



Metropolitan Council Meeting
Fall 2012
Officers' Reports



**Meeting of the Metropolitan Council
September 25 to September 27, 2012
Officers' Reports
Table of Contents**

1.	Chancellor's Report	Archpriest John Jillions
2.	Secretary's Report	Archpriest Eric G. Tosi
	A. Communications Update	Ryan Platte
3.	Treasurer's Report	Melanie Ringa

The Orthodox Church in America
Metropolitan Council
September 25-27, 2012

Chancellor's Report

Redacted as some parts were delivered during an Executive Session

Progress Toward Priority Goals

At the last MC meeting (Feb 2012) I set out five priorities for the work of the Central Church Administration and will report here on progress.

1. Create a good, trusted working relationship with the Metropolitan, the Holy Synod, the Metropolitan Council, OCA officers and Chancery staff, Diocesan Chancellors, Seminary Deans, Military Chaplains and directors of the various OCA Departments and Commissions.

It will take a long time to untangle many of the problems that remain not only from the last four years, but also from the last decade and more, with its legacy of mistrust and suspicion. In the wake of the scandals the Holy Synod and Metropolitan Council must be congratulated for ensuring the good governance of the church at a time when it was severely tested. One of the most corrosive effects of these past years has been to make everyone hyper-vigilant, suspicious and fearful. This in turn caused a metastatic growth in our use of legal services, which now permeate almost every aspect of our church's administration. Do we need this? Is it financially responsible? Is it what we want for the ethos of our church? I have often thought over the past year that we have so overemphasized potential threats that the church is in danger of losing its faith, joy and boldness.

It will take some time for our procedures and ways of thinking that developed over this long time of troubles to adapt to a normal order of the bishops acting responsibly in collaboration with a new metropolitan and the MC for the welfare of the church, her people and her mission. We can only be grateful that the MC and the Synod are now working together much more closely than ever before. We need to restore a sense of confidence and calm at the center. This is why we need a period of reflection, starting with Protodeacon Peter Danilchick facilitating conversations at our MC meeting and the Holy Synod meeting in October. As I wrote to the Metropolitan Council on September 8th, the Nativity of the Theotokos,

We have had a painful summer, and I don't just refer to the resignation of Metropolitan Jonah. In a number of different contexts over the last few weeks I've experienced way too much tension and lack of clarity around collaboration and decision-making in the handling of misconduct, crises, legal matters, communications. On top of this the pace has been relentless and overwhelming, and in today's gospel I couldn't help identifying with Martha, "anxious and troubled about many things." I'm sure this is partly my own inexperience with this system of Holy Synod, Lesser Synod, Metropolitan Council, Sexual Misconduct Policy Advisory Committee, Office

for review of Sexual Misconduct Allegations, Crisis management team, legal etc. But I'm also sure that we need time to think about what's happened over the last ten years, not just the last few months, and how that has shaped the way we in the OCA do "church."

2. Build a stable and effective administration to support the dioceses, parishes, seminaries, monasteries and other church institutions in their direct pastoral work.

Fr Eric G. Tosi's report as Secretary will give an extensive account of the state of OCA administration. I can't thank the Chancery officers and staff enough for all that they do and have done to keep the Central Church Administration running smoothly during this trying time.

Archbishop Nathaniel as *locum tenens* and Bishop Michael as Administrator have made every effort to work closely with the officers and various MC committees to ensure that work gets done and has proper episcopal interest and oversight. Bishop Michael comes to the Chancery for at least one afternoon each week to meet with the officers, reviewing what's being done, consulting with us and liaising with Abp Nathaniel. I must say this has been refreshing.

In addition to pursuing the Post-AAC Planning process under Fr John Vitko, the February MC meeting agreed that we needed to look at the whole picture of how the OCA works. We need to ask questions about what is and ought to be done at the various levels of administration.

What level of priority?

- must be done?
- should be done?
- would be nice?

Where does it belong?

- Episcopal Assembly
- OCA
- Diocese
- Deanery
- Parish

A few years ago, Dmitri Solodow proposed that the OCA needs to seriously address a number of important governance areas: ***"(a) the relationship of the dioceses to the Central Church; (b) the appropriate division of responsibilities and funding between the dioceses and the Central Church; (c) the separate and joint roles and responsibilities of the HS and MC in the governance of the Church; (d) the role, functions, structure, and funding of the Central Church Administration and its geographic location; and (e) the development, documentation, and implementation of sound business policies, procedures, processes, and practices."***

There has been some progress on this but the election of a new metropolitan is the

opportunity to refocus our attention on this. At the last MC meeting Dmitri agreed to facilitate an “organizational structure work group,” members were appointed, there was an initial informal meeting and plans to meet with the Lesser Synod, but scheduling difficulties and the Metropolitan’s resignation interfered. I hope we can get this process reignited with the new metropolitan, who will need to take an active role together with the other bishops.

3. Work at overcoming a culture of negativity by reminding everyone that the OCA’s vision is life-giving. Its bishops, priests and deacons continue to serve, the mysteries are being celebrated, people are being tended to, the people themselves continue to pray and serve Christ and their neighbor in an inspiring variety of ways, spiritual life is maintained and many parishes are very much alive.

Despite the “negativity” generated in some quarters by Metropolitan Jonah’s resignation, Bishop Matthias’ leave of absence and other events, anecdotal reports from bishops, clergy and many faithful across the OCA lead me to believe that the vast majority are weathering the storm, supporting the church and carrying on with their Christian life. Misinformation and partial information posted on the web produce ugly exchanges, conspiracy theories and speculation, but in most instances we can’t respond as quickly or as fully as some would like –or at all– when matters concern active investigations, sexual misconduct, personnel, legal or health issues protected by privacy and confidentiality. Unfortunately, some of the misinformation is believable, and does lead people astray.

Our communications team is excellent, the number of “hits” on our website and Facebook page grows daily, and I’m getting very good feedback about the “Chancellor’s Diary.” Using the Facebook comments capability we’ve dipped the OCA’s toe into interactive waters, though not without some hiccups.

4. Move step-by-step toward a reduction of OCA assessments and introduction of proportional giving throughout the church.

The last AAC was firmly committed to moving in this direction and the meeting of Diocesan chancellors and treasurers last January began working on some of the practical actions that will be needed to reach this goal together with the MC’s Finance Committee. OCA Treasurer Melanie Ringa will report on where we currently stand on this work. She has been in active conversations with the diocesan treasurers about the steps to be taken.

5. Ensure that the OCA is doing everything it can to prevent and address pastoral misconduct.

Matters related to sexual misconduct continue to dominate the day-to-day work of the chancellor, who also directs the Office for Review of Sexual Misconduct Allegations (ORSMA). The MC meeting in February 2012 authorized staffing the office, and after discussions within the Sexual Misconduct Policy Advisory Committee the OCA announced a search for two positions. First, we invited proposals from professional investigators to be hired on a contract basis when cases arise (we now have a growing list of experienced investigators.) Second, we

opened applications for the position of coordinator of ORSMA. We received a number of applications and interviews began on September 17th. We will continue the process until we find the appropriate candidate.

In the meantime, as recently announced, Mr Robert Koory has agreed to take on a new voluntary position as Director of Special Projects for ORSMA. He will be working directly with me and I look forward to his counsel and assistance as the OCA continues to address issues around sexual misconduct policy, procedures, prevention, training, investigations and compliance. Mr Koory is an attorney with forty years experience and was the Chancellor of the Antiochian Archdiocese for some twenty years before joining an OCA parish several years ago (St Mark's, Rochester Hills, MI.) He has a long and distinguished record of service to the Orthodox Church and now serves on the Legal Affairs Committee of the Assembly of Bishops, where he serves with the OCA's Judge Ray Lanier and Thaddeus Wojcik. I am grateful that Bob is willing to take this on and welcome him warmly. His first project will be to work on redrafting the OCA's *Policies, Standards and Procedures on Sexual Misconduct* (PSPs), as revised by SMPAC and approved by the Holy Synod last October.

Summary of Current Objectives

The five goals above remain the priorities. The following practical objectives will help us work toward them in the months leading up to and following the All-American Council in Parma, Ohio on November 13th.

1. Hold a successful 17th All-American Council and election of a new Primate.
2. Maintain stable administration to work with the new Metropolitan.
3. Advance the "organizational structure work group" or other means to review how the Metropolitan, Holy Synod, Lesser Synod, Chancery, metropolitan Council and committees can effectively work together under direction of the bishops.
4. Move forward on appointment of ORSMA Coordinator, remove backlog on processing of current cases and review of past files; continue refining procedures for handling misconduct complaints; finalize, approve and distribute PSPs.
5. Review use of legal services and bring legal costs under control.
6. Final drafting, agreement and training on crisis management procedures.
7. Advance financial development plan and implementation.

Fr John A. Jillions
September 17, 2012

Secretary's Report
Archpriest Eric G. Tosi
Fall 2012 Metropolitan Council Meeting
September 25 to 27, 2012

1. Overview

There have been major changes in the Chancery over the past few months. The resignation of the Metropolitan has put additional demands on the staff and the many facets of Church operation. However, I am pleased to report that the good work of the Church continues despite these additional pressures. I will also state that the work of the officers with the *Locum Tenens*, Archbishop Nathaniel, and the administrator, Bishop Michael have been excellent. Many agenda items are accomplished and the transition has been fairly seamless.

But I would be remiss if I did not recount some of the areas of extreme pressure that has affected the staff. Foremost among this is the relentless misinformation that is found on a few sites on the internet. Certainly the resignation came as a surprise to most faithful and the reasons for this resignation are varied. The first weeks were difficult as there were a few uncivil phone calls and accusations against the Holy Synod and the Chancery. These were handled in the best manner that could be expected. A few of the more serious communications necessitated contact with the legal committee and the Crisis Management Committee. Their input was invaluable, especially when handling questions from the Press. It was disheartening to watch as innocent staff members were berated on the phone and on the internet. However, we were able to weather this initial storm. But as the weeks went by, these attacks became more virulent and, in some cases, the attackers resorted to outright lies. But as the member of the Holy Synod reminded us, we will not argue the state of affairs in public. We will answer what questions we can but ultimately it is up to the processes in place in the Church to deal with these situations. I want to commend the Chancery staff for their hard work, dedication, good humor and thick skin.

The most critical item before me is the Special All-American Council. I will report on this later but we are on track and almost ready. We have met the statutory deadlines and have put in place an excellent team. I have full confidence in the successful completion of the Council.

2. Human Resources

There have been some staffing changes which contributed to the additional pressures on the existing staff. First was the departure of Protodeacon Joseph Matusiak to a full-time position at St. Vladimir's Seminary. He will be greatly missed and has contributed much to organization of the Office of the Metropolitan. It was his choice to take the position at SVS and we could only offer him limited options to remain. He chose to take the new position shortly after Pascha.

The second change was the departure of Ginny Nieuwsma. She also was offered a full-time position for herself and her husband at St. Vladimir's Seminary. She had looked into this position also around Pascha and it was her choice to accept that position. She did agree to see us through the project of the Website update before she left. She also is a great loss because of her invaluable website management skills. We would not have the excellent revised site if it was not for her careful management of the process.

Finally, and with much sadness, Helen Detke, the long-time accounts receivable/secretary/receptionist retired after almost 30 years of service to the Church. She has been a constant among many changes in Syosset. She has performed her duties with grace, dignity and faith. She is greatly missed. Shortly after her retirement she was diagnosed with a serious illness and I ask that everyone keep her in your prayers as she goes through the treatment.

The loss of these three positions opened a gap in the management of the Church. After some consultation among the Holy Synod, officers, management experts and members of the Human Resource Committee, a few actions were decided. First, the communications needs would be filled by Ryan taking on some of the responsibilities in the technical area. We also increased the responsibilities of Fr John Matusiak on editorial issues. We worked through this plan for a number of weeks and the result was a seamless transition. The most important aspect was that it was the cost-effective manner of continuing the work.

It was also decided to look at combining the position of Metropolitan's secretary, accounts receivable and providing some additional clerical support for the officers. By combining these three needs into one position, we were able to lower the budgetary costs. This plan was already in motion when the Metropolitan resigned and after discussion with the Holy Synod it was decided to continue this plan. After a public search, Andrew Boyd was hired. Andrew is a recent seminary graduate who had worked at SVS on the same financial system we have in place and also had a varied experience in the other areas. The added bonus is that he was already appointed youth director for the OCA so his work can continue in that area. He is also an excellent subdeacon and choir director. So we were able to fill a variety of needs with this one person.

Another need was filled by an appointment by the Holy Synod of Bishop Mark to be the Synodal liaison to the departments and commissions. The Holy Synod appointed Bishop Mark to work with the various departments and commissions so that there will be a greater interaction between their work and the work of the Synod. He will also begin to travel to get to know the OCA better and he will work on special projects. He has temporarily moved into the apartment to stabilize his living arrangements.

3. Operations/Organization

The work of the Chancery continues at a rapid pace. There are varied tasks such as clergy and pastoral issues as well as ensuring a variety of other issues are properly addressed. Some may seem mundane such as various reports and operational duties but, in fact, they are a vital part of the operation of a central Church. New employees are always amazed at

the multifaceted and voluminous amounts of work that are done here on a daily basis; each with its own priority and timeline. The reorganization of responsibilities and the addition of new staff members to replace those who have left the Chancery will continue to streamline the work and reduce costs.

I have been involved in a number of major projects over the past six months which can demonstrate such varied work. Work with the Orthodox Health Plans in revising the benefits for clergy and their families, work with the Pastoral Affairs Committee of the Assembly of Bishops on standardizing different programs and benefits among the Orthodox jurisdictions, working with parishes on their Non-profit status and dealing with various insurance and legal issues are just a few of the examples.

I have also been called on to represent the OCA and deliver papers in a few conferences including the American Missionary Society and the International Association of Mission Scholars as well as other inter-Church functions such as the national convention of FOCA. Events such as these are almost a weekly occurrence for the Chancery as we represent the OCA throughout North America. In addition, there are the frequent meetings or conference calls with different departments, committees, commissions and boards. These can often consume much time but it is critical that we are a part of the wonderful work that is being done throughout the Church.

The annual calendar will be sent out this Fall to parishes, clergy and institutions. It will focus on the anniversaries of the three OCA seminaries. We have begun the process of updating the membership list of the OCA. We also held some meetings with the Task Force appointed by the Metropolitan Council to examine Church organization.

4. Council and Synods

The next major planning event is the special All-American Council for the election of a new Metropolitan which will be held at Holy Trinity Orthodox Church in Parma, OH on November 13, 2012. There was a need for rapid movement on the planning of this Council in a short time. Thankfully we have some very efficient and qualified assistance so that we will make this happen. Fr. Myron Manzuk and Peter Ilchuk were able to tackle many details in a relatively short amount of time. Please see the attached AAC report for more details.

Due to the recent events, there were an unusually high number of Synodal meetings including via telephone. All of these are planned with the *Locum Tenens*, Administrator and the Secretary of the Holy Synod. Most often, I have to work through the logistical details with many people throughout the Church. I can report that these meetings have been successful and fruitful. The next Holy Synod meeting is October 9-11, 2012

It is planned that after the election of a new Metropolitan, there will be a meeting with the Department Chairs and the Synodal Liaison to familiarize and coordinate the work. There is planned an inter-departmental conference next year similar to the one held in Cleveland last year. This is in the planning stage at this point.

5. Archives

Alex Liberovsky is scheduled to go to Russia in October to participate in a Church Archivist Conference at the Postgraduate and Doctoral School of the Russian Orthodox Church. This ten day conference will provide training for him as well as allow him to meet with professionals who work in this very narrow area. He will also deliver some lectures on his work and the OCA.

The archives continues to be a valuable resource for the Church but there are some decisions that will need to be made over the next few years. These include a better manner of preserving the material, better cataloging (especially electronic conversion) and most importantly better storage. They need to be readily accessed by the Chancery as they are used on a daily basis. We need a plan for the archives that meets these needs.

6. Estate Management

The estate continues to be maintained and there is nothing new to report. The repair and painting of the interior has been postponed until the situation stabilizes. My suggestion is to begin on the ground floor and second floor this year. It would require patching, repairing and painting the walls. Then we would continue the work in the following year on the basement and attic. It is not a major job but just time consuming. This will bring the building back to a highly maintained state. We have also been cleaning out the basement and attic during the Summer. Otherwise, the building is in good shape.

We did do some work on the Metropolitan's apartment to prepare it for Bishop Mark. These were long overdue, minor repair work. We will also look into updating the phone system which is also overdue. There continues to be monthly pest control inspections and the annual fire extinguisher inspection. The grounds are well maintained. We did have a few trees fall this Winter and this was handled. The abandoned pool continues to be a subject that needs to be dealt with in the near future.

7. Communications

Despite the recent changes, the communications team continues to perform admirably. The website has information that is timely and accurate and we have met our goal of one post a day. Fr. John Matusiak has stepped up as senior editor, Ryan continues as technical editor and Jessica as an assistant. We also integrated the website with Facebook and Twitter. We do carefully monitor those sites for comments.

There are two comments that need to be made on recent developments. First, our stated goal on press releases is very simple; they must be accurate. While timeliness is critical in certain situations (as seen over the past two months), we must remind ourselves that accuracy is even more important. This is the official site of the OCA and anything we post can very well get picked up in the Press. So we cannot afford to simply post something without it being accurate. So sometimes we just need to be patient as a particular press release needs to go through approval by the legal team, the Crisis

Management Committee and ultimately the Holy Synod. It just needs to be that way. Other blogs and sites can print whatever they would like and do not have the same level of standards that we must. While some posts could have been quicker, I stand behind this process. In some cases, press releases were stopped literally minutes before they were scheduled to be posted because an objection was raised. And there are disagreements but that is part of the process.

The second comment is that we do not respond to everything that is written. There are some extreme views on the internet and misinformation is being posted. This does not mean we respond to them as it would take too much time and would simply engage us in a type of internet warfare which the Church must be above. However, there are times when we have to respond and these are carefully considered. For example, there were a few people who tried to “spam” our Facebook page with horrific statements and links to other controversial websites. It was so bad that one evening someone was posting every minutes after we deleted the posting. After a few hours, I ordered the Facebook page shut down. The point was not to stop free expression but to not allow damaging statements (including the revelation of victims’ names) to be publically posted. We have a stated and posted Facebook policy and we followed it to the letter.

The website did go through a review and redesign. This was part of the original plan when the new website was released. It was decided after one year to look again and see what worked and what did not work. Among the changes are a smaller banner, some changes to the layout which allowed stories to be above the fold, and a change to the features buttons. Also there are some changes to the directories so important items will be easier to find. There are also some internal changes which will allow the website to work faster and more efficiently. Please refer to the attached communications report for more details on completed and planned work on the website.

The Orthodox Church continues to be the flagship of information of the Church and has been closely coordinated with the website as the new media will move to the forefront. We are on a quarterly schedule and the distribution plan with the magazine has been implemented. This means there are 24 pages, well written and shipped directly to parishes. Some parishes have asked for more copies but this is part of the evolving process. This plan has allowed us to continue the magazine within the budget.

8. Other Issues

I would only ask that everyone pray for one another and to remind ourselves as to the purpose in which we are serving God and His Church. We all may have well articulated and well intentioned approaches to the issues, but we should pay heed to John 13:34-35. “A new commandment I give to you, that you love one another; as I have loved you, that you also love one another. By this all will know that you are My disciples, if you have love for one another.” Let us make sure we love one another in these difficult times.

September 2012 report to the Metropolitan Council

Ryan Platte, Technical Manager, Orthodox Church in America

Work performed January–August 2012

Technical operations

- **Added server monitoring** to receive immediate notification of system issues.
- Responded to a large number of wide ranging **user and stakeholder requests** relating to our many pages and systems.
- Successfully **addressed repeated downtime** on Windows server powering Readings and Feasts & Saints.
- **Imported clergy photos** from AAC and associated them with the clergy members in the database.
- **Added “long caching”** to most of our web assets (images, scripts, and stylesheets), resulting in faster load times and lower bandwidth usage.
- **Eliminated many “Not Found” errors** by redirecting users to appropriate content whenever possible. There are links to long-gone (10 year old!) pages all over the web that are routinely accessed. At this writing there are 110 server rules, many of them general and covering batches of many old URLs at once.
- **Updated software** to stay current with security fixes and other maintenance needs
- Created **database admin access for Chancery staff**, expanding the number of quick fixes possible without technical staff involvement

Projects

- Set up educational **site hosting for DLM** (funded by that department)
- **Ported Scripture Readings** to new environment so it's no longer subject to downtime and we can add features and maintain more easily
- Initiated and conducted an extensive **analysis project with analysts working pro bono**. Received valuable insight into our site performance against user goals. Identified some simple and high-impact steps to improve experience of uninitiate visitors. Digested and planned next actions on results, including ingredients for the coming design work.
- **Added site search tracking** to learn what our users are seeking and how much success they're having finding it.
- **Rewrote directory pages** to minimize number of database queries. Previous implementation was responsible for the downtime at the 2011 site launch by flooding the database with too many queries. Periodic system maintenance requires traffic to these pages that was still resulting in intermittent outages.

- **Recreated an automatic feed for the Assembly of Bishops** that allows their staff to download a complete parish directory for its all-Assembly parish listing. (This already existed on the old site for SCOBA's use, but had to be redone for the new site.)
- **Performed design update project**, carefully inventorying and applying all received feedback and insights from analysis project. (At this writing, deliverables have arrived and Integration into the website is in progress.)

High-level

- Work through a multitude of issues relating to our social media posture
- Transitioned out of having Ginny Nieuwsma's Managing Editor role, ensuring all responsibilities are covered with leaner team
- Carefully managing budget spend against aggressive goals

Work currently scheduled for the coming 6 months

- **Deploy new design work** to apply what we've learned about our users' goals.
- Create a **list of recently-updated content** to be featured in the right column of our home page.
- Integrate **print-friendly features** throughout site.
- **Move Feasts & Saints** to new automatic-liturgical-calendar system (and off the old Windows hosting).
- **Retire old hosting** plans.
- **Improve security and backup** procedures.
- **Streamline upgrade process** to be less time-consuming.
- Create **landing pages for each service and great feast** of the Church. This is something that draws a lot of attention on Google that we don't have a good "welcome mat" for. Google's tools report that there are a considerable number of people seeing our page as an option for queries on these topics and not clicking through. We'd like to draw more of these users in to our site.
- **Improve snippets shown by Google.** Review information provided by Google on our search performance and take actions to improve this key driver of new traffic for the OCA.
- Continue to **maintain and improve** all aspects of this complex and heavily-trafficked web property, increasing efficiency, performance, and quality whenever possible

Work planned beyond 6 months

- **Replace existing site search** with a hosted service that offers very high-quality results
- Improve geographic coding of parishes and **create a unified all-OCA Google map** that streamlines the process of locating nearby parishes

- **Upgrade Facebook experience**, improving the “welcome” received by users of the largest site on the Internet.
- **Expand liturgical-calendar keying to more areas** of the site so we can allow users to browse our site by the liturgical calendar and automatically bring together content that pertains to a given day in the life of the Church
- **Support high-resolution displays**, already sizable portion of our audience. Not just an academic or early-adopter point, as presentation is distractingly fuzzy on this growing class of devices.

**Orthodox Church in America
Treasurer's Report
September 2012**

Your Eminences, Your Graces, Reverend Fathers, and members of the Metropolitan Council:

This report presents the interim financial results as of June 30, 2012, a revised operating plan for the final four months of 2012, the proposed budget for 2013, and a budget plan for the 17th AAC to be held in November 2012.

1. Interim Operating Results as of June 30, 2012 (**Exhibits A & B**):

2012 Financial Results (Exhibits A & B)

Exhibit A – Comparative Balance Sheets: Our balance sheet as of June 30, 2012 shows total assets of \$2,233,502, total liabilities of \$833,762 and net assets of \$1,399,740, a decrease of \$14,332 for the quarter. We have total cash of \$650,494, of which \$163,262 is unrestricted. Of the total accounts receivable of \$89,007, \$74,900 represents June assessments due from the Diocese of the Midwest and the Archdiocese of Western PA. Other current assets include a note receivable from a retired member of the clergy of \$16,208, payroll reimbursement from the OCA Pension Office of \$6,087, and prepaid expenses of \$12,812 for 2012 Blackbaud maintenance. Our restricted investments and trusts show a balance of \$1,162,025, a decrease of \$49,209 from Q2-2011 due to the required distributions from the York Trust. Our current liabilities include \$80,567 in accounts payable, \$4,077 due on the auto loan with Ford Motor Credit, \$20,627 in accrued 1st quarter annuity distributions which were made in July 2012, and \$121,136 as the current portion of the Honesdale loan. The long term portion of the Honesdale loan is \$284,639, for a total loan balance as of June 30, 2012 of \$405,775.

Our net assets at the beginning of the year were \$1,225,140, and with the net surplus for the half stands at \$1,399,740 at June 30, 2012.

Exhibit B – Detailed Actual versus Budget

The 2012 budget projected a net Deficit before principal payments on the Honesdale loan of \$13,360 and after principal of \$73,928. Our actual net surplus was \$97,321 before the principal payments and **\$37,835** after, for a positive variance of **\$111,763**. The “Detailed Actual versus Budget” report for Q2-2012 follows as Exhibit B. Highlights of the main revenue and expense category actual results for the year are:

- Revenues – Total revenues were over budget by \$185,890, with \$188,905 representing an unrestricted bequest that was used to paydown principal on the Honesdale loan. Assessments were under budget by \$4,385, but this was offset by investment revenues and Desk calendar income.
- Expenses



P.O. BOX 675
SYOSSET, NY 11791-0675
TEL: 516.922.0550
FAX: 516-922-0954
WEBSITE: WWW.OCA.ORG

- Executive Office – Salaries and Benefits were over budget by \$7,310, mainly in the Payroll Taxes and medical benefits category.
 - Administrative Office – Administration was under budget by \$2,647 with small variances in several categories.
 - Metropolitan Expenses – Total expenses were over budget by \$3,756.
 - Holy Synod – The Holy Synod was over budget by \$859.
 - Metropolitan Council – Travel and Meetings were under budget by \$2,248.
 - Property Support – These expenses were under budget by \$14,790, mainly in the repairs category.
 - Department of Communications (and TOC) – The department’s expenses for the half were under budget by \$31,022, with all of this falling in the TOC Printing category.
 - Department of External Affairs –The department was under budget by \$17,080, mainly due to the vacancy at St Catherine’s.
 - Department of History and Archives – This department was under budget by \$525.
 - Other Special Commissions:
 - Sexual Misconduct Commission – Expenses of \$17,807 were under budget by \$34,277.
 - Strategic Planning – This committee spent \$931 of their \$6,300 quarterly budget.
 - Psychological Testing for Ordination Candidates – This area was overbudget by \$10,588 with the concentration of testing in the first half of the year in preparation for May graduation and ordinations.
 - FOS Revenue and Expenses
 - There was no FOS appeal, therefore activity in this area was minimal with \$3,154 in FOS revenues and no expenses.
 - Departmental expenses were \$30,999 compared to a budget of \$75,000.
 - Extraordinary Item – The principal payment on the Honesdale Loan in the amount of \$211,366 is listed here. This payment was made from a bequest received from an estate with \$22,461 received in December 2011 and the balance of \$188,895 received in March 2012. The Metropolitan Council resolved to use these funds to pay down the principal on the Honesdale Loan. This payment was made on March 30, 2012, bringing our loan balance down to \$ 405,775.
 - Temporarily Restricted Funds: Total revenues were \$12,421 and expenses of \$ 149,892 including the required annuity payments, \$66,014 from the AAC fund, including the \$55K distributed back to the dioceses from the AAC surplus.
 - Permanently Restricted Funds: We had revenues of \$5,193 and distributions of \$1,809 for a net surplus of \$3,384
- ***to be copied from the June treasurer’s report**
2. Proposed Revised Operating Plan Sept – Dec 2012 (see Exhibit C):
- a. 2012 has seen many unexpected changes in personnel, such as:

- i. Original kelenik resigned effective March 31st, replacement was hired May 15 and resigned effective June 30th. This position remains vacant at this time
- ii. Part time administrative assistant retired June 30th.
- iii. Part time metropolitan's secretary and special projects coordinator resigned June 30th to take full time position at SVS.
- iv. Budget included the full time rector of St Catherine's Representation Church; the position remains vacant at this time.

The original budget for 2012 for all positions, covering all salaries and benefits, included \$1,023,375. With the vacancies that have occurred, the revised total is projected at \$935,879, leaving a surplus of \$87,495. The revised plan for these positions is as follows:

- Metropolitan JONAH remains included in the budget at full salary and benefits through 12/31/12;
 - The new Metropolitan is added to the payroll as of 11/14/12 with benefits - \$ 13,928.
 - The kelenik for the new Metropolitan is added as of 11/14/12 at \$5,130.
 - The part time positions for the admin assistant and secretary to the metropolitan have been combined into a full time Executive Assistant position as of 9/1/12 - \$ 17,821.
 - A candidate for rector of St Catherine's has been identified and potentially scheduled to begin as of 10/1/12 - \$12,785.
 - An episcopal assignment for Bishop MARK from 9/1/12 – 12/31/12 - \$19,630.
 - The total of the 6 items above is \$69,304, leaving a surplus of \$18,191 in the salaries and benefits category for 2012.
3. Preliminary Budget – 2013 (**see Exhibit D**):

The resolution passed at the 16th All American Council called for the assessments to be “reduced proportionately” from the \$105 per capita amount, starting in 2013. The two scenarios presented herein both accomplish that directive. Scenario #1 incorporates a reduced per capita assessment of \$88 with the introduction of proportional giving by adding 5% of diocesan revenues to the assessment calculation. Based on the same census as 2012, the result is a \$158K decrease in assessments to the central administration. Scenario #2 simply reduces the per capita assessment to \$95, resulting in a \$223K decrease in assessments from the 2012 level. There is a great level of detail attached in Exhibit D; the changes from the 2012 baseline operating budget are highlighted below:

- **Revenues:** For the last two years we have funded departmental ministries from general revenues. With the decrease in assessments in 2013 we will resume Appeals campaigns with the intent to raise funds to support the ministries. Therefore, the budget contains FOS (or whatever we decide to call the appeals campaign) revenues of \$100K to partially offset the reduction in assessment revenues.
- **Expenses:** Expenses are budgeted at relatively the same levels as 2012, with the following exceptions:

- **Salaries and Benefits** – increase of \$13.5K due to budgeted increase in medical insurance. No new positions are included.
 - **Loan Interest Expense** – this line will DECREASE by \$50K due to the paydowns that have been made on the Honesdale Loan.
 - **ORSMA Director and Coordinator** – these items were budgeted in 2012 but will not be fully implemented until late 2012. The 2013 budget includes \$100K to staff and operate this office.
 - **St. Catherine's Representation Church Rector** – 2013 budget includes funding for the year.
 - **Episcopal Assignment** – 2013 budget includes funding for this assignment for 6 months.
 - **Departmental Ministries** – 2013 budget includes funding for these expenses totaling \$159.8K as requested by the department chairs.
 - **External Affairs** – the travel budget for 2013 has increased by \$12K for a WCC conference to be held in South Korea. The lesser synod has expressed their desire to send 4 representatives to this conference.
 - **Legal Fees** – the projected total for 2012 is \$132K. Budget scenario #1 reduces this to \$100K while Scenario #2 further reduces this to \$82K.
 - **Blackbaud Raiser's Edge** – this conversion was originally anticipated for 2012 but did not happen due to the personnel shortage that we experienced. Due to the reduction in assessment revenues this project will have to be funded through an earmarked appeal or through private donations.
 - **Strategic Planning initiatives involving Continuing Education (\$20K), Evangelization(\$7.5K) and Youth Ministry (\$2K)** – are funded completely in Scenario #1, but in Scenario #2 would have to be funded from special appeals or from temporarily restricted funds for these purposes such as the Youth Ministry Bequest (\$110K) received in 2011 or the Morse Missions Bequest (\$970K) received/expected 2012.
 - **NOTE:** Neither Scenario #1 nor Scenario #2 includes severance pay for Metropolitan JONAH.
4. 17th All American Council (**Exhibit E**): As you are aware, the Holy Synod decided to hold this one-day council on November 13, 2012. A budget was prepared for this council and is included as Exhibit E. The total cost is projected to be around \$55K. At our last MC meeting in February 2012 we reported a surplus on the 16th AAC in Seattle. This surplus was \$60K, and \$55K of this surplus was returned to the dioceses in May 2012. With this in mind a recommendation was made to and agreed to by the Holy Synod whereby the dioceses only would be assessed for the 17th AAC. The assessed amount totals \$50K, with the remaining \$5K to be funded from the remaining balance in the AAC operating account.
5. Other Items:

- a. Spending Policy for Missions Fund; Youth Ministry Fund
- b. Bequest Updates
 - i. Estate of Charles Morse – Value is \$960K and is restricted for use in “establishing and maintaining mission churches”.
 - ii. Estate of Xenia Wiegel – Value is estimated between \$400-\$600K and is UNRESTRICTED.

Respectfully submitted,



Melanie Ringa
Treasurer

Orthodox Church in America
Comparative Balance Sheets
As of June 30, 2012 and June 30, 2011

EXHIBIT A

	June 30, 2012	June 30, 2011
ASSETS		
Current Assets		
<i>Unrestricted</i>		
Commerce Checking- Operating	\$ 122,450.00	\$ 132,907.00
Commerce Checking- Operating - due to Restricted	\$ -	\$ -
Commerce Bank- Payroll	1,108.00	917.00
Astoria Bank- St.Sergius Chapel	22,709.00	24,972.00
Honesdale Bank Checking	15,701.00	15,701.00
Keybank OCPC	0.00	0.00
Petty Cash- Chancery Office	1,294.00	1,200.00
	163,262.00	175,697.00
<i>Temporarily Restricted</i>		
Commerce Bank- All American Council	5,032.00	217,453.00
Commerce Bank - Restricted	218,714.00	209,082.00
Commerce Bank- Reserved	39,337.00	39,317.00
Honesdale Bank Money Market	224,149.00	222,934.00
Honesdale Bank Money Market -due from Operating	0.00	0.00
	487,232.00	688,786.00
Total Cash	650,494.00	864,483.00
Accounts Receivable		
Accounts Receivable	14,107.00	9,042.00
Assessments Receivable	74,900.00	55,874.00
Pledges Receivable	0.00	10,000.00
Desk Calendar Receivable	0.00	25.00
Total Accounts Receivable	89,007.00	74,941.00
Other Current Assets		
OCPC Stock Inventory	0.00	0.00
Due from OCA Pension Dept	6,087.00	5,202.00
Due from Wash/NY for Salary Reimbursements	0.00	0.00
Notes Receivable	16,208.00	24,076.00
Prepaid Expense	12,812.00	10,055.00
A/R Employee Assistance Program	0.00	0.00
Due from Employees	0.00	0.00
Total Other Current Assets	35,107.00	39,333.00
Total Current Assets	774,608.00	978,757.00
Fixed Assets		
Plant Fund Building & Improve	531,783.00	531,783.00
Plant Fund Furniture & Equip	53,823.00	50,847.00
Plant Fund Auto & Garden Equip	64,423.00	64,423.00
Plant Fund Computer Equip	314,682.00	306,622.00
Plant Fund Software	3,000.00	3,000.00
Plant Fund Chapel Equip & Furn	25,000.00	25,000.00
Plant Fund Capitalized Closing	87,682.00	87,682.00
Accum Deprec Bld & Improvements	-305,031.00	-295,060.00
Accum Deprec Furn & Equip	-50,847.00	-50,847.00
Accum Deprec Auto & Garden Equip	-64,423.00	-64,423.00
Accum Deprec Computer Equip	-311,111.00	-306,622.00

**Orthodox Church in America
Comparative Balance Sheets
As of June 30, 2012 and June 30, 2011**

EXHIBIT A

	June 30, 2012	June 30, 2011
Accum Deprec Computer Software	-3,000.00	-3,000.00
Accum Deprec Chapel Equip & Fur	-25,000.00	-25,000.00
Accum Amort Capital Close Cost	-24,112.00	-20,824.00
Total Fixed Assets	296,869.00	303,581.00
Restricted Investments and Trusts		
Fellowship of Orthodox Stewards	68,370.00	67,789.00
A & B York Trust	109,999.00	183,421.00
J McGuire Trust	211,879.00	210,440.00
Kavalenko Nimcrut	74,942.00	75,744.00
St. Andrew's	102,200.00	101,135.00
Antonia Rotko	0.00	0.00
Honesdale Main Endowment	469,375.00	465,602.00
HVIZD Annuity	101,443.00	107,103.00
Wells Fargo - Quasi Restricted Bequests	23,817.00	0.00
Total Restricted Investments and Trusts	1,162,025.00	1,211,234.00
TOTAL ASSETS	\$ 2,233,502.00	\$ 2,493,572.00
LIABILITIES & EQUITY		
Current Liabilities		
Accounts payable and accrued Expenses	80,567.00	29,122.00
Pension and other benefits	4,077.00	90.00
Auto loan - Ford Motor Credit	3,292.00	9,853.00
Accrued endowment distributions	20,627.00	20,675.00
Other	326.00	326.00
Current portion of Long term debt	121,136.00	111,906.00
Total Current Liabilities	230,025.00	171,972.00
Long Term Liabilities		
Deferred Compensation and annuities		
Hvizd Annuity liability	93,330.00	98,990.00
Unitrust liability	0.00	6,479.00
York trust liability	225,768.00	293,074.00
Total Deferred compensation and annuities	319,098.00	398,543.00
Honesdal National Bank, Long term portion	284,639.00	622,663.00
Total Liabilities	\$ 833,762.00	\$ 1,193,178.00
Equity		
Unrestricted Net Assets	\$ (656,507.00)	\$ (1,187,405.00)
Temporarily Restricted Net Assets	\$ 861,070.00	\$ 1,078,772.00
Permanently Restricted Net Assets	\$ 1,020,577.00	\$ 1,019,476.00
Total Net Assets	\$ 1,225,140.00	\$ 910,843.00
Current Year Activity	\$ 174,600.00	\$ 389,551.00
Total Net Assets	1,399,740.00	1,300,394.00
Total Equity	\$ 1,399,740.00	\$ 1,300,394.00
TOTAL LIABILITIES & EQUITY	\$ 2,233,502.00	\$ 2,493,572.00

Orthodox Church in America Statement of Activities vs Budget For the Quarters Ended 6/30/12							EXHIBIT B	
	Actual Q1 2012	Actual Q2 2012	Actual Thru 6/30/2012	Budget 6/30/2012	Variance 6/30/2012	Q2-2011 Actual	Q2-2012 vs Q2-2011	
Unrestricted Funds:								
REVENUES								
Diocesan Assessments	\$ 576,336	\$ 574,279	\$ 1,150,615	\$ 1,155,000	\$ (4,385)	\$ 1,153,645	\$ (3,030)	
Contributions and Bequests	\$ 190,415	\$ -	\$ 190,415	\$ 3,000	\$ 187,415	\$ 3,013	\$ 187,402	
St. Sergius Chapel	\$ 1,719	\$ 1,869	\$ 3,588	\$ 2,500	\$ 1,088	\$ 2,619	\$ 969	
Investment Income	\$ 1,372	\$ 560	\$ 1,932	\$ 750	\$ 1,182	\$ 727	\$ 1,205	
Unrealized Gains/Losses	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
Other (Yearbook/Desk Calendar/OCPC Royalty)	\$ 385	\$ 205	\$ 590	\$ -	\$ 590	\$ 10,605	\$ (10,155)	
TOTAL REVENUES	\$ 770,227	\$ 576,913	\$ 1,347,140	\$ 1,161,250	\$ 185,890	\$ 1,170,609	\$ 176,531	
EXPENSES								
Executive Offices								
Salaries	\$ 80,804	\$ 80,803	\$ 161,607	\$ 161,607	\$ 0	\$ 160,412	\$ 1,195	
Clergy Housing	\$ 10,304	\$ 10,304	\$ 20,608	\$ 20,608	\$ (0)	\$ 21,802	\$ (1,194)	
Payroll Taxes	\$ 4,253	\$ 1,290	\$ 5,543	\$ 2,059	\$ 3,484	\$ 2,059	\$ 3,484	
Benefits(Medical, Unemployment, Pension)	\$ 20,408	\$ 22,858	\$ 43,266	\$ 39,440	\$ 3,826	\$ 40,588	\$ 2,678	
	\$ 115,769	\$ 115,255	\$ 231,024	\$ 223,714	\$ 7,310	\$ 224,861	\$ 6,163	
Administrative Offices								
Salaries	\$ 41,128	\$ 38,176	\$ 79,304	\$ 86,289	\$ (6,985)	\$ 86,746	\$ (7,442)	
Payroll Taxes	\$ 4,300	\$ 2,875	\$ 7,175	\$ 6,601	\$ 574	\$ 6,177	\$ 998	
Benefits(Medical, Unemployment, Pension)	\$ 13,035	\$ 13,376	\$ 26,411	\$ 27,031	\$ (620)	\$ 32,065	\$ (5,654)	
Legal	\$ 30,000	\$ 36,331	\$ 66,331	\$ 75,000	\$ (8,669)	\$ 47,968	\$ 18,363	
Outside contractors	\$ 24,833	\$ 25,434	\$ 50,267	\$ 40,600	\$ 9,667	\$ 51,368	\$ (1,101)	
Mortgage interest	\$ 13,458	\$ 12,014	\$ 25,472	\$ 25,232	\$ 240	\$ 30,994	\$ (5,522)	
Accounting/Audit	\$ -	\$ 26,300	\$ 26,300	\$ 20,000	\$ 6,300	\$ 37,420	\$ (11,120)	
Blackbaud Conversion Fees	\$ -	\$ -	\$ -	\$ 10,000	\$ (10,000)	\$ 4,143	\$ (4,143)	
Travel & meetings - central admin	\$ 4,966	\$ 4,969	\$ 9,935	\$ 3,000	\$ 6,935	\$ 3,452	\$ 6,483	
Telephone	\$ 6,217	\$ 4,361	\$ 10,578	\$ 6,700	\$ 3,878	\$ 6,647	\$ 3,931	
Equipment leasing	\$ 5,627	\$ 2,677	\$ 8,304	\$ 12,333	\$ (4,029)	\$ 12,333	\$ (4,029)	
Postage, mailing services	\$ 2,100	\$ (372)	\$ 1,728	\$ 4,625	\$ (2,897)	\$ 5,243	\$ (3,515)	
Computer expense	\$ 1,935	\$ 1,896	\$ 3,831	\$ 3,000	\$ 831	\$ 4,747	\$ (916)	
Stipend (Mat. Glagolev)	\$ 2,850	\$ 2,850	\$ 5,700	\$ 5,700	\$ -	\$ 5,700	\$ -	
Office Supplies	\$ 2,295	\$ -	\$ 2,295	\$ 2,550	\$ (255)	\$ 4,467	\$ (2,172)	
Food	\$ 2,705	\$ 844	\$ 3,549	\$ 2,750	\$ 799	\$ 4,133	\$ (584)	
Other administrative expenses	\$ 934	\$ 1,057	\$ 1,991	\$ 2,500	\$ (509)	\$ 5,346	\$ (3,355)	
Amortization expense	\$ 1,096	\$ 1,096	\$ 2,192	\$ 2,192	\$ -	\$ 2,192	\$ -	
Insurance - D&O	\$ 3,541	\$ -	\$ 3,541	\$ 3,662	\$ (121)	\$ 3,692	\$ (151)	
Payroll processing fees	\$ 1,040	\$ 645	\$ 1,685	\$ 1,605	\$ 80	\$ 1,660	\$ 25	
Bank fees, registration fees	\$ 560	\$ 1,031	\$ 1,591	\$ 900	\$ 691	\$ 923	\$ 668	
Books, subscriptions, dues & other	\$ 1,355	\$ 369	\$ 1,724	\$ 280	\$ 1,444	\$ 242	\$ 1,482	
Total Administrative Offices	\$ 163,975	\$ 175,929	\$ 339,904	\$ 342,551	\$ (2,647)	\$ 357,658	\$ (17,754)	
Metropolitan Expenses								
Metropolitan Travel	\$ 7,388	\$ 13,144	\$ 20,532	\$ 17,500	\$ 3,032	\$ 26,399	\$ (5,867)	
Office expense	\$ 1,669	\$ 1,320	\$ 2,989	\$ 750	\$ 2,239	\$ 1,149	\$ 1,840	
Office of Military Chaplaincy - Stipends	\$ 1,350	\$ 1,650	\$ 3,000	\$ 3,000	\$ -	\$ 3,000	\$ -	
Office of Military Chaplaincy - Expenses	\$ -	\$ 2,085	\$ 2,085	\$ 3,600	\$ (1,515)	\$ 1,930	\$ 155	
Total Metropolitan Expenses	\$ 10,407	\$ 18,199	\$ 28,606	\$ 24,850	\$ 3,756	\$ 32,478	\$ (3,872)	
Holy Synod								
Travel	\$ 6,684	\$ 16,530	\$ 23,214	\$ 22,000	\$ 1,214	\$ 37,825	\$ (14,611)	
Office expenses	\$ -	\$ 4	\$ 4	\$ 50	\$ (46)	\$ -	\$ 4	
Special Episcopal Stipends	\$ 3,600	\$ 3,600	\$ 7,200	\$ 7,200	\$ -	\$ 7,200	\$ -	
Food	\$ -	\$ -	\$ -	\$ 2,000	\$ (2,000)	\$ 1,336	\$ (1,336)	
Legal	\$ -	\$ 300	\$ 300	\$ -	\$ 300	\$ -	\$ 300	
Office supplies, Postage	\$ 102	\$ 1,164	\$ 1,266	\$ -	\$ 1,266	\$ -	\$ 1,266	
Books, publications	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
Other	\$ 375	\$ -	\$ 375	\$ 250	\$ 125	\$ -	\$ 375	
Total Holy Synod	\$ 10,761	\$ 21,598	\$ 32,359	\$ 31,500	\$ 859	\$ 46,361	\$ (14,002)	
Metropolitan Council								
Travel and Meetings - MC	\$ 15,379	\$ 873	\$ 16,252	\$ 12,500	\$ 3,752	\$ 25,675	\$ (9,423)	
Internal Audit - Travel, Lodging and Meals, Sup	\$ -	\$ -	\$ -	\$ 6,000	\$ (6,000)	\$ 325	\$ (325)	
	\$ 15,379	\$ 873	\$ 16,252	\$ 18,500	\$ (2,248)	\$ 26,000	\$ (9,748)	
Property Support								

	Actual Q1 2012	Actual Q2 2012	Actual Thru 6/30/2012	Budget 6/30/2012	Variance 6/30/2012	Q2-2011 Actual	Q2-2012 vs Q2-2011
Salaries	\$ 11,588	\$ 11,587	\$ 23,175	\$ 23,175	\$ -	\$ 23,175	\$ -
Payroll Taxes	\$ 1,296	\$ 920	\$ 2,216	\$ 1,773	\$ 443	\$ 1,773	\$ 443
Lawn/Grounds Upkeep	\$ 5,050	\$ 5,115	\$ 10,165	\$ 13,300	\$ (3,135)	\$ 13,300	\$ (3,135)
Benefits(Medical, Unemployment, Pension)	\$ 6,395	\$ 6,204	\$ 12,599	\$ 11,973	\$ 626	\$ 12,547	\$ 52
Insurance	\$ 8,614	\$ 8,186	\$ 16,800	\$ 14,094	\$ 2,706	\$ 14,193	\$ 2,607
Depreciation	\$ 3,711	\$ 3,711	\$ 7,422	\$ 6,648	\$ 775	\$ 6,647	\$ 775
Town Services Fee	\$ 6,250	\$ 6,250	\$ 12,500	\$ 12,600	\$ (100)	\$ 10,500	\$ 2,000
Auto expense	\$ 994	\$ 983	\$ 1,977	\$ 3,000	\$ (1,023)	\$ 3,027	\$ (1,050)
Electricity	\$ 3,006	\$ 2,322	\$ 5,328	\$ 6,000	\$ (672)	\$ 6,009	\$ (681)
Heating oil	\$ 7,068	\$ 3,309	\$ 10,377	\$ 10,500	\$ (123)	\$ 9,770	\$ 607
Equipment Repairs and Rental	\$ -	\$ -	\$ -	\$ 1,000	\$ (1,000)	\$ 2,671	\$ (2,671)
Garbage removal	\$ 479	\$ 479	\$ 958	\$ 960	\$ (2)	\$ 958	\$ -
General repairs	\$ -	\$ -	\$ -	\$ 12,500	\$ (12,500)	\$ -	\$ -
Janitorial	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 258	\$ (258)
Outside contractors	\$ -	\$ 78	\$ 78	\$ 258	\$ (180)	\$ -	\$ 78
Gas & Water	\$ 244	\$ 64	\$ 308	\$ 840	\$ (532)	\$ 844	\$ (536)
Travel	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Supplies	\$ 154	\$ -	\$ 154	\$ 227	\$ (73)	\$ 436	\$ (282)
Other	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 544	\$ (544)
Total Property Support	\$ 54,849	\$ 49,208	\$ 104,057	\$ 118,847	\$ (14,790)	\$ 106,652	\$ (2,595)
Department of Communications and Ministries							
Salaries - Communications	\$ 5,250	\$ 5,250	\$ 10,500	\$ 10,500	\$ -	\$ 10,500	\$ -
Clergy Housing	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Printing, copying and postage "TOC"	\$ -	\$ -	\$ -	\$ 26,400	\$ (26,400)	\$ 13,913	\$ (13,913)
The Orthodox Church - Salaries	\$ 14,153	\$ 14,153	\$ 28,306	\$ 28,306	\$ (0)	\$ 28,306	\$ -
Benefits(Medical, Unemployment, Pension)-Cor	\$ 1,749	\$ (954)	\$ 795	\$ 3,498	\$ (2,703)	\$ 7,717	\$ (6,922)
Contract web master	\$ 12,351	\$ 10,365	\$ 22,716	\$ 24,350	\$ (1,634)	\$ 17,757	\$ 4,959
Website hosting and maintenance	\$ 237	\$ 345	\$ 582	\$ 1,050	\$ (468)	\$ 1,033	\$ (451)
Benefits(Medical, Unemployment, Pension)-TOC	\$ 1,290	\$ 829	\$ 2,119	\$ 1,936	\$ 183	\$ 2,124	\$ (5)
Internet/Telephone	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Travel & Parking	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Office supplies & postage	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Equipment rental	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Total Department of Communications and Minis	\$ 35,030	\$ 29,988	\$ 65,018	\$ 96,040	\$ (31,022)	\$ 81,350	\$ (16,332)
Department of External Affairs							
Salaries - External Affairs	\$ 8,823	\$ 8,823	\$ 17,646	\$ 17,646	\$ (0)	\$ 17,646	\$ -
Payroll Taxes - External Affairs	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
St. Catherines - Salaries/Stipends	\$ -	\$ 1,650	\$ 1,650	\$ 14,220	\$ (12,570)	\$ 14,221	\$ (12,571)
Payroll Taxes -St Catherines	\$ -	\$ -	\$ -	\$ 1,088	\$ (1,088)	\$ 275	\$ (275)
Interchurch travel	\$ 3,991	\$ 5,093	\$ 9,084	\$ 9,000	\$ 84	\$ 6,506	\$ 2,578
St. Catherines - Benefits(Medical, Unempl, Pens	\$ -	\$ -	\$ -	\$ 5,945	\$ (5,945)	\$ 6,665	\$ (6,665)
St. Catherines - Travel	\$ 4,817	\$ -	\$ 4,817	\$ 3,000	\$ 1,817	\$ 2,777	\$ 2,040
Telephone & office expense	\$ 2,277	\$ 2,833	\$ 5,110	\$ 3,900	\$ 1,210	\$ 4,657	\$ 453
Benefits - External Affairs(Medical, Unempl, Pe	\$ 811	\$ 517	\$ 1,328	\$ 1,296	\$ 32	\$ 1,323	\$ 5
Bank Fees	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Cable, Postage & Parking	\$ -	\$ -	\$ -	\$ 60	\$ (60)	\$ 71	\$ (71)
Episcopal Assembly	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Other interchurch organizations	\$ 5,141	\$ -	\$ 5,141	\$ 5,700	\$ (559)	\$ 5,375	\$ (234)
Total Department of External Affairs	\$ 25,860	\$ 18,916	\$ 44,776	\$ 61,856	\$ (17,080)	\$ 59,516	\$ (14,740)
Department of History and Archives							
Salaries	\$ 15,887	\$ 15,887	\$ 31,774	\$ 31,774	\$ (0)	\$ 33,904	\$ (2,130)
Payroll Taxes	\$ 1,777	\$ 1,261	\$ 3,038	\$ 2,431	\$ 607	\$ 2,430	\$ 608
Benefits(Medical, Unemployment, Pension)	\$ 6,645	\$ 6,462	\$ 13,107	\$ 12,489	\$ 618	\$ 13,147	\$ (40)
Supplies/Travel	\$ -	\$ -	\$ -	\$ 1,750	\$ (1,750)	\$ 65	\$ (65)
Total Department of History and Archives	\$ 24,309	\$ 23,610	\$ 47,919	\$ 48,444	\$ (525)	\$ 49,546	\$ (1,627)
Transfer to Charities Reserve	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 5,000	\$ (5,000)
Transfer to Deferred Maintenance Reserve	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Transfer to Legal Reserve	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 7,500	\$ (7,500)
Transfer to Automobile Replacement Reserve	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Theological Education	\$ -	\$ -	\$ -	\$ 2,000	\$ (2,000)	\$ 1,164	\$ (1,164)
St Sergius Chapel	\$ 1,963	\$ 1,654	\$ 3,617	\$ 2,500	\$ 1,117	\$ 15,151	\$ (11,534)
Ordination Candidate Psychological Testing	\$ 10,861	\$ 7,227	\$ 18,088	\$ 7,500	\$ 10,588	\$ -	\$ 18,088
Repayment of Perm Restricted Funds	\$ 25,000	\$ 25,000	\$ 50,000	\$ 50,000	\$ -	\$ -	\$ 50,000
Repayment of 9/11 Funds to the Restricted Endo	\$ 6,250	\$ 6,250	\$ 12,500	\$ 12,500	\$ -	\$ 12,500	\$ -
Policies and Procedures Regarding Sexual Miscd	\$ 14,963	\$ 2,844	\$ 17,807	\$ 52,084	\$ (34,277)	\$ 3,701	\$ 14,106
Strategic Planning	\$ 633	\$ 298	\$ 931	\$ 12,600	\$ (11,669)	\$ 90	\$ 841

	Actual Q1 2012	Actual Q2 2012	Actual Thru 6/30/2012	Budget 6/30/2012	Variance 6/30/2012	Q2-2011 Actual	Q2-2012 vs Q2-2011
TOTAL OPERATING EXPENSES	\$ 516,009	\$ 496,849	\$ 1,012,858	\$ 1,105,485	\$ (92,627)	\$ 1,029,528	\$ (16,670)
NET OPERATING SURPLUS(DEFICIT)	\$ 254,218	\$ 80,064	\$ 334,282	\$ 55,765	\$ 278,517	\$ 141,081	\$ 193,201
FOS Income & Expenses							
FOS Individual Membership	\$ 1,248	\$ 1,906	\$ 3,154	\$ 12,500	\$ (9,346)	\$ 7,971	\$ (4,817)
Diaconal Vocations Revenue	\$ 500	\$ 1,750	\$ 2,250	\$ 875	\$ 1,375	\$ 3,500	\$ (1,250)
Youth Conference Revenues	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Dividends & Interest(net of investment fees)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Total FOS Income	\$ 1,748	\$ 3,656	\$ 5,404	\$ 13,375	\$ (7,971)	\$ 11,471	\$ (6,067)
FOS Expenses							
Ministries Conference	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
FOS Printing and Mailing Expense	\$ -	\$ -	\$ -	\$ 7,500	\$ (7,500)	\$ -	\$ -
TOTAL FOS Expense	\$ -	\$ -	\$ -	\$ 7,500	\$ (7,500)	\$ -	\$ -
Net FOS Income(Deficit)	\$ 1,748	\$ 3,656	\$ 5,404	\$ 5,875	\$ (471)	\$ 11,471	\$ (6,067)
Departmental Expenses							
Department of Institutional Chaplaincy	\$ 1,979	\$ 1,351	\$ 3,330	\$ 7,750	\$ (4,420)	\$ 3,000	\$ 330
Department of Evangelization	\$ 1,988	\$ 2,169	\$ 4,157	\$ 9,250	\$ (5,093)	\$ -	\$ 4,157
Department of Liturgical Music & Translations	\$ 2,452	\$ 2,742	\$ 5,194	\$ 10,400	\$ (5,206)	\$ 4,170	\$ 1,024
Department of Pastoral Life & Vocational Develo	\$ -	\$ -	\$ -	\$ 6,100	\$ (6,100)	\$ -	\$ -
Department of Christian Education	\$ 1,500	\$ 2,288	\$ 3,788	\$ 12,500	\$ (8,712)	\$ 6,608	\$ (2,820)
Department of Youth and Young Adults	\$ 2,483	\$ 2,349	\$ 4,832	\$ 12,500	\$ (7,668)	\$ 10,123	\$ (5,291)
Diaconal Vocations Program	\$ 3,000	\$ 3,263	\$ 6,263	\$ 9,000	\$ (2,737)	\$ 6,775	\$ (512)
Department of Christian Service	\$ 1,500	\$ 1,935	\$ 3,435	\$ 7,500	\$ (4,065)	\$ 5,110	\$ (1,675)
Total Departmental Expenses	\$ 14,902	\$ 16,097	\$ 30,999	\$ 75,000	\$ (44,001)	\$ 35,786	\$ (4,787)
HONESDALE LOAN PRINCIPAL PAYMENT	\$ 29,442	\$ 30,044	\$ 59,486	\$ 60,568	\$ (1,082)	\$ 54,806	\$ 4,680
Total Net Income(Deficit)	\$ 211,622	\$ 37,579	\$ 249,201	\$ (73,928)	\$ 323,129	\$ 61,960	\$ 187,241
Extraordinary Items:							
- Extra Principal Payment on Honesdale Loan	\$ (211,366)	\$ -	\$ (211,366)	\$ -	\$ (211,366)	\$ (10,812)	\$ (200,554)
Total Net Income(Deficit)	\$ 256	\$ 37,579	\$ 37,835	\$ (73,928)	\$ 111,763	\$ 51,148	\$ (13,313)
Unrestricted Funds:							
Net Operating Surplus/(Deficit)	\$ 256	\$ 37,579	\$ 37,835	\$ (73,928)	\$ 111,763	\$ 51,148	\$ (13,313)
Add Back Non-Cash Items (Depreciation & Amort)	\$ 4,807	\$ 4,807	\$ 9,614	\$ 8,840	\$ 775	\$ 8,839	\$ 775
Add Back Transfers (Not P&L Items)	\$ -	\$ 6,250	\$ 12,500	\$ 12,500	\$ -	\$ 12,500	\$ -
Add Back Mortgage Principal Payment	\$ 240,808	\$ 30,044	\$ 270,852	\$ 60,568	\$ 210,284	\$ 54,806	\$ 205,234
Total Operating Surplus/(Deficit) - Unrestricted	\$ 245,871	\$ 78,680	\$ 330,801	\$ 7,980	\$ 322,821	\$ 127,293	\$ 192,696
Temporarily Restricted Funds:							
Revenues:							
- Charity	\$ 227	\$ 726	\$ 953	\$ 2,500	\$ (1,547)	\$ 1,887	\$ (934)
- Missions & Church Planting Grants	\$ 1,458	\$ 1,427	\$ 2,885	\$ 30,000	\$ (27,115)	\$ 3,303	\$ (418)
- Youth Ministry Bequest	\$ -	\$ -	\$ -	\$ 2,200	\$ (2,200)	\$ 110,412	\$ (110,412)
- Seminary	\$ 25	\$ 105	\$ 130	\$ 2,500	\$ (2,370)	\$ 1,689	\$ (1,559)
- North America Saints Project	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 10,000	\$ (10,000)
- Kavalenko Trust	\$ 3,757	\$ 2,164	\$ 5,921	\$ 4,000	\$ 1,921	\$ 3,962	\$ 1,959
- McGuire Trust	\$ 811	\$ 683	\$ 1,494	\$ 1,750	\$ (256)	\$ 1,762	\$ (268)
- Rotko Trust	\$ -	\$ -	\$ -	\$ -	\$ -	\$ (89)	\$ 89
- York Trust	\$ 342	\$ 696	\$ 1,038	\$ 1,500	\$ (462)	\$ 1,370	\$ (332)
- All American Council	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 219,651	\$ (219,651)
- Other Bequests	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Total Temporarily Restricted Revenues	\$ 6,620	\$ 5,801	\$ 12,421	\$ 44,450	\$ (32,029)	\$ 353,947	\$ (341,526)
Expenses:							
- Charity	\$ -	\$ -	\$ -	\$ 5,000	\$ (5,000)	\$ 6,035	\$ (6,035)
- Missions	\$ 20,000	\$ 20,000	\$ 40,000	\$ 30,000	\$ 10,000	\$ 18,000	\$ 22,000
- Church Planting Grants	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
- Seminary	\$ -	\$ -	\$ -	\$ 2,500	\$ (2,500)	\$ -	\$ -
- Publications	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
- Kavalenko Trust	\$ 1,370	\$ 1,880	\$ 3,250	\$ 4,000	\$ (750)	\$ 2,243	\$ 1,007
- McGuire Trust	\$ 1,249	\$ 438	\$ 1,687	\$ 1,700	\$ (13)	\$ 1,687	\$ -
- Rotko Trust	\$ 325	\$ -	\$ 325	\$ -	\$ 325	\$ 325	\$ -

**The Orthodox Church in America
Preliminary Budgets 2013**

Exhibit D

page 1 of 15

There are 2 Preliminary Budget scenarios presented:

Scenario # 1:

- **Assessments budgeted at \$88 per capita + 5% of Diocesan Revenues (a reduction of \$158K from projected 2012).**
- **Expenses budgeted at similar level to 2012, with the following notables"**
- Budget does NOT include any severance package for his Eminence, JONAH.
- Budget includes Bishop MARK's position for six months at a salary that allows for off-site residence.
- Budget assumes that the new Metropolitan and Kelenik will reside in Syosset.
- Budget includes funding for a full year for the "ORSMA", including the expense of the director, coordinator and investigators.
- Legal fees of \$100K, a reduction of \$32K from 2012.
- The Blackbaud Raiser's Edge Conversion would have to be funded mainly as a special project through earmarked donations.
- External Affairs Travel includes an additional \$12K for the WCC Conference in South Korea. The HSB has indicated that 4 reps from the OCA attend the conference.
- Rector of St Catherine's included for the entire year.
- Includes funding of all Departmental ministries at \$159,800 as requested by the Department Chairs.

Scenario # 2:

- **Assessments budgeted at \$95 per capita (a reduction of \$223K from projected 2012).**
- **Expenses budgeted at similar level to 2012, with the following notables"**
- Budget does NOT include any severance package for his Eminence, JONAH.
- Budget includes Bishop MARK's position for six months at a salary that allows for off-site residence.
- Budget assumes that the new Metropolitan and Kelenik will reside in Syosset.
- Budget includes funding for a full year for the "ORSMA", including the expense of the director, coordinator and investigators.
- Legal fees further reduced to \$83K, a reduction of \$50K from 2012.
- The Blackbaud Raiser's Edge Conversion would have to be funded mainly as a special project through earmarked donations.
- External Affairs Travel includes an additional \$12K for the WCC Conference in South Korea. The HSB has indicated that 4 reps from the OCA attend the conference.
- Rector of St Catherine's included for the entire year.
- Includes funding of all Departmental ministries at \$159,800 as requested by the Department Chairs.
- Strategic Planning initiatives costing \$29,500 and representing Continuing Education (\$20K), Evangelization \$7.5K and Youth Department \$2K, to be funded either from private donations or from Temp Restricted Funds released for these uses from the "Youth Ministry Bequest" received in 2011 (\$110K); the Morse Bequest for Missions received/expected in 2012 (\$970K).

Orthodox Church in America
Proposed Operating Budget
For the Year Ended December 31, 2013

9/6/2012

Exhibit D

page 2 of 15

	FINAL Budget 2012	Actual Q2 2012	Projected 2012	@\$88+ 5% Scenario #1 2013 Budget	@ \$95 pp Scenario #2 2013 Budget
Unrestricted Funds:					
REVENUES					
Diocesan Assessments	\$ 2,310,000	\$ 1,150,615	\$ 2,301,230	\$ 2,142,400	\$ 2,077,790
Contributions	\$ 6,000	\$ 190,415	\$ 192,830	\$ 50,000	\$ 50,000
St. Sergius Chapel	\$ 5,000	\$ 3,588	\$ 7,176	\$ 5,000	\$ 5,000
Investment Income	\$ 1,500	\$ 1,932	\$ 3,864	\$ 1,500	\$ 1,500
Unrealized Gains/Losses	\$ -	\$ -	\$ -	\$ -	\$ -
Misc Other	\$ -	\$ 590	\$ 1,180	\$ -	\$ -
TOTAL REVENUES	\$ 2,322,500	\$ 1,347,140	\$ 2,506,280	\$ 2,198,900	\$ 2,134,290
EXPENSES					
Executive Offices					
Salaries	\$ 323,214	\$ 161,607	\$ 337,142	\$ 323,214	\$ 323,214
Clergy Housing	\$ 41,216	\$ 20,608	\$ 41,216	\$ 41,216	\$ 41,216
Payroll Taxes	\$ 4,118	\$ 5,543	\$ 11,086	\$ 4,118	\$ 4,118
Benefits(Medical, Unemployment, Pension)	\$ 78,880	\$ 43,266	\$ 79,332	\$ 91,106	\$ 91,106
	\$ 447,428	\$ 231,024	\$ 468,776	\$ 459,654	\$ 459,654
Administrative Offices					
Salaries	\$ 172,579	\$ 79,304	\$ 180,173	\$ 174,533	\$ 174,533
Payroll Taxes	\$ 13,202	\$ 7,175	\$ 14,350	\$ 12,434	\$ 12,434
Benefits(Medical, Unemployment, Pension)	\$ 54,062	\$ 26,411	\$ 59,874	\$ 64,541	\$ 64,541
Legal	\$ 150,000	\$ 66,331	\$ 132,662	\$ 100,000	\$ 82,995
Outside contractors	\$ 81,200	\$ 50,267	\$ 83,034	\$ 10,000	\$ 6,000
Mortgage interest	\$ 50,464	\$ 25,472	\$ 50,944	\$ 917	\$ 917
Accounting/Audit	\$ 40,000	\$ 26,300	\$ 40,000	\$ 35,000	\$ 35,000
Blackbaud Conversion Fees	\$ 20,000	\$ -	\$ 12,000	\$ 7,025	\$ -
Travel & meetings - central admin	\$ 6,000	\$ 9,935	\$ 14,903	\$ 18,000	\$ 12,000
Telephone	\$ 13,400	\$ 10,578	\$ 19,406	\$ 11,846	\$ 11,846
Equipment leasing	\$ 24,666	\$ 8,304	\$ 16,608	\$ 22,506	\$ 22,506
Postage, mailing services	\$ 9,250	\$ 1,728	\$ 7,000	\$ 7,250	\$ 7,250
Computer expense	\$ 6,000	\$ 3,831	\$ 7,662	\$ 6,000	\$ 6,000
Stipend (Mat. Glagolev)	\$ 11,400	\$ 5,700	\$ 11,400	\$ 11,400	\$ 11,400
Office Supplies	\$ 5,100	\$ 2,295	\$ 4,590	\$ 5,100	\$ 5,100
Food	\$ 5,500	\$ 3,549	\$ 5,324	\$ 5,532	\$ 5,532
Other administrative expenses	\$ 5,000	\$ 1,991	\$ 3,982	\$ 5,000	\$ 5,000
Amortization expense	\$ 4,384	\$ 2,192	\$ 4,384	\$ 4,384	\$ 4,384
Insurance - D&O	\$ 7,324	\$ 3,541	\$ 6,300	\$ 7,324	\$ 7,324
Payroll processing fees	\$ 3,210	\$ 1,685	\$ 3,370	\$ 3,210	\$ 3,210
Bank fees, registration fees	\$ 1,800	\$ 1,591	\$ 3,182	\$ 1,770	\$ 1,770
Books, subscriptions, dues & other	\$ 560	\$ 1,724	\$ 400	\$ 560	\$ 560
Total Administrative Offices	\$ 685,101	\$ 339,904	\$ 681,547	\$ 514,332	\$ 480,302
Metropolitan Expenses					
Metropolitan Travel	\$ 35,000	\$ 20,532	\$ 30,798	\$ 30,000	\$ 30,000
Office expense	\$ 1,500	\$ 2,989	\$ 5,178	\$ 2,500	\$ 2,500
Office of Military Chaplaincy - Stipends	\$ 6,000	\$ 3,000	\$ 6,000	\$ 6,000	\$ 6,000
Office of Military Chaplaincy - Expenses	\$ 7,200	\$ 2,085	\$ 4,170	\$ 7,200	\$ 7,200
Total Metropolitan Expenses	\$ 49,700	\$ 28,606	\$ 46,146	\$ 45,700	\$ 45,700
Holy Synod					
Travel	\$ 44,000	\$ 23,214	\$ 46,428	\$ 44,000	\$ 44,000
Office expenses	\$ 100	\$ 4	\$ 8	\$ 500	\$ 500
Special Episcopal Stipends	\$ 14,400	\$ 7,200	\$ 14,400	\$ 14,400	\$ 14,400
Food	\$ 4,000	\$ -	\$ -	\$ 4,000	\$ 4,000
Legal	\$ -	\$ 300	\$ 300	\$ -	\$ -
Office supplies, Postage	\$ -	\$ 1,266	\$ 1,500	\$ 800	\$ 800
Episcopal Assignment Salary/Benefits	\$ -	\$ -	\$ -	\$ 38,000	\$ 38,000
Other	\$ 500	\$ 374	\$ 748	\$ 100	\$ 100
Total Holy Synod	\$ 63,000	\$ 32,358	\$ 63,384	\$ 101,800	\$ 101,800
Metropolitan Council					
Travel and Meetings - MC	\$ 25,000	\$ 16,252	\$ 32,504	\$ 30,000	\$ 30,000
Internal Audit - Travel, Lodging and Meals, Sup	\$ 12,000	\$ -	\$ 3,000	\$ 6,000	\$ 4,920
	\$ 37,000	\$ 16,252	\$ 35,504	\$ 36,000	\$ 34,920

	FINAL	Actual Q2	Projected	2013 Budget	2013 Budget
	Budget 2012	2012	2012		
Property Support					
Salaries	\$ 46,350	\$ 23,175	\$ 46,350	\$ 46,350	\$ 46,350
Payroll Taxes	\$ 3,546	\$ 2,216	\$ 4,432	\$ 3,544	\$ 3,544
Lawn/Grounds Upkeep	\$ 26,600	\$ 10,165	\$ 20,330	\$ 26,600	\$ 26,600
Benefits(Medical, Unemployment, Pension)	\$ 23,946	\$ 12,599	\$ 25,198	\$ 28,386	\$ 28,386
Insurance	\$ 28,188	\$ 16,800	\$ 33,600	\$ 30,000	\$ 30,000
Depreciation	\$ 13,295	\$ 7,422	\$ 14,844	\$ 14,844	\$ 14,844
Town Services Fee	\$ 25,200	\$ 12,500	\$ 25,000	\$ 25,500	\$ 25,500
Auto expense	\$ 6,000	\$ 1,977	\$ 3,954	\$ 6,005	\$ 6,005
Electricity	\$ 12,000	\$ 5,328	\$ 10,656	\$ 12,000	\$ 12,000
Heating oil	\$ 21,000	\$ 10,377	\$ 20,754	\$ 21,000	\$ 21,000
Equipment Repairs and Rental	\$ 2,000	\$ -	\$ 1,000	\$ 2,000	\$ 2,000
Garbage removal	\$ 1,920	\$ 958	\$ 1,916	\$ 1,920	\$ 1,920
General repairs	\$ 25,000	\$ -	\$ 20,000	\$ 5,000	\$ 5,000
Office Space Rent & Cleaning	\$ -	\$ -	\$ -	\$ -	\$ -
Outside contractors	\$ 515	\$ 78	\$ 156	\$ 515	\$ 515
Gas & Water	\$ 1,680	\$ 308	\$ 616	\$ 1,728	\$ 1,728
Utilities	\$ -	\$ -	\$ -	\$ -	\$ -
Cable/Office Expense	\$ 454	\$ 154	\$ 308	\$ -	\$ -
Other	\$ -	\$ -	\$ -	\$ 300	\$ 300
Total Property Support	\$ 237,694	\$ 104,057	\$ 229,114	\$ 225,692	\$ 225,692
Department of Communications and Ministries					
Salaries - Communications	\$ 21,000	\$ 10,500	\$ 33,000	\$ -	\$ -
Clergy Housing	\$ -	\$ -	\$ -	\$ -	\$ -
Printing, copying and postage "TOC"	\$ 52,800	\$ -	\$ 39,000	\$ 39,600	\$ 39,600
The Orthodox Church - Salaries	\$ 56,613	\$ 28,306	\$ 56,612	\$ 60,213	\$ 60,213
Benefits(Medical, Unemployment, Pension)-Co	\$ 6,997	\$ 795	\$ 7,110	\$ -	\$ -
Contract web master	\$ 48,700	\$ 22,716	\$ 45,432	\$ 37,440	\$ 37,440
Website hosting and maintenance	\$ 2,100	\$ 582	\$ 1,164	\$ 1,050	\$ 1,050
Benefits(Medical, Unemployment, Pension)-TC	\$ 3,872	\$ 2,119	\$ 4,238	\$ 4,088	\$ 4,088
Internet/Telephone	\$ -	\$ -	\$ -	\$ -	\$ -
Travel & Parking	\$ -	\$ -	\$ -	\$ -	\$ -
Office supplies & postage	\$ -	\$ -	\$ -	\$ -	\$ -
Equipment rental	\$ -	\$ -	\$ -	\$ -	\$ -
Total Department of Communications and Min	\$ 192,082	\$ 65,018	\$ 186,556	\$ 142,390	\$ 142,390
Department of External Affairs					
Salaries - External Affairs	\$ 35,293	\$ 17,646	\$ 35,292	\$ 35,293	\$ 35,293
Payroll Taxes - External Affairs	\$ -	\$ -	\$ -	\$ -	\$ -
St. Catherines - Salaries	\$ 28,441	\$ 1,650	\$ 18,300	\$ 30,000	\$ 30,000
Payroll Taxes -St Catherines	\$ 2,176	\$ -	\$ -	\$ 2,295	\$ 2,295
Interchurch travel	\$ 18,000	\$ 9,084	\$ 18,168	\$ 30,000	\$ 30,000
St. Catherines - Benefits(Medical, Unempl, Pe	\$ 11,891	\$ -	\$ 2,048	\$ 14,191	\$ 14,191
St. Catherines - Travel	\$ 6,000	\$ 4,817	\$ 9,634	\$ 6,000	\$ 6,000
Telephone & office expense	\$ 7,800	\$ 5,110	\$ 10,220	\$ 9,600	\$ 9,600
Benefits - External Affairs(Medical, Unempl, Pe	\$ 2,593	\$ 1,328	\$ 2,656	\$ 2,593	\$ 2,593
Bank Fees	\$ -	\$ -	\$ -	\$ -	\$ -
Cable, Postage & Parking	\$ 120	\$ -	\$ -	\$ 600	\$ 600
SCOBAs	\$ -	\$ -	\$ -	\$ -	\$ -
EP/Other Church Organizations	\$ 11,400	\$ 5,141	\$ 10,282	\$ 11,400	\$ 11,400
Total Department of External Affairs	\$ 123,714	\$ 44,776	\$ 106,600	\$ 141,972	\$ 141,972
Department of History and Archives					
Salaries	\$ 63,548	\$ 31,774	\$ 59,314	\$ 63,548	\$ 63,548
Payroll Taxes	\$ 4,861	\$ 3,038	\$ 6,076	\$ 4,861	\$ 4,861
Benefits(Medical, Unemployment, Pension)	\$ 24,978	\$ 13,107	\$ 26,214	\$ 29,454	\$ 29,454
Travel	\$ 2,000	\$ -	\$ 2,000	\$ 3,000	\$ 3,000
Rent to house archives at STS	\$ -	\$ -	\$ -	\$ -	\$ -
Supplies	\$ 1,500	\$ -	\$ 1,500	\$ 500	\$ 500
Total Department of History and Archives	\$ 96,887	\$ 47,919	\$ 95,104	\$ 101,363	\$ 101,363
Transfer to Charities Reserve	\$ -	\$ -	\$ -	\$ -	\$ -
Transfer to Deferred Maintenance Reserve	\$ -	\$ -	\$ -	\$ -	\$ -
Transfer to Legal Reserve	\$ -	\$ -	\$ -	\$ -	\$ -
Transfer to Automobile Replacement Reserve	\$ -	\$ -	\$ -	\$ -	\$ -
Repayment of Perm Rest Fund Loan	\$ 100,000	\$ 50,000	\$ 100,000	\$ 100,000	\$ 100,000
Theological Education	\$ 4,000	\$ -	\$ -	\$ 5,000	\$ 5,000
St Sergius Chapel	\$ 5,000	\$ 3,617	\$ 7,234	\$ 5,000	\$ 5,000
Ordination Candidate Psych Testing	\$ 15,000	\$ 18,088	\$ 22,610	\$ 25,000	\$ 25,000
Transfer to Church Planting Grants Reserve	\$ -	\$ -	\$ -	\$ -	\$ -

	FINAL Budget 2012	Actual Q2 2012	Projected 2012	2013 Budget	2013 Budget
Repayment of 9/11 Funds to the Restricted End	\$ 25,000	\$ 12,500	\$ 25,000	\$ 25,000	\$ 25,000
Policies and Procedures Regarding Sexual Mis	\$ 104,167	\$ 17,807	\$ 35,614	\$ 100,000	\$ 100,000
Strategic Planning	\$ 25,200	\$ 931	\$ 1,862	\$ 32,500	\$ 3,000
TOTAL OPERATING EXPENSES	\$ 2,210,973	\$ 1,012,857	\$ 2,105,051	\$ 2,061,403	\$ 1,996,793
NET OPERATING SURPLUS(DEFICIT)	\$ 111,527	\$ 334,283	\$ 401,229	\$ 137,497	\$ 137,497
FOS Income & Expenses					
FOS Individual Membership	\$ 25,000	\$ 3,154	\$ 6,308	\$ 100,000	\$ 100,000
Diaconal Vocations Revenue	\$ 3,500	\$ 2,250	\$ 2,250	\$ 3,500	\$ 3,500
Youth Conference Revenues	\$ -	\$ -	\$ -	\$ 38,000	\$ 38,000
Dividends & Interest(net of investment fees)	\$ -	\$ -	\$ -	\$ -	\$ -
Total FOS Income	\$ 28,500	\$ 5,404	\$ 8,558	\$ 141,500	\$ 141,500
FOS Expenses					
Ministries Conference	\$ -	\$ -	\$ -	\$ 45,080	\$ 45,080
FOS Printing and Mailing Expense	\$ 15,000	\$ -	\$ -	\$ 15,000	\$ 15,000
TOTAL FOS Expense	\$ 15,000	\$ -	\$ -	\$ 60,080	\$ 60,080
Net FOS Income(Deficit)	\$ 13,500	\$ 5,404	\$ 8,558	\$ 81,420	\$ 81,420
Departmental Expenses					
Department of Institutional Chaplaincy	\$ 15,500	\$ 3,330	\$ 12,200	\$ 22,000	\$ 22,000
Department of Evangelization & Missions	\$ 18,500	\$ 4,157	\$ 12,000	\$ 26,350	\$ 26,350
Department of Liturgical Music & Translations	\$ 20,800	\$ 5,194	\$ 20,000	\$ 21,150	\$ 21,150
Department of Pastoral Life & Vocational Develo	\$ 12,200	\$ -	\$ -	\$ -	\$ -
Department of Christian Education	\$ 25,000	\$ 3,788	\$ 25,000	\$ 28,300	\$ 28,300
Department of Youth and Young Adults	\$ 25,000	\$ 4,832	\$ 19,000	\$ 27,000	\$ 27,000
Diaconal Vocations Program	\$ 18,000	\$ 6,263	\$ 12,526	\$ 18,000	\$ 18,000
Department of Christian Service	\$ 15,000	\$ 3,435	\$ 6,870	\$ 17,000	\$ 17,000
Total Departmental Expenses	\$ 150,000	\$ 30,999	\$ 107,596	\$ 159,800	\$ 159,800
HONSDALE LOAN PRINCIPAL PAYMENTS	\$ 121,136	\$ 59,486	\$ 118,972	\$ 59,117	\$ 59,117
Total Net Income(Deficit)	\$ (146,109)	\$ 249,202	\$ 183,219	\$ 0	\$ 0
Extraordinary Items:					
- Additional Principal Paydown HNB	\$ -	\$ (211,366)	\$ (211,366)	\$ -	\$ -
Total Net Income(Deficit)	\$ (146,109)	\$ 37,836	\$ (28,147)	\$ 0	\$ 0
Unrestricted Funds:					
Net Operating Surplus/(Deficit)	\$ (146,109)	\$ 37,836	\$ (28,147)	\$ 0	\$ 0
Add Back Non-Cash Items (Depreciation & Amort)	\$ 17,679	\$ 9,614	\$ 19,228	\$ 19,228	\$ 19,228
Add Back Transfers - not P&L Items	\$ 25,000	\$ 12,500	\$ 25,000	\$ 25,000	\$ 25,000
Add Back Mortgage Principal Payment	\$ 121,136	\$ 270,852	\$ 330,338	\$ 59,117	\$ 59,117
Total Operating Surplus/(Deficit) - Unrestricted	\$ 17,706	\$ 330,802	\$ 327,191	\$ 84,117	\$ 84,117
Temporarily Restricted Funds:					
Revenues:					
- Charity	\$ 5,000	\$ 953	\$ 1,906	\$ 5,000	\$ 5,000
- Missions	\$ 60,000	\$ 2,885	\$ 5,770	\$ 60,000	\$ 60,000
- Youth Ministry	\$ 4,400	\$ -	\$ -	\$ -	\$ -
- Seminary	\$ 5,000	\$ 130	\$ 260	\$ 5,000	\$ 5,000
- North America Saints Project	\$ -	\$ -	\$ -	\$ -	\$ -
- Kavalenko Trust	\$ 8,000	\$ 5,921	\$ 11,842	\$ 11,000	\$ 11,000
- McGuire Trust	\$ 3,500	\$ 1,494	\$ 2,988	\$ 6,000	\$ 6,000
- Rotko Trust	\$ -	\$ -	\$ -	\$ -	\$ -
- York Trust	\$ 3,000	\$ 1,038	\$ 2,076	\$ 2,000	\$ 2,000
- All American Council	\$ -	\$ -	\$ -	\$ -	\$ -
- Other	\$ -	\$ -	\$ -	\$ -	\$ -
Total Temporarily Restricted Revenues	\$ 88,900	\$ 12,421	\$ 24,842	\$ 89,000	\$ 89,000
Expenses:					
- Charity	\$ 10,000	\$ -	\$ 10,000	\$ 5,000	\$ 5,000
- Missions/Church Planting Grants	\$ 60,000	\$ 40,000	\$ 80,000	\$ 60,000	\$ 60,000
- Seminary	\$ 5,000	\$ -	\$ -	\$ 5,000	\$ 5,000
- Publications	\$ -	\$ -	\$ -	\$ -	\$ -

	FINAL Budget 2012	Actual Q2 2012	Projected 2012	2013 Budget	2013 Budget
- Kavalenko Trust	\$ 8,000	\$ 3,250	\$ 6,500	\$ 11,000	\$ 11,000
- McGuire Trust	\$ 3,400	\$ 1,687	\$ 3,374	\$ 6,000	\$ 6,000
- Rotko Trust	\$ -	\$ 325	\$ 325	\$ -	\$ -
- York Trust	\$ 77,232	\$ 38,616	\$ 77,232	\$ 76,580	\$ 76,580
- All American Council (including PCC)	\$ -	\$ 66,014	\$ 71,014	\$ 6,000	\$ 6,000
- Other	\$ -	\$ -	\$ -	\$ -	\$ -
Total Temporarily Restricted Disbursements	\$ 163,632	\$ 149,892	\$ 248,445	\$ 169,580	\$ 169,580
Net Temporarily Restricted Surplus/(Deficit)	\$ (74,732)	\$ (137,471)	\$ (223,603)	\$ (80,580)	\$ (80,580)
Permanently Restricted Funds:					
Revenue:					
- St Andrew's Endowment	\$ 1,000	\$ 887	\$ 1,774	\$ 1,800	\$ 1,800
- Main Endowment	\$ 5,000	\$ 3,758	\$ 7,516	\$ 7,500	\$ 7,500
- FOS Endowment	\$ 500	\$ 548	\$ 1,096	\$ 1,000	\$ 1,000
Total Revenues	\$ 6,500	\$ 5,193	\$ 10,386	\$ 10,300	\$ 10,300
Funds Released:					
- St Andrew's Endowment	\$ 1,000	\$ 289	\$ 578	\$ 600	\$ 600
- Main Endowment	\$ 3,500	\$ 1,327	\$ 2,654	\$ 2,750	\$ 2,750
- FOS Endowment	\$ 500	\$ 193	\$ 386	\$ 400	\$ 400
Total Funds Released	\$ 5,000	\$ 1,809	\$ 3,618	\$ 3,750	\$ 3,750
Net Permanently Restricted Surplus/(Deficit)	\$ 1,500	\$ 3,384	\$ 6,768	\$ 6,550	\$ 6,550
Total Change in Net Assets	\$ (73,205)	\$ 174,601	\$ 66,128	\$ (34,141)	\$ (34,141)

		2011	2012	Scenario #1 & 2	Exhibit D
		Budget	Budget	2013	
				Budget	page 3 of 15
I	Executive Department				
	Metropolitan	Salary & housing	\$ 77,000.00	\$ 79,388.55	\$ 79,388.55
		Employer taxes	\$ 14,535.00	\$ 12,146.45	\$ 12,146.45
		Health insurance (& Dental)	\$ 6,479.10	\$ 9,709.20	\$ 11,916.00
		H.S.A. Funding	\$ 2,000.00	\$ -	\$ -
		Workers compensation	\$ 1,500.00	\$ 1,500.00	\$ 1,500.00
		Unemployment Ins	\$ 450.00	\$ 225.00	\$ 225.00
		Pension - 6%	\$ 4,620.00	\$ 4,763.31	\$ 4,763.31
		Total compensation & benefits - Metropolitan	\$ 106,584.10	\$ 107,732.51	\$ 109,939.31
	Chancellor	Salary & housing	\$ 95,000.00	\$ 95,000.00	\$ 95,000.00
		Employer taxes	\$ 14,535.00	\$ 14,535.00	\$ 14,535.00
		Health insurance	\$ 15,345.60	\$ 19,440.00	\$ 23,880.00
		H.S.A. Funding	\$ 4,000.00	\$ -	\$ -
		Workers compensation	\$ 1,500.00	\$ 1,500.00	\$ 1,500.00
		Unemployment Ins	\$ 450.00	\$ 225.00	\$ 225.00
		Pension - 6%	\$ 5,700.00	\$ 5,700.00	\$ 5,700.00
		Total compensation & benefits - Chancellor	\$ 136,530.60	\$ 136,400.00	\$ 140,840.00
	Secretary	Salary & housing	\$ 95,000.00	\$ 95,000.00	\$ 95,000.00
		Employer taxes	\$ 14,535.00	\$ 14,535.00	\$ 14,535.00
		Health insurance	\$ 19,609.80	\$ 19,440.00	\$ 23,880.00
		H.S.A. Funding	\$ 4,000.00	\$ -	\$ -
		Workers compensation	\$ 1,500.00	\$ 1,500.00	\$ 1,500.00
		Unemployment Ins	\$ 450.00	\$ 225.00	\$ 225.00
		Pension - 6%	\$ 5,700.00	\$ 5,700.00	\$ 5,700.00
		Total compensation & benefits - Secretary	\$ 140,794.80	\$ 136,400.00	\$ 140,840.00
	Treasurer (Melanie Ringa)	Salary & housing	\$ 53,825.00	\$ 53,825.00	\$ 53,825.00
		Employer taxes	\$ 8,235.23	\$ 4,117.61	\$ 4,117.61
		Health insurance	\$ 6,000.00	\$ 4,860.00	\$ 6,000.00
		H.S.A. Funding	\$ -	\$ -	\$ -
		Workers compensation	750	\$ 750.00	\$ 750.00
		Unemployment Ins	225	\$ 112.50	\$ 112.50
		Pension - 6%	\$ 3,229.50	\$ 3,229.50	\$ 3,229.50
		Total compensation & benefits - Treasurer	\$ 72,264.73	\$ 66,894.61	\$ 68,034.61
					\$ 323,213.55
					\$ 45,334.06
					\$ 65,676.00
					\$ -
					\$ 5,250.00
					\$ 787.50
					\$ 19,392.81
					\$ 459,653.93
	Total Executive Department		\$ 456,174.23	\$ 447,427.13	\$ 459,653.93
II	Administration Department				
	AdminAssistant/AcctaPay (jessica)	Salary & housing	\$ 48,600.00	\$ 48,600.00	\$ 48,600.00
		Employer taxes	\$ 3,717.90	\$ 3,717.90	\$ 3,717.90
		Health insurance	\$ 6,479.10	\$ 9,709.20	\$ 11,916.00
		H.S.A. Funding	\$ 2,000.00	\$ -	\$ -
		Workers compensation	\$ 1,500.00	\$ 1,500.00	\$ 1,500.00
		Unemployment Ins	\$ 450.00	\$ 225.00	\$ 225.00
		Pension - 6%	\$ 2,916.00	\$ 2,916.00	\$ 2,916.00
		Total compensation & benefits - Admin. Assist/Accountant	\$ 65,663.00	\$ 66,668.10	\$ 68,874.90
	Archdeacon to Metropolitan	Salary & housing	\$ 14,400.00	\$ 13,000.00	\$ 12,000.00
		Employer taxes	\$ 1,101.60	\$ 994.50	\$ -
		Health insurance	\$ 4,232.56	\$ 3,780.00	\$ -
		H.S.A. Funding	\$ 872.00	\$ -	\$ -
		Workers compensation	\$ 125.00	\$ 125.00	\$ -
		Unemployment Ins	\$ 27.50	\$ 225.00	\$ -
		Pension - 6%	\$ 864.00	\$ 780.00	\$ -
		Total compensation & benefits - Archdeacon	\$ 21,622.66	\$ 18,904.50	\$ 12,000.00

		2011	2012	Scenario #1 & 2	Exhibit D
		Budget	Budget	2013	
				Budget	page 3 of 15
Admin Asst/Assist to Chancellor (New Hire)	Salary & housing	\$ 29,046.00	\$ 29,046.00	\$ 37,000.00	
	Employer taxes	\$ 2,222.02	\$ 2,222.02	\$ 2,830.50	
	Health insurance	\$ 6,479.10	\$ 3,124.98	\$ 11,916.00	
	H.S.A. Funding	\$ 2,000.00	\$ -	\$ -	
	Workers compensation	\$ 1,500.00	\$ 1,500.00	\$ 1,500.00	
	Unemployment Ins	\$ 450.00	\$ 225.00	\$ 450.00	
	Pension - 6%	\$ 1,742.76	\$ 1,742.76	\$ 2,220.00	
Total compensation & benefits - Admin. Assist/Assist to Chancellor		\$ 43,439.88	\$ 37,860.76	\$ 55,916.50	
Admin Asst to Metropolitan (Greg Sulich)	Salary & housing	\$ 48,410.16	\$ 48,410.16	\$ 48,410.16	
	Employer taxes	\$ 3,703.38	\$ 3,703.38	\$ 3,703.38	
	Health insurance	\$ 6,479.10	\$ 9,709.20	\$ 11,916.00	
	H.S.A. Funding	\$ 2,000.00	\$ -	\$ -	
	Workers compensation	\$ 1,500.00	\$ 1,500.00	\$ 1,500.00	
	Unemployment Ins	\$ 450.00	\$ 225.00	\$ 225.00	
	Pension - 6%	\$ 2,904.61	\$ 2,904.61	\$ 2,904.61	
Total compensation & benefits - Admin. Assistant to Metropolitan		\$ 65,447.25	\$ 66,452.35	\$ 68,659.15	
Administrative Assistance (Temp Workers)	Salary & housing	\$ 4,350.72	\$ 5,000.00	\$ -	
	Employer taxes	\$ 332.83	\$ 382.50	\$ -	
	Health insurance	\$ -	\$ -	\$ -	
	H.S.A. Funding	\$ -	\$ -	\$ -	
	Workers compensation	\$ 1,500.00	\$ 500.00	\$ -	
	Unemployment Ins	\$ 450.00	\$ 225.00	\$ -	
	Pension - 6%	\$ -	\$ -	\$ -	
		\$ 6,633.55	\$ 6,107.50	\$ -	
1st Personal Assistant to Metro (Kelenik)	Salary & housing	\$ 28,522.68	\$ 28,522.68	\$ 28,522.68	\$ 174,532.84
	Employer taxes	\$ 2,181.98	\$ 2,181.98	\$ 2,181.98	\$ 12,433.76
	Health insurance	\$ 6,479.10	\$ 9,709.20	\$ 11,916.00	\$ 47,664.00
	H.S.A. Funding	\$ 2,000.00	\$ -	\$ -	\$ -
	Workers compensation	\$ 1,500.00	\$ 1,500.00	\$ 1,500.00	\$ 6,000.00
	Unemployment Ins	\$ 450.00	\$ 225.00	\$ 225.00	\$ 1,125.00
	Pension - 6%	\$ 1,711.36	\$ 1,711.36	\$ 1,711.36	\$ 9,751.97
Total compensation & benefits - 1st Personal Assistant to Metropolitan		\$ 42,845.12	\$ 43,850.22	\$ 46,057.02	\$ 251,507.58
II	Total Administration salaries and benefits	\$ 224,028.80	\$ 239,843.43	\$ 251,507.58	
III	Property Support Department				
Housekeeping, property maintenance	Salary	\$ 46,350.00	\$ 46,350.00	\$ 46,350.00	
	Employer taxes	\$ 3,545.78	\$ 3,545.78	\$ 3,545.78	
	Health insurance	\$ 15,345.60	\$ 19,440.00	\$ 23,880.00	
	H.S.A. Funding	\$ 4,000.00	\$ -	\$ -	
	Workers compensation	\$ 250.00	\$ 1,500.00	\$ 1,500.00	
	Unemployment Ins	\$ 55.00	\$ 225.00	\$ 225.00	
	Pension - 6%	\$ 2,781.00	\$ 2,781.00	\$ 2,781.00	
Total compensation & benefits - Housekeeping, property maintenance		\$ 72,327.38	\$ 73,841.78	\$ 78,281.78	
III	Property Support Department	\$ 72,327.38	\$ 73,841.78	\$ 78,281.78	
IV	Communications Department				
Program Manager (Bishop Mark)	Salary & housing	\$ 19,158.00	\$ 21,000.00	\$ -	
	Employer taxes	\$ 1,465.59	\$ 1,606.50	\$ -	
	Health insurance	\$ 5,475.15	\$ 3,780.00	\$ -	
	H.S.A. Funding	\$ 1,128.00	\$ -	\$ -	
	Workers compensation	125	125	\$ -	
	Unemployment Ins	\$ 27.31	\$ 225.00	\$ -	
	Pension - 6%	\$ 1,149.48	\$ 1,260.00	\$ -	
Total compensation & benefits - Director of Ministries and Communications		\$28,528.52	\$27,996.50	\$0.00	

		2011	2012	Scenario #1 & 2	Exhibit D
		Budget	Budget	2013	
				Budget	page 3 of 15
	The Orthodox Church Magazin	Compensation	\$ 56,612.51	\$ 56,612.51	\$ 60,212.51
		Employer taxes	\$ -	\$ -	\$ -
		Health insurance	\$ -	\$ -	\$ -
		H.S.A. Funding	\$ -	\$ -	\$ -
		Workers compensation	\$ 250.00	\$ 250.00	\$ 250.00
		Unemployment Ins	\$ 55.00	\$ 225.00	\$ 225.00
		Pension - 6%	\$ 3,396.75	\$ 3,396.75	\$ 3,612.75
	Total compensation & benefits - The Orthodox Church - Editor		\$60,314.26	\$60,484.26	\$64,300.26
IV	Communications Department		\$88,842.78	\$88,480.76	\$64,300.26
V	External Affairs Department				
	Director of External Affairs	Compensation	\$ 35,292.99	\$ 35,292.99	\$ 35,292.99
	Fr Leonid	Employer taxes	\$ -	\$ -	\$ -
		Health insurance	\$ -	\$ -	\$ -
		H.S.A. Funding	\$ -	\$ -	\$ -
		Workers compensation	\$ 250.00	\$ 250.00	\$ 250.00
		Unemployment Ins	\$ 55.00	\$ 225.00	\$ 225.00
		Pension - 6%	\$ 2,055.90	\$ 2,117.58	\$ 2,117.58
	Total compensation & benefits - Director of External Affairs		\$37,653.89	\$37,885.57	\$37,885.57
	Rector of OCA representation	Compensation	\$ 28,440.61	\$ 28,440.61	\$ 30,000.00
		Employer taxes	\$ 2,175.71	\$ 2,175.71	\$ 2,295.00
		Health insurance	\$ 12,164.70	\$ 9,709.20	\$ 11,916.00
		H.S.A. Funding	\$ -	\$ -	\$ -
		Workers compensation	\$ 250.00	\$ 250.00	\$ 250.00
		Unemployment Ins	\$ 55.00	\$ 225.00	\$ 225.00
		Pension - 6%	\$ 1,706.44	\$ 1,706.44	\$ 1,800.00
	Total compensation & benefits - Rector of OCA representation church		\$44,792.45	\$42,506.95	\$46,486.00
V	External Affairs Department		\$82,446.34	\$80,392.52	\$84,371.57
VI	Archives Department				
	Director of Archives	Compensation	\$ 61,013.90	\$ 63,548.16	\$ 63,548.16
		Employer taxes	\$ 4,667.56	\$ 4,861.43	\$ 4,861.43
		Health insurance	\$ 19,609.80	\$ 19,440.00	\$ 23,916.00
		H.S.A. Funding	\$ 4,000.00	\$ -	\$ -
		Workers compensation	\$ 250.00	\$ 1,500.00	\$ 1,500.00
		Unemployment Ins	\$ 55.00	\$ 225.00	\$ 225.00
		Pension - 6%	\$ 3,660.83	\$ 3,812.89	\$ 3,812.89
	Total compensation & benefits - Director of Archives		\$93,257.10	\$93,387.48	\$97,863.48
VI	Archives Department		\$93,257.10	\$93,387.48	\$97,863.48
	Total Salaries and Benefits		\$ 1,017,076.63	\$ 1,023,373.10	\$ 1,035,978.59
	Salaries		\$ 770,227.57	\$ 775,253.11	\$ 762,366.50
	Benefits		\$ 246,849.05	\$ 248,119.99	\$ 273,612.09
	Combined		\$ 1,017,076.63	\$ 1,023,373.10	\$ 1,035,978.59

Orthodox Church in America Proposed Operating Budget For the Year Ended December 31, 2013				Exhibit D page 4 of 15	
	G/L	Scenario #1	Scenario #2		
Legal					
Wojcik Law	6214	\$ 90,000.00	\$ 76,995.00		
Other	6214	\$ 10,000.00	\$ 6,000.00		
		\$ 100,000.00	\$ 82,995.00		
Accounting Fees/External Audit	6211	\$ 35,000.00	\$ 35,000.00		
Mortgage Interewst	6271	\$ 917.00	\$ 917.00		
Outside Contractors:					
Web Editor	6215	\$ -	\$ -		
Design & Development	6215	\$ 6,000.00	\$ 6,000.00		
Misc Other	6215	\$ 4,000.00	\$ -		
Total		\$ 10,000.00	\$ 6,000.00		
Blackbaud Conversion Fees:					
Blackbaud Consultant		\$ 2,025.00	\$ -		
Ryan Platte - OCA Tech Consultant		\$ 5,000.00	\$ -		
Total		\$ 7,025.00	\$ -		
Stipends					
	6650	\$ 11,400.00	\$ 11,400.00		
Travel - Admin (\$1500/mo)	6831-6834	\$ 18,000.00	\$ 12,000.00		
Telephone:					
	6505/6506				
- Cablevision of LI (\$162.4)	6720	\$ 1,948.80	\$ 1,948.80		
- Metropolitan Phone	6725	\$ 3,000.00	\$ 3,000.00		
- Other Cell Phones (Sec & Chancello	6727	\$ 4,440.00	\$ 4,440.00		
- Avaya Phone System		\$ 2,457.20	\$ 2,457.20		
Total		\$ 11,846.00	\$ 11,846.00		
Equipment Leasing:					
- Pitney Bowes Mail Machine	6507	\$ 13,692.00	\$ 13,692.00		
- Canon		\$ 8,814.12	\$ 8,814.12		
Total		\$ 22,506.12	\$ 22,506.12		
Postage & Mailing					
- Pitney Bowes Postage	6502	\$ 10,000.00	\$ 10,000.00		
- Less Pension Dept	6502	\$ (3,000.00)	\$ (3,000.00)		
- Fed ex/misc other	6502	\$ 250.00	\$ 250.00		
		\$ 7,250.00	\$ 7,250.00		
Computer Expense:					
Sinpak Technologies	6670	\$ 6,000.00	\$ 6,000.00		
Office Supplies:					
Staples	6504	\$ 4,800.00	\$ 4,800.00		
Other	6110	\$ 300.00	\$ 300.00		
	6253	\$ 5,100.00	\$ 5,100.00		
Food:					
Galaxie Coffee	6105	\$ 1,932.00	\$ 1,932.00		
Costco/BJ's		\$ 3,600.00	\$ 3,600.00		
		\$ 5,532.00	\$ 5,532.00		
Insurance - D&O					
Insurance Systems	6512	\$ 7,324.00	\$ 7,324.00		
Payroll Processing Fees:					

	G/L		Scenario #1	Scenario #2		
PrimePay	6609		\$ 3,210.00	\$ 3,210.00		
Bank Fees:						
Monthly Bank Fees	6095		\$ 1,200.00	\$ 1,200.00		
Wire Fees			\$ 300.00	\$ 300.00		
Amex Fee			\$ 270.00	\$ 270.00		
			\$ 1,770.00	\$ 1,770.00		
Books, Dues Other:						
Various Reg Fees	6092		\$ 560.00	\$ 560.00		
Other Admin Expenses:						
Auto Repair	6902		\$ 2,300.00	\$ 2,300.00		
Exxon			\$ 2,700.00	\$ 2,700.00		
			\$ 5,000.00	\$ 5,000.00		
Amortization	6995		\$ 4,384.00	\$ 4,384.00		
			\$ 262,824.12	\$ 228,794.12		
Salaries & Benefits			\$ 251,507.58	\$ 251,507.58		
Grand Total			\$ 514,331.70	\$ 480,301.70		

Orthodox Church in America					Exhibit D
Proposed Operating Budget					page 6 of 15
For the Year Ended December 31, 2013					
			Scenario #1	Scenario #2	
Travel:					
6831-6833	Two Annual EP Meetings		\$ 20,000.00	\$ 20,000.00	
	Two Annual HS Meetings		\$ 24,000.00	\$ 24,000.00	
			\$ 44,000.00	\$ 44,000.00	
Food:					
6834	Meals at 4 meetings		\$ 4,000.00	\$ 4,000.00	
6651	Stipends:		\$ 14,400.00	\$ 14,400.00	
6504/6670	Office Expense		\$ 500.00	\$ 500.00	
6502	Postage		\$ 800.00	\$ 800.00	
	Other		\$ 100.00	\$ 100.00	
			\$ 63,800.00	\$ 63,800.00	
Episcopal Assignment:					
			Half Year	Half Year	
	Bishop Mark salary		\$ 25,000.00	\$ 25,000	
	SECA		\$ 3,825.00	\$ 3,825	
	Medical		\$ 7,200.00	\$ 7,200	
			\$ -	\$ -	
	Workers Comp		\$ 250.00	\$ 250	
	Unemployment		\$ 225.00	\$ 225	
	Pension		\$ 1,500.00	\$ 1,500	
	Total		\$38,000.00	\$38,000.00	
			\$101,800.00	\$ 101,800.00	

			Orthodox Church in America			Exhibit D
			Proposed Operating Budget			page 7 of 15
			For the Year Ended December 31, 2013			
			Travel:		Scenario #1	Scenario #2
			Two Annual Meetings @ \$15K each		\$ 30,000.00	\$30,000.00
			Internal Audit:			
			Travel - 2 trips/year at \$3000 each		\$ 6,000.00	\$ 4,920.00

Orthodox Church in America					Exhibit D
Proposed Operating Budget					page 9 of 15
For the Year Ended December 31, 2013					
				Scenario #1	Scenario #2
Printing TOC					
				\$ 39,600.00	\$ 39,600.00
Web Master					
		6215		\$ 37,440.00	\$ 37,440.00
Website Hosting & Maintenance					
		6670		\$ 480.00	\$ 480.00
				\$ 150.00	\$ 150.00
				\$ 120.00	\$ 120.00
				\$ 300.00	\$ 300.00
				\$ 1,050.00	\$ 1,050.00
				\$64,300.26	\$64,300.26
				\$ 142,390.26	\$142,390.26

Orthodox Church in America				Exhibit D	
Proposed Operating Budget				page 10 of 15	
For the Year Ended December 31, 2013					
				Scenario #1	Scenario #2
		Travel			
		Ttavel to do presentations		\$ 3,000.00	\$ 3,000.00
		Supplies			
		Staples - Office		\$ 500.00	\$ 500.00
		Costs to House Archives at STS			
		Salary & Benefits		<u>\$97,863.48</u>	<u>\$97,863.48</u>
				<u>\$ 101,363.48</u>	<u>\$ 101,363.48</u>

Orthodox Church in America
Proposed Operating Budget
For the Year Ended December 31, 2013

Exhibit D
page 11 of 15

		Scenario #1 & 2	
	Travel		
6831-6834	Travel to meetings	\$ 18,000.00	
	WCC Special Meeting - Korea	\$ 12,000.00	(contingent of 4 @ \$3000 each)
	Telephone	\$ 30,000.00	
6727	ATT - office phone & internet	\$ 4,800.00	
	Att - cell phone	\$ 4,800.00	
		\$ 9,600.00	
	Supplies		
6504	Staples - Office	\$ 600.00	
	EP/Other Organizations		
6096	EP	\$ 10,000.00	
	Christian Churches Together	\$ 375.00	
	Other	\$ 1,025.00	
		\$ 11,400.00	
	St Catherine's Travel		
	2 Trips to US annually @ \$3,000 each	\$ 6,000.00	
	Salaries & Benefits	\$84,371.57	
	Grand Total	\$ 141,971.57	

Orthodox Church in America					Exhibit D
Proposed Operating Budget					page 12 of 15
For the Year Ended December 31, 2013					
Sexual Misconduct Committee:			Scenario #1	Scenario #2	
Travel					
	Travel for Investigators		\$ 24,000.00	\$ 24,000.00	
	Director Travel Expenses		\$ 12,000.00	\$ 12,000.00	
Consulting Fees					
	Consultant		\$ 60,000.00	\$ 60,000.00	
Supplies					
	Staples - Office		\$ 1,500.00	\$ 1,500.00	
Telephone					
	Conference Calls		\$ 2,500.00	\$ 2,500.00	
			\$ 100,000.00	\$ 100,000.00	
Theological Education					
Travel					
	Travel to meetings		\$ 5,000.00	\$ 5,000.00	
Ordination Candidate Psych Testing					
	Estimated Cost of Testing annually		\$ 25,000.00	\$ 25,000.00	
Strategic Planning					
	Evangelization		\$ 7,500.00	\$ -	From TRNA
	Youth		\$ 2,000.00	\$ -	From TRNA
	Contemporary Issues		\$ 3,000.00	\$ 3,000.00	
	Travel to meetings		\$ -	\$ -	
	Continuing Ed		\$ 20,000.00		From TRNA
	Supplies		\$ -	\$ -	
	Total		\$ 32,500.00	\$ 3,000.00	

Orthodox Church in America										Exhibit D	
Proposed Operating Budget										page 13 of 15	
For the Year Ended December 31, 2013											
other #	185	119	123	186	118	145	180	181			
	Inst	Evangelization	Liturgical Music	Pastoral Life	Christian Ed	Young Adults	Late Vocations	Christian Service & Humanitarian Aid			
Budget #1	6667	6656	6658		6655			6665			
Stipends	\$ 6,000.00	\$ 6,000.00	\$ 6,000.00	\$ -	\$ 12,000.00	\$ -	\$ -	\$ 6,000.00	\$ 6,000.00	\$ 36,000.00	
Stipends	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 6,000.00	\$ 12,000.00	\$ -	\$ -	\$ 18,000.00	
Program Expenses:	0.00%	0.00%	0.00%	0.00%	0.00%	33.33%	66.67%	0.00%	0.00%	100.00%	
6502 - Mailings/Dues	\$ 3,200.00	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 3,200.00	
6832/683 - Travel/Conferences	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	
6253 - Other Program Exp	\$ 6,800.00	\$ 12,600.00	\$ -	\$ -	\$ 6,000.00	\$ 7,000.00	\$ 2,550.00	\$ 3,500.00	\$ 3,500.00	\$ 38,450.00	
	17.69%	32.77%	0.00%	0.00%	15.60%	18.21%	6.63%	9.10%	9.10%	100.00%	
6096 - OCF	\$ 5,000.00	\$ 7,000.00	\$ 15,150.00	\$ -	\$ 1,300.00	\$ 800.00	\$ 250.00	\$ -	\$ -	\$ 29,500.00	
	16.95%	23.73%	51.36%	0.00%	4.41%	2.71%	0.85%	0.00%	0.00%	100.00%	
6215 - Consultants	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 10,000.00	\$ -	\$ -	\$ -	\$ 10,000.00	
	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	100.00%	
6504 - Supplies	\$ 1,000.00	\$ 750.00	\$ -	\$ -	\$ 8,000.00	\$ 3,000.00	\$ 3,000.00	\$ -	\$ -	\$ 14,000.00	
	9.39%	7.04%	0.00%	0.00%	57.14%	21.43%	21.43%	0.00%	0.00%	100.00%	
Total Expenses	\$ 16,000.00	\$ 20,350.00	\$ 15,150.00	\$ -	\$ 16,300.00	\$ 21,000.00	\$ 6,000.00	\$ 11,000.00	\$ 11,000.00	\$ 105,800.00	
	9.39%	7.04%	9.39%	0.00%	9.39%	1.88%	1.88%	70.42%	70.42%	100.00%	
	\$ 22,000.00	\$ 26,350.00	\$ 21,150.00	\$ -	\$ 28,300.00	\$ 27,000.00	\$ 18,000.00	\$ 17,000.00	\$ 17,000.00	\$ 159,800.00	

Conference 2013 - Budget Worksheet
July 10-13, 2012

	Conference 2010	**PRELIMINARY**
	Actual	Conference 2013
	<u> </u>	<u>Budget</u>
Conference Registration Fees	\$ 19,689.06	\$ 38,000.00
<u>Expenses:</u>		
- Bank Fees	\$ 1.49	\$ -
- Food	\$ 383.07	\$ -
- Honoraria for Speakers	\$ 1,200.00	\$ 3,500.00
- Postage, Mailing	\$ 67.49	\$ -
- Printing and Copying	\$ 675.00	\$ -
- Supplies	\$ 1,438.04	\$ 3,000.00
- Conference fees	\$ 18,987.75	\$ 25,980.00
- Travel, Lodging, Meals	\$ 6,405.34	\$ 12,100.00
- Other	\$ 290.00	\$ 500.00
Total Expenses	\$ 29,448.18	\$ 45,080.00
Net Surplus/(Deficit)	<u>\$ (9,759.12)</u>	<u>\$ (7,080.00)</u>

Orthodox Church in America
Proposed Operating Budget
For the Year Ended December 31, 2013

Exhibit D

page 15 of 15

18th AAC - 2014

PCC Stipends

- Peter Ilchuk	\$ 1,800.00	\$ 1,800.00
- Fr Myron	\$ 1,800.00	\$ 1,800.00
	<u>\$ 3,600.00</u>	<u>\$ 3,600.00</u>

Travel:	<u>\$ 2,400.00</u>	<u>\$ 2,400.00</u>
Total for 2013	\$ 6,000.00	\$ 6,000.00

							Exhibit E
	17th All American Council						
	Parma, OH						
	11/13/2012						
		PCC 2012	Projected AAC 2012	Total 2012	Actual		
					As of	Variance	
	Revenues:						
	Total Special Assessment	\$ -	\$ 50,000	\$ 50,000.00	\$ -	\$ (50,000.00)	
	Direct Public Support	\$ -	\$ -	\$ -	\$ -	\$ -	
	Appeals/From Operating Budget	\$ -	\$ 271.00	\$ 271.00	\$ -	\$ (271.00)	
	Total Observer Fees	\$ -	\$ 5,000.00	\$ 5,000.00	\$ -	\$ (5,000.00)	
	Refunds	\$ -	\$ -	\$ -	\$ -	\$ -	
	Special Events Income	\$ -	\$ -	\$ -	\$ -	\$ -	
	Total Revenues	\$ -	\$ 55,271.00	\$ 55,271.00	\$ -	\$ (55,271.00)	
	Expenses:						
	Bank Fees	\$ -	\$ -	\$ -	\$ -	\$ -	
	Food - PCC	\$ -	\$ -	\$ -	\$ -	\$ -	
	Flowers/Candles/Lit Items	\$ -	\$ -	\$ -	\$ -	\$ -	
	Copying	\$ -	\$ -	\$ -	\$ -	\$ -	
	Outside Contract Services	\$ -	\$ 5,000.00	\$ 5,000.00	\$ -	\$ (5,000.00)	
	Postage and Mailing	\$ 350.00	\$ -	\$ 350.00	\$ -	\$ (350.00)	
	Printing/Copying	\$ -	\$ 1,000.00	\$ 1,000.00	\$ -	\$ (1,000.00)	
	Supplies	\$ -	\$ -	\$ -	\$ -	\$ -	
	Telecommunications	\$ -	\$ -	\$ -	\$ -	\$ -	
	Conference, meetings	\$ -	\$ -	\$ -	\$ -	\$ -	
	Travel	\$ 881.00	\$ 15,000.00	\$ 15,881.00	\$ -	\$ (15,881.00)	
	Lodging	\$ -	\$ 3,000.00	\$ 3,000.00	\$ -	\$ (3,000.00)	
	Meals	\$ -	\$ 27,040.00	\$ 27,040.00	\$ -	\$ (27,040.00)	
	Stipends	\$ 3,000.00	\$ -	\$ 3,000.00	\$ -	\$ (3,000.00)	
	Auto - Gas, Shipping	\$ -	\$ -	\$ -	\$ -	\$ -	
	Travel & Meetings-Other	\$ -	\$ -	\$ -	\$ -	\$ -	
	Other Admin Expense	\$ -	\$ -	\$ -	\$ -	\$ -	
	Total Expenses	\$ 4,231.00	\$ 51,040.00	\$ 55,271.00	\$ -	\$ (55,271.00)	
	Net Surplus/(Deficit)	\$ (4,231.00)	\$ 4,231.00	\$ -	\$ -	\$ -	