

**THE FEDERATION OF ZOROASTRIAN ASSOCIATIONS OF NORTH AMERICA
FEZANA**



**ZARATHUSHTI CONGRESSES IN NORTH AMERICA
Mission and Guidelines**

Approved by FEZANA Members: at 22nd AGM in Orlando, Florida on May 23, 2009.

Introduction

The first North American Zoroastrian Congress was convened in Toronto, Canada, in May 1975, with the theme: “The Future of the Zoroastrian Community”. Thereafter, Congresses have been held every two or three years, with various themes pertaining to the challenges faced by the Zarathushti diaspora in North America. The first seeds for forming a federation were planted at the Fifth Congress, held in Los Angeles, California, in August 1985 with the theme: “Preservation of Zoroastrian Identity through Adaptation of Changing Environment”. Until then, the Associations that hosted Congresses had complete responsibility for choosing the theme, making all the arrangements including budgeting and raising funds, selecting and inviting speakers, registration, and conducting the Congress itself.

The Federation of Zoroastrian Associations of North America (FEZANA) was formed in 1987 to adopt a united approach on issues facing Zoroastrians in North America through:

- The study, understanding and practice of the Zoroastrian faith.
- Dissemination of information about the Zoroastrian faith,
- Fostering of Zoroastrian fellowship in the North American continent, and
- Representation of the religious interests of its Membership in national and international forums.

‘FEZANA’ should be viewed as an entity that includes all the associations and small groups that have chosen to work together, its membership. The business and affairs of FEZANA are managed by the membership through policy and operating resolutions. The elected officers of FEZANA implement the policies and resolutions. The officers may place items for approval, but do not have the right to vote. Committees are established to transact specific activities for the Federation.

Soon after the formation of FEZANA, Terms of Reference (TOR) were prepared for a North American Zarathushti Congress committee. The TOR, along with guidelines for hosting the congresses, were ratified in 1988 and revised in 1996.

Since then, there have been seven more North American Congresses. A list of the dates, locations and themes of all the Congresses over a period of 31 years is given in [Appendix 1](#). In December 2000, the 7th World Zoroastrian Congress was held in Houston, so there was no North American Congress that year. Over this period of one generation, the Zarathushti community in North America has significantly grown in numbers, prosperity and maturity. A new generation has grown up in North America. While the community has come closer together in North America, it is loosening its dependence and ties with the mother communities in India, Pakistan and Iran. In fact, the mother countries are now looking towards North America for assistance and innovation in many areas.

THE FEDERATION OF ZOROASTRIAN ASSOCIATIONS OF NORTH AMERICA FEZANA

Purposes of the Congress

The main reasons for holding Congresses in North America have been to meet and make friends, review developments affecting our worldwide community and religion, learn from co-religionists and scholars, and make plans for the future. This still remains important, but now all of these functions are more or less occurring throughout the year at various local gatherings, regional meetings, religious conferences and planning workshops; and at FEZANA Annual General Meetings. Separate North American Zarathushti Youth Congresses started since 1991 enable the youth to articulate their own issues and bond with each other. Sports meets and tournaments are held every even numbered year during the July 4 week-end. Additionally, the North American Mobeds Council (NAMC) holds its own meetings and has its own independent agenda. Finally, every four years or so, there is a world congress where Zarathushtis from all over the world get together for more or less the same purposes.

Future Congresses therefore need to provide a North American focus not only on the evolving vision of the community, but also on the role of FEZANA in making this vision come true. Two of the continuing themes of our discussions have been: (1) to define the place of the Zarathushti religion in North America; and (2) to provide smooth transition of our leadership from one generation to the next. The first theme includes issues such as unity, religious studies, public relations and outreach to the wider North American community, and building a viable infrastructure to sustain and manage all our activities and religious institutions. The second requires mentoring, nurturing and cultivating leaders with vision and ability to ensure the perpetuity of our religion and communal values.

Mission of the Congress

Based on the preceding discussion, the mission for the Congress is to provide a platform to the entire North American Zarathushti community to review and discuss issues related to unity, religious studies, public relations and outreach to the wider North American community, and building a viable infrastructure to sustain and manage all our activities and religious institutions. Secondly, the congress must provide opportunities for mentoring, nurturing and cultivating leaders with vision and ability to ensure the perpetuity of our religion and communal values in North America.

Integral to this mission is to recognize individuals who have contributed most to the betterment of our as well as the greater North American community, and to honour achievements; and of course, to have fun and merriment.

Frequency and location of Congress

The Congress will be held every two years during the holiday period, in different parts of North America to enable all Zarathushtis to attend a congress every few years, regardless of where they reside.

The location of the Congress will be selected through a request for proposals (RFP) from FEZANA member associations interested in hosting the congress in their metropolitan areas. Associations and Small Groups can join together to host a Congress. The procedure for requesting the RFPs and criteria for selection of the host association(s) will be developed by the Congress committee.

The host association will be approved by FEZANA members at the Annual general Meeting or if necessary, by a mail ballot. The approval process will include approval of the Congress Theme proposed by the host association.

The FEZANA vice president, who chairs the Coordination and Planning Committee, will be responsible for setting the date for each congress after consultation with the host association. When there is a conflict with another major Zarathushti event in North America or in other parts of the world, the Congress can be held at a different time of the year or may be deferred for one year.

THE FEDERATION OF ZOROASTRIAN ASSOCIATIONS OF NORTH AMERICA FEZANA

Format of Congress

Each Congress will have a theme chosen to highlight the importance of Zarathushti religion or Zarathushti culture in North America.

The congress format will allow free-flowing dialogue in a congenial atmosphere, without undue censorship or rigid rules.

One or more keynote addresses on important issues of interest to the community should be included during each day's program. The Khorshed Jungalwala Memorial Lecture series if included will be presented as a stand-alone session.

The program can include lectures, panel sessions, and workshops. To allow all delegates to fully participate in all the sessions and activities of the Congress, simultaneous sessions are encouraged.

One session will be devoted to awards for recognition of outstanding achievements and service to the community, and for recognition of religious leadership.

One session will be devoted to reports by FEZANA officers, discussion of FEZANA initiatives, and airing of community concerns.

The North American Mobeds Council (NAMC) may be invited to hold one session to present its activities and allow the delegates to express their expectations and thanks to the mobed community.

ZYNA may be invited to hold a session to present its activities and allow the delegates to express their expectations and thanks to the community

In addition the congress should include entertainment programs, communal meals, commercial booths and exhibits to promote Zarathushti enterprise, and opportunities for sightseeing and shopping.

A Zarathushti Chamber of Commerce meeting may be held either before or after the Congress.

The Congress will be open to all individuals regardless of their status, faith, race, age or gender preferences. Attendees do not have to be members of a registered Zarathushti association to attend the congress.

Responsibilities

The overall responsibility for the Congress rests with the host association. It is recommended that the Congress will be chaired by the Host association and represent the interests of the hosts and the FEZANA Members.

Venue, Facilities

The host association will be responsible for selecting the venue, meeting facilities, and arranging for lodging, meals and refreshments for the delegates. The host associations will also provide information about sightseeing and shopping opportunities to the delegates before or after the Congress.

Finances

There is financial risk associated with organizing any major event. At the request of the Host, FEZANA may approve a loan of up to \$5000 or as determined by the board for up-front expenses such as deposits for reservation of meeting facilities.

Every attempt should be made to ensure that the Congress is affordable and enjoyable to the delegates. The registration fees should be based on anticipated expenses with some margin for error, with a reasonable surplus for the Host association(s).

Program

The congress program will be based on the approved Theme and adhere to the format highlighted before. The program chair person may consult with FEZANA officers, and in particular the congress

THE FEDERATION OF ZOROASTRIAN ASSOCIATIONS OF NORTH AMERICA FEZANA

committee to develop program details, select the keynote speakers, session chairs, and workshop and panel topics.

FEZANA will be responsible for selecting a speaker and organizing the session for the Jungalwala lecture series. Conducting of the awards ceremony will be the responsibility of the FEZANA Awards committee. Other FEZANA committees may be consulted in developing the details of other sessions requiring expertise in areas specific to the committees' charters. The FEZANA officers will work closely with the program committee to ensure cooperation of all committee members.

Publicity

The FEZANA Public relations committee will provide liaison and coverage with the national and international media. The Host will be responsible for local publicity, invitations to local dignitaries and ensuring local media coverage.

Proceedings and Archives

The Congress organizers will try to obtain transcripts from all speakers ahead of the congress.

The Program Chair will be responsible to publish the Proceedings of the congress within two months of completion of the Congress if possible. The Proceedings will be made available to the public at a reasonable cost.

The actual congress deliberations including workshops and panel sessions will be recorded without transcription for archiving. The archives will be stored at the FEZANA Resource Center or FEZANA Central Office.

Service Component to North American Zoroastrian Congresses

In keeping with the tenets of our faith, ***Operation Eyesight***, a legacy of the 7thWZC (Houston); the 12th, 13th and 14th North American Zoroastrian Congresses, (Chicago, San Jose and Toronto respectively), a service component to care for the needy, shall be included in the planning process of each NAZC

Past Committee:

Bomi Patel, Chair
Rashid Mehin
Katayun Kapadia
Jerry Kheradi
Rohinton Rivetna
Bella Tata

Present Committee:

Darius M. Bharucha, Chair
Bella Tata
Behram Pastakia
Mehroo Chothia
Niaz Kasravi

**THE FEDERATION OF ZOROASTRIAN ASSOCIATIONS OF NORTH AMERICA
FEZANA**

APPENDIX 1

NORTH AMERICAN ZOROASTRIAN CONGRESSES

	Date	Held at	Theme	Chairperson	Host Association
First	May 18, 1975	Toronto, Ontario	"The Future of the Zoroastrian Community"	Jamshed Mavalvala	The Zoroastrian Society of Ontario
Second	May 21, 1977	Chicago, Illinois	"Survival and Perpetuation of Zoroastrianism"	Keki Bhote	The Zoroastrian Association of Metropolitan Chicago
Third	October 6, 1979	New York, New York	"Aspects of Zoroastrian Belief"	Lovji Cama	The Zoroastrian Association of Greater New York
Fourth	April 10, 1982	Montreal, Quebec	"The Zoroastrian Challenge"	Mrs. Dolly Dastoor	The Zoroastrian Association of Quebec
Fifth	August 30, 1985	Los Angeles, California	"Preservation of Zoroastrian Identity through Adaptation of Changing Environment"	Dhunmai Dalal	The Zoroastrian Association of California
Sixth	April 1, 1988	Toronto, Ontario	"Prospects of Zoroastrian Renaissance in the New World"	Kobad Zarolia	The Zoroastrian Society of Ontario
Seventh	August 31, 1990	Houston, Texas	"Zarathushti: My Past - Our Future"	Meherwan P. Boyce	The Zoroastrian Association of Houston
Eighth	Sept. 4 - 6, 1992	Vancouver, British Columbia	"Looking Ahead to the 21st Century"	Bella Tata	The Zoroastrian Society of British Columbia
Ninth	July 1 - 3, 1994	Valley Forge, Pennsylvania	"Preservation of Zoroastrian Culture at the Turn of a Generation"	Co-chairs: Freny Ranji; Katayun Kapadia	The Zoroastrian Association of Pennsylvania & New Jersey
Tenth	July 4 - 6, 1996	San Francisco, California	"Zoroastrian Leadership: Past, Present and Future"	Esfandiar Anoushiravani	Co-hosts: Persian Zoroastrian Organization , Zarhosti Anjuman of Northern California
Eleventh	July 2-3, 1998	Rye, New York	A Zoroastrian Commitment in the North American Context: @	Co-Chairs: Gev Nentini; Noshir Langrana	The Zoroastrian Association of Greater New York
Twelfth	July 2-4, 2002	Chicago, IL	Advancing Communities – Empowering Generations	Rashna Ghadialy	Zoroastrian Association of Metropolitan Chicago
Thirteenth	Dec 29, 2004 –Jan 1, 2005	San Jose, CA	Being Zarathushti : Looking at Issues, Searching for Answers	Bomi Patel	Zarhosti Anjuman of Northern California
Fourteenth	June 29- July 2, 2007	Toronto, ONT	Impact – Unleash the Spark Within	Phee Vania	Zoroastrian Society of Ontario

**THE FEDERATION OF ZOROASTRIAN ASSOCIATIONS OF NORTH AMERICA
FEZANA**

APPENDIX 2

PROCEDURE FOR INVITING PROPOSALS (RFP)

- 1) A call letter should be sent to all associations about 6-9 months before the Congress already under way, to find out if there is any association prepared to host the next Congress. Letter should explicitly indicate what the Association would be required to facilitate.
- 2) Call letter should include the following important points:
 - (a) If required the host association should be prepared to host the FEZANA AGM about two days prior to the Congress;
 - (b) Sufficient time and facilities should be made available for half a day prior to the Congress Opening Ceremony, for FEZANA-led workshops.
 - (c) The host association should be prepared to "build in" \$20 in the registration fee for FEZANA, and this amount should be sent to FEZANA as soon as the Congress is over;
 - (d) Time should be earmarked in the Opening Ceremony for a 5 - 7 minute speech by the FEZANA President.
 - (e) Time equivalent to one or two concurrent sessions should be given to FEZANA to address issues as are deemed necessary at that time.
- 3) Responses from associations, indicating interest in being the host association, should be placed before the members at the FEZANA Annual General Meeting in the year preceding the Congress already under way, for a decision on who should host the next Congress. Results of the evaluation shall be declared in advance of the previous Congress.

THE FEDERATION OF ZOROASTRIAN ASSOCIATIONS OF NORTH AMERICA
FEZANA

APPENDIX 3

Guidelines/ Responsibility of FEZANA

- 1) FEZANA, either through its Committees or its Member Associations and Small Groups, will be responsible for providing the following services to the Host Organization:
 - i. Ensuring that the dates for the Congress proposed by the Host do not conflict with other major events of importance to Zarathushtis in North America.
 - ii. Providing a publicity package about FEZANA and about the Zarathushti religion, along with guidelines for publicity; along with a target list of contacts for news coverage to the press, interfaith organizations and relevant political groups; and assisting the Host in national and international publicity. Local publicity will be the sole responsibility of the Host.
 - iii. Assisting the Host in organizing the Congress opening and closing ceremonies, and inviting keynote speakers,
 - iv. Selecting awardees to be honored during the Congress, preparing the award packages, conducting the award ceremony during one of the Congress lunch or dinner events, and providing a budget for the entire Awards process to the Host for inclusion in the Congress budget,
 - v. Conducting one session for community awareness and recommendations: at this session, FEZANA representatives will give an update on how the recommendations of the previous Congresses have been implemented by FEZANA, other organizations or individuals.
 - vi. Keeping detailed historical archives of all sessions and deliberations. The archives may be in electronic format.

- 2) A rotating trophy will be presented to the association which hosts the Congress, in recognition of its great efforts and contribution to the community.

- 3) FEZANA will consider providing seed-money of \$5,000 or as determined by The Board for the Congress to the host association if surplus funds are available for this purpose, subject to the approval of its members. If the Congress organizers make a

**THE FEDERATION OF ZOROASTRIAN ASSOCIATIONS OF NORTH AMERICA
FEZANA**

profit, they would be required to refund the entire amount of the seed-money or portion thereof given to them by FEZANA.

- 4) FEZANA Committees and executive will have an advisory role for the following activities:
 - a. Selection of Congress theme, speakers, etc. to ensure continuity, diversity, and balance from one Congress to the next.
 - b. Providing fundraising ideas and support, if requested by the Host Organization.

THE FEDERATION OF ZOROASTRIAN ASSOCIATIONS OF NORTH AMERICA
FEZANA

APPENDIX 4

Guidelines/Responsibility for the Host Association

Pre-Congress Activity

1. Make a decision on the date of the Congress.
2. Appoint a Congress Chair or Co-Chairs, and heads to lead committees such as Finance/Fund-raising, Program, Secretariat/Registration, Hospitality/Transportation, Publications/Public Relations, Youth Program, etc.
3. Form an Executive Committee comprised of the Congress Chair(s) and committee heads and the President of the Association (if not an office bearer of the proposed Congress Executive Committee).
4. Decide on an appropriate venue for the Congress.
5. Keep the FEZANA President and FEZANA Congress Chair informed of all issues of importance, which have an overall impact on the community.
6. Take as much guidance as may be needed from the hosts of recent Congresses and from their publications, such as Registration Guidelines, Souvenir Brochures and, possibly, Post-Congress Proceedings.

Suggested Roles for Committees

Program Committee

1. Choose a theme for the Congress and inform the FEZANA President and FEZANA Congress Chair of the suggested theme.
2. Formulate a program to be in the form of all presentations, or presentations and workshops. If the latter, more space planning will be required to enable all the participants to break out into workshops. Draft program will need to be sent to the FEZANA President and FEZANA Congress Chair for information and feedback.
3. Design a questionnaire for inclusion in the registration package, which evaluates the Congress which the delegates are attending, and seeks input on topics, guest speakers, qualifications of the guest of honour, for the next Congress. The results of this survey should be passed on to the FEZANA Congress Chair, who will ensure that the host association of the next Congress is made aware of the suggestions.

**THE FEDERATION OF ZOROASTRIAN ASSOCIATIONS OF NORTH AMERICA
FEZANA**

4. Provide sufficient time prior to the Opening Ceremony of the Congress for FEZANA led workshops on three to five issues, such as Women's Network, Youth and Young Adults, Business and Entrepreneurship, Religious Education, etc. Coordinate with the FEZANA Congress Chair.
5. Opening and Closing Ceremonies will need to be built into the program.
6. For the Closing Ceremony, a symbolic passing on of the "torch", through FEZANA, should be discussed with the FEZANA President or FEZANA Congress Chair. This is to be worked into the program timing.
7. Thought should be given to having competitions on essay writing, poetry, art, etc., in conjunction/prior to the Congress and results announced at the congress.
8. As the Congress is North American, maximize use of North American speakers. This will also keep costs to a minimum. Speakers should be selected from a wide variety of disciplines, and encouragement should be given to new scholars to make presentations. This is an ideal opportunity to seek talent and encourage it.
9. Publish post-Congress proceedings, only if possible; the cost of which should be worked into the registration fee. However, this should not be considered to be a prerequisite as the process can be time-consuming and costly.
10. If any important issues are discussed or debated at the Congress, and if these are likely to have an impact on our community in general, the FEZANA President should bring these to the attention of all the associations, and request them to disseminate the information amongst their members at the earliest possible opportunity.
11. Request each speaker to present, along with his/her biography, an outline of his/her talk, and also give the complete text of the presentation to the Congress hosts for them to reproduce and hand out after the presentation, in case post-Congress proceedings are not being published. The speakers do not, however, have to follow the written speech verbatim. Text of speeches should not be given to the delegates in advance of the actual presentation.

Finance/Fund-Raising

Much of the monetary success of the Congress will depend on the negotiation strategy/capabilities of individual members of the various committees.

1. The Congress cannot be considered to be a fund-raising event, although it may prove to be. Prepare a balanced budget as accurately as possible, be economical, and try and raise funds in a creative manner. Seek assistance from government agencies, if possible. The registration fees charged by the hosts associations of the previous two Congresses should serve as a guide.

**THE FEDERATION OF ZOROASTRIAN ASSOCIATIONS OF NORTH AMERICA
FEZANA**

2. The Committee should realize, when budgeting, that coffee/tea breaks, lunch/dinner, conference rooms, banquet, souvenir brochure, post-Congress proceedings, honorarium or gifts to speakers, travel costs for speakers, etc. will have to be included.
3. There should be no "honorarium" payments.
4. With regard to speakers/presenters:
 - (a) Registration fee should be waived;
 - (b) Travel expenses and accommodation should be provided only to those speakers who ask for assistance; the amount to be reimbursed would be left to the discretion of the Congress host.

Hospitality/Transportation

1. Provide transportation to and from the airport to speakers and session chairpersons only on special request for assistance.
2. Ideally the Congress should be held in the same hotel where reasonably priced hotel rooms are available. If this is not possible because the Congress is being held in a convention centre or elsewhere, negotiate block prices with hotels and motels for accommodation. For those who request it, the Hospitality Committee should try and arrange accommodation with local residents.
3. Arrange a sight-seeing trip of the city prior to the commencement of the Congress.
4. Make baby-sitting arrangements, ensuring that all legal precautions are taken to safeguard the host association from any unfortunate consequences.
5. Banquet: Time should be provided during the banquet for presentation of Community Awards. For entertainment, where possible, the talent available within the community should be used. If there is a Keynote Speaker or Guest of Honour (who would present the Community Awards), the speech should be short (5 - 7 minutes).
6. Night for Singles: Much emphasis is placed on the youth being given opportunities to get together and find partners, and not enough attention paid to adults who may be looking for partners. During the congress there is no time to mix and, therefore, the hosts should try and make a special attempt to get single adults of all ages together. This will be separate from any function the youth may want to organize for themselves.

Publications/Public Relations

1. Provisions should be made to have booths/stalls at the Congress location for FEZANA, Zarathushti businesses, educational institutes, etc.

**THE FEDERATION OF ZOROASTRIAN ASSOCIATIONS OF NORTH AMERICA
FEZANA**

2. Registration Guidelines (booklet) should be prepared, published and circulated to as many individuals as possible, as also FEZANA's member associations, small groups and communities, at least 6 months before the Congress, to enable participants to plan well ahead. Guidelines should be specific about program, accommodation availability, transportation, hospitality, contacts, costs, refund eligibility, etc.
3. Proper coverage regarding the Congress should be provided to the community through the FEZANA Journal and individual associations' newsletters.
4. Launch on a publicity campaign as soon as possible, by sending the FEZANA Journal and other associations the exact text of the information to be published. (Obtain a correct list of FEZANA member association's addresses and the addresses of small communities and groups, so that there is a complete dissemination of the information to enable maximum participation.)
5. Give the Congress as much publicity as possible through the media.
6. Publish a souvenir brochure for distribution to the Congress attendees. Include in the souvenir a Foreword from the FEZANA President or FEZANA Congress Chair; solicit advertisements from Zarathushti businesses at minimal rates to encourage such businesses; and provide abstracts of all presentations as far as possible, together with short biographical sketches of the presenters. Information on local attractions and points of interest should be included as well.
7. For the Opening Ceremony, invite important local personalities, such as the Mayor, provincial Minister, etc., in an attempt to bring about more awareness about Zarathushtiism.
8. Make adequate arrangements for the Congress sessions/events to be audio-taped, photographed and possibly video-taped.
9. Try and exhibit the photographs of previous congresses or something of artistic/historic value embracing Zarathushtiism.
10. Registration packages to be prepared and handed out at the time of the Congress, and will include the souvenir brochure, city map and, if funds permit, a souvenir gift.

Responsibility of Host Association (Continued)

- 1) The host association will be responsible for the following activities related to the Congress:
 - i. Selecting the site of the Congress and negotiating the best possible rate for all needed facilities, food, and rooms for attendees. The Congress need not be held at a hotel if a lesser-cost location such as a community hall, school or college campus

**THE FEDERATION OF ZOROASTRIAN ASSOCIATIONS OF NORTH AMERICA
FEZANA**

is available. Cost and ease of access to the attendees should be the prime consideration.

- ii. Selecting the Congress theme and developing the program in consultation with the FEZANA Congress Committee as well as other Committees as deemed appropriate. The Congress Committee will provide a list of themes, session topics, speakers and subjects of previous Congresses.
 - iii. Congress program should include at least one FEZANA session for which the speaker would be appointed by FEZANA congress Chair or FEZANA Executive.
 - iv. Keynote speaker should preferably be from North America. If not prior approval should be taken from FEZANA Congress Chair and FEZANA Executive.
 - v. If Khorshed Jungalwalla series lecture is included in to congress program than the speaker for this session will be appointed by FEZANA Executive.
 - vi. Preparing a budget and determining the registration fees, including the registration and accommodation costs for invited speakers. The Congress Committee may be consulted for comparing with the actual expenses of past congresses and for estimating the number of attendees.
 - vii. Fundraising to cover any projected shortfall.
 - viii. Providing volunteers for various services at the Congress.
 - ix. Making arrangements for press coverage, local publicity, and VIP invitations; and coordinating national and international press coverage in consultation with the FEZANA Publicity Committee.
 - x. Making arrangements with local families to accommodate those delegates, speakers and attendees who request it.
 - xi. Making transportation arrangements as needed for invitees and special guests,
- b. It is recommended that the Host takes the following into consideration in the planning for a Congress:
- a) The Host strives to use ‘Zarathushti’ and ‘Zarathushti Din’ in favor of ‘Parsi’ ‘Irani” or ‘Zarathushtiism’ as recommended by the FEZANA Executives in 1996. Every effort should be made to inform speakers about same in advance.
 - b) The Congress program shall include a closing session to articulate action items recommending one or more significant milestones to be achieved by the Zarathushti Community prior to the next Congress. An individual may be assigned the responsibility to monitor and report on the milestone(s) at the next Congress.

**THE FEDERATION OF ZOROASTRIAN ASSOCIATIONS OF NORTH AMERICA
FEZANA**

- c) Host should make every effort include maximum speakers from North America and include a mix of Socio-Economic, Religious and other topics related to North America.
 - d) A portion of the registration fee shall be earmarked to FEZANA. FEZANA share has been earmarked as \$20 of each paid registration or as determined by The Board.
 - e) FEZANA Awards ceremony Lunch/Dinners shall be included in to congress program and also included in registration fees.
 - f) Some provision shall be made to subsidize those who cannot afford the full registration fees by allowing them to offer their services in kind during the Congress.
- 4) The Congress organizers shall strive to obtain transcripts from all speakers ahead of the congress (the actual congress deliberations including workshops and panel sessions may be taped without transcription) for archiving. The Host must make arrangements to have a copy of the archival material sent to the FEZANA resource centre or FEZANA central office.
- 5) In keeping with the tenets of our faith, **Operation Eyesight**, a legacy of the 7thWZC (Houston); the 12th, 13th and 14th North American Zoroastrian Congresses, (Chicago, San Jose and Toronto respectively), a service component to care for the needy, shall be included in the planning process of each NAZC