

CHAPTER TWO PARISH COUNCIL

ARTICLE 24 PARISH COUNCIL

Section 1: To serve on a Parish Council is a ministry and all those who serve are called to represent Christ and the Orthodox Faith to all whom they meet in all aspects of life. The Parish Council shall consist of the Priest, as the head of the Parish, and a number of elected lay members fixed by the Parish Bylaws or by local statute according to the needs of the Parish. The Parish Council is responsible to the Parish Assembly and to the respective Hierarch for conducting all Parish affairs in keeping with the mission, aims and purposes of the Church as set forth in the Charter and these Regulations. The Parish Council shall be deemed to mean also Board of Trustees or Board of Directors when such designations are required by local statute. The Priest shall be a non-voting member of the Parish Council.

Section 2: The officers of the Parish Council shall be a President, a Vice President, a Secretary, a Treasurer, and such other officers as the Parish Bylaws require.

Section 3: The members of the Parish Council are elected for a term not to exceed three (3) years by the parishioners in good standing.

Section 4: No employee of the Parish may serve on the Parish Council, the Board of Auditors, or the Board of Elections.

Section 5: A vacancy on the Parish Council shall be considered to exist in the event of: the death or resignation of a member; the physical or mental incapacity of a member; the invalidation of the election of a member; or the failure of a member to be current in his Stewardship financial obligations to the Parish.

- A. Removal from the Parish Council shall also be considered when a member: (1) is not or has ceased to be loyal to the doctrines, canons, worship, discipline, customs and practices of the Church; (2) is in violation of these Regulations or the Hierarchical Encyclicals of the Archdiocese; (3) does not recognize the duly constituted ecclesiastical authorities of the Metropolis or Archdiocese; (4) is guilty of a serious moral transgression; or (5) has violated his or her affirmation of office; or (6) has engaged in actions which do not further the administrative or spiritual well being of the Parish, the Metropolis or the Archdiocese.
- B. In the event that the Priest believes that the removal of a Parish Council member is required for one of the reasons listed in subsections (A) (1) through (6) above, the Priest shall submit his recommendation, in writing, for the removal of the member to the respective Hierarch.
- C. If, the respective Hierarch, upon the recommendation of the Priest, or for any other reason, determines that the removal of a Parish Council member is necessary for one or more of the reasons listed in subsections (A) (1) through (6) above, the respective Hierarch shall render a decision regarding the matter and shall notify the Priest and Parish Council of such decision. If any member(s) of the Parish Council is (are) removed, the matter shall not be brought before a Parish Assembly.

- D. Prior to removing all or a majority of the members of a Parish Council for any reason(s) during the same twelve (12) month period, the respective Hierarch shall consult with and obtain the consent of the Synod.
- E. When an individual or individuals are removed from the Parish Council by the respective Hierarch, the vacancy(ies) created shall be filled through direct appointment by the respective Hierarch, with a recommendation from the Priest and Parish Council, from among the Parish's parishioners in good standing to fulfill the term of the person removed. The interim Parish Council shall serve for such period of time as the Hierarch may determine, but in no event longer than twelve (12) months.

Section 6: Members of the Parish Council must attend Parish Council meetings. No proxies are permitted. To the extent permitted by applicable law, in the event of an emergency, a special telephonic meeting may be called by the Priest and Parish Council President. A member, who misses three (3) consecutive meetings without justifiable cause, may be relieved of his or her office upon prior notice to the member and the majority vote of the Parish Council.

Section 7: Except as specified above with respect to removals by the respective Hierarch, a vacancy on the Parish Council shall be promptly filled by the Parish Council by electing a successor therefor from among the parishioners in good standing of the Parish. Such successor shall serve for the unexpired portion of the term of the vacant office. If a vacancy on the Parish Council occurs after the Parish Council elections but before the first meeting of the Parish Council at which officers are elected, the vacancy shall be filled after the election of Parish Council officers.

Section 8: All newly appointed members who fill a vacancy of the Parish Council, must attend a Parish Council Seminar to be conducted by the Priest prior to taking the affirmation of office and assuming the duties of their position.

ARTICLE 25 ELECTION OF PARISH COUNCIL

Section 1: Members of the Parish Council shall be elected by parishioners in good standing of the Parish in accordance with the Regulations and the Parish Bylaws. The election of the members of the Parish Council shall be held no earlier than the first Sunday in November, and no later than the second Sunday in December.

Section 2: A candidate for the Parish Council must be a parishioner in good standing of the Parish for at least one (1) year immediately preceding the date of the election and must live his or her life in accordance with the Faith and canons of the Church. The Priest determines whether the Parishioners are in canonical and financial good standing as specified in Article 18, Sections 1 through 3.

Section 3: Candidates for election to the Parish Council shall be nominated in accordance with the provisions of the Parish Bylaws.

- A. All candidates shall attend a seminar conducted by the Priest prior to the election at which the Priest shall discuss and explain to the candidates the Uniform Parish Regulations, and the significance of the affirmation of office.

- B. At the discretion of the respective Hierarchy, such seminar may be held locally or regionally, provided that candidates are given appropriate advance notice and more than one reasonable opportunity to attend the seminar in a location within close proximity to the applicable Parish.
- C. In the event that an otherwise eligible candidate(s) cannot attend the scheduled seminar(s) for justifiable cause, the Priest shall meet privately with such individual(s) to provide the seminar.
- D. At the conclusion of the seminar all candidates must sign a statement acknowledging that they understand the Regulations and will abide by them and the affirmation of office. If a candidate for the Parish Council does not attend a seminar and sign the statement, his/her name shall be deleted from the list of candidates.

Section 4: A parishioner in good standing and duly enrolled in the Parish Record but delinquent in his or her Parish stewardship obligations for the current year may vote in the election by meeting his or her stewardship obligation prior to the election, unless Parish Bylaws have established alternate deadlines in this regard. If a Parishioner is delinquent for more than the current calendar year, he or she may vote in the Parish Council elections only if he or she has met his or her unfulfilled stewardship financial obligations at least thirty (30) days prior to the date of the elections.

Section 5: A new parishioner of the Parish may vote in the election if he/she has become a member in good standing at least three (3) months prior thereto.

Section 6: Parish Bylaws may provide for absentee balloting only in the case of elections of the Parish Council. Such ballots must be in the hands of the Board of Elections not later than the commencement of voting and shall be opened and tabulated with the ballots personally cast. No proxies shall be allowed.

Section 7: Elections shall be held at a place on Parish premises previously announced by the Board of Elections and voting shall be by secret ballot. Voting shall begin after the conclusion of the Divine Liturgy and shall terminate on the same day at such time as determined by local Parish Bylaws.

Section 8: The election results shall be entered in the minutes of the first Parish Council meeting, showing the number of votes cast for each candidate, and shall be signed by each member of the Board of Elections. The candidates receiving the greatest number of votes shall be declared elected for the ensuing term, subject to ratification by the respective Hierarchy. In the event of a tied vote, the other members of the incoming Parish Council shall fill the office from among the tied candidates by majority vote at their first Parish Council meeting, pending the ratification by the respective Hierarchy. The tied candidates, if otherwise found to be qualified, may be provisionally approved by the respective Hierarchy if he ratifies the election results and the elected individual may, upon his/her election, take the affirmation of office and participate in the election of officers.

Section 9: Any parishioner in good standing of the Parish questioning the validity of any election may, within five (5) days after such election, lodge a written protest with the respective Hierarchy. Such protest shall be signed by the questioning parishioner and at least four (4) other parishioners in good standing and shall list in detail all the reasons for the protest. In the event that a protest is filed and such protest is upheld and deemed valid, the respective Hierarchy will declare the protested election void and a new election will be ordered. The decision of the respective Hierarchy thereon shall be final.

Section 10: In case of the resignation of any member-elect of the incoming Parish Council, or a vacancy for any other reason, in the interim between the day of Parish Council elections and the election of officers, the members of the incoming Council shall, after the election of officers, elect a new member from among the Parish's parishioners in good standing to fill the vacancy.

Section 11: In the event that an insufficient number of candidates shall be nominated for election to the Parish Council, or the number nominated is equal to the number of vacancies, the election of those nominated shall take place in accordance with the election procedures established by these Regulations. The Parish Council, after the ratification and the taking of office of any new members, and the election of officers shall proceed to fill any vacancies on the Council from among the Parish's parishioners in good standing. Those elected by the Parish Council shall, in such order as may be determined by the Council, and following ratification by the respective Hierarchy, serve the term that a member duly elected by the Parish would have served.

ARTICLE 26 RATIFICATION OF ELECTION OF PARISH COUNCIL AND AFFIRMATION OF OFFICE

Section 1: No earlier than five (5) and not later than eight (8) days after the election is held, the Priest shall forward the results to the respective Hierarchy. The Priest shall at the same time verify in writing that all candidates were qualified and that the election was conducted in accordance with these Regulations and the Parish Bylaws. It shall be confirmed that the Parish has met its financial obligations to the Archdiocese including the Total Commitment and the Archdiocese Benefits Program Assessment.

Section 2: The election will not be considered final until receipt of ratification by the respective Hierarchy, following the process described in Section 1 above. The affirmation of office shall not be administered until such ratification is received. The existing Parish Council shall continue to fulfill its function until the election of the new Parish Council is ratified and members have taken the affirmation of office.

Section 3: After ratification of the election has been received from the respective Hierarchy, a special ceremony shall be held at the conclusion of the Divine Liturgy, during which at least two thirds (2/3) of those persons to serve on the new Parish Council shall take the affirmation of office jointly. The affirmation shall be administered by the priest and shall be repeated by all those present who are to serve on the Parish Council. The affirmation of office shall be administered no later than the third Sunday in January. Until such time, the prior Parish Council shall continue to fulfill the responsibilities of the Parish Council. In the event that a person who is to serve on the Parish Council is not present for the affirmation of office, the Priest shall administer the affirmation to him/her at the beginning of the first Parish Council meeting that such person attends. Exceptions to the deadline imposed in this Article 26, Section 3 may be made at the discretion of the respective Hierarchy.

Section 4: Each member or member-elect of the Parish Council is obliged, without exception, to execute the Disclosure Statement (attached hereto as **Addendum A-3**) pursuant to the Disclosure Policy (attached hereto as **Addendum A**) prior to assuming

his/her office and to take the following affirmation of office and thereafter subscribe his/her name thereto:

- A. "I, (name) do solemnly affirm that I will uphold the dogmas, teachings, traditions, holy canons, discipline, worship and moral principles of the Greek Orthodox Church, as well as the Charter and Regulations of the Greek Orthodox Archdiocese of America, and that I will fulfill faithfully and sincerely the duties and obligations required of a member of the Parish Council. So help me God."
- B. A person declining to execute his/her Disclosure Statement and/or to affirm and subscribe to the affirmation of office shall not be a member of the Parish Council and his or her office shall be deemed vacant.

Section 5: In the event the respective Hierarch declines to ratify the election of one or more of the persons elected to a Parish Council, he shall state his reason for such action and shall direct the Parish to conduct a special election to fill the vacancy(ies) thus created. He may appoint person(s) to serve as interim members of the Parish Council until such election is held. In the event the respective Hierarch declines to ratify the election of a majority or more of the members of a Parish Council, he shall first consult with the Archbishop.

ARTICLE 27 ELECTION OF PARISH COUNCIL OFFICERS

Section 1: Following the administering of the affirmation of office, but in no event later than the third Sunday in January, the Parish Council shall convene to elect its officers under the chairmanship of the priest who shall not vote. At least two thirds (2/3) of the Parish Council must be present in order for the election of officers to take place. Neither absentee ballots nor proxies shall be permitted. Exceptions to the deadline imposed in this Article 27, Section 1 may be made at the discretion of the respective Hierarch.

Section 2: The offices of the President or Treasurer shall not be held by the same person for more than six (6) consecutive years, except by special permission of the respective Hierarch.

Section 3: In the event that the office of the President of the Parish Council shall become vacant, the Vice President or if more than one the First Vice President, shall assume the office of the President. Any other office, which may become vacant, shall be filled by election of the Parish Council.

ARTICLE 28 MEETINGS OF PARISH COUNCIL

Section 1: The Parish Council shall generally hold regular meetings at least once a month, and special meetings whenever the Priest, the President, or a majority of the Parish Council shall deem it necessary.

Section 2: A majority of the members of the Parish Council shall constitute a quorum for the transaction of business. Vacancies on the Parish Council shall not be used in order to establish a quorum.

Section 3: The minutes of the meetings of the Parish Council shall be signed by the Priest, the President, and the Secretary.

ARTICLE 29 DUTIES OF PARISH COUNCIL

Section 1: The members of the Parish Council shall attend the Divine Liturgy regularly and participate in the sacramental life of the Church, thereby setting an example for the Parishioners. Under the leadership of the Priest, the Parish Council shall:

- A. Assist the Priest in the administration of the affairs and ministries of the Parish;
- B. Establish the appropriate committees, including but not limited to Stewardship, Finance, Fundraising, Planning and Real Estate committees;
- C. Utilize the Stewardship material provided by the Archdiocese to implement and expand the Parish Stewardship program and ministries;
- D. Prepare budgets for the Parish's administration and ministries and collect the revenue of the Parish;
- E. Provide for the Priest's remuneration and benefits in accordance with the Clergy Compensation Plan of the Archdiocese;
- F. Provide financing for the salaries of the Parish personnel;
- G. Provide financial resources for the Parish's administration and for the Parish's spiritual, educational and other ministries and expenses;
- H. Buy, sell or mortgage Parish property, subject to the approval of the Parish Assembly and the provisions of these Regulations;
- I. Provide for payments and assessments for support of the Archdiocese as fixed by the Congresses;
- J. Submit to the respective Hierarchy and the Archdiocese, at the end of each year, the financial statement of the Parish for that year (certified by the Parish's Board of Auditors) and the Parish budget for the ensuing year;
- K. Submit annual Parish profile reports that may be required by the Archdiocese and the respective Archdiocesan District/Metropolis; and
- L. Adhere to the Charter, the Regulations and decisions promulgated at the Congresses.

Section 2: All personnel employed by the Parish including schoolteachers, are engaged or discharged by the Parish Council with the consent of the Priest.

Section 3: The Priest and Parish Council shall be responsible for all personnel employed by the Parish. In addition, the Priest and the Parish Council shall be responsible for the Parish's adherence with all applicable personnel and volunteer policies promulgated by the Archdiocese.

Section 4: Upon the expiration of its term, the Parish Council shall surrender to the succeeding Parish Council all Parish records, including the list of Parishioners, minute books, bankbooks, checkbooks, financial records, and all other property of the Parish.

Section 5: The Priest and Parish Council and its officers may exercise any additional authority, consistent with the Charter, Regulations and the Parish Bylaws.

CHAPTER THREE PARISH ADMINISTRATION AND FINANCE

ARTICLE 30 PARISH ADMINISTRATION

Section 1: The Priest as head of the Parish, by virtue of the ecclesiastical authority vested in him, shall guide and oversee the Parish. The Priest together with the Parish Council is responsible to the respective Hierarchy for the whole life and activities of his Parish.

Section 2: Each Parish shall be administered by the Priest and Parish Council cooperatively.

Section 3: All committees or boards of the Parish, except for the Board of Elections and the Board of Auditors, shall be under the jurisdiction of the Priest and Parish Council.

Section 4: If a problem should arise between a Priest and the Parish Council, the matter shall not be brought before the Parish Assembly. The Priest or the Parish Council shall have the right to refer the matter to the respective Hierarchy.

ARTICLE 31 PARISH ASSEMBLY

Section 1: A Parish Assembly may be convened for matters other than those involving canonical and dogmatic issues. The Parish Assembly is the general meeting of the Parishioners in good standing of the Parish and is the general policymaking and appropriating body of the Parish.

Section 2: Notice of a Parish Assembly shall be mailed to all Parishioners in good standing at least ten (10) days prior to the Assembly and shall include the agenda. The agenda shall be prepared by the Priest and the Parish Council and shall include all items to be discussed at the Assembly.

Section 3: A Parish Assembly consists of parishioners in good standing of the Parish who have met their stewardship obligations to the Parish in accordance with the Parish Bylaws. A person whose name appears on the Stewardship rolls but who is in arrears in the payment of his/her stewardship obligations may take part in the Parish Assembly by meeting such stewardship obligations on or before the date of the meeting. If a Parishioner is delinquent for more than the current calendar year, he or she may vote at the Parish Assembly only after that parishioner has met the unfulfilled stewardship financial obligations at least thirty (30) days before the Parish Assembly. New parishioners may exercise their vote at Parish Assemblies if they have been parishioners in good standing for at least three months. The Priest shall be a non-voting participant of the Parish Assembly.

Section 4: The quorum for a Parish Assembly under local By-laws shall be as high as possible in such number of parishioners in good standing as its By-laws may determine. If a quorum cannot be achieved, no vote can be taken. If a quorum is not

present, the Parish Assembly shall be called a second time within twenty-one (21) days. At such time, decisions may be taken by the number of parishioners in good standing present, with the exception of matters pertaining to the purchase, sale or encumbering of Parish property, in which case a quorum of parishioners in good standing shall be required.

Section 5: Proxies shall not be permitted at a Parish Assembly.

Section 6: Regular Parish Assemblies shall be convened by the Priest and the Parish Council, at least twice each year, at dates fixed by the Parish Council.

Section 7: Special Parish Assemblies shall be held when the Priest and/or Parish Council deem it necessary. Subject to Section 1 above, a special Parish Assembly may be convened. In addition, and except as otherwise prohibited by these Regulations or required by law, if at least ten percent (10%) of the Parishioners in good standing of the Parish submit a written petition requesting a Parish Assembly, a special Parish Assembly shall be convened. Any such petition must be submitted to the Priest and the Parish Council stating the purpose for the meeting.

Section 8: The Chairman of the Parish Assembly shall be elected by the parishioners in good standing present.

Section 9: The Secretary of the Parish Assembly shall be appointed by the Chairman and shall record the minutes of the Assembly. The minutes of the Parish Assembly shall be signed by the Priest, the Chairman and the Secretary of the Parish Assembly.

ARTICLE 32 BOARD OF ELECTIONS

Section 1: The Board of Elections shall consist of no fewer than three (3) members elected at a Regular Parish Assembly within the same year as the election from among those who are not candidates for election to the Parish Council. Immediate family members of candidates and incumbent Parish Council members are not eligible to serve on the Board of Elections.

Section 2: The Board of Elections shall, in cooperation with the Parish Priest, verify the eligibility of the list of candidates, notify all eligible Parishioners concerning the elections, supervise the elections and tabulate and report the results. The Priest shall be advised of all meetings of the Board of Elections, which he may attend if he so desires. The Priest shall certify that all the candidates are Parishioners in good standing as specified in Article 19, Sections 1 and 2.

Section 3: A vacancy on the Board of Elections shall be filled by the Parish Council by electing a successor therefor from among the parishioners in good standing who are not candidates for election to the Parish Council.

**ARTICLE 33
BOARD OF AUDITORS**

Section 1: The Board of Auditors shall consist of at least three parishioners none of whom are members of the Parish Council. The Board of Auditors shall be elected at the last Parish Assembly preceding an election from among those who have not served on the Parish Council for the year being audited and who are not candidates for election to the Parish Council. The Board of Auditors shall have the financial competency to properly execute its responsibilities.

Section 2: The Board of Auditors shall audit financial records of the prior year and prepare a report of such audit for presentation to the Parish Assembly. After review by the Parish Assembly, the Parish Council shall transmit copies of the final audit to the respective Hierarch and the Archdiocese.

Section 3: A vacancy on the Board of Auditors shall be filled by the Parish Council by electing a successor therefor from amongst the parishioners of the Parish in good standing for the unexpired portion of the term of such vacancy.

**ARTICLE 34
PARISH FINANCES AND ARCHDIOCESAN TOTAL COMMITMENT**

Section 1: The Parish Council shall be the custodian of all Parish funds.

Section 2: The Parish fiscal year shall be the calendar year. At the first Parish Assembly of each year the Parish Council shall present a financial report detailing all income and expenses for the preceding year.

Section 3: The budget for the ensuing year shall likewise be submitted for approval by the Parish Assembly at the last regular meeting of the prior year.

Section 4: The Parish budget shall include appropriations for sending its delegates to the Clergy-Laity Congresses and Local Assemblies.

Section 5: The Parish Budgets must include a line item for Archdiocesan Total Commitment, which shall be calculated in accordance with the decisions of the most recent Congress.

Section 6: Full disclosure of each Parish's finances and support through the Total Commitment program are critical to the operation of the Archdiocese and the fulfillment of its mission and ministries. The respective Hierarch is responsible for ensuring that each Parish in his Archdiocesan District/Metropolis submits the financial records required under these Regulations and meets its Total Commitment to the Archdiocese, as required under these Regulations. As such, he has the authority to take such measures and to impose such financial and other restrictions, as he deems necessary and appropriate to enforce the Parish's obligations.

Section 7: Parish Financial Statements must be forwarded to the Archdiocese and Metropolis no later than May 15th of the subsequent year and must:

- A. Include any and all Corporations, Institutions and Entities under the direct or indirect control of the Parish or Parish Council. Financial activities outside of the normal Parish operating statements must be reported, however, they can be presented separately and need not be consolidated into the Parish operating statements.
- B. Include a Balance Sheet, Income and Loss Statement and Budgets approved by the Parish Assemblies.
- C. Be certified in writing as to their validity by the Parish Priest, Parish Council President and Treasurer.
- D. Be prepared according to the guidelines as set forth by the Archdiocesan Council.
- E. Include and report all activities of the Parish including but not limited to Building Funds, Festivals, Special Appeals or any and all restricted Fund Activities.
- F. Submit the Parish's Financial Statements and complete copies of all insurance policies currently in force for the Parish.

Section 8: Each Parish is required to meet the Total Commitment financial obligations and financial reporting requirements as outlined in Section 5 of this Article. Each Parish shall comply fully with the Total Commitment programs approved and revised by the Clergy Laity Congress from time to time. The Total Commitment program specifically includes, but is not limited to, all operational policies related thereto, including any and all disclosure, reporting and other policies and procedure.

- A. In the event a Parish does not submit the required financial records to the Archdiocesan District/Metropolis within thirty (30) days of receipt of a written request for such records, the Parish's commitment may be raised twenty-five percent (25%) from the previous year's amount. No meetings or discussions with a Parish will be held until such records are received.
- B. Each Parish must remit monthly to the Archdiocese the portion of its Total Commitment allocation for Archdiocesan and Metropolis needs as determined by the Clergy-Laity Congress and the respective Hierarch.
- C. Failure to remain current in the Parish's Total Commitment and Archdiocesan Benefits Assessment prevents ratification of Parish Council elections. Parish Council elections will not be ratified until the year's commitment is met or agreed arrangements are approved by the respective Hierarch.
- D. If a Parish refuses to remit its Total Commitment, the Archdiocesan District/Metropolis may conduct a certified audit of the Parish at the Parish's expense.
- E. If a Parish is delinquent in its Total Commitment to the Archdiocese for the prior year, the Parish's delegates will not be allowed to vote at the Clergy-Laity Congress unless authorized otherwise by the respective Hierarch, as specified in Article 4, Section 6.

Section 9: Notwithstanding the other provisions of Article 34, Section 5, the respective Hierarch shall have the authority to make special provisions in the matter of a Parish's Total Commitment financial obligations to the Archdiocese, as he deems necessary and appropriate. The Archdiocese shall be notified of all such special provisions made by a respective Hierarch.

Section 10: All transfers of money or other property to a Parish shall be deemed gifts unless, prior to the transfer, the Parish Council acknowledges in writing that said transfer is a loan.

PART FOUR

ARTICLE 35 DISPUTE RESOLUTION PROCEDURES

Section 1: Disputes that involve ecclesiastical, theological, canonical, Church governance or Church property issues and that pertain to the life of the Parish or Church community shall be governed by the Dispute Resolution Procedures attached hereto as Addendum B.

PART FOUR (A) Youth Protection Policies

The Archdiocesan Youth Protection Manual (the “Youth Protection Policies), and any revisions or replacements made in accordance with these Regulations, are incorporated into these Regulations.

Further, all Youth Protection Policies shall be binding upon the Archdiocese, Metropolises and Parishes and all of their respective institutions, ministries, entities, organizations and other programs and events.

PART FIVE

ARTICLE 36 AMENDMENT OF REGULATIONS AND OFFICIAL TEXT

Section 1: These Regulations may be amended as provided in the Archdiocesan Charter, Article 22 and such amendments shall become effective immediately following their ratification by the Ecumenical Patriarchate. In the event that no response is received from the Ecumenical Patriarchate within ninety (90) days following receipt of the amendments by it, the amendments shall be deemed approved. Following their approval, the Regulations as amended, must be faithfully and firmly adhered to by all the Parishes, whether or not they were represented at the Congress, and regardless of whether they voted with the minority.

Section 2: The English Text of these Regulations shall be deemed for all purposes the official text.

ADDENDUM A

GREEK ORTHODOX ARCHDIOCESE OF AMERICA

CONFLICTS AND RELATED PARTY TRANSACTIONS DISCLOSURE POLICY (“Policy”)

FOR OFFICERS, KEY EMPLOYEES, AND MEMBERS OF THE ARCHDIOCESAN, METROPOLIS AND PARISH COUNCILS

Officers, Key Employees², and Members of the Archdiocesan Council, the Direct Archdiocesan District/Metropolis (collectively, “Local” or “Metropolis”) Councils and the Parish Councils, herein referred to collectively as “Related Party or Related Parties” are entrusted with sacred responsibilities which affect the whole of the Archdiocese³. All such individuals shall honor that trust with honesty, competence, and care, in managing the affairs of the Archdiocese and shall always act in the best interests of the Archdiocese.

The purpose of this Policy is to set forth procedures for properly disclosing and addressing conflicts of interest and related party transactions.

A “Conflict” exists when the financial or any other interest of a Related Party, or a member of his/her immediate family, compete or conflict with the interests of the Archdiocese, Metropolis, or Parish. For example, this includes situations in which an individual’s judgment is or may be influenced by considerations of personal gain or benefit to that individual, or his/her immediate family, or when participation in a decision creates the appearance of a conflict of interest, whether or not such a conflict actually exists. A Related Party Transaction means any transaction, agreement, or any other arrangement in which a Related Party has a substantial financial interest, and in which the Archdiocese, any Metropolis or any Parish is a participant. Other examples of conflicts of interest or related party transactions are myriad and may take place in a number of different contexts. Conflicts or Related Party Transactions may arise in connection with investment of Church funds, in the providing of professional services, or in the selling business goods.

Prior to or at the commencement of a new term of the Archdiocesan, Metropolis and Parish Council, and annually thereafter, each Member of a Council shall be given a copy of this Conflicts Disclosure Policy and shall sign the applicable Conflicts Disclosure Statement (as attached hereto as Addenda A1-A3). The Council Member shall disclose, to the best of his or her knowledge, any entity of which the Council Member is a officer, director, trustee, member, owner (either as a sole proprietor or partner), or employee, that has either has a relationship with the Archdiocese, Metropolis or any Parish or any transaction between the Archdiocese, Metropolis, or Parish and the Council Member, whereby the Council Member has a conflicting interest or Related Party Transaction.

² A “Key Employee” means any person who is in a position to exercise substantial influence over the affairs of the Archdiocese, Metropolis, or local Parish, as applicable.

³ “Archdiocese” as used herein includes the Archdiocese, the Direct Archdiocesan District/Metropolises and the Parishes.

If, at any time thereafter, an Archdiocesan Council or Local Council member discovers that he/she may have a conflicting interest or is involved in a Related Party Transaction, he/she shall immediately report it to the President, Vice President and Secretary of the Council. If at any time thereafter, a Parish Council Member discovers that he/she may have a conflicting interest or involved in a Related Party Transaction, then he/she shall immediately report it to the Parish Priest, as well as to the President and Secretary of the Parish Council. In all cases, the existence and resolution of any conflict of interest or Related Party Transaction shall be documented in the appropriate Council's minutes, including the minutes of any meeting at which the conflict was discussed or voted upon.

The determination of whether a conflict of interest exists shall be made, in the case of an Archdiocesan Council Member or Local Council Member, by the President, Vice President and Secretary. In the case of a Parish Council Member, the determination shall be made by the Priest, Parish Council President and Parish Council Secretary and their determination shall be disclosed to the Parish Council at its next meeting. The minutes of the meeting shall reflect when the conflict of interest was disclosed and the final determination on the matter. At any time, the Priest or any member of the Parish Council may request a review by the respective Hierarchy, whose determination shall be final.

The Archdiocese, Metropolis, or any Parish shall not enter into any Related Party Transaction unless the transaction is determined by, in the case of an Archdiocesan Council Member or Metropolis Council Member, by the President, Vice President and Secretary or in the case of a Parish Council Member, by the Priest, Parish Council President and Parish Council Secretary, to be fair, reasonable, and in the best interests of the Archdiocese, Metropolis, or Parish, as applicable. The minutes of the meeting shall reflect when the Related Party Transaction was disclosed and the final determination on the matter. Prior to entering into any Related Party Transaction, the Council or authorized committee shall (1) consider alternative transactions to the extent available, (2) approve the transaction by not less than a majority vote of the Council members or committee members present at the meeting, and (3) contemporaneously document in writing the basis for the approval, including consideration of any alternative transactions. In the case of the Archdiocese, the Archbishop shall make the final determination of fairness, reasonableness, and best interest. At the Metropolis and Parish level, the Metropolitan shall make this final determination.

All Related Parties have the ongoing duty to disclose conflicts of interests and related party transactions to appropriate Council or authorized committee at the earliest moment possible. The disclosure shall be made in good faith and shall include all material facts of the conflict of interest or Related Party Transaction. No Key Employee, officer, or Member of any Council may participate in deliberations or voting related to consideration of the conflict of interest or related party transaction. Further, no Related Party shall attempt to improperly influence the deliberation or voting related to the consideration of the particular conflict of interest or Related Party Transaction. However, the foregoing shall not preclude the Related Party from providing information at the Council or committee's request prior to the commencement of deliberations or voting. In no event shall the affected Related Party be present or participate in any deliberations on the matter or be present when the vote on the matter is taken.

A lay employee of: a) the Archdiocese, shall not serve as a member of the Archdiocesan Council; b) the Metropolis, shall not serve as a member of the Metropolis Council; or c) a Parish, shall not serve as a member of the Parish Council.

ADDENDUM A-1
GREEK ORTHODOX ARCHDIOCESE OF AMERICA

Conflicts and Related Party Transactions Disclosure Policy Statement --
Archdiocesan Council

For Officers, Key Employees⁴ and Members of the **Archdiocesan Council** of the Greek Orthodox Archdiocese of America⁵ ("Council"):

I, _____, understand and agree that my role as an Archdiocesan Council member is one of sacred honor, trust and responsibility. As such, I will, with honesty, competence and care, act at all times in the best interests of the Greek Orthodox Archdiocese of America.

I have received and read a copy of the Conflicts and Related Party Transactions Disclosure Policy of the Greek Orthodox Archdiocese of America. I agree to fully abide by the Policy. I affirm that, to the best of my knowledge, I am not engaged in any activity or business, or have any other association that would pose a financial or other conflict with the best interests of the Greek Orthodox Archdiocese of America, or engaged in any Related Party Transaction **except as has been disclosed, in writing, to the President, Vice President and Secretary of the Archdiocesan Council as follows:**

I further state I have disclosed above, and to the individuals specified above, the identity of any entity ("my entity") of which I am an officer, director, trustee, member, owner (either as a sole proprietor or partner), or employee, that either has a relationship with the Archdiocese, Metropolis or any Parish, or a transaction between the Greek Orthodox Archdiocese of America and myself (or my entity), whereby I have a conflicting interest or a Related Party Transaction.

If I become aware of any conflicting interest or Related Party Transaction that arises after the date of this affirmation, I will immediately disclose that conflict or transaction, in writing, to the individuals specified above.

Date: _____

Signature: _____

Printed Name: _____

Archdiocesan Council Conflicts and Related Party Transactions Disclosure Policy Statement. Rev. 10.20.2017

⁴ A "Key Employee" means any person who is in a position to exercise substantial influence over the affairs of the Archdiocese, Metropolis, or local Parish, as applicable.

⁵ The "Greek Orthodox Archdiocese of America" includes the Archdiocese, the Direct Archdiocesan District /Metropolises ("Local" or "Metropolis") and the Parishes.

ADDENDUM A-2
GREEK ORTHODOX ARCHDIOCESE OF AMERICA

Conflicts and Related Party Transactions Disclosure Policy Statement --
Metropolis/Local Council

For Officers, Key Employees⁶ and Members of the **Metropolis/Local Council** of the
Greek Orthodox Archdiocese of America⁷ (“Council”):

I, _____, understand and agree that my role as a
Metropolis/Local Council member is one of sacred honor, trust and responsibility. As
such, I will, with honesty, competence and care, act at all times in the best interests of
the Greek Orthodox Archdiocese of America.

I have received and read a copy of the Conflicts and Related Party Transactions
Disclosure Policy of the Greek Orthodox Archdiocese of America. I agree to fully abide
by the Policy. I affirm that, to the best of my knowledge, I am not engaged in any activity
or business, or have any other association that would pose a financial or other conflict
with the best interests of the Greek Orthodox Archdiocese of America, or engaged in any
Related Party Transaction **except as has been disclosed, in writing, to the
President, Vice President and Secretary of the Metropolis/Local Council as
follows:**

I further state I have disclosed above, and to the individuals specified above, the identity
of any entity (“my entity”) of which I am an officer, director, trustee, member, owner
(either as a sole proprietor or partner), or employee, that either has a relationship with
the Archdiocese, Metropolis or any Parish, or a transaction between the Greek Orthodox
Archdiocese of America and myself (or my entity), whereby I have a conflicting interest
or a Related Party Transaction.

If I become aware of any conflicting interest or Related Party Transaction that arises
after the date of this affirmation, I will immediately disclose that conflict or transaction, in
writing, to the individuals specified above.

Date: _____

Signature: _____

Printed Name: _____

Metropolis/Local Council Conflicts and Related Party Transactions Disclosure Policy Statement. Rev.10.20.2017

⁶ A “Key Employee” means any person who is in a position to exercise substantial influence over the
affairs of the Archdiocese, Metropolis, or local Parish, as applicable.

⁷ The “Greek Orthodox Archdiocese of America” includes the Archdiocese, the Direct Archdiocesan
District /Metropolises (“Local” or “Metropolis”) and the Parishes.

ADDENDUM A-3
GREEK ORTHODOX ARCHDIOCESE OF AMERICA

**Conflicts and Related Party Transactions Disclosure Policy Statement --
Parish Council**

For Officers, Key Employees⁸ and Members of the **Parish Council** of the Greek Orthodox Archdiocese of America⁹ ("Council"):

I, _____, understand and agree that my role as a Parish Council member is one of sacred honor, trust and responsibility. As such, I will, with honesty, competence and care, act at all times in the best interests of the Greek Orthodox Archdiocese of America.

I have received and read a copy of the Conflicts and Related Party Transactions Disclosure Policy of the Greek Orthodox Archdiocese of America. I agree to fully abide by the Policy. I affirm that, to the best of my knowledge, I am not engaged in any activity or business, or have any other association that would pose a financial or other conflict with the best interests of the Greek Orthodox Archdiocese of America, or engaged in any Related Party Transaction **except as has been disclosed, in writing, to the President, Vice President and Secretary of the Parish Council as follows:**

I further state I have disclosed above, and to the individuals specified above, the identity of any entity ("my entity") of which I am an officer, director, trustee, member, owner (either as a sole proprietor or partner), or employee, that either has a relationship with the Archdiocese, Metropolis or any Parish, or a transaction between the Greek Orthodox Archdiocese of America and myself (or my entity), whereby I have a conflicting interest or a Related Party Transaction.

If I become aware of any conflicting interest or Related Party Transaction that arises after the date of this affirmation, I will immediately disclose that conflict or transaction, in writing, to the individuals specified above.

Date: _____

Signature: _____

Printed Name: _____

Parish Council Conflicts and Related Party Transactions Disclosure Policy Statement. Rev.10.20.2017

⁸ A "Key Employee" means any person who is in a position to exercise substantial influence over the affairs of the Archdiocese, Metropolis, or local Parish, as applicable.

⁹ The "Greek Orthodox Archdiocese of America" includes the Archdiocese, the Direct Archdiocesan District /Metropolises ("Local" or "Metropolis") and the Parishes.

ADDENDUM B

DISPUTE RESOLUTION PROCEDURES

When any of you has a grievance against another, do you dare to take it to court before the unrighteous instead of taking it before the saints? . . . In fact, to have lawsuits at all with one another is already a defeat for you (1 Corinthians 6:1,7).

Forbearing one another, and forgiving one another, and if anyone has a complaint against another, just as Christ forgave you, so should you also forgive. And with all these things have love, which is the bond of perfection. And let the peace of Christ govern your hearts; for that end, you are called in One Body; and be thankful to Christ (Colossians 3:13-15).

In all Disputes that involve ecclesiastical, theological, canonical, Church governance or Church property issues and that pertain to the life of the Parish or Church community, each Parish and Party shall adhere to the following Dispute Resolution Procedures. These procedures include mechanisms for resolving grievances and mediating conflicts, providing an ultimate process for the disposition of Disputes. As these Dispute Resolution Procedures do not displace the Holy Canons and Traditions of the Church, they shall serve as a critical adjunct authority, providing a sole and exclusive remedy for the resolution of Disputes, thereby preserving the peace in the Church.

I. DEFINITIONS

Except as otherwise specifically defined below, all capitalized terms herein shall have the meanings ascribed to them in the "Definition of Terms" section of the Regulations.

a. APPEAL

A review of the Determination rendered pursuant to a First Level Review. Except as otherwise specifically provided for herein, a Determination rendered pursuant to an Appeal shall be deemed final.

b. CONFLICT OF INTEREST

Consistent with the provisions of the Archdiocese's Disclosure Policy, a conflict of interest may exist when the interests or concerns of any person involved in providing a Review or Appeal under these Dispute Resolution Procedures (or the interests or concerns of such person's immediate family or any organization to which such person has a duty) may be seen as competing or conflicting with the goal of providing a fair and impartial resolution of a Dispute. (Any question as to whether a Conflict of Interest exists, for purposes of these Dispute Resolution Procedures, shall be decided in accordance with the terms of Section IV.o. below.)

c. DETERMINATION

A decision made under these Dispute Resolution Proceedings that sets forth the manner in which a Dispute shall be resolved.

d. DIRECT JURISDICTION

The authority to directly review and render a final determination regarding a Dispute.

e. DISPUTE

Any grievance, conflict, disagreement or dispute between or among Parties that requires mediation or resolution and that involves ecclesiastical, theological, canonical, Church governance or Church property issues and that pertains to the life of the Parish or Church community. (Any question as to whether a matter constitutes a Dispute, for purposes of these Dispute Resolution Procedures, shall be decided in accordance with the terms of Section IV.m. below.)

f. DISPUTE RESOLUTION PROCEDURES

The processes and procedures for addressing, mediating and resolving Disputes, as described herein.

g. FIRST LEVEL REVIEW

An initial review of a Dispute, as specifically designated herein.

h. LOCAL COUNCIL DISPUTE RESOLUTION PANEL

A three-person panel appointed by the respective Hierarchy from among the members of the respective Direct Archdiocesan District/Metropolis Council (“Local Council”), to serve during the term of the Local Council, and to have the authority to hear and resolve Disputes as set forth in these Dispute Resolution Procedures. Such panel shall include, as voting members, one Priest and two lay persons (one of whom shall, preferably, be an attorney). The Chancellor of the respective Archdiocesan District/Metropolis shall serve, ex officio, as a non-voting member of the panel. The Chair of the panel shall be appointed by the respective Hierarchy. No person with a Conflict of Interest may serve as a member of the panel; in the event of a Conflict of Interest with respect to a specific Dispute, the respective Hierarchy shall appoint a person to serve, for that specific Dispute, in the place of the panel member with the conflict.

i. PARISHIONER

A person baptized and/or chrismated according to the rites of the Orthodox Church, as specified in Part Three, Chapter One, Article 18 of the Regulations. For purposes of these Dispute Resolution Procedures, the term shall include all such persons who are or have been a part of the Archdiocese, whether or not they are in “good standing” in any Parish. The term Parishioner shall also include, for purposes of these Dispute Resolution Procedures, a member of a Parish Council.

j. PARTY

Any person(s) and/or entity(ies) engaged in a Dispute under these Dispute Resolution Procedures.

k. REVIEW

A review of a matter (other than an Appeal) provided for under these Dispute Resolution Procedures.

II. DISPUTE RESOLUTION PROCESS

a. Disputes relating to two or more Parishioners (within the same Parish or within two or more Parishes in the same Archdiocesan District/Metropolis)

1. In the event of a Dispute between two or more Parishioners (within the same Parish or within two or more Parishes in the same Archdiocesan District/Metropolis), the Parishioners shall meet, in good faith, with the Priest(s) of the applicable Parish(es), who shall attempt to resolve the Dispute in a pastoral manner.

2. If the Dispute remains unresolved:

(a) and the Parishioners are from the same Parish, the matter shall be submitted to the Executive Committee of the Parish Council (or, if no Executive Committee exists, to the officers of the Parish Council and the Priest) for a First Level Review and Determination. (For purposes of this Section II.a.2.(a), the Priest shall be considered a member of the Executive Committee/officers of the Parish Council.) No Parish Council member with a Conflict of Interest may participate in the resolution of the Dispute.

(b) and involves Parishioners of different Parishes (within the same Archdiocesan District/Metropolis), the Dispute shall be submitted to the Local Council Dispute Resolution Panel for a First Level Review and Determination.

3. A Parishioner dissatisfied with the Determination of the Executive Committee (or officers) of the Parish Council or, if applicable, the Local Council Dispute Resolution Panel, may submit an Appeal to the respective Hierarch. The Determination of the Hierarch shall be final.

b. Disputes (within the same Archdiocesan District/Metropolis) relating to two or more Priests; two or more Parishes; a Priest and a Parishioner; a Priest and a Parish Council; or a Priest and a Parish Assembly

1. Disputes involving: (a) two or more Priests; (b) two or more Parishes; (c) a Priest and a Parishioner; (d) a Priest and a Parish Council; or (e) a Priest and a Parish Assembly, within the same Archdiocesan District/Metropolis, shall be under the Direct Jurisdiction of the respective Hierarch and his Determination shall be final. (In reaching a Determination, the respective Hierarch may seek assistance as set forth in Sections IV.c. and IV.f. below.)

2. Disputes involving Priests, Parishes, Parish Councils and/or Parish Assemblies under the jurisdiction of two or more Hierarchs shall be under the Direct Jurisdiction of the Eparchial Synod and its Determination shall be final.

3. In no event shall any Dispute included under this Section II.b. be submitted to a Parish Council or to a Parish Assembly for consideration.

c. Disputes relating to a Parishioner and a Parish Council or to a Parishioner and a Parish Assembly

1. In the event of a Dispute between (a) a Parishioner and a Parish Council; or between (b) a Parishioner and a Parish Assembly, the Parties shall meet, in good faith, with the Priest, who shall attempt to resolve the Dispute in a pastoral manner.
2. If the Dispute remains unresolved, the matter shall be submitted to the Chancellor of the respective Archdiocesan District/Metropolis for a First Level Review and Determination.
3. A Party dissatisfied with the Chancellor's Determination may request an Appeal to the Local Council Dispute Resolution Panel.
4. The recommendation of the Local Council Dispute Resolution Panel shall be forwarded to the respective Hierarchy for his Review and approval. The recommendation of the Local Council Dispute Resolution Panel shall be considered a final Determination unless the respective Hierarchy determines, in his sole discretion, within sixty (60) days of the date he receives the recommendation of the Local Council Dispute Resolution Panel, that further review is warranted. In such event, a further Appeal shall be conducted directly by the Hierarchy and his Determination shall be final. (Without limiting any other provisions of these Dispute Resolution Procedures, the Hierarchy may take into account all information previously provided to the Local Council Dispute Resolution Panel, as well as any additional information deemed relevant by the Hierarchy in his sole discretion.)

d. Other Disputes

Disputes not addressed in either these Dispute Resolution Procedures or otherwise in the Regulations shall be under the Direct Jurisdiction of the respective Hierarchy and his Determination shall be final, provided that any Dispute involving more than one Archdiocesan District/Metropolis shall be under the Direct Jurisdiction of the Eparchial Synod.

e. Spiritual Court Proceedings

Nothing herein shall limit or prohibit a Hierarchy or the Eparchial Synod, in his/its sole discretion, from convening a Spiritual Court(s), for any reason, in accordance with the Holy Canons and Traditions of the Church and the provisions of the Charter. Nothing in these Dispute Resolution Procedures shall be deemed to affect, in any way, the jurisdiction or actions of a Spiritual Court.

III. DISPUTES INVOLVING HIERARCHS / CHANCELLORS

a. Disputes Involving Chancellors

All Disputes involving a Chancellor, acting in his capacity as Chancellor of an Archdiocesan District/Metropolis, shall be under the Direct Jurisdiction of the respective Hierarchy.

b. Disputes Involving Hierarchs

Notwithstanding anything to the contrary herein, and except as set forth in Section III.a. above and Section III.c. below, all Disputes involving a Hierarch shall be under the Direct Jurisdiction of, and addressed by, the Eparchial Synod, in accordance with the provisions of Canon law.

c. Subject to canonical tradition, in the event that the service of a Priest in a Parish is interrupted for any reason and he cannot be or is not reassigned by the respective Hierarch, the Priest shall have the right to request that the matter be heard by the Synodal Committee on Clergy Affairs, which committee shall be convened to hear the case and to seek to mediate a resolution. The Synodal Committee on Clergy Affairs shall be chaired by a Metropolitan (other than the Hierarch involved in the matter) and shall also include five (5) Priests, two (2) of whom shall be chosen by the Hierarch involved in the matter, and three (3) of whom shall be chosen by the Eparchial Synod from among clergy serving in a Metropolis/Archdiocesan District other than the one in which the Priest involved in the matter is located. The Synodal Committee on Clergy Affairs shall meet and review the matter and provide a recommendation to the Synod within sixty (60) days of the date the request is submitted to the committee. In the event of the dismissal of a Priest for canonical reasons, the rules of Spiritual Court shall apply in accordance with canonical tradition, the Charter and these Regulations.

d. At least thirty (30) days prior to submitting a recommendation for the revocation of a Parish's charter to the Archbishop pursuant to Article 22 of the Regulations, the respective Hierarch shall provide a copy of his recommendations and the supporting documentation to the Ad Hoc Committee, the Parish and the Local Council. Within such thirty (30) day period, the Parish may appeal, to the Holy Eparchial Synod, the determination of the Hierarch's recommendations. For the appeal to take place, a majority of Parishioners in good standing of the Parish must request in writing to the Hierarch that such an appeal take place. Should the Holy Eparchial Synod disagree with the respective Hierarch's recommendation for revocation of the Parish's charter, the recommendation shall not be submitted to the Archbishop. If the Holy Eparchial Synod agrees with the respective Hierarch's recommendation, the recommendation shall be submitted to the Archbishop. Following review of the recommendation submitted to him, the Archbishop may choose to revoke the Parish's charter.

IV. RULES OF PROCEDURE

Reviews conducted under these Dispute Resolution Procedures shall be conducted in accordance with the Holy Canons and Traditions of the Church. Formal rules of secular courts shall not apply. However, without limiting any other provision of these Dispute Resolution Procedures, the following rules shall be followed, except as may be specified otherwise by the Hierarch of the respective Archdiocesan District/Metropolis.

a. Process for Requesting a Review

A request by a Party for a Review or Appeal under these Dispute Resolution Procedures shall: (a) be made in writing to the person(s)/entity before whom the Review or Appeal is sought; (b) include a copy to the Chancellor of the respective Archdiocesan District/Metropolis; (c) be signed by the Party making the request; and (d) include a summary of the issue to be reviewed and/or the Determination to be appealed (together with any relevant documentation). Any request for an Appeal must be submitted, in

accordance with the above requirements, within sixty (60) days of the date the underlying Determination was received by the Party requesting the Appeal.

b. Eparchial Synod/ Hierarchy/ Chancellor Right to Initiate a Review/ Appeal

Notwithstanding the provisions of Section IV.a. above, the Synod or a Hierarchy or Chancellor of the respective Archdiocesan District/Metropolis may, in its/his sole discretion, invoke these Dispute Resolution Procedures with respect to a specific Dispute, even if no request for a Review/Appeal under these Dispute Resolution Procedures is received from the affected Parties. In such event, the Synod/Hierarchy/Chancellor shall notify the affected Parties, in writing, that the Dispute Resolution Procedures are being invoked and shall provide them with a copy of the Dispute Resolution Procedures.

c. Eparchial Synod/ Hierarchy/ Chancellor Right to Appoint Representatives

The Eparchial Synod, a Hierarchy or a Chancellor involved in providing a Review/Appeal may, at its/his sole discretion, appoint one or more representatives, panels or committees to assist in the review and resolution of a Dispute. A Hierarchy may appoint the Chancellor of the respective Archdiocesan District/Metropolis as his designee to assist in the resolution of any matters under the Direct Jurisdiction of the Hierarchy. The Eparchial Synod may designate one or more of its members to render a Determination on its behalf.

d. De Novo Review

All Reviews/Appeals shall be conducted on a de novo (new review) basis.

e. Evidence/ Format of Review / Witnesses

No formal rules of evidence shall apply to these Dispute Resolution Procedures. The person(s) or entity responsible for conducting a Review or Appeal under these procedures may prescribe the agenda/format of the Review/Appeal and may allow such evidence and other information as they/it deem relevant to be introduced by the Parties. Such responsible person(s) or entity shall have the sole right to disallow the introduction of evidence/information if they/it deems the evidence/information to be irrelevant to the issue under review/appeal and may also determine whether witnesses, in addition to the Parties, may present evidence or other information.

f. Expert and Technical Assistance

Any person(s) or entity (including, but not limited to, the Eparchial Synod, a Hierarchy, a Chancellor, a Local Council Dispute Resolution Panel or an Executive Committee (or officers if there is no Executive Committee) of a Parish Council) charged with conducting a Review/Appeal under these Dispute Resolution Procedures may call upon experts and technical and other advisors to assist in the resolution of the Dispute. (These may include, but shall not be limited to, legal counsel, financial auditors and accountants.) Parties shall be required to disclose to such experts/advisors all information reasonably requested by the experts/advisors.

g. Recordings of Proceedings / Privacy of Deliberations

Except as may be prohibited by applicable law, recorded or stenographic records of testimony or evidence provided under these Dispute Resolution Procedures may be made, at the sole discretion of the person(s) or entity responsible for conducting a Review or Appeal, provided that all Parties shall be advised of the recording.

Notwithstanding the foregoing, no recording shall be made of the deliberations of any person(s) or entity responsible for rendering a Determination. All such deliberations shall be conducted in private. The affected Parties shall not be present and the deliberations shall include only the persons specified in these Dispute Resolution Procedures as being responsible for rendering a Determination (and, as may be necessary, such representatives/experts/advisors as are specified in Sections IV.c. and IV.f. above).

h. Majority Vote/Quorum

All Determinations made by an Executive Committee (or officers if no Executive Committee) of a Parish Council, Local Council Dispute Resolution Panel or other committee/panel that may be appointed under these Dispute Resolution Procedures shall be made by a majority vote of members present and voting. No Determination may be rendered unless a quorum of, as applicable: (a) at least seventy five percent (75%) of the Executive Committee (or officers if no Executive Committee) of a Parish Council; or (b) one hundred percent (100%) of a Local Council Dispute Resolution Panel or other applicable committee/panel is present during the Review/Appeal proceedings.)

i. Language Needs

In conducting all Reviews/Appeals under these Dispute Resolution Procedures, reasonable efforts shall be made to accommodate the language needs of the Parties.

j. Representation of Parties

Except as may be specifically approved otherwise, in advance, in the sole discretion of the person(s)/entity providing the Review/Appeal, a Party must represent himself/herself in any proceedings taking place under these Dispute Resolution Procedures and may not be accompanied by any advocate, representative or other individual.

k. Location of Review/Appeal

It shall be at the sole discretion of the person(s)/entity providing the Review/Appeal to determine whether: (a) proceedings will take place in person or telephonically; and (b) whether any specific Party must present its case in person (or telephonically) or whether it may present its case (together with relevant evidence/documentation) in writing. In the event that one or more Parties is required to attend a Review/Appeal in person, reasonable efforts shall be made to provide the Review/Appeal in a geographic location that is acceptable to all Parties involved. However, no travel or other reimbursement shall be made to any Party as a result of expenses incurred under these Dispute Resolution Procedures. (To the extent that travel is required, the person(s) or entity charged with conducting the Review/Appeal under these Dispute Resolution Procedures shall be entitled to reimbursement for reasonable travel expenses.)

l. Communication of Determinations

All Determinations made under these Dispute Resolution Procedures shall be: (a) in writing; (b) signed by the person(s) or entity rendering the Determination; and (c) provided to all affected Parties and to the Chancellor and Hierarch of the respective Archdiocesan District/Metropolis. In addition, a copy of all Determinations rendered by a Local Council Dispute Resolution Panel shall be forwarded by the respective Hierarch to the Eparchial Synod.

m. Determination of Whether a Dispute Exists

Any question as to whether a matter constitutes a Dispute, for purposes of these Dispute Resolution Procedures, shall be decided by the person(s) or entity charged, hereunder, with providing the First Level Review (or having Direct Jurisdiction) of the applicable matter and, in the event of continued disagreement, by the respective Hierarchy, whose decision shall be final.

n. Decision of Whether a Review/Appeal Will Be Granted

Except as may be required otherwise by the respective Hierarchy, in the event that a request for a Review/Appeal is denied under this Section IV.n., or, in the event that no response to a request for a Review/Appeal is issued within sixty (60) days after the request is received, the most recent prior Determination (if any) shall stand as the final Determination on the matter.

o. Determination of Whether a Conflict of Interest Exists

Any question as to whether a Conflict of Interest exists, for purposes of these Dispute Resolution Procedures, shall be decided by the respective Hierarchy, whose decision shall be final.

p. Confidentiality

Unless confidentiality is expressly waived in writing by the Parties, any person or Party involved in any proceeding under these Dispute Resolution Procedures shall keep these matters confidential and shall not disclose, in whole or in part, any record, testimony, evidence, information or material obtained or generated by or through this process, except as necessary to consult with experts/advisors, prepare for a Review or Appeal, or to administer these Dispute Resolution Procedures. Final written Determinations rendered by the Eparchial Synod, a Hierarchy, a Chancellor, a Local Council Dispute Resolution Panel or an Executive Committee (or officers if there is no Executive Committee) of a Parish Council, shall be published only to the Parties involved and to the Eparchial Synod, Hierarchy and Chancellor as set forth in Section IV.i. above. A final Determination (either in whole or in part), or a summary of a final Determination, may be made public only upon the express waiver of confidentiality given by the Parties as set forth above, or upon the express written authorization of the Eparchial Synod or Hierarchy.

q. Enforcement

Nothing herein shall be deemed to preclude the respective Hierarchy or Eparchial Synod from taking all reasonable steps to enforce Determinations rendered under these Dispute Resolution Procedures.

r. Fees and Costs

Parties shall generally be responsible for their own expenses involved in the application of these Dispute Resolution Procedures. However, because each situation is unique, the respective Hierarchy shall have the discretion to apply an equitable distribution of fees and costs on a case by case basis.

V. INCONSISTENCY AND WAIVER OF PROVISIONS

a. Notwithstanding anything to the contrary contained herein, all Disputes involving the removal of a Parish Council member(s) shall be subject to the provisions of Part Three, Chapter Two, Articles 24-26 and Part Two, Article 10 of the Regulations.

b. Notwithstanding anything to the contrary contained herein, all Disputes involving the assignment of a Priest and related matters shall be subject to the provisions of Part Two, Article 10 and Part Three, Chapter One, Article 17, of the Regulations and Section III.c. above.

c. Except as specified otherwise herein, in the event of an inconsistency between these Dispute Resolution Procedures and other provisions of the Regulations (e.g., provisions related to removal of a Parish Council member), the terms of such other provisions shall govern.

d. In the event that a waiver of these Dispute Resolution Procedures (or a portion thereof) is deemed required by the respective Hierarchy for theological or canonical reasons, or is necessary to promote spiritual healing within the Church, such waiver may be granted by the respective Hierarchy; provided, however, that in the event that such Hierarchy is directly involved in the Dispute, the waiver may be granted only by the Eparchial Synod.

VI. NO APPLICATION TO MATTERS INVOLVING SEXUAL MISCONDUCT

All matters involving sexual misconduct shall be governed by the Archdiocese's Statement of Policy Regarding Sexual Misconduct By Clergy (and, as applicable, any other Archdiocesan policies or procedures addressing sexual misconduct by laypersons) and shall not be subject to these Dispute Resolution Procedures.

VII. INVOCATION OF THE HOLY SPIRIT

It is understood that the life of the Church may be affected by discord and dissension among its faithful. Therefore, in implementing these Dispute Resolution Procedures, all those involved, including, but not limited to, those charged with rendering Determinations and otherwise assisting in the resolution of Disputes, are fervently urged to invoke the guidance of the Holy Spirit and pray for spiritual resolution and healing.

ADDENDUM C WHISTLEBLOWER POLICY (the “Policy”)

I. PURPOSE

The Greek Orthodox Archdiocese of America (the “Archdiocese”), to the extent consistent with its status as a religious corporation, is committed to compliance with applicable state and Federal law, including the New York Nonprofit Revitalization Act of 2013. In addition, the Archdiocese recognizes that it is in the best interests of the Church to promote transparency and high standards of conduct and ethics with respect to Archdiocesan administrative and financial activities and practices.

The Archdiocese will receive complaints, investigate, and take action it deems appropriate in matters including, but not limited to, instances of suspected: (1) fraud, waste and/or abuse of its resources; (2) theft and/or other related misconduct; (3) violation of its Regulations, guidelines and/or policies, including, but not limited to, its Conflicts and Related Party Transactions Disclosure Policy; and (4) harassment or retaliation and/or other misconduct, by clergy or lay employees, officers, directors, contractors, Archdiocesan Council members, or volunteers of the Archdiocese (collectively, “Violations”). The Faithful and other affected individuals are encouraged to report potential Violations pursuant to the procedures set forth below.

This Policy applies only to the Greek Orthodox Archdiocese of America, a New York religious corporation. Metropolises and parishes are encouraged to implement their own policies/and or practices, consistent with applicable state law and high ethical standards.

II. PROCEDURES

A. Administration of Policy

The director of the Archdiocesan Office of Internal Assessment and Evaluation (the “Director”), in consultation with the Chancellor of the Archdiocese (the “Chancellor”), the General Counsel of the Archdiocese (or in the absence of a General Counsel, the Legal Committee of the Archdiocese) (“Legal Counsel”) and the Executive Director of Administration of the Archdiocese (the “Executive Director”) is designated to administer the Policy and to report to the Executive Committee of the Archdiocese any material Violations, as well as significant actions taken under this Policy

B. Reporting of Complaints

Whenever possible, the Archdiocese encourages the sharing of questions, concerns, suggestions and complaints first with any supervisor or other appropriate individual, in order to see whether or not the matter can be resolved informally to the satisfaction of the complainant. If that is not possible or feasible, and recognizing that such informal reporting is not required pursuant to this Policy, formal complaints may be submitted to the Director (and/or to the Chancellor, Legal Counsel or Executive Director) in writing.

Complaints may also be submitted anonymously through a mechanism established by the Archdiocese to receive all “whistleblower” complaints (the “Reporting Mechanism”).

Notwithstanding anything to the contrary in this Policy, any individuals who are alleged to have committed a Violation shall recuse themselves from the administration of the investigation into that Violation. Any questions or concerns in this regard shall be referred to Legal Counsel.

This Policy shall not be deemed to limit or restrict, in any way, the Archdiocese’s Spiritual Court Guidelines and other Canonical rules, or its policies regarding workplace harassment. In addition, notwithstanding anything to the contrary herein, any complaints regarding sexual misconduct shall be handled in accordance with the Archdiocese’s applicable sexual misconduct policies.

C. Confidentiality

Complaints under the Policy will generally be kept confidential unless confidentiality would impede the investigation of the complaint. In addition, confidentiality may not be possible where disclosure or reporting is required pursuant to any applicable law or regulation, ordered by a court, ordered by a Spiritual Court, required by the Holy Tradition and Holy Canons of the Church, or required so that the Archdiocese or any appropriate governmental entity may conduct an adequate or appropriate investigation of the matter.

III. NO RETALIATION

No individual who in good faith reports any Violation shall suffer intimidation, harassment, discrimination or retaliation, and with respect to any employee, any retaliation that results in an adverse employment consequence. Any individual entitled to this protection who believes he or she has been the subject of intimidation, harassment, discrimination or retaliation for submitting a whistleblower complaint should immediately report the same as a Violation of this Policy.

IV. PUBLICATION AND DISTRIBUTION

This Policy shall be distributed to the Faithful, as well as to all officers, directors, employees and volunteers of the Archdiocese, through the inclusion of this Policy as an Addendum to the Regulations of the Greek Orthodox Archdiocese of America, and distributed electronically to clergy and laity, by posting on the Archdiocesan website.

Information regarding the Reporting Mechanism referred to in this Policy shall be included, periodically, in the Orthodox Observer.

V. LIMITATIONS TO SCOPE OF POLICY

This Policy describes the general approach that the Archdiocese should follow with respect to reports of whistleblower complaints. However, as a religious organization, it may not be possible or appropriate for the Archdiocese to follow this approach in every case. Accordingly, each and every provision of the above Policy, including the provisions regarding confidentiality and protection from retaliation, are

expressly subordinate to our Faith, Holy Tradition, and Holy Canons of the Church. Further, the Archdiocese reserves all protections accorded to it by the United States Constitution as well as by applicable federal and state law. Nothing in this Policy shall work in derogation of, or be construed as an abdication by the Archdiocese of the Church's constitutionally protected freedom from governmental interference, and this Policy is not intended to diminish these freedoms in any respect or to create any legal rights or responsibilities upon the Archdiocese or any of its representatives.

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