

RESOLUTIONS TO THE 22nd SOBOR OF THE UKRAINIAN ORTHODOX CHURCH OF CANADA

FOREWORD:

The Resolutions Committee has met three times since Fall 2009 by teleconference and reported to all Eparchial Annual Meetings/Sobors in Fall 2010. Clergy and Delegates were apprised of resource materials available, resolutions submission process and timelines involved with Sobor 2010. All this material has been posted on the Website since late 2009.

Part of the resource materials included a comprehensive listing and reporting on resolutions passed at Sobors and Consistory Board meetings since 1995. In total, some 109 resolutions have been approved by three Regular and one Extra-Ordinary Sobor since 1995. An additional 40 decision motions of a significant nature from meetings of the Consistory are listed. Actions taken on these decisions were categorized as noted in the following table.

| ACTION STATUS | SOBOR RESOLUTIONS | CONSISTORY DECISIONS |
|-----------------------------|--------------------------|-----------------------------|
| Completed | 50 | 25 |
| In Progress | 5 | 7 |
| On-Going (without end date) | 16 | 1 |
| Referred to Other Entities | 5 | 0 |
| Not Implemented | 24 | 2 |
| Impractical | 4 | 5 |

In the period 2005 to 2010 several of completed actions items were of a particularly noteworthy and historic nature including:

- Election of two new Hierarchs at the Extra-Ordinary Sobor of 2008
- Adoption of a comprehensive protocol and policy for Hierarchal selection process
- Publication of 'Добрий Пастир', Funeral Service Book and major progress on republication of other Liturgical texts.
- Meetings of two major working groups – Joint Committee of St. Andrew's College and UOCC and Standing Committee of Ukrainian Self Reliance League and UOCC
- Completed work of Committee on Centralized Pay Administration
- Revamping of UOCC Website and self-sustaining publication of Visnyk

Resolutions submitted for consideration at Sobor 2010 are organized by the Vision Statement categories approved by earlier Sobors, namely:

- i. Spiritual Renewal
- ii. Educational Development
- iii. Stewardship

Within each Section a short preamble is presented that itemizes the decisions of Sobor 2005 and 2008 for reference purposes. Delegates are urged to review once again the earlier resource materials to determine whether the proposed resolution in 2010 advances earlier mandates and the issues before the UOCC. After each Resolution an assessment of the cost implications has been provided where possible.

A. VISION 2000/2005 CHALLENGE: SPIRITUAL RENEWAL – SOBOR 2010 RESOLUTIONS

Sobor 2000/2005 Review:

Vision 2000/2005 highlighted the following challenge issues:

- *Establishment of second position in OME*
- *Council of Bishops to make Spiritual Renewal a priority consideration in meetings with Parishes, Clergy and in clergy assignments and merit awards*
- *OME to publish a Missions Resource Guide*
- *Establishment of a Rural Issues Committee*
- *Apostolic Succession*
- *Establish plan for initiation of monasteries*
- *Recommendations to Consistory, St. Andrew's College and Council of Bishops on furthering Clergy competencies*
- *Role of Diaconate*
- *Gender and family issues Committee renewal*
- *UOCC in Canada, Abroad and World Orthodoxy*
- *Spiritual renewal and fellowship amongst young adults*

Sobor 2005 re-emphasized the need for continued work in the following areas:

- *Highest priority for Hierarchal Renewal, development of monasteries and dedicated effort on young adult outreach*
- *Continued work as mandated to Standing Committee on Inter-Church relations*
- *Establishment of second position in OME*
- *Establishment of UOCC-USRL Joint Steering Committee*
- *Highest priority to Liturgical text publication*
- *Mandated Rural Issues Committee*

RESOLUTION # :

1. (2010-A)

WHEREAS the incentive program for New Member Recruitment has had and continues to have significant benefit to parishes,

BE IT RESOLVED that Resolutions 18.1, 18.2 and 18.3 (2005) of the 21st Sobor continue for the five year period 2010-2015, and

BE IT FURTHER RESOLVED that the two year moratorium on levies for new members also apply to Eparchial and Parish levies. *(Submitted by St. Volodymyr's Cathedral, Toronto)*

Cost Implications – are increasingly significant. The Consistory Office records from previous years have not been structured in such a way as to differentiate members to whom a Moratorium on levies has been applied. However, at the current levy rate, the waiver of levies for 150 individuals represents a revenue loss of approximately \$ 1.00 per paid member of the UOCC.

2. (2010-A)

WHEREAS Ukrainian is an official language of the UOCC and

WHEREAS presently much printed material is only in English:

BE IT RESOLVED that the Office of Missions and Education undertake an assessment of and initiate a workplan within the next 18 months to address the requirement for supplemental Ukrainian language materials particularly in view of the changing demographics in major urban centres resulting from recent Ukrainian immigration to Canada.

(Submitted by St. Volodymyr's Cathedral, Toronto with amendments made in consultation with the Consistory)

Cost Implications: Unknown but could be significant. Additional costs will arise from both time allocations within OME and actual publication of necessary Ukrainian language materials. Some measures would be relatively inexpensive such as those of direct translation of pertinent educational brochures presently available in English. Suggested accountability for implementation would be with OME and current Standing Committee on Education.

3. (2010-A)

WHEREAS the Joint Standing Committee (JSC) of the UOCC and the USRL has recommended the need to undertake various initiatives for the well being and benefit of the UOCC and the USRL; and

WHEREAS a number of items in its Terms of Reference remain outstanding, particularly with respect to the matter of Orthodox Christian education, leadership development and the role of the laity within the church,

THEREFORE, BE IT RESOLVED that the SOBOR record its commitment to the continuation of the Joint Standing Committee and its coordination of common work for the good of our faithful.

(Submitted by UOCC-USRL Joint Standing committee)

Cost Implications - Costs for the participation of UOCC Committee members are included in the Operating Budget.

4. (2010-A)

WHEREAS the development of effective UOCC mission, educational, communication and leadership plans and programs requires an accurate profile of existing parish membership, current supporters and potential members; and

WHEREAS the need for the effective use of limited resources is paramount,

THEREFORE, BE IT RESOLVED that the 22nd Sobor request the Consistory to undertake the development and maintenance of a detailed membership database that would provide church leadership with a comprehensive demographic profile of our membership and supporters on a continuous basis; and

BE IT FURTHER RESOLVED that the initial data collection for the establishment of the database be completed by the end of 2010.

(Submitted by UOCC-USRL Joint Standing committee)

Program cost: Costs for the initial data collection would be incorporated with current data collection procedures from parishes and are included in the Operating Budget.

5. (2010 – A)

WHEREAS the ongoing spiritual and educational development of our clergy is vital to the life of the UOCC, and

WHEREAS previous Sobors of the UOCC have repeatedly called for clergy development, and

WHEREAS in preparation for the 20th Sobor of the UOCC a comprehensive document was prepared and approved by the 20th Sobors, and reaffirmed at the 21st Sobor and

WHEREAS the document, “*Clergy Competencies for a New Millenium*” identified key areas that are required for clergy to fulfill their pastoral roles, and called for the implementation of a program for on-going clergy development, and

WHEREAS all the hierarchy have clergy development as one of their prime tasks, and

WHEREAS, the Faculty of Theology at St. Andrew’s College is an essential partner in a comprehensive program of clergy development

BE IT RESOLVED THAT: The 22nd Sobor of the UOCC establishes a **Standing Committee for Clergy Development** to be comprised of the Bishops of the UOCC, Dean of Theology and one additional Faculty of Theology member of St Andrew’s College, at least one clergy and one lay member from the Consistory of the UOCC together with additional members that the Consistory by delegation of this Sobor may at its discretion add from time to time.

BE IT FURTHER RESOLVED THAT this committee shall choose a chair preferably from the Hierarchy.

BE IT FURTHER RESOLVED THAT the purpose of this Standing Committee is to establish and operationalize a comprehensive, holistic program for clergy development for approval at the 23rd SOBOR of the UOCC.

(Submitted by current Clergy Development Committee of Consistory)

Cost Implications – committee operational costs are contained within base budget.

6. (2010 – A)

WHEREAS, previous Sobors have affirmed the wish of the UOCC to complete its ecclesiastical structure through the initiation and formation of formal monastic communities and,

WHEREAS, such opportunities are emerging based on a female monastic presence in the UOCC,

BE IT RESOLVED THAT the 22nd Sobor of the UOCC approves the establishment of a women’s monastery and formal designation of physical accommodations in the UOCC responsible to the Council of Bishops and the Consistory.

(Submitted by the Council of Bishops of the UOCC)

Cost Implications – Monastic communities usually are self sustaining in the Orthodox tradition and/or provide a direct service to the Church. The formalization of an appropriate location and short term sustenance of a monastic community would involve some initial incremental costs to be apportioned across the UOCC. Estimated incremental cost is \$ 2 - \$ 4 per member for two years. Formal approval of the Consistory would still be required for expenditures associated with the implementation of this resolution.

7. (2010 – A)

WHEREAS, spiritual renewal amongst the youth of the UOCC has been the subject of several resolutions of this and previous Sobors and

WHEREAS, the Metropolitan from time to time in consultation with the Council of Bishops blesses the appointment of Chaplains to various groups within the Church

BE IT RESOLVED THEREFORE, THAT the 22nd Sobor expresses its deep gratitude to Archbishop Yuriy for his many years of service as the outgoing Chaplain for Youth of the UOCC and further,

BE IT RESOLVED, THAT the 22nd Sobor greets with fervent prayer and thanksgiving the recent appointment of His Grace, Ilarion, Bishop of Western Eparchy to an additional accountability as incoming Chaplain for Youth of the UOCC and further,

BE IT RESOLVED that the 22nd Sobor, in particular welcomes His Grace, Bishop Ilarion, with prayers for bountiful success of in this new role in his work with CYMK, the designated official youth of the UOCC.

(Submitted by the Council of Bishops and Consistory)

Cost Implications – the cost of youth activities of His Grace will be maintained within current base budgets.

8. (2010 – A)

WHEREAS, the UOCC desires to move forward in efforts to initiate and establish formal monastic communities and,

WHEREAS, the current By-Laws are silent on formal participation of monastic communities in the governance of the UOCC

BE IT RESOLVED THAT the 22nd Sobor affirms the desirability of such participation by monastic communities and calls upon the By-Laws Committee to bring forward further amendments at the next available Sobor that would enable representative participation by monastic communities in the governance of the UOCC.

(Submitted by the Council of Bishops and Consistory)

Cost Implications – monastic communities should be self sustaining in the long term. Cost implications should be minimal. Any major incremental costs would require direct authorization of the Consistory.

9. (2010 – A)

WHEREAS, the concern of the faithful of the Ukrainian Orthodox Church of Canada for our ancestral homeland, Ukraine, has included the vision of an autocephalous Orthodox Church in Ukraine in Eucharistic communion with all the Orthodox Churches, a vision reiterated at every Sobor since November 12-13, 1947; and

WHEREAS, the Ukrainian Orthodox Church of Canada has prayed and worked for the rebirth of an independent Orthodox Church in Ukraine and continues to maintain the position that, based on the 34th Apostolic Canon, there should be an autocephalous Orthodox Church in an independent Ukrainian state; and

WHEREAS, the XXII Sobor rejoices that the Orthodox Church in Ukraine continues to grow, it is nonetheless saddened that the Orthodox faithful in Ukraine continue to be divided into three branches, and although there have been encouraging signs of warming relations between these branches, recent attitudes expressed by dignitaries of the Church of Moscow seem to indicate that these will not soon bear fruit in the form of full Eucharistic unity among our brothers and sisters in Ukraine; and

WHEREAS, the Ukrainian Orthodox Church of Canada supports the vision that Ukraine, as a sovereign state, must have a unified Orthodox Church headed by the Patriarch of Kyiv and All Ukraine, the XXII Sobor affirms that this vision can only be realized in the first instance through the will and determination of the Bishops, Clergy, and Laity in Ukraine; and

BE IT RESOLVED THAT the Ukrainian Orthodox Church of Canada continues to pray that the Lord grant unity and harmony to the Bishops, Clergy and Laity in Ukraine, and dedicates itself to continuing the efforts for the establishment of a unified, autocephalous Orthodox Church in Ukraine, calling upon the Mother Church of Constantinople to continue its leadership role in guiding its Daughter Church to the achievement of these aspirations.

(Submitted by the Council of Bishops and Consistory)

Cost Implications – Minimal cost implications since this is a policy resolution related to on-going mandate for Inter-Church Affairs and operational costs thereto.

B. VISION 2000/2005 CHALLENGE: EDUCATIONAL DEVELOPMENT - SOBOR 2010 RESOLUTIONS

Sobor 2000/2005 Review:

Vision 2000/2005 highlighted the following challenge issues:

- *Follow up on national Christian and Heritage Education Symposium in 1998 with creation of a Standing Committee*
- *Curriculum development*
- *Summer camps*
- *Heritage learning goals in concert with UWAC and with particular emphasis on new immigrant needs*
- *Expanded youth programming*
- *Adult learning*
- *Acolyte training*
- *St. Andrew's College*
- *Church architecture, iconography and Sacred Music*

Sobor 2005 placed highest priority on the following with a report due by May, 2007:

- *Development of Ukrainian Orthodox religious educational material*
- *Youth ministry and education and*
- *Adult religious education*

In addition, Sobor 2005 mandated:

- *Development through St. Andrew's College and the Consistory of courses of theological study and religious education to made available through the three Eparchies and community centres such as our Institutes and the College*

10. (2010-B)

WHEREAS the Joint UOCC-St. Andrew's Committee has undertaken during the last 5 year period a preliminary assessment of issues before our respective entities, and, in particular, examined the potential for realization of joint operational and capital asset efficiencies,

WHEREAS these deliberations have resulted in joint acknowledgement of the significant demographic, fiscal and strategic priority alignment challenges before both entities and,

WHEREAS there is a need to clarify key common priorities that impact sustainable financial resources of the UOCC and St. Andrew's with a particular emphasis on sustaining seminary training and excellence

BE IT RESOLVED, therefore, that the 22nd Sobor of the UOCC mandates the continuation of the Joint Working Group with a further report to the Consistory and St. Andrew's Board of Directors by May, 2012 that outlines in more specific detail the following:

- a) Clarification of clergy development and upgrading training to be provided by St. Andrew's and budget implications
- b) New clergy recruitment and training projections for the period 2010 to 2020 with analysis of training costs and budget implications to UOCC and to St. Andrew's College
- c) Models for operational cost shared efficiencies in other educational and outreach initiatives at the national and eparchial levels

- d) Further assessment of other services provided by St. Andrew's College as they might impact UOCC budget scenarios e.g student housing, summer heritage training, space rentals to external clients

(Submitted by Joint UOCC-St. Andrew's College Working Group)

Cost Implications – cost of committee operations have been accommodated in past 5 years through base Consistory budget.

11. (2010 –B)

WHEREAS , St. Andrew's College is the Seminary of the UOCC that prepares candidates for the clergy and develops community leaders for the UOCC, and,

WHEREAS, St. Andrew's College requires stable funding on an annual basis to continue to provide quality education for our Theology students and,

WHEREAS, it is incumbent upon the members of th UOCC to support their Seminary;

BE IT RESOLVED THAT the annual Ukrainian Orthodox Church of Canada membership l3evy be increased by \$ 10 per member and that the Consistory forward these funds to St. Andrew's College in support of the Theology Program and

BE IT FURTHER RESOLVED THAT the collection of the annual \$ 10 per member levy for St. Andrew's College be implemented by the Consistory commencing January 2011 and be based on the Ukrainian Orthodox Church of Canada membership for the preceding year.

(Submitted by St. Andrew's Board of Directors)

Cost Implications – the additional cost would represent an incremental \$ 10 to current and future base annual levies upon membership.

C. VISION 2000/2005 CHALLENGE: RESPONSIBLE STEWARDSHIP – SOBOR 2010 RESOLUTIONS

Sobor 2000/2005 Review:

Vision 2000/2005 highlighted the following challenge issues:

- *By-Law amendments*
- *Continuation of ‘Rozmet’*
- *Contribution of \$ 38 thousand towards archives facilities upgrade*
- *Commitment to include archival support in base budget of Consistory*
- *Authorization to negotiate with Ukrainian Museum of Canada for temporary housing for maintenance of museum artifacts based on base budget contribution*
- *Policy development for heritage site designation and preservation*
- *Encouragement to local pastoral and outreach initiatives with broad community representation to deal with new immigrants, elderly and needy*
- *Standardized financial systems, Power Church implementation and virtual networks*
- *Fiscal policy imperatives and levy structures to be approved by Sobors*
- *Group subscriptions to Visnyk*
- *Group liability insurance*
- *Enhanced retirement benefits and standardized non-pay related benefits*
- *Centralized priest salary and benefits*
- *Stress leave benefits to be studied*
- *Establishment of UOCC Foundation*
- *Levy implementation*
- *Special Commission to report on 10th Anniversary of UOCC Agreement with Constantinople*

Sobor 2005 placed an immediate priority on resolutions pertaining to heritage and historic properties, centralized pay for Clergy and management of UOCC Foundation. It adopted certain By-Law amendments which have now been superseded by the major By-Law revisions adopted at the Extra-Ordinary Sobor of 2008. Sobor 2005 adopted more rigorous communications and reported directives and editorial guidelines for Visnyk. Amendments were also directed to the policies on Clergy residences, benefits packages and retirement provisions. Guidelines were adopted for the UOCC and UOCC Foundation concerning monies acquired from dissolution of a parish.

12. (2010 – C)

WHEREAS correspondence is sent to the Consistory of the UOCC by parishes, congregations, and individuals, and whereas it is most important that the Consistory be seen as responsive to the parishes and to the faithful:

BE IT RESOLVED that any correspondence sent to the Consistory of the UOCC and all of its departments shall receive an acknowledgement of receipt of correspondence within 14 days and an expected resolution date for the reply. An email response would be acceptable to those who have access of email. *(Submitted by St. Volodymyr’s Cathedral, Toronto)*

Cost Implication – minimal.

13. (2010 – C)

WHEREAS it would be desirable for all faithful of the UOCC to experience a Sobor and whereas Sobors have been held in both the Central Eparchy and the Western Eparchy:

BE IT RESOLVED that the 2015 Sobor take place in the Eastern Eparchy and specifically in the City of Toronto. *(Submitted by St. Volodymyr's Cathedral, Toronto)*

Cost Implications – significant to Consistory with minimal reductions to any delegates because of equalization formula. Other most cost effective options for improved inter-Eparchial dialogue might through a commitment to the holding of one Consistory Board meeting in each of the Eparchies.

14. (2010 – C)

WHEREAS Clergy pay a levy directly to the Consistory which represents their membership in the UOCC and

WHEREAS, the policy on membership status of 'Dobrodiky' has not been clarified in past,

BE IT RESOLVED, the 22nd Sobor mandate the development of specific policy on Dobrodiky membership in the UOCC in consultation with the Dobrodiky at the 22nd Sobor of the UOCC.

(Submitted by Consistory)

Cost Implications – None

15. (2010 – C)

WHEREAS, Clergy on occasion encounter unfortunate situations of disability which require their absence from active service on medical grounds and,

Whereas, in the absence of a Short Term Disability Program, such absences have occasionally resulted in cessation of compensation from Parishes until provincial long term disability programs take effect,

BE IT RESOLVED that the 22nd Sobor sets as a minimum threshold, the obligation by Parishes to continue compensation at 60 % of the current salary paid to the Priest until longer term disability come available but in any case not longer than 119 days.

(Submitted by Consistory)

Cost implications – significant to affected Parish or Parish District although many already have adopted such an approach.

16. (2010 – C)

WHEREAS, previous efforts to introduce a universal dental plan for clergy have not met adequate levels of acceptance for commercial dental plans to be implemented, and,

WHEREAS, young clergy with families often encounter very significant costs associated with the provision of orthodontic care,

BE IT RESOLVED that the 22nd Sobor mandate the further study and development of an internal cost shared and funded program for orthodontic care that would alleviate in part the financial burden upon Clergy with young families.

(Submitted by Consistory)

Cost implications – No costs are projected for base budgets. Financial risk will be managed against the Clergy Mutual Aid fund based on 50 % cost sharing and an estimated five to ten affected individuals.

17. (2010 – C)

WHEREAS, the minimum compensation to Clergy of the UOCC has not been adjusted in the last five years and whereas, annual incremental adjustments for cost of living would be a more equitable approach from a Parish perspective

BE IT RESOLVED that the minimum salary of clergy be increased to \$ 2600 per month effective August 1st, 2010 and that further annual increases of \$ 50 per month be implemented each year through 2015.

(Submitted by Consistory)

Cost implications: For those Parishes or Parishes Districts paying their Clergy at the minimum level the additional cost would be \$ 1 200 in the first year and \$ 600 annually thereafter.

18. (2010 – C)

WHEREAS Sobors since Sobor 2000 have adopted resolutions demanding the financial stability of the operations of the Office of the Consistory, and

WHEREAS the Financial Report for 2005 to 2010 has outlined the significant demographic trends and fiscal sustainability issues facing the UOCC and

WHEREAS those trends have impacted both ability to fully implement decisions of previous Sobors and address the spiritual renewal, educational development and stewardship goals of the UOCC

BE IT RESOLVED that the UOCC adopt a fiscally responsible policy to stabilize operations of the Office of the Consistory through continued diligent control of expenses and through increased levy adjustments to ensure that levies cover 100% of the fiscal expenditures while acknowledging the realities of demographic shifts in Parishes and;

BE IT FURTHER RESOLVED that, in order to accomplish the above, the levy be increased by \$ 15.00 per member, effective January 1, 2011 with additional \$3 per year in subsequent years to cover the projected annual membership declines as well as annual cost of living increases.

(Submitted by Consistory)

Discussion of cost implications – the cost implications are very significant. However, the membership must appreciate the dynamics of recent demographic shifts in the membership of the UOCC. In the year 2000, based on the membership numbers of 12,670, the calculation of levies on a per member basis resulted in levies being set at \$52 per person.

Since then, levies have increased to \$65 per person to cover costs related to new programs approved

by Sobors, the addition of a new Bishop as well as annual cost-of-living increases, the rates which were also approved by Sobors.

During the same period of time, the membership numbers decreased from 12,670 to 10,150. The total cumulative increase in levies between 2,000 and 2009 was approx \$669,800 using the base of 12,670 members. However, this revenue number was offset by a cumulative loss as a result of membership declines totaling \$766,000.

The loss of levy revenues based on membership declines from the year 2000 was approx \$161,000 in the 2009 fiscal year alone. The proposed Resolution continues to adhere to previous fiscal principles as well as recognizing the impact of membership decline. The Consistory recommends that that the levy structure for the next 5 years be based on the following financial principles:

- o levy revenues must cover Consistory fixed costs*
- o annual levy increases adjusted accordingly to offset membership declines or increases; and,*
- o annual cost of living increases covered by an equivalent percentage increase to levies.*

Based on current budget estimates to maintain the same level of services the Consistory offers and ensure a stable revenue stream to cover fixed costs, levies must increase by \$15 in 2011.

Further, based on the current trend of projected membership declines and reasonable cost of living increases between 2011 and 2015, levies would have to increase an additional \$3 per year to compensate for annual membership declines as well as annual cost of living increases. Based on these projections it is likely that the levy in 2015 will be \$92 per person. This does not include any other incremental activities and associated budget costs that might be approved by the Sobor.

19. (2010 – C)

WHEREAS, efforts by the Consistory to implement centralized pay administration for Parishes has not received broad support and

WHEREAS, the financial burden of provision of Clergy services is unevenly shared by Parishes and often results in significant discrepancies and inequities in Clergy compensation

BE IT RESOLVED that the Consistory continue efforts to examine innovative ways of establishing equitable and sustainable approaches to salaries to Priests, contributions to Consistory and Eparchial operations through the following mechanisms:

- a) establishment of a working group with representation from laity and clergy
- b) identification of appropriate standardized grids for clergy compensation
- c) identification and assessment of innovative approaches to equalizing clergy salaries, equalizing contributions to Consistory and Eparchial operations and alternatives to individual member levies such as budget tithes, special collection plates
- d) report to Consistory and Parishes by May 2012

(Submitted by Consistory)

Cost Implications – budget implications are contained with based budget of Consistory. Impact of the initiative could be considerable in terms of facilitating improvement to sharing cost of pastoral services and local parish operations.