



Metropolitan Council Meeting

Fall 2012

Other Reports



**Meeting of the Metropolitan Council
September 25 to September 27, 2012
Other Reports**

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Meeting of the Metropolitan Council September 24 to September 27, 2012

Metropolitan Council Agenda

Monday, September 24

Arrival

<i>Time</i>	<i>Event</i>	<i>Location</i>	<i>Responsibility</i>
All Day	Transport	Airports	Chancery Staff
All Day	Committee Meetings	Chancery	Committees
	A. Finance Committee 2:00 PM		
	B. Post Council Committee 2:00 PM		
	C. Chaplains meet with Bishop MICHAEL and Officers 4:00PM		
5:00 PM	Great Vespers and Litya	Chancery	
6:30 PM	Dinner on Own		

Tuesday, September 25

Metropolitan Council

<i>Time</i>	<i>Event</i>	<i>Location</i>	<i>Responsibility</i>
8:00 AM	Divine Liturgy	Chancery	Bishop Michael
9:30 AM	Breakfast	Chancery	Chancery Staff
10:30 AM	Metropolitan Council		
	A. Agenda: Introduction		Fr. Eric G. Tosi
	B. Approval of Previous MC Minutes		Fr. Eric G. Tosi
	C. Opening Remarks		Bishop Michael
	D. Discussion on Resignation		Holy Synod
	E. Chancellor's Report		Fr. John Jillions
	F. Sexual Misconduct Committee		Fr. John Jillions
1:00 PM	Lunch	East Norwich Inn	Chancery Staff
	G. Led Discussion by PDN Danilchck		PDN Peter
6:00 PM	Dinner	East Norwich Inn	Chancery Staff

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| H. | Report of General Counsel | Thaddeus Wojcik |
| I. | Report of the Legal Committee | Gregg Nescott |

Fr. Eric G. Tosi

Wednesday, September 26
Metropolitan Council

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|---------|---------------------------------------|------------------|---------------------|
| 8:00 AM | Breakfast | East Norwich Inn | Hotel |
| 9:00 PM | Metropolitan Council | East Norwich Inn | |
| J. | Secretary's Report | | Fr. Eric G. Tosi |
| | - New Hires | | |
| | - Communications | | |
| | - Departments | | |
| K. | AAC Report | | |
| L. | Metropolitan Council Committees | | |
| | 1. Report of Crisis Management | | Dr. Dimitri Solodow |
| | 2. Report of Ethics | | Fr. David Mahaffey |
| | 3. Report of Charity | | Fr. John Reeves |
| | 4. Report of Council Development | | Open |
| | 5. Report of Human Resources | | Fr. David Garretson |
| | 6. Report of Internal Governance | | Dr. Dmitri Solodow |
| | 7. Report of Post Conciliar Committee | | Fr. John Vitko |
| Noon | Lunch | East Norwich Inn | Chancery Staff |
| 1:00 PM | Metropolitan Council | East Norwich Inn | |
| M. | Treasurer's Report | | Melanie Ringa |
| N. | Internal Auditors Report | | Internal Auditors |
| O. | Finance Report | | Fr. Gleb McFatter |
| P. | Financial Development Report | | David Yeosock |
| Q. | 2013 Budget | | Finance Committee |

5:00 PM Dinner East Norwich Inn Chancery Staff

6:00 PM Issues continued from afternoon if needed

Thursday, September 27

Metropolitan Council

8:00 AM Breakfast East Norwich Inn Hotel

9:00 AM Metropolitan Council East Norwich Inn

R. Pension Board Report Fr. Gleb McFatter

S. External Affairs Report Fr. Leonid Kishkovsky

T. Krindatch Presentation Alexei Krindatch

U. Other Business

Noon Lunch East Norwich Inn Chancery Staff

1:00 PM Reorganization Task Force Meets

1:00 PM Projected End of Metropolitan Council Meeting and Departures



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

**Tuesday, February 21 – Thursday, February 23, 2012
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 Jonah
His Grace, Bishop Nikon
His Grace, Bishop Tikhon

His Grace, Bishop Benjamin
His Grace, Bishop Melchisedek

METROPOLITAN COUNCIL

Church Officers

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

Archpriest Eric Tosi, *Secretary*

Members elected by the All-American Council

Priest 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

Bulgarian Diocese
Priest Matthew-Peter Butrie

Protodeacon Michael Myers

Archdiocese of Canada
Archimandrite Alexander (Pihach)

Diocese of Eastern Pennsylvania
Archpriest David Mahaffey

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

Dr. Dmitri Solodow

Diocese of Western Pennsylvania

Archpriest John Reeves

Gregory J. Nescott

Absent

Protodeacon Nazari Polataiko (Archdiocese of Canada) – absent due to illness

William Peters (Albanian Archdiocese)

David Yeosock (Diocese of Eastern Pennsylvania) – absent due to death in family

Guests *(for all sessions unless otherwise indicated)*

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

Archpriest Theodore Bobosh (SMPAC – Tuesday evening session only)

Archpriest Ian Pac-Urar (Strategic Plan implementation session on Wednesday only)

Priest Caleb Abetti (Strategic Plan implementation session on Wednesday only)

Priest Christopher Rowe (Strategic Plan implementation session on Wednesday only)

Protodeacon Peter Danilchick (SMPAC – Tuesday evening session only)

Wendy Cwiklinski (Strategic Plan implementation session on Wednesday only)

Donna Karabin (Strategic Plan implementation session on Wednesday only)

Alexis Liberovsky (recording secretary for this meeting)

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

TUESDAY, FEBRUARY 21, 2012

A. Opening Moleben

Following an orientation session for the many new members of the Metropolitan Council, which was conducted by Fr. Eric G. Tosi, Secretary, Gregg Nescott, esq., Dr. Dimitri Solodow, Thaddeus Wojcik, esq. General Counsel, the meeting was opened with prayer led by His Beatitude, Metropolitan Jonah at the East Norwich Inn at 7:05 PM.

B. Agenda: Introduction

B.1. Appointment of Co-chair:

Metropolitan Jonah announced that he has asked Fr. John Jillions to co-chair the meeting

B.2. Roll Call

Fr. Eric Tosi conducted the roll call and introduced guests present for the meeting. He announced that the Council's consultants – Protospresbyter Thomas Hopko, who is ill, and Archpriest Leonid Kishkovsky, who is traveling, are unable to be present for this meeting.

B.3. Approval of Recording Secretary

Fr. Tosi requested approval of the OCA Archivist, Alexis Liberovsky, as recording secretary for this meeting.

B.3.A. MOTION GARRETSON/MAHAFFEY - To approve Alexis Liberovsky as recording secretary. CARRIED.

B.4. Agenda (attached)

Fr. Tosi presented the draft Agenda for this meeting.

B.4.A. MOTION VITKO/MCFATTER – To approve the agenda as presented. CARRIED.

C. Approval of Minutes of Previous Meetings (attached).

Fr. Tosi presented the draft minutes of the previous meetings of the Metropolitan Council on September 28-29, 2011 and October 31, 2011 for approval.

Fr. David Garretson pointed out that per New York State law, those who vote against a motion or abstain must be listed by name in the minutes. Thaddeus Wojcik (OCA General Counsel) disagreed. After discussion, it was agreed that names of those voting against a motion or abstaining would be listed in the minutes.

Fr. Joseph Gallick pointed out typographical errors on pages 5 and 9 in the minutes of September 28-29, 2011.

C.1. MOTION REEVES/MEYENDORFF – To accept the minutes of September 28-29, 2011 with correction of typographical errors and the minutes of October 31, 2011 as presented. CARRIED.

D. Opening Remarks: Metropolitan Jonah

Metropolitan Jonah welcomed everyone to the meeting and spoke of the significant growth and restructuring since the last Metropolitan Council meeting. He commended the efforts of the new chancellor to build strong and trusting relationship with himself, the Holy Synod and administration. He stressed the mandate of the 16th All-American Council to reassess the entire structure of financing the Church. Both of these facts are a path to the future. Rebuilding of trust mutually with bishops is of central importance, although this might not occur as fast as hoped. In fulfillment of the mandate for his full health assessment, physical and psychological, Metropolitan Jonah noted that he has been following up with doctors to reduce his stress levels. He has been also setting up his office in Washington, DC. He noted his archpastoral visits to Canada and Mexico, in his own diocese and throughout the northeast. He mentioned the deteriorating health of his parents and the necessity of their impending move to Washington, DC. He highlighted several significant ecumenical events in which he participated including the March for Life in DC, where he was the main speaker, the opening of the Week of Prayer for Christian Unity at St. Patrick's Cathedral in New York, as leader of a retreat for Benedictine abbots, and speaker at the Augustinian community at Villanova University. Extremely significant was the concelebration in December of the Synods of the OCA and ROCOR, ending all previous alienation and paving the way for close cooperation. He additionally noted his celebration of the Divine Liturgy at the ROCOR cathedral in DC. In December, he was the main speaker at the OCF West Coast conference where he

had been chaplain for many years. In January, he participated in the meeting of the Committee for canonical regional planning of the Assembly of Canonical Orthodox Bishops of North and Central America, where the process of uniting the Orthodox communities was discussed. Ultimately, this process will be part of the Great Council, whenever it will be held. The Assembly will present a plan to the Council for ratification. While many are skeptical, this may actually bear fruit. He also highlighted the recent meetings of department heads and the diocesan chancellors and treasurers to discuss implementation of the decisions of the All-American Council. He commended the departments for their ministries accomplished with little funding. The chancellors and treasurers discussed ways to implement proportional giving as mandated by the All-American Council. Each diocese is unique and has its own strengths and weaknesses. In order to strengthen our evangelical imperative, funding needs to be restructured at all levels of the church, which will also entail a reassessment and realignment of administration and ministries. Metropolitan Jonah is particularly concerned about the effect of the economic downturn on our seminaries, particularly St. Tikhon's, which has perhaps been hardest hit. Metropolitan Jonah is particularly pleased with the work of the new chancellor and their developing relationship. He noted the complexity of the chancellor's job, which is currently consumed by issues of clergy misconduct. He stressed the need to hire a professional to manage misconduct issues under the chancellor's supervision. He commended the countless uncompensated hours volunteered by the Sexual Misconduct Policy Advisory Committee (SMPAC) members in their outstanding work.

Dr. Dmitri Solodow commended the Metropolitan for his extremely positive report. His Beatitude noted a new synergy and the positive impact of the All-American Council and its aftermath.

E. Chancellor's Report (attached)

As a first time participant in a Metropolitan Council meeting, Archpriest John Jillions, Chancellor, shared his impressions of the daunting tasks that it faces. He noted the skepticism of society at large towards the institutional church that needs to be surmounted. We can strive to overcome this by manifesting our identity as the Church in and for America. He then summarized his written report stressing efforts in building relationships, building a stable church administration, discerning which ministries belong at which level of the Church and make decisions on those issues, introducing proportional giving and reducing assessments. We are committed to making a change on funding issues and our people must adjust to this change. Regarding sexual misconduct issues, they are a much bigger part of the work than Fr. Jillions anticipated. He estimated that 75-80% of his time has been spent on this work. Until recently, Fr. Alexander Garklavs was doing this work as a consultant. For example, one misconduct case opened in late December has generated over 600 emails. There are currently five active cases. This whole area is becoming increasingly complex. Unless we have a person with professional qualifications in both investigation and counseling to be a coordinator, we will not be able to adequately address misconduct issues. Training investigators and counselors locally in the dioceses as well as preventative measures and programs are also needed. This would allow the chancellor to properly fulfill his other duties.

Gregory Nescott noted that for years misconduct complaints were suppressed. They are now being handled in a new way, which encourages people to come forward with their complaints with the hope that they will be properly handled. In regard to the psychological vetting of ordination candidates, Gregory Nescott inquired if seminary candidates are vetted. Bishop Tikhon, Fr. Chad Hatfield and Fr. Jillions responded that background checks are conducted on seminary applicants, but that in depth psychological testing is only conducted once a petition for ordination is submitted. If a problem is perceived in a student, appropriate testing may be done.

Fr. Hatfield, following up on comments in Fr. Jillions' report that commended the Metropolitan's courage in addressing problems of the last three years, suggested that should such issues arise again, the Church not hesitate to engage an outside facilitators to help us restructure and get back on track, as such issues concern all of us, not just the Metropolitan. Gregory Nescott noted that this was done a year and a half ago, but should the need arise, this could be pursued more extensively in the future.

F. Sexual Misconduct Policy Advisory Committee (SMPAC)

Fr. Jillions introduced Archpriest Theodore Bobosh and Protodeacon Peter Danilchick, SMPAC members, present for this discussion of various issues pertaining to the ongoing work of the SMPAC. He announced that on December 9, 2011, the Lesser Synod approved a suggestion from SMPAC that its charter be revised to place it under the authority of the Holy Synod and the *POLICIES, STANDARDS, AND PROCEDURES OF THE ORTHODOX CHURCH IN AMERICA ON SEXUAL MISCONDUCT (PSPs)* be revised to place the Office for Review of Sexual Misconduct Allegations under the authority of the Lesser Synod. He stated that there are five current investigations. Some information on investigative method and procedures conducted by response teams was provided. It was stressed that the Church's investigations are not criminal police investigations. The investigations conducted by the Church include a pastoral dimension, seeking to reach out to both alleged perpetrators and victims. When a police investigation is initiated, a Church investigation is conducted only after completion of the police investigation. Protodeacon Peter Danilchick provided some historical background on the formation of the SMPAC, which was established two years ago following the Sidebottom case to revise the PSPs approved in 2003. A memorandum from SMPAC was submitted to the Holy Synod a year ago. After a request for additional documentation, some 600 pages were appended to the memorandum. The Holy Synod has yet to issue its response to the memorandum. The required professional qualifications of a person to coordinate the Office for Review of Sexual Misconduct Allegations were discussed. Protodeacon Danilchick noted that the SMPAC has recommended that the PSPs be revised to make the complaint process easier and less forbidding. Fr. Theodore Bobosh shared additional observations on the work of the SMPAC. He noted that church leaders are now being held criminally responsible for not properly supervising clergy who are perpetrators. Gregory Nescott commented on the changing legal landscape in terms of reporting sexual abuse. He provided information on several high profile cases in other churches. He outlined the issues facing the OCA to improve its handling of sexual misconduct. Thaddeus Wojcik detailed liability issues and other legal considerations. A lengthy discussion on the necessity of a change in culture and attitudes in handling sexual misconduct in today's climate regarding such issues. Bishops Tikhon and Melchisedek reported that they are preparing the Holy Synod's comprehensive response to the SMPAC memorandum and its appended documents, which has been a laborious, painstaking and time-consuming task. It is projected that it will be completed for the upcoming Holy Synod meeting in May.

Based on issues raised during today's discussion, the need for a resolution specifying action items that need to be undertaken was affirmed. It was agreed that a resolution should be drafted for consideration later during this meeting. Various issues and problems in the handling of cases in the past were discussed. The importance of careful and diligent follow-up in all areas was particularly noted.

F.1. MOTION GARRETSON/REEVES – To adjourn the evening session. CARRIED.

The meeting adjourned with prayer at 9:58 PM.

WEDNESDAY, FEBRUARY 22, 2012

The morning session was called to order, following prayer, at 9:21 AM. Fr. John Shimchick read the Scripture readings for the day from the Prophecy of Joel.

Fr. Jillions announced that the report on External Affairs would be presented immediately after lunch.

Each Metropolitan Council committee spoke briefly about its work to inform new members.

G. Secretary's report (attached)

Archpriest Eric Tosi, OCA Secretary, highlighted his written report. He lauded the chancery staff for its hard work especially in conjunction with the recent All-American Council. He spoke of the fruitful transition with Fr. Jillions as the new chancellor. He announced a proposed adjustment in the responsibilities of Protodeacon Joseph Matusiak. As he currently serves part-time as the Metropolitan's secretary and deacon along with some

communications work and as department coordinator, it is proposed that the department coordination be assigned to a new position of Department Coordinator. In discussion, Dr. Dmitri Solodow spoke against the proposal of hiring the position stating that in management culture such coordinator positions have been deemed superfluous in recent decades and that as we will be reexamining the role of the central church administration and the place of ministries currently offered by departments, at various levels in the Church, now is not the time for this type of coordinator position. This change in management culture was rebutted by another member of the Council. Fr. Tosi responded that the Church officers, due to their other work, often do not have time to provide coordinating guidance to departments when needed. Fr. Michael Anderson inquired whether departments are currently provided with their budget updates. Melanie Ringa responded affirmatively. Further discussion on the issue ensued. It was noted that the request for a coordinator came from department heads themselves to enhance cohesiveness of their work. A debate followed on how the expense of such hiring would flow from the financial discussions at the 16th All-American Council. Gregory Nescott suggested that the Metropolitan Council's statutory mandate is not to interpret the will of the All-American Council, but only to implement its decisions. In further discussion of the issue in relation to Human Resources policy, Fr. David Garretson stated that current policies have not been violated. Nevertheless, he suggested that the hiring should be perhaps deferred. Fr. David Mahaffey stated that such hiring would be viewed negatively in his diocese. Fr. John Vitko spoke in favor of the proposed position. Metropolitan Jonah noted that the 16th All-American Council expressed a real desire for the ministries that are offered by departments. The departments will also be involved in implementation of the Strategic Plan. There needs to be coordination between the central administration and the departments. He also suggested that any action or further discussion on this position and any decision on hiring take place in conjunction with the financial report.

Fr. Tosi further highlighted communications work. He particularly noted the complex issue of moderating public postings on Facebook, Twitter and other internet media of the OCA. Fr. Jillions announced the inauguration of a chancellor's blog in April. The complexity of ensuring the timeliness and accuracy of postings on the OCA website was also discussed. The legal issues pertaining to liability in internet posting were likewise discussed. Dr. Dmitri Solodow noted the decision of the All-American Council, blessed by the Synod, to make the OCA website interactive. Frs. Tosi and Jillions stated that discussion with experts on how best to accomplish this is moving forward.

H. After Action Report for the 16th All-American Council (attached)

Fr. Eric Tosi highlighted his attached written report. He requested input for improvement at the next All-American Council. He noted that the success of the 16th Council was due in large part to early preparation. He announced that the Council came in under budget. It is proposed that these funds will be returned to the dioceses proportionate to their contributions. Expenses were judiciously cut. Much money was saved by not printing council materials. An excellent turnout of vendors and exhibitors contributed to income. Gregory Nescott pointed out shortcomings in the nomination and election procedures for church-wide positions at the 16th Council and suggested improvements. He pointed to additional inadequacies in resolution scheduling and banquet reservations. In discussion, various time management issues were also raised. The frequency of the celebration of the Divine Liturgy at the Council was also discussed in terms of the time constraints of the council schedule. It was suggested that a different setup of the plenary hall other than round tables be explored. Fr. Mahaffey suggested that consideration be given to holding a future council on a college campus. Fr. Tosi stated that this has been investigated in the past and will also be considered for future venues. Metropolitan Jonah expressed his gratitude to the central administration and the local committee who worked hard in the organization of the Council. In general, it was agreed that it was a well run Council.

Following a short recess at 10:55 AM, the session resumed at 11:10 AM.

I. Post-Conciliar Committee (attached)

Fr. John Vitko highlighted his attached written report with a PowerPoint presentation. He noted that the Strategic Plan applies to most parishes. He noted the overwhelming support for the Plan at the 16th All-

American Council. He appealed for further input from the bishops and Metropolitan Council member during discussion today and over the next month. He stressed that the plan remains a living document that can continue to evolve.

He then introduced the Implementation Team Leaders of the working groups to develop the various goals of the plan. Each Team Leader gave a PowerPoint presentation highlighting the discussions of the workshops at 16th All-American Council and further deliberations of working groups since the Council. (See the posted PowerPoint presentations).

- Evangelization and Parish Development – Archpriest John Reeves

In response to a question, Fr. Reeves affirmed that this implementation would certainly be coordinated with the OCA Department of Evangelization. In discussion, he reiterated that these efforts must include the active knowledge and participation of the hierarchs.

- Leadership and Management – Archpriest David Lowell

In addition to a PowerPoint, Fr. Lowell also distributed a text version of his presentation. In discussion, Dr. Solodow inquired about lay leadership mentoring. Fr. Lowell responded that although not explicitly stated in the presentation, it is projected to begin with clergy leadership mentoring programs, which can later be adapted for laity programs as well. It was requested that this be explicitly stated.

- Youth and Young Adults - Priest Christopher Rowe

In addition to his PowerPoint, Fr. Rowe also distributed a text of an expanded version of his presentation. In discussion, Fr. Joseph Gallick asked about cooperation with FOCA. Fr. Rowe responded that no resource will be rejected and that the implementation will strengthen the OCA Department of Youth and Young Adult Ministries, which has recently had meetings with FOCA.

- Revitalizing Diocesan Relations – Mrs. Donna Karabin

In response to this segment, Bishop Tikhon offered the Diocese of Eastern Pennsylvania as an initial pilot project for the implementation team in diocesan revitalization.

- Inter-Orthodox Relations – Matushka Wendy Cwiklinski

Matushka Cwiklinski stressed that this aspect of the Strategic Plan implementation pertains to grassroots initiatives that can be locally implemented, rather than a top-down approach, which is within the purview of the hierarchy through the Assembly of Bishops. She relayed some of the inter-Orthodox cooperation experiences in San Diego in which she is very much involved.

- Contemporary Issues – Priest Caleb Abetti

Fr. Abetti noted that contemporary issues are important to us because Jesus Christ faced contemporary moral and social issues during his time on earth. In truth, there is no issue that is not contemporary. Our task is to discern the will of man in light of the will of God and to be faithful to the Church's Tradition as found in the Gospel.

- Continuing Education – Archpriest Ian Pac-Urar

Fr. Pac-Urar underlined that continuing education was viewed in discussions during the All-American Council as the key connected with all other implementation goals of the Strategic Plan. In discussion, concerns

regarding funding to staff the proposed Office of Continuing Education were expressed. Fr. Pac-Urar suggested that outside funding be found if resources are not available in the OCA budget.

In conclusion, Fr. Vitko noted the enthusiastic participation in the Strategic Plan workshops at the All-American Council that has resulted in a new crop of people participating.

Following a recess at 12:59 PM, discussion resumed over lunch at 1:20 PM.

Fr. Jillions shared some reflections on the Strategic Plan, which, he stated, focuses on the real life of the Church as seen in the implementation proposals. A wide-ranging discussion ensued with the presenters and other issues concerning implementation of the Strategic Plan were also broached. Metropolitan Jonah lauded the presentations and stressed that the evangelical imperative of spreading the Gospel message must be central in all implementation activities.

In response to questions, Fr. Vitko clarified that any further input can be sent directly to Implementation Team Leaders and copied to him. The title "Strategic Plan" for the entire process was also questioned in discussion. Fr. Vitko stated that this title is used for lack of a better one, but could be changed if a better title is proposed.

- I.1. MOTION VITKO/HATFIELD - To approve proceeding with the implementation proposals for the Strategic Plan as presented today subject to:**
- 1. Considering any further inputs that might be submitted by the Holy Synod and the Metropolitan Council over the next month; and**
 - 2.. Not committing to any costs at this time beyond those that can be covered by the funds currently allocated for the Strategic Plan in the 2012 budget or that can be raised from other funding sources. CARRIED.**

F. Sexual Misconduct Policy Advisory Committee (SMPAC)

Based on the previous day's discussions, the following motion concerning SMPAC and related issues was presented.

- F.2. MOTION GARRETSON/MAHAFFEY - That the Office for Review of Sexual Misconduct Allegations review in a systematic and timely manner previously "closed" clergy sexual misconduct files to determine any necessary action. To fund the appropriate staff and resources to ensure the professional, prompt, and timely execution of the Policies and Procedures regarding sexual misconduct (existing PSP). The Metropolitan Council requests that the Holy Synod issue their complete response to the SMPAC memorandum of February 2011 with all deliberate speed.**

It is further resolved: That the Metropolitan Council increase the existing budget line item for the Office for Review of Sexual Misconduct Allegations not to exceed \$125,000. CARRIED with 1 vote against (Maureen Jury).

R. Other Business

Dr. Solodow initiated discussion on the mandate of the All-American Council to create a process to define what work and ministries, including various aspects of implementation of the Strategic Plan, should be done centrally or locally. Various points of view on how this process should be approached were expressed in extensive discussion. It was suggested that the dioceses should be included in discussion of these issues. During the discussion, several motions were presented but not adopted. In conclusion, the following motion was presented and adopted:

- R.1. MOTION SOLODOW/JURY - To establish a work group to prepare an initial draft report on what is the work of the Church and where, centrally or locally, it can be most efficiently and effectively done and that the work group be composed of the Lesser Synod, the Officers and three members of the Metropolitan Council. CARRIED.**

The process of naming Metropolitan Council members to the work group was discussed. Dr. Solodow stated that he did not wish to be a member but could act as facilitator, if requested. Nominations to the work group were made from the floor.

- R.2. MOTION SOLODOW/GALLICK – To approve the nomination of Fr. John Shimchick, Maureen Jury and Janet Van Duyn as the members of the work group from the Metropolitan Council. CARRIED.**

Following a recess at 2:51 PM, the session resumed at 3:04 PM.

In the absence of Fr. Leonid Kishkovsky, Dr. Paul Meyendorff presented Fr. Kishkovsky's attached written report on the Office of External Affairs and Interchurch Relations. He noted that the report was presented to the Lesser Synod the previous day and approved. He underscored that external relations fall within the responsibility of the Primate. He stated that the OCA has in some ways been marginalized in recent years – for example in the Episcopal Assembly. Therefore, our strong vision and witness is all the more important. He suggested that we have two trump cards – the very fact of our autocephaly, visibly expressing the vision of a local, territorial and united Church, which we must strive to achieve. The second is the role of translating Orthodoxy to the West and translating the West to the rest of the Orthodox world. These are strengths that we must continue to pursue. We must maintain our relations with the other Orthodox, as mandated by our Tomos of Autocephaly. The context of ecumenical meetings provides, in some cases, the only opportunity for us interact with some of the other Orthodox churches. In receiving the report, the Lesser Synod approved its proposal of a working group composed of Frs. Jillions, Kishkovsky, Erickson and Dr. Meyendorff to review and strategize OCA participation in external affairs and interchurch relations.

J. Metropolitan Council Committees

J.1. Charity – attached

Father John Reeves presented the attached report of the Charity Committee and encouraged the submission of new requests for grants from worthy organizations.

J.2. Council Development

As the committee does not currently have a chairperson and has been inactive, no report was presented

J.4. Ethics – attached

Fr. David Mahaffey presented the committee's attached report and noted that no ethics complaints had been received since the last meeting of the Metropolitan Council.

J.5. Human Resources

Fr. David Garretson delivered an oral report noting that in fulfillment of the specific mandates of previous Metropolitan Council meetings, all necessary administrative paperwork was completed to effect the hiring of Fr. John Jillions as chancellor and to conclude the severance of former chancellor, Fr. Alexander Garklavs, who has now been assigned to Parma, OH.

Fr. Garretson initiated an extensive discussion on hiring policies in terms of advertising position openings and the involvement of the Metropolitan Council in approving hires, particularly as this relates to stipendiary personnel.

J.5.A. MOTION GARRETSON/SOLODOW – Having heard the Human Resources Committee report concerning hiring policies, the Metropolitan Council reaffirms the provisions of the Human Resources manual that all open positions, including stipendiary positions, must be advertised on the OCA website. CARRIED.

J.5.B. MOTION MYERS/MAHAFFEY – To move into executive session. CARRIED.

A personnel issue was discussed in executive session

J.5.C. MOTION BUTRIE/REEVES – To move out of executive session. CARRIED.

J.3. Crisis Management

Dr. Dmitri Solodow, chairman of the Crisis Management Committee, delivered an oral report. He provided background on the history of the establishment of the Committee, its purposes and actions as well as the functioning of the Crisis Management Committee and the Crisis Management Team that is activated as needed. Upcoming activities will include crisis management training for the Crisis Management Team and the Holy Synod, particularly pertaining to interaction with the media and the Crisis Management Team will memorialize in writing its procedures and actions as an aid in future situations. A discussion of the report took place.

J.6. Internal Governance

Dr. Dmitri Solodow, chairman of the Internal Governance Committee, briefly outlined the purposes of the committee. He presented the attached report of the Internal Audit Committee, which functions under the Internal Governance Committee. A prerogative of the Internal Governance Committee is to nominate the Church's Internal Audit Committee. It was announced that Deacon Martin Watt, current chairman of the Audit Committee, does not wish to continue in this position due to his other commitments. Dr. Solodow suggested that the Metropolitan Council accept Deacon Martin Watt's recommendation to reappoint the committee's other members as the Audit Committee for the new triennium.

J.6.A. MOTION SOLODOW/NESCOTT – To appoint Vera Bozko-Summer, Karen L. Simons-Durkish and Michael S. Strelka as members of the Internal Audit Committee for the current triennium. CARRIED.

In response to a question, Dr. Solodow stated that the Internal Audit Committee will itself elect its own chairperson. He explained the OCA Best Practices document for new Metropolitan Council members and announced that, as mandated by the document itself, the Internal Governance Committee will undertake the triennial review of the document in the coming months.

K. Legal Issues

K.1. MOTION GALLICK/REEVES – 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.

Following a dinner recess at 6:05 PM, discussion of legal issues resumed at 6:40 PM.

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

The meeting adjourned with prayer at 7:40 PM.

THURSDAY, FEBRUARY 23, 2012

Following the celebration of a Divine Liturgy at Saint Sergius Chapel at 7:30 AM, the meeting was opened with prayer led by His Beatitude, Metropolitan Jonah at the East Norwich Inn at 10:05 AM.

Fr. Tosi announced the following additions to the agenda – Orthodox Health Plans report, an additional legal issue and a review of 16th All-American Council resolutions and Statute amendments.

He reminded Council members to sign up for committees and to submit their annual ethics, best practices, whistleblower and oath of office forms.

L. Finance Report - attached

Melanie Ringa noted that 2010 financial documents were thoroughly reviewed at the last meeting and have been posted on the OCA website. She further mentioned that it was the first clean audit in many years.

She stated that work is beginning on finalizing the 2011 statements. After the external review and auditing in May, they will be finalized by the end of June. In a PowerPoint presentation, she highlighted the details of the 2011 Statements attached to the Treasurer's report. She indicated items that came in over or under budget. She explained the status of the Honesdale Bank loan and noted that its current balance is \$677,000 at a 7% interest rate. She provided additional background information on annuities and bequests. She reported on the financials pertaining to the 16th All-American Council, which was under budget. A discussion took place regarding a proposal to distribute the excess funds back to the dioceses proportionately to their contributions. Some members questioned whether these funds should be repaid to the parishes as these funds were collected from their AAC assessments.

L.1. MOTION VITKO/LANIER – That the excess funds from the 16th All-American Council be redistributed to the dioceses and stavropegial institutions proportionately to their contributions. CARRIED with 1 abstention (Fr. John Reeves).

Further discussion on various details of the 2011 financial statements took place and Melanie answered questions from the meeting participants.

M. Finance Committee report

Fr. Gleb McFatter reported on the status of the 2012 balanced budget passed at the Metropolitan Council's 2011 fall meeting. He outlined budget changes including repayment of \$100,000 to permanently restricted funds as recommended by the external auditor and the severance package for Fr. Alexander Garklavs. He presented other items for discussion including a proposal to secure life insurance for all OCA clergy, an updated appraisal on the OCA chancery property, a \$6,000 stipend for the proposed department coordinator and \$30,417 increase in the budget for the Office of Sexual Misconduct. He announced that the Finance Committee is recommending that a certified appraisal not be conducted presently but that other means of assessing the value of the OCA Chancery property be found. The committee is also recommending that the additional \$30,417 for the Office of Sexual Misconduct be transferred from the budget for legal costs. Various issues pertaining to the line items in the proposed budget increase were extensively discussed. Fr Eric Tosi presented a proposal to cover all active clergy with life insurance. A discussion ensued. The importance of clergy care was underscored in conjunction with the low salaries of many clergy.

- M.1. MOTION MAHAFFEY/SOLODOW – That the possibilities of clergy life insurance continue to be explored and that a full report be presented at the next meeting of the Metropolitan Council. CARRIED with 1 abstention (Fr. David Lowell).**

Fr. McFatter reported that recently received unrestricted bequests will total more than \$200,000 - exact figures are not yet available, as these bequests are still being processed. These bequests would be placed in a temporarily restricted fund designated to repaying the loan.

- M.2. MOTION SOLODOW/VITKO – That the funds received in recently received bequests be temporarily restricted to pay off the Honesdale Bank loan. CARRIED with 1 abstention (Fr. David Mahaffey).**

As no motion was made to accept the hiring of a department coordinator, this item was removed from the proposed budget increase. It was agreed that it is imprudent to transfer a budgeted amount from legal expenses to the Office for Review of Sexual Misconduct Allegations and to include this item in the budget increase. This would include an increase in the expenses for the Office of Review of Sexual Misconduct Allegations and the payment of the severance pay for the former Chancellor, Fr Alexander Garklavs.

- M.3. MOTION GARRETSON/DICK – To approve an increase in the 2012 budget of the Orthodox Church in America in the amount of \$160,855, which would only allow for repayment of \$100,000 to Permanently Restricted Endowments, as strongly recommended by the external auditors at the September 2011 Metropolitan Council meeting, \$31,200 for the severance package for Father Alexander Garklavs and \$30,417 to fund a Coordinator of the Office of Sexual Misconduct, and rejecting additional increased funding proposals. CARRIED with 1 vote against (Janet Van Duyn).**

Fr. McFatter outlined some information on the functioning of the Finance/Investment Committee and its membership.

N. Financial Development Committee

Due to the absence of David Yeosock, Chairman of the Committee, a report was not presented

O. Results of Chancellors/Treasurers meeting

Melanie Ringa offered a positive assessment, as portrayed in her attached Treasurer's report, of the meeting of the OCA officers with the diocesan chancellors and treasurers on January 17-18, 2012 (see attached minutes of this meeting). A lengthy discussion ensued on possible methods for funding the OCA budget and whether anything other than a per-capita assessment system of funding would be a violation of the OCA Statute. A wide range of issues pertaining to financial support was also addressed in this discussion and numerous ideas for alternative funding were presented. It was agreed that any decisions must be faithful to both the OCA Statute and the decisions of the All-American Council. It was particularly noted that we are legally bound as a matter of fiduciary responsibility to fulfill the provisions of the OCA Statute.

M. Finance Committee report

A further discussion took place concerning a contingency for the deficit in the 2012 budget

- M.4. MOTION VITKO/VAN DUYN – That the Treasurer prepare a contingency plan for the \$160,855 deficit in the approved 2012 budget of the Orthodox Church in America. CARRIED with three abstentions (Garretson, Meyendorff, Reeves).**

P. Pension Board Report

Fr. Gleb McFatter, a member of the OCA Pension Board, provided a brief oral report on the state of the OCA Pension Plan at the end of 2011 and answered several questions. He noted that pension assets are currently \$23,400,000, with a loss of 4.5% in 2011. Current projections are that the Pension Plan will have a surplus by 2035 or 2040. Over the last three years, the performance of the Plan has been up by 11.8%. The Plan currently has 578 members.

Following a recess for lunch at 12:58 PM, the afternoon session was called to order at 1:35 PM.

K. Legal Issues

K.3. MOTION GARRETSON/LOWELL – To move into executive session. CARRIED.

In executive session, Thaddeus Wojcik led discussion regarding a legal issue.

K.4. MOTION NEScott/MAHAFFEY – To move out of executive session. CARRIED.

R. Other Business

Review of 16th All-American Council resolutions and Statute amendments

Fr. Eric provided a brief oral report on the status of implementation of the resolutions and Statute amendments adopted by the 16th All-American Council, that have not already been discussed at this meeting.

- deaf outreach

This has been referred to the Department of Evangelization who will work with St. Nicholas Cathedral in Washington, DC, where the resolution originated.

- outreach to African-Americans

An initial featured interview with Fr. Moses Berry has been posted on the OCA website. Other postings will follow. A full implementation plan will be developed. The Department of Evangelization will be working on this with Fr. Berry.

- monastery resolution

This has been discussed with His Beatitude. This matter falls largely within the competence of the diocesan bishops. Feature postings will be published on the OCA website.

- seminary support

St. Vladimir's Seminary has already sent out a letter on this. Fr. Hatfield reported on the positive responses received from a number of parishes. St. Tikhon's and St. Herman's will be approached for their follow-up to this resolution. More coordinated efforts will continue to implement this resolution.

- sanctity of marriage

A statement has been published. This issue will be a focus of the Contemporary Issues working group. Both the youth blog and OCF are working on this issue. The Holy Synod is preparing a statement.

- Statute Amendment – Article X, Section 5

This amendment allowing parishioners to receive confession at another parish with the permission of their priest has now been incorporated into the Statute and published on the OCA website.

- Resolution regarding 1975 Statute Amendment

Fr. Tosi asked Judge Lanier to provide an update. Judge Lanier stated that the issue concerns term limits for Metropolitan Council members. The purpose of the 16th All-American Council resolution was to confirm a 1975 Statute amendment that had not previously been published in the Statute. Due to the change in periodicity of All-American Councils soon after the 1975 amendment, it is not entirely certain what the adopted amendment mandated. Further archival research to clarify this issue will continue.

In response to a question, Fr. Tosi stated that resolutions that did not make it to the floor of the All-American Council have been tabled. It was suggested that resolutions not be left to the last day during the Council. Further discussion on the process of submitting resolutions and their presentation at the All-American Council took place. The better use of media technology during sessions was suggested.

Orthodox Health Plans

Fr. Tosi reported on the recent controversy regarding new government legislation and insurance coverage for voluntary abortion coverage. This is being discussed by the representatives of various jurisdictions to Orthodox Health Plans Board. There has been much misinformation on the internet. A statement on this matter that will be issued by the joint members the Orthodox Health Plans is presently being drafted.

Q. Department reports – attached

Fr. Tosi pointed out that brief department summary reports emanating from discussions at the meetings of department heads and diocesan chancellors and treasurers in January are in the materials distributed for this meeting.

R. Other Business

By consensus, the next meeting of the Metropolitan Council was tentatively scheduled for September 25-27, 2012.

Fr. John Jillions thanked all participants in the meeting for the generally positive tone of the meeting, and exhorted all to depart in a spirit of mutual forgiveness, in view of the approach of Great Lent. He asked everyone to forgive him.

Fr. Eric Tosi requested that the Metropolitan Council recognize those members whose terms have recently expired: Archpriests Theodore Boback, Theodore Bobosh, Michael Matsko, Michael Oleksa, Protodeacon Peter Danilchick, Deacon John Zarras, Matushka Anna Andrew, David Grier, Rosalie Luster, Eleana Silk and Dr. Paul Witek along with Priest Matthew-Peter Butrie and Protodeacon Michael Myers whose terms are about to expire. By consensus, the Metropolitan Council expressed its profound gratitude to all of these people for their service on the Council.

R.3. MOTION D’FANTIS/VAN DUYN – To adjourn the meeting. CARRIED.

The meeting was adjourned with prayer at 2:54 PM.

Respectfully submitted,

Alexis Liberovsky,
Recording Secretary



**MINUTES
of the Joint Meeting of the Holy Synod
and the Metropolitan Council**

**Tuesday, July 10, 2012
Via Conference Call**

PARTICIPANTS

HOLY SYNOD

His Eminence, Archbishop Nathaniel
His Eminence, Archbishop Nikon
His Eminence, Archbishop Benjamin

His Grace, Bishop Melchisedek
His Grace, Bishop Michael
His Grace Bishop Matthias
His Grace Bishop Mark

METROPOLITAN COUNCIL

Church Officers

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

Archpriest Eric G. Tosi, *Secretary*

Members elected by the All-American Council

Priest David Garretson (joined late)
Archpriest Chad Hatfield

Dr. Paul Meyendorff
Maureen Jury

Diocesan Representatives

Diocese of Alaska

Jeremy Pletnikoff

Bulgarian Diocese

Priest Matthew-Peter Butrie

Protodeacon Michael Myers

Archdiocese of Canada

Archimandrite Alexander (Pihach)

Protodeacon Nazari Polataiko

Diocese of Eastern Pennsylvania

Archpriest David Mahaffey

David Yeosock

Diocese of the Midwest

Archpriest Alexander Kuchta

Sam D'Fantis

Diocese of New England

Priest Robert F. Dick II

David Zavednak

Diocese of New York New Jersey

Archpriest John Shimchick

Janet Van Duyn

Diocese of the South

Priest Gleb McFatter

Diocese of Washington

Priest John Vitko

James Karabin

Diocese of the West

Archpriest David Lowell

Dr. Dmitri Solodow

Diocese of Western Pennsylvania

Archpriest John Reeves

Gregory J. Nescott

Absent

Archbishop Tikhon

Archbishop Alejo

Bishop Irene

Bishop Alexander

Archpriest John Dunlop (Diocese of Alaska)

Archpriest Joseph Gallick (Albanian Archdiocese)

William Peters (Albanian Archdiocese)

Judge E.R. Lanier (Diocese of South)

Guests

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

Archpriest Leonid Kishkovsky (Director of External Affairs and Inter-Church relations)

Thaddeus Wojcik, Esq. (OCA General Counsel)

Bernard J. Wilson (Consultant)

A. Opening Prayer and Roll Call

His Eminence, Archbishop Nathaniel opened with a prayer at 8:05 PM. Fr. Eric G. Tosi took a roll call of membership and explained the procedures. Fr. John Jillions gave detailed instructions on the purpose of the call and the responsibilities of the participants during the call. He reminded them that this call will be in executive session and that no recordings of the call are permitted nor is anyone else allowed on the call who has not already been cleared. He reminded them of their fiduciary duties as members of the Metropolitan Council.

B. Executive Session

MOTION HATFIELD/VITKO – To go into executive session. CARRIED.

In executive session, the circumstances and events of the resignation of Metropolitan Jonah were presented. A review of immediate concerns was discussed. There was a period for questions and answers.

C. Closing Prayer

MOTION SOLODOW/KUCHTA – To come out of executive session and adjourn the meeting. CARRIED.

The meeting was adjourned with prayer lead by Archbishop Nikon at 9:32 PM.

Respectfully submitted,

Archpriest Eric G. Tosi

Secretary

Orthodox Church in America



Report on the 17th All-American Council

1. Overview

The sudden need for a special All-American Council was necessitated by the resignation of Metropolitan Jonah. There were many differing opinions as to how and when such a Council should be planned. It was decided to look at the 12 All-American Sobor in 1965 whose sole purpose was to elect a new Metropolitan and use that as an example. The Holy Synod and Officers consulted with various legal and canonical experts on the composition and timing of such a Council and it was determined that the Council needed to be held as soon as possible. The reasons for this are that firstly, the Locum Tenens sole purpose was to organize an election of a Metropolitan and he was not able to act as a substitute Metropolitan. Secondly, the work of the Church cannot continue with an incomplete Synod; certain activities of the Church required a Metropolitan in place. Finally, the Statute provides that an election be held within three months of a vacancy (Article IV, Section 3). While there is some room for delay, it cannot be withheld for any serious amount of time. With this reasons, the Holy Synod worked through a plan for the election of a new Metropolitan.

The guidance from the Holy Synod was as follows:

- A. The election is to be held as soon as possible. After looking through possible dates, November 13 was decided upon as the best time.
- B. That the All-American Council has a sole agenda item which is the election of a new Metropolitan.
- C. That it be held in an OCA Church if possible. A number of venues were explored but there were only two churches in the OCA that could handle such an event: Ottawa and Parma. The church in Ottawa did not have the proper facilities including parking and would be cost ineffective. After looking at Parma, it was decided that it could be held there.
- D. That the Council be as cost effective as possible. After much discussion it was decided that parishes would not be assessed and that the income would come from the dioceses. No parish planned such an expense and it would be difficult to assess them at this stage of the year. Because there was money left over from the last AAC, it was decided to apply that, if possible, to the costs of this AAC.
- E. Finally, that the Council should be low-key and focus on our corporate responsibility as a Church. They also desired that there should a meal eaten together.

With this guidance, it was decided to hold the 17th All-American Council at Holy Trinity Church in Parma, OH on November 13, 2012.

2. Site of the 17th AAC

We contacted Conference Direct, a group that has handled many of our All-American Council (and was already beginning to plan the next AAC) to locate hotels for the Council. We negotiated with 4 hotels and finally signed contracts with Holiday Inn and Doubletree. Both hotels were located 5 miles from the church and could accommodate the groups. We received a special rate and some considerations including free rooms and non-attribution clause (which means if we don't book the rooms we will not be charged for them). The Diocese of Midwest was scheduled to hold their assembly a month prior to the AAC in the same area and decided to move it to November 12 so their delegates will also be able to attend.

The major issue was transportation from the hotel to the church. We have contracted a local bus company which will handle this at a very reasonable rate. We also had the advantage of having a number of local parishes in the area which provides for plenty of local support and volunteers. Likewise the facilities enable us to have meals together at the church hall. The Church will seat close to 700 people with additional seating and the hall will seat over 700 so the space, while tight, will work.

3. Preconciliar Commission

The Statute provides for a Preconciliar Commission to be established (Article III, Section 5). The PCC should be nominated by the Metropolitan Council and appointed by the Holy Synod. It was decided to make this a very lean PCC so that we can do the work in such a short time. The list was sent by email to the Metropolitan Council and everyone replied in the affirmative. The Holy Synod quickly agreed. We have held one in face meeting, a number of telephonic meetings and an onsite visit on September 10-11. The PCC is:

Bishop Michael, Administrator of the OCA
Fr. John Jillions, Chancellor
Fr Eric G. Tosi, Secretary and Council Supervisor
Melanie Ringa, Treasurer
Fr. Leonid Kishkovsky, External Affairs
Fr. Myron Manzuk, Council Manager
Peter Ilchuk, Logistics Manager

I am confident that this team can do all the work required in conjunction with the local committees.

4. Local Committees

It was also decided to keep the local committees to a minimum since this is a short Council. The Cleveland Deanery is quite large and has many people to draw upon for volunteers. It was also decided to have Fr. John Zdinak as local committee clergy chair by virtue of him being the Diocesan Chancellor and residing in Cleveland. It was recommended to have Mary Jane Lucak as the local committee lay chair due to her vast experience in planning such events and she also resides in the Cleveland area. Additional assistance from local clergy

includes Fr. Andrew Clements as local Dean and Fr. Alexander Garklavs as the local rector. All the committees have chairs and are gathering names of volunteers.

The local committee is as follows:

- A. Bishop's Accommodations and Welcome Committee: This committee will ensure all the bishops' rooms are ready and assist them in arrival and departure. It will also ensure that the Cleveland Airport has proper signs and direction for incoming delegates.
- B. Council Credentials and Registration Committee: This committee will be responsible for putting together all the credential packets and manning the registration booths. They will also provide people to collect tickets at the door.
- C. Transportation Committee: This committee will contract the bus company and ensure all transportation is on schedule.
- D. Meals Committee: This committee is responsible for the planning and execution of the brunch and dinner.
- E. Liturgical Appointments Committee: This committee is responsible for all the needed items for the Hierarchical Divine Liturgy.
- F. Public Relations Committee: This committee will make contact with the local press, issue press passes and escort all members of the press.
- G. Secretarial Support Committee: This committee will provide whatever secretarial support needed at the Council.
- H. Signs Committee: This committee will ensure that there are proper directional signs at the Church.
- I. Set up/Break down Committee: This committee will assist the parish in setting up the church and hall and assist in cleaning afterwards. There will be chairs and tables rented so the committee will assist in that as well.

5. Council Committees

Since this is a one day Council with a single agenda item, there is not the need for as many of the Council committees. Many of these cannot be filled until a Council registration list is more complete since they are drawn from the actual delegates. The Holy Synod has recommended some of the positions and they have accepted.

- A. Council Clergy and Lay Chair: This will be Fr. John Jillions as the OCA Chancellor and Judge E.R. Lanier as the lay chair. Since the election is the agenda item, it is appropriate for the Chancellor to manage this. Judge Lanier was the lay chair at the 16th AAC and has an excellent knowledge of procedures.
- B. Council Secretariat: Since this will be a shortened Council there is only a need for four people (two clergy and two lay persons). Alex Liberovsky will manage this committee.
- C. Parliamentary Procedures: We are exploring the use of a professional parliamentarian as was successfully used at the last Council.
- D. Tellers: This committee will be the most critical in counting the ballots. It was decided to double the teams from 6 to 12 to ensure rapid and accurate counting.

E. Credentials: This committee will count the plenary session tickets and ensure that the number is given to the chairs so that we know how many ballots to pass out and what is the 2/3 number for the first ballot.

6. Agenda

The agenda is attached. There may be some time changes but it has been approved by the Holy Synod. There will be only one opening address by Archbishop Nathaniel as *Locum Tenens*. He will declare the Council open, appoint the chairs and turn over the operation to the chairs. The outline of the plenary session is also attached. We will need to ensure that the agenda is approved and followed.

7. Election Procedures

The election procedure is also attached and in the delegate handbook. This is based on the Statute of the Orthodox Church in America, canon law and established procedures. This has been reviewed and approved. The installation of the new Metropolitan will take place immediately upon the canonical election by the Holy Synod. A more formal installation at his Cathedral will be scheduled in due time. All ballots are preprinted and under the control of the Secretary of the OCA.

8. Liturgical Services

There will be Great Vespers on Monday evening. Fr. Andrew Clements, the local Dean will serve with a local deacon. There will be a reflection after the service offered by Fr. Daniel Hubiak, retired Chancellor of the Orthodox Church in America.

The Hierarchical Divine Liturgy will be on Tuesday morning. Archbishop Nathaniel will preside and all the hierarchs will serve. Also invited to serve are the officers of the Church, the chancellors of all the dioceses, the local rector and the seminary deans. Fr. Thomas Hopko will offer the sermon. The deacons will be Archdeacon Kyrill Sokolov, Archdeacon David Oancea, Protodeacon Joseph Matusiak, and Protodeacon Nazari Polataiko.

David Drillock will conduct the choir at all of the services.

9. Other Comments

This Council had to be planned in a short period of time. I am thankful for all the volunteers who made this happen. In addition, we needed to have an appropriate budget. Melanie Ringa planned a budget of \$55,000 which we are confident can be met.



17th All-American Council
November 13, 2012
Holy Trinity Orthodox Church
Parma, Ohio

PROJECTED AGENDA

SUNDAY, NOVEMBER 11 (PRE-COUNCIL)

Time	Event	Location
All Day	Arrival of Council Team	
6:00 PM – 7:00 PM	Meet with Preconciliar Committee	Holiday Inn

MONDAY, NOVEMBER 12 (PRE-COUNCIL)

Time	Event	Location
9:00 AM - 4:30 PM	Church and Hall Set-Up	Holy Trinity Church
1:00 PM	Meeting with Local Committee	Holy Trinity Hall
5:00 PM – 10:00 PM	Transportation from Hotels to Church	
5:00 PM – 10:00 PM	Registration	Holy Trinity Hall
7:00 PM	Great Vespers	Holy Trinity Church
9:00 PM	Holy Synod	Holy Trinity Hall

TUESDAY, NOVEMBER 13 (COUNCIL)

Time	Event	Location/Responsibility
7:00 AM – 9:00 AM	Transportation from Hotels to Church	
7:00 AM – 5:00 PM	Secretarial Room Open	Holy Trinity Office
7:00 AM – 11:00 AM	Council Registration Open	Holy Trinity Hall
7:30 AM - 10:30 AM	Hierarchical Liturgy	Holy Trinity Church
10:30 AM - 11:30 AM	Breakfast	Holy Trinity Hall
Noon	Plenary Session	Holy Trinity Church
	<i>Opening Molioben</i>	<i>Archbishop Nathaniel</i>
	<i>Call to Order</i>	<i>Archbishop Nathaniel</i>
	<i>Welcome/Organization</i>	<i>Fr. Eric G. Tosi</i>
	<i>Address of Locum Tenens</i>	<i>Archbishop Nathaniel</i>
	<i>Declaration of Vacancy</i>	<i>Archbishop Nathaniel</i>
	<i>Appointment of Vice-Chairs for Election</i>	<i>Archbishop Nathaniel</i>
	<i>Review of the Statute on Election</i>	<i>Lay Vice Chairperson</i>
	<i>Report of the Credentials Committee</i>	<i>Credentials Committee Chairperson</i>

	<i>1st Nomination Ballot</i>	<i>Teller Committee</i>
	<i>Report - Results of 1st Ballot</i>	<i>Clergy Vice Chairperson</i>
	<i>2nd Nomination Ballot (if needed)</i>	<i>Teller Committee</i>
	<i>Report- Results of 2nd Ballot</i>	<i>Clergy Vice Chairperson</i>
	<i>Election by the Holy Synod</i>	<i>Holy Synod</i>
	<i>Declaration of the New Metropolitan</i>	<i>Holy Synod</i>
	<i>Vesting of the New Metropolitan</i>	<i>Holy Synod</i>
	<i>Remarks by New Metropolitan</i>	<i>Metropolitan</i>
	<i>Housekeeping</i>	<i>Fr. Eric G. Tosi</i>
	<i>Closing Molieben</i>	<i>Metropolitan</i>
	<i>Greetings and Blessing</i>	<i>Metropolitan</i>
6:00 PM	Dinner	Holy Trinity Hall
6:00PM – 8:00 PM	Transportation to Hotels	
7:00 PM – 9:00 PM	Breakdown of Church and Hall	

17th All-American Council

Plenary Session (Special Session)

Tuesday, November 13

- Ticket collectors must be ready at door 15 minutes prior
- Bishops and Chancellor will sit together. Table removed when voting begins
- Must have ballots, collectors, collection boxes ready
- Need Metropolitan accoutrements need to be ready
- Tellers must be ready and have Tellers ready for counting
- Candidates may be escorted to sacristy room
- Have curtain ready to cover royal doors when bishops vote
- Bishops will gather in conference in altar
- Have music ready to sing

Order	Event	Person	Action	Reference
1.	Session Opens	Archbishop NATHANIEL	Open session. Must declare that we are now going into a special session	Sing the Grace of the Holy Spirit
2.	Declaration of vacancy	Archbishop NATHANIEL	Read declaration	Copy printed
3.	Appointment of Vice-Chairman for special session	Fr John Jillions and Judge Lanier	Instruct for doors to be closed. No entry or exit. Accredited observers are to be instructed to stay in separated area	Statute
4.	Reading of Statute of Election	Judge Lanier	Read Statute of Election and answer questions	Ask to waive reading
5.	Report of the credentials chair	Credential Chair	Need to declare how many delegates	Statute. Keep it simple

			and what the 2/3 number is	
6.	Ballots passed out	Tellers	Make sure number of ballots passed out is equal to the delegate report	1 st Ballot (blue)
7.	Election	Fr. John Jillions	Collection and counting of ballots supervised by Fr. Memorich	Instructed to keep silent. Tellers collect ballots. Counting room in classroom
8.	Report of 1 st Ballot	Fr. Eric	Fill out 1 st ballot form and give copy to AB Nathaniel	Make sure numbers match.
9.	Declaration of results of 1 st ballot	Fr. John Jillions	Read declaration	If 2/3 make announcement and go to election by bishops. If not then announce and go to 2 nd ballot
10.	Election 2 nd ballot	Fr. John Jillions	Pass out 2 nd ballot. Make sure ballot count is the same as delegate count	2 nd ballot (green)
11.	Report of 2 nd Ballot	Fr. Eric	Fill out 2 nd form and give copy to AB Nathaniel	Make sure numbers match
12.	Declaration of the results of 2 nd ballot	Fr. John Jillions	Read declaration	Names go to HS
13.	Election by Bishops	AB NATHANIEL	Bishops go into sanctuary. Junior bishop counts votes	Have curtain ready. Candidates to side room. Large chalice and bishop ballots ready. Election certificate ready

14.	Declaration of new Metropolitan	Archbishop NATHANIEL	Declaration statements	Statute. Have declaration ready.
15.	Install new Metropolitan	AB NATHANIEL and ADN Kirill	Service book	Have items ready to vest
16.	New Metropolitan Remarks	Metropolitan		
17.	Housekeeping	Fr Eric	Reminders on travel	
18.	Closing Molieben	Metropolitan and ADN Kyrill		
19.	Blessings	Metropolitan	People come forward to receive his blessing on cathedra	



Guidelines for the Election of the Metropolitan of All America and Canada

17th All-American Council

Parma, Ohio

November 13, 2012

Introduction

These guidelines have been compiled to prepare for the nomination and election of the Primate of the Orthodox Church in America. The Holy Synod of Bishops has approved these guidelines in order to ensure the orderly nomination and election of the Metropolitan of All America and Canada at the 17th All-American Council that will be held in Parma, Ohio. This election will select the Primate of the Orthodox Church in America to succeed His Beatitude, Metropolitan JONAH, whose voluntary resignation, effective July 7, 2012, was accepted and announced to the Church by the Holy Synod. The following is a practical description, step by step, of the procedure defined in the Statute of the Orthodox Church in America - Article IV, Sections 3 and 4.

Election of the Metropolitan of All America and Canada

Whereas canonically and juridically His Beatitude Metropolitan JONAH has resigned and the vacancy of the office was officially declared by the Holy Synod (OCA Statute: Article IV, Section 3); and

Whereas the Holy Synod at its session on July 7, 2012 has already accepted such retirement and declared it to be effective on July 7, 2012; and

Whereas, following the resignation of His Beatitude, Metropolitan JONAH the Holy Synod has met and formally declared the office of Metropolitan of All America and Canada vacant, and has elected a *Locum Tenens* in the person of Archbishop NATHANIEL to preside at the election of the new Primate; and

Whereas, the Holy Synod has resolved that the election of the Metropolitan of All America and Canada will take place on November 13, 2012, during the 17th All-American Council; and

In addition, whereas this election is to take place at an extraordinary All-American Council, the Holy Synod of Bishops has resolved that the following procedure is to be observed:

I. Opening of the All-American Council

1. On Tuesday, November 13, 2012, after the delegates for the All-American Council have assembled for the plenary session at Holy Trinity Orthodox Church, Parma, OH,

following the opening Service of Prayer, His Eminence, Archbishop NATHANIEL, shall formally declare the 17th All-American Council in session.

2. Thereupon, the Council shall proceed with the customary business of organizing itself in compliance with Article III of the Statute. It shall hear and act upon the proposed agenda, the report of the Preconciliar Commission; elect the clergy and lay Vice-Chairpersons, the Council Secretariat, Tellers, and members of its other committees, and shall hear the report of the Credentials Committee.

3. The All-American Council will conduct the business of the agenda as accepted.

4. At the opening of the plenary session, the *Locum Tenens* shall announce the appointment, with the concurrence of the Holy Synod, of one of the Vice-Chairpersons to direct the 17th All-American Council in the procedure established for the nomination and the election of the new Metropolitan. For the record, the Secretary of the Holy Synod shall read the Holy Synod's decision accepting Metropolitan JONAH's resignation and the Holy Synod's resolution formally declaring the see of the Metropolitan vacant and electing a *Locum Tenens*. The *Locum Tenens* shall direct the Council to adopt as the next item on its agenda the election of the new Metropolitan. The Council shall immediately proceed with the election as prescribed in the OCA Statute - Article IV, Section 4.

II. Election Procedure

1. The election shall begin with the Council singing the prayer, "The Grace of the Holy Spirit...".

2. The section of the OCA Statute defining the election procedure shall be read along with any additional guidelines from the Holy Synod. Questions from delegates regarding the voting procedure shall be answered.

3. Upon receiving the blessing of the *Locum Tenens*, the chairman of the session shall ask the chairman of the Credentials Committee to give a report on the number of delegates registered and present at this session. Based on the number of registered delegates (hierarchs, clergy and laity) in attendance at this session, the number of votes comprising the two-thirds majority required by the OCA Statute to nominate a candidate on the first vote (OCA Statute – Article IV, Section 4b) shall be established and posted. Before the balloting process begins, the doors of the Church shall be kept closed; no one will be allowed to leave or enter during the balloting process.

4. The chairman of the session shall ask all persons who are not accredited delegates but have been accredited as observers to the 17th All-American Council to remain in the specially designated area reserved for accredited observers. Only Council officials, accredited delegates, and accredited observers will be allowed to remain in the Church. All others will be asked to depart from the Church.

5. The Vice-Chairperson of the session shall then order the tellers elected at the plenary session to receive from the Secretary of the OCA and to distribute to all delegates

(hierarchs, clergy and laity) of the Council, one per delegate, the ballots prepared and certified by the Secretary of the OCA.

6. "On the first vote, one single name may be written on each ballot." (OCA Statute – Article IV, Section 4b). Therefore, any ballot with more than one name or with anything else except the name of one candidate shall be considered invalid.

7. When voting, the delegates of the Council must remember that, in the words of OCA Statute – Article IV, Section 4:

"If not already a bishop, a candidate for the office of Metropolitan must fulfill the canonical, moral, and educational requirements stated in Article VI, Section 9:

- a. The candidate for the office of diocesan bishop must satisfy all the requirements of the Holy Canons pertaining to this highest of all ecclesiastical offices. In addition, it is preferable that he has completed a course of study in a Graduate School of Orthodox Theology and that he be conversant in the English language.
- b. If he is not already a bishop, he can be nominated only from among the monastic or celibate clergy or laymen;
- c. If at the moment of his nomination he is a layman or a celibate or widowed priest, he shall pronounce at least the first monastic vows (rasophoria) before his election and consecration as a bishop.

8. Upon completion of the vote, the tellers shall collect the ballots and place them in a box, which shall be sealed by the chairman of the session and handed over to the chairman of the tellers appointed to count the votes.

9. The tellers shall then proceed to a specially prepared place where the counting of ballots shall occur. They shall not leave the counting place, nor shall anyone who is not a teller be at the counting place, until the tabulation is completed and the results are transcribed on a report signed by all tellers. If a candidate has received a number of votes equal to or greater than two-thirds of the total number of votes, this shall also be registered on the report presented by the tellers. No teller shall give any information about the results of the voting until the chairman of tellers is ordered to present the official report to the Council.

10. During the counting and tabulation of ballots, the Council shall sing appropriate hymns from a booklet prepared for the occasion.

11. Immediately after the tabulation is completed and the report is signed, the chairman of tellers shall place the ballots in the box, seal it, and deliver it to the Secretary of the OCA after presenting his report to the Council. The box shall be in the custody of the Secretary of the OCA until the election is completed, at which time the Secretary of the OCA in the presence of the members of the Secretariat shall destroy the ballots.

12. Upon being officially informed by the chairman of tellers that the tabulation has been completed, the Vice-Chairperson of the session shall proceed to the podium and to present his report to the Council. This report shall contain the names of the candidates with the number of votes received by each of them, presented in order of pluralities, greater to lesser.

13. If the report has clearly established that a candidate has received the two-thirds or more of the votes required by the Statute, the Vice-Chairperson of the session shall make the following declaration:

This All-American Council, acting in full compliance with the Statute of the Orthodox Church in America, prayerfully submits the name of (name and title) to the Holy Synod for approval, canonical election, and appointment of him whom God has chosen to be the Metropolitan of All-America and Canada.

14. Immediately after this declaration, the members of the Holy Synod, with the *Locum Tenens* acting as Chairman, proceed into the sanctuary where they elect the Metropolitan by secret ballot, the votes being counted by the Chairman. Although all hierarchs of the Orthodox Church in America proceed into the sanctuary, only diocesan bishops are voting members of the Holy Synod (OCA Statute – Article II, Section 2). Therefore, auxiliary and retired hierarchs do not participate in the vote by the Holy Synod to elect the Primate of the Orthodox Church in America. If the single nominee submitted for canonical election to the Holy Synod, based on a two-thirds majority of the first vote of the Council, is a voting member of the Holy Synod, he shall not participate in the election by the Holy Synod.

15. If the nominee who has received two-thirds majority or greater is not elected by the Holy Synod, the Holy Synod shall formally state the reasons that motivated the rejection (OCA Statute – Article IV, Section 4b).

16. If no nominee has received the required two-thirds of the ballots of the first vote by the Council, the Vice-Chairperson of the session shall make the following declaration:

Since no candidate has received the number of ballots required for nomination to the Office of Metropolitan of All America and Canada, this All-American Council, in compliance with the Statute of the Orthodox Church in America, shall proceed with the second vote.

17. If there is a second vote, the results of the first vote have no effect on the procedure of the second vote.

18. The procedure of the second vote shall be the same as described in numbers 4 through 12 with the following difference:

"Two names shall be written on each ballot; the tellers shall not count any ballot on

which fewer or more than two names are written." (OCA Statute – Article IV, Section 4b).

19. After the results of the second vote have been officially announced and the report of the tellers has been accepted, the Chairman of the session shall make the following declaration:

This All-American Council, acting in full compliance with the Statute of the Orthodox Church in America, prayerfully submits the names of (name and title) and (name and title) to the Holy Synod for approval, canonical election, and appointment of him whom God has chosen to be the Metropolitan of All America and Canada.

20. Immediately after this declaration and while the Council sings "O Heavenly King..." and "The Grace of the Holy Spirit has assembled us today..." and other appropriate prayers, the members of the Holy Synod, with the *Locum Tenens*, proceed into the sanctuary where they elect the Metropolitan by secret ballot, the votes being counted by the *Locum Tenens*. Although all hierarchs of the Orthodox Church in America proceed into the sanctuary, only diocesan bishops are voting members of the Holy Synod (OCA Statute – Article II, Section 2). Therefore, auxiliary and retired hierarchs do not participate in the vote by the Holy Synod to elect the Primate of the Orthodox Church in America. If one or both of the nominees submitted for canonical election to the Holy Synod, based on the results of the second vote of the Council, are voting members of the Holy Synod, they shall not participate in the election by the Holy Synod.

21. The name of the newly elected Metropolitan is then written into a specially prepared Act to which all members of the Holy Synod affix their signatures and which is sealed with the Seal of the Church.

22. Upon the signing of the Act of Election, the *Locum Tenens* (or another hierarchy designated by the Holy Synod) opens the Royal Doors and, with all participants of the All-American Council standing, he reads the Act:

*In the Name of the Father, of the Son, and of the Holy Spirit, the Trinity one in essence and undivided. It seemed good to the Holy Spirit and to this Sacred Council of the Holy Orthodox Church in America to elect, on this 13th day of November, two thousand and twelve, to the office of the Metropolitan of All America and Canada (name and title).
Axios!*

23. To this announcement, the Council shall respond by singing three times: "Axios," and if the newly elect is a bishop: "*Ton despotin kai archierea imon...*"

Note: If the Metropolitan-elect is not a bishop, the procedure comes to an end at this point. All necessary steps are then taken by the Holy Synod to consecrate him to the episcopacy and to enthrone him as Metropolitan.

24. If the Metropolitan-elect is already a bishop, he stands in the sanctuary while all the

other hierarchs of the Orthodox Church in America, vested in their mantiyas, stand on the solia. The senior hierarch, vested in his mantiya and omophorion, shall stand in front of the Royal Doors and conduct the following service:

Archdeacon: Bless, Most Blessed Master.

Senior Hierarch: Glory to the Holy Consubstantial...

Council: Amen. O Heavenly King...

Archdeacon: - In peace let us pray to the Lord

- For the peace from above and the salvation of our souls, let us pray to the Lord

-For the peace of the whole world and the welfare of the holy churches of God...

- For our newly elected Metropolitan, His Beatitude (name)...

- That our God who loveth mankind will grant him to exercise his holy office without stain or blame, let us pray to the Lord

- That He will deliver us from all tribulation, wrath, danger and necessity, let us pray to the Lord

- Help us, save us, have mercy upon us, and keep us, O God, by Thy grace

Council: Lord, have mercy. (after each petition)

Archdeacon: Commemorating our most holy, most pure, most blessed and glorious Lady Theotokos and ever-Virgin Mary, with all the Saints, let us commend ourselves, and each other and all our life, unto Christ our God.

Council: To Thee, O Lord.

Senior Hierarch: For unto Thee are due...

Council: Amen

Archdeacon: God is the Lord... (tone 8 with verses)

Council: God is the Lord... (four times in response to verses)

The troparion of Pentecost

Glory...Now and Ever...

The troparion to All Saints of North America

Archdeacon: Again and again, on bended knees let us pray to the Lord.

Council: Lord, have mercy. (3)

Senior Hierarch: O Lord our God who hast chosen Thy servant Metropolitan (name) to be the Primate of the Orthodox Church in America, make him to be an imitator of Thee, the true Shepherd, Who didst lay down Thy life for Thy sheep; to be a leader of the blind, a light to those who are in darkness, a reprover of the unwise, a teacher of the young, a lamp to the world. That, having perfected the Church entrusted to him, he may stand unashamed before Thy throne, and receive the great reward which Thou hast prepared for those who have contended valiantly for the preaching of Thy Gospel. For Thine it is to show mercy, and to save us, O our God, and unto Thee we ascribe glory, to the Father, and to the Son, and to the Holy Spirit, now and ever and unto ages of ages.

Council: Amen.

Archdeacon: Have mercy upon us... (litany)

Council: Lord, have mercy. (three times in response to each petition)

Senior Hierarch: Hear us, O God...

Council: Amen

Then the two hierarchs next in seniority shall enter the sanctuary and lead the Metropolitan-elect through the Royal Doors to the cathedra in the center of the Chapel.

*Then the two hierarchs next in seniority shall present the second panagia, saying: **Axios!***

Council: Axios! (three times)

*Then the two hierarchs next by seniority shall vest the Metropolitan in the blue mantiya, saying: **Axios!***

Council: Axios! (three times)

*Then the two hierarchs next in seniority shall present the white klobuk, saying: **Axios!***

Council: Axios! (three times)

*The Senior Hierarch shall present the staff, saying: **Axios!** (and may address brief remarks to the new Metropolitan)*

Council: Axios! (three times)

Archdeacon: Wisdom!

Senior Hierarch: Most Holy Theotokos, save us.

Council: More honorable than the cherubim...

Senior Hierarch: Glory to Thee...

Council: Glory...now and ever... Lord have mercy (3)... Most Blessed Master, bless.

Senior Hierarch: [dismissal]

Council: Amen. Eis polla eti despota.

Archdeacon: Diptychs of all Primates (*except the newly-elected OCA Primate*)

Council: repeats each petition of the diptychs

Archdeacon: To the Most Blessed (name), Archbishop of Washington, Metropolitan of All America and Canada, Many years!

Council: To the Most Blessed (name), Archbishop of Washington, Metropolitan of All America and Canada, Many years!

25. Following the conclusion of the service, the newly elected Metropolitan may deliver brief remarks. All hierarchs, in turn, then approach him to offer congratulations, followed by all delegates and participants of the 17th All American Council.

26. The 17th All-American Council reconvenes in a closing session immediately following the investiture.

27. The Enthronement of the new Metropolitan of All America and Canada will take place at the Cathedral of Saint Nicholas, Washington, DC, on a date to be announced.

Orthodox Church of America

Overview of MPS and OCA Backtesting Results

September 27, 2012

The Need for Better Pension Risk Management



Financial risk management strength

- Leading provider of equity tail-risk hedging services to the insurance industry worldwide
- 100 professionals in Chicago, Dallas, Boston, London, Sydney, Tokyo, Seoul & Taipei
- Hedging over \$600 billion of retirement savings account value through our outsourcing and advisory services
- Our clients include many of the largest companies in the financial services industry

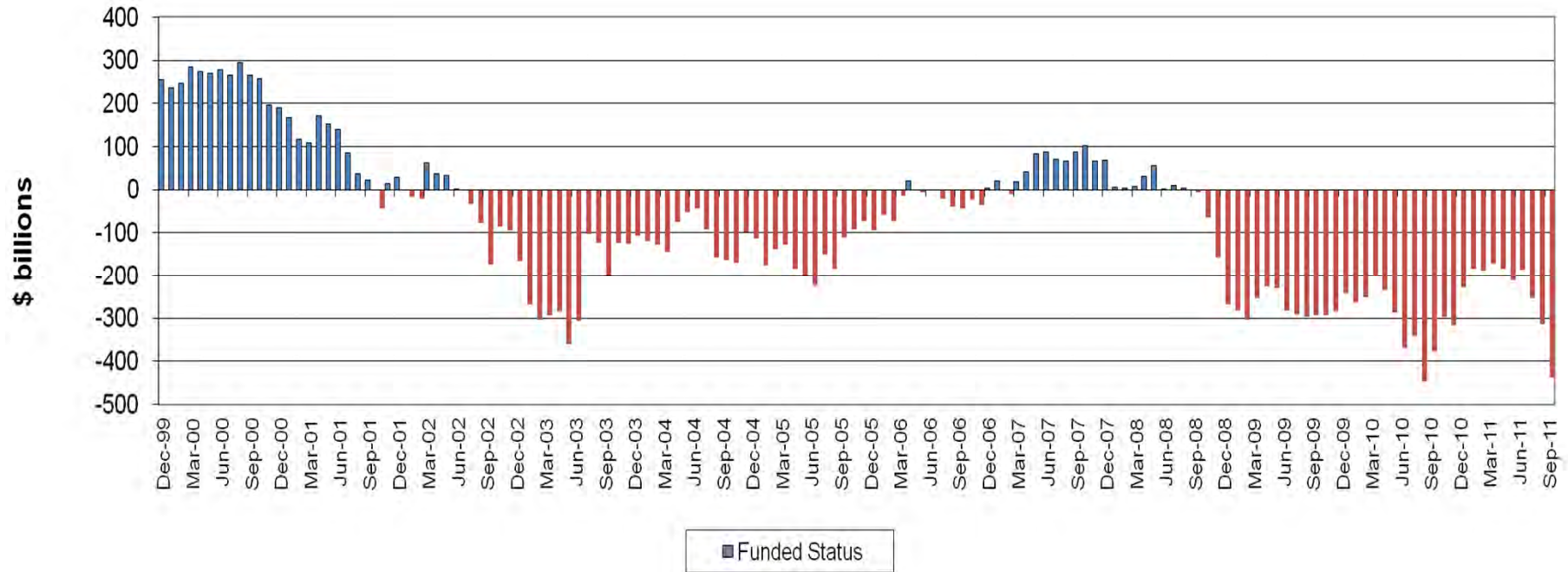


Challenges facing pension plans

- **Unmanageable volatility in funded status and pension costs creates serious business risk**
 - Funded status volatility affects balance sheet, shareholder equity, employee relations
 - Cost volatility affects cash flow, earnings, and budget management
- **The Milliman Pension Funding Study projects the funded status for the 100 largest U.S. corporate pension plans on a monthly basis**
 - Combination of equity market losses and low interest rates has created significant underfunding
 - Plans have a need for outsized asset returns to recover from past market losses

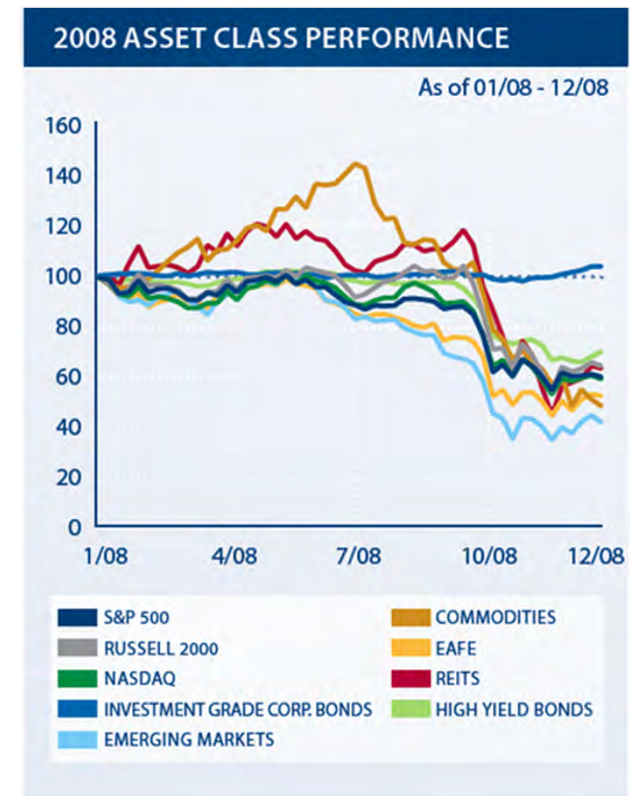
Milliman 100 Pension Funding Index

Pension surplus/deficit



The search for a solution

- “Risk management” has largely been focused on diversification
 - Diversification fails during crises when all asset classes decline together (i.e., 2008 plunge)
 - Trading equity exposure for bond exposure may be unappealing in down markets with low interest rates
- Plan sponsors are challenged to find effective risk management approaches



Milliman's Financial Risk Management for Pension Plans



Who has found a solution?

Effective equity risk management in the life insurance industry

- Milliman's financial risk management practice (established in 1998) introduced hedging to the life insurance industry.
 - Variable annuities, similar to pension plans, promise a guaranteed lifetime payout stream, but back that guarantee with equities (average equity exposure: 60%).
- Hedging became an industry-standard practice by 2006, and saved many companies from bankruptcy in the financial crisis.
- The compelling success of these risk management programs has led Milliman to offer the same solution to pension plans, foundations and endowments.

Hedging programs were 93% effective during Sept. – Oct. 2008, saving the life insurance industry an estimated \$40 billion.*

<http://publications.milliman.com/research/life-rr/pdfs/performance-insurance-company-hedging-rr12-01-08.pdf>

Milliman Protection Strategy (MPS)

Key features

Stay Invested in Current Assets

MPS is implemented as an overlay and requires less than 5% of your current portfolio value to support itself.

Directly Control Exposure to Market Risk

MPS measures and monitors market volatility and controls your exposure to volatility using a futures overlay.

Avoid Value Destroying Behaviors

Automatic resets lock in gains from market upswings and re-risk the portfolio after a market downturn.

Avoid Complicated Financial Instruments and Counter-Party Risk

MPS uses only liquid, transparent, exchange-traded futures contracts that are cash-settled every day.

Milliman Protection Strategy (MPS)

Two sophisticated risk management techniques

Adding a protection strategy reduces downside exposure and provides much greater certainty that investors can achieve funding objectives.

Capital Protection

- **Cushion losses**
 - Explicitly cushion losses in market downturns
 - Amount of cushion customizable to plan needs
- **Keep protection relevant**
 - Ratchet protection level up to preserve gains
 - Reset protection level down after extreme market declines to harvest gains

Volatility Management

- **Current asset allocation**
 - Target a specific equity allocation (i.e., 60%) as a proxy for risk
 - Maintain constant equity allocation regardless of market conditions
- **Target volatility asset allocation**
 - Targets a specific volatility level
 - Prevents portfolio volatility from dramatically increasing during crises

Milliman Protection Strategy holds exchange-traded futures

Futures are liquid, and are cash-settled daily

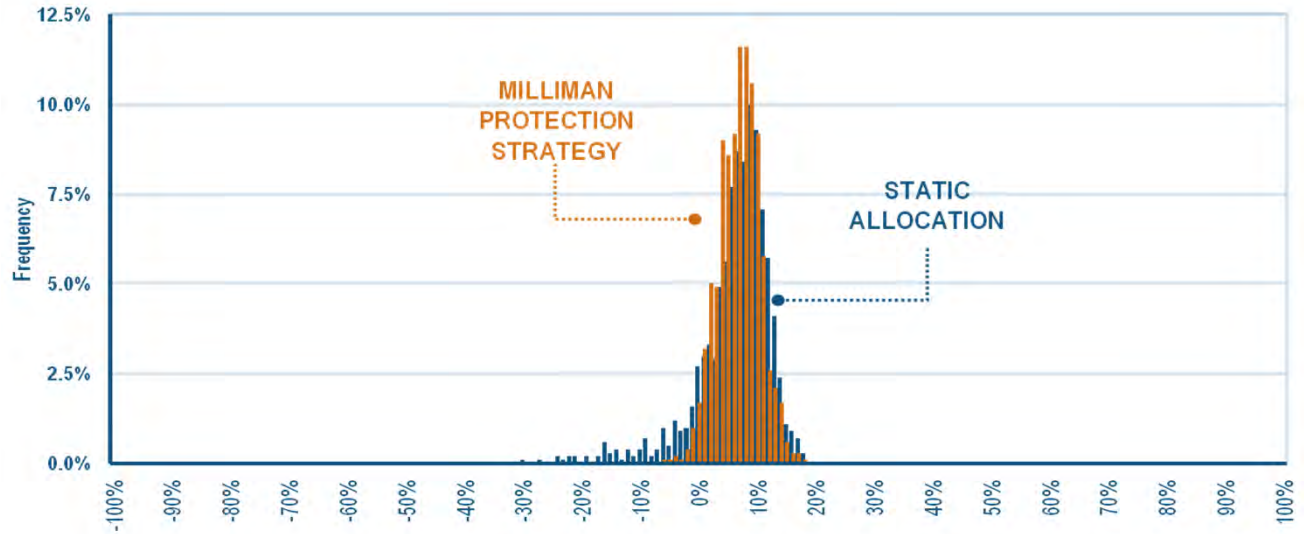
Clearinghouse function eliminates counterparty default risk

- Translate asset allocation to index allocation
 - Use historical fund performance to identify correlated basket of indices
- Milliman Protection Strategy will be implemented using contracts on some of the following indices

US Large Cap	S&P 500 Index
US Small Cap	Russell 2000 Index
International Equity	MSCI EAFE, Nikkei 225, FTSE 100, DJ Eurostoxx & more
US Bond	BarCap US Aggregate Total Return Index
Cash	The Federal Reserve 3-month Treasury Yields

Internal Rate of Return

- Using benefit cashflows
- Assuming plan is currently 90% funded



AVERAGE	UNPROTECTED	PROTECTED
20-yr IRR (with benefit stream cashflows)	5.63%	6.37%

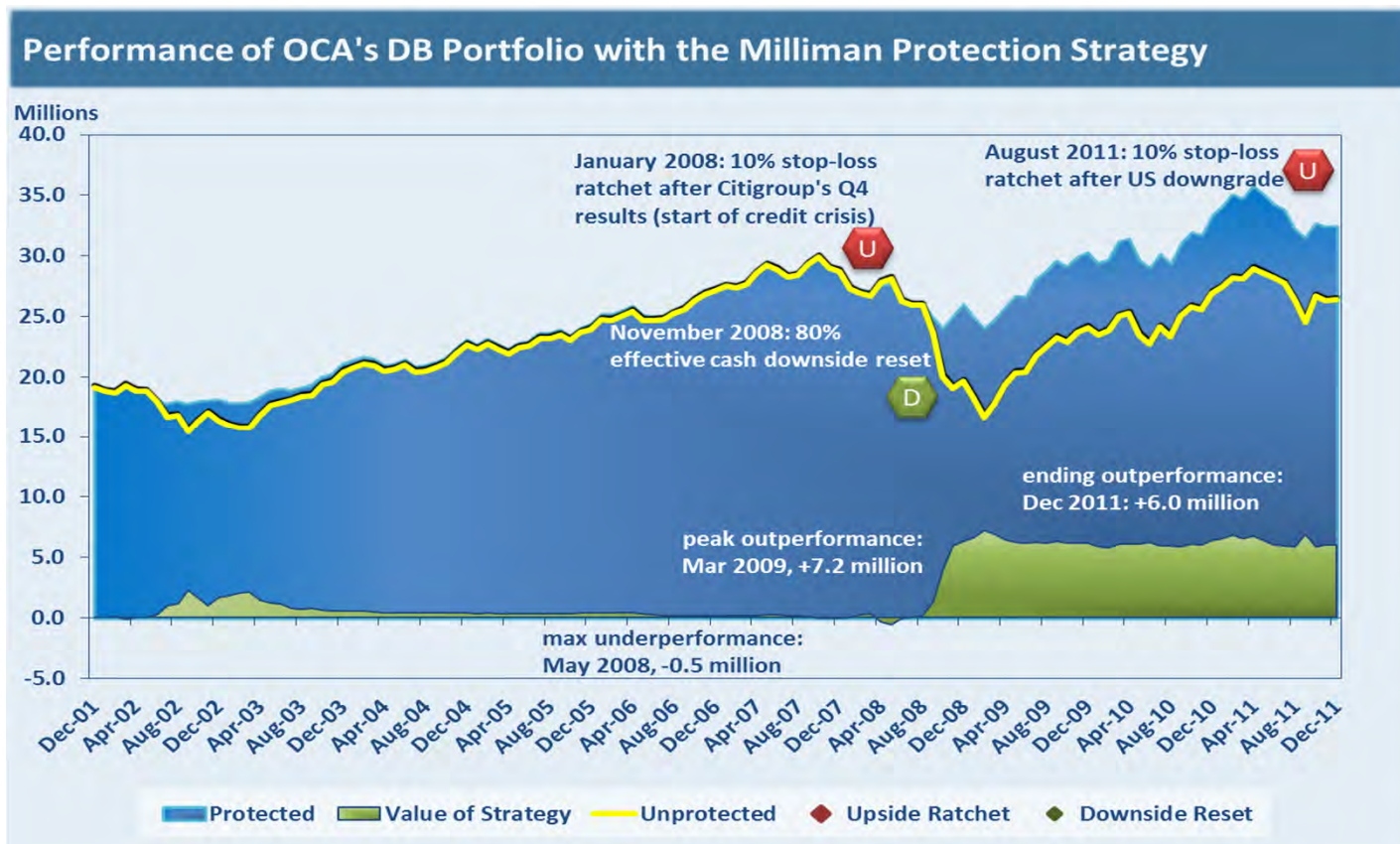
The Milliman Protection Strategy

Backtested Results for OCA

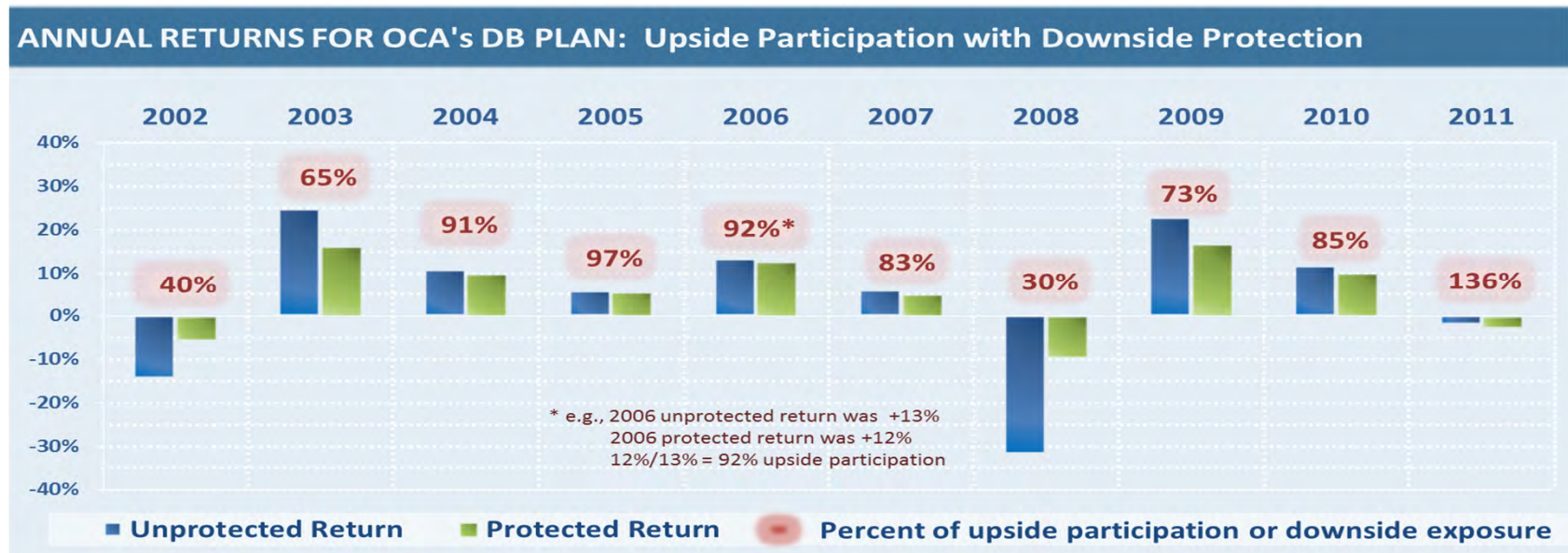


- General assumptions for the backtesting of OCA's portfolio
 - The illustrations here focus on this particular implementation of the Milliman Protection Strategy:
 - Asset portfolio has a starting value of \$19.2 million as of 12/31/2001, which results in a 12/30/2011 unprotected portfolio value of \$26.4 million using the 2007 allocation.
 - The unprotected portfolios use market returns in conjunction with OCA's 2007 allocation. The protected portfolio was managed to a volatility target of 12%.
 - Protection strategy fees of 25 bps annually are applied to the protected portfolio.
 - Futures contracts on the S&P 500, Russell 2000, MSCI Emerging markets and MSCI EAFE were used to hedge the portfolio exposures.
 - The capital protection strategy replicates a cash value equal to a 5 year evergreen maturity put option with a volatility set equal to the target volatility of 12%.
 - The protection level starts out equal to the 12/31/2001 account value of \$19.2 million. Standard triggers for changing the protection level include a 10% stop-loss threshold and an 80% effective cash reset.

- Overall outcome of OCA's portfolio with the Milliman Protection Strategy



- The upside market participation and downside protection with the Milliman Protection Strategy



Annual Returns	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011
Unprotected Return		-14.40%	24.70%	10.80%	5.70%	13.30%	5.90%	-31.70%	22.80%	11.70%	-2.00%
Unprotected	19,158,870	16,396,213	20,448,710	22,661,050	23,960,834	27,151,533	28,749,843	19,634,258	24,109,719	26,936,903	26,396,478
Protected Return		-5.70%	16.10%	9.90%	5.60%	12.40%	4.90%	-9.60%	16.70%	10.00%	-2.70%
Protected	19,158,870	18,063,617	20,968,946	23,034,833	24,315,090	27,335,396	28,676,065	25,921,859	30,244,148	33,274,943	32,367,059

• Summary of Results and Benefits for OCA

- Allows portfolio to be nearly fully invested in traditional investments (funds, ETFs, stocks, bonds, etc)
 - Other approaches require substantial investment in hedged portfolio, direct options investments and have high cost to enter
- Allows more weighted in equity (risky/growth) investments
 - Limited drag – participation in up-markets, potential for upside returns
 - Provides downside protection – tail-risk management
- Improves funded status, as volatility and negative returns are reduced, the standard deviation of the protected portfolio is $\frac{1}{2}$ that of the unprotected
- Plan funded status, based on back-tested results, could have been better by nearly \$6-million over the last decade with the MPS overlay

Amendment of the Orthodox Church in America Pension Plan

WHEREAS, the Orthodox Church in America Pension Plan (APlan@) 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.

IN WITNESS WHEREOF, the foregoing amendment is adopted August ____ , 2012.

**ORTHODOX CHURCH IN AMERICAN PENSION PLAN
PROPOSED PLAN AMENDMENTS**

The Pension Board of the Orthodox Church in America Pension Plan hereby recommends the adoption of the following amendments for the reasons explained below:

1. Provide for Gifts to the Orthodox Church in America:

Current Plan Provision: Section 1.9 provides that a beneficiary is a “person” designated by a Member to receive payments after the Member’s death. From time to time an issue arises when a Member, most often an unmarried member of the Clergy, wishes to designate the OCA as the beneficiary of his pension. The Pension Board has construed the term “person” to mean a human. Accordingly, the Pension Board does not provide for a payment to an institution (such as a Parish) into perpetuity.

Proposed Change: The proposed change would designate the existing provision as section 1.9 (a) and add a section (b) allowing the Member to designate a church affiliated with the OCA or the Pension Plan as the beneficiary only with respect to such part of the 120 payments provided for that are unpaid at the time of death.

The proposed change has no expected cost implication for the Plan.

PROPOSED AMENDMENT:

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.

2. Clarification Regarding Crediting Service

Current Plan Provision: Plan Section 1.31(a)(1) currently provides that “A Member receives credit for a full year of Membership Service for each twelve month period during which he made contributions to the Plan. One-twelfth of a year (one month) of Membership Service shall be credited for each month such contributions are made.” The Plan’s advisors recommend restating this provision to avoid any suggestion that credit is only given by the year.

Proposed Change: In describing the crediting of service, reference to twelve month periods would be eliminated.

This correction has no cost implication as it clarifies the Plan’s provision and is consistent with how the Plan has been administered.

PROPOSED AMENDMENT:

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.

3. Excluding Certain Housing Allowance As Compensation

Current Plan Provision: The Plan provides that amounts received as “Housing Allowance” after January 1, 2006, is Compensation with respect to which contributions are due to the Plan. Recently the Pension Board received an inquiry whether a retired Clergyman who is allowed to remain in Parish provided housing is required to make a contribution on the value of the Housing. In the case of a truly retired Clergyman, the Pension Board does not believe that contributions were intended to be collected or that by allowing a retired Clergyman to remain in Parish provided housing such retired Clergyman would be deemed to be employed.

Proposed Change: The Pension Board proposes that the Plan expressly confirm that when a retired Clergyman is permitted to remain in Parish provided housing no additional contributions are due to the Plan with respect to such Clergyman.

PROPOSED AMENDMENT:

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.

4. Break in Service Rule for Terminated Non-Vested Members

Current Plan Provision: Plan Section 5.4(e) provides that if a former Member who was not entitled to a vested benefit is reemployed, he is deemed to be a new Employee for all purposes under the Plan. The Pension Board has discovered that there have been cases where a person has terminated employment without having earned the requisite service to be vested and then returned to work shortly thereafter. In some cases the separation from, and return to, service occurs in the same year.

Proposed Change: The Pension Board recommends amending the Plan to allow a Member who terminates without any vesting credit to have his service bridged so long as he returns within 24 months of the last day of the month in which he terminated Employment.

This amendment is not expected to have any significant cost impact as the number of persons who may benefit are expected to be very few.

PROPOSED AMENDMENT:

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.

5. Required Distribution Rule for Terminated Non-Vested Members

Current Plan Provision: Plan Section 5.3(b) provides that upon termination of Employment a former Member who was not entitled to a vested benefit is only entitled to his Accumulated Voluntary Contribution Account and Member's Contribution Account. The Plan does not require him to take a distribution of these amounts. As a result, the Plan has several very small accounts which add to the administration expense.

Proposed Change: The Pension Board recommends amending the Plan to require the Member's Accumulated Voluntary Contribution Account and Member's Contribution Account to be distributed within 60 days of the close of the Plan Year in which he has been separated from service for 24 months.

This amendment is expected to reduce administrative expenses.

PROPOSED AMENDMENT:

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.

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Assembly of Canonical Orthodox Bishops of North and Central America

Fast Questions and Fast Answers about US Orthodox Churches

Here you will find the answers on the following questions:

- **How large are American Orthodox Churches?**
- **Are US Orthodox Churches growing?**
- **How "ethnic" are American Orthodox Churches?**
- **Geographically, how widespread are the Orthodox Churches throughout the United States?**
- **Where are the areas with the strongest Orthodox Church presence in America?**
- **What is proportion of the Orthodox Church members in US general population? Are there any places on US territory where the Orthodox Churches are a "majority religion?"**
- **Is there anything remarkable about geography of the Orthodox Churches in the United States?**
- **How good are Orthodox Church members in terms of the regularity of church attendance?**

Question 1. How large are US Orthodox Churches?

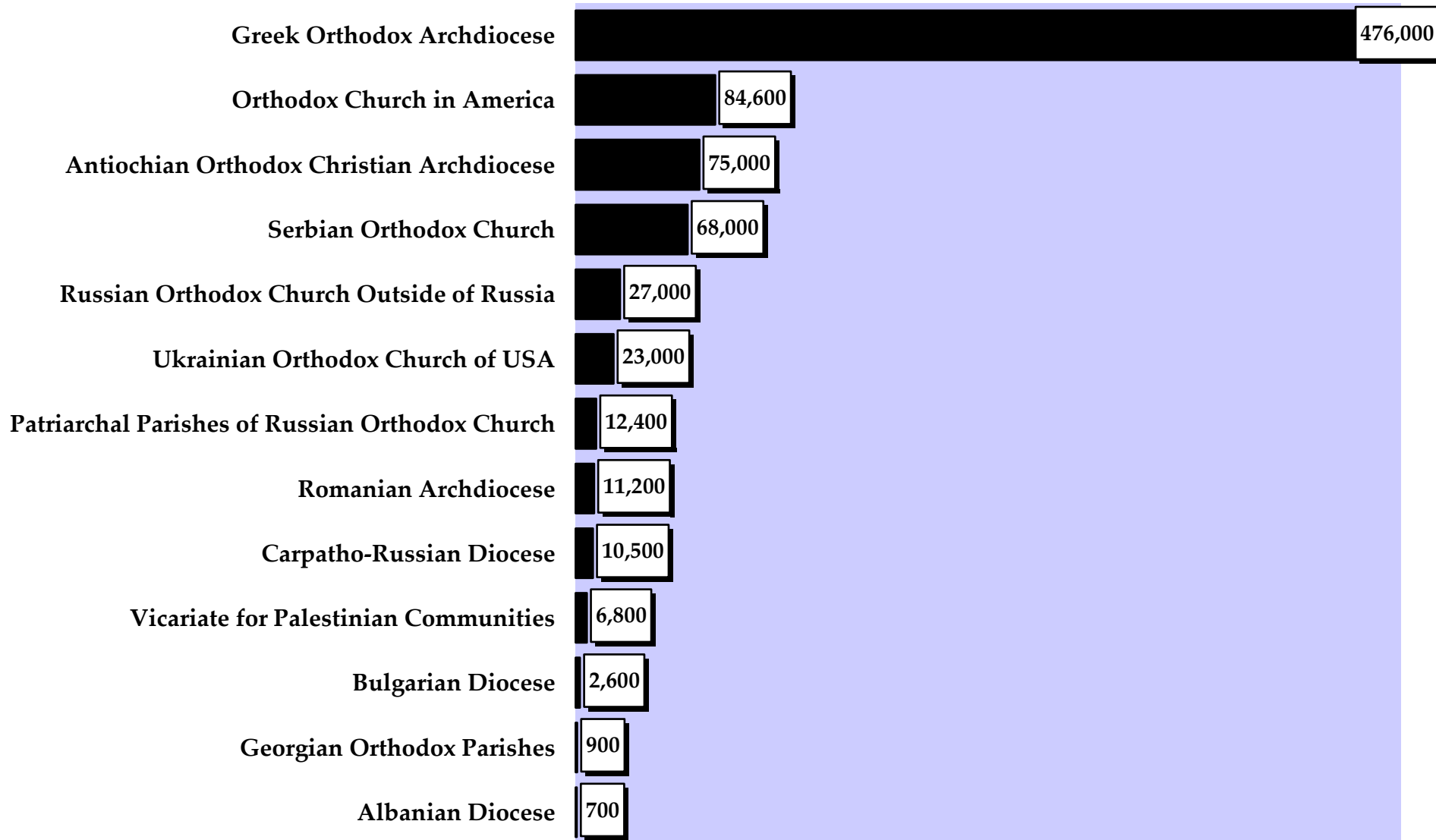
In the 2010 national census of US Orthodox Christian churches sponsored by the Standing Council of Canonical Orthodox Bishops in Americas each Orthodox parish and mission was asked: "How many individual persons total are associated with the life of your parish: including adults and children, regular and occasional attendees, paid stewards and persons who do not contribute financially?"

In essence, the answer to this question gives information on the number of *adherents* in each parish: that is, the number of persons involved in the life of the local parish community. In the United States nationwide and for all jurisdictions of the Assembly of Canonical Orthodox Bishops combined, the total number of persons (including children) participating in the life of the Orthodox Church is 797,500.

Fig. 1 shows total membership (number of adherents) for Orthodox jurisdictions that are part of the Assembly of Canonical Orthodox Bishops.

Fig. 1 Membership in US Orthodox Churches:

Total Number of Adherents (including children and occasional participants)



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One can see, of all US Orthodox Churches, the Greek Orthodox Archdiocese of America is by far the largest. In fact, by number of adherents (476,000), the GOA is larger than all other Orthodox jurisdictions combined. The OCA, the second largest Orthodox jurisdiction has 84,600 adherents.

Question 2. Are US Orthodox Churches growing?

The answer to this question is "yes." Between 2000 and 2012, the total number of parishes, missions and monastic communities that belong to the various Assembly's jurisdictions increased from 1689 to 1970: that is, +17% growth. The states which grew in parishes most dynamically are: Georgia (+35% increase in number of parishes), Maryland (+39%), Texas (+45%), Kansas (+45%), Arkansas (+50%), Iowa (+50%), North Carolina (+50%), Virginia (+52%), Missouri (+54%), Oklahoma (+57%), Washington (+60%), Delaware (+75%), Kentucky (+75%) and Tennessee (+80%). Map 1 on page 13 provides detailed information on increase or decrease in the Orthodox Church presence for each US county. Between 2000 and now, the US Orthodox Churches "entered" and established their parishes and missions in 140 new counties. Regrettably, during the same period, in 32 counties Orthodox parishes and missions were closed or moved out.

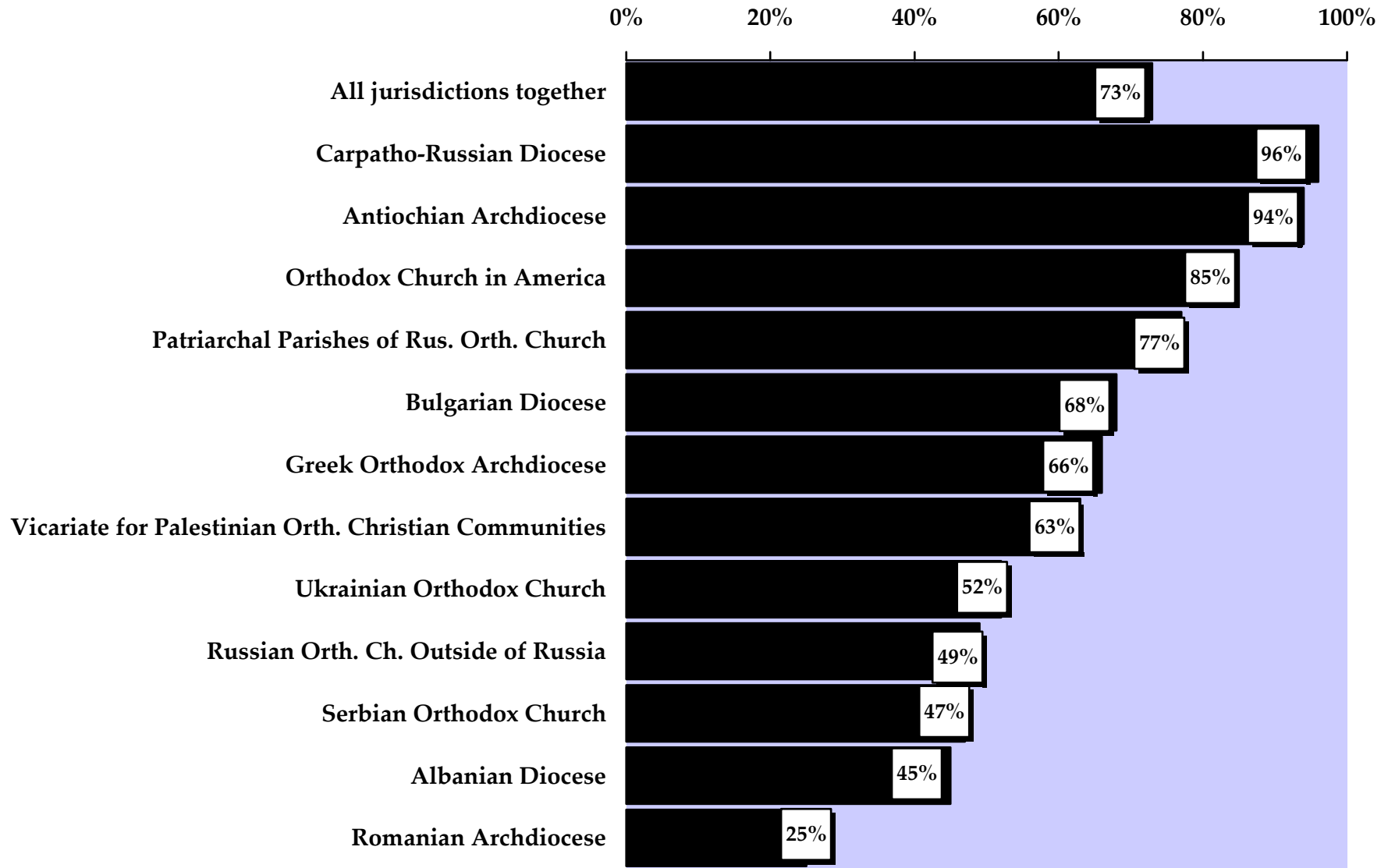
Question 3. How "ethnic" are US Orthodox Churches?

The answer to this question depends on how one will "measure" the strength of the ethnic culture. In the survey of US Orthodox parishes conducted in 2011 under the auspices of the Assembly of Canonical Orthodox Bishops each Orthodox parish and mission was asked to respond two questions:

- Please, estimate the percentage of the English language used in your parish on a typical Sunday as the *language of the Divine Liturgy* (from 0% - "no English used" to 100% - "exclusively English used");
- Do you *agree or disagree* with the statement "Our parish has a strong ethnic culture and identity that we are trying to preserve?" Please, select one answer: "Strongly agree," "Rather agree," "Neutral / Unsure," "Rather disagree," "Strongly disagree."

Fig. 2 on the next page furnishes information on the usage of the English language in worship services in the parishes of the various Orthodox jurisdictions. Remarkably, on the national level, for all parishes and for all Orthodox jurisdictions combined - English is much more widely used in American Orthodox church life than the other "ethnic" languages. US nationwide, average proportion of English used as language of liturgy is 73%.

**Fig. 2. Usage of English Language in the Parishes of Various Orthodox Jurisdictions:
average % of English used as language of liturgy**



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In terms of the usage of English versus non-English languages, all Orthodox jurisdictions in America can be divided in three categories. The first group includes three Churches which use almost exclusively English as the language of liturgy. These churches are: Carpatho-Russian Diocese, Antiochian Archdiocese and Orthodox Church in America (OCA). With regard to the latter, if we exclude from analysis the three “ethnic” OCA dioceses (Romanian Episcopate, Bulgarian Diocese and Albanian Archdiocese), the rates of the usage of English in the territorial dioceses of OCA are actually higher than Fig.1 shows: 95% as language of liturgy.

The second group includes Churches where English dominates in worship services, but other languages also have a significant presence. These jurisdictions are: the Patriarchal Parishes of the Russian Orthodox Church, Bulgarian Diocese, Greek Orthodox Archdiocese, and Vicariate for Palestinian Orthodox Communities.

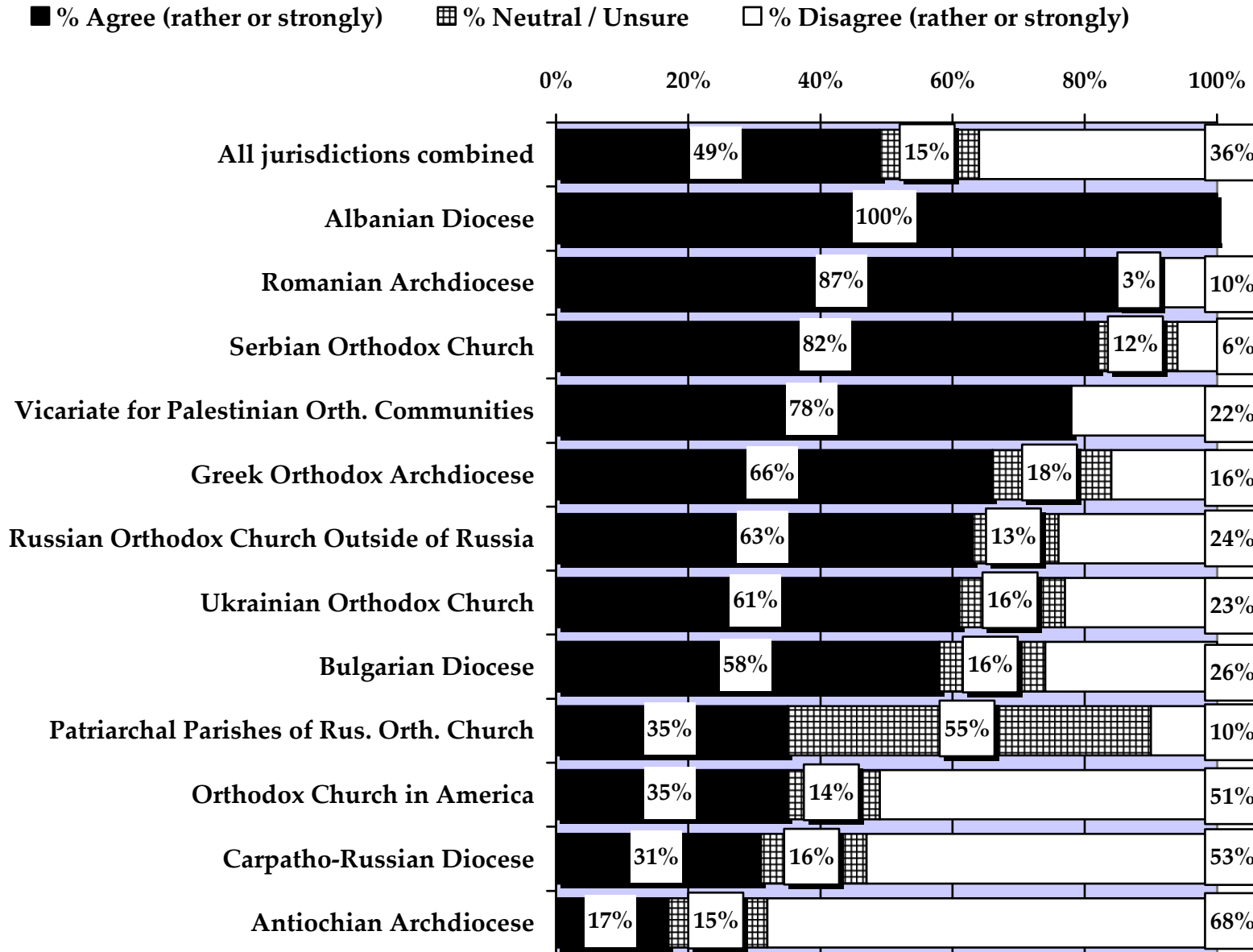
Finally, the third group consists of four jurisdictions where various non-English languages remain at least as important as English or even dominate as the language of liturgy. This is the case of Ukrainian Orthodox Church, Russian Orthodox Church Outside of Russia, Serbian Orthodox Church, Albanian Diocese, and Romanian Archdiocese.

The fact that the English language dominates in American Orthodox church life may prompt a premature conclusion that a solid majority of American Orthodox parishes can be viewed today as “all American” congregations. However, survey data tell us that this is not quite the case. The second question in the 2011 US national Orthodox parish survey asked: “Do you agree or disagree with the statement ‘Our parish has a strong ethnic heritage and identity that we are trying to preserve.’” In essence, this question asked parishes about how they view themselves in terms of being or being not “ethnically based” and about how important are their “ethnic roots” to them. The answers to this question were given on a five point scale: “Strongly agree,” “Rather agree,” “Neutral / Unsure,” “Rather disagree,” “Strongly disagree.”

Fig. 3 on the next page shows that almost half - 49% - of all US Orthodox parishes agreed with the statement “Our parish has a strong ethnic heritage that we are trying to preserve.” Only 36% of parishes disagreed with this statement and 15% responded “neutral or unsure.”

Fig. 3. Strength of Ethnic Identity in the Parishes of Various Orthodox Jurisdictions:

"Do you agree with the statement 'Our parish has strong ethnic culture and identity that we are trying to preserve'"



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Further, in eight out of twelve US Orthodox Churches, a strong majority of parishes agreed with the statement about “having a strong ethnic heritage and identity.” These jurisdictions are: Albanian Diocese (100% agreement with the statement), Romanian Archdiocese (87%), Serbian Orthodox Church (82%), Vicariate for Palestinian Orthodox Communities (78%), Greek Orthodox Archdiocese (63%), Russian Orthodox Church Outside of Russia (63%), Ukrainian Orthodox Church (61%) and Bulgarian Diocese (58%). By contrast, in only three jurisdictions (Orthodox Church in America, Antiochian Archdiocese and Carpatho-Russian Diocese), an absolute majority of parishes rejected statement about “having a strong ethnic heritage and identity.”

In summary, despite dominance of English language in most of US Orthodox jurisdictions, the strength of ethnic identity (that is, the way how Orthodox parishes view themselves) suggests that at least half of the US Orthodox parishes continue to maintain their ethnic “roots” and heritage.

Question 4. Geographically, how widespread are the Orthodox Churches throughout the territory of the United States?

Out of 3,143 counties and county equivalents on US territory, the Orthodox Churches have their parishes and missions in 626 counties. Map 2a on page 14 shows actual locations of all Orthodox parishes and missions in America. As for OCA, its churches are present in 308 counties. See map 2b on page 15.

Question 5. Where are the areas with the strongest Orthodox Church presence in America?

Map 3a on page 16 shows the number of all Orthodox Church members in all US counties, while map 3b on page 17 furnishes the same information for the Orthodox Church in America. The five top US counties with the largest numbers of all Orthodox Church members are listed in Tab. 1a on the next page. Similarly, Tab. 1b shows five top US counties with the largest numbers of the members of the Orthodox Church in America.

Tab. 1a Top five US counties by the number of adherents (*) of all US Orthodox Churches

Rank	Name of County and State	City or area corresponding with this county	Total of Orthodox Church adherents in this county
1.	Cook county, IL	Chicago	48,114
2.	Queens county, NY	New York: Flushing	28,395
3.	Los Angeles county, CA	Los Angeles	24,211
4.	New York county, NY	New York: Manhattan	16,790
5.	Middlesex county, MA	Cities of Cambridge and Lowell	16,674

(*) - "Adherents" include all "full members" (whatever definition of "full members" each Orthodox jurisdiction utilizes), their children and estimated number of persons who are not "full members," but participate – at least occasionally – in the life of the local Orthodox parish.

Tab. 1b Top five US counties by the number of adherents of the Orthodox Church in America

Rank	Name of County and State	City or area corresponding with this county	Total of adherents of the Orthodox Church in America in this county
1.	Cuyahoga county, OH	Cleveland	3,349
2.	Cook county, IL	Chicago	3,186
3.	Bethel Census area, AK	Bethel	2,852
4.	Suffolk county, MA	Boston	1,903
5.	Philadelphia county, PA	Philadelphia	1,668

If measured not by number of members but by the number of all Orthodox parishes and missions, the top three US counties are:

- Cook county, IL (Chicago). It has 49 parishes and missions;
- Los Angeles county, CA (Los Angeles). It has 35 parishes and missions;
- Allegheny county, PA (Pittsburgh). It has 29 parishes and missions.

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The top five US counties with the largest number of parishes and missions of the Orthodox Church in America are:

- Bethel census area, AK. It has 17 OCA parishes and missions.
- Cook county, IL. It has 11 OCA parishes and missions.
- Lake and Peninsula borrow, AK. It has 10 OCA parishes and missions.
- Los Angeles county, CA. It has 8 OCA parishes and missions.
- Cuyahoga county, OH. It has 8 OCA parishes and missions.

Question 6. What is proportion of the Orthodox Church members in US general population? Are there any places on US territory where the Orthodox Churches are "majority religion?"

Nationwide, the proportion of the Orthodox Church members in the total of US population is rather small: only about 0.3 %. However, there are significant variations between different US counties in this respect. Map 4 on page 18 shows percentage (%) of the Orthodox Church members in the population of all US counties. On the territory of contiguous United States (i.e. Alaska and Hawaii excluded), the three top counties with the highest proportion of the Orthodox Church members in the local population are:

- Lake county, IN (Orthodox Church members constitute 2.1% of the county's population);
- Washington DC (2%);
- Hancock county, WV (1.8%).

There are 7 US counties where American Orthodox Churches are the largest out of all religious groups present in these counties. All of them are in Alaska and in 6 out of 7 only Orthodox jurisdiction present is Orthodox Church in America. Tab. 2 on the next page provides information on these counties and indicates proportion (%) of the Orthodox Church members in the county's total population and county's total of religious adherents.

Tab. 2 Seven US counties where Orthodox Churches are largest out of all religious groups present in these counties.

Name of County and State	% of the Orthodox Church members in the total of religious adherents (*)	% of the Orthodox Church members in the total population
Lake and Peninsula Borough, AK	99.6%	70.1%
Aleutians East Borough, AK	80.8%	19.1%
Bristol Bay Borough, AK	77.1%	22.7%
Aleutians West Borough, AK	55.2%	13.6%
Dillingham Census Area, AK	39.5%	20.4%
Kodiak Island Borough, AK	36.7%	10.4%
Hoonah-Angoon, AK	31.6%	9.3%

(*) Not all population is religiously involved and church affiliated. The data in this column show % of the Orthodox Church members in the total of persons who are affiliated with various religious organizations and churches.

Question 7. Is there anything remarkable about geography of the Orthodox Churches in the United States?

First, compared to the general US population, the members of the Orthodox Churches are much more concentrated in certain parts of the country. 45% (almost half) of Orthodox Church adherents live in just five states: New York (14% of all Orthodox Church members), California (10%), Illinois (8%), Pennsylvania (7%) and Massachusetts (6%). To compare, only 29% of the general US population lives in these five states. Maps 5a and 5b on pages 19-20 help to "visualize" this very uneven distribution of the Orthodox Churches throughout the territory of the United States.

Second, compared to the general US population, the members of the Orthodox Churches are much more concentrated in the urban areas in general and in the large cities in particular. 77% of the Orthodox Church members live in metropolitan areas with the population of more than 1,000,000. To compare, only 54% of the general US population lives in metropolitan areas with a population of more than 1,000,000. The graph on page 21 provides detailed information on the type of the areas (metropolitan, micropolitan and non-metro) where US Orthodox parishes are located and where US Orthodox Church members live.

Question 8. How good are Orthodox Church members in terms of the regularity of church attendance?

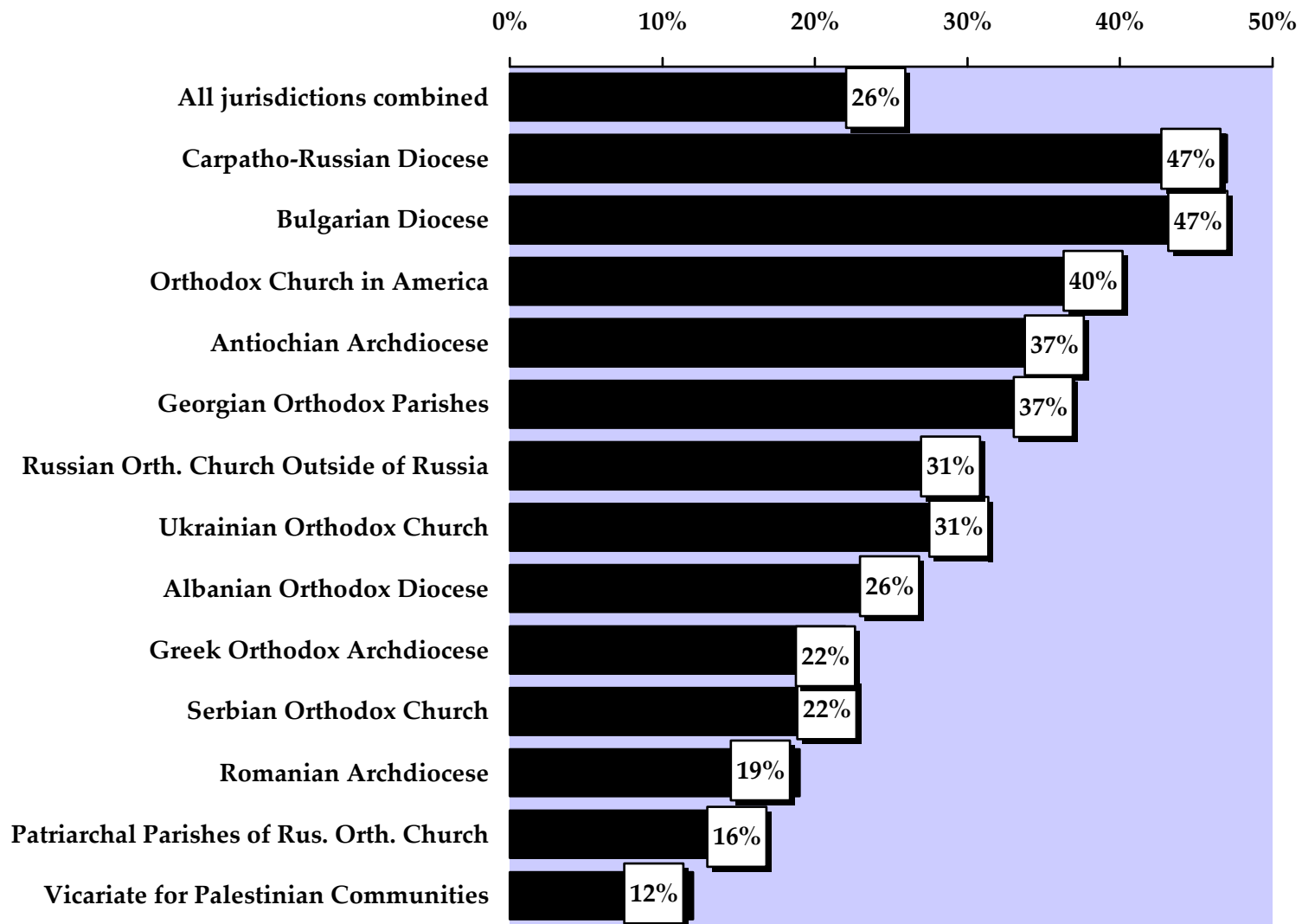
We noted earlier (see question 5), that the total Orthodox Church membership in the United States is about 797,500 persons. But not all of them attend church services regularly and frequently. Therefore, in the 2010 national census of US Orthodox Christian churches each Orthodox parish was also asked the question "Approximately, how many persons – including both adults and children – attend liturgy in your parish on a typical Sunday?"

In essence, the answer to this question indicates the number of parishioners participating in the life of a parish *on a regular basis*. US nationwide and for all jurisdictions of the Assembly of Canonical Orthodox Bishops combined, the number of persons attending Orthodox parishes on a regular weekly basis is 209,000. The proportion between this figure (209,000) and the total membership in all US Orthodox Churches (797,500) figures is 26%. That is, only 26% of all Orthodox parishioners in America participate in church life regularly.

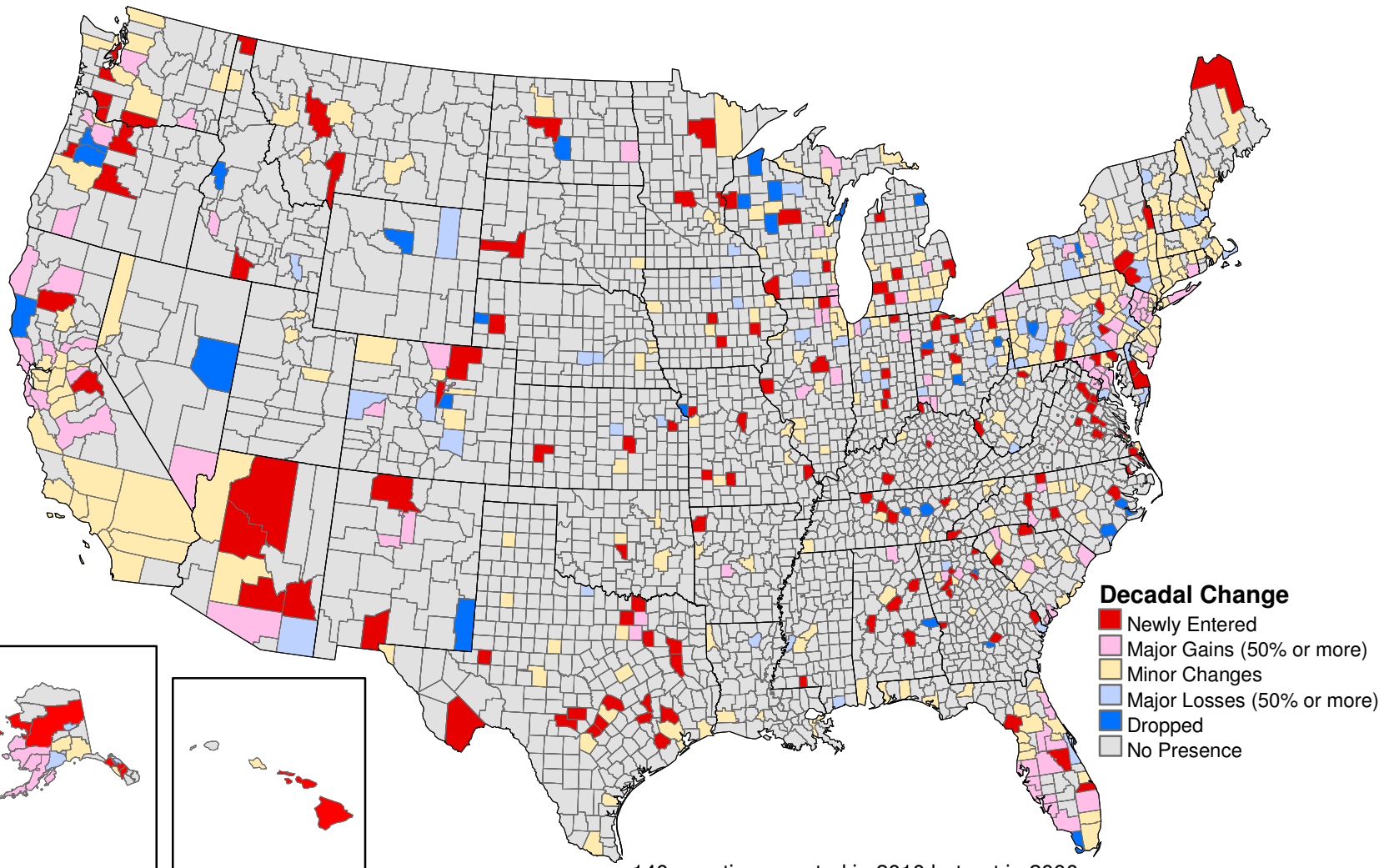
This proportion, however, (which can also be seen as an indicator of the strength of church commitment) varies greatly from jurisdiction to jurisdiction. Fig. 4 on the next page shows that in the Orthodox Church in America, the Bulgarian Orthodox Diocese and the Carpatho-Russian Diocese at least 40% of all parishioners attend church services regularly. On the opposite end, in Vicariate for Palestinian Orthodox Communities, Patriarchal Parishes of the Russian Orthodox Church and Romanian Orthodox Archdiocese, less than 20% of all members attend church weekly.

Fig. 4. Regularity of Church Attendance in Various American Orthodox Jurisdictions:

% of parishioners who attend on a regular weekly basis

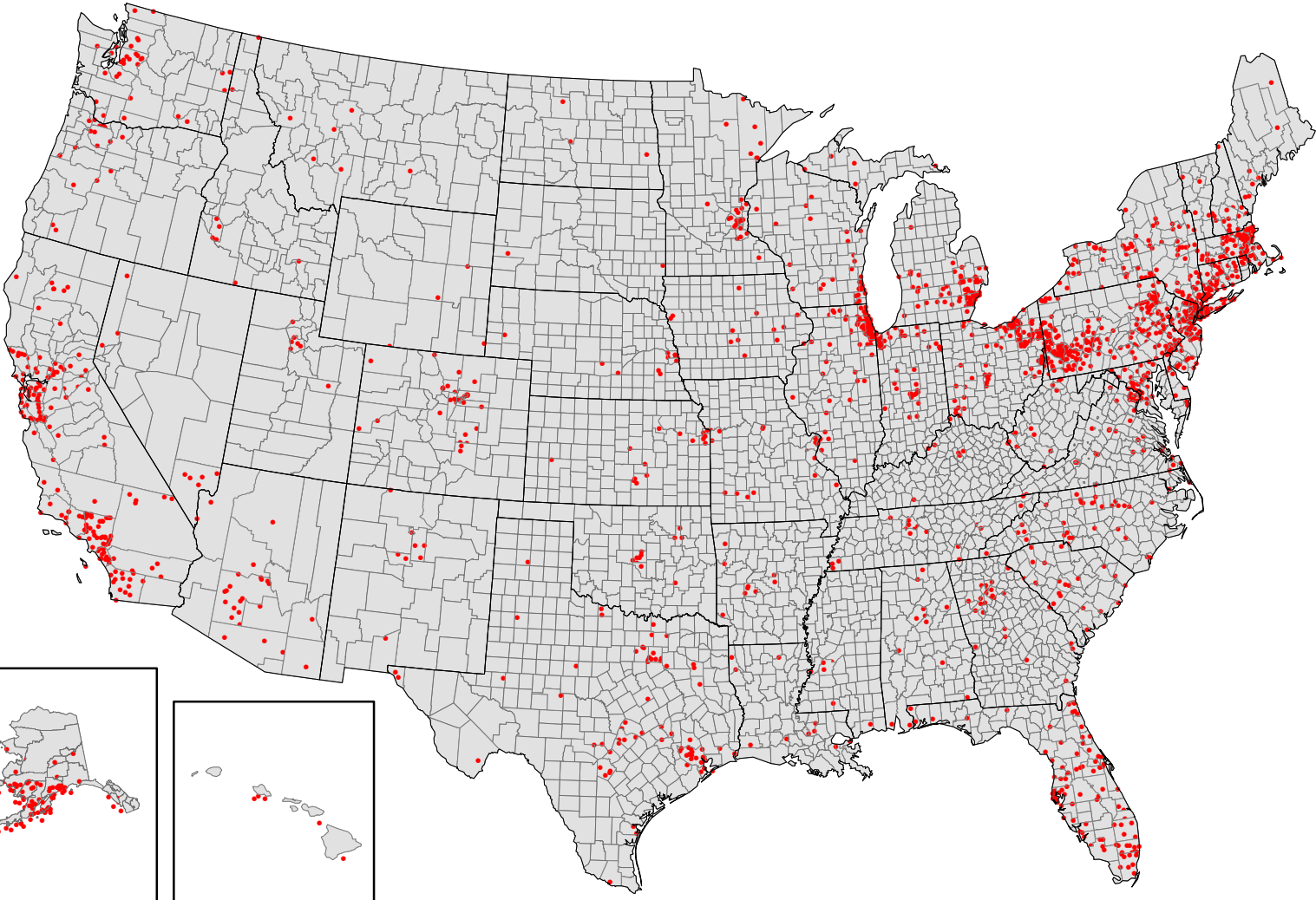


Map 1. Change in Presence: 2000 to 2010. Churches of the Assembly of Canonical Orthodox Bishops



140 counties reported in 2010 but not in 2000.
32 counties reported in 2000 but not in 2010.

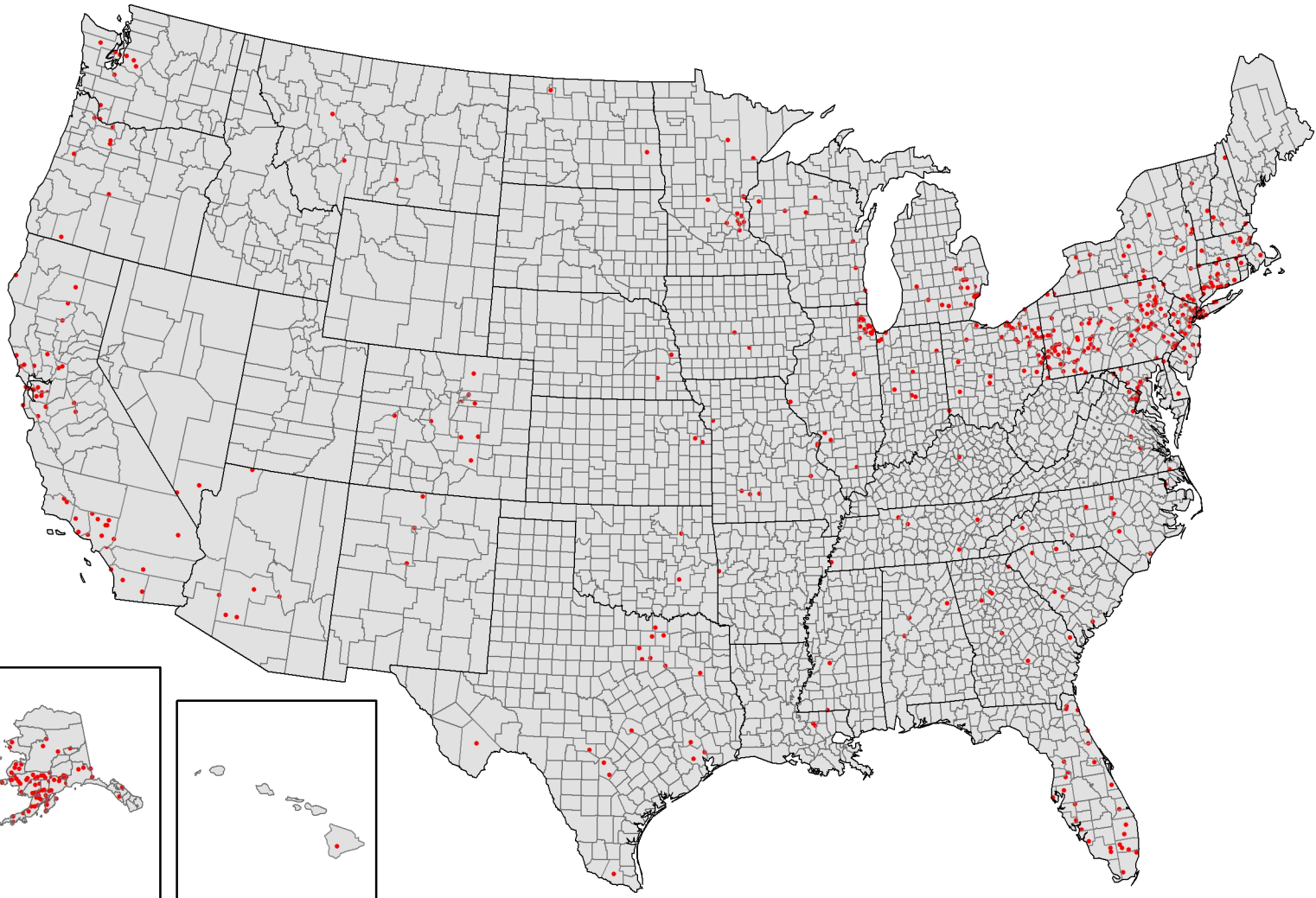
Map 2a. Locations of Parishes of the Assembly of Canonical Orthodox Bishops in the United States, 2012



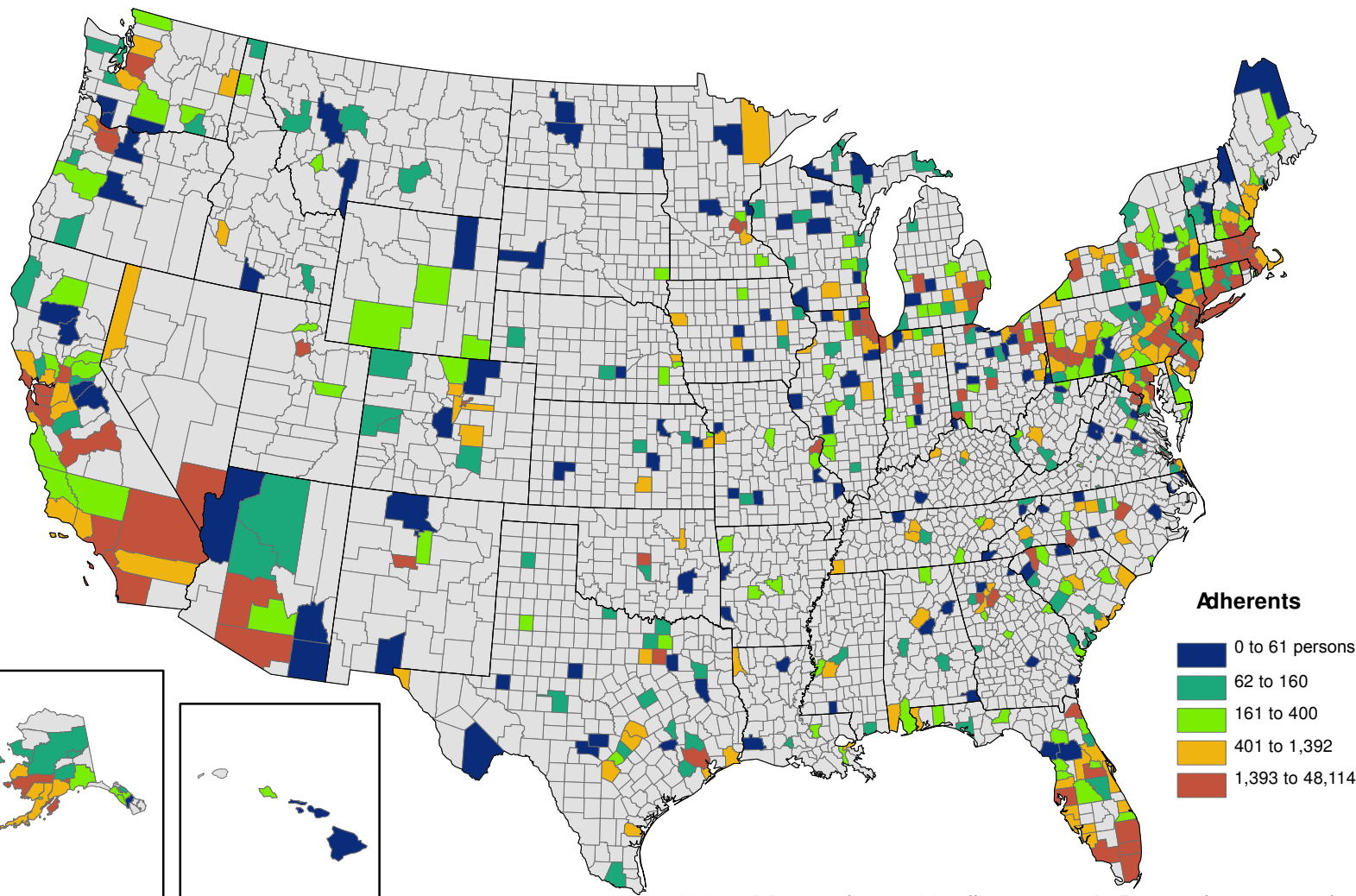
1,900 parishes and 797,500 adherents total. Present in 626 counties. 14

Dots are randomly placed within each county to represent congregations.

Map 2b. Location of Orthodox Church in America Congregations in the United States, 2010

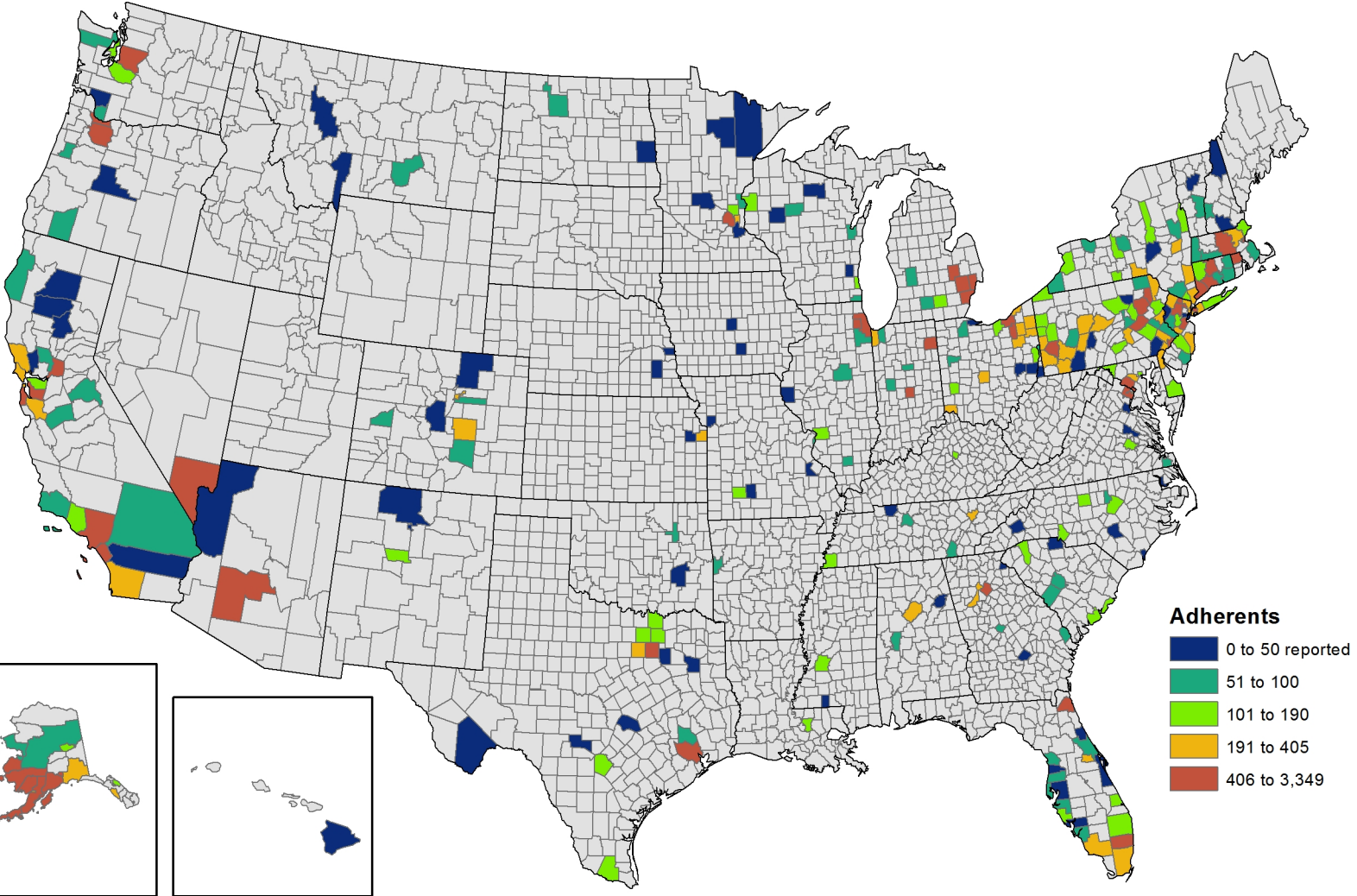


Map 3a. Member Churches of the Assembly of Canonical Orthodox Bishops:
Number of Adherents in the US Counties (2012)

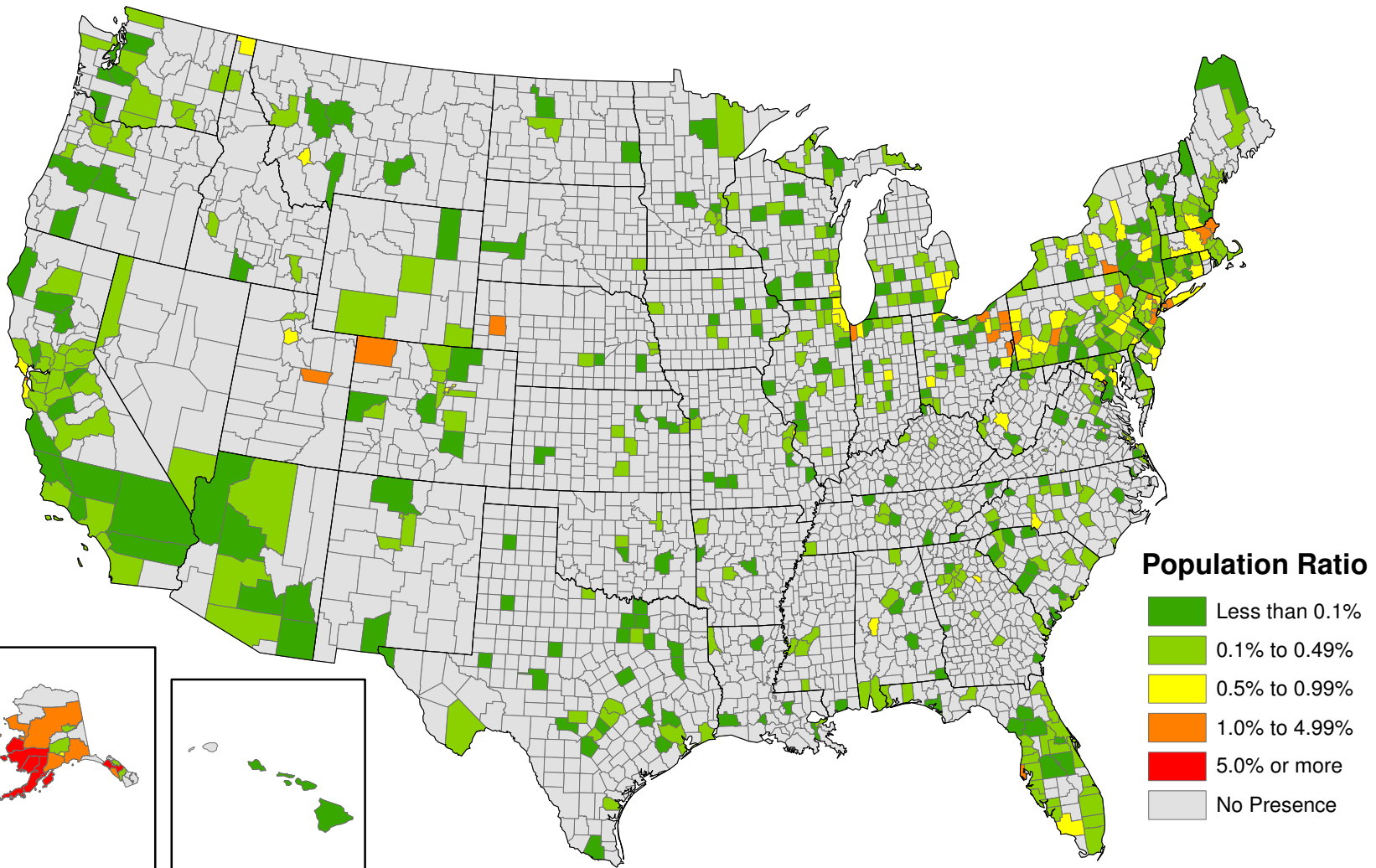


1,900 parishes and 797,500 adherents total. Present in 626 counties.

Map 3b. Orthodox Church in America Adherents in the United States, 2010
 Counties Grouped into Five Equal-sized Categories



Map 4. Member Churches of the Assembly of Canonical Orthodox Bishops: Adherents as % of Population

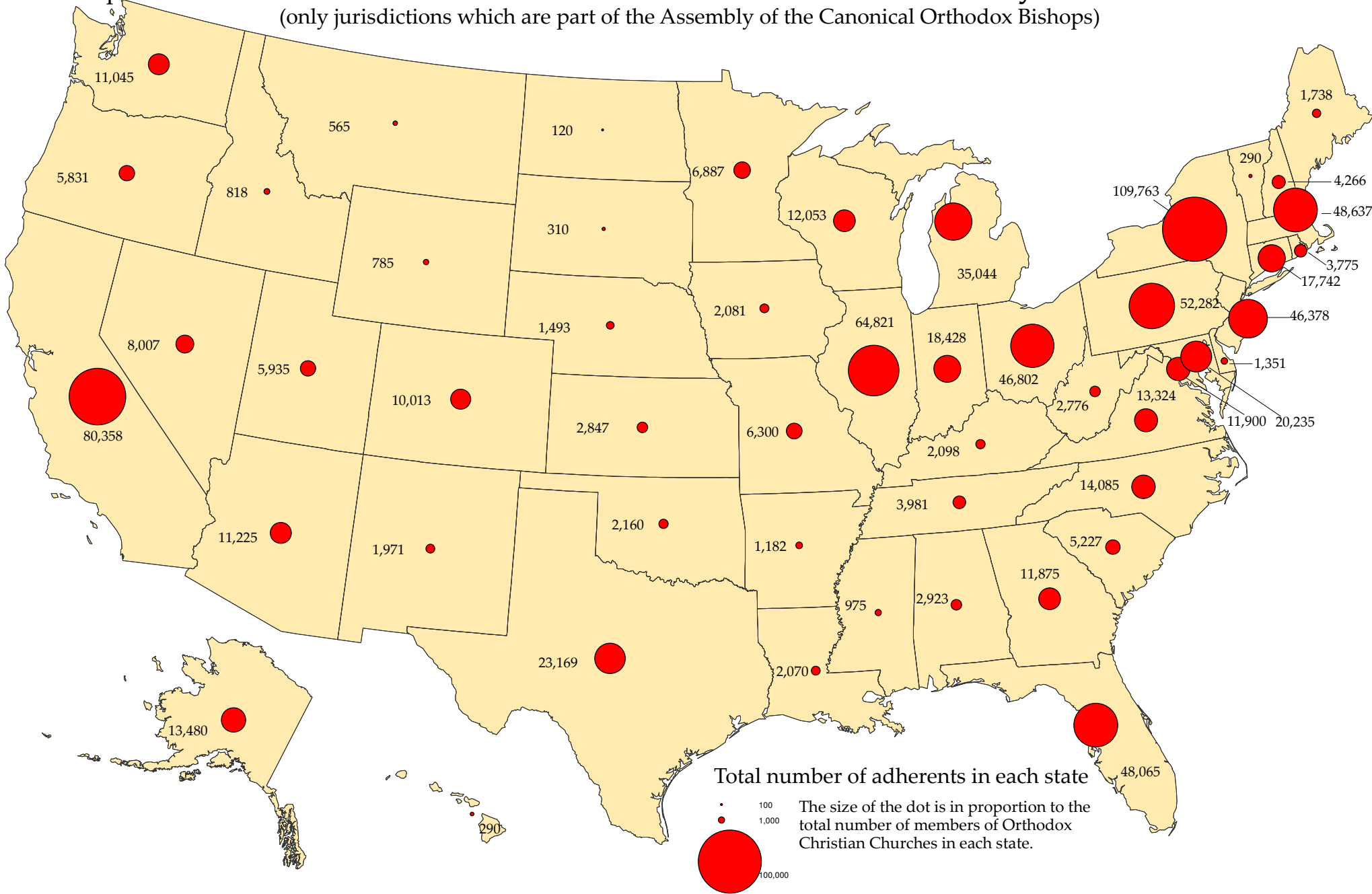


1,900 parishes and 797,500 adherents total. Present in 626 counties. 18

Map 5a

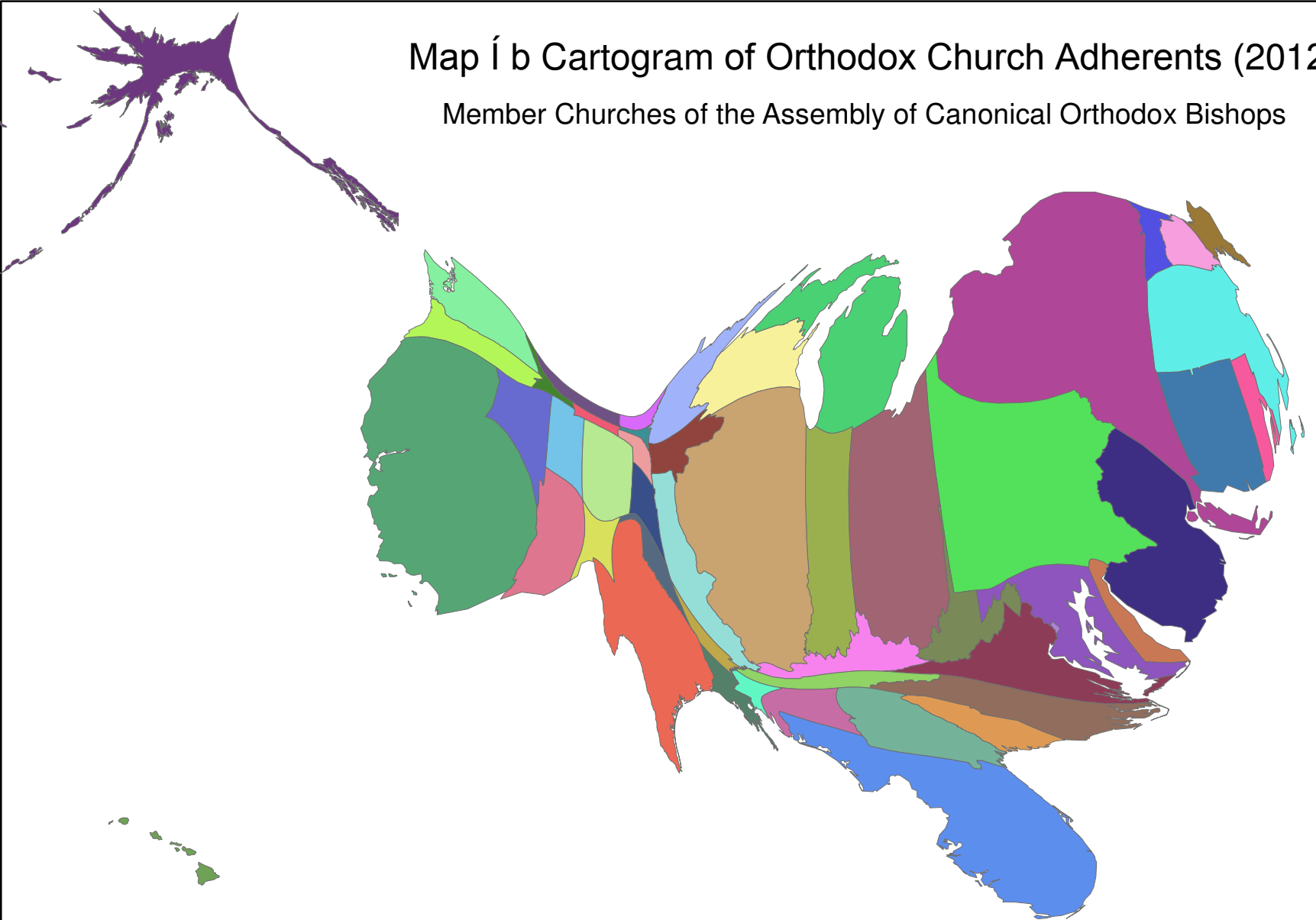
Total Number of Adherents of Orthodox Christian Churches by State: 2010

(only jurisdictions which are part of the Assembly of the Canonical Orthodox Bishops)



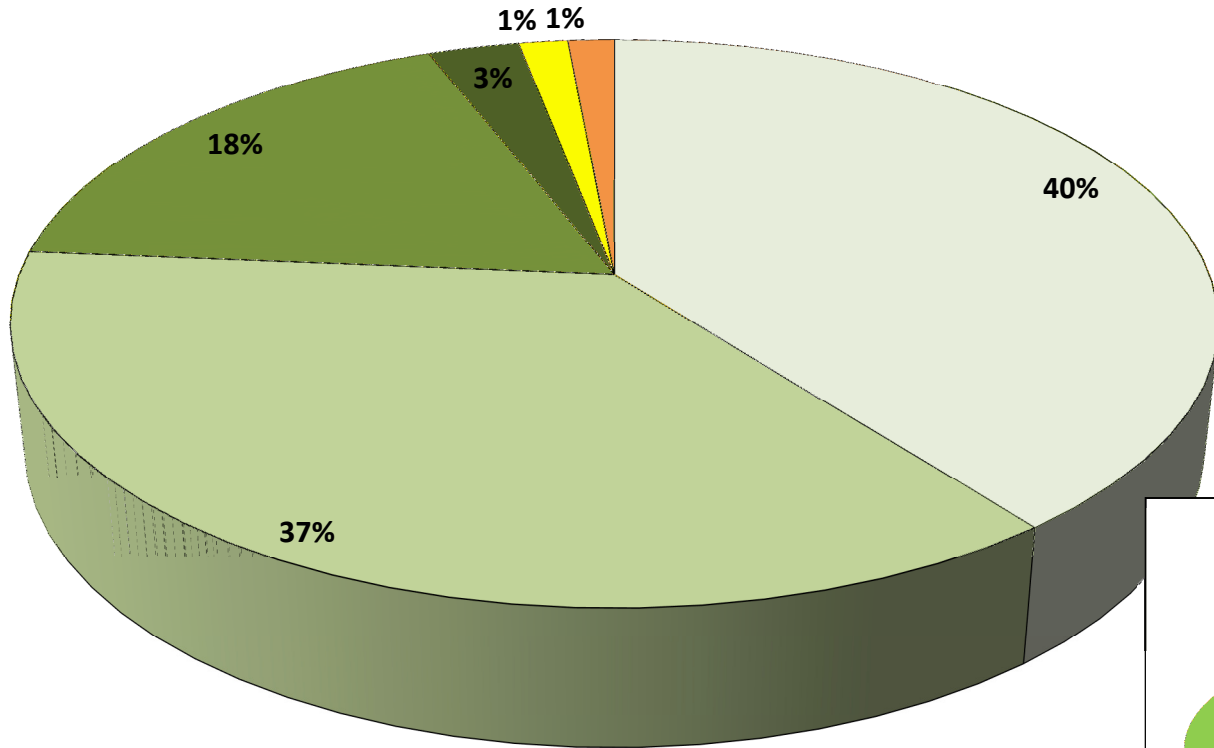
Map 1 b Cartogram of Orthodox Church Adherents (2012)

Member Churches of the Assembly of Canonical Orthodox Bishops



Adherent Cartogram resizes each state proportionately to the number of Orthodox Church adherents in that state. 20

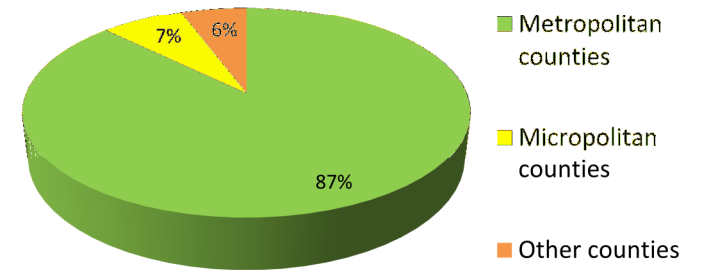
Location of Member Churches of the Assembly of Canonical Orthodox Bishops Adherents by Community Size



- Metros of 5,000,000 or more
- Metros of 1,000,000 to 4,999,999
- Metros of 250,000 to 999,999
- Metros under 250,000
- Micropolitan Areas
- Outside Metropolitan and Micropolitan Areas

The United States government defines both metropolitan and micropolitan areas for statistical purposes. Broadly, a metropolitan area is composed of counties associated with an urban core of at least 50,000 people. At the time of the 2010 census, metropolitan areas ranged in size from Carson City's 55,274 to New York City's 18,897,109. Micropolitan areas are composed of counties associated with smaller urban cores still having at least 10,000 people. Many counties are not associated with either metropolitan or micropolitan areas.

Location of Member Churches of the Assembly of Canonical Orthodox Bishops Congregations by Community Type



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 2010 U.S. Religion Census: Religious Congregations & Membership
 Created by Research Services

Discussion with PDN Peter Danilchick

Possible Deliverables

1. A more unified and enthusiastic, less tension-filled MC and HSB
2. A prioritized set of major issues and principles for addressing those issues
3. Advice to the new Metropolitan regarding the issues, the way that the MC and the HSB would like to be involved with addressing them, and the desired working relationship (with details!) between the Metropolitan, the HSB, the LSB, the Chancery and the MC (including the Chairs of the various Committees of the MC and other Committees, e.g., SMPAC)

Possible Issues

1. Sexual Misconduct
 - Handling of current allegations (adherence to process, completeness, timeliness, etc)
 - Review of past cases
 - Disposition of rumors surrounding members of the Hierarchy
 - Finalization and publishing of the revised PSP
 - Compliance on the part of the parishes, dioceses and institutions with the PSP
 - Discipline of persons found to have committed misconduct (also consistency across dioceses)
 - Role and relationship of SMPAC to the Office
2. Handling of Crises/ Communications
 - Adequacy of and improvement of process
 - Availability of Bishops/ other officials for urgent teleconferences
 - Proactive public relations to offset Internet blog control of cyberspace
3. Financial support of the OCA administration and mechanism thereof (proportional vs assessment, etc)
 - Sale of Syosset and move someplace else
4. OCA position vis-a-vis the Assembly of Bishops (ACOB)
 - More involvement (that may need to be officially requested by individuals)
 - What happens if consensus of ACOB is to seek dependency or autonomy under the Mother Churches perhaps with the EP as the surrogate?
5. Actions recommended by the OCA Strategic Plan
6. Required working relationship among the various governance parties to address all these issues effectively
 - Metropolitan, the HSB, the LSB, the Chancery and the MC (including the Chairs of the various Committees of the MC and other Committees, e.g., SMPAC)
7. Others??