



**Metropolitan Council Meeting**  
**Spring 2013**  
**Other Reports**



**Meeting of the Metropolitan Council  
February 26 to February 28, 2013  
Other Reports**

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**Meeting of the Metropolitan Council  
February 26 to February 28, 2013**

**Metropolitan Council Agenda**

**Monday, February 25**

***Arrival and Committees***

<i>Time</i>	<i>Event</i>	<i>Location</i>	<i>Responsibility</i>
All Day	Transport	Airports	Chancery Staff
1:00 PM	Lesser Synod	Chancery	
All Day	Committee Meetings	Chancery	Committees
	A. Chaplains meet with Metropolitan: 10:00 AM - Noon		
	B. Finance Committee: 2:00 PM		
	C. Post Council Committee: 4:00 - 6:00 PM		
	D. Finance Development Committee: 6:30 PM - 7:30 PM		
6:30 PM	Dinner on Own		

**Tuesday, February 26**

***Metropolitan Council***

<i>Time</i>	<i>Event</i>	<i>Location</i>	<i>Responsibility</i>
8:00 AM	Breakfast	Chancery	Chancery Staff
9:00 AM	Metropolitan Council		
	A. Agenda: Introduction	Fr.	John Jillions
	B. Roll Call/Approval of Minutes		Fr. Eric G. Tosi
	C. Welcome	Metropolitan	Tikhon
	D. Introduction on Meeting Format		Fr. David Lowell/Fr. Chad Hatfield
	E. Metropolitan's Report	Metropolitan	Tikhon
Noon	Lunch	East Norwich Inn	Chancery Staff
1:00 PM	F. Chancellor's Report - ORSMA/SMPAC Update - Introduction of New Coordinator		Fr. John Jillions Cindy Davis
	G. Secretary's Report		Fr Eric G. Tosi

- Review of Decisions of 16th AAC

	H.	Treasurer's Report -External and Internal Auditor Reports	Melanie Ringa
	I.	Work Group on Reorganization	Work Group
	J.	Report of Financial Development Committee	David Yeosock
5:00 PM		Vespers for St Raphael of Brooklyn	Metropolitan Tikhon
6:00 PM		Dinner and Reception Chancery	Chancery Staff

**Wednesday, February 27**  
***Metropolitan Council***

8:00 AM		Divine Liturgy for St Raphael	Metropolitan Tikhon
9:30 AM		Breakfast Chancery	Chancery Staff
10:30 AM		Metropolitan Council East Norwich Inn	
	K.	Report of the Legal Committee - Report by General Counsel	Judge Lanier Thaddeus Wojcik
	L.	Metropolitan Council Committees	
	1.	Report of Charity Committee	PDN Michael Myers
	2.	Report of Council Development Fall 2013 MC Retreat	Fr. David Lowell
	3.	Report of Ethics Committee	Dr. Paul Meyendorff
1:00 PM		Lunch East Norwich Inn	Chancery Staff
2:00 PM		Metropolitan Council East Norwich Inn	
	4.	Report of Human Resources	Fr. David Garretson
	5.	Report of Internal Governance	Fr. Chad Hatfield
	6.	Report of Post Conciliar Committee	Fr. John Vitko
4:00 PM		Committee Meetings East Norwich Lesser Synod Chancery	
6:00 PM		Dinner East Norwich	Chancery Staff

**Thursday, February 28**  
***Metropolitan Council***

8:00 AM	Breakfast	East Norwich Inn	Hotel
9:00 AM	Metropolitan Council	East Norwich Inn	
	M.	Pension Board Report	Fr. Gleb McFatter
	N.	18th AAC Presentation - Date and Place - Theme and Expectations - Work that needs to be done - Preconciliar Commission	Fr. Eric G. Tosi
	O.	Other Business - Continuing Education - Youth and Young Adults	Fr. Ian Pac-Urar Andrew Boyd
Noon	Lunch	East Norwich Inn	Chancery Staff
1:00 PM	Projected End of Metropolitan Council Meeting and Departures		



**MINUTES  
of the Joint Meeting of the Lesser Synod  
and the 2012 Fall Session of  
the Metropolitan Council**

**Tuesday, September 25 – Thursday, September 27, 2012  
East Norwich Inn, East Norwich, NY**

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*These draft minutes are subject to approval at a subsequent meeting of the Metropolitan Council*

**PARTICIPANTS**

**LESSER SYNOD**

His Eminence, Archbishop Nikon  
His Eminence, Archbishop Tikhon  
His Eminence, Archbishop Benjamin

His Grace, Bishop Melchisedek  
His Grace, Bishop Michael, *OCA Administrator*  
His Grace, Bishop Mark

**METROPOLITAN COUNCIL**

**Church Officers**

Archpriest John Jillions, *Chancellor*  
Melanie Ringa, *Treasurer*

Archpriest Eric Tosi, *Secretary*

**Members elected by the All-American Council**

Archpriest David Garretson  
Archpriest Chad Hatfield

Dr. Paul Meyendorff  
Maureen Jury

**Diocesan Representatives**

**Diocese of Alaska**

Archpriest John Dunlop

Patrick Pletnikoff

**Albanian Archdiocese**

Archpriest Joseph Gallick

William Peters

**Bulgarian Diocese**

Hieromonk Stephen (Scott)

Protodeacon Michael Myers

**Archdiocese of Canada**

Archimandrite Alexander (Pihach)

**Diocese of Eastern Pennsylvania**

Hieromonk David (Mahaffey)

David Yeosock

**Diocese of the Midwest**

Archpriest Alexander Kuchta

Sam D'Fantis

**Diocese of New England**

Priest Robert Dick

David Zavednak

**Diocese of New York New Jersey**

Archpriest John Shimchick

Janet Van Duyn

**Diocese of the South**

Priest Gleb McFatter

Judge Ray Lanier

**Diocese of Washington**

Priest John Vitko

James Karabin

**Diocese of the West**

Archpriest David Lowell

**Diocese of Western Pennsylvania**

Archpriest John Reeves

Gregory J. Nescott

**Absent**

His Eminence, Archbishop Nathaniel, *Locum Tenens of the Metropolitan See*

Protodeacon Nazari Polataiko (Archdiocese of Canada)

Dr. Dmitri Solodow (Diocese of the West)

**Guests (for all sessions unless otherwise indicated)**

Archpriest Michael Anderson (alternate elected by the All-American Council)

Archpriest Leonid Kishkovsky (Director of External Affairs and Interchurch Relations - Tuesday morning, Wednesday evening and Thursday)

Protodeacon Peter Danilchick (Facilitator for Metropolitan Council discussion and SMPAC - Tuesday only)

Maureen Ahearn (Pension Plan Administrator – for Pension report only)

John Ehrhardt (Pension Plan actuary – for Pension report only)

Dr. Nikita Eike (SMPAC – Tuesday and Wednesday morning)

Alexei Krindatch (Research Coordinator for the Assembly of Canonical Orthodox Bishops of North and Central America – for his report only)

Alexis Liberovsky (recording secretary)

Joseph Semo, Esq. (Pension Board Legal Counsel – for Pension report only)

Thaddeus Wojcik, Esq. (OCA General Counsel – all sessions except Wednesday evening)

**TUESDAY, SEPTEMBER 25, 2012**

Following the celebration of a Divine Liturgy at Saint Sergius Chapel on its patronal feast day at 8:00 AM, the meeting was opened with prayer led by His Grace, Bishop Michael, Administrator of the Orthodox Church in America (substituting for His Eminence, Archbishop Nathaniel, *Locum Tenens* of the Metropolitan See) at the East Norwich Inn at 10:40 AM.

**A. Agenda: Introduction**

**A.1. Appointment of Co-chair:**

Bishop Michael, who presided over this meeting, welcomed everyone and announced that he has asked Fr. John Jillions to co-chair the meeting

## **A.2. Roll Call**

Fr. Eric Tosi conducted the roll call. He asked for prayers for Protodeacon Nazari Polataiko who is absent due to illness. He announced that barring any objections Alexis Liberovsky would again serve as recording secretary at this meeting. Fr. Tosi then introduced other guests present for this meeting (see participants list).

## **A.3. Agenda (attached)**

Fr. Tosi announced that the only change in the agenda, barring any objections, would be the rescheduling of the External Affairs Report, due to Fr. Leonid Kishkovsky's travel schedule, which would be presented today rather than Thursday morning

## **B. Approval of Minutes of Previous Meetings (attached).**

Fr. Tosi presented the draft minutes of the previous meeting of the Metropolitan Council on February 21-23, 2012 for approval.

### **B.1. MOTION MEYENDORFF/LANIER – To accept the minutes of February 21-23, 2012 as presented. CARRIED.**

Discussion and approval of the minutes of the conference call meeting of the Holy Synod and Metropolitan Council on July 10, 2012 was postponed to a later time during this meeting.

## **C. Opening Remarks: Bishop Michael**

Bishop Michael conveyed blessings, greetings and love from His Eminence, Archbishop Nathaniel, Locum Tenens of the Metropolitan See, who could not be present due to a previously scheduled pastoral commitment and had asked Bishop Michael to preside over this meeting. In his remarks, Bishop Michael commended the officers and the entire chancery staff for all of their hard work. He expressed hope that this meeting and the upcoming election of a new OCA Primate will help the Church towards healing of the difficulties endured over the last decade and to flourish again in growing our parishes, in our youth outreach and to enhance all of our ministries especially through our young people. He noted the importance of outreach to minorities and the dream of realizing jurisdictional unity, the necessity of stewardship and expanding ministries to reignite the vision of Christ as expressed by the Apostles, St. Tikhon, Metropolitan Leonty, Fr. Schmemmann and others in order to return to the mission of the Gospel. Our challenge is to answer Christ's question in the Gospel "do you want to be healed?" in a positive way and to do the work that needs to be done. Bishop Michael's prayer is that we want to be healed and to vigorously take up spreading the Gospel message. After this difficult time, the OCA can resume from the ashes, its role in making America Orthodox. Bishop Michael expressed his hope that we may rise to this challenge overcoming any obstacles that may hold us back.

## **D. Discussion on Resignation of Metropolitan Jonah**

Bishop Michael initiated a discussion on the circumstances and aftermath of the resignation of Metropolitan Jonah and opened the floor to questions. It was suggested that clarification is needed from the Holy Synod in response to those who claim that Metropolitan Jonah resigned from the primacy but not his diocesan see. In response, the hierarchs noted that this claim is incorrect. The Holy Synod has established a commission to study all circumstances surrounding the resignation and develop an appropriate statement. It was agreed that a statement from the Metropolitan Council on these issues would not be appropriate or useful at the present time. Hierarchs noted that the Holy Synod wanted Metropolitan Jonah to succeed and were his greatest supporters. It was concluded that ultimately this is a pastoral issue that must be approached with great discretion.



**S. External Affairs Report**

Fr. Leonid Kishkovsky, Director of External Affairs and Interchurch Relations, delivered an extensive oral report and answered questions on the work the OCA's external relations, particularly:

- notification of other churches concerning the resignation of Metropolitan Jonah and the election of *Locum Tenens*
- travel of OCA delegation to celebrations in Kyiv in July and its meeting with Patriarch Kirill of Moscow there
- Meeting of the Central Committee of the World Council of Churches in Crete in late August/early September and Fr. Kishkovsky's encounters with representatives of most other Orthodox Churches
- The bicentennial celebration at Fort Ross and related events
- The recent meeting of the Assembly of Canonical Orthodox Bishops of North and Central America
- The status of the OCA Representation Church in Moscow

**E. Chancellor's Report (attached)**

Archpriest John Jillions, Chancellor, highlighted the goals in the conclusion of his attached written report

**F. Sexual Misconduct**

Fr. Jillions elaborated on the work and procedures of addressing cases of sexual misconduct (as briefly presented in the Chancellor's report) and the specific activities of SMPAC (Sexual Misconduct Policy Advisory Committee) and ORSMA (Office for Review of Sexual Misconduct Allegations). He noted progress towards the hiring of staff for ORSMA and the appointment Mr. Robert Koory to a volunteer position as Director of Special Projects for ORSMA. SMPAC members in attendance as guests at this meeting, Protodeacon Peter Danilchick and Dr. Nikita Eike, were introduced. A lengthy discussion ensued.

**F.1. MOTION LANIER/GARRETSON – To move into executive session. CARRIED.**

Confidential specifics pertaining to sexual misconduct were discussed in executive session

**F.2. MOTION GARRETSON/MYERS – To move out of executive session. CARRIED.**

**F.3. MOTION GARRETSON/REEVES – To revise the agenda in order to continue discussion of sexual misconduct issues to be followed by the Legal Committee report during the afternoon session and move the discussion to be led by Protodeacon Peter Danilchick to tonight's evening session. CARRIED.**

Following a recess for lunch at 1:04 PM, the afternoon session was called to order at 1:54 PM

**F.4. MOTION GALLICK/DICK – To move into executive session. CARRIED.**

Discussion of confidential specifics pertaining to sexual misconduct continued in executive session

**F.5. MOTION GALLICK/REEVES – To move out of executive session. CARRIED.**

Fr. Chad Hatfield presented the following statement to the Metropolitan Council:

*"I want to thank Archpriest John Jillions for his report. I also want to present, once again, for the record, my belief that if the OCA is going to correct the "dysfunction" that we have attempted to correct on our own we must now begin the search for a team of outside consultants to help us reach what is the desire of everyone who wants the OCA to become what she was intended to be when she was granted autocephaly over forty years ago.*

*When I went to the microphone at the last All-American Council to thank Metropolitan Jonah for publically admitting his part in the “dysfunction” I also asked, based on the family therapy model being presented to those of us in attendance by the Synod of Bishops, that all of the bishops enter into therapy as well. Any of us who understand the dynamics of family addiction counseling and the basics of family communications and healing know that “scapegoating” is not the answer and it always leads to more dysfunction. Everyone in the family must make changes if the pattern is to be broken and healing can begin. This is a larger process, by the way, than just the Synod of Bishops. I hope that this clarifies my remarks at the AAC so that all of us can hear clearly the need to get outside help to guide us.*

*At the last MC meeting after being assured that we were better and moving forward I asked that if and when the dysfunction returns that we would immediately seek a team of experts from the outside to help us to heal and to build a new model for conducting the business of the OCA. My comments were received. Does anyone here question that the dysfunction has returned?*

*The Orthodox Church in America has much talent in the areas of psychology, business management and public communication just to name of few of the areas that need to be employed to move us out of the dysfunction that everyone talks about, in all of the wrong venues.*

*A failing business or institution would either take the steps necessary for re-organization or they simply fail. When we say that we are competent to solve our own problems we are like the person fighting addictions who says that he does not need any help, thanks very much. Every pastor in this room knows where that person ends up and it is not good.*

*This is our moment of truth. I ask one more time if we, the OCA, are ready to ask for this help and to begin to employ a team of outside experts?”*

This statement was extensively discussed. Many Metropolitan Council members expressed support for the general principles expressed in the statement. Some expressed displeasure at the systemic dysfunction of communication, procedure and accountability that has stalled the hiring of ORSMA staff since the last Metropolitan Council meeting. Possible resolution of this issue at the earliest opportunity was discussed. Fr. Jillions stated that it had been projected that candidates for ORSMA staff would be presented for appointment to the Holy Synod at its upcoming meeting in October.

**F.5. MOTION GARRETSON/D’FANTIS – To direct SMPAC, the Legal Committee, officers and others who may be involved to meet within the next two weeks to resolve all outstanding issues pertaining to ORSMA staff hiring. CARRIED.**

Following a short recess at 3:39 PM, the session resumed at 4:10 PM.

## **H. Report of General Counsel**

Thaddeus Wojcik, General Counsel for the OCA, noted that his activities would be covered in the Legal Committee’s report and that he welcomes questions at any time from Council members.

## **I. Legal Committee Report**

**I.1. MOTION MAHAFFEY/GALLICK – To move into executive session. CARRIED.**

In executive session, Gregory Nescott, Legal Committee chairman, Judge Ray Lanier and Thaddeus Wojcik presented the Committee’s confidential report, which covered a variety of current and potential legal issues. A lengthy and in-depth discussion ensued.

**I.2. MOTION NEScott/GARRETSON – To move out of executive session. CARRIED.**

**I.3. MOTION GALLICK/GARRETSON – That General Counsel and at least one expert member of SMPAC review the releases and other documents in sexual misconduct case files handled under the previous administration and present their findings to the Holy Synod.**

At the request of Bishop Michael, this resolution was tabled to the following day, pending further discussion of this issue by the Holy Synod.

**I.4. MOTION NEScott/TOSI – To move into executive session. CARRIED.**

Discussion of legal matters continued in executive session.

**I.5. MOTION NEScott/TOSI - To move out of executive session. CARRIED.**

**I.6. MOTION MAHAFFEY/LANIER/REEVES – To wholeheartedly express profound gratitude to Gregory Nescott for his exemplary and selfless work over many years as Chairman of the Metropolitan Council's Legal Committee. CARRIED UNANIMOUSLY.**

Following a dinner recess at 6:16 PM, the evening session was called to order at 7:20 PM.

Fr. Eric Tosi relayed an email of heartfelt greetings and best wishes to the hierarchs and members of the Metropolitan Council from Protopresbyter Thomas Hopko.

**G. Focus Discussion on Issues and Relationships Facing the OCA as a new Metropolitan is elected (attached)**

Fr. Jillions introduced Protodeacon Peter Danilchick who initiated a discussion of suggested topics for deliberation in breakout groups (see attached outline) centered on issues and relationships. He asked that the members of the Council divide themselves into five groups and requested that one hierarch join each group. He outlined some working rules for deliberation. He asked that the session reassemble in 45 minutes to hear reports from the reporters of the five groups.

The five groups reported the following priorities:

**Group 1 – Fr. Chad Hatfield reporting**

- Evangelization
- Streamlining operations
- better stewardship of time and resources, avoiding overlap
- youth ministry
- outreach to African-Americans and Hispanics
- accountability
- restructuring meeting format for Metropolitan Council
- supporting theological education and continuing education
- project Alaska
- focus funding and grant searches for projects
- focus on prayer

**Group 2 – Melanie Ringa reporting**

- handling crises and sexual misconduct cases
- establish clear timelines and decision making authority for projects

- define governance relationships
- continue improvement in relationships
  - o e.g. Metropolitan Council/Holy Synod joint meetings
  - o dioceses and central administration

Group 3 – David Yeosock reporting

- improve relationships and infrastructure
- standardize procedures in dioceses for certain issues (sexual misconduct, etc)
- revitalization, fostering trust
- establish missions, outreach to everyone

Group 4 – Maureen Jury reporting

- core mission of the Church and Metropolitan Council: preach Gospel and bring others to Christ
- outreach to immigrants
- retaining our youth and cradle Orthodox
- encourage and develop lay ministries
- increase confidence and trust in the Church
- church growth
- spiritual formation
- clergy leadership training
- Metropolitan Council must focus on ministries and programs through departments, each MC member to focus and advocate for area that he/she is passionate about
- expand use of social media and internet for outreach
- stewardship of time, talent and resources at all levels

Group 5 – Protodeacon Michael Myers reporting

- overcoming contentment with ghetto mentality
- we have to seek (mission)
- improving clarity in communication among Holy Synod, Metropolitan Council, chancery
- continuing to fine tune church structure

Protodeacon Danilchick thanked everyone, particularly the hierarchs, for their participation. He asked everyone to indicate their priorities among all the points of discussion by affixing red dot stickers to the lists presented by each group. The results of the prioritization will be conveyed on Wednesday.

The evening session adjourned with prayer at 9:20 PM.

**WEDNESDAY, SEPTEMBER 26, 2012**

The morning session was called to order, following prayer, at 9:07 AM.

Janet Van Duyn, at the request of Protodeacon Danilchick who had already departed, reviewed and summarized the initial results of the previous evening's session. She stressed the importance of taking ownership of chosen priorities. The priorities chosen by the group were preaching the Gospel, revitalization, theological education, church growth, use of social media, communication to overcome lack of clarity, handling crises.

Bishop Michael asked Archbishop Tikhon to read the decision of the Lesser Synod after the previous day's discussion: "At its Fall Session, the Holy Synod of Bishops, in consultation with ORSMA, will appoint a team of qualified professionals to review the past cases of sexual misconduct." Fr. Gallick then withdrew his motion (I.3) that had been tabled the previous day.

**J. Secretary's report (attached)**

Archpriest Eric Tosi, OCA Secretary, highlighted his written report. He stressed the importance of the Metropolitan Council's committees and encouraged members to join committees. He commented on staff changes. Bishop Michael and Bishop Mark further explained the tasks assigned to Bishop Mark in his work with departments, which will focus on advocating for the departments. Melanie Ringa explained the financial arrangements to allow for the new hires within the existing budget. In terms of the chancery property, Fr. Tosi stressed the importance of undertaking the removal of the old unused swimming pool on the property. He also informed the meeting that a proposal from AT&T has just reached the chancery for the erection of a cell phone tower on the property, which will provide income of at least \$2000/month. He outlined problems in communications work, particularly on the OCA website and Facebook page. In highlighting the work of the departments and their attached reports, he underscored the church planting grant requests from the Department of Evangelization. It was agreed that the appropriations for this would be voted on in conjunction with approval of the 2013 budget. Further discussion of the cell tower proposal took place.

**J.1 MOTION GARRETSON/LOWELL – In anticipation of the resolution of the codes and any legal issues involved, the Secretary is authorized to execute a contract for the erection of a cell phone tower on the chancery property. CARRIED.**

**B. Approval of Minutes of Previous Meetings (continued)**

Maureen Jury initiated discussion concerning revision of the conference call meeting of the Holy Synod and Metropolitan Council on July 10, 2012.

**B.2. MOTION JURY/DICK – To amend the minutes of the conference call meeting of the Holy Synod and Metropolitan Council on July 10, 2012 as follows:**

- Strike the sentence “A plan for moving forward was agreed upon.” in section B of the minutes.
- Move “the circumstances and events of the resignation of Metropolitan Jonah were presented. A review of immediate concerns was discussed.” from section B to section A, inserting them after the sentence: “Fr. John Jillions ... during the call.”

**CARRIED with 1 abstention (Judge Lanier, due to his absence during the conference call meeting).**

**J. Secretary's report (continued)**

A further discussion on parish planting grants took place. It was noted that in the long history of the planting grants, very few have failed. The success rate has been over 90%.

**K. 17<sup>th</sup> All-American Council Report (attached)**

Fr. Eric Tosi highlighted his report on preparations for the 17<sup>th</sup> All-American Council, scheduled for November 13, 2012, with a PowerPoint presentation. Many details were discussed including the process of selecting the venue, funding through assessment of the dioceses, appointment of the Preconciliar Commission and other concerns. An overview of the Council's agenda was presented. It was announced that there would be both webcast streaming and podcasts of the council sessions. The need to assist Alaskan and Mexican clergy to attend was advocated. It was recommended that an appeal for this purpose be initiated. Archbishop Benjamin, Fr. Mahaffey and the Alaskan members of the Metropolitan Council were charged with developing a plan to accomplish this. Fr. Jillions and Judge Lanier were proposed for the positions of clergy and lay vice-chairmen of the 17<sup>th</sup> All-American Council.

**K.1. MOTION MAHAFFEY/GALLICK – to accept the nomination of Archpriest John Jillions and Judge Ray Lanier as vice-chairmen of the 17<sup>th</sup> All-American Council. CARRIED.**

It was announced that a contract has been prepared to hire a professional parliamentarian, as at the 16<sup>th</sup> Council, has been prepared. His qualifications and experience at church meetings were discussed.

**K.2. MOTION GARRETSON/MYERS – to contract James Williams as parliamentarian for the 17<sup>th</sup> All-American Council. CARRIED.**

Arrangements for security at the 17<sup>th</sup> All-American Council were discussed.

Following a short recess at 10:48 AM, the session resumed at 11:07 AM.

In conjunction with security issues during the All-American Council's plenary session, the possible need for one or more sergeants-at-arms was discussed.

**K.3. MOTION NESCOTT/YEOSOCK – the Metropolitan Council authorizes the Preconciliar Commission to appoint, if necessary, one or more sergeants-at-arms for the 17<sup>th</sup> All-American Council. CARRIED.**

**L. Metropolitan Council Committees**

**L.1. Crisis Management**

In the absence of Dr. Dmitri Solodow, who has tendered his resignation from membership in the Metropolitan Council, Archbishop Benjamin delivered an oral report for this committee

He noted the seeming crisis in crisis management in terms of availability of information to members of the Crisis Management Team (CMT) in any given situation. In discussion of information flow, delicate issues of confidentiality were stressed. It was noted that the need for systematic crisis management was a direct result of recommendations in the Special Investigating Committee (SIC) report. Archbishop Benjamin noted the need for possible revision of the *POLICIES, STANDARDS, AND PROCEDURES OF THE ORTHODOX CHURCH IN AMERICA ON SEXUAL MISCONDUCT (PSPs)* to accommodate sufficient flow of information to the CMT. The expectation of a brief factual report on the work of crisis management, listing the cases handled and actions undertaken was discussed. A clear articulation of policies and interactions in crisis management was also requested in discussion. Fr. Tosi stated that the situations that the Crisis Management Team has been involved in handling were the resignation of Metropolitan Jonah, a clergy case in the Diocese of Western Pennsylvania and the case of Bishop Matthias. He also noted that crisis management training had been stalled due to Metropolitan Jonah's lack of presence at the chancery for training and Bernie Wilson's illness. Additional crisis management tasks include crisis prevention, response and publicity in a crisis situation. Fr. Jillions discussed the role of CMT in sexual misconduct situations and the relationship of the CMT and ORSMA. The Metropolitan Council then extensively deliberated these issues and the role of the chancellor in this regard, particularly in terms of communication and information flow. Several Metropolitan Council members expressed disappointment concerning the resignation of Dr. Dmitri Solodow and his absence at this meeting, where he should have stated his concerns in person. It was suggested that this matter might be referred to the Lesser Synod for adjudication. Archbishop Tikhon stressed the great need for crisis management training. Fr. Hatfield noted that the issues discussed here touch on the Church's internal governance, which needs clearer definition, perhaps with outside assistance. Bishop Michael reiterated the necessity for crisis management training at all levels of the Church.

Following a recess for lunch at 12:18 PM, the afternoon session was called to order at 1:05 PM

**L.2. Ethics – attached**

Fr. David (Mahaffey) summarized the attached report of the Ethics Committee. He noted that although the Committee receives many complaints, most are not within the mandate of the Committee. Only one complaint is currently under review by the Committee. He welcomed Dr. Paul Meyendorff as a new member of the Committee.

**L.3. Charity – attached**

Father John Reeves presented the attached report of the Charity Committee and encouraged the submission of new requests from worthy organizations for grants. He highlighted the six years of the Committee's work since its establishment and the need to follow its established guidelines assiduously. Gregory Nescott noted the disgraceful lack of clear procedures for OCA charitable distributions prior to 2006 and commended Fr. Reeves' leadership of the Charity Committee.

**L.4. Council Development**

Fr. Tosi noted that the Committee had been chaired by former Metropolitan Council member, Protodeacon Peter Danilchick. Its tasks are to update of the Metropolitan Council Handbook, previously developed by the Committee, and to organize retreats for the MC. New members are needed to continue this work.

**L.5. Human Resources**

**L.5.A. MOTION GARRETSON/LANIER – To move into executive session. CARRIED.**

Fr. Garretson delivered an oral report from the Human Resources Committee with discussion of personnel issues.

**L.5.B. MOTION GARRETSON/PIHACH – To move out of executive session. CARRIED.**

**L.6. Internal Governance**

Fr. Hatfield presented Dr. Solodow's report concerning confidentiality and leaks. Policies concerning confidentiality need clearer definition. Extensive discussion of these issues as well as the role of consultants and the availability of information to them took place

**L.6.A. MOTION JILLIONS/NESCOTT – Fathers Thomas Hopko and Leonid Kishkovsky as consultants to the Metropolitan Council would normally receive any correspondence sent to all Metropolitan Council members. CARRIED.**

**L.7. Post-Conciliar Committee (attached report and PowerPoint)**

Fr. John Vitko highlighted his attached written report with a PowerPoint presentation and additional comments. He noted that the approval of the Strategic Plan at the 16<sup>th</sup> All-American Council has planted seeds that are beginning to germinate. Of the eight identified goals, four are being piloted at the local level, three at the central Church level, and one at both levels.

According to Father John:

- **Evangelization and Parish Development** is well on the way to developing its training modules for articulating Orthodoxy to the various cultures in North America, while **Growing Leadership in the**

**Church** is focusing on leadership in the deanery – e.g. peer mentoring, lay participation, mission planting—and is piloting this in the Diocese of the West.

- **Management Tools**, in response to feedback from dioceses and parishes, is developing simple templates to help with parish budgeting, reporting of financial information, and auditing of financial records.
- **Youth and Young Adults** has developed and deployed a monitored Facebook Page—<http://www.facebook.com/yyaoca>—to enable youth to network and share their experience of life in the Church.
- **Continuing Education** has received a great amount of interest, with the Holy Synod approving a pilot project to form an OCA Office of Continuing Education with an initial emphasis on legal and ethical training; Saint Vladimir’s Seminary establishing an Office of Continuing Education in response to needs identified in their alumni survey; and the Diocese of Eastern Pennsylvania piloting a series on monthly continuing education sessions.
- **Diocesan Revitalization** is being piloted in the Diocese of Eastern Pennsylvania, which has formed an active Diocesan Revitalization Committee, which received a strong response to a diocesan talent survey and adapted a Parish Health Inventory Model to its specific needs.
- **Inter-Orthodox Relations** is emphasizing grass-roots efforts, has collected many examples of successful pan-Orthodox efforts at the city/metropolitan area/state and regional levels, and is using these to develop a “how to get started best practices guides” for those seeking to initiate similar efforts.
- **Contemporary Moral and Social Issues** has developed a template for conducting “holy conversations” around contemporary issues confronting Orthodox in the 21st century and is exploring the possibility of piloting same in the Diocese of New England and the Archdiocese of Washington DC.

Father John emphasized that, “like any new plants, these are still fragile and need nurturing to reach their potential.” He also extended thanks to the members of the Holy Synod of Bishops for establishing a pilot project to form an OCA Office of Continuing Education and to the bishops and dioceses conducting pilots of the various planning goals. The report was discussed, particularly in terms of its impact on the budget. It was noted that efforts to obtain outside funding for some projects had begun.

#### **M. Treasurer’s Report (attached)**

Melanie Ringa highlighted the attached Treasurer’s report with a PowerPoint presentation and additional comments. She explained the financial implications of personnel changes that have taken place and how they have been handled within the budget. She discussed funding provisions for the unexpected 17<sup>th</sup> All-American Council. She provided further information on bequests that have been received.

- M.1. MOTION LANIER/D’FANTIS – that the Metropolitan Council authorize the OCA Treasurer, acting on behalf of the OCA, to execute an appropriate instrument regarding any and all proceeds of real estate sales real property interests of the estate of Xenia Weigel, renouncing all rights, title and interest in and to such interests in favor of Eigens Abolins, brother of the deceased Xenia Weigel. CARRIED.**

#### **O. Finance Report**

Fr. Gleb McFatter introduced several points prior to discussion on various financial issues. He stated that the Finance Committee works closely with the Treasurer. He spoke of the resolution adopted at the 16<sup>th</sup> All-American Council and the reduction of assessments that it mandated that must be considered as the Metropolitan Council deliberates the proposed 2013 budget. He stated that feedback from the diocesan Chancellors and Treasurers, since their joint meeting in January has been utilized in shaping the 2013 budget. He noted that the Investment subcommittee of the Finance Committee will begin to formulate an investment



policy for the OCA and will be consulting the investment advisors of the OCA Pension Plan. The first policy will be to pay down existing debt as quickly as possible.

Following a recess at 2:37 PM, the session resumed at 3:00 PM.

**Q. 2013 Budget**

Melanie Ringa initiated discussion of the resolution adopted at the 16<sup>th</sup> All-American Council as it pertains to the proposed 2013 OCA budget. She presented information and input received from dioceses concerning their assessment contributions and funding methodology. She particularly expressed gratitude for feedback received from Milos Konjevich, Treasurer of the Diocese of the South, and the innovative funding methods utilized by that diocese. She noted that while the OCA Statute must be amended in the future to move away from “head tax” funding, it remains the currently mandated system for funding the OCA budget. In discussion, it was stressed that education is sorely needed throughout the Church in order to promote stewardship and move away from “head tax” funding. The concepts of current funding methods are deeply ingrained in the Church. Such attitudes are a systemic issue and require a major change in outlook towards church growth and evangelization, which would foster stewardship. Transition to proportional giving and/or tithing is a difficult process. Fr. Reeves stated that revenues at all levels of the Church must increase in order to accomplish what needs to be done beyond just maintenance. Fr. Hatfield noted that we are in denial concerning the decline in church membership. Fr. John Reeves suggested that OCA chancery staff salaries be cut by 50%. As a vehicle for further deliberation, the following motion was proposed. Extensive discussion took place. It was reiterated that proportional giving must be implemented. Janet Van Duyn suggested a 10% salary cut for chancery staff. Several members suggested that even if salaries are cut, the budget should not be cut but rather, funds should be reallocated to outreach ministries. The need to procure outside funding was repeatedly mentioned. Maureen Jury reiterated the need for radical changes in funding methods.

**Q.1. MOTION REEVES/JURY – To reduce the salaries of OCA chancery staff by 50%. DEFEATED UNANIMOUSLY.**

Fr. Gallick suggested that last year’s remaining budget surplus of approximately \$19,000 and a FOS appeal be utilized to supplement OCA revenue. Melanie Ringa presented a systematic overview of the budget as outlined in the Treasurer’s report according to scenario #2 (\$95 per capita assessment). The need for the expensive Blackbaud accounting program used by the chancery was deliberated. It was pointed that other less sophisticated programs can be easily manipulated. Thaddeus Wojcik outlined the extensive legal services he performs for the OCA and their cost. His fees charged to the church are discounted and some of his work is done *pro bono*. He stated that two thirds of his time for the OCA is spent on sexual misconduct matters. Mrs. Ringa stated that the Finance Committee is suggesting a flat-rate single payment retainer for the 2013 budget. Extensive discussion took place on appropriate wording for the following motion took place.

**Q.2. MOTION D’FANTIS/VITKO - That the basic compensation package of the General Counsel of the OCA for 2013 consist of two payments of \$60,000 each at six-month intervals coupled with the good faith agreement that we will negotiate and conclude a set of gate-keeping controls that will be designed to reduce the open door access to General Counsel and would reduce his time devoted to work for the Church as well as the additional provision that these agreements would be revisited if a catastrophic situation should impose itself on the Church causing an extraordinary increase in his time commitment to the Church. CARRIED.**

**Q.3. MOTION DICK/ZAVEDNAK/ - To authorize Bishop Michael and Father Chad Hatfield together with the Financial Development Committee to solicit support outside of the Church’s budget for the following initiatives mandated by the Strategic Plan: evangelization, parish revitalization, youth ministry and continuing education.**

The motion was tabled for later discussion in conjunction with the report of the Financial Development Committee.

Mrs. Ringa outlined the funding requested for parish planting grants and provided a summary on the various endowments of the OCA and possible distributions from the endowments, which has not been done in several years.

- Q.4. MOTION JURY/HATFIELD – to adopt an appropriate spending policy for 2013, within the restrictions of New York State law for non-profit organizations, for the permanently and temporarily restricted endowments of the Orthodox Church in America. CARRIED.**

Following a dinner recess at 5:31 PM, the evening session was called to order at 6:33 PM.

- Q.4. MOTION RINGA/REEVES – To adopt budget scenario #2 (\$95 per capita assessment) with additional increases of legal fees to \$120,000 and church planting grants to \$103,000. CARRIED (1 vote against – Garretson).**

**P. Financial Development (attached)**

David Yeosock, Chairman of the Financial Development Committee, provided additional comments to the attached report. The Committee is suggesting the reinvigoration of the Fellowship of Orthodox Stewards (FOS) appeal to procure additional funding. Fr. Hatfield has agreed to write an appeal letter.

**U. Other Business**

An email received from former Metropolitan Council member, Dr. Faith Skordinski, concerning the Holy Protection Monastery in Weaverville, NC was noted. It was stated that Metropolitan Jonah had released the monks, who now live in Europe.

The issues of internet postings by Metropolitan Council members, along with leaks of confidential documents were discussed.

The overuse of executive sessions at Metropolitan Council meetings was also discussed. The development of a system to maintain appropriate confidentiality and discretion concerning certain issues, while releasing some information in meeting minutes was suggested. The necessity of keeping a confidential record of executive sessions, with the advice of the legal committee, was also discussed.

Judge Lanier suggested that the Metropolitan Council recommend to the Holy Synod of Bishops that it consider the promulgation of a publicly accessible statement clarifying the canonical status of the former Primate of the Orthodox Church in America - His Eminence, Metropolitan Jonah – and that this statement be promulgated well in advance of the 17<sup>th</sup> All-American Council. This was approved by consensus.

- U.1. MOTION GALLICK/ZAVEDNAK – To adjourn the evening session. CARRIED.**

The evening session adjourned with prayer at 7:05 PM.

**THURSDAY, SEPTEMBER 27, 2012**

The morning session was opened with prayer at 9:08 AM.

**R. Pension Board Report (attached PowerPoint)**

Fr. Gleb McFatter, member of the OCA Pension Board, Joseph Semo, Counsel to the Board, John Ehrhardt, OCA Pension Plan actuary, and Maureen Ahearn, Pension Plan administrator, reported orally on the current state of the OCA Pension Plan and answered questions from the Metropolitan Council. Mr. Ehrhardt delivered a PowerPoint presentation (attached) on the Millman Protection Strategy for risk management of the OCA Pension Plan. Discussion and questions ensued. Several amendments to the OCA Pension Plan were presented to the Metropolitan Council for adoption.

**R.1. MOTION NEScott/LOWELL - WHEREAS, the Orthodox Church in America Pension Plan (“the Plan”) was most recently amended and restated effective January 1, 2010;**

**WHEREAS, pursuant to Article 10, Section 10.01, of the Plan, the Metropolitan Council has authority to amend the Plan;**

**WHEREAS, the Pension Board has presented a unanimous recommendation that the Plan be amended;**

**NOW THEREFORE, the following provisions of the Plan are amended as set forth below:**

**Plan Section 1.9 is restated as follows:**

**1.9 "Beneficiary"**

(a) The person designated by a Member to receive payments after the Member's death under an optional form of benefit described in Article 6; under the return of contributions described in Article 7, Sections 3.2 and 8.2(b)(i); or under the Normal Form of Retirement Income described in Section 1.22. Effective January 1, 2009, the Beneficiary of a Member who is married shall be his Spouse. A Member who is married but who seeks to designate a person other than his spouse to receive payments after his death may, with the written consent of his Spouse (which consent must be duly notarized), change his designated Beneficiary at any time, but no designation shall be effective unless filed with the Pension Board. If no Beneficiary has been designated, or the designation is defective, the balance shall be paid to the Member's estate. Such person is the designated beneficiary under Code Section 401(a)(9) and Treasury Regulation Section 1.401(a)(9)-4.

(b) In the event that a Member chooses not to designate a person to receive any remaining payments of the 120 payments of the Normal Form of Retirement after the Member's death, the Member may designate such payments to be made to a church affiliated with the Orthodox Church of America or the Plan for the benefit of other Members.

**Plan Section 1.31(a)(i) is restated as follows:**

**1.31 (a) Membership Service**

(i) Except as otherwise hereinafter provided, all service while a Member for which contributions are made by the Member, as provided in the Plan, shall be Membership Service. A Member shall be credited with a year of Membership Service for each twelve months of Membership Service. One-twelfth of a year (one month) of Membership Service shall be credited for each month such contributions are made.

**Plan Section 1.31(b) is restated as follows:**

**(b) Housing Allowance Membership Service**

Effective January 1, 2006, the amount described in Subsection (a) during which a Member was eligible to Member in the Plan, during which the Member and his Employer make the required contributions on their Housing Allowance Compensation to the Plan in accordance with Article 3. Notwithstanding the foregoing, any parish provided housing after retirement shall not be considered compensation on which contributions are required to the Plan.

**Plan Section 5.4(e) is restated as follows:**

(e) In the case of a non-vested Member who has terminated Employment and returns to employment and Membership Service within 24 months of the last day of the month in which he terminated Employment, his pre-termination years of Membership Service and post-reemployment years of Membership Service shall be aggregated to determine his years of Membership Service under the Plan. Otherwise, if a former Member who was not entitled to a vested benefit is reemployed he shall be deemed a new Employee for all purposes of the Plan. In the event that the Member has received the distribution of his Member's Contribution Account, he must return his Member's Contribution Account within 60 days of reemployment in order to have his Employer Contribution Accounts restored.

**Plan Section 5.3(b) is restated as follows:**

Upon termination of employment by an Active or Inactive Member before qualifying for any other benefits under the Plan and before his completion of five years of Membership Service, there shall be no benefits payable under the Plan, other than provided for in Subsection (a) above. Such amount shall be paid to such Member within 60 days of the close of the Plan Year in which the Member has been separated from Employment for 24 months of the last day of the month in which he terminated Employment or such earlier date at the election of the Member. Any Accrued Benefit attributable to his Employer's Contribution Account shall be forfeit and reallocated as of the close of the Plan Year in which the Member has been separated from Employment for 24 months measured from the last day of the month in which he terminated Employment. CARRIED.

**R.2. MOTION NEScott/GARRETSON – To amend and restate the Trust Agreement for the Orthodox Church in America Pension Plan as follows:**

**Trust Article 4A, section 1 is restated as follows:**

(A) To invest and reinvest such portion of the Trust Fund as in the sole judgment of the Trustees is not required for current expenditures in such securities, properties or other investments, as may be selected by the Trustees and which are legal for investment of trust funds in the State of New York including, without limitation, so-called "common" or "pooled" funds, insurance or annuity contracts issued by insurance companies qualified to do business in the State of New York, stocks, bonds, participation in mutual investment funds, U. S. Government and agency obligations, commercial paper, and certificates of deposit, and to take any and all action with respect to holding, buying, selling or maintaining such investments as the Trustees, in

their sole discretion, may deem appropriate, provided that no loans shall be made to the Orthodox Church in America or its affiliated organizations. The Trustees shall have exclusive authority and discretion to manage and control, invest and reinvest the assets of the Trust Fund except to the extent that such authority has been delegated to one or more Investment Managers;

(B) to sell, exchange, convey, transfer, lease, or otherwise dispose of, and also to grant options with respect to, any property, whether real or personal, at any time held by them, and any sale may be made by private contract or by public auction, and for cash or upon credit, or partly for cash and partly upon credit, as the Trustees may deem best, and no persons dealing with the Trustees shall be bound to see to the application of the purchase money or other proceeds or to inquire into the validity, expediency or propriety of any such disposition;

(C) to engage an Investment Manager or Managers who are registered as investment advisors with the Securities and Exchange Commission, to direct the investment and reinvestment of the assets and funds of the Trust in any and all assets (including, without limitation, debt or equity securities, futures contracts, options on futures contracts, forward contracts, foreign exchange contracts, currency swaps, forward rate agreements, total return swaps, credit default swaps, security-based swaps, broad-based or narrow-based securities index contracts, contracts for differences and other over-the-counter or exchanged traded swaps or derivatives and other financial instruments and cash). The Investment Manager may engage in swaps transactions and other derivatives transactions on behalf of the Trust Fund, such transactions being for the purpose of financial risk management and not for speculation.

Trust Article 4A, section 9 is restated as follows:

(9) to do all acts, whether or not expressly authorized herein, which the Trustees may deem necessary or proper to carry out the terms of this Agreement, and for the protection of the property held hereunder. **CARRIED.**

**T. OCA Demographics and Statistics (attached PowerPoint)**

Alexei Krindatch, Research Coordinator for the Assembly of Canonical Orthodox Bishops of North and Central America, delivered a PowerPoint presentation outlining a variety of demographic and statistical information on the OCA and, more broadly, Orthodoxy in the United States, focusing mainly on parish life. Extensive discussion ensued. In response to a question, Mr. Krindatch stated that the message to be drawn from his presentation is the need for more detailed study of the issues presented. Discussion focused on worship and church growth. It was suggested that Mr. Krindatch's work would be useful in complementing the evangelization and church growth tasks of the Strategic Plan as well the efforts of OCA Department of Evangelization and that Mr. Krindatch be asked to assist in these initiatives.

**U. Other Business (continued)**

Janet Van Duyn noted that few concrete actions were taken at this three-day meeting and suggested organizational improvements for Metropolitan Council meetings including the appointment of an independent chair to moderate and direct discussion at the meetings and that the Church's ministries be given priority in the agenda. In ensuing discussion, it was suggested that the Internal Governance Committee work with the chancery on improving the agenda and structure of Metropolitan Council meetings.

Fr. Lowell noted for the record that Bishop Michael has agreed to lead the Reorganization Task Force.

Fr. Reeves reflected on his years of service on the Metropolitan Council and noted much improvement in the Church's situation over the last six years. He encouraged the Metropolitan Council members to continue to ask hard questions.

**U.2. MOTION GARRETSON/LANIER – To gratefully recognize the exemplary service of outgoing Metropolitan Council members Archbishop John Reeves, Gregory Nescott and James Karabin. CARRIED.**

By consensus, the next meeting of the Metropolitan Council was tentatively scheduled for February 26-28, 2013.

**U.3. MOTION MYERS/RINGA – To adjourn the meeting. CARRIED.**

The meeting was adjourned with prayer at 12:23 PM.

Respectfully submitted,

Alexis Liberovsky,  
Recording Secretary

DRAFT

# **Preliminary Report for the 18th All-American Council**

## **Archpriest Eric G. Tosi**

### **1. Introduction**

In November, 2011, the Orthodox Church in America held its triennial All-American Council in Seattle, Washington (known as the 16th All-American Council). It was decided at that All-American Council that the date for the next Council would be in 2014. Preliminary investigations into the site and date of the Council began in the Summer, 2012. However, due to extenuating circumstances, the planning process was placed on hold.

It was decided by the Holy Synod of Bishops to hold an extraordinary All-American Council (17th All-American Council) in November, 2012 with the sole purpose of electing a new Primate of the Church. The Statute of the OCA clearly allowed for such an action (Article III, Section 3 and Article IV, Section 4). The Council successfully elected His Beatitude Metropolitan Tikhon to the Primatial See.

The next major issue is the now titled 18th All-American Council slated to be held in the Summer of 2014. This would meet the three year guideline as mandated by the Statute on periodicity of the AAC (Article III, Section 3). As such there are a number of issues that need to be resolved in order to move forward with planning the next All-American Council.

### **2. Preplanning Assumptions**

Prior to the need for the extraordinary Council, there were some preliminary work done with certain assumptions that needed to be addressed. These were either directly communicated to me by the Holy Synod or were part of the planning process.

A. The Council should be held in the Summer so that there could be more family participation. This is important as part of the negotiations with the potential Council sites. Certain location's costs go up in the summer (i.e. popular vacation destinations) while some go down (i.e. areas where the summer heat is very high).

B. That there should be a "youth" component to the Council. We have had this in the past (most notably at the 14th All-American Council in Toronto). I have already instructed the Youth Department of the OCA to begin plans on how this would be integrated into an AAC.

C. There were a number of locations that we were exploring prior to the 17th AAC. We once again contracted with Conference Direct to begin the process. High among considered locations were sites in the Midwest and Northeast. Because we are considered a "second-tier" event, many of the prime locations are either too large or out of our price range. As such the locations considered were Cleveland, Baltimore,

Indianapolis, Denver, Phoenix, Detroit, Hartford, and Jacksonville. Philadelphia, Boston and Washington were also considered but deemed too expensive. It must also be noted that local support is critical in the selection of the location as we must have enough local parishes and parishioners to support the local operation with volunteers which considerably reduces the operational cost. Obviously, Cleveland was the site for the 17th extraordinary AAC and it may not be available for the 18th AAC.

E. At the Annual FOCA convention on Labor Day, 2012 in South Carolina, we were able to get an agreement with FOCA to hold their annual convention in conjunction with the AAC. This increases attendance to their own event as well as to the AAC. It also gives FOCA greater exposure and we can draw upon their resources. It also adds to the youth component with their own youth events. So at this point, they are planning to hold their convention in conjunction with our AAC wherever the location.

### **3. Decision Points**

A. The first major decision point that must be decided by the Metropolitan Council is the date of the 18th All-American Council. This is done with the blessing of the Holy Synod (Article 3, Section 3). Does the Metropolitan Council want to hold the AAC at the regularly scheduled time of Summer 2014 or does it want to delay it for one year for 2015? There is statutory precedence for delay (for example, the 12th AAC in 1998 was to be held in Detroit when the contracted hotel was sold and dropped the OCA for more lucrative business. It was decided at the time not to pursue legal action but move the Council to 1999 in Pittsburgh). But there are statutory issues that may make this difficult (for example, the extension of the terms of Metropolitan Council members elected at the 16th AAC and the budgetary requirements to pass assessments at the AAC based on a three year period.)

However, there are financial considerations for the parishes. After assessing parishes for the 16th AAC and then assessing dioceses for the 17th AAC, these are heavy expenses that we expect them to pay in 2014. The Statute does state that assessments for the AAC must be issued in July 1st of the year that the All-American Council is to be held (Article 3, Section 4). However, if the AAC is held in July of 2014 then the assessment should be sent out in July, 2013 (one year prior to the Council) This would mean that we would need to start assessing this July given the one year planning process. Likewise, there is the planning issue of costs as we need to appoint a Preconciliar Commission immediately and begin the planning process.

Finally, do we want to have the new Metropolitan to have his first All-American Council sooner rather than later? Is there a need for him to address the Church at this point or after another year? This is an important consideration. So we need to decide on a date and general month for the AAC.

B. The date will be critical in the negotiations for a location. We need to reserve the site fairly soon if we are to hold it in 2014 since many sites book a year in advance. We need to ensure that the location is adequate to our needs and that it is cost-



effective. Currently, I have instructed Conference Direct to examine the following locations: Baltimore, Detroit, Denver, Indianapolis, Hartford, Jacksonville and Phoenix in that order. It is assumed that it will be held in late June or July.

My team will need to visit the top three sites in the very near future and sign a contract in the next few months. It can be done but it will be difficult. If it is decided to delay the AAC for one year, there is less pressure and more time to explore locations.

C. There will be the need to appoint a Preconciliar Commission very shortly. Currently we will continue the base group of the officers (with prime responsibility with myself as per the job description), Fr. Myron Manzuk and Peter Ilchuk. We can begin the process fairly soon. I would recommend that Lisa Mikhailevsky be asked to be on as a representative of the Metropolitan Council as she has been on previous Preconciliar Commissions. I would ask that two additional members be appointed from the Church who have experience. I am open to names. The PCC would be rounded out by the local committee clergy chair (when a location is selected). The final appointment would be the Episcopal chair which can either be the local bishop when the location is selected or another bishop as appointed by the Holy Synod. This would bring the PCC to ten members. For more information on the duties and responsibilities of the PCC, refer to Article III, Section 5 of the Statute.

D. While these are all operational issues, there are more critical issues that needs to be addressed: What is the goal of this AAC? What do we hope to accomplish? Why are we gathering together and what do we want to come out for this gathering?

The original plan called for this AAC to deal with Statute issues and funding issues as well as to continue work on the strategic plan. These are certainly critical and need to be included in the agenda. Can all of these items be studied and ready to be presented at the next AAC? We have certainly had to deal with many issues over the past year which placed some of this off the priority list. Can we recover in enough time to address these critical issues? Or do we want to refocus the AAC on something else?

If the youth component is involved then there are certainly planning issues that need to be addressed and included in the agenda of the AAC. How will this be integrated into the theme of the Council will need to be decided. But to gather the youth and FOCA at the same time means that the business of the AAC slightly changes.

In addition, do we want to organize the AAC in a different manner? Currently the AAC operates like a big parish council meeting. We try to fit in many reports and presentations, only to run out of time on the last day. What should we focus on? In the past it was critical for the reports of the officers be forefront to ensure the Church understood there is proper oversight and that the Church is operating in a correct and ethical manner. We also wanted to ensure that the body of the Council had an opportunity to speak and ask questions of concerns and that there was a level of transparency. This took a considerable amount of time and often led to a monopoly of the time by a few individuals.

There does seem some who believe that the purpose of the AAC is to discuss major moral and ethical issues and issue statements. This, of course, would take a considerable amount of time and debate. If this is the direction then perhaps many of these issues could be formed into committees which debated prior to the Council and simply bring up recommendations for votes by the AAC. But we must ensure that these issues are within the competence of the AAC.

There are others who believe that the AAC should be primarily social. This presents a whole other way of planning the sessions that would allow for more interaction and less plenary sessions.

What is clear is that whatever the direction, the agenda must reflect the goals of the AAC. There is a considerable cost and time involved and there must be something accomplished that allow people to bring back their parishes to report and know that they have moved the Church forward. There must be a balance of what the Council needs to do and what it would like to do. That is the guidance the PCC needs.

#### **4. Conclusion and Action Items**

So as can be seen, there is much discussion and many decisions that need to be made. There is a historic opportunity here with a new Metropolitan and the resolutions of many critical issues. The AAC is the highest legislative and administrative authority in the Church and a unique gathering of people. We must make sure that whatever is decided that we are good stewards of the Church's time and money. These are the points that need to be decided:

- A. What is the date and time for the 18th All-American Council? Do we delay one year or do we go for the Summer, 2014?
- B. What is the guidance on locations and will authority to choose a location be given to the PCC with general approval by the Metropolitan Council?
- C. Who will be on the Preconciliar Commission and can they begin their work?
- D. What are the goals of this All-American Council and what do we need to do in the planning and execution to accomplish those goals?
- E. What guidance on the agenda and operation for the AAC is given to the PCC?

## **16<sup>th</sup> All-American Council Resolutions**

1. Deaf Outreach - encourage and explore ways to reach out to the deaf
2. African American Outreach – encourage and explore ways to reach out to African-American community
3. Percentage reduction – Reduce proportionately each year to next AAC
4. Statute change on membership...passed and no further action
5. Statute change on term of MC – Complicated and the lawyers will explain but we need statute change in place by next AAC
6. Monastery Education – Holy Synod to promote education and planting monasteries
7. Seminary Support – all parishes should designate 1% of budget to support seminary of their choice
8. Sanctity of Marriage – Holy Synod designates affirms 1973 SCOBA and designate a Sanctity of Marriage Sunday

# PROPOSED RESOLUTIONS - PLENARY SESSION II - NOVEMBER 1, 2011

## 1. DEAF OUTREACH RESOLUTION

*Submitted by St. Nicholas Cathedral, Washington DC, and reviewed by the Resolutions Committee September - October 2011*

WHEREAS we are called to spread the Word of God in many tongues (1 Cor. 14:9), yet the languages of a specific group of people throughout North America, namely, the deaf community, have been underrepresented,

WHEREAS members of the deaf community, most of whom use sign language as their primary mode of communication, find it virtually impossible to enter into the liturgical fullness of the church,

BE IT THEREFORE RESOLVED that the Holy Synod be requested to explore the creation of a deaf outreach ministry to help every level of the Orthodox Church in America more effectively meet the specific needs of the deaf community.

## 2. JOURNEY OF ORTHODOX YOUTH SUNDAY

*Submitted by St. Nicholas Cathedral, Washington DC and reviewed by the Resolutions Committee September - October 2011*

WHEREAS our Orthodox youth are an important part of spreading the Word of God and represent our future leaders, clergy, and parishioners,

WHEREAS raising a child in Orthodoxy is important to carry on the Orthodox Faith,

WHEREAS our Church should foster relationships between the youth and our Lord, the Church, and other Orthodox youth through worship, prayer, fellowship, education, and service,

WHEREAS those who assist in the religious upbringing of our youth should be recognized and shown our devotion;

BE IT RESOLVED, that the Holy Synod be requested to explore the designation of a "Journey of Orthodox Youth (JOY) Sunday" to celebrate the beginning of the Church school year;

BE IT FURTHER RESOLVED, that the Metropolitan Council shall explore the establishment of a special annual collection across the OCA, proceeds from which are to be allocated to the appropriate OCA department, for children's activities exclusively.

### 3. OUTREACH TO AFRICAN AMERICANS

*Submitted by Fr Moses Berry, with the consent of the Resolutions Committee, July 31, 2011*

WHEREAS there are deep resonances between the faith of the early Church and the heartfelt Christianity born out of the American slaves' experience, especially characterized by the "sad joyfulness" common to the Desert Fathers and Mothers and to the suffering, underground church of the African American slaves, and

WHEREAS African Americans have been and are still significantly under-represented in the Holy, Catholic, and Apostolic Orthodox Church in America,

BE IT THEREFORE RESOLVED that the Orthodox Church in America, at every level of church life, promote and encourage education about the shared heritage of Black and White Americans and the necessity for increased efforts to evangelize the African American community.

# PROPOSED STATUTE AMENDMENT - PLENARY SESSION VI - NOVEMBER 3, 2011

## PROPOSED STATUTE AMENDMENT I

### *Rationale*

The following proposal seeks to amend Article X.5.b of the Statute. The amendment attempts to clarify the following: someone may be considered a parishioner in good standing, even if he or she confesses to a priest other the parish priest. Confession outside of their parish must be done with the blessing of the parish priest.

The rationale for this proposal concerns the statutory requirement that the member confess "in his home parish" annually. As is known, it is common for some parishioners to confess to a priest at another parish. In addition, family members of a priest confess to other priests. Under current OCA Statute, people who confess elsewhere, including priests' wives and children, are not technically "voting members" and should not vote at parish meetings. If the OCA or one of its parishes becomes involved in legal action which hinges in part on a vote, this definitional inconsistency could become a problem. The idea of any amendment would be simply to conform the statute to the existing practice in the OCA.

### *Current Statute: Article X.5 Parishioners*

Parishioners are those who, by virtue of their Baptism and Chrismation, are members of the Body of Christ and strive to live in accordance with their high calling (Eph. 4:1) as Orthodox Christians. No one can be a member of the parish if he openly betrays the teaching of the Orthodox Church, or if he leads a life or acts in a manner condemned by the Holy Canons as incompatible with the name of Orthodox Christian.

A "voting member" of the parish is a member [as defined in Article X, Section 5(a)] at least eighteen years of age, who partakes of the Sacraments of Confession and Holy Communion in his home parish at least once a year; has belonged to the parish for a period as may be fixed by the parish; and regularly fulfills such financial obligations as may be established by the All-American Councils, Diocesan Assemblies, and parish.

### *Proposed Amendment*

A "voting member" of the parish is a member [as defined in Article X, Section 5(a)] at least eighteen years of age, who receives the Sacrament of Confession at least once a year in his home parish or, with the permission of the parish priest, elsewhere; who receives Holy Communion at least once a year in his home parish; has belonged to the parish for a period as may be fixed by the parish; and regularly fulfills such financial obligations as may be established by the All-American Councils, Diocesan Assemblies, and parish.

PROPOSED RESOLUTION PLENARY SESSION 6  
REGARDING 1975 STATUTE AMENDMENTS  
SUBMITTED BY THE RESOLUTIONS COMMITTEE ON  
ADVICE OF OCA LEGAL COUNSEL FOR  
CONSIDERATION AT THE 16<sup>TH</sup> ALL-AMERICAN  
COUNCIL NOVEMBER 2, 2011

BACKGROUND:

1) In 1975, the Statute of the Orthodox Church in America was properly amended by the 4th All-American Council. This Amendment provided for staggered terms of Metropolitan Council members who are elected by All-American Councils. These terms are to be held by three classes of members where the periodicity of All-American Councils is biennial, and two classes where the periodicity is triennial. However, the text of the Amendment was not incorporated into official, published versions of the Statute.

2) In 1977, although the Statute still provided for biennial All-American Councils, the 5th All-American Council resolved that the 6th All-American Council would be held three years later to coincide with the tenth anniversary of the Church's autocephaly. In 1980, the 6th All-American Council properly amended the Statute to provide for triennial All-American Councils. The text of the Amendment passed by the 6th All-American Council was incorporated into official, published versions of the Statute, but the text of the Amendment passed by the 4th All-American Council was still not.

3) In order to ensure that official publications of the Statute are updated, and to assure an understandable historical record for future generations of the Church, this 16th All-American Council makes the following resolutions, and requests the Holy Synod to approve and bless the same.

RESOLUTIONS:

RESOLVED, that all officially published versions of the Statute of the Orthodox Church in America shall have incorporated therein all amendments to the Statute previously adopted by All-American Councils up to and including this 16th All-American Council, and

RESOLVED, that the officers of the Orthodox Church in America and appropriate members of the Metropolitan Council are hereby directed to ensure that all official publications of the Statute are updated in accordance with the preceding Resolution, and in doing so they are to consult with the Church's archivist and with legal and canonical advisors with relevant expertise. Once the Statute is so updated, the Secretary shall notify the Church at large by means of posting an appropriate statement on the Church's website, and by any notifications to the Holy Synod as may be proper, and

RESOLVED, for the avoidance of any doubt, that the 16th All-American Council hereby confirms and ratifies the decisions and resolutions of the 4th, 5th and 6th All-American Councils, and of all prior Metropolitan Councils (to the extent such decisions and resolutions were both canonical and lawful), without regard to any questions of periodicity, or of the length or number of terms of any individual generally understood as serving on the Metropolitan Council at the time these decisions and resolutions were made. For these purposes, an individual was generally understood as serving on the Metropolitan Council at the time of any such decision or resolution if her or his name was recorded in the minutes of the Metropolitan Council as a member.



# PROPOSED RESOLUTIONS - PLENARY SESSION VI - NOVEMBER 3, 2011

## AMENDMENTS TO RESOLUTION 4

*A. Submitted by the Diocese of New York and New Jersey by Mary Buletza-Breton.*

Remove last paragraph that begins "Be it further Resolved..." to end.

*B. Submitted by Archpriest John Shimchick.*

Remove last two paragraphs which begins with "Be it resolved..." to end of resolution and replace with:

"Be it resolved that the 16th All-American Council fix the CCA fair share assessment for each of the participating dioceses at an amount of \$105.00 per capita of the census of the participating dioceses for 2012, and then reduce the assessment proportionately from that point forward."

## 5. MONASTERY RESOLUTION

*Submitted by St. Nicholas Cathedral, Washington DC, and reviewed by the Resolutions Committee September - October 2011*

WHEREAS pilgrimages to monasteries have been an important part of Orthodox spirituality since the early days of monasticism; and

WHEREAS there is a relative scarcity of monasteries in North America as compared to traditional Orthodox lands;

BE IT THEREFORE RESOLVED that the Holy Synod be requested to explore whether and in what manner to promote education in the parishes about the history, importance, and ideals of monasticism within Orthodoxy;

BE IT FURTHER RESOLVED that the Orthodox Church in America, at every level of church life, promote and encourage the establishment of monasteries, with a goal of having men's and women's monasteries reasonably accessible to every parish; and to cooperate in monasticism with other Orthodox jurisdictions in the United States, Canada, and Mexico.

## 6. SEMINARY SUPPORT RESOLUTION

*Submitted by St Vladimir's Seminary, with unanimous approval of the SVOTS Board of Trustees, May 2011*

WHEREAS the Orthodox Church in America no longer supports the seminaries of the OCA through a special appeal or as a line item in the budget, and

WHEREAS the three seminaries of the OCA are the primary institutions for the formation of future priests and centers for theological education for both clergy and lay leadership,

THEREFORE BE IT RESOLVED that this All-American Council encourages each OCA parish and mission to support the seminary of its choice through a sacrificial gift of 1% minimum of its annual operating budget.

# PROPOSED RESOLUTIONS - PLENARY SESSION VIII – NOVEMBER 4, 2011

## 7. SANCTITY OF MARRIAGE

*Submitted by St. Nicholas Cathedral, Washington DC, and reviewed by the Resolutions Committee September - October 2011*

WHEREAS the Metropolitan of the OCA was among the hierarchs of SCOBA who adopted the 2003 Statement on Moral Crisis in Our Nation, Whereas we live in a society in which, ever increasingly, divorce is common, marital infidelity is common, pornography is common, abstinence before marriage is rare, and “marriage” is being redefined to include same-sex partnerships,

BE IT THEREFORE RESOLVED THAT the Sixteenth All-American Council of the Orthodox Church in America re-affirms the 2003 SCOBA Statement on Moral Crisis in Our Nation, viz:

*The Orthodox Christian teaching on marriage and sexuality, firmly grounded in Holy Scripture, 2000 years of church tradition, and canon law, holds that marriage consists in the conjugal union of a man and a woman, and that authentic marriage is blessed by God as a sacrament of the Church. Neither Scripture nor Holy Tradition blesses or sanctions such a union between persons of the same sex.*

*Holy Scripture attests that God creates man and woman in His own image and likeness (Genesis 1:27-31), that those called to do so might enjoy a conjugal union that ideally leads to procreation. While not every marriage is blessed with the birth of children, every such union exists to create of a man and a woman a new reality of “one flesh.” This can only involve a relationship based on gender complementarity. “God made them male and female... So they are no longer two but one flesh” (Mark 10:6-8).*

*The union between a man and a woman in the Sacrament of Marriage reflects the union between Christ and His Church (Ephesians 5:21-33). As such, marriage is necessarily monogamous and heterosexual. Within this union, sexual relations between a husband and wife are to be cherished and protected as a sacred expression of their love that has been blessed by God. Such was God’s plan for His human creatures from the very beginning. Today, however, this divine purpose is increasingly questioned, challenged or denied, even within some faith communities, as social and political pressures work to normalize, legalize and even sanctify same-sex unions.*

*The Orthodox Church cannot and will not bless same-sex unions. Whereas marriage between a man and a woman is a sacred institution ordained by God, homosexual union is not. Like adultery and fornication, homosexual acts are condemned by*

*Scripture (Rom 1:24-27; 1 Cor 6:10; 1 Tim 1:10). This being said, however, we must stress that persons with a homosexual orientation are to be cared for with the same mercy and love that is bestowed by our Lord Jesus Christ upon all of humanity. All persons are called by God to grow spiritually and morally toward holiness.*

BE IT FURTHER RESOLVED THAT the Holy Synod be requested to explore the designation of a day in the Church calendar to annually commemorate the sanctity of marriage, so that the faithful, both married and unmarried, may be exhorted to live chastely.

## 8. INTERNET BEHAVIOR

*Submitted by the Philadelphia Deanery, July 30, 2011*

WHEREAS those in positions of authority in the Church, both clergy and laity, should be held to a higher standard of public behavior, and

WHEREAS we are called by the Scriptures to carry each other's burden (Gal. 6:2), rather than to publicly expose the nakedness of others (Gen. 9:22), and

WHEREAS information and views that are posted on the internet for public access by those in positions of authority in the Church can lead others to believe that these are official views of the Church and the exhibition of public behavior not in accordance with the Gospel can easily be used by others to slander the Church Herself, and

WHEREAS the internet and other means of mass communication have only recently entered into the life of the Orthodox Church and need our evaluation as to the appropriateness of their use:

WE, the All-American Council of the OCA, RESOLVE to exhibit such behavior in the public domain of the Internet as behooves Orthodox Christians.

FURTHERMORE, we humbly request the Holy Synod of Bishops of the OCA to develop a set of guidelines for proper behavior in the public domain to be followed by all those who hold positions of authority in the Church.

## 9. THANKS TO SEATTLE HOSTS

*Submitted by Justin Nescott For consideration at the 16<sup>th</sup> All-American Council of the Orthodox Church in America November 5, 2011*

BE IT RESOLVED that the 16<sup>th</sup> All-American Council express its deepest gratitude to the Seattle organizing committee, its co-chairs Fr. John Pierce and Lynell Brunswig, and to our host hierarch, His Grace Bishop BENJAMIN, for their excellent and tireless efforts in planning and executing this historic council, the first to be held in the beautiful Pacific Northwest.

**The Orthodox Church in America  
Office of Continuing Education**

**Proposal to the Holy Synod of Bishops**

This is a proposal for the establishment of an Office of Continuing Education, reporting directly to the Holy Synod of Bishops and staffed by a paid Director and Secretary.

This proposal provides that the Holy Synod mandate 20 hours annually of continuing education for every priest and deacon in the OCA, including 5 hours annually of education in the area of Professional and Ethical Issues, including Sexual Misconduct.

This proposal further provides that the Office be empowered to raise its own funds by various means, including the collection of tuition fees for its offerings.

This proposal concludes with a set of suggested action items for the Holy Synod of Bishops.

**Scope**

**Mandate**

The Strategic Plan, approved by the Holy Synod of Bishops, the Metropolitan Council and the All America Council, stipulates that Continuing Education should be required of all clergy in the OCA. In February 2012 the Metropolitan Council approved “next steps” containing the same stipulation and an Implementation Plan establishing an Office of Continuing Education.

**Population**

The Office of Continuing Education provides opportunities for educational and spiritual growth to the 87,000 faithful of the OCA. The Office also provides specific skill-oriented training to the 750 clergy of the OCA and to the lay leadership of the OCA’s 800 parishes

**Program Areas**

Programs are offered in each of the eleven areas identified by the current Strategic Plan of the OCA (see <http://oca.org/PDF/NEWS/2012/2012-0228-pocc-powerpoints.pdf>) In 2012 and 2013 special emphasis is given to developing and delivering programs in Legal and Ethical Issues for clergy (especially clergy sexual misconduct), and Leadership and Management Training for clergy and lay leaders.

**Program Delivery**

Continuing Education is delivered via local on-site offerings, regional conferences, webinars, teleconferences and online productions.

**Structure**

The Office of Continuing Education reports directly to the Holy Synod of Bishops. On a day-to-day basis, the Director of Continuing Education collaborates with the Chancery of the OCA.

The Office of Continuing Education works in consultation with the Bishops, dioceses, seminaries and departments of the OCA to provide offerings that meet the identified needs of various stakeholding groups.

The Director of Continuing Education bears all responsibility for program development and delivery, funding, and administration. Currently, this is envisioned as part-time position.

A Secretary provides support services to the Office.

The Office engages faculty and presenters on a contract basis. A portion of the tuition and registration fees received is used to compensate contractors for their services.

**Sources of Revenue**

**Fee for Service**

Continuing Education is offered on a fee-for-service basis. Revenue is generated from registration and tuition fees, the sale of educational materials and other means appropriate to an educational ministry of the Orthodox Church. During the initial investment and development phase, fee-for-service revenue will be minimal.

### **Grants**

Grants are normally offered by foundations to bodies that have a demonstrated track record of success in providing the services for which a grant is being sought. At the outset, the Office has no track record, and such grants will be difficult to obtain. As the Office matures, grant writing will become part of its routine activity.

### **Donor Support**

Tuition and registration fees normally do not cover the entire expense of an educational effort. Donor contributions must be sought continuously. During 2012 – 2014, the Office depends heavily on donor support while program development and research lay the foundation for fee-for-service offerings.

## **Timeline -- Completed**

### **2010**

Summer OCA Strategic Plan developed by Holy Synod of Bishops and Metropolitan Council, calls for Continuing Education as a top-level goal.

Fall Continuing Education Working Group proposes Office of Continuing Education

### **2011**

Winter Met Council approves Strategic Plan and Continuing Education proposal

Fall All-America Council adopts Strategic Plan, creates Continuing Education Implementation Team

### **2012**

Winter Metropolitan Council approves Office of Continuing Education

Spring Implementation Team secures location (completed)

Summer Report to Lesser Synod (location, funding, staffing, program)

Lesser Synod approves pilot continuing education office

Fall Needs Assessment design

Program Development: Legal and Ethical Issues

(Module 1: Clergy Sexual Misconduct).

Communications Development: Website, modalities for publicity and recruitment.

## **Timeline – Proposed**

### **2013**

Winter Holy Synod of Bishops establishes Office of Continuing Education

Needs Assessment distribution, data collection, analysis

Initial program offering: Legal and Ethical Issues for Clergy

Pilot Offering Feb. 12, 2012, Scottsdale AZ

Spring Begin R&D of Leadership and Management program

Recruit presenters and offerings for expanded Continuing Education program

Church-wide offering: Legal and Ethical Issues Module 1 (Sexual Misconduct)

Fall Initial offering: Leadership and Management Module I

## **SUGGESTED SYNODAL ACTIONS**

**It is respectfully suggested that the Holy Synod of Bishops adopt the following resolutions:**

- 1) Creation of the Office of Continuing Education of the Orthodox Church in America**
  - a) That the Office of Continuing Education be established by formal decision of the Holy Synod of Bishops.
  - b) That the Office of Continuing Education be staffed by a Director who reports directly to the Holy Synod of bishops.
  - c) That the Office of Continuing Education be charged with the creation, delivery and administration of continuing education for clergy and laity, as directed by the Holy Synod of Bishops.
  - d) That the Office of Continuing Education be empowered to assess tuition fees, seek grants and donations, and otherwise raise funds for its operation.
  - e) That all priests of the Orthodox Church in America be required to take twenty hours of continuing education annually, from among offerings approved by the Office of Continuing Education, of which five annually shall be in the area of Professional and Legal and Ethical Issues.
  
- 2) Mandate of Module I (Sexual Misconduct)**

That all clergy in the Orthodox Church in America be required to attend Legal and Ethical Issues (Sexual Misconduct Module 1: Clergy Misconduct), in onsite or online sessions, by November 30, 2013.
  
- 3) Funding of work completed in 2012**

That V. Rev. Ian G. Pac-Urar be paid a consulting fee of \$5,350.00 from Strategic Planning funds for work completed in 2012 (see Appendix 2).

## APPENDIX 1

### Sexual Misconduct Module 1: Clergy Misconduct

Time: 5 Hrs

- I. Sexual Behavior, Pastoral Care and Professional Ethics (30 min.)
  - a. The Shepherd and the Flock
  - b. The Priest and his Priesthood
  - c. Collegial Responsibility
  
- II. Personal and Corporate Legal Liability for Sexual Behavior (60 min.)
  - a. Mandatory Reporting
  - b. Recent Cases
  
- III. The Church's Response to Allegations of Sexual Misconduct (90 min.)
  - a. Typical past responses
  - b. Errors in past responses
  - c. Appropriate responses
  - d. Attitude toward the complainant
  - e. The goal of investigation
  - f. Typical respondent tactics
  - g. Investigation, mediation, adjudication
  - h. The problem of rehabilitation
  
- V. Healthy Personal and Professional Boundaries (60 min.)
  
- VI. The OCA Policies, Standards and Procedures (60 min.)

Module 1 may be delivered as an on-site, full-day seminar, or as an online offering to be taken in discrete segments.

Online offerings may be taken individually in a private setting or by large or small groups led by an on-site facilitator. This enables deanery, diocesan or parish level groups to gather and discuss the material presented in each sub-module. Clergy who are relatively isolated may take the sub-modules at their own convenience.

Tuition for Sexual Misconduct Module 1: Clergy Misconduct is \$150 per attendee, payable in full, in advance. Normally parishes are expected to cover this expense for their clergy.



**APPENDIX 2****SAMPLE PROJECTION OF TIME REQUIRED**

<b>ACTIVITY</b>	<b>TIME (Hours)</b>
<b>NEEDS ASSESSMENT</b>	
Clergy/Lay Survey Design and Preparation	COMPLETED 8
Distribution and Followup	TBC 12
Analysis	TBC 12
Reporting	TBC 4
<b>NEEDS ASSESSMENT TOTAL</b>	<b>8</b>
<b>MODULE 1 PROGRAMMING</b>	
<b>(Sexual Misconduct and Ethical Issues)</b>	
<b>Program Design</b>	
Goal Setting	COMPLETED 3
Content Development	COMPLETED 40
Materials Preparation	COMPLETED 16
<b>Program Delivery</b>	
Planning (Technologies, Venues)	COMPLETED 10
Implementation	TBC 30
Presenter Recruitment	TBC 10
Presenter Orientation	TBC 6
Scheduling	COMPLETED 1/10
Publicity	TBC 8
<b>Program Evaluation</b>	
Participant Survey (Including design and analysis)	TBC 6
Presenter Debriefing	TBC 3
Reporting	TBC 3
<b>MODULE 1 TOTAL</b>	<b>COMPLETED 69</b>
<b>ADMINISTRATION</b>	
Information Mgmt Design	COMPLETED 30
Participant Record Management	TBC 20
Fee collection and accounting	TBC 6
<b>TOTAL ADMINISTRATION</b>	<b>30</b>
<b>TOTAL HOURS</b>	<b>COMPLETED 107</b>
<b>@\$50/HR</b>	<b>\$5,350</b>



The Orthodox Church in America  
**Department  
of Continuing Education**

Presentation to the Metropolitan Council  
February 28, 2013



## Department of Continuing Education

- Created by Holy Synod of Bishops Jan. 28, 2013
- Reports to Holy Synod
- Self-funded
- Complements existing continuing education programs
- Operates in obedience to Holy Synod and local diocesan bishop

# Department Goals

- To carry out the continuing education mandate established by the Holy Synod of Bishops for clergy and lay leaders.
- To recommend standards for Continuing Clergy Development (CCD).
- To create and deliver continuing education offerings and materials in response to periodic needs assessments and the demands of the national church.
- To foster collegial clergy and lay leader development by recruiting presenters and their offerings.
- To collaborate with other departments, diocesan and local bodies, and seminaries in the creation and delivery of CCD offerings.
- To maintain records of CCD accredited offerings and clergy compliance with CCD standards established by the Holy Synod of Bishops.



# Continuing Clergy Development (CCD)

Program of mandated continuing  
education  
for all priests and deacons  
of the Orthodox Church in America



# All Priests and Deacons

20 Hours Annually

5 Hours in Professional, Legal, & Ethical  
Issues



# CCD Credits

- Required Courses from Dept of CE (5 hrs)
- Optional Courses offered by Dept of CE
- Seminary Offerings
- Diocesan, Deanery Offerings
- College/University Courses
- Conferences/Seminars/Workshops



# CCD Curriculum

- Determined by mandate of Holy Synod of Bishops
- Compliance enforced by Diocesan Bishop
- Record-keeping performed by Dept of CE





# NEEDS ASSESSMENT SURVEY

Preliminary Results

# Goals

- To inform the work of the Department
- To aid in setting priorities
- To operationalize the Strategic Plan

# Needs Assessment Survey

Conducted online, Jan – Feb, 2013

(n = 80)

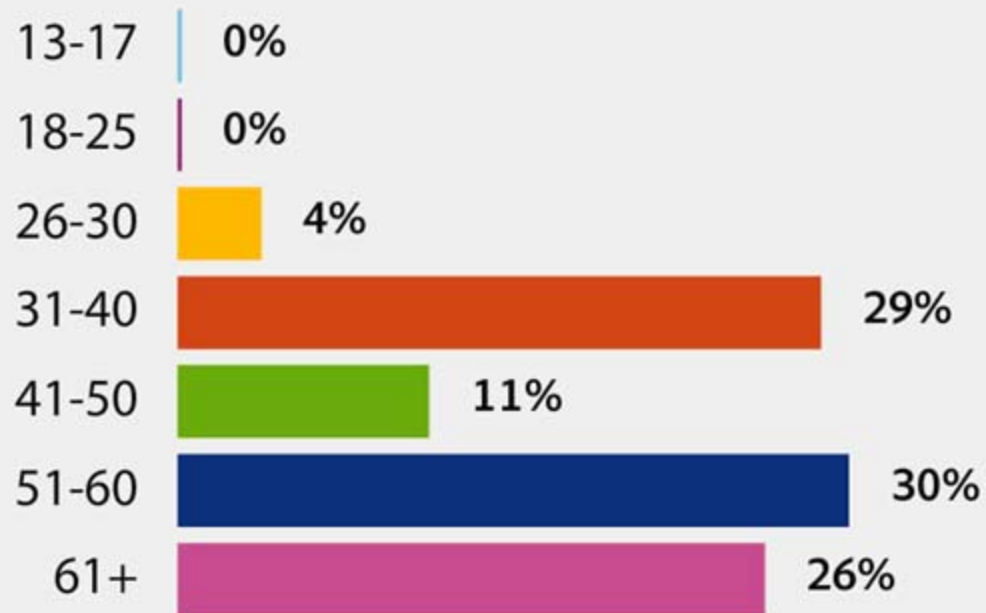
Clergy 47%

Laity 53%

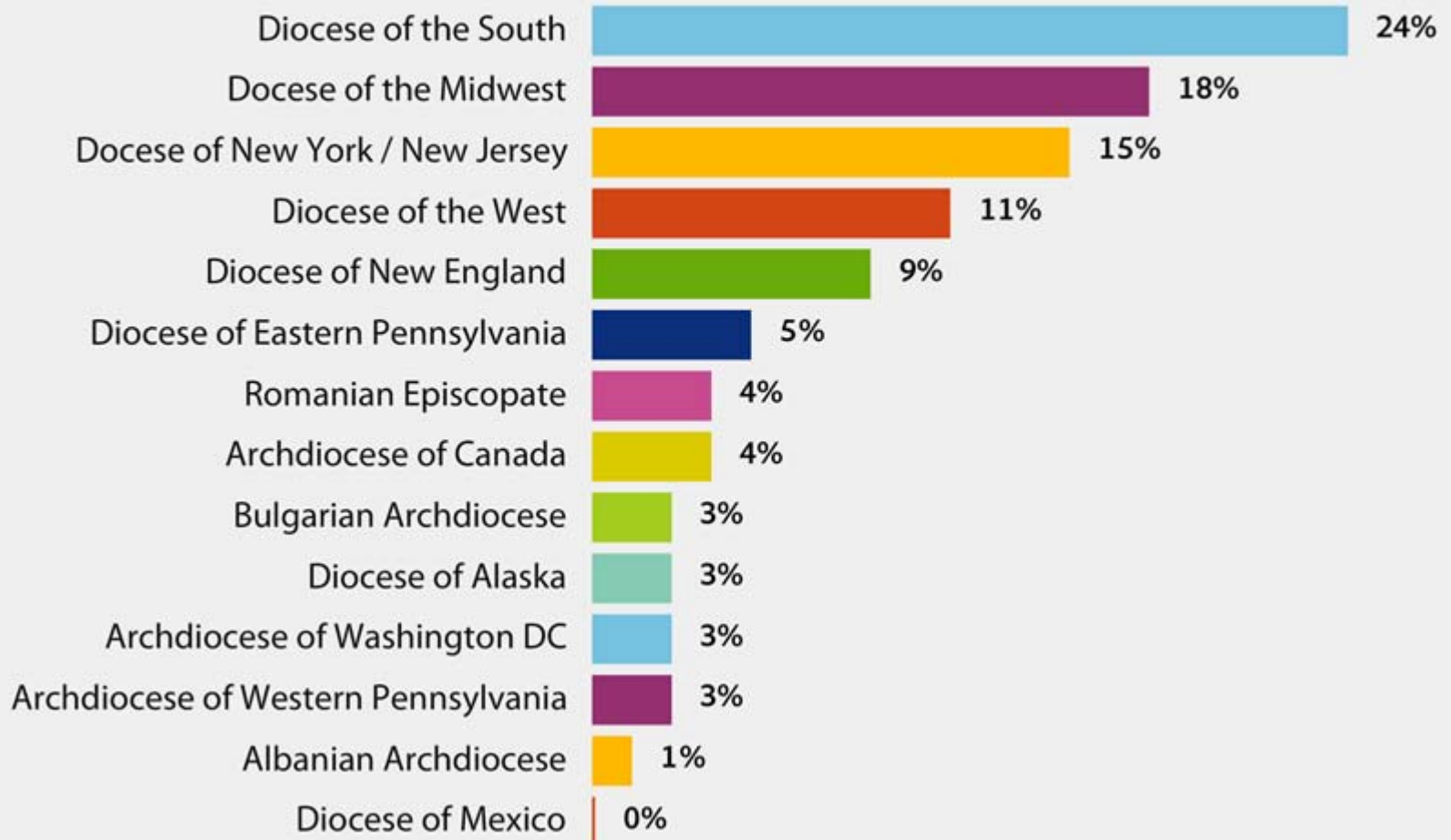
Male 79%

Female 21%

## YOUR AGE:



## IN WHICH DIOCESE DO YOU ATTEND CHURCH?

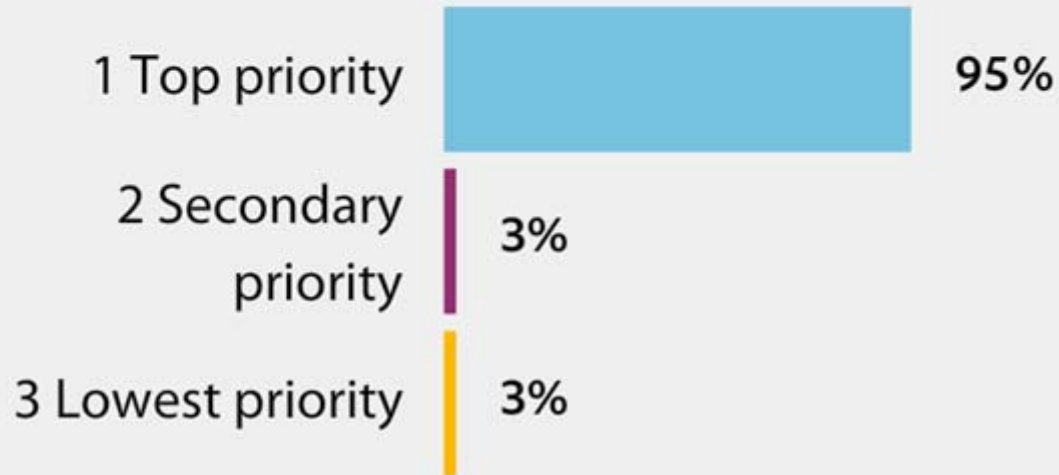


# Top Level Goals

(From Strategic Plan)

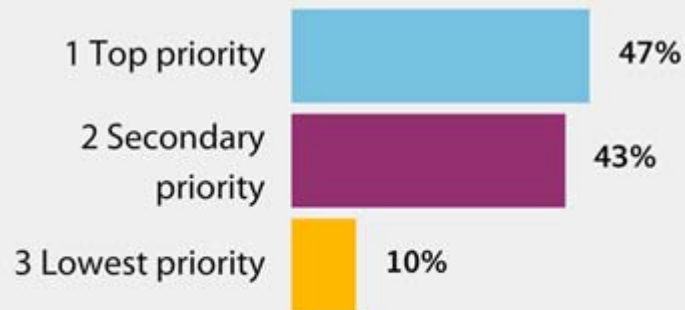
# The Big Winner

## 1. HOW TO DEVELOP CHRIST-CENTERED, HEALTHY, GROWING PARISHES

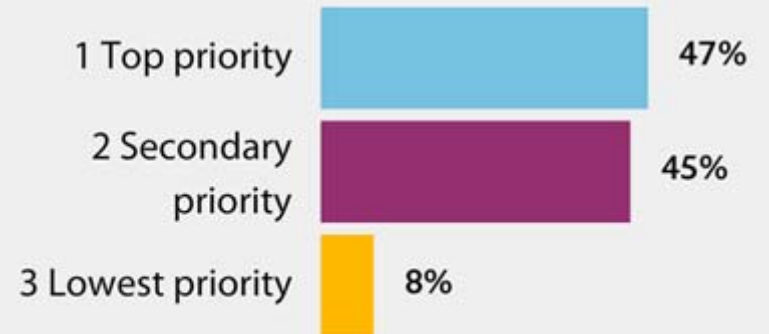


# Top Priority

## 3. HOW TO INVOLVE HIGH SCHOOL AND COLLEGE AGE MEMBERS



## 7. HOW TO EQUIP FOR THE MINISTRY OF EVANGELIZATION





# Secondary Priority

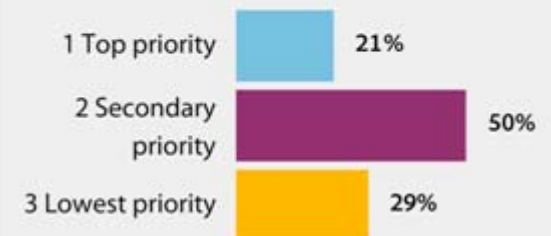
## 4. LEADERSHIP AND MANAGEMENT SKILLS



## 8. HOW TO ADDRESS CONTEMPORARY CULTURAL/SOCIAL/MORAL ISSUES

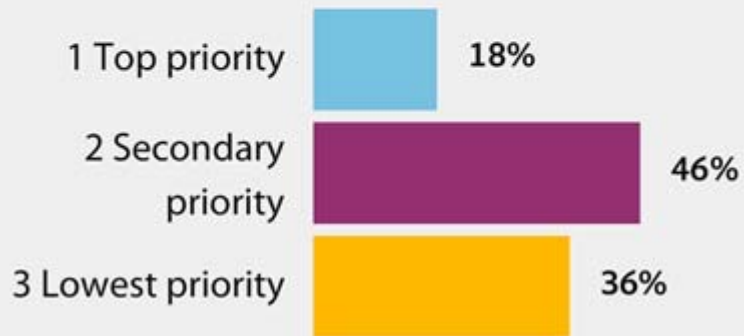


## 6. HOW TO FIND SOUNDER WAYS OF FUNDING THE CHURCH

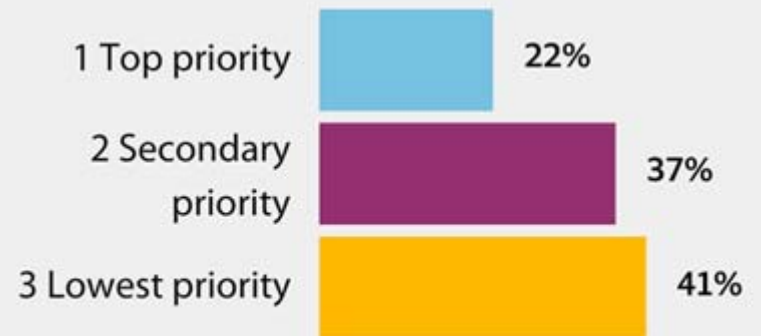


# Lowest Priority

## 5. HOW TO NURTURE STRONG INTER-ORTHODOX RELATIONS



## 2. HOW TO REVITALIZE OUR DIOCESE-PARISH RELATIONSHIPS

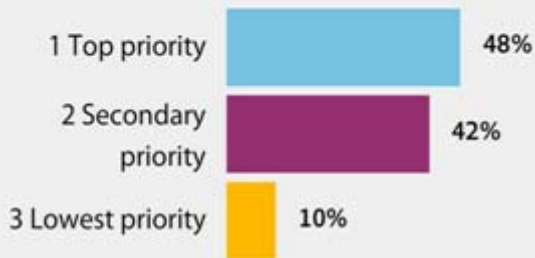


# Continuing Education Objectives

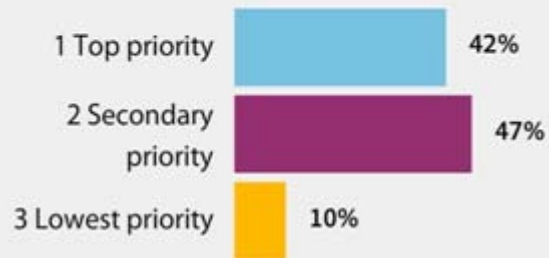
(From Strategic Plan)

# Top Priority

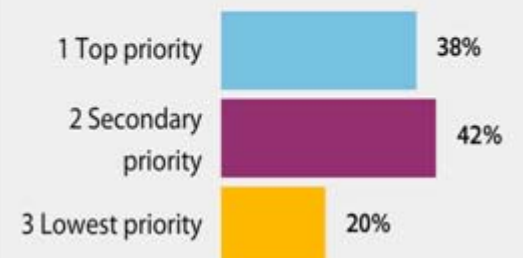
## 8. EDUCATION IN LITURGICS, THEOLOGY, DOGMATICS



## 7. TRAINING TO LEAD ORTHODOX BIBLE STUDIES

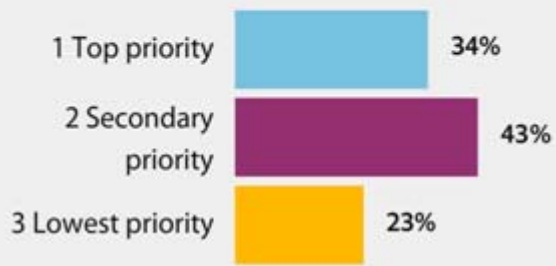


## 1. TRAINING IN SUICIDE PREVENTION, ALCOHOL AND DRUG ABUSE

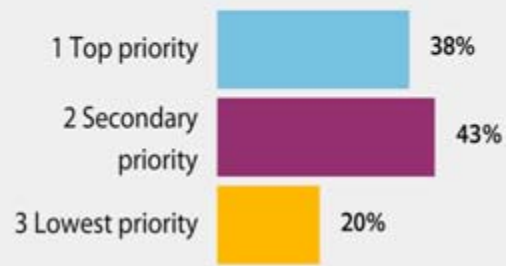


# Secondary Priority

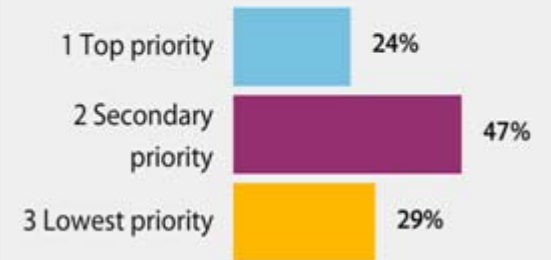
## 3. ESTABLISH A FORMAL NETWORK OF LAITY WITH SPECIAL QUALIFICATIONS



## 6. EDUCATION IN THE HISTORY AND TRADITION OF THE CHURCH



## 4. STANDARDIZED DIACONAL PREPARATION

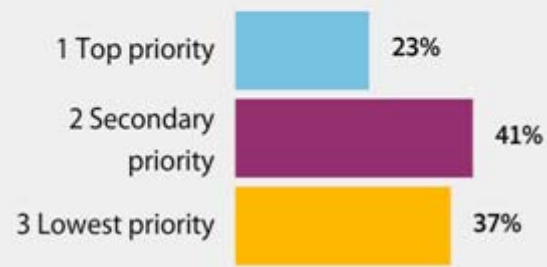


# Lowest Priority

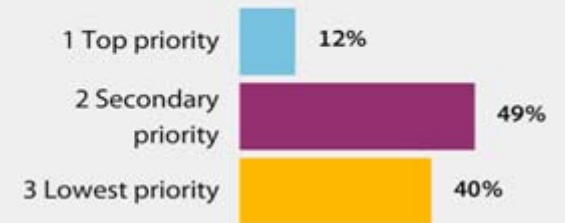
## 9. TRAINING IN CROSS-CULTURAL MINISTRY



## 5. TRAINING IN RUBRICS FOR LAY LEADERS AND MINISTERS

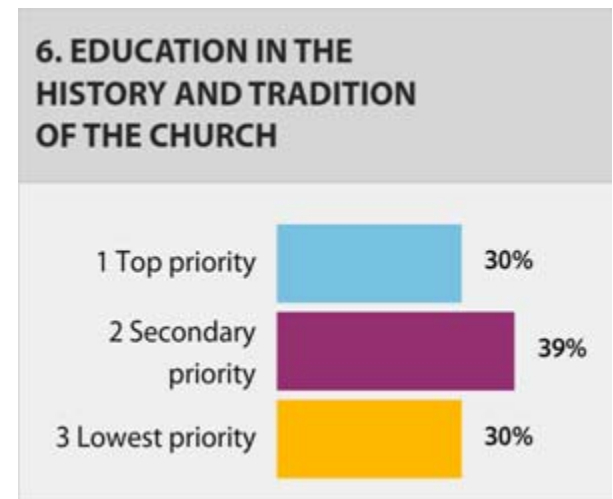
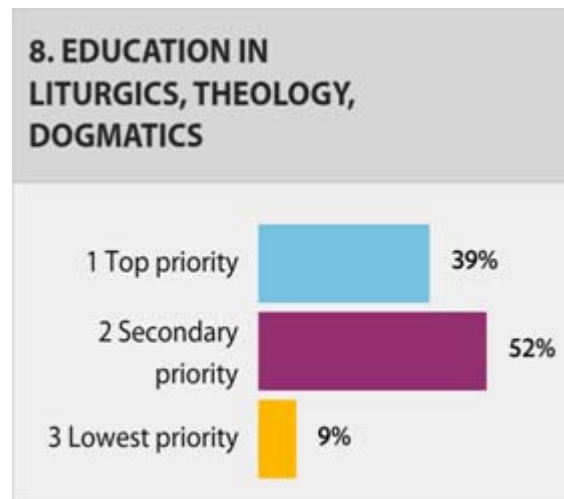
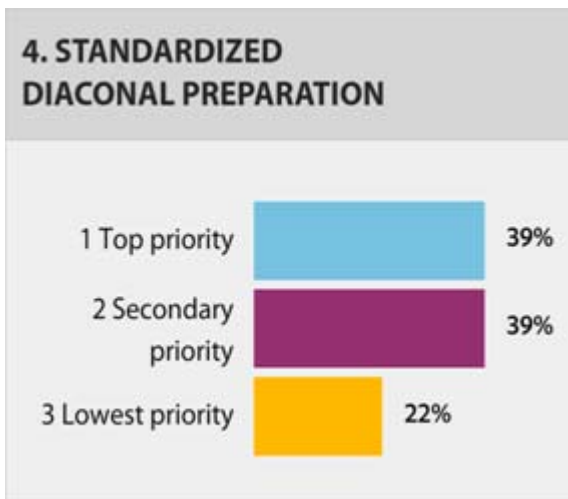
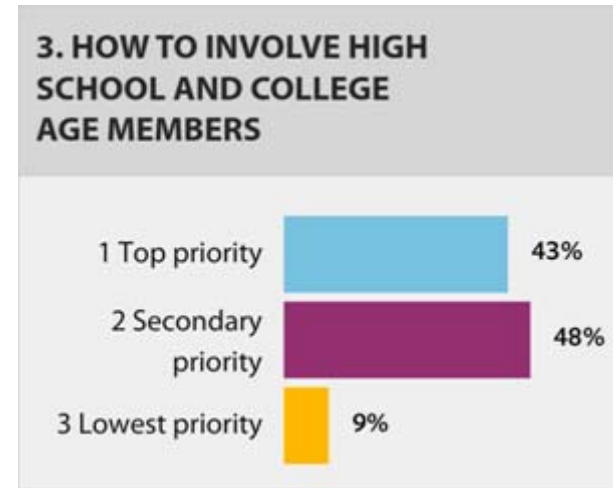
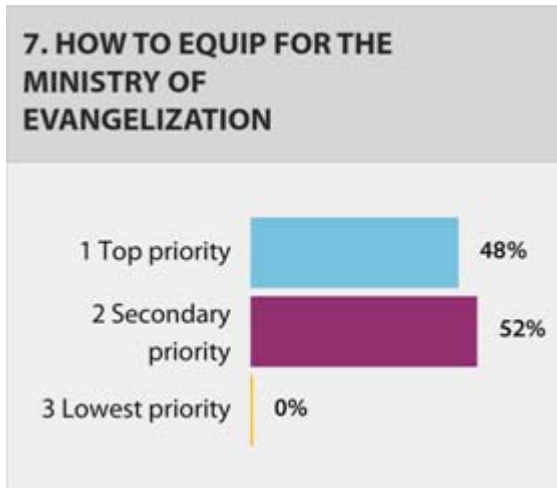


## 2. TRAINING IN RESPONDING TO NEEDS OF MILITARY FAMILIES AND THOSE AFFECTED BY WAR



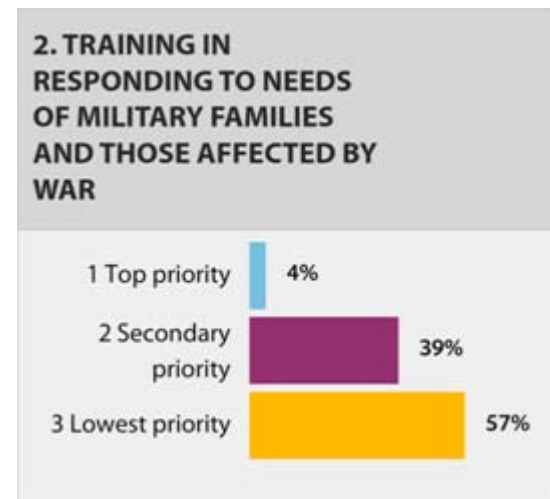
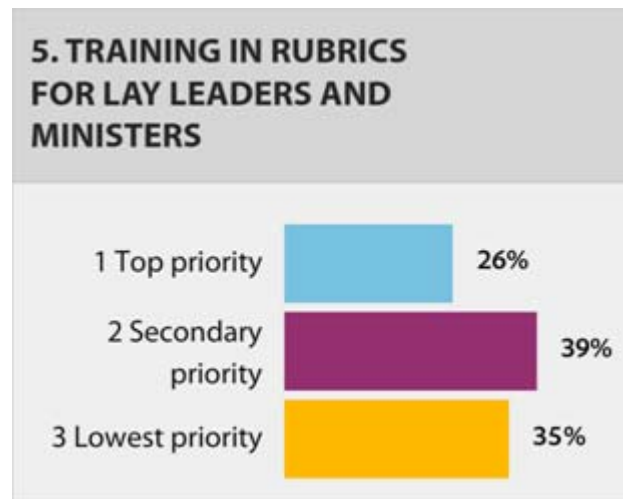
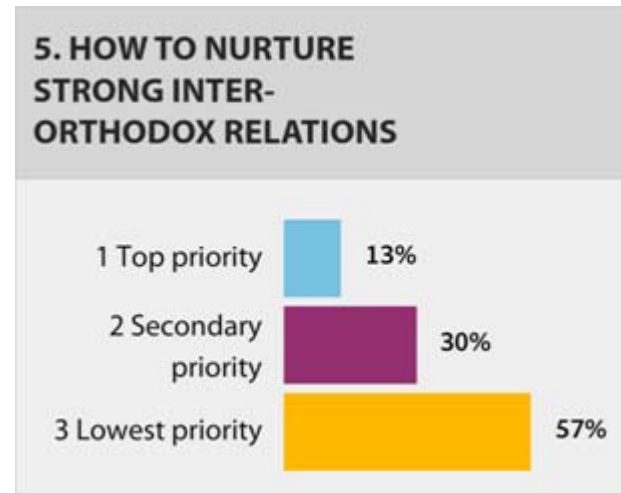
# Variances

# Top Priority (Clergy age 50+)





# Lowest Priority (Clergy age 50+)



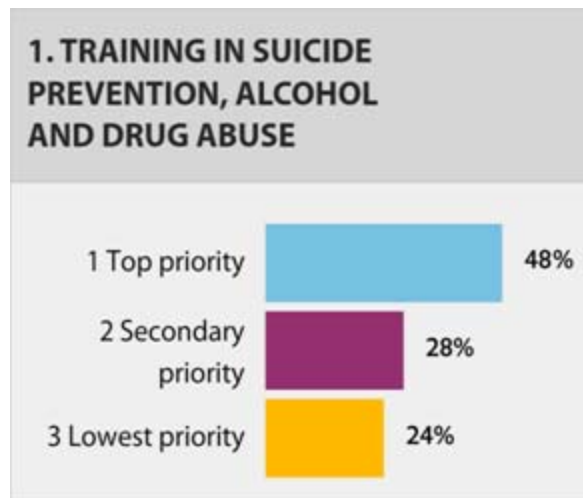
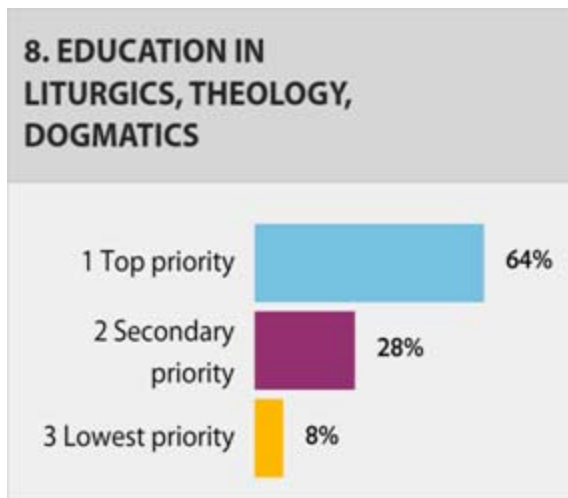
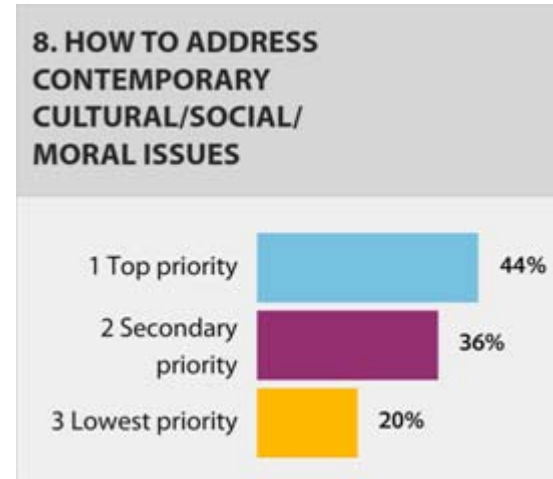
# Laity age 26-40

## YOUR SEX:

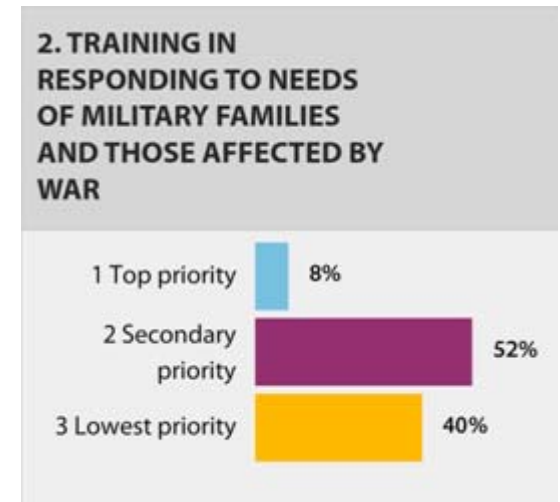
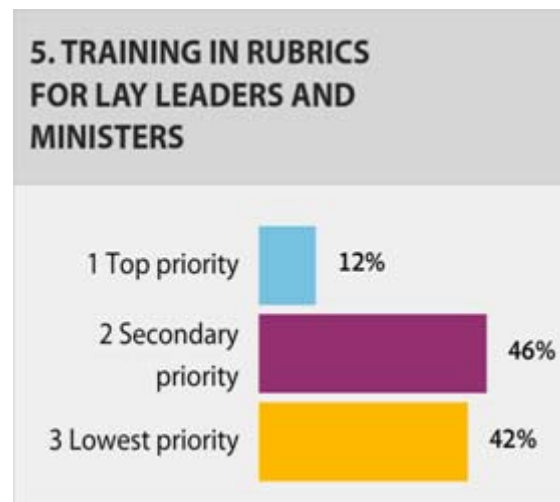
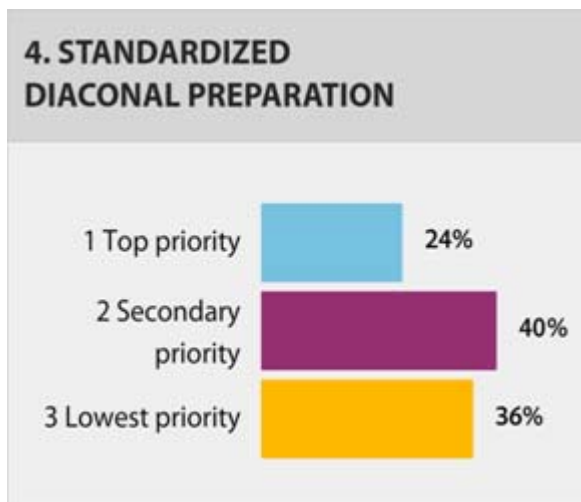
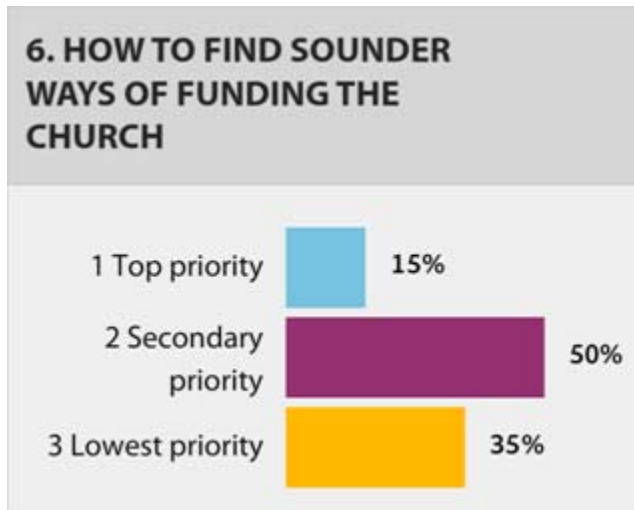


\* 26 total responses, 100% of submissions

# Top Priority (Laity age 26-40)



# Lowest Priority (Laity age 26-40)





## 2013 - 2014

- Sexual Misconduct Module: onsite & online
- Analysis of NA narrative responses
- Catalogue & promote existing CE opportunities
- Create an archive/repository of CE materials and programs
- Develop General & CCD tracks
- Solicit proposals & presenters
- Record keeping
- *Clergy Field Manual*



Department of Continuing Education  
V. Rev. Ian G. Pac-Urar  
2013




# **Update on the Implementation of the Strategic Plan Feb., 2013**

# Most of the seeds ‘planted’ at the 16<sup>th</sup> AAC are sprouting

- ▶ The Holy Synod has established a Department of Continuing Education
- ▶ The Young Adults Facebook page continues to grow
- ▶ Three dioceses are piloting various aspects of the Strategic Plan:
  - Diocese of the West: leadership at the deanery level
  - Diocese of Eastern PA: diocesan/parish revitalization
  - Diocese of New England: piloting Holy Conversation on “Marriage and Human Sexuality”
- ▶ Working with A. Krindatch on an OCA focused survey



# There are some caveats

- ▶ Efforts to date are still fragile and need nurturing
  - ▶ Some are a ‘bit behind schedule’
    - Evangelization
    - Management
    - Pan-Orthodox Outreach
  - ▶ Zero funding in FY13 will pace/limit some of these efforts
- 

# Continuing Education

(PoCC: Fr. Chad Hatfield; IT: Fr. Ian Pac-Urar)

## *Holy Synod establishes Department of Continuing Education*

- ▶ Responsible for coordinating with dioceses, seminaries and other institutions to meet the continuing education needs of clergy.
- ▶ All priests and deacons must take 20 hrs CE/yr, including 5 hrs professional and ethical training
- ▶ A survey is being conducted to prioritize other needs

**Fr. Ian will speak more on this on Thursday morning**

# Continuing Education - 2

*SVOTS is establishing a strong continuing education program*

- ▶ Distance learning D.Min. emphasizing pastoral ministry to begin in Fall, 2013
  - Ministry in a Secular Age; Ministry to the Sick and Dying; Advanced Preaching; Missiology; Youth; Bioethics ...
- ▶ Continuing Education program focused on 5 areas identified in alumni survey (Dr. Paul Meyendorff, Director)

# Youth and Young Adults

(PoCC: Fr. John Vitko; IT: Fr. Christopher Rowe)

*Established a “Youth” Facebook page ~ 6 months ago (<http://www.facebook.com/yyaoca>)*

- ▶ Photos, short excerpt on feasts & saints, prayer lists
- ▶ About 600 likes, and a reach of 3,000 or more
- ▶ Produced first video
- ▶ Other videos in planning (e.g. on ethical, moral choices confronting young adults)

# Contemporary Moral Issues

(PoCC: Fr. John Vitko; IT: Fr. Caleb Abetti)

## *Diocese of New England to pilot Holy Conversation on Marriage & Sexuality*

- ▶ Mar. 1-2, 2013, White Riven Junction, VT
- ▶ Opening comments by Abp. Nikon
- ▶ Format features 3 key elements
  - Keynote speakers (Frs. Behr & Tregubov)
  - Panel (Dr. Rossi, Mat. Mosher, Fr. Whitfield, Sr. Nonna)
  - Small table breakout sessions

**Results will inform the format and feasibility of other such 'conversations'**

# Leadership Development

(PoCC: Fr. David Lowell; IT: Fr. David Lowell)

*Deanery is the right level to develop leadership & for 'fruits' of the Strategic Plan. DoW:*

- ▶ All deaneries will meet 2X/yr. at a minimum
- ▶ Each dean allocated \$1500/yr to use at his discretion
- ▶ Two deaneries have held continuing ed events (advanced liturgics; Divine Liturgy)
- ▶ One deanery struggling to do contemporary issues forums with public
- ▶ Info sharing and morale are good

# Diocesan Revitalization

(PoCC: Fr. John Shimchuk; IT: Donna Karabin)

*Being piloted in the Diocese of Eastern PA*

- ▶ Major accomplishments to date include: diocese resource directory; periodic continuing education seminars; and tailoring of the Parish Health Inventory Model to the Diocese
- ▶ Current emphasis is on applying the Parish Health Inventory Model


# OCA-focused Study by Alexei Krindatch?

- ▶ A. Krindatch has done broad and illuminating surveys on current status and perceptions of Orthodox churches in America
- ▶ Last MC meeting expressed an interest in a study tailored to, and focused on, the OCA
- ▶ Fr. John Reeves has pursued with Alexei
  - Will cost \$5,000 – 7,000. Can start with \$2,500.

**Next steps contingent on funding!**



# Summary

- ▶ Good progress on many fronts – but efforts still fragile & need nurturing
  - ▶ Good mix of central level and diocesan/deanery activities
  - ▶ Some goals/activities will be paced by funding: Krindatch study; developing of continuing education modules; future Holy Conversations
  - ▶ Some confusion around Dept. of Cont. Ed.: a letter of support from bishops would help
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# OCA | General Counsel

## Sexual Misconduct

Investigations

Policy

Prevention

Response

## Governance

Civil

Ecclesiastical

MC Mtgs.

AAC's

Advisory | Conducting

Advisory | Planning

## Contracts

Commercial

Personnel

Ex: Cell Tower

Ex: Publishing

Severance

Empt. & Consulting

## Litigation/Disputes

Prevention

Mgt. & Resolution

Advisory

Severance Agmts.

Lit. Mgt.

Settlements

Responsive | Ad hoc

Planned

"Did u know?"

GC Reports | Presentations

## CFE

(Continuing Fiduciary Education)

## Other

Compliance: State & Federal

Internet: Privacy & Property

Real Estate

Employment