



**ORTHODOX  
CHURCH in  
AMERICA**

**Metropolitan Council Meeting**

**Spring 2015**

**Departments/Committees Reports**



**Meeting of the Metropolitan Council  
February 10 to February 12, 2015  
Committees/Departments Reports**

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## Charity Committee Report

### Spring 2015 Session

There has been no activity, financially speaking, by the Charity Committee since the Fall 2014 session of the Metropolitan Council. Thus, the balance remains at \$3,143.32 in the Charity Fund.

At the Fall 2014 Session the Committee proposed (and the Metropolitan Council approved) adding a webpage to the OCA website that would hopefully do the following:

- Make the charity efforts and opportunities of the OCA more visible,
- Provide clearer access to individuals and ministries that they might apply for grants or aid according to the policies and procedures approved at past Metropolitan Council sessions, and
- Offer the opportunity to make direct donations to the OCA Charity fund and include a link to make donations directly to IOCC.

At this point the committee has had minimal but valuable correspondence with Ryan Platte regarding next steps and web possibilities. (We have also had some communication issues related to emails getting spammed out and time issues). The committee has not completed the work on this project as of yet.

Two of the members of the committee, myself and Fr. John Dunlop, will be going off the Metropolitan Council after this Spring 2015 session. Other members of the committee are Bishop Melchisedek, Fr. Alexander Kuchta, Janet Van Duyn and Maureen Jury.

Respectfully submitted,

Protodeacon Michael Myers, Chair

Report of the Ethics Committee  
Metropolitan Council Meeting  
Spring, 2015

There are no items to report.

Report of the Financial Development Committee  
Metropolitan Council Meeting  
Spring, 2015

Report to be issued with Treasurer

Report of the Finance/Investment Committee  
Metropolitan Council Meeting  
Spring, 2015

Report to be issued with Treasurer

Report of the Human Resources Committee  
Metropolitan Council Meeting  
Spring, 2015

No report received

**Internal Governance Committee  
Report to the Metropolitan Council  
Spring Session, 2015  
Archpriest Chad Hatfield, Chairman**

**Members:**

**Fr. Chad Hatfield, Chairman**  
**Archbishop Melchisedek (Synod Liaison)**  
**Fr. Eric Tosi (Chancery Liaison)**  
**Fr. Michael Anderson**  
**Fr. William Evansky**  
**Fr. James Weremedic**  
**Pdn. Michael Myers**  
**David Yeosock**  
**David Zavednak**

This report is rather brief but it looks ahead to several tasks that need to be completed by the end of this Metropolitan Council meeting or shortly thereafter.

Our current internal auditor's terms will expire at the next All-American Council. This committee will need to recommend new members to serve prior to next July's meeting. If you have prospects for service please submit their names to me, or a member of the committee.

Capin – Crouse has been retained for our External Audit with Bill Heller overseeing the audit. Please note this change in auditor.

At this meeting we will need to form our working groups to begin the update of the MC Handbook. This committee must also begin the task of working with the staff of the OCA on an updated organizational chart.

Respectfully submitted,

Archpriest Chad Hatfield



# **Report of the Metropolitan Council Legal Committee**

Spring 2015 Meeting of the Metropolitan Council of the Orthodox Church in America

February 10-12, 2015

The Legal Committee is of the firm belief that each member of the Metropolitan Council should be well-informed regarding the proper role and function of the Legal Committee of the Metropolitan Council generally and, perhaps more specifically, the special responsibilities of the Committee during interims between meetings of the full Metropolitan Council. This Committee has regularly over the past several years taken the occasion of its semiannual Reports to the Metropolitan Council as an available platform in which to underscore and emphasize to the members of the Metropolitan Council the special and unique tasks and responsibilities of the Legal Committee in this regard. We take the liberty of doing so once again here.

In the belief that it would be helpful to all of the members of the Metropolitan Council, and especially to those members who have joined the MC in the past year and are relatively new to the work of this body, to be reminded of the basic organization, charge and responsibility of this particular Committee, the Legal Committee regularly provides a summary written report from that Committee to the members of the Metropolitan Council in connection with each of the semiannual meetings of the MC with respect to matters of current legal interest or concern to the Orthodox Church in America as these relate reasonably to the functions and role of the Metropolitan Council in the overall governance of the Church as defined in the Statute of the OCA.<sup>1</sup> The role of the Legal Committee within the Metropolitan Council

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<sup>1</sup> Article V, § 4 of the OCA Statute provides in this respect:

"The Metropolitan Council:

Implements the decisions of the All-American Council and of the Holy Synod in the areas of its competence;

Assists the Metropolitan and the Holy Synod in Implementing decisions within the areas of its competence;

Establishes the budget for the operations of the Church and examines all financial reports of the Church;

Supervises the collection of the assessments and fees established by the All-American Council and determines the allocation of such funds;

Organizes plans for obtaining voluntary contributions for the satisfaction of the needs of the Church;

is objectively a limited and truncated one and must be understood as separate and distinct from other attorneys charged with responsibilities for the legal welfare of the Church.

The Chair of the Legal Committee of the Metropolitan Council is Judge E.R. Lanier of Monticello, Georgia; the other members of the Committee are Professor Paul Meyendorff of St. Vladimir's Orthodox Seminary and Fr. Deacon Tony Dyl of Denver, Colorado. The Committee is assisted on an as needed basis by Ms Angela Parks of Montgomery, Alabama, and by Mr. Sergei Givotovsky, an attorney now retired but very active in corporate transactions involving Russian and American interests. Mr. Gregory Nescott of Pittsburgh – a long time member of the Metropolitan Council and former Chair of the Legal Committee – is Special Consultant to the Legal Committee. Professor Paul Meyendorff brings to the Committee his expertise on issues related to canon law, ecclesiology, and church history. The Legal Committee has since the Fall 2014 meeting of the Metropolitan Council continued to be in contact by telephone and email, and conference calls are utilized as conditions warrant. The Committee works harmoniously with Mr. Robert Koorey, Special Legal Liaison on Sexual Misconduct Matters, and with Father Eric Tosi who, in his capacity as Secretary of the Church, has a primary responsibility under the terms of the OCA Statute for legal matters within the Chancery.

The charge of the Legal Committee is stated in the Council Members' Handbook<sup>2</sup>:

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Provides for the maintenance of the central administrative bodies of the Church and for the allocation of the general Church funds;

Decides on the purchase, sale, or mortgaging of property of the Church, except in cases covered in Article X, Section 8;

Maintains an inventory of all properties of the Church;

Provides for the establishment and maintenance of institutions of charity and education, as well as for publications for the propagation of the Orthodox Faith;

Determines the forms and books necessary for the keeping of records and statistical data by the dioceses, requiring all statistics necessary for reports;

Appoints officers and committees on matters within its competence;

Initiates, prosecutes, and defends all legal matters affecting the interest of the Church;

May receive reports from any department in areas within the competence of the Metropolitan Council."

<sup>2</sup> See also the original enacting resolution passed by the Metropolitan Council and blessed by the Holy Synod at the Spring 2008 Metropolitan Council meeting (cf. Motion at paragraph 10.4 on page 11 of the minutes thereof).

*“The Metropolitan Council Legal Committee, consisting of at least three to five members, shall between meetings of the Metropolitan Council act for and on behalf of the Metropolitan Council to discharge its legal responsibilities. The Legal Committee shall work in conjunction with the General Counsel and members of the Central Administration. Responsibility for major policy and legal decisions, such as initiation of litigation and settlement of litigation, shall be retained by the Metropolitan Council as a whole.*

*The Legal Committee shall fully and promptly report to the Metropolitan Council its activities and decisions between meetings. The Legal Committee shall act by majority vote. The Legal Committee may act by telephonic meeting or consent evidenced in writing or email, or such other means as means that the Legal Committee shall determine to be useful or appropriate.”*

In accordance with this mandate, the Legal Committee submits the following indication of its work since the Fall Meeting of the Metropolitan Council in September, 2014.

### **OCA Legal Counsel**

The Legal Committee is now functioning *ex officio* as a search committee to seek out and identify qualified candidates for the position of General Counsel of the Orthodox Church in America. The members of the Committee have met telephonically on several occasions regarding this matter and, in addition, members of the Committee have made numerous contacts with attorneys throughout the country who would be in a position to guide and counsel us in this process and to suggest sources which could facilitate the identification of candidates for this important office. While nominations to this position have been received even at this early point in time, the Committee is not actively reviewing these nominations at the present time and will not do so until we are confident that the availability of this position has been fairly and widely broadcast to the community which would have an interest in this matter. We are in regular discussions of this process with the Metropolitan, with the Chancellor, and with the Secretary of the OCA to ensure that they are informed of our progress in this connection. The Committee anticipates that it will be in a position to make a recommendation of a candidate or candidates for appointment as General Counsel of the Church before the meeting of the Metropolitan Council in September, 2015.

### **Matters Pending in the Courts of Interest to the Orthodox Church in America**

The Legal Committee is happy to report that there are no lawsuits currently pending in U.S. or Canadian courts in which the Orthodox Church in America is named as a party litigant.

## **Other Litigation in the Courts of Interest to the Orthodox Church in America**

### *EEOC v. Abercrombie & Fitch Stores, Inc.*

The Orthodox Church in America was approached in December 2014 by lead counsel in the case of *EEOC v. Abercrombie & Fitch Stores, Inc.* (now pending in the United States Supreme Court) concerning the possibility that the OCA join in the petition of the EEOC in that important case which has significant implications under the Freedom of Religion Clause of the 14<sup>th</sup> Amendment and Title VII of the Civil Rights Act. After very careful review of the matter, the Legal Committee unanimously recommended to the Metropolitan and to the Holy Synod that the Church join as *amicus curiae* in this case. With the consent of both the Metropolitan and the Holy Synod, the Church has associated itself with the position of the Petitioner in this matter.

In 1972 the Federal Congress amended Title VII of the Civil Rights Act to extend the protections of that landmark legislation to private employers by prohibiting religious discrimination against employees or potential employees and by requiring that employers make reasonable accommodations to employees (or potential employees) where these would be appropriate in facilitating the employee's practice of his or her religious faith, at least in circumstances where it was shown to be possible to do so without undue hardship on the conduct of the employer's business. This salutary legislation was subsequently limited in a line of cases coming out of the 10th Circuit Court of Appeals (which encompasses the states of Oklahoma, Kansas, New Mexico, Colorado, Wyoming, and Utah, plus those portions of the Yellowstone National Park extending into Montana and Idaho), providing essentially that the employer's duty to accommodate religious faith and practice would be limited only to instances where the employer had specific and concrete information regarding a particular need for religious accommodation (a heightened scienter requirement not appearing in the statutory terms), information which (as the 10th Circuit has ruled) had to be based on communications from the employee and no one else.

Since these judicially created limitations are not reasonably to be inferred from the text of the legislation or from its legislative history and since these restraints would impose onerous (if not insurmountable) barriers to the free exercise of an employee's religious beliefs, it was the consensus of the Legal Committee that the 10th Circuit's adumbrations to Title VII of the Civil Rights Act's requirements for religious accommodation in the workplace represent unwarranted restraints on the free exercise of religion as guaranteed by the First Amendment to the United States Constitution and constitute as well a perversion of the explicit language of Title VII itself.

### *Crown v. Archbishop Seraphim*

The Legal Committee is informed that appeals procedures on behalf of Archbishop

Seraphim have been initiated in the appropriate Canadian courts as a consequence of his conviction in those courts as reported previously by this Committee. Our inquiries into this matter have indicated that the appellate process in this case continues at this point in time. The Committee will continue to monitor this proceeding and will report developments in the case as they transpire.

### ***Other Matters with Potential Legal Implications for the Orthodox Church in America***

#### *Xenia Weigel Estate*

The Orthodox Church in America was named the residuary beneficiary of the estate of Xenia Weigel, a Pennsylvania resident prior to her death. This Committee has reported to the Metropolitan Council on a regular basis the proceedings in the Pennsylvania Orphans Court regarding the administration of this Estate. At its meetings in both Fall 2012 and Spring 2013, the Metropolitan Council took action, later blessed by the Holy Synod, at the urging of another beneficiary of the estate to release approximately \$185,438 to the benefit of that beneficiary. Because of reservations regarding certain distributions later asserted by the Counsel for the Weigel Estate in an attempt to achieve an amicable and informal settlement of this Estate, the Pennsylvania attorney representing the OCA in this matter made formal demand before the Orphans' Court for a formal accounting and adjudication of the matter. The proposed order prepared by Estate's Counsel was taken under consideration by the Court in Pennsylvania and, on January 10, 2014, it entered a Decree Absolute in the matter, essentially ordering a distribution of the assets of the Estate as prayed by the attorney representing the Weigel Estate. On January 20, 2014, the OCA was notified by its attorney of a communication from the attorney representing the Estate that an additional asset of the Estate of an approximate value of \$100,000 had been discovered since the entry of the Decree Absolute and that supplementary procedures before the Orphans' Court would be necessary to take this additional amount into account in a revised Decree Absolute.

More recently, the attorney representing the OCA in this matter has informed Counsel for the Estate that the OCA would prefer that the distribution of the additional, recently discovered assets (which are in the form of certain bonds), be made to the OCA in-kind as opposed to having the bonds sold by the Estate and the proceeds then distributed to the Church. In order to receive these assets in kind, it will be necessary for the Church to open a special account to receive these assets, and we are now informed that the OCA Treasurer is attending to this necessary administrative measure. The attorney for the Estate has now indicated his willingness to transfer the proceeds owing to the Church at the present time, reserving a \$5000 contingency from these proceeds to cover any additional expenses which might appear between now and the time of distribution. This proposal is under review by the OCA Treasurer.

The Legal Committee is aware that the attorney for the Weigel Estate has filed an updated inheritance tax return with the Pennsylvania Department of Revenue; the Committee is

attempting to obtain a copy of this tax return for its review. It is our understanding that this return has not been approved as of this point in time by the Department.

The Committee has more recently been informed that the Executor of the Weigel Estate has died, necessitating the appointment of a new Executor. Until this procedure has been accomplished in the Pennsylvania courts it will not be possible to close this estate and make the anticipated distribution of assets. The Legal Committee will continue to monitor this matter and to make reports to the Metropolitan Council as to its progress.

### *Task Force on OCA Statute Revision*

The Holy Synod of the Orthodox Church in America at its meeting in October, 2013, blessed a proposal supported by the Legal Committee of the Metropolitan Council to establish a Task Force on OCA Statute Revision in an effort to address a number of issues, ambiguities, and anomalies identified in the present Statute over the course of the past several decades. Archbishop Nathaniel was named by the Holy Synod to chair this Task Force; in addition, Archpriests John H. Erickson, Alexander Rentel, Dimitri Cozby, and David (now, Bishop Daniel) Brum were named to serve in this group, along with Father Ioan Cozma, a canonist of the OCA Romanian Episcopate. The OCA Archivist, Alex Liberovsky, and the Chair of the Legal Committee were also named members of this Task Force. The Task Force has met repeatedly since its establishment: the first session a telephone conference for organizational purposes on November 13, 2013, at which Father Alexander Rentel, a noted canonist on the faculty of St. Vladimir's Orthodox Seminary, was named Secretary of the Task Force; a second meeting hosted by Father Daniel Brum was convened under the leadership of the Archbishop at the Church of Saints Peter & Paul in Phoenix, Arizona, during the period January 15-17, 2014. Yet another gathering of the Task Force took place at Holy Dormition Monastery in Rives Junction, Michigan on April 22-25, 2014, and the last meeting of the Task Force on August 19- 22, 2014, also took place at the monastery in Rives Junction. The last meeting of this Task Force took place in Phoenix, Arizona, during the week of January 12-15, 2015, on this occasion hosted by Father Thomas Frisby of Holy Cross Church (Romanian Episcopate). An additional meeting of the Task Force in Rives Junction is scheduled for the latter half of April, 2015. The Committee is happy to note that Angela Parks, an attorney with the State Bar of Alabama and a long time Consultant to this Committee, has been designated to assist the Task Force in the completion of its work.

A full report on the work of this Task Force will be provided to the Metropolitan Council at this meeting by Father Alexander Rentel, the Secretary of the Task Force.

Respectfully submitted,

E. R. Lanier  
Chair, Legal Committee of the Metropolitan Council of the Orthodox Church in America

## **Final Report of the Strategic Planning Post Conciliar Committee (PoCC) to the Metropolitan Council – February 2015**

This is the final report of the Post Conciliar Commission (PoCC). The PoCC was established immediately following the 16<sup>th</sup> All American Council (2011, Seattle, WA) to oversee and facilitate the implementation of the Strategic Plan that was overwhelmingly approved at that Assembly. As will be seen in the summary below, most of those goals have now been successfully implemented and are incorporated in the day-to-day life of the Church at various levels: in the various OCA Departments and at the Diocesan and Deanery levels. Therefore, effective with the February 2015 Metropolitan Council Meeting, the PoCC is officially dissolved. Before summarizing the accomplishments over the past 3 years, please let me extend my thanks to all those who have made this possible: the PoCC members, the various implementation teams, the participants at the 16<sup>th</sup> AAC who refined and defined the goals of the Strategic Plan, to its critics whose comments helped make it a better product and most especially to Christ our God in whose name all this work was undertaken.

Normally in these reports, I have summarized the progress during the intervening few months. This has served as a useful way of ‘sharing experiences’ and I will do so at the end of this report. But, since this is our final report, we thought it would be useful to first provide a top level summary of the accomplishments over the past 3 years. These are given below in ‘bullet form’ for each goal:

### Continuing Education

- The Holy Synod has mandated 20 hours/annually of continuing education for each clergy and has established a Department of Continuing Education to oversee and facilitate this.
- St. Vladimir’s Orthodox Theological Seminary (SVOTS) has established a 3-year hybrid distance and residential learning program for obtaining a Doctor of Ministry degree in Pastoral Theology (D.Min.)
- St. Tikhon’s Orthodox Theological Seminary (STOTS) has instituted a highly successful annual multi-day Continuing Education program.
- A number of dioceses are also providing their own continuing education programs.

### Diocesan and Parish Revitalization

- The Dioceses of Eastern Pennsylvania, Western Pennsylvania and the Bulgarian Diocese have implemented revitalization programs based on Joe Kormos’ Parish Health Inventory Model (PHIM).
- The consensus seems to be that the tools are there for those parishes that have a strong desire to change but that such change takes a strong commitment and a lot of work.



- A number of dioceses have initiated other activities including a grants program; diocesan benefactor funds; more frequent gatherings with clergy, matushki and laity.
- The OCA is 'restarting' the Department of Pastoral Life.

#### Leadership and Management

- This leadership portion of this goal has emphasized the deanery as a powerful structure for dealing with the challenges posed by the wide geographical distances in many of our dioceses.
- One example of the increasing use of deaneries may be found in the Diocese of the West. It has implemented a sixth deanery, mandated deanery meetings, and provided funding for deanery activities out of the diocesan budget.
- The OCA has initiated annual meetings of the Chancellors and Treasurers
- The management portion of this goal has developed several financial tools to aid parishes and has provided them to the OCA Treasurer. Specifically they have provided: (1) an Excel-based Income and Expense Reporting Tool; and (2) Guidelines to Aid Parish Treasurers and Auditors.

#### Youth and Young Adults

- Has developed a highly successful Facebook page that is nearing 1800 likes and has a typical reach of 3,000 – 5,000 people.
- Updated nearly daily, it provides a daily liturgical presence for viewers through photos, prayers, short videos, etc.
- The age demographics are skewed a little older than our original intent and so we have brought on 2 young interns and a volunteer to help us with other social media used by young adults.
- These activities have now transitioned to the Department of Youth and Young Adults

#### Evangelization

- Has developed and annotated a selected compendium of 45 existing resources (Orthodox and non-Orthodox) and provided these to Fr. John Parker and the Department of Evangelization
- All future evangelization activities are to be done out of that Department

#### Contemporary Moral Issues

- Developed and successfully piloted a format for presenting and discussing the Churches teachings on contemporary moral issues and how to apply these teachings in a pastorally caring manner
- Powerful tool – but given the emotions around some of these issues – will take episcopal leadership and discernment to apply

### Pan-Orthodox Unity

- Focused on ‘grass-roots’ efforts to complement the top-level Assembly of Bishop efforts
- Developed a representative survey of existing pan-Orthodox activities at the city, state, and regional levels
- Other commitments of the lead on this precluded going to the next step of a “How to Get Started & FAQ Guide”.

As can be seen by the summary above, there is a great deal that has been going on in the Church since the 16<sup>th</sup> All American Council. One thing, however, that we as a Church are not so good about is ‘sharing these experiences’ – both to inform others and to benefit from their insights and from lessons learned. The more detailed PoCC reports to the Metropolitan Council have been one vehicle for such sharing – but others – especially among the leadership – e.g. the diocesan bishops and chancellors – are needed.

In the spirit of such sharing, I will conclude by describing the more recent activities in two of the goals in more detail.

Continuing Education: The Department of Continuing Education has developed its ‘mandatory training’ for 2014 and presented it to four of our dioceses: the Romanian Episcopate; Bulgarian Episcopate; the Diocese of New York and New Jersey; and the Archdiocese of Washington, DC. The 2014 training consists to two major modules:

- “The Mantle of the Priesthood” – barriers and successes on the road to a good finish; and
- “Seasons of a Pastoral Life” – the clergy life cycle

In 2015 the mandatory portion of the Department’s training will focus on:

- “The Church and the Law” – historical and contemporary themes; and
- “Pastoral Leadership” – what the social sciences can tell us about motivating individuals and groups.

In 2014, a lot of time has been spent on developing the on-line component of the Continuing Education Program, in particular in evaluating the various available platforms for on-line learning. In the end, it was decided that the most expedient approach was to use the existing Moodle platform that the OCA is already using for its Choral Conducting and Diaconal Formation programs since we are already familiar with it and it has in-house support.

The Department’s goals going forward are:

- Continue to build the resource repository online;
- Better focus on “Continuing Education news”, i.e. publicizing new courses, resources, and events;
- Encourage and solicit course creation by others – both live and online;

- Offer CE credit incentive for contributors to “Clergy Field guide” – some number of hours of credit in exchange for an essay/chapter that actually gets published
- Communicate with Bishops and Deaneries to promote and institutionalize Continuing Education

Diocesan and Parish Revitalization:

- Strong episcopal leadership is the cornerstone of diocesan and parish health. During the last several months we have been blessed by the selection and consecration of Bp. Paul (Diocese of the Midwest); Bp. Irenee (Archdiocese of Canada); and Bp. Daniel (auxiliary bishop for the Diocese of the West). Also, the Diocese of the South will soon select its bishop.
- Three dioceses have been pursuing diocesan and parish revitalization through use of the Parish Health Inventory Model (PHIM). The most recent updates on these efforts are:
  - Diocese of Eastern Pennsylvania has dissolved its Revitalization Committee. Instead Fr. Timothy Hojnicky has put together presentations on the PHIM and on Church Growth Revitalization and has made himself available to visit parishes. To date, he has presented it in 3 dioceses, 6 parishes, 2 cathedrals and 1 diocesan assembly.
  - Diocese of Western Pennsylvania has an excellent annotated set of Parish Development Resources on its website. In addition, along with the Diocese of the Midwest, it will be co-hosting the 2<sup>nd</sup> Small Parish Forum, June 18-20, 2015 at St. Nicholas Church in Weirton, WV
  - The Bulgarian Diocese has posted “Parish Revitalization Initiative” applications on its website. To date 5 parishes have applied.
- Joe Kormos continues to lead a series of events focused on parish revitalization. Some of the most recent events are:
  - Leaders Day 2014, held in October at St. John the Baptist Church in Canonsburg PA, explored “The Ministry of the Parish Council”;
  - A Dec. 16<sup>th</sup> webinar in the *Building Vibrant Parishes* series that explored “Outreach to College Students”; and
  - An upcoming Feb. 3 webinar on “Wake Up Your Parish with College Ministry”.
- Diocese of New England has a grant program (ONE) to support outreach and charity programs in their communities. The diocese has again budgeted up to \$10,000 in grant monies to help support parishes in these efforts.
- Diocese of New York and New Jersey has been very active with Bishop Michael’s ongoing religious education video messages and parish visits; well themed deanery meetings for development and growth, clergy and clergy family gatherings; Girl’s, Altar Servers’ and Matushki events; and a strong Distinguished Diocesan Benefactors Program.

Once again my thanks to all who have made these programs possible.

Respectfully submitted,

Fr. John Vitko, Chair of the PoCC

**Department of Christian Education of the Orthodox Church in America**  
**Report to the Metropolitan Council January 2015**

Department Membership

- Chair: Matushka Valerie Zahirsky
- Members: Mrs. Veronica Bilas, Matushka Myra Kovalak, Mrs. Daria Petrykowski, Miss Maria Proch, Matushka Alexandra Safchuk, Mrs. Jewelann Stefanar, part-time webmaster John Pusey

Regular Work

- Weekly downloadable bulletin inserts on our Department website reflecting on Bible passages, aspects of the Liturgy and Orthodox spiritual practices and saints, as well as occasional book and movie reviews
- Seasonal activities on our Departmental website (the next will be activities for Great Lent and Pascha)
- Monthly teleconferences

Projects Completed and in Process

- North American Saints: our Departmental website offers the “life” icons of the NA saints (large depiction of saint surrounded by smaller depictions of life events) in a format that can be downloaded and enlarged at copying centers, along with a narrative (both numbered version and unnumbered version) so the story of the icon can be told in various ways
- All-American Council planning and work has several components:
  - Creation of a 5-day curriculum for youth at four age levels
  - Travel to meetings to work together on curriculum
  - Planning and creation of materials for a Christian Education workshop to be offered at the Council
  - Creation of materials to be part of the Departmental display at the Council
  - Arrangements with Orthodox Christian Education Commission (OCEC) and Greek Orthodox Archdiocese (GOA) Religious Education Department, both of which will share space at our display tables, to show and describe their various curricular materials
- New Retreat: Our Department now offers a retreat to parishes and groups entitled “Orthodox Surprises,” which includes studies of several lesser-known Old Testament figures, shows how the Septuagint gives deep insights into many of the Biblical saints, suggests teaching methods, and guides participants in small-group spiritual reflection and conversation based on stories of the desert saints, monastics and other figures

- New Workshop: Our Department now offers a workshop to parish church schools entitled “Through the Years: Teaching a Single Concept at Various Age Levels” which shows teachers how a concept can be introduced to a young child, then reinforced in later years by teaching the same concept in different, age-appropriate ways as the child grows older

#### Co-operative Work

- Annual meetings of the OCEC
- Annual *Orthodox Institute* at Antiochian Village, to which our Department contributes a small amount of support, and in which Department members take part as presenters and participants

#### Ongoing Work

- Corresponding with clergy, teachers and others
- Reviewing and recommending curricula and resources
- Acting as a clearing house for materials sent to the Department for evaluation
- Suggesting teaching methods for particular topics
- Offering ideas for classroom set-up and management

Respectfully submitted,

Matushka Valerie Zahirsky

Chair, Department of Christian Education of the Orthodox Church in America

## **OCA DEPARTMENT OF CHRISTIAN SERVICE AND HUMANITARIAN AID (CSHA) SUMMARY REPORT (SEPTEMBER 1, 2014 - JANUARY 23, 2015)**

Chair - Donna Karabin; Members - Archpriest Thomas Moore, Priest Timothy Yates, Popadija Kitty Vitko, Arlene Kallaur, Diana Pasca, Nancy VanDyken, and eight consultants  
Diocesan Ministry Network: Skip Mersereau (WashDC), Diana Pasca (NY-NJ), Fr. Timothy Yates (DOS)  
Episcopal Liaison - His Eminence, Archbishop Melchisedek, Archbishop of Pittsburgh and W. PA

### **Ministry Focus**

Parish Ministries, Matthew 25 Charitable Outreach, Senior Life and Family Life  
[CSHA](#) promotes compassionate and charitable ministries in all levels of OCA life.

### **Resource Handbook Working Group – “Old Media Meets New Media”**

The [Resource Handbook for Ministries](#) (RH) now has nearly three hundred articles based on effective parish and outreach ministries written by clergy and laity who share their stories in order to help others begin sustainable programs in their parishes. Arlene Kallaur, serving as Coordinator, continues to gather new articles on fresh topics related to the eight ministry themes. There is ongoing work to review and update older articles. To access new and refreshed articles, go to the OCA homepage and select from the menu under “Work of the Church”. Watch for RH news items on oca.org and on the OCA and CSHA Facebook pages.

CSHA held a meeting of the Resource Handbook Working Group at the OCA Chancery on Thursday, October 30, 2014. CSHA members Donna Karabin, Arlene Kallaur and Diana Pasca met with consultants who had agreed to advise the department on effective ways to increase readership and application of the RH throughout the Church. Consultants are Fr. John Shimchick (Holy Cross-Medford, NJ), Matushka Deborah Belonick (St. Vladimir’s Seminary-Communications Director and Media Liaison) and Ryan Platte (Technical Manager-OCA Web Team). Matushka Denise Jillions who instituted the RH in the 1980’s attended as a special guest. At CSHA’s request, Ryan provided statistics and analysis of RH on-line activity to help the Working Group better understand readers’ interests and access points. He gave advice on the expectations of today’s technology-minded audience, that we must improve our packaging to draw users into the outstanding content.

A number of action items resulted. A few are mentioned here. The name was changed from Resource Handbook to “**Parish Ministry Resources**” (PMR) to better reflect its purpose. It will be added to the visible menu under Work of the Church on OCA’s homepage. More graphics, photos and videos will be added to the PMR landing page as well as to the documents. The articles will be updated by making sure: content remains accurate; titles are relevant to the content; links to resources are active; and bios have current information. A new PMR logo is being designed. There will be a newly appointed Working Group for the Phase 2 detailed work on the articles.

Everyone agrees it is vitally important to make the PMR more visible and more readily available to our OCA faithful and to anyone searching for relevant ministry resources. As Fr. John Jillions wrote in his October 31 Chancellor’s Diary, it is an “enormous treasure-trove of parish-tested ministry”. Especially now as we look to the 18<sup>th</sup> All-American Council theme, “How to Expand the Mission”, we must appreciate PMR as a resource for implementation of our Mission.

### **CSHA Visit to St. Juliana Society at St. Vladimir’s Seminary**

At the invitation of Matushka Thekla Hatfield, Donna Karabin visited SVS on October 13, 2014 to meet with St. Juliana Society’s clergy wives and female students. A Power Point presentation was given on CSHA’s programs: who we are, what we do, why we do it, how you can do it, with a closing reflection on Matthew 25. The questions, comments and conversations made for a mutually beneficial event which will help them in their preparations for parish life and undertaking charitable ministries.

## **Church World Service**

OCA's annual \$500 donation to CWS was sent from CSHA's 2014 budget.

## **CSHA Department Meeting**

CSHA members gathered together at St. Luke Church in McLean, VA on November 18 with gratitude for the rare opportunity to have the full department meet in person for a day of ministry consultation. Work is otherwise conducted through monthly conference calls. The day proved to be fruitful in evaluating the status of our current programs and planning for the future. Reports on programs follow.

## **Compassion in Action: Parish Ministry Training**

The evening before the CSHA meeting, Fr. Timothy Yates, Popadija Kitty Vitko and Nancy VanDyken met to discuss the status of CiA. Even though there is no OCA funding, there is still strong CSHA belief in the significance of a CiA clergy/laity ministry of personal presence in parishes. There is the intention to have a follow up meeting on February 4, 2015 in McLean, VA. It coincides with Nancy's business travel and therefore is at no cost to OCA. Participants will further develop a plan, determine intermediary steps, and identify mentors, pilot parishes, lay champions, and funding options. This effort will be in consultation with Fr. Steven Voytovich in our ongoing CiA collaboration with OCA's Institutional Chaplaincies.

## **Orthodox Living Will Task Force**

Since CSHA was first contacted by Dr. Tom Neal from the Aging with Dignity organization last February about their Five Wishes document, the adaptation or development of an Orthodox version of a Living Will and medical Advance Directive has been under consideration. The Greek Orthodox Archdiocese collaborated with Dr. Neal on a customized version of Five Wishes they are now using. Following up on the feedback from OCA chaplains, a number of clergy and laity, and noting Five Wishes references in two CSHA resources, the question concerned what direction to take with this program.

After an in depth discussion at the department meeting, the conclusion was that we go ahead with the next step to develop resource materials based on the Orthodox perspective of end-of-life issues. A Task Force was established to consider existing documents and determine the model that best serves the need. His Eminence, Archbishop Melchisedek gave his approval of the Task Force and his blessing on the members: Fr. Thomas Moore-Coordinator, Columbia, SC; Fr. Paul Fetsko, Director of Ethics at Mercy Health Systems in Fort Smith, AR; Deacon Mark Barna, author of "A Christian Ending", Charleston, SC; and Mr. Nicholas Ressetar, Chief of Staff at Costopoulos, Foster & Fields in Harrisburg, PA. We look forward to their work. Having an Orthodox Living Will and other legal documents available to our faithful and their families, especially before a crisis occurs, will better enable them to make faith-informed decisions on these critically important matters.

## **Diocesan Ministry Network**

CSHA members have been contacting Diocesan hierarchs and chancellors to seek their support in developing a network of representatives from each OCA diocese that would communicate with the department about their parish and charity programs. They would also pass on CSHA news to the diocese. The exchange of information would greatly facilitate networking of like programs in a geographic area or between dioceses. The news of successful programs could also encourage new charitable works in other places. We welcome the appointment of clergy, lay men or women of any age to the Network. At this time, the dioceses of NY-NJ, the South and Washington, DC have appointed Network representatives.



**18<sup>th</sup> All-American Council – July 20-24, 2015**

CSHA members are enthusiastic about the upcoming AAC in Atlanta, GA. Now in stages of development are the Exhibit Hall display, the Plenary Session presentation and the workshop titled "*Send Me, Lord!*" *Expanding the Vision through Matthew 25 Ministries*. The workshop will feature parish programs for feeding the hungry, helping the needy and the elderly, with an interactive section devoted to developing meaningful communication skills for effective ministry. Dr. Albert Rossi joins us for discussion on various forms of addictions, how we deal with our own and how we help others. We welcome these AAC opportunities to meet with hierarchs, clergy and laity and to raise awareness of the needs of "the least of these" in hope they will be inspired to meet those needs in active parish and diocesan ministries.

Report of the Department of Continuing Education  
Metropolitan Council Meeting  
Spring, 2015

No report received

Department of Evangelization  
Priest John Parker, Chair  
Report for Spring 2015

**Planting Grants**

The New Year's planting grants are under way.

Returning: Holy Archangels in Annapolis, MD; Holy Apostles in Lansing, NY; St Katherine's in Encinitas, CA. New this year: St James, Beaufort, SC; St John the Evangelist, Tempe, AZ.

**Diocesan Work**

The bulk of my efforts were for a five day trip to the Diocese of NY/NJ, November 10-14. I spent a day with the Rector of Holy Trinity, Yonkers, Fr David Cowan. I spent a half day traveling and brainstorming with His Grace Bishop Michael. I preached at the Diocesan Assembly's Hierarchical Liturgy. I delivered a 1-1.5 hour presentation to the gathered Assembly, "Evangelism Outside the Box". I gave a 2-2.5 hour presentation at the parish in Rochester, NY, meeting with their vibrant Evangelism committee. I gave a lunchtime lecture/presentation at St Tikhon's Seminary. I gave an evening 1-1.5 hour presentation at St Vladimir's, Trenton, NJ. I spent two hours meeting with His Grace further brainstorming the needs of evangelism in the wider OCA. At his suggestion I should have written priorities to him in the next month or two.

**OCMC**

I took part in a teleconference meeting for the subcommittee to discuss a plan for OCMC to formally support missionaries financially, to relieve the burden of individual fundraising.

I missed the Fall Board Meeting as it was concurrent with the week in the Diocese of NY/NJ.

**Mission to Mexico**

We have scheduled a third-annual Short-term mission team to Mexico this Summer, June 20-27. With sufficient interest, the team will divide into two, and work in two villages: San Esteban and Pisaflores, doing teaching/catechism in both places. As of now, the team(s) will be led by Archpriest Theodore Pisharchuk (organizing) and Archpriest Antonio Perdomo.

I was updated by Archpriest Antonio Perdomo after Theophany on the building project in San Esteban, which is under way—funded through two years of planting grants. Last summer, I had a chance to visit the land personally. Now the funds have all been distributed, the construction should be able to proceed without financial delay.

**Mission School**

Scheduled to teach in April at the first Mission School.

## **Correspondence and Conversations**

Ongoing and various. Including His Grace, Bishop David (general concerns and missionary-minded priest search for Fairbanks); Archpriest Antonio Perdomo (for Spanish-speaking work); Fr Matthew Francis, beginning a mission in Chilliwack, BC, Canada; Fr Robert Holet for the website (Stewardship and Mission).

## **MEDIA**

### *Website*

[www.goodnews.oca.org](http://www.goodnews.oca.org) is as organized as it can presently be to go live.

### *Ancient Faith Radio*

Continuing regular and sporadic podcasts (“Lord Send Me”) on Evangelization and related topics, including interviews (Metropolitan Kallistos Ware, Fr Christopher Foley, High Point, NC; Fr Josiah Trenham, St Andrew’s, Riverside, CA).

### *Orthodox Christian Network (OCN)*

Began writing regular (monthly and sometimes more) essays for the OCN website, on Evangelization.

## **OUTREACH EFFORTS**

### *Anglican Church in North America*

Reconvened our dialogue, with His Eminence, Archbishop Melchisedek as our Episcopal representative in Tacoma, Washington in mid-December. Also added Archpriest John Pierce (who hosted us) to our delegation. Met for two days with the delegation from the ACNA. Next meeting is scheduled for the end of September.

### *Rick Warren*

Pastor Rick was on a writing sabbatical in the last quarter of 2014. At his assistant’s recommendation, I contacted him at the first of the year 2015, and am awaiting a reply for a follow-up conversation on Discipleship and Mission.

# Spring 2015 Department Report

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## [Institutional Chaplaincy Department]

### 1 DEPARTMENT MANDATE

The Department of Institutional Chaplaincies supports the ministry of full and part-time hospital, hospice, long-term care, prison, fire, police chaplains, and those in other settings.

The Orthodox Church in America is a member of the Commission for Ministry in Specialized Settings (COMISS Network) and endorses chaplains to serve in specific institutional settings and toward certification with the Association of Professional Chaplains (APC), the Association for Clinical Pastoral Education (ACPE), and the College of Pastoral Supervision and Psychotherapy (CPSP).

Archpriest Steven Voytovich serves as the Department's Director, supporting the formal endorsement process for institutional chaplains and facilitating dialogue among those ministering in a variety of institutional settings.

### 2. DEPARTMENT MEMBERS & RESOURCE PEOPLE

**Chair:** V. Rev. Dr. Steven Voytovich  
**Members:** V. Rev. John Maxwell, Frs. John Brown, Paul Fetsko, Alexandre Ioukliaevskikh, Michael Medis, Timothy Hasenecz, Christopher Stanton, Dn. David Neff, Sarah Byrne, Logan Johnson, Elaine Mayol, Anna Nikitina, Jessica D'Angio, Larisa Waya

**Resource People:** V. Rev. Theodore Boback  
V. Rev. Sergei Bouteneff

Website: [www.orthinc.org](http://www.orthinc.org)

### 3. BUDGET REVIEW

- 2014 Budget Actual: \$6,000 stipend, roughly \$844 expenses (was unable to get to annual meeting due to seminary obligations).
- 2015 Budget: \$6,000 stipend, \$1,350 expenses (though no funds set aside for conference with AAC coming up).

### 4. HIGHLIGHTS AND PROJECTED FUTURE INITIATIVES

- We currently have about 15 endorsed chaplains serving in institutional settings!
- A number of already certified chaplains needed updated endorsements for five-year reviews.
- First Federal Bureau of Prisons (BOP) endorsement request received late in the year.
- Have met briefly with several of our chaplains while traveling for other purposes
- The International Congress for Pastoral Care and Counseling will be held in California later this year. Fr. Steven has represented our church at several of these congresses around the world since 1999.

#### Future Developments:

- We are featuring a number of our institutional chaplains in their ministry contexts on our [www.orthinc.org](http://www.orthinc.org) website during this year, as well as opportunities for continued exchange.
- With the advent of now two jurisdictions having similar endorsement processes, we need to continue dialogue toward implementation of uniform approach to institutional chaplaincy endorsement.
- Complete Compassion-in-Action program with CSHA Department to empower laypersons to engage in ministry and mentoring skills among the clergy with the support available through those who have received clinical training in ministry represented by our institutional chaplains.
  - The first portion of this program is nearly complete as of the writing of this report.
  - Our presentation at Parish Ministries workshop sought volunteers to serve as facilitators.

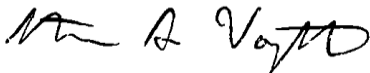
- Support the Strategic Plan:
  - Our chaplains are assisting with clergy continuing education; seminarian training. Fr. Steven began a dialogue with Fr. Ian, now in charge of continuing education about the ongoing continuing education chaplains are already undertaking (at least 50 hours each year). We hope to come to some kind of understanding so that chaplains are not having to duplicate continuing education in chaplaincy and church settings.
  - CiA Program will assist parishes in engaging in ministry development
  - Continue to represent our OCA in the greater pastoral care and counseling arena
- Hopefully opportunities will arise to continue the dialogue begun one year ago with our Orthodox Campus Fellowships (OCF) to support their chaplains.
- We look forward to gathering for the 18<sup>th</sup> All-American Council in Atlanta in a few months.

## 5. COMMENTS

As is both known and previously stated, the Assembly of Canonical Orthodox Bishops is going through growing pains, and it remains challenging to discern where we as OCA should stand in relation to institutional chaplaincy and endorsement. At the least, the program in place is robust, working, and assisting our clergy and faithful to serve in institutional chaplaincy roles. The OCA continues to have the most significant experience in the non-military institutional chaplaincy arena alongside military chaplaincy.

It remains meaningful for me to serve in the role of Department Director, and I look forward to supporting our growing number of chaplains serving in a variety of settings. For the first time this month I was able to locate an OCA chaplain entering supervisory training through facebook, and in time others will grow into leadership roles to continue the important work of the members of this department in ministering between the parish and broader community.

Respectfully submitted,



The V. Rev. Dr. Steven Voytovich, Director  
Department of Institutional Chaplaincies

**Orthodox Church in America**  
**Department of Liturgical Music and Translations**  
**Report to the Holy Synod– Spring 2015**

**A. Music Downloads**

Last year we began working on the texts and music for the Kanons of Resurrection Matins. The texts for the Heirmoi of Resurrection Kanon tones 1, 2, 3, 4, and 5 have been reviewed, corrected, and revised, and are now available for free-downloading on the OCA website. Tone 6 is now being reviewed and our plan is to complete all 8 Resurrection Kanon tones by summer, 2015. We will then continue with the Resurrection stichera at the Praises.

During the past five years most of the required music for the services of Vespers, Matins, and the Divine Liturgy for the major feasts of the Church, Pre-Lenten and Lenten Sundays and Palm Sunday, has been prepared and posted on the website. The Department plans to fully complete this project by the end of 2015.

The Department is currently preparing (and posting) music for the commemorations of Hieromonk Juvenaly and Peter the Aleut (Sept 24), St Innocent (March 31, Oct 6), St Tikhon (April 7, Oct 9), St Alexis (May 7), St Jacob the Enlightener (July 26), and the Holy New Martyrs of Alaska (Sept 24). Sources of texts for newly-canonized saints – i.e., St John Maximovich, etc. need to be authorized.

The services (music setting of all sung parts plus texts of prayers and litanies) for Baptism, Matrimony, and the Burial of a Priest have been completed and posted on the website. The Department in 2015 will begin preparing similar collections for the Panikhida, the Burial of a Layperson, and the Burial of a Child.

In 1989 the Department of Liturgical Music published a booklet of music, *The Hymns of the Weekly Cycle*, that contained the text and music for the Troparion, Kontakion, Prokeimenon, Alleluia, and the Communion Hymn for the days of the week, Monday through Saturday. The Department is currently scanning the music and making it available on the website.

**B. Texts for Liturgical Services**

In 2014 180 liturgical services containing the so-called *Propers* of Vespers, pointed to be sung according to the Common Chant, were posted on the website. Approximately the same number will be posted in 2015. These include services for all feasts and saints that call for a Vigil in the “official” Liturgical Calendar, in addition to the services of the Presanctified Liturgy during Lent and the services of Holy Week. The services are put together by the Chairman, rubric outlines are provided by Archimandrite Juvenaly and the texts are proofread by Dr. Vladimir Morosan. Beginning in October, 2014, with the assistance of Hierodeacon Herman of St Vladimir’s Seminary and Benedict Sheehan of St Tikhon’s Seminary, we also posted Texts for Liturgical Services using the “Thee-Thou” format.

### **C. Tutorial for the Study of the Eight Tones**

Work is now underway on Part II of the Tutorial for the learning of the Church Tones, which will include the tones for the chanting of the Prokeimena. Part I, including both the Obikhod (Common Chant) and Kievan “melodies” used for the singing of the *stichera*, has been completed and has been posted on the website. The scheme of the tutorial is to break down each tone and identify its musical phrases. The sequence for the proper use of the melodic phrases is fully explained as well as the “formula” (intonation pattern, the recitation pitch of the body of the phrase, and cadence) for the melodic line. All phrases are illustrated with musical and textual examples.” Recorded choral demonstrations of the written examples for each tone are presented, including full (SATB) choir, and individual lines for soprano, alto, tenor, and bass. The Tutorial will eventually include analysis and learning tools for the Prokeimena, Kanons, Special Melodies (Podoben), and Psalm verses. Part I of the Tutorial was written by David Drillock and Deacon Gregory Ealy; Dr Vladimir Morosan did the editing and provided musical assistance.

### **D. Audio Files for Teaching Liturgical Music**

The Department will also make available on the website audio files (MP3) for the Prokeimena that will comprise Part II of the Tutorial. Recorded choral demonstrations of the written examples for each tone will be presented, including full (SATB) choir, and individual lines for soprano, alto, tenor, and bass. The recordings for the tutorial will again be done by singers of St. Mary’s Orthodox Church in Minneapolis, MN, under the direction of Deacon Gregory Ealy.

### **E. Music for the Church School**

The Department of Liturgical Music, in cooperation with the Department of Christian Education, will inaugurate the first of a series of materials that will acquaint our young persons with the liturgical, poetical, and musical forms that are used in our liturgical services. Two segments (Cosmas of Maium and Kassiane) have been written by Dr. Elizabeth Theokritoff, and reviewed by the Department of Christian Education which has also prepared lesson plans. Examples of hymns by Cosmas of Maium and Kassiane are being selected and will be set to music and sung by a church choir, with both the music being available on pdf’s and on audio files (MP3). The first segment in 2015 will be devoted to the St Germanos of Constantinople, and will be written by Dr. Stig Symeon Froyshov.

### **F. On-line Course in Choral Conducting**

As in 2012 and 2013, in 2014 the on-line course for Beginning Choir Directors was offered by the Department to interested and beginning choir directors. Over the three years a total of 39 students have registered for the course and participated in at least 40% of the sessions. 30 students have successfully completed all twelve sessions.

The first part of the course places special emphasis on the relationship between text and music, accented and non-accented syllables; exercises are focused on learning the beat patterns. The second half of the course concentrated on techniques of conducting chant, singing in phrases,



analyzing specific examples of both metered and unmetered music, and preparing the music for conducting. Each session consisted of video and textual teaching demonstrations. Weekly each student meets on-line via *skype video.system* with the teacher of the course, Prof David Drillock, who also provides written weekly evaluations to the participants.

Music examples were sung by choir members of St Paul Orthodox Church, Dayton, Ohio. Video recording for the sessions was done by Dr Mark Pearson, Instructional Technologist and Designer at Earlham College. Dr Pearson designed the online course format and provided technical support and program assistance.

Respectively submitted,

*David Drillock, Chairperson*  
Department of Liturgical Music and Translations  
Orthodox Church in America  
January 26, 2015

Report of the Department of Pastoral Life  
Metropolitan Council Meeting  
Spring, 2015

No report received as Department is reorganizing

Department of Youth, Young Adult, and Campus Ministries  
Report to the Metropolitan Council  
Spring 2015

His Grace, Bishop Irineu, Episcopal Liaison

Andrew Boyd, Director

A full list of members and diocesan representatives can be found here:

<http://oca.org/about/departments/youth-young-adult>

### **Overview**

My thanks to the Chancery staff and our many department volunteers who picked up the slack for me this fall as I faced some health concerns. As I've returned more or less to my "regular" hours, we are already planning a very busy 2015. July 2015 will also be the 3rd anniversary of my appointment to this position, and the All-American Council in that month will provide an opportunity for us all to reflect on the direction of youth ministry in the OCA as a whole.

### **18th AAC**

Plans are well underway for a full youth program at the upcoming All-American Council from pre-k through young adults. The leadership team is pretty much in place, curriculum is being developed and field trip sites have been identified. Priest Benjamin Tucci from our cathedral in Minneapolis is heading this effort, and I'm very grateful for his work. We are still seeking volunteers to help run the program, let me know if you have interested and capable people in your dioceses.

### **Camping Programs**

While our camping programs are very well run from our various dioceses and deaneries, I do have some concerns about standardization of training and child protection. Camping is a rewarding ministry for so many, but with reward comes also out-sized risks. In the coming months, I will be meeting with our camp directors (over skype) to better understand what resources are needed, and what is being done to protect our children, clergy, and volunteers even beyond what the OCA's PSPs mandate. Recent changes to Pennsylvania state laws in this regard may indicate a growing trend to require more and more onerous reporting and record-keeping and may eventually threaten the existence of our camping ministries.

### **Consultations**

One of the marked changes of the past few months is an increase in clergy and lay people contacting our department for advice and resources. The past few months we've been able to connect people from the Dioceses of the South, West, Western PA, and New York/New Jersey with resources and experts to address their youth ministry questions and concerns. This is a very gratifying part of our ministry and we're always glad to provide expertise, help, guidance, and prayerful support.

### **Episcopal Assembly**

I have just returned from our annual Youth Committee Consultation meeting along with the Annual Youth and Camp Workers conference hosted this year by the Antiochian Archdiocese. I have never seen a more active and engaged spirit in the group and I'm pleased to report that 2015-2016 will see the start of actual, collaborative youth activities including 1-day retreats in ten cities to be announced soon. I

would also like to emphasize the close relationships we now have with the Greek Archdiocese's and ROCOR's Youth Departments and we expect more collaboration with them in the coming year.

In 2016, the OCA will host this meeting and conference. While I have some ideas as to where we would host it, I am open to considering any site that would be interested.

## **OCF**

While there have been some changes in OCF's leadership in the past few months, OCF's core programs continue to grow and the organization is more financially stable than it has been in the recent past. We continue to be represented on the OCF board by Deacon Alexander Cadman of the Archdiocese of Western Pennsylvania and Bill Birchfield of the Romanian Episcopate. We contribute \$13,000 a year directly to OCF's operating budget. I'm also pleased to report that we were able to extend scholarships to all OCA attendees at the recent OCF College Conferences.

## **Peter the Aleut Grant Program**

Our grant program continues to issue small grants (\$100-500 at a time) to youth looking to attend qualifying programs, conferences, or retreats or to visit an OCA seminary/monastery to help discern a vocation. The grant can also be used by clergy and lay person towards continued education in youth ministry. It is administered by myself, Priest Christopher Rowe and Jeremy Pletnikoff with assistance from Melanie Ringa. We recently received a generous donation from an OCA monastery to further this grant's work. We expect heavy usage in 2015, especially in providing assistance to those wanting to attend the All-American Council.

## **Pro-Life Partnerships**

During the recent March for Life in Washington DC we were approached by the United States Conference of Catholic Bishops to collaborate with them in some of their pro-life activities for youth. I am currently vetting these activities and looking for a volunteer to spearhead this relationship. Again, let me know if you can think of any willing/able people.

## **Scouting**

Our resident expert on Orthodox scouting programs continues to be Archpriest John Bacon. Even though Father John recently retired from parish ministry, he has agreed to continue as a resource for us, for which we are very grateful. Thanks also to Archpriest Eric Tosi who is actively engaged as a chaplain for many national events, and regularly represents the OCA at pan-orthodox scouting meetings.

## **Social Media**

Our social media team continues to grow and innovate in new and exciting ways. Recently, we began a pilot of an informal youtube series of reflections called "The Road We Travel." We also welcomed onboard two college students as interns who will be completing a number of projects including expanding to new platforms, new video series, and some interactive social media projects for the All-American Council. Additionally, the Greek Archdiocese has approached us to partner in some social media activities, the details of which are still being worked out.

Submitted with thanks in Christ for the opportunity to serve,  
Andrew Boyd



## **2015 Spring Report Office of Orthodox Church in America Military and Veterans Affairs Medical Center Chaplaincies**

Very Rev. Theodore Boback, Jr. – Dean/Executive Director OCA Military and VA Chaplaincy  
Very Reverend Joseph Gallick - Assistant Dean/Deputy Director OCA Military and VA Chaplaincy

### **Vision**

The Orthodox Military Chaplain is an Orthodox Priest in uniform serving in the Armed Forces of the United States of America. The Veterans Affairs Medical Center Chaplain serves in the Department of Veterans Affairs in a medical center. They are active members of the respective chaplaincy and share a common core of professional responsibilities for worship services, personal counseling, administrative duties, pastoral visitations, cultural activities, humanitarian projects, moral leadership, and appropriate collateral duty assignments.

They in addition to fulfilling the disciplines, dogmas, doctrines of faith and other canonical directives required of all Orthodox Priests, comply with the administrative requirements of their Ecclesiastical Endorsing Agency.

They exercise their priestly mission in three ways: to those of the Orthodox Faith, to those of other faiths, and to those who have no religious affiliation.

### **Mission**

The mission of the OCA's military chaplain is the propagation of the Orthodox Faith; to serve, worship, and love our Lord and Savior Jesus Christ; and to bring spiritual nourishment and enlightenment to thousands of Orthodox military personnel and their families serving their country throughout the world.

The mission of the Veterans Affairs (VA) Chaplains is to counsel and to bring spiritual nourishment through the Holy Sacraments to hundreds of Orthodox veterans in VA Medical Centers throughout the United States of America.

### **Operation**

The Office of Military Chaplaincies operates directly under the supervision of the Metropolitan and forms a unique deanery of the Church. According to the Statutes of the Orthodox Church in America (Article II section 5) deaneries within the boundaries of a diocese are established by the diocesan council. However, the Dean of Orthodox Military Chaplains is appointed by and directly responsible to the Metropolitan (Cf. Article II, section 7p).

The Executive Director and Dean of Chaplains is the chief administrator for the Metropolitan in all matters concerning the OCA chaplains in the Air Force, Army, Navy, Marines, Coast Guard and the Veterans Administration. The Executive Director/Dean is the representative of the Metropolitan to the National Conference of Ministry to the Armed Forces (NCMAF) and the Endorsers Conference for Veterans Affairs Chaplaincy (ECVAC). The Assistant Executive Director works together with the Executive Director. The Executive Director/Dean and the Assistant Executive Director recruit and screen candidates for the chaplaincy, prepare ecclesiastical endorsement for the Metropolitan and maintain contact with all Orthodox chaplains and with the Executive Director of the Armed Services Chaplains Board, Military Chief of Chaplains and the VA National Staff Chaplain and chaplain staff. . They do this through telecommunications, email, correspondence, and by participating in various meetings and site visitations throughout the world. The Executive Director/Dean provides guidance to chaplains serving throughout the world on spiritual matters and ensures that Orthodox personnel, regardless of where they are

stationed can freely exercise their religious beliefs. The Executive Director/Dean attends all conferences and executive board committee meetings of the NCMAF and ECVAC.

The Military chaplains from the Orthodox Church in America serve in the United States Armed Forces in the United States, Germany, Korea, Japan, and the Middle East.

### **Endorser's Conferences:**

The annual National Conference on Ministry to the Armed Forces (NCMAF), the Endorsers Conference for Veterans Affairs Chaplaincy (ECVAC) and the Armed Forces Chaplains Board with the three branches Chief of Chaplains was conducted 15 – 18 January 2015. Father Ted Boback and Fr Joseph Gallick attended the three meetings. His Beatitude, Metropolitan Tikhon was unable to attend this year because of other commitments.

The ECVAC portion of the conference included presentations by Chaplain Michael McCoy former interim chief VA Chaplains and Chaplain John Milewski current interim Chief VA Chaplain and John Batten made a presentation on the VA Chaplaincy and personnel concerns followed by discussion. A business meeting was conducted in the late afternoon.

This year the NCMAF had as its theme “Serving those who serve: a renewed vision for a time of change.”. The theme was chosen because of the various transitions that have taken place over the last decade. The first day included presentations by a panel on “Ensuring High Standards: Serving with Integrity and Trust. Steve Schwab from the Elizabeth Dole Foundation spoke on Influencing our religious Bodies on behalf of our veterans. CAPT Jim Fisher, USN, CHC (Ret) was the luncheon speaker with his presentation entitled: Operation Heal our patriots Samaritans Purse. Afternoon sessions included: Guarding Religious Free Exercise with Policy Representatives of the Chiefs of Chaplains. Followed by an interactive policy issue workshop. The day concluded with a presentation by the Navy, Army, and Air Force Chaplaincy Recruiters. This completed the first day of presentations.

The Second day began with devotions. CAPT Sheila O'Mara, CHC USN (Ret) spoke on “Improving Patient-Centered Care via Integration of Chaplains into Mental Health Care.” And Dr Jeff Rhodes, D.Min. spoke on “Support for the Defense Centers of Excellence for Psychological Health and Traumatic Brain Injury.” The morning ended with a presentation by Ms Rosemary Williams, Deputy Assistant Secretary of Defense Military Community and Family Policy on: “Domestic Violence, Child Abuse and Neglect and Looking Ahead.” Dr. Barbara McGraw, Director, Center for Engaged Religious Pluralism, was the luncheon speaker and she presented: Safeguarding Religious Free Exercise.” An Interactive Pluralism Workshop was conducted by Dr McGraw and CH (COL) Ken Bush, USA Retired. The day concluded with a NCMAF business meeting. The organization is currently reviewing by-laws.

The Armed Forces Chaplains Board hosted the final day of events with a welcome by Mr. Anthony M. Kurta, Deputy Assistant Secretary of Defense for Military Personnel Policy and Chaplain (Colonel) Jerry Pitts, Executive Director, Armed Forces Chaplains Board. Presentations and panel discussion by the three branch chief of chaplains: from the Navy - Rear Admiral Karen G. Kibben, CHC, USN; from the Army - CH (Major General) Donald Rutherford; and from the Air Force - Ch, Major General, Howard Stendahl took place. Afterwards personnel briefings by respective Chaplain Corps Personnel Directors were presented. The afternoon sessions focused on the Annual Compliance Process Update.

The Office of Chaplaincies remains involved with various aspects of the chaplaincies: A briefing by Fr. Theodore Boback Director and Fr Joseph Gallick Deputy Director of the Office of the Military and VA Chaplaincies was conducted a briefing to the Fall Session of the Metropolitan Council and to the Fall Session of the Holy Synod of Bishops of the Orthodox Church in America.

The Office of Military and VA Chaplaincies has briefed His Beatiutde, Metropolitan Tikhon and Archbishop Nikon on Various aspects of the Chaplaincies and have provided information and talking point papers to them.

## **Military Chaplains:**

Included among the Ministry Concern of our chaplain are:

Spiritual Renewal, Ministry of Present, Readiness, Interfaith and Ecumenical Ministries Programs, outreach programs, service on various boards such as family action; biomedical ethics, advisory councils.

### **Military and VA Chaplain Personnel Strength**

Personnel Statistics have changed through the years and continues to change based on requirements of the United States Armed Forces and the Veterans Affairs Medical Centers in fulfilling its missions.

### **Military Personnel Strength.**

*Our current personnel outlook is reflected in the following table: In each column the figure at the left indicate the number of OCA Chaplains while the figures within the parentheses indicate the number of non-OCA Orthodox Chaplains. The bottom line – “Totals” shows the total number of Orthodox Chaplains from all jurisdictions.*

<b>BRANCH</b>	<b>Active Duty</b>	<b>Reserve Component</b>
Air Force	3 (2)	1 (1)
Army	4 (3)	5 (1)
Navy	2 (6)	1 (0)
Subtotals	9 (11)	7 (2)
Totals	20	9

Retirements: Father Jerome Cwiklinski retired from the United States Navy in 2014.

Projections: 2 retirements: Father Peter Baktis, OCA, is scheduled to retire from the US Army as well as Father Gianulis who is a priest in the Greek Orthodox Archdiocese from the US Navy. There are two OCA priests in application for Reserve Component Service.

### **ACTIVE DUTY FORCES**

Over 45% of all Orthodox Chaplains on active duty are Orthodox Church in America

5 (25%) are priest of the Antiochian Orthodox Archdiocese

4 (20%) are priests of the Greek Orthodox Archdiocese

2 (10%) are priest of the Russian Orthodox Church outside Russia

The CarpathoRussian Diocese at this time does not have an active duty priest since the retirement of the Navy Active Duty Priest a few years ago.

### **RESERVE COMPONENT**

7 (78%) of all Orthodox Chaplains in the Reserve Component are OCA

1 (11%) are priests of the Greek Orthodox Archdiocese

1 ( 11%) is a priest of the Antiochian Archdiocese



## **Chaplain Candidates**

Currently there are several seminarians who are participating in the chaplain candidate programs in either the United States Army or the United States Air Force. The seminarians attend St. Tikhon and St Vladimir Seminaries.

## **Chaplaincy Specialized Training**

Both the Military and VA Chaplains received training in their particular areas.

Most if not all Orthodox Military Chaplains have training in suicide prevention, moral leadership training, personal value/values clarification, stress management, marriage enrichment, chaplain orientation, and crisis incident response and critical incident stress management.

Some of the chaplains receive specialized training in areas including: ethics, family life, alcohol and drug counseling, fund management, administration, combat developments, training and curriculum development, task analysis and development, total quality management, facility management, security management, interpersonal relationship development, leadership development, organizational effectiveness and development, marriage and family life training and counseling; clinical pastoral education; hospital ministry; and confinement ministry and volunteerism.

Both the military and VA chaplain are good resources for speaking at retreats and workshops.

**Military Orthodox Priests are assigned throughout the world. The following is a list of current Orthodox Church in America military Priests serving our nation and location.**

## **Active Duty**

### **United States Air Force**

Father Ioan I Dumitrascu Chaplain, Captain USAF Langley AFB, Virginia

Father Eugene Lahue, Chaplain, Major, USAF – Keesler AFB, MS

Father Thaddeus Werner, Chaplain, Captain, Joint Base Lackland, San Antonio, TX

### **United States Army**

Father Peter A. Baktis, Chaplain (COL) USA INSCOM, Fort Belvoir, VA

Father. George Hill, Chaplain (MAJ) USA Graduate School, University of Virginia

Father Sean Levine, Chaplain (CPT), USA, Fort Bliss, Texas

Father George Oanca, Chaplain (CPT) USA Fort Carson, Colorado

### **United States Navy**

Father Stephen Duesenberry CDR CHC USN Miramar - San Diego, CA

Father Eugene Wozniak LCDR CHC USN Camp Lejeune, NC

## **Reserve Component**

### **United States Air Force**

Father Oliver Herbel Chaplain, Captain, USAFR

### **United States Army**

Father Ian Burgess, Chaplain (CPT) USAR  
Father Peter Dubinin, Chaplain (LTC) USAR  
Father Danut Palanceau Chaplain (CPT) USAR  
Father James Parnell, Chaplain (CPT) USAR  
Father James Sizemore Chaplain (CPT) USAR

### **United State Navy**

Father Herman Kincaid,

### **Retired Military Chaplains**

There are over 30 retired Orthodox Priests from the United States Armed Forces with over of them serving within the OCA in various ministries. The retired chaplains have a range of special skills and are an additional asset within our Orthodox Church. Please read the Continuing Education Report within the Strategic Plan as well as the paragraphs above for more information.

### **Veterans Affairs Medical Center Chaplains**

Father Joseph Martin, VAMC, Wilkes-Barre, PA and Father Sergei C. Bouteneff VAMC Newington, CT serve as the Chief of Chaplain Service at their respective VAMC. Father Philip Reese has a full time position at the Miami VAMC. We are grateful for their ministry and congratulate them on their assignment within the VAMC.

VA Chaplains might attend training that equips them to perform specific tasks and or to fill certain positions such as PTSD, palliative care, substance abuse; etc.

### **There are nine OCA Priests who serve our VAMCs**

Father Sergei C. Bouteneff – Newington, CT  
Father Igor Burdikoff – Albany, NY  
Father Daniel Degyansky – Manhattan, NY  
Father John Klembara – Brecksville. OH  
Father Joseph Martin – Wilkes-Barre, PA  
Father Philip Reese, Miami, FL  
Father Paul Suda – Pittsburgh, PA  
Father Michael Westerberg – New Haven, CT  
Father George York, Pittsburgh, PA

## **ENDORISING CONFERENCES**

- The Orthodox Church in America continues to be an active member and participant in the National Conference of Ministry to the Armed Forces (NCMAF) and the Endorser Conference for Veterans Affairs Chaplaincy (ECVAC). The membership is comprised of more than 200 faith groups and denominations.
-

- The Orthodox Church in America is recognized by each of these organizations and the Military Chief of Chaplains and the VA National Chaplain Center as the endorser for OCA priests. To be considered for the military or veterans affairs medical center chaplaincy, a candidate must first have his Diocesan Bishop's Blessing, then an ecclesiastical endorsement from the Metropolitan, which is prepared by the Director of the OCA Chaplaincies as well as meet the requirements of the United States Armed Forces or the Veterans Affairs Medical Center National Chaplain Office.
- 
- As noted earlier, Fr. Theodore Boback serves as a member of the organizations and has served in the past on the executive board of NCMAF and currently serves on the executive board of ECVAC – having previously in the past served as chair of the group.

In conclusion, thanks to all who supported the Office of Chaplaincies, to Fr. Joseph Gallick the Deputy Director, to our active duty, reserve component, VA and retired chaplains and various members of the office, to the Chancery Officers and Staff for their consultation on concerns and various items. We express especially our gratitude to the Hierarchs for their prayers and for their support of providing qualified chaplains for the active and reserve forces of the United States Armed Forces. We ask that you continue to remember our chaplains and family members in your prayers.

**Fellowship of Orthodox Christians in America (FOCA)  
President's Report to the Metropolitan Council  
January 2015  
Respectfully Submitted by President Becky Tesar**

**Outreach:**

Our 2014-2015 Outreach programs are well underway. We have pledged this year's Gifts of Love campaign to St. Vladimir's Camp and Retreat Center in Farmdale, Ohio. St. Vladimir's Camp celebrated 50 years of camping in 2014 and our donations to the camp will be in recognition of this milestone. We have also completed another successful St. Nicholas Day Gift Campaign for our seminarian families. This program has become an integral part of our charitable giving and a way to support the families attending seminary.

Several members of our Executive Board and Board of Trustees met with students at St. Tikhon's Seminary to give a brief presentation on the FOCA's history and philanthropic activities with the goal of familiarizing these future leaders of our churches with the FOCA, its goals and mission.

**St. Tikhon's Married Student Housing**

We are still collecting funds to meet our \$300,000 pledge to the seminary. We have raised over \$200,000 in donations to St. Tikhon's and plan to fulfill our pledge by July 2015.

**National Conventions:**

Plans are currently underway for our 89<sup>th</sup> National Convention which will be held in conjunction with the 18<sup>th</sup> All American Council of the OCA in Atlanta in July of 2015. This is a unique opportunity for our members who may not normally have the ability to attend an AAC to share in that experience. It is also our hope that those unfamiliar with the FOCA will have the opportunity to interact with our members and learn more about our organization. We are encouraging our members to attend both the Convention and AAC and also to volunteer in chaperoning the youth activities in Atlanta.

**Juniors:**

Marge Kovach continues to do an excellent job heading our Junior department. Our Juniors continue to look for and participate in outreach opportunities that service both the Orthodox Church and their local communities.

*National Junior Summer Sports*

We will once again bring our Orthodox youth together in July for our annual National Junior Summer Sports Camping week under the direction of Deacon Daniel and Catrina Kovalak, at St. Vladimir's Camp and Retreat Center. We continue to have record numbers of campers registered for the weeklong camping session. This is an excellent opportunity for our Orthodox youth from across the country to meet, socialize and compete in friendly sporting events.

**Upcoming Events:**

2015 National Basketball Tournament	May 15-17, 2015	Cleveland, Ohio
2015 National Bowling Tournament	May 1-3, 2015	Columbus, Ohio
2015 National Junior Summer Sports Camp	July 5-11, 2015	Farmdale, Ohio
89 <sup>th</sup> National Convention	July 18-20	Atlanta, Georgia
2015 Celebrations of Faith Creative Arts Contest		

**Conclusion**

Thank you for the opportunity to share this update on the FOCA with you. Know that the Metropolitan Council, the Holy Synod and the OCA remain in our prayers and that we humbly ask you to keep the FOCA, its members and works in your prayers.

Respectfully Submitted,



Becky Tesar  
FOCA President

## SPECIAL COMMITTEE ON OCA ORGANIZATION

Presented to the  
Metropolitan Council, Spring Session  
February 10-12, 2015

by Fr. John Shimchick

Your Beatitude, members of the Lesser Synod, and members of the Metropolitan Council,

As defined at the 2012 Spring session of the Metropolitan Council (MC), the Reorganization Work Group (as it was originally called) was directed

to prepare an initial draft on what is the work of the Church and where, centrally or locally, it can be most effectively done. The Work Group will be composed of the Lesser Synod, the Officers and three members of the Metropolitan Council.

At the Spring 2013 MC Meeting the Group proposed the following points for exploration and further discussion:

1. What actually happens at the OCA-wide Administrative level? What do our Officers and Administrators actually do?
2. Are there things on this list that they should not be doing and could or should these things be done at the Diocesan level?
3. Are there responsibilities that they should be doing that they currently are not?
4. Is all of this worth the effort? If we did not have an OCA-wide Administrative level, how would certain functions be accomplished? Are there duplications of efforts? Is all of this cost effective?

This resulted in an examination by several of the Group's Members of "work logs" prepared by Officers, staff, and Department heads. A Final Report, which summarized this examination and provided some suggestions, was presented at the Fall, 2013 MC Meeting. Following this presentation, through most of 2014 the continued responsibilities of the Group, at least for me, seemed unclear.

Fr. Eric Tosi in an email from October 24, 2014 entitled, "*Reorganization Task Force*," proposed a plan for moving forward which primarily involved "department reorganization." His goal was "to present a road map forward and provide as much information that I could, organize it and give a recommendation." As part of the supporting documents Fr. Eric circulated a 252 page, *Department Organization Proposal*,

which was reduced to a two page summary (December 11, 2014). Here are his **Recommendations, Reorganization Plan, and Conclusion:**

## **1. Recommendations**

- A. Abandon the four categories of boards, commissions, offices and departments.
  
- B. Go to a Ministry model. Each Ministry can have subgroups to assist the various, multifaceted areas of responsibility.
  
- C. Offices need to be maintained which operate directly under the supervision of the Metropolitan to fulfill his areas of responsibility.
  
- E. The Department of Institutional Chaplains is to be changed to an Office which has similar responsibility and operation as the Office of Military Chaplains.

## **2. New Organization**

- A. The Office of the Metropolitan is comprised of the Officers, the Chancery staff, and the Metropolitan's personal staff.
  
- B. The Office of External Affairs and Inter Church Relations continues to work on all external issues as directed by the Metropolitan and the Synod.
  
- C. The Office of Military Chaplains continues to work with the active and reserve military chaplains, and VA Chaplains, in endorsing and supervising their work.
  
- D. The Office of Institutional Chaplains continues its work as before with the endorsing and supervising the work of institutional chaplains in various settings.
  
- E. The Office of Review of Sexual Misconduct Allegations continues its work and thought should be given as to organization and membership needs.

**The six Ministries** function is to assist the Holy Synod in the various internal functions of the Church that extend beyond the boundary of a diocese. They report directly to the Synod and the Synod directs their work according to goals and priorities established by the Synod. The Metropolitan Council provides funding.

- A. **Apostolic Work Ministry.** This takes on many of the functions of the evangelization and missions departments.

**B. Canonical and Church Order Ministry.** This Ministry combines much of the work of the commissions and assists in advising the Synod and the Church on various issues in Church governance.

**C. Humanitarian Aid and Christian Service Ministry.** Their primary purpose is to be a clearinghouse for information on how parishes and dioceses can participate in various projects and charities.

**D. Liturgics and Ecclesiastical Arts Ministry.** It assists in establishing standards and providing material in such areas as liturgical music, rubrics, architecture, iconography, liturgical services and translations.

**E. Pastoral Care Ministry.** This assists the Synod in taking care of clergy in the Church.

**F. Religious and Theological Education Ministry.** This ministry combines the work of Christian Education and the Board of Theological Education (BTE).

**G. Youth and Young Adult Ministry.** They specifically deal with youth work, OCF, and other youth and young adult programs.

### **3. Conclusion**

**A.** Prepare a final review of the Ministries' and Offices' names including teams for each ministry and an outline of specific areas of responsibility.

**B.** An outline needs to be prepared for the method of membership selection, requirements for membership, selection of leaders and chairs for each, terms of membership, method of termination, and specific duties.

**C.** Prepare a full job description of each chair and a complete ministry/office outline of duties. It should be very clear what they are expected to do, how they are to do it, what are the deliverables (if any), and how the interactive process of direction and discernment occurs.

**D.** A proposed budget preparation process and projected budget to be implemented in 2016 after the AAC.

**E.** An acceptance of the new organization by the Holy Synod with input by the Metropolitan Council. Departments need to gather and have input. There needs to be buy-in on all levels before it is announced. This will be presented to the AAC.

**F.** Recruit new membership and select chairs of each ministry/office. Select Episcopal and Officer Liaisons for each ministry. Integrate the Metropolitan



Council in some way so the work of the Metropolitan Committees does not overlap or supersede the Offices/Departments.

G. Prepare a list of targeted goals from the Holy Synod and give to each ministry team for comment and prioritization within each ministry's budget.

H. Return for review and acceptance by the Synod

I am grateful for Fr. Eric's persistence and vision in developing and continuing to define his Proposal. Admittedly, I was initially overwhelmed by the amount of material and the scope of the project. Fr. Eric and I with the help of the Group's former chair, Fr. David Lowell (now willing to continue as a Consultant) worked at refining the Proposal's expectations. No doubt, Fr. Eric will continue to provide further clarity to the MC. In trying to better understand the Proposal before circulating it further, I apologize to other members of the Group who may have felt "out" of the information loop.

Perhaps coming from a different temperament, however, I have also felt that the Proposal while valuable, does not answer what has been for me the fundamental responsibility or task of this Group — from the beginning. As summarized well by Fr. Lowell, it is "simply to clarify and understand how the departments, ministries, and offices work together." I would add: **if, where, and when they work together.** These are the prime questions for me.

Now admittedly, this can be hard to determine, qualify, or quantify. Often we learn of success only anecdotally. So, I would welcome suggestions as to how this kind of evaluation and these kinds of questions can be determined.

#### **ON HOW AND IF THE MC WORKS TOGETHER:**

This leads to a final comment on the question which some of us have talked with each other privately, but will also find a place on the agenda for our Spring Meeting: What falls within the "competency" of the MC to discuss and how can we do that honestly, responsibly, yet with respect for each other? If St. John Chrysostom is correct and the family is a "small church," then can we not view our presence on the MC as making the Orthodox Church in America — present among us? If we anticipate difficult conversations being raised from the floor at this summer's AAC, can we not prepare both for the questions and responses by beginning that conversation now and modeling among ourselves — at least — the kind of behavior we hope will be present among our brothers and sisters this summer?

I am very frustrated that it is nearly impossible to have a balanced, intense, yet respectful conversation on almost any level of our Church's life, whether it is about liturgical reform, moral issues, or almost anything else. Many of us find ecumenical, if not interfaith, conversations and dialogue more valuable and less difficult.

So, in the spirit of Mahatma Gandhi, let's try not to waste each other's time during our MC sessions, but "be the change...we wish to see in the world," or at least our OCA.

### **OCA Special Committee on OCA Organization**

**Fr. John Shimchick (Chair)**

**Metropolitan Tikhon (Synod Liaison)** Archbishop Nathaniel

Archbishop Benjamin

Bishop Michael

Fr. John Jillions

Fr. Eric G. Tosi

Melanie Ringa

Fr. Michael Anderson

Fr. John Dresko

Maureen Jury

Janet Van Duyn

# Executive Summary for Department Reorganization

## 1. Overview

The OCA currently has eight departments, one of which is inactive (Pastoral Life) though it is in the process of being reactivated. All of the active departments have chairs and differing structures of membership. There are no specific job descriptions for the chairs and varying levels of guidance for membership, areas of responsibility and expected deliverables.

Apart from the departments, there are boards, commissions and offices. Boards are specific organizations that handle very specific oversight functions. Commissions have specific tasks on behalf of the Holy Synod. Offices relate to the overall operation of specific functions.

## 2. Some Notable Points

Not all departments have equal organizational structure or functions. There is no common structure or form. The guiding principles should be based on what is outlined in the Statutes of the Orthodox Church in America. Furthermore consideration is to what needs to be accomplished and how does this relate to the overall function within and outside of the Church. In addition, the whole question of what can and should be done centrally as opposed to locally is critical.

Other points are who comprises the departments and how is this composition decided, supervised and directed. More critically the departments need to be directed in their work by the Holy Synod so that they are fulfilling their expectations and guidance rather than on their own initiative.

## 3. Recommendations

- A. Abandon the four categories of boards, commissions, offices and departments.
- B. Go to a Ministry model. Each Ministry can have subgroups to assist the various, multifaceted areas of responsibility.
- C. Offices need to be maintained which operate directly under the supervision of the Metropolitan to fulfill his areas of responsibility.
- E. The Department of Institutional Chaplains is to be changed to an Office which has similar responsibility and operation as the Office of Military Chaplains.

## 4. New Organization

- A. The Office of the Metropolitan is comprised of the Officers, the Chancery staff and the Metropolitan's personal staff.
- B. The Office of External Affairs and Inter Church Relations continues to work on all external issues as directed by the Metropolitan and the Synod.
- C. The Office of Military Chaplains continues to work with the active and reserve military chaplains, and VA Chaplains, in endorsing and supervising their work.
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E. The Office of Review of Sexual Misconduct Allegations continues its work and thought should be given as to organization and membership needs.

The six Ministries function is to assist the Holy Synod in the various internal functions of the Church that extend beyond the boundary of a diocese. They report directly to the Synod and the Synod directs their work according to goals and priorities established by the Synod. The Metropolitan Council provides funding.

A. Apostolic Work Ministry. This takes on many of the functions of the evangelization and missions departments.

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E. Pastoral Care Ministry. This assists the Synod in taking care of clergy in the Church.

F. Religious and Theological Education Ministry. This ministry combines the work of Christian Education and BTE.

G. Youth and Young Adult Ministry. They specifically deals with youth work, OCF, and other youth and young adult programs.

## **5. Conclusion**

A. Prepare a final review of the Ministries' and Offices' names including teams for each ministry and an outline of specific areas of responsibility.

B. An outline needs to be prepared of method of membership selection, requirements for membership, selection of leaders and chairs for each, terms of membership, method of termination, and specific duties.

C. Prepare a full job description of each chair and a complete ministry/office outline of duties. It should be very clear what they are expected to do, how they are to do it, what are the deliverables (if any) and how the interactive process of direction and discernment occurs.

D. A proposed budget preparation process and projected budget to be implemented in 2016 after the AAC.

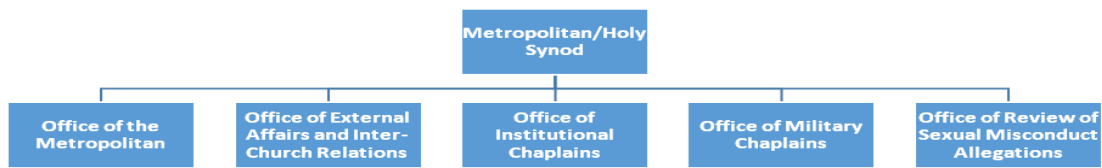
E. An acceptance of the new organization by the Holy Synod with input by the Metropolitan Council. Departments need to gather and have input. There needs to be buy-in on all levels before it is announced. Presentation of this to the AAC.

F. Recruit new membership and select chairs of each ministry/office. Select Episcopal and Officer Liaison for each ministry. Integrate the Metropolitan Council in some way so the work of the Metropolitan Committees does not overlap or supersede the Offices/Departments.

G. Prepare a list of targeted goals from the Holy Synod and give to each ministry team for comment and prioritization within each ministry's budget.

H. Return for review and acceptance by the Synod

# New Office Proposal 1



# New Organizational Structure 2 (Based off of a Ministry Team Concept)

