



**MINUTES
of the Joint Meeting of the Lesser Synod
and the 2013 Fall Session of
the Metropolitan Council**

**Tuesday, September 24 – Thursday, September 26, 2013
East Norwich Inn, East Norwich, NY**

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

PARTICIPANTS

LESSER SYNOD

His Beatitude, Metropolitan Tikhon
His Eminence, Archbishop Benjamin
His Grace, Bishop Melchisedek

His Grace, Bishop Michael
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 (*Thursday only*)
Archpriest Chad Hatfield

Dr. Paul Meyendorff
Maureen Jury

Diocesan Representatives

Diocese of Alaska

Archpriest John Dunlop

Patrick Pletnikoff

Albanian Archdiocese

Archpriest Joseph Gallick (*except Thursday*)

William Peters (*except Thursday*)

Bulgarian Diocese

Vacant

Protodeacon Michael Myers

Archdiocese of Canada

Vacant

Protodeacon Nazari Polataiko

Diocese of Eastern Pennsylvania

Priest James Weremedic

David Yeosock

Diocese of the Midwest

Archpriest Alexander Kuchta

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

Elizabeth Mikhalevsky

Diocese of the West

Archpriest John Dresko

Diocese of Western Pennsylvania

Archpriest William Evansky

Dr. John Schultz

Absent

Deacon Antony Dyl (*Diocese of the West*)

Sam D’Fantis (*Diocese of the Midwest*)

Guests (*for all sessions or as indicated in the minutes for their reports*)

Archpriest Michael Anderson (*alternate elected by the All-American Council – all sessions*)

Archpriest Leonid Kishkovsky (*Director of External Affairs and Interchurch Relations*)

Priest John Parker (*Chairman – Department of Evangelization*)

Protodeacon Peter Danilchick (*SMPAC*)

Maureen Ahearn (*Pension Plan Administrator*)

Cindy Davis (*Coordinator for the Office of Review of Sexual Misconduct Allegation*)

Alexis Liberovsky (*recording secretary – all sessions*)

Warren Rivetz (*advisor to the OCA Pension Board*)

John Sedor (*Chairman, OCA Pension Board*)

Thaddeus Wojcik, Esq. (*OCA General Counsel*)

TUESDAY, SEPTEMBER 24, 2013

His Eminence, Archbishop Benjamin celebrated a prayer service at 9:01 AM to open the meeting at the East Norwich Inn.

A. Agenda: Introduction

Archbishop Benjamin then called the meeting to order and welcomed everyone. Fr. John Jillions delivered introductory remarks announcing that agenda changes would be necessary as His Beatitude is currently in flight returning from his grandmother’s funeral in France. He welcomed new members to the meeting and reflected on the productive retreat on conflict resolution that took place the previous day.

Fr. Eric Tosi mentioned that limited copies of previously distributed reports for this meeting are available. He requested a motion concerning the appointment of the recording secretary for this meeting.

A.1. MOTION KUCHTA/LANIER – To approve Alexis Liberovsky as recording secretary. CARRIED.

Fr. Tosi detailed changes for the meeting. He noted that His Beatitude would deliver his report as soon as he arrives from the airport this afternoon. Following the Metropolitan's report, the Chancellor's, ORSMA and SMPAC reports will be presented. The meeting will begin this morning with the Secretary's report to be followed by a presentation from the Department of Christian Service and Humanitarian Aid, presented by Fr. John Vitko for Donna Karabin, who is unable to attend due to her mother's grave illness. Fr. John Parker will deliver the Department of Evangelization report this afternoon. The Reorganization Work Group report will also be presented, along with an External Affairs report from Fr. Kishkovsky and the reports of the Metropolitan Council's Committees.

A.2. MOTION VITKO/WEREMEDIC – To approve the agenda for this meeting as amended. CARRIED.

B. Roll Call/Approval of Minutes of Previous Meetings (attached)

Fr. Tosi then conducted the roll call and introduced guests present for this meeting (see participants list). He asked for prayers for Sam D'Fantis who is absent from this meeting due to his recent serious surgery. He announced that Deacon Antony Dyl is unable to attend and that Hieromonk Stephen (Scott) has resigned from the Metropolitan Council.

Fr. Tosi presented the draft minutes of the previous meeting of the Metropolitan Council on February 26-28, 2013 for approval.

B.1. MOTION LANIER/MEYENDORFF -- To accept the previous minutes as presented. CARRIED.

G. Secretary's report (attached)

Archpriest Eric Tosi, OCA Secretary, highlighted his written report. He noted the current staffing shortage at the chancery due to the departures of Jessica Linke and Andrew Boyd along with the medical leave of Gregory Sulich. He also noted some ongoing computer system issues. He reported that new format metrical books are being developed for parish use.

G.1. Archives Advisory Committee (attached)

In discussing the OCA Archives, Fr. Tosi introduced Alexis Liberovsky, the OCA Archivist, who provided an oral update on the formation of the OCA Archives Advisory Committee, as mandated by a decision of the previous meeting of the Metropolitan Council. Mr. Liberovsky presented the attached draft mission statement of the committee and the list of its members and consultants. He announced that the Committee's initial meeting will take place by the end of the year to begin formulating a strategic solution for more appropriate housing for the OCA Archives and securing grants or other funding for various projects, such as digitization, not funded in the budget. Fr. Tosi noted that the housing issue requires an appropriate permanent solution. In ensuing discussion, the Metropolitan Council expressed its enthusiastic support for the Committee's upcoming work. The Archives Advisory Committee is expected to present an initial report at the next Metropolitan Council meeting.

Fr. Tosi continued highlights of his report, providing details concerning the projected removal of the swimming pool on the chancery property. Discussion ensued and it was agreed that this should be postponed for the time being. In discussing communications, Fr. Tosi noted that fine-tuning of the OCA website continues on an ongoing basis and that many positive comments are being received from users of the website. Regarding *The Orthodox Church* magazine, he proposed that it become an annual review published once a

year. Melanie Ringa noted the cost savings of this proposal. In discussion, it was agreed to accept the proposal. Fr. Tosi also reported that health insurance coverage for chancery employees has been transferred from The *Orthodox Health Plan* to *United Health Care/Oxford* with comparable benefits and significant cost savings. Fr. Tosi's report also briefly noted the activities of the Crisis Management Team.

Following a short recess at 10:25 AM, the session resumed at 10:46 AM.

H. Department Reports

H.1. Christian Service and Humanitarian Aid (attached)

With the absence of the Department chairperson, Donna Karabin, due to the illness of her mother, Priest John Vitko delivered this report highlighting it with a PowerPoint presentation. He particularly noted the Department's charitable outreach, the recent successful Parish Ministries Conference that was organized together with other departments and included participants from other jurisdictions, along with ongoing work on the Resource Handbook. It was requested that diocesan liaisons be appointed for the Resource Handbook. Parish ministry training was also highlighted in the report. Melanie Ringa reported on financial details of Parish Ministries Conference.

I. Reorganization Work Group (attached)

Fr. John Shimchick, chairperson of the Work Group, presented its attached reported. He detailed the methodology of the Work Group's tasks. He noted the great amount of essential work being done by the officers and chancery staff and the need to better communicate this to the church at large. He also outlined the Work Group's assessment of the valuable efforts of the Church's departments. Janet Van Duyn stated that the Work Group found that the following areas need to be done at the national level: clergy assignments and records, archives, oversight of seminaries and stavropegial monasteries, chaplaincies (military and institutional), external affairs and inter-church relations, website, music and maintenance of a national database. She also noted overlap and some duplication of effort between the OCA administration, dioceses and parishes in youth work and education. In discussion, it was noted that legal matters are also a significant task at the national level. The Work Group was encouraged to define more clearly what should be done at the diocesan level and to be cognizant of financial realities. Fr. Shimchick questioned whether we can have robust dioceses without a strong OCA, whether we have a robust OCA without strong dioceses, and whether a diocese can exist without the OCA. Dr. Meyendorff stated that the Metropolitan Council is bound to insure and facilitate the work of the central administration between All-American Councils and that the Work Group should clarify what the work of the central administration should be and cannot dictate to dioceses what they should be doing. It was suggested that the tasks and goals of the Work Group need to be more clearly defined in its continuing work.

J. Strategic Plan Post-Conciliar Committee (attached)

Fr. John Vitko highlighted his attached report with a PowerPoint presentation, which was followed by discussion. The scope of the work of the Department of Continuing Education was particularly underscored. Fr. Vitko noted that there has been major progress on most of the Strategic Plan's goals and proposed that the Strategic Plan be phased out at the 18th All-American Council.

J.1. MOTION VITKO/HATFIELD – That the Strategic Plan Post-Conciliar Committee continue functioning in its present structure until the 18th All-American Council, even with transition of Committee members off the Metropolitan Council due to expiration of their terms. CARRIED.

Following a recess for lunch at 12:28 PM, the afternoon session was called to order at 1:36 PM

H. Department Reports

H.2. Evangelization (attached)

Priest John Parker, Department chairperson, presented an overview of the department's work and highlighted his attached report. He particularly noted the Planting Grant Program and presented the request for funding for 4 current grants and 1 new grant. Fr Parker outlined the mentorship program in which former planting grant clergy are assisting new planting grant missions. He discussed the need to serve college campuses and stewardship. He discussed the mandate of the 16th All-American Council for mission among African-Americans. He outlined various current and projected activities of the Department. He stressed the need for revitalization in some older parishes. He stated that the Department needs mobilization not centralization. He expressed the hope for new vigor in the department's work with the collaboration of those throughout the church skilled in the areas of the department's ministries. He also spoke of the formation of a weeklong mission school program. The report was extensively discussed.

L. Metropolitan Council Committees

L.1. Charity (attached)

Protodeacon Michael Myers presented the attached report of the Charity Committee. He noted the committee's recommendation for the reinstatement of a church-wide appeal for charity or other funding vehicle. The possibility of a PayPal button on the front page of the OCA website was also discussed.

L.3. Ethics

In a brief oral report, Dr. Paul Meyendorff, committee chairperson, noted that the Committee had received no complaints since the last Metropolitan Council meeting. The possible need to have non-disclosures statements signed by Metropolitan Council members and chancery staff was discussed.

L.5. Internal Governance (attached)

Archpriest Chad Hatfield highlighted the committee's attached report. He noted the success of the daylong retreat for the Metropolitan Council on conflict resolution conducted by Dr. Albert Rossi and Fr. Nicholas Solak, which was held at Our Lady of Kazan Church in Sea Cliff the previous day. He also reported on progress in integrating the tasks of the former Council Development Committee's work into that of the Internal Governance Committee. He additionally noted the significance of Dr. Meyendorff's attached reflection, titled "*Does the OCA Still Have a Vision?*" and the need for the further development of the OCA vision, in part, through the work of the Metropolitan Council. The need for a clearer definition of the Metropolitan Council's role in the governance of the Church was noted in discussion. In response to a question during discussion of the report, Protodeacon Peter Danilchick reviewed the history of the Internal Audit Committee being under the purview of the Internal Governance Committee.

R. Other Business

Due to his extensive work within the Assembly of Canonical Orthodox Bishops of North and Central America as a member of its Secretariat and its Committees on Canonical Regional Planning, Financial Affairs, and Theological Education, Protodeacon Peter Danilchick was asked to share his impressions of the recent fourth annual plenary meeting of the Assembly as well as its ongoing work. In his informal oral report, he presented a positive overview of the recent plenary meeting, noting particularly the work of the hierarchs in breakout groups, which some hierarchs were initially reluctant to accept. He stressed the overall cooperative spirit in both the plenary meetings and the committees in which he participates. Archbishop Benjamin and Bishop Michael also provided some comments on the recent plenary meeting of the Assembly. In discussion, the role

of the OCA in the Assembly and the possibility of the OCA's presence on the Assembly's Executive Committee were raised.

Following a short recess at 2:52 PM, the session resumed at 3:06 PM.

E. Metropolitan's Report (attached)

Having just returned from his grandmother's funeral, Metropolitan Tikhon delivered his attached report. He expressed his gratitude for condolences received in conjunction with his grandmother's repose and the rearrangement of the Metropolitan Council's agenda to accommodate his travel for her funeral. He noted the energy and zeal he has observed throughout the Church at all levels. He acknowledged the importance of the Reorganization Work Group as a starting point for continued discussion. He thanked the officers and chancery staff for their tireless labors with particular gratitude for Jessica Linke and Andrew Boyd who have left the chancery along with Gregory Sulich, who is currently on a medical leave. He also particularly noted the importance of the upcoming work of the Archives Advisory Committee. Finances and statute revision are current major administrative tasks. The Metropolitan announced that the Holy Synod has decided that a major review and revision of the Statute must be undertaken. He noted ongoing work nearing completion of finalizing Policies, Standards and Procedures (PSPs) concerning sexual misconduct as well as new initiatives in prevention and education. After highlighting his archpastoral oversight of stavropegial institutions and his own diocese, he expressed particular satisfaction with the agreement concluded with Metropolitan Jonah. Regarding his activities in External Affairs, he noted the close and positive relationships that have developed with Archbishop Justinian of the Moscow Patriarchate and Metropolitan Hilarion of ROCOR, as well as the significance of his recent visit to Russia, Ukraine and Belarus for the 1025th anniversary of the Baptism of Rus' and concelebration there with Primate or representatives of all the Orthodox Churches.

R. Other Business (continued)

Fr. Leonid Kishkovsky, Director of External Affairs and Interchurch Relations, delivered an oral report highlighting a variety of significant issues and events, particularly: OCA participation in the celebration of the 1025th anniversary of the Baptism of Rus', the Assembly of Canonical Orthodox Bishops of North and Central America, the upcoming assembly of the World Council of Churches (WCC) in Korea, a recent meeting of the Lausanne Movement in Albania, hosted by Archbishop Anastasios, the situation in the Middle East and the kidnapped bishops in Syria, recent Orthodox witness worldwide on moral issues and the election of Pope Francis in terms of Orthodox-Catholic Relations. He announced that Bishop Alexander, Dr. Paul Meyendorff and Cindy Davis would represent the OCA at the WCC Assembly.

F. Chancellor's Report (attached)

Archpriest John Jillions, Chancellor, summarized his attached written report. He noted the pervading sense of calmness in the Church under the leadership of Metropolitan Tikhon. He particularly highlighted an attached overview of responses to a survey received from diocesan chancellors on OCA Strengths, Weaknesses, Opportunities and Threats. The survey underscored the unique identity and character of each diocese. He outlined his current work in response to sexual misconduct and introduced Cindy Davis, Coordinator for the Office of Review of Sexual Misconduct Allegations (ORSMA).

F.1. ORSMA

Ms. Davis delivered her report outlining her activities in office coordination, communication, policy and procedure, collaboration with SMPAC (Sexual Misconduct Policy Advisory Committee) as well as misconduct prevention and education.

F.2. SMPAC

Protodeacon Peter Danilchick presented a report on SMPAC stressing its strictly advisory capacity and outlining its major activities and issues. He noted the significance of SMPAC's fiduciary responsibilities, the need for better communication and the revised PSPs, which are to be approved by the Holy Synod at its upcoming meeting in October 2013. He also indicated that SMPAC's charter and membership would be reviewed by the Holy Synod at its Spring 2014 meeting.

The session was adjourned with prayer at 5:28 PM and was followed by the celebration of Great Vespers at Saint Sergius Chapel for its patronal feast of Saint Sergius of Radonezh.

WEDNESDAY, SEPTEMBER 25, 2013

Following the celebration of a Divine Liturgy at Saint Sergius Chapel on at 8:00 AM, the meeting was opened with prayer led by His Beatitude, Metropolitan Tikhon at the East Norwich Inn at 11:05 AM.

Discussion and questions on the ORSMA and SMPAC reports ensued. It was acknowledged that the clarification of the relationship between SMPAC and ORSMA is an ongoing work in progress. Some communication issues remain. It was reiterated that SMPAC role is strictly advisory while ORSMA's function is implementation. There was a discussion on establishing time-line goals on investigations and issuing reports on that investigation. Also there was a discussion on how delaying a final report impacts the parish in terms of cost to a parish having to pay a priest and replacement while the investigation is ongoing as well as having closure to the investigation.

K. Legal matters (attached)

Judge Lanier, Chairman of the Legal Committee, presented its attached report. He and Thaddeus Wojcik, OCA General Counsel, provided updates on various legal matters affecting the Church.

K.1. MOTION MEYENDORFF/DRESKO – To move into executive session. CARRIED.

Confidential details pertaining to the Legal Committee's report were discussed in executive session.

K.2. MOTION MYERS/ANDERSON – To move out of executive session. CARRIED.

Thaddeus Wojcik expressed appreciation for the handling of insurance matters by Fr. Eric Tosi. The committee suggested that diocesan lawyers meet together annually and that hierarchs meet regularly with their diocesan lawyers. Mr. Wojcik suggested that it would be useful for educational purposes to invite James Geoly, an attorney experienced in defending churches in sexual misconduct cases, to address the Metropolitan Council at its next meeting. He noted that Mr. Geoly would not need overnight accommodations as he has relatives in the area.

K.2. MOTION MIKHALEVSKY/DICK – To invite James Geoly to the next Metropolitan Council meeting and to cover the cost of his airfare. CARRIED with 2 opposed (Jury, Van Duyn).

Following a recess for lunch at 1:02 PM, the afternoon session was called to order at 2:05 PM.

Father Tosi asked for prayers for Maureen Jury on her 36th wedding anniversary and for the repose of Donna Karabin's mother.

M. Treasurer's Report (attached)

Melanie Ringa highlighted the attached Treasurer's report with a PowerPoint presentation and additional comments. She reported a preliminary deficit of \$27,716 in 2012, with audit adjustments resulting in a final net surplus of \$495,873. She noted that the auditors' report was an unqualified opinion.

M.1. MOTION MIKHALEVSKY/YEOSOCK – To accept the auditors’ report for 2012 as presented. CARRIED.

Ms. Ringa then detailed financial results as of July 2013 with a net deficit of \$81,277. Discussion ensued on psychological testing of candidates for ordination and mentoring of seminarians.

O. 2014 Budget (attached)

Fr. Gleb McFatter, chairman of the Finance/Investment Committee, commended Melanie Ringa for detail in her preparation of the budget for 2014. He reported that the committee has carefully examined the budget and recommends its adoption. He noted that the assessment has been lowered from \$95 to \$92 per capita. He indicated a \$23,000 reduction in salaries due to a voluntary 5% pay cut by the Metropolitan and the three officers. This cut is not extended to other chancery staff. He pointed to various reductions in expenses and an increase for ORSMA salary in order to make the director a full-time position. Melanie Ringa reported on projected efforts for departments to fundraise online to finance projects that could not be accommodated in the budget, which projects an operating deficit of \$22,473. Extensive discussion on the budget ensued. In response to a question regarding legal fees, Judge Lanier reported on negotiations with General Counsel regarding future fees, which according to proposals currently under joint review, will result in reduced expenses in this area. Protodeacon Nazari Polataiko suggested that that a voluntary pay cut by the Metropolitan and officers would be deconstructive for the Church. Bishop Michael spook on the need to change the focus from cutting expenses to finding ways of increasing revenue. He recommended a type of Stewardship appeal to raise the income.

O.1. MOTION POLATAIKO/VITKO – To thank the Metropolitan and OCA officers for their gesture of a voluntary 5% pay cut and not to accept it, while seeking alternate funding.

Discussion on the motion ensued. It was suggested that further discussion is needed before this motion can be addressed.

O.2. MOTION DRESKO/JURY – To table the previous motion. CARRIED.

O.3. MOTION DRESKO/VAN DUYN – To strike the expense of \$16,000 for the removal of the swimming pool in the 2014 budget.

After further discussion on maintenance of the chancery property, the motion was withdrawn. Budget discussion continued including possible ways to increase income as well as the pay cut proposed by the Metropolitan and officers. The impact of adopting a deficit budget was also discussed.

O.4. MOTION DRESKO/JURY - To reduce the property maintenance line in the budget from \$249,679 to \$233,679 and to increase the FOS/departmental revenue line from \$42,450 to \$48,923 resulting in a balanced budget. CARRIED with 2 opposed (Dick, Mikhalevsky) and 1 abstention (Tosi).

Fr. Dresko stated that this motion presumes that budget adjustments will be made if there is an unanticipated increase in income. Ms. Ringa noted that the replacement of the chancery’s two vehicles, which are old, as requested by the Metropolitan this morning, was not included in the budget. In discussion, it was agreed that the chancery’s priority should be one new vehicle for the Metropolitan’s use and that the issue of vehicle funding should be further discussed at the February meeting of the Metropolitan Council.

- O.5. MOTION POLATAIKO/DICK – To return Motion O.1. to the table. CARRIED with 2 opposed (Ringa, Jury).**

David Zavednak suggested an amendment to Motion O.1. to include an increase of \$23,381 in FOS/departmental revenue in order to offset the 5% voluntary pay cut of the Metropolitan and three officers, resulting in a balanced budget. The maker and the second of the original motion accepted the amendment. The amended motion was then discussed at length and moved as follows

- O.1. MOTION POLATAIKO/VITKO – To thank the Metropolitan and OCA officers for their gesture of a voluntary 5% pay cut and not to accept it, while increasing budgeted FOS/departmental revenue by \$23,381 resulting in a balanced budget. DEFEATED.**

- O.6. MOTION DRESKO/VAN DUYN - To approve the 2014 budget as amended. CARRIED with 1 abstention (Tosi).**

Ms. Ringa proposed that a committee to oversee endowments and special gifts, which was established by the Metropolitan Council in 1987 but was never active now be reinvigorated. She noted that, as originally constituted the Committee is to consist of the Chancellor, Secretary, Treasurer and three or more other members selected by the Metropolitan Council.

- O.7. MOTION JURY/MCFATTER – To reactivate the Endowments and Special Gifts Fund Committee with its membership including the OCA Officers and the members of the Finance Committee along with a hierarch to be appointed by the Holy Synod. CARRIED.**

Ms. Ringa reported that the St. Nicholas Cathedral in Washington, DC has requested assistance from the OCA and the Archdiocese of Washington to cover some \$35,000 in expenses incurred in conjunction with Metropolitan Jonah's residency there. These expenses included nearly \$10,000 in furniture costs. As the OCA at one time received an earmarked donation of \$5,000 to cover furniture expenses for Metropolitan Jonah, the Finance Committee is recommending that \$5000 be forwarded to St. Nicholas Cathedral by the OCA.

- O.8. MOTION DRESKO/LANIER – To release the \$5,000 donation earmarked for Metropolitan Jonah's furniture and to forward it to St. Nicholas Cathedral in Washington, DC. CARRIED.**

N. Financial Development (attached)

David Yeosock, Chairman of the Financial Development Committee, presented its attached report. He noted that many financial development issues have already been discussed during this meeting. He introduced Fr. John Dresko as the newest member of the Committee.

The session was adjourned with prayer at 4:30 PM and was followed by committee meetings.

THURSDAY, SEPTEMBER 26, 2013

The morning session was opened with prayer at 9:07 AM.

P. Pension Board Report (attached)

John Sedor, OCA Pension Board Chairman, delivered the attached report on the Pension Plan, which was highlighted with a PowerPoint presentation. Mr. Sedor, Warren Rivetz, a consultant from Morgan Stanley, and Maureen Ahearn answered questions from Metropolitan Council members. It was noted that the Plan currently has 287 clergy participants and 130 beneficiaries. A lengthy discussion ensued concerning greater

clergy participation in the Plan as mandated by the Plan itself and by All-American Councils. It was noted that any clergy receiving a salary from an OCA parish or institution or housing allowance is eligible.

- P.1. MOTION JILLIONS/MEYENDORFF - In keeping with the mandates of the OCA Pension Plan and the 5th (1977) and 10th (1992) All-American Councils, the Metropolitan Council reaffirms to dioceses, parishes and clergy that participation in the OCA Pension Plan is required of all clergy receiving income and/or housing benefits. This is necessary in order to ensure that all eligible clergy will receive a pension at retirement. Non-participation in the plan may only be authorized in writing by the OCA Pension Plan Office and approved by the local bishop. CARRIED**

An amendment to the Plan was presented and discussed.

- P.2. MOTION DRESKO/WEREMEDIC - WHEREAS, the Orthodox Church in America Pension Plan (“Plan”) was amended and restated effective January 1, 2010 and has subsequently had additional amendments;**

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 3.1 is restated as follows:

3.1 Employer Contributions

(a) It is the intention of the Church to continue the Plan and have regular contributions made to the Trustees each year by each Employer in such amounts as are necessary in addition to the contributions of Members to maintain the Plan on a sound actuarial basis. Every month, the Employer shall contribute to the Plan six percent (6%) of the Member's Compensation. Effective as of January 1, 2014, with respect to contributions for work performed after that date, the Employer shall contribute to the Plan eight percent (8%) of the Member's Compensation. The Employer shall transmit its contributions to the Trustees or their designate.

(b) A valuation of the Plan shall be made at least once every three years by an enrolled actuary, as defined under ERISA, to determine the contributions needed to maintain the Plan on a sound actuarial basis. The contributions by Members and Employers needed to support the Plan shall be changed from time to time based on the result of these valuations. Any forfeitures shall be used in the determination of future Members' and Employers' contributions, and will not be applied to increase the benefits any Member would otherwise receive under the Plan. CARRIED with 2 against (Jury & Van Duyn).

The following notice of intention to restate the Orthodox Church in America Pension Plan was presented for approval to the Metropolitan Council:

Current Plan Provision: Subsection 10.1(b) of the Orthodox Church in America Pension Plan (“Plan”) currently provides:

[...] The Pension Board is authorized to act on behalf of the Church to adopt technical or clarifying amendments, provided they are either required by law or have no material impact on the Plan, its Members, or the Church. The Pension Board is authorized to rely upon counsel and/or its actuary in determining that such amendment(s) are either required by law or have no material impact on the Plan, its Members, or the Church. Any such action shall be promptly communicated to the Metropolitan Council and, to the extent circumstances permit the Pension Board shall provide the Metropolitan Council with advance notice of its consideration of such amendment.

Proposed Action: From time-to-time employee pension benefit plans are submitted to the Internal Revenue Service for review in a process referred to as obtaining a determination letter. In this process, the Internal Revenue Service reviews the plan document to render an opinion that the plan as drafted meets the requirements for favorable federal tax treatment as a “qualified” plan. This means that the employees do not recognize income at the time contributions are paid into the trust and that the earnings of the trust are exempt from tax.

The Pension Board has authorized the submission of the Plan to the IRS for determination letter review. This process requires that a restated document be prepared. In the course of doing so it is likely that corrections of the document (such as correcting any errors in cross references) or change of text to improve clarity) will be made. Also, it is possible that the Internal Revenue Service will condition a favorable ruling upon inserting provisions viewed as required even if not applicable in our circumstances.

P.3. MOTION MIKHALEVSKY/DRESKO – To approve the notice of intention to restate the Orthodox Church in America Pension Plan. CARRIED.

Melanie Ringa noted that the 2014 budget has been prepared with 8% contribution as mandated by the Plan amendment that has just been passed.

Q. 18th All-American Council (attached)

Fr. Tosi presented his attached report on initial preparations for the 18th All-American Council in 2015. He extensively reviewed the process of choosing the venue of for the Council between Baltimore and Atlanta. Judge Lanier provided further information concerning Atlanta. Fr. Tosi noted that the Council is projected to take place in the summer and a youth program is being planned as at several previous Councils that took place in the summer. He additionally announced that FOCA (Fellowship of Orthodox Christians in America) is planning to hold their annual convention at same location in conjunction with the council and that there will be some overlap between their convention and the Council.

Q.1. MOTION LANIER & MCFATTER/VAN DUYN - To approve the Hilton in Atlanta, GA as the site of the 18th All-American Council on July 18-25, 2015 and to submit this recommendation for final approval to the Holy Synod. CARRIED.

Fr. Tosi presented recommendations for membership in the Preconciliar Commission.

Q.2. MOTION TOSI/LANIER - To approve the Preconciliar Commission membership as presented consisting of Bishop Mark as Episcopal Moderator, the Church officers: Archpriest John Jillions, Chancellor, Archpriest Eric Tosi, Secretary and Melanie Ringa, Treasurer; Archpriest Myron Manzuk, Council Manager, Peter Ilchuk, Logistics Manager, Lisa Mikhalevsky, Metropolitan Council liaison, Carol Deerson, representing FOCA, Priest Benjamin Tucci, youth coordinator, the Local Committee Clergy Chairman (yet to be determined) and to submit these names to the Holy Synod for confirmation and appointment. CARRIED.

Fr. Tosi opened discussion on the projected goals of the 18th All-American Council. He suggested that the major topics for deliberation would be finances and statute revision. He asked that further input be submitted to him in the near future. Dr. John Schultz spoke of the FOCA convention, which will be held overlapping with the Council in Atlanta. Metropolitan Tikhon suggested that regional town hall meetings be held in preparation for the Council. The timeline of preparatory work for the Council, particularly regarding finances and statute revision as well as various details concerning the proceedings of the Council itself were extensively discussed. It was noted that the Preconciliar Commission would work out all the details pertaining to the Council. The budgeting and assessments for the Council will be among the initial tasks of the Preconciliar Commission.

L. Metropolitan Council Committees (continued)

L.4. Human Resources

Fr. David Garretson presented an oral report, noting that he was involved in recent staff transitions, the decisions not to hire replacements and the reassignment of work tasks among current staff. He also announced that a systematic process of staff review is being developed. Discussion ensued concerning staff transitions at the chancery.

S. Adjournment

Fr. Tosi proposed that the Metropolitan Council meetings in 2014 take place on February 4-6 and September 23-25. After discussion, these dates were approved by consensus.

In concluding remarks, Metropolitan Tikhon expressed his thanks to the Metropolitan Council for its work. Regarding the current work of the chancery, he remarked that while the staff is working hard, for which he is most grateful, additional staffing will need to be addressed. He called on everyone to keep working together for the glory of God.

S.1. MOTION EVANSKY/LANIER – To adjourn the meeting. CARRIED.

The meeting was adjourned with prayer at 11:26 AM.

Respectfully submitted,

Alexis Liberovsky,
Recording Secretary