

# **BY-LAWS OF THE UKRAINIAN ORTHODOX CHURCH OF ALL SAINTS**

## **1500 DAY STREET, WINNIPEG, MANITOBA, CANADA**

### **0. INCORPORATION, GOVERNANCE, AND DEFINITIONS**

- (A) The Ukrainian Orthodox Church of All Saints (the “Church”) is to be incorporated in the Province of Manitoba as a not-for-profit corporation without share capital under applicable Manitoba legislation. The legal corporate name shall be: Ukrainian Orthodox Church of All Saints Inc.
- (B) The Church is organized exclusively for religious, charitable, cultural, and educational purposes consistent with the teachings and traditions of the Ukrainian Orthodox Church of Canada. No part of the income of the Church shall be payable to or otherwise available for the personal benefit of any member or director, except for reasonable compensation for services rendered and reimbursement of legitimate expenses.
- (C) The registered office of the Corporation shall be at: 1500 Day Street, Winnipeg, Manitoba, Canada, or such other address in Manitoba as the directors may determine and as may be required to be filed with the appropriate government authority.
- (D) The fiscal year-end of the Corporation shall be December 31, unless changed by resolution of the membership at an Annual General Meeting and where required by law, filed accordingly.
- (E) In these by-laws, “Church Executive” means the Board of Directors of the Corporation. “Director” means a member of the Church Executive. “Member in good standing” means a member who meets the requirements of Section 3 and whose membership fees are paid and not in default. “Written” or “in writing” includes electronic form (including email) where receipt can be confirmed.

- (F) Where these by-laws are silent, the directors shall govern the affairs of the Church in a manner consistent with Manitoba law, the Act and by-laws of the Ukrainian Orthodox Church of Canada and accepted not-for-profit governance practices.

### **1. AFFILIATION**

The Church is a constituent part of the Ukrainian Orthodox Church of Canada as provided for in the Act of Incorporation of the Church and, as such, agrees to observe and abide by the Act and by-laws of the Church, the resolutions, rules and regulations of its General Councils and the orders and decrees of the Council of Bishops and the Consistory Board. The Church accepts spiritual guidance and engages priests solely from the clergy of the Ukrainian Orthodox Church of Canada.

### **2. DUTIES**

The duties of the church shall include serving the spiritual needs of its members, strengthening Christian teachings and virtues among its members, evangelizing the general community consistent with the teachings of

the Orthodox Church, engaging and supporting the clergy assigned to render spiritual guidance to its members, and maintaining its assets and property in a good state of repair.

### **3. MEMBERSHIP**

- (A) Qualifications of membership to the church include: being a person of at least (18) years of age who is financially independent, believing in and adhering to the faith, dogma, doctrine and ritual practices of the Ukrainian Orthodox Church of Canada, submitting to the rules and regulations of the Ukrainian Orthodox Church of Canada as well as to its Hierarchy, and paying annual membership fees as assessed. Additional responsibilities/definitions of membership are detailed in Section 4.
- (B) Application for membership to the church shall be by written or verbal form to the Church Executive which, together with the priest, shall decide whether the application is to be accepted and approved. Upon admission to church membership and payment of membership fees, the name and contact information of the member shall be recorded as a member in good standing in the church membership roll.
- (C) Any individual who chooses not to submit church membership fees, or is in default in the payment of same, shall receive the status of *Adherent* to the Church (one who supports a cause, a faith, or a belief). The Adherent shall be entitled to most privileges and responsibilities of the church, with two exceptions:
- section 4, clause (F) of the Church By-Laws, regarding reduction of rental fees.
  - being unable to hold a senior executive office in the Church Executive but may hold office in a sub-committee capacity or a member at large in the Church Executive.

### **4. PRIVILEGES AND RESPONSIBILITIES OF MEMBERS**

Church members of good standing shall be entitled to the following:

- (A) participation in the spiritual life of the Church, including Holy Confession, Holy Communion, and partaking in other Sacraments.
- (B) participation in the teachings of spiritual guidance.
- (C) participation in the cultural, educational, and social life of the church.
- (D) participation in and voting at general meetings of the church.
- (E) participation in and support of the moral and financial growth and development of the church.
- (F) reduction of rental fees for church facilities.

## **5. LOSS OF RIGHTS AND PRIVILEGES OF MEMBERS AND ADHERENTS**

Rights and privileges of members and adherents of the church will be revoked under the following conditions:

(A) Ecclesiastical ban or ex-communication.

(B) Failure to abide by the rules and regulations of the church or conduct detrimental to the church and/or of the Ukrainian Orthodox Church of Canada.

(C) Charge(s) of misconduct made in writing and addressed to the President of the Church Executive: the individual will receive written notice of at least (48) hours to attend a meeting of the Church Executive to defend the charge(s) against him/her.

(D) Should the Church Executive recommend that the membership or adherent status of an individual is to be revoked, the decision shall be recorded in the minutes of the meeting and a copy thereof shall be served upon the individual personally or by registered mail at least (10) days prior to the meeting at which the recommendation is to be considered.

(E) The individual charged shall have the right to be present at a meeting called to deal with termination of membership or adherence and shall have the right to be heard and to defend the charge against him/her.

(F) Termination of membership or adherence may be appealed to the Church Executive for reinstatement within (30) days thereafter. Should the appeal not be generated by that time, the right to appeal will lapse. The decision of such meeting upon any such appeal shall be final and conclusively binding upon the Church Executive and individual concerned.

## **6. PARISH MANAGEMENT**

(A) All business of the church shall be conducted, and property administrated by the Church Executive, which shall hold office for one year, as elected at the Church Annual General Meeting. If any vacancy should occur for any reason, the Church Executive may appoint a qualified member to fill the vacancy until the next Annual General Meeting.

(B) The Church Executive shall be comprised of the senior officers of President, Vice-President (Fundraising), Secretary, and Treasurer.

(C) Subcommittees may be created for various needs of the church and may include Auditing, Building Operations, Fundraising and Outreach, as well as subcommittees as the Church Executive deems necessary.

(D) The priest assigned to the church shall be an ex-officio voting member of the Church Executive (Board of Directors).

(E) The Church Executive shall meet according to need at the call of the President and shall be responsible for the administration, management and control of the business, property, and other temporal affairs of the church.

(F) Eligibility for nomination or election to the Church Executive is based on being a member in good standing prior to seeking such nomination or election.

(G) The Church Executive is the Board of Directors of the incorporated corporation. The directors are the President, Vice-President (Fundraising), Treasurer, and Secretary, elected by the membership at the Annual General Meeting, and together they govern the temporal affairs of the Church.

(H) Directors shall act honestly and in good faith with a view to the best interests of the Church and shall exercise the care, diligence, and skill that a prudent person would exercise in comparable circumstances.

(I) Quorum for meetings of the Church Executive shall be a majority of the directors (three (3)). Decisions shall be made by simple majority of those present and voting. In the case of a tie vote, the Chair shall have a second or casting vote.

(J) Meetings of the Church Executive may be held in person, by telephone, or by other electronic means that allows all participants to communicate adequately with each other at the same time.

(K) Any director who has a direct or indirect interest in a proposed contract or transaction with the Church shall disclose the nature and extent of that interest as soon as practicable and shall refrain from voting on the matter and shall otherwise comply with applicable Manitoba law and the conflict-of-interest practices adopted by the Church.

(L) Directors shall serve without remuneration but may be reimbursed for reasonable expenses incurred in the performance of their duties, when authorized by the Church Executive.

(M) The Church Executive may establish and maintain policies and procedures for financial controls, signing authorities, record retention, privacy, and risk management, provided such policies are consistent with these by-laws and the decisions of the membership.

(N) If a director resigns, becomes ineligible, is removed by the membership, or otherwise vacates office, the remaining directors may appoint a qualified member in good standing to fill the vacancy until the next Annual General Meeting.

## **7. DUTIES OF THE PARISH EXECUTIVE**

The duties of the Church Executive shall include, but not be confined to:

(A) engagement of clergy, in consultation with the Eparchial Bishop and Consistory Board.

(B) together with the priest, arrangement of liturgical and other religious services to meet church needs.

(C) cooperation with and assistance to the priest to uphold and promote the spiritual and moral values of the church, as documented by the Ukrainian Orthodox Church of Canada.

(D) administration of the financial affairs of the church through sound fiscal management, including determination of remuneration to be paid to the church clergy in accordance with the guidelines of the Church.

(E) meeting monthly to review, discuss, and direct operations of the church and oversee all activities therein.

(F) promotion and fostering of Christian and heritage education as well as the cultural and social affairs of the church; acting as an intermediary between the church and the Eparchial Bishop/Council, and the church and the Consistory Board, to carry out such direction as may be issued by the Eparchial Bishop/Council, Metropolitan, and Consistory Board.

(G) provision of written annual reports to the Eparchial Bishop/Council and the Consistory Board on the activities of the church, as reported at the church's Annual General Meeting, as well as provision of any other information as may be required by the Consistory Board.

## **8. DUTIES OF SENIOR EXECUTIVE OFFICERS**

(A) The *President* shall convene and preside over all meetings of the Church Executive and all general meetings except for the Annual General Meeting of the church. Together with the Secretary, the President shall sign all official documents of the church. The President shall provide leadership in the conduct of the affairs of the church and shall foster, preserve, and maintain a close relationship between the church and the Eparchial Bishop/Council and the Consistory Board.

(B) The *Vice-President (Fundraising)* shall act in the absence or disability of the President and shall exercise the powers of the President and perform such other duties as may be required. The Vice-President (Fundraising) shall also provide leadership for fundraising and revenue-generation activities of the church, including oversight of fundraising planning, volunteer coordination, and reporting to the Church Executive and membership.

(C) The *Secretary* shall keep minutes at meetings of the Church Executive and at all general meetings except for the Annual General Meeting of the church. The Secretary shall receive all correspondence coming before the Church Executive and shall be responsible for maintaining the membership roll. The Secretary shall sign, together with the President, all official documents of the church and shall preserve and retain custody of all correspondence and documentation administrated by the Church Executive.

(D) The *Treasurer* shall receive all funds paid to the church, deposit same as required, disburse funds and pay accounts in accordance with instruction from the Church Executive and maintain an accurate account and record of church finances. The Treasurer shall also prepare a fiscal budget for the following year and shall provide regular financial reports at Church Executive meetings and at Annual General Meetings of the church.

## **9. DUTIES OF SUBCOMMITTEES**

(A) The Auditing Committee shall oversee the annual independent financial review of the Church's financial affairs, including review of financial records, books of receipt and disbursement of funds and the inventory, and shall provide a report to the membership at the Annual General Meeting. The Auditing Committee may perform internal checks and procedures; a qualified public accountant shall only perform any external audit or review engagement.

The Auditing Committee shall be comprised of three members elected at the Annual General Meeting or may be appointed by the Church Executive. An independent Chartered Professional Accountant may be engaged, after consultation with the Church Executive, to perform a review engagement or audit where required by law, required by the Consistory Board, directed by the membership, or otherwise determined prudent. The Church Executive shall negotiate and decide remuneration for service provided by the accountant.

(B) The *Building Operations Committee* shall be responsible for the maintenance of church property and all components therein. Duties include prioritization of maintenance projects, obtaining quotations for various maintenance projects to be presented to the Church Executive, and arranging for relevant maintenance, service, and/or installation of church equipment and assets.

(C) The *Fundraising Committee* shall be responsible for conducting events and activities for the purpose of generating additional funds for church use, such as procurement of equipment inventory, capital projects for maintenance of church property, and other fiscal needs as deemed necessary for church administration.

(D) The *Outreach Committee* shall be responsible in promoting fellowship in the church as well as in the greater community. Activities may include provision of refreshments for fellowship after the Divine Liturgy, and during church events as requested. Preparation of meals for church events will also be managed, with direction and assistance from the Church Executive. Other activities include increasing the profile of the church by hosting and/or volunteering for community events and attending same, to provide support to the community.

(E) *The Church Executive will appoint Other Committees* to meet the needs within and/or outside the church as required. Duties of these committees will be assigned based on the mandate of the said committees.

## **10. CUSTODY OF DOCUMENTATION**

All books of record and documents of the church shall be in the custody of the Church Executive, who shall keep such documentation in a secure area. Access to records and documents shall be administered by the Secretary and the Treasurer and shall be made available for inspection and/or discussion by the Church Executive, Auditing Committee or Board of Trustees (if any). Should any Church Executive Officer or Committee Member vacate his/her office, any documents in the possession of that individual shall be delivered to the Church Executive immediately for safekeeping.

For clarity, a member in good standing may request access to inspect records to which members are entitled under Manitoba law, including these by-laws, minutes of members' meetings, and annual financial statements.

Requests shall be made in writing to the Secretary, and inspection shall be arranged within fourteen (14) days at a reasonable time and place designated by the Church Executive. Member lists and personal information shall not be used for commercial purposes or distributed outside the Church and may be used only for church purposes as authorized by the Church Executive and consistent with privacy expectations.

The Church shall safeguard personal information contained in its records (including the membership roll) and shall use such information only for legitimate church purposes. Access to personal information shall be limited to those who require it for their duties, subject to applicable privacy laws and policies adopted by the Church Executive.

## **11. PARISH MEETINGS**

(A) Meetings of the church are comprised of three categories: Annual Meeting, Special Meeting, and Informational Meeting. Church members and adherents are encouraged to participate, however only church members in good standing are allowed voting privileges.

(B) All meetings except the Annual Meeting, shall be called to order and chaired by the President, or in his/her absence the Vice-President (Fundraising), or in his/her absence by any other member of the Church Executive. The Annual Meeting shall be chaired by an individual nominated and approved by the church members, and the recording secretary shall be nominated and approved by the church members.

(C) All meetings shall be commenced and concluded with prayers.

(D) Voting at meetings shall be decided by a simple majority and proxies shall not be permitted. Voting shall be indicated by a show of hands, except in the case of a demand by five (5) members present at the meeting, voting shall be by secret ballot.

(E) An Annual Meeting of the church shall be held within sixty (60) days following its fiscal year-end, at a date, time, and location determined by the Church Executive. Notice of the Annual Meeting shall be provided to each member in good standing at least fourteen (14) days prior by one or more of the following methods: email to the address on the church membership roll, delivery in person, postal mail, publication in the church bulletin, and/or posting on the church notice board or church website. A verbal notice shall also be announced in church by the priest.

A quorum of members shall be required for voting purposes at an Annual Meeting. If quorum is not present within thirty (30) minutes of the scheduled start time, the meeting shall be adjourned to a date not less than seven (7) days and not more than thirty (30) days later. Notice of the adjourned meeting shall be given in the same manner as for the original meeting. At the adjourned meeting, those members in good standing present shall constitute quorum.

The agenda of an Annual Meeting shall be comprised of:

1. call to order and opening prayer
2. acknowledgement of respect for members who have died during the past year.
3. election of a Chairperson, Secretary, and (3) scrutineers
4. adoption of the meeting agenda
5. adoption of the minutes of the previous Annual Meeting
6. reports from the priest, Church Executive, and committees, including the Auditing Committee and a Chartered Accountant, if utilized
7. discussion and adoption of such reports
8. election of the new Church Executive
9. approval of the budget and membership fees for the ensuing fiscal year
10. closing prayer

(F) A Special Meeting shall be called whenever necessary. At a Special Meeting, the membership can deliberate and decide only those issues for which the meeting has been called.

The meeting may be called by the Church Executive on its own initiative, or on the written request of the Auditing Committee, or on the petition of one-third of the membership, with the purpose of such meeting being stated in each case.

If the Church Executive refuses to convene a Special Meeting when requested by these parties, then the Auditing Committee shall be at liberty to call the meeting. In exceptional cases, the Consistory Board of the Ukrainian Orthodox Church of Canada may call a Special Meeting.

The notice of convening of a Special Meeting and the quorum required for same shall be identical to those utilized for an Annual Meeting, as specified in subsection (E).

(G) Informational Meetings shall be called for the purpose of dissemination of information, with written notice of (14) days prior. Verbal notice will also be announced by the priest in church. A quorum is not required.

## **12. PARISH PRIEST**

(A) Only an ordained priest of the Ukrainian Orthodox Church of Canada may be appointed as a priest of the church.

(B) The church priest shall be appointed with the approval of the Metropolitan/Consistory Board, at the request of and, in consultation with, the Church Executive.

(C) Any priest so appointed to the church may be removed at the desire of the church or of the Metropolitan/Consistory Board, at the request of and, in consultation with/approval of, the Church Executive.

(D) The priest, by virtue of his position, shall provide guidance in furtherance of the spiritual, religious, educational and moral life of the church; preserve church discipline; and foster and maintain a close relationship between the church and the Eparchial Bishop/Council and the church and the Consistory Board of the Ukrainian Orthodox Church of Canada.

(E) The priest shall decide all questions pertaining to the Faith, Church Practice, protocols, and worship, as well as church discipline, and refer any dispute concerning same to the Eparchial Bishop.

(F) The priest shall not decide any questions pertaining to the fiscal management of church funds.

(G) The priest is pastor, teacher, and spiritual advisor to the church in all church matters and shall have the right to be present and participate in deliberations at all meetings of the Church Executive and general meetings of the membership.

(H) The priest shall keep vital statistics records of all baptisms, chrismations, marriages and deaths in the Vital Statistics Record Book supplied by the Consistory Board office and maintained at the church.

(I) The priest shall, to the best of his ability, assist the membership in such educational, cultural, and social activities as are required for the proper development of the church.

### **13. ELDERS: BROTHERHOOD AND SISTERHOOD**

The elders of the church, as approved by the church priest, shall consist of members of the sisterhood and brotherhood by election or appointment. The elders shall maintain and care for the church building and assist the priest during liturgical and other religious services.

### **14. BOARD OF TRUSTEES**

If non-Orthodox teachings are disseminated within the Congregation, or the Congregation falls into divisiveness or disorder to the extent that the normal functioning of the Congregation is in jeopardy, then the Consistory Board may appoint three (3) Trustees from among the Congregation Membership to run the affairs of the Congregation, until such a time as normal functioning is restored.

### **15. PARISH PROPERTY AND ASSETS**

(A) All property and assets of the church are under the ownership and control of its members for the general use and benefit of the church.

(B) Any individual who is no longer a member of good standing of the church or abandons the Ukrainian Orthodox Church of Canada forfeits his/her right and interest in the assets of the church.

(C) For purposes of achieving its objectives and serving the interests of its membership, the church collects funds in the form of membership fees, donations, pre-established donations-in-kind with assessed monetary

value, and other monetary proceeds through collections, fundraising campaigns and activities and Sunday offerings, and invests and manages such funds in accordance with these by-laws and the decisions of the membership.

(D) In the event of disbandment of the church or liquidation of its assets, the residue of its assets, after payment of all debts and expenses, accrue to the benefit of and vestment in the Ukrainian Orthodox Church of Canada.

(E) Any purchase, sale, mortgage, encumbrance, or other disposition of real property of the Church shall require approval by resolution of the membership at an Annual General or Special Meeting and shall be subject to any required approvals of the Consistory Board of the Ukrainian Orthodox Church of Canada and any requirements of Manitoba law.

## **16. ARBITRATION**

(A) Any dispute that may arise between the church and any of its membership, or between any member(s) thereof, or between the Church Executive and any member(s) concerning any matter pertaining to the affairs of the church, shall be submitted for decision to a Board of Arbitration. The Board of Arbitration shall be comprised of three (3) individuals; each party to such dispute appointing one arbitrator, and the two so appointed to appoint the third.

(B) In the event that the two arbitrators fail to agree upon a third, a drawing shall be taken by one of themselves, upon whom they agree, to make such a drawing from the names proposed for the third, and the person whose name is drawn shall be the third arbitrator.

(C) Either party of such a dispute may give to the other, a written notice to have the dispute settled by arbitration. Within (10) days after sending the notice, either by registered mail or by service in person, each party shall appoint his/her/their arbitrator within (7) days from the date of their respective appointments. The two arbitrators so appointed shall in the manner previously mentioned, appoint the third. The three arbitrators shall, within (7) days thereafter, proceed to hear and settle the dispute. The decision of the majority of such arbitrators shall be final and shall conclusively bind all the parties to the dispute.

(D) If, after notice of arbitration, either party in the dispute fails within the time provided to appoint his/her/their arbitrator, the dispute may be heard and decided by the arbitrator who is appointed within the specified time by the other party. The appointed arbitrator shall give the party in default (7) days written notice either by registered mail or by service in person, stating the date, time, and place at which the arbitrator will hear both parties in the dispute. The decision of the single arbitrator shall be final and conclusively binding to both parties in the dispute.

(E) All decisions made by arbitration, whether of three arbitrators or of one, shall be in writing, dated and signed by the arbitrator(s). The written decision shall be delivered to the Secretary of the Church Executive, who shall promptly notify the parties in the dispute of the decision, and shall enter the written decision in the records of the church.

(F) Any individual who is not a member in good standing of the Ukrainian Orthodox Church of Canada, shall be ineligible to function as an arbitrator in any dispute, either alone or in association with other arbitrators.

## **17. AMENDMENTS**

(A) These by-laws may be amended only at an Annual General Meeting or a Special Meeting of the church, by a resolution passed by a vote of a two-thirds majority of the members present.

(B) Notice to amend these by-laws shall be given in writing at a meeting of the Church Executive prior to the Annual General or Special Meetings of the church at which same is to be dealt with and shall be circulated to the church at the time notice of the Annual General or Special Meeting is given.

(C) No amendment shall become operative unless and until approved by the Consistory Board of the Ukrainian Orthodox Church of Canada.

## **18. FINANCIAL AND CORPORATE MATTERS**

(A) The funds of the Church shall be deposited with a financial institution approved by the Church Executive in the name of the Corporation and shall be used only for purposes authorized by the membership and/or the Church Executive in accordance with these by-laws.

(B) Cheques, electronic payments, and other disbursements shall require two (2) authorized approvals/signatures. Authorized signing officers shall include any two (2) of: the President, Treasurer, Secretary, and Vice-President (Fundraising), or such other signing authorities as may be approved by resolution of the Church Executive, provided that at least one signing officer shall be either the President or Treasurer.

(C) Spending and Contracting Authority:

(i) For clarity, priest compensation and denominational levies approved as part of the annual budget are deemed pre-approved budget obligations.

(ii) Expenditures and commitments within the approved annual budget may be authorized by the Treasurer and anyone (1) other Director up to \$3,000 per transaction.

(iii) Expenditures and commitments within the approved annual budget above \$3,000 and up to \$15,000 per transaction require approval by resolution of the Church Executive.

(iv) Any single budgeted expenditure or commitment above \$15,000 requires approval by ordinary resolution of the membership at an Annual General Meeting or Special Meeting (in addition to any approvals required by the Consistory Board).

(v) Unbudgeted expenditures and commitments may be authorized up to \$2,000 by the Treasurer and any one (1) other Director and shall be reported at the next Church Executive meeting; unbudgeted

expenditures above \$2,000 and up to \$7,500 require approval by resolution of the Church Executive; and any unbudgeted expenditure or commitment above \$7,500 requires approval by ordinary resolution of the membership at an Annual General Meeting or Special Meeting (in addition to any approvals required by the Consistory Board).

(vi) Any capital project or building-related expenditure or commitment above \$20,000, and any borrowing, financing, mortgage, or other encumbrance of church property, requires approval by ordinary resolution of the membership at an Annual General Meeting or Special Meeting (in addition to any approvals required by the Consistory Board).

(vii) The aggregate total of approvals under clause (v) (Treasurer plus one (1) other Director) for unbudgeted or non-recurring items shall not exceed \$10,000 in a fiscal year without prior approval by resolution of the Church Executive.

(viii) These thresholds may be adjusted by ordinary resolution of the membership from time to time.

(D) The Church Executive shall ensure that appropriate books of account are maintained and that financial statements are prepared annually for presentation to the membership at the Annual General Meeting.

(E) The Church shall maintain such insurance as the Church Executive considers prudent for a not-for-profit religious organization, including coverage for property, liability, and directors' and officers' liability, as available and appropriate.

(F) The Church Executive shall cause an annual review engagement (or, where directed by the membership, required by law, or required by the Consistory Board, an audit) or other independent financial review to be conducted by a qualified public accountant.

(G) Corporate records, including the minute book, registers, and key contracts (including property, leases, loans, and insurance), shall be maintained in a secure location. Members in good standing may, upon written request to the Secretary, inspect the by-laws, minutes of members' meetings, annual financial statements, and other records that members are entitled to inspect under Manitoba law, at a reasonable time and place designated by the Church Executive. Access shall be subject to reasonable restrictions necessary to protect privacy, confidentiality, and the Church's legitimate interests. The Church may charge reasonable costs for copying or reproducing records.

The foregoing rules and by-laws were passed at a constituted church meeting of the All Saints Ukrainian Orthodox Church, 1500 Day Street, Winnipeg, Manitoba, held on the \_\_\_\_\_ day of \_\_\_\_\_, AD\_\_\_\_\_.

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President

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Secretary

### **PLEDGE OF ALLEGIANCE**

The Ukrainian Orthodox church of All Saints, 1500 Day Street, Winnipeg, Manitoba, in accordance with Section 2 of the Act of Incorporation of the Ukrainian Orthodox Church of Canada, hereby pledges its allegiance to the Ukrainian Orthodox Church of Canada, and agrees to observe and abide by the Act and By-Laws of the Church, the resolutions, rules and regulations of its General Council and the orders and decrees of the Council of Bishops and the Consistory Board. The church undertakes and agrees to accept spiritual guidance and engage priests solely from the clergy of the Ukrainian Orthodox Church of Canada.

Dated on the \_\_\_\_\_ day of \_\_\_\_\_, AD\_\_\_\_\_.

For the church:

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President

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Secretary