



# KHACHKAR STUDIOS

## EMPOWERING GOOD NEWS

### OVERVIEW

**Education-Training-Retention:** Khachkar Studios is a multimedia studio that empowers high value-add Armenian Christian role models through Good News education-training-retention, shepherded by the financial discipline of world-class benchmarking and management excellence.

**1. World-Class Benchmarks:** All Khachkar Studios team members and partners know the latest world-class benchmarks, the highest value-add best practices, and the worst practices to be avoided.

**2. 5 KPIs:** Khachkar Studios has 5 KPIs for benchmarking and best practices:

|        |                                                      |
|--------|------------------------------------------------------|
| KPI #1 | Non-Holiday Badarak Faithful (NHBF – “The Faithful”) |
| KPI #2 | Enrollment in Sunday/Saturday schools                |
| KPI #3 | Church membership                                    |
| KPI #4 | Financial givings to church                          |
| KPI #5 | Daily Bible readers                                  |

Khachkar Studios will financially support individuals and organizations who openly discuss and disclose their “Faithful” attendance and daily Bible reading KPIs — for example: (i) the number of “Faithful” each week; (ii) the % of days in a week, month, or year a person reads the Daily Readings; and (iii) the number in an organization who read daily.

**3. 7 Workstreams:** Khachkar Studios has 7 workstreams: 1. Short-clips, 2. Podcasts, 3. Analyses, 4. Written Content, 5. Events, 6. News, and 7. Bible App.

**4. 3 Processes:** Khachkar Studios has 3 processes within the workstreams to increase our 4 KPIs: 1. Education, 2. Training, and 3. Retention.

**5. Optimizing SROI:** Khachkar Studios relentlessly micromanages with benchmarking and best practices 3 vectors (1. reducing costs, 2. shortening timelines, and 3. increasing quality) to increase our social return on investment (SROI is the change in KPI #1 from the investment of time/money) and unlock the extraordinary potential of Armenian Americans.

**6. Production and Promotion:** Our micromanagement of production frees up more resources for promotion to be intensely managed hourly with micro-targeted real-time analytics. And, using brand management benchmarking and best practices, we avoid the worst practices pervasive in the media production and promotion sectors.

**7. “Good News” Short-Clips:** “Good News” Christian short-clips have the potential to be a powerful yet subtle way to teach benchmarking and best practices.

**8. Benchmarking Insights:** Our top-performing team members continuously search for benchmarking insights within the U.S. from the 164 Armenian churches, the five largest Orthodox Christian groups (the Greek, Coptic, Ethiopian, OCA, and Antiochian churches), the Tridentine Mass churches, the Latter-day Saints congregations, and the USCJ congregations.

**9. Commitment to Excellence:** Khachkar Studios unwavering commitment to rigorous world-class benchmarking and highest value-add best practices ensures that our performance reflects the highest standards of management excellence, inspiring transformative leadership within Armenian Christian communities.

**10. Guiding Principle:** We at Khachkar Studios are guided in allocating our resources by the Parable of the Talents: “Much will be required of the person entrusted with much, and still more will be demanded of the person entrusted with more” (Luke 12:48). To learn more about our performance management framework, we highly recommend studying the book [New Philanthropy Benchmarking: Wisdom for the Passionate \(NPB\)](#).

Khachkar Studios is an affiliate of [the Charles & Agnes Kazarian Foundation](#), [JI-Analytics](#), and [Japonica Partners](#).