>ONGOING</b>	
<i>Identify and encourage small groups participation; Revisit membership requirements for small groups</i>	<b>ONGOING</b>	Rustom Kevala: Very important. It's time to revisit the constitution to make FEZANA more inclusive to all Zarathushti
<i>Update, publish and distribute directories at local and national level, 3 editions of the North American Directory have been published, 1996, 1997, and 2001; electronic version on the website</i>	<b>ONGOING</b>	Rustom Kevala: FEZANA needs to develop a master directory for internal use. This will also provide statistical information for the census
<i>Include ZYNA in all FEZANA activities; include youth in all sub-committees; encourage local associations to send the youth to FEZANA AGM's and/or Congresses and provide funds to facilitate that</i>	<b>ONGOING</b>	

### **GOAL 3**

**Foster HAMAZORI (harmony) by building strong relationships  
between various Zarathushti entities/groups**

	<b><i>STATUS</i></b>	<b><i>COMMENTS</i></b>
<b><i>Commission a book on "Zarathusti way of life in North America"</i></b>	<b><i>ONGOING</i></b>	
<b><i>Facilitate dialogue between diverse groups, increase cross-cultural interactions</i></b>	<b><i>TO BE DONE</i></b>	
<b><i>Organize and support youth congresses, inter-generational seminars, sports activities and youth camps</i></b>	<b><i>ONGOING</i></b>	
<b><i>Nomination by the President an Ad-hoc "Advisory group" and "Council of Elders"</i></b>	<b><i>TO BE DONE</i></b>	
<b><i>Include ZYNA in all FEZANA activities</i></b>	<b><i>ONGOING</i></b>	
<b><i>Books on Zarathushti festivals, customs in North America</i></b>	<b><i>ONGOING</i></b>	
<b><i>Organizing cultural events promoting Zarathushti culture at North American and World Congresses</i></b>	<b><i>ONGOING</i></b>	
<b><i>Retirement Living for the Elderly</i></b>	<b><i>TO BE DONE</i></b>	

#### **GOAL 4**

**Continue to advance religious education and cultural awareness;  
outreach initiatives through interfaith dialogue**

	<b><i>STATUS</i></b>	<b><i>COMMENTS</i></b>
<i>Commission a book on "Zarathusti way of life in North America"</i>	<b><i>TO BE DONE</i></b>	
<i>Encourage interested Zarathustis to develop Gatha and Shahnama courses and guides</i>	<b><i>TO BE DONE</i></b>	
<i>To develop materials for children/youth/adult religious education</i>	<b><i>ONGOING</i></b>	
<i>To develop youth exchange programs</i>	<b><i>ONGOING</i></b>	
<i>Develop literature on meaning of religious practices, prayers, rituals, festivals</i>	<b><i>ONGOING</i></b>	
<i>Recognize and encourage demonstrated talent among young Zarathustis through granting of awards</i>	<b><i>ONGOING</i></b>	
<i>Establish substantive funds for college scholarships and/or loans to encourage and facilitate higher education</i>	<b><i>ONGOING</i></b>	
<i>Establish scholarships for Religious education</i>	<b><i>ONGOING</i></b>	
<i>Make community service part of college loan agreements</i>	<b><i>TO BE DONE</i></b>	

## **Goal 5**

### **Increase economic stability through fund raising and prudent investment**

	<b><i>STATUS</i></b>	<b><i>COMMENTS</i></b>
<i>Develop and implement economic programs</i>	TO BE DONE	
<i>Each association to have a committee to help Zarathustis to become economically stable</i>	TO BE DONE	
<i>Encourage Zarathusti business entrepreneurship</i>	ONGOING	
<i>Organize Business expos</i>	TO BE DONE	
<i>Planned gift using charitable trusts leveraged by insurance</i>	TO BE DONE	
<i>Trust Funds</i>	ONGOING	
<i>Volunteer contributions per project by individuals/members</i>	ONGOING	
<i>United Way</i>	TO BE DONE	
<i>Tithing</i>	TO BE DONE	

## **AGM Report Zoroastrians Stepping Forward (ZSF)**

### **What has ZSF done in the past?**

*First International Day of Service, May 2012*

#### **The First Zarathusthi International Day of Service Zoroastrians Stepping Forward -- *Youth Show the Way***

Written by Khushnuma Driver and Behrose Taraporewalla—HAMAZOR Magazine

The First International Day of Service: Zoroastrians Stepping Forward (ZSF) arose out of an intergenerational dialogue at a NextGenNow (NGN) session at the 5th World Zoroastrian Youth Congress held in Vancouver, Canada in 2011. The goal of the project is to facilitate Zarathusthi organizations to support those in need by collecting and donating shoes, both locally and internationally.

"An estimated 300 million people live each day without a pair of shoes. A pair of shoes allows our feet to stay clean, healthy and safe; free of any infection or disease" (Soles 4 Souls). This is a major concern in larger cities where "there are a lot of debris and even glass on the ground. A small step can lead to a much bigger problem if your feet aren't protected" says Mahfrin Santoke of Los Angeles, California. Our religious community joined together to give back those who lacked these basic necessities. Older Youth in Chicago set a prime example for the younger generations by educating them on the diseases and infections that are caused by a lack of proper footwear. The Youth created a stimulating environment with different terrains and climates to show these young Zarthushtis what it is like to walk in someone else's shoes.

The project attracted participants from over 25 associations worldwide. Individuals and families even in remote areas got a chance to participate. Positive responses came from the United States of America, Canada, Dubai and Pakistan among others. In Basel, Switzerland, a very small population of Zarathusthis, hosting this event, stressed the importance of giving back to the needy, to their children. In Karachi, shoe-donation drops were set up in many of the Parsi colonies, with widespread support and enthusiastic participation. The 1<sup>st</sup> Annual International Day of Service was held on May 5<sup>th</sup>, 2012. Several organizations, associations and small-groups hosted recreational events such as a Sports Day, Walk-A-Thon, picnic or social gathering to bring together all age-groups in an effort to foster unity and spark intergenerational dialogue, while collecting shoes for non-profit organizations. Some groups collected monetary donations. Many centers involved children from religious classes and taught them the importance of giving to the needy, an idea embedded in our *Ahunavar* prayer. They stressed the importance of the acts of collective giving as part of our history and culture. By the end of the project, approximately 6,000 pairs of shoes were collected.

We hope that ZSF will continue to grow in the years to come. The team wishes to expand and seeks more international participation from individuals who would like to give of their time and share their ideas to make a difference in the world. Most of us know the comfort of a pair of shoes; however, there are still many children and adults who consider a pair of shoes a luxury.

"It is through giving that we truly learn to live; whether the entity that we give is knowledge, money, or shelter is irrelevant. It is more important the impact that these entities provide an individual and community. People are not remembered for how rich they are but more so how much they contributed to society" says Hormuz Nicolwala of Houston, Texas.

We invite you to take part in our 2<sup>nd</sup> International Days of Service that will be held from March 1<sup>st</sup> - May 5<sup>th</sup>, 2013. The vision for Zoroastrians Stepping Forward in years to come is one of being inclusive of other faith based organizations and even inviting those who profess no particular faith but are good, charitable human beings wishing to partner with us in serving together.

**What we are doing?**

Currently, we are holding our second collection drive for 2013. More organizations, small groups, families, and individuals are taking part in this project. ZSF Leadership is also piloting programs, such as benefit dinners, raising funds for medical research, and hosting other collection drives (clothing, books, toys etc.)

**What we hope to do in the future?**

In the future, we hope to see our organization grow by obtaining non-profit status or linking with another organization. Additionally, ZSF would like to better incorporate a service element where groups of individuals can donate and interact with the beneficiaries of their collection drive. We are willing to make modifications and adaptations, in our organization's leadership and platform, if another organization is willing to take us under their wing.

Our next day of service will be held from December 25<sup>th</sup>, 2013-March 23rd, 2014.

# **THE WORLD ZOROASTRIAN ORGANISATION TRUST**

Registration no. E/813 – Navsari.  
Registered Address: WZO Senior Citizens Centre, Pinjar Street, Malesar, Navsari 396 445.

Please reply to:  
SHANTI, 5<sup>th</sup> Floor, 6 Banaji Street, Fort, Mumbai 400 001. India.  
Tel No. 91-22- 22813718; 91-22- 22813719; 91-22-2281 0560  
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April 03, 2013

File Ref: G-4

**Ms.Katayun Kapadia,  
President,  
FEZANA.**

**Dear Katayun,**

Thank you very much for the invitation to attend the FEZANA AGM to be held at Dallas in May 2013.

Due to my prior commitments I will be unable to attend; it will be entirely my loss.

I take this opportunity to congratulate FEZANA on reaching the milestone of 25 years. To FEZANA goes the credit of binding the various Associations and small groups of our community on the North American continent.

I understand that FEZANA is already well into discussions centering on "Infrastructure Development in NA & the FEZANA Strategic Plan". In all sincerity I believe that FEZANA has to have a strategic plan in place to assume global leadership and responsibility of the community; with the community depleting in India at a very fast pace, the time is not far when FEZANA will need to take centre stage at the global level.

North America is certainly the 'third Diaspora' of the Zoroastrian community. Assuming 'global community leadership' is never an easy task. FEZANA leadership will need to put on their 'thinking caps' and evolve strategies that will create confidence and keep bonded, our globally thinly spread community. Having been fortunate to have known and interacted with many Zoroastrians, individuals and institutions, connected with FEZANA, I for one repose confidence and have full faith in the abundant reservoir of human talent and values that FEZANA has at its disposal.

Moving on, it was a great pleasure and privilege for WZO Trust to have been invited to participate on the panel making a presentation on 'Combating Poverty in our Communities Abroad' at the XVI North American Zoroastrian Congress held at Rye in August 2012. The Congress provided us with an excellent opportunity to reach out to our community members residing in North America and create heightened awareness about our multifarious welfare activities.

Apart from the donations that were received a good number of individuals have come forward to volunteer their support in diverse areas from their base

at North America as well as make actual field trips in India. New friendships have been forged and there has been a quantum leap in the number of new thought processes and fresh ideas being generated.

This success would not have been possible without the wholehearted support and cooperation received from colleagues on the Congress 'Combating Poverty Track Team', Kaizad Cama, Armene Modi, Priyanka Sinha, Framroze Patel & Freyaz Shroff. We express sincere gratitude to these wonderful people and to ZAGNY for providing our Trusts with a platform to showcase our activities and applaud the precise and efficient manner in which they conducted the Congress.

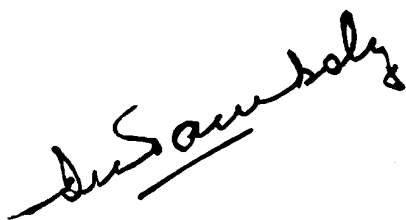
A very positive fall out of the Congress has been the quantum leap in the number of individuals who accompanied us between December 2012 & March 2013 on our visits to remote villages, to see for themselves the welfare activities carried out by our Trust's. Having had a ringside view of the actual poverty, they have on returning home begun acting as Ambassadors of these poor Zoroastrian families, creating awareness of their plight and raising funds for their rehabilitation. We thank them all for what they have done and continue to do.

Since the beginning of this century, WZO Trust's in India have been working very closely with the 'Welfare & Critical Assistance' committee of FEZANA. Our partnership has been one based on mutual trust and understanding and has proved to be very beneficial to many families who have been experiencing various forms of distress. We are looking forward to continuing this ongoing partnership of serving our community.

In concluding, we wish FEZANA, their member associations and small groups all success in the present and in the future.

Warm regards,

**Very Sincerely,**



**Dinshaw K Tamboly;  
Chairman.**