

**Sv. Ivan Rilski Bulgarian  
Orthodox Church  
Chicago  
Business Plan and Governance**



Under review

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## I. Executive Summary

Sveti Ivan Rilski Chicago is a new church built on the foundation and history of an existing Bulgarian Church by the same name, that has been at the same location for over 25 years. Although there have been some bad governance issues in the past with the old church, this is a new start, with an updated structure and governance to avoid any of the mistakes from the past. There is currently only one Bulgarian Church in the whole of Chicagoland, and there is an obvious scarcity of Religious services, Religious events, and reminders to the community of the Christian Orthodox Faith. The building has been used for 25 years, the previous Church has performed services there to many families. It has been a cornerstone of the community, a gathering place, and many Bulgarians have either gone through the Bulgarian Sunday School in the same building or have had some positive interaction with the previous Church.

### **The Main development objectives of this new Church are:**

- Create a place of worship in Chicago that is part of the Bulgarian Orthodox Church
- Reopen a Religious Community center to help unite the Bulgarians in Chicago
- Reopen a Bulgarian School at a well-known and convenient location
- Provide an example of a Non-profit governance, and a Religious Center with financial transparency
- Preserve the history of the Bulgarian Diaspora in Chicago

### **The Keys to Sv Ivan Rilski BEOC's success are**

- There is the overwhelming support of the Bulgarian Orthodox Church to help this Religious Center be preserved as a part of the Bulgarian Community.
- There is a new structure of Governance with strict financial controls and full transparency to the community.
- Multiple young Bulgarian Priests are willing to help at the beginning of the new organization.
- Most successful Bulgarian business people and potential donors have attended, organized, and used the old Church; in the past when they arrived in the USA, they needed community support and a religious center.
- There is already a well-developed location that is well known and built out.
- We have the support of Religious Community leaders willing to volunteer and organize Events.

## VI. Financial Historical and Projected Performance

### 1. Financial Data reporting and projection statistics

There is a significant problem with projecting Income and Expenses, since previous Bulgarian Orthodox Churches have not been very open and transparent about Income and Expenses.

### 2. Revenue Streams and Donation generations

#### a. Fests and Bulgarian Community Celebrations

The main incentive for people to come and participate in organized activities could be a reason for celebration. There are a total of 18 name days which are most commonly and greatly celebrated.

- i. 7 January - Sv Yoan Krustitel
- ii. 17 January Antony Veliki
- iii. 18 Януари Атанасий Александрийски
- iv. 10 Февруари св Харалампий Чудотворец
- v. 26 февруари св Серафим Софийски Чудотворец
- vi. 6 май св Георги Победоносец
- vii. 11 май - св св Равноапостолни Кирил и Методий
- viii. 21 май св Константин и Елена
- ix. 15 август Успение Богородично
- x. 8 септември Рождество Богородично
- xi. 14 Октомври Преподобна Параскева Петка Търновска
- xii. 18 октомври Злата Мъгленска
- xiii. 19 октомври Преподобни Йоан Рилски Чудотворец
- xiv. 26 октомври св Димитър Солунски
- xv. 11 ноември св мъченик Мина
- xvi. 21 ноември въведение Богородично- ден на християнското семейство
- xvii. 30 ноември св Андрей Първозвани
- xviii. 6 декември св Никола Мирликийски

Each fest or a major celebration could bring an estimated minimum profit of 5000\$, and possibly more based on size and preparation.

#### b. Membership Dues

We have come up with a staggered membership strategy, where everyone becomes a member of the church as long as they attend an event, adding them to an Information email list. That way we hope to expand the reach of the Church into the Community. Active members would be paying Church members, who get to vote for Church board, and volunteer, and Worthy members are the same, just paying 10x the Annual fee, plus their involvement would be more publicized.

#### c. Event space and Bar/Restaurant

As previously used, the basement event space and Bar would have to be remodeled and rented out to potential customers for celebrations. It would be a significant cost to remodel and replace the damaged and outdated equipment, and make the space usable, but overtime could pay itself off, and become an invaluable asset.

#### d. Weekend Bulgarian School and Cultural center

There is a great benefit to having a Weekend school for Children and parents both regularly meeting and visiting the Church. We plan to have the School started as soon as possible to bring it more Church members and a benefit of members coming to the Church.

Bulgarian Orthodox Church  
Sveti Ivan Riski Chicago

Business Plan and Governance

I. Membership

- A. Member of the Church - Any person who provided their Name, cell phone, or email and agreed to be contacted by the church.
  - 1. Unsubscribing from the email list or blocking messages would terminate membership.
- B. An active member of the Church - Any person who pays the Annual fee established by the Church Board.
  - 1. Voting Rights are given after a full year in Between Annual meetings
- C. Worthy (Достоен) Member of the Church - Any person that paid the Premium Annual fee, which is always to be 1000\$ or more.
  - 1. Would have the same rights as an active member, but the names of the Worthy members would be more publicized as opposed to Active.
- D. Honorary Member - Will be voted by 50%+1 majority of Trustees, Church Board, and Priest, and receive lifetime Active Member status, without any expectation of dues, or attendance.
  - 1. Removal of honorary status would require a 100% Majority of Boards and rector of the Church.

## I. Sveti Ivan Rilski Governance structure

### A. Church Board

1. A body of 7 Elected Officials that would have Full operational control of the Church and day-to-day operation.
  - a) Each member can be elected for 2 Consecutive terms at most, and 1-year break is required to run again
  - b) 1 Spot elected for 4 years, 2 for 3 years, 2 for 2, 1 for 1 year
2. The group would have a President, Secretary, and Treasurer.
  - a) Elected from within the group Annually
3. They would decide the Holiday Celebration and events schedule.
4. They would oversee the smooth operation of the other businesses in the Building, Sunday School, Event Space Rental, and Food or restaurant catering.
5. They would hold Quarterly meetings and always post Meeting Minutes to the Community.
6. Prepare Monthly Financial Statements, and Per-Project or Celebration Budgets.
7. Keep track of Members and active Member lists.
8. Prepare an Annual Budget to be reviewed and approved by the Board of Trustees.
9. Any member of the Church board would always be available to contact or ask questions from any member of the Board of Trustees.

### B. Board of Trustees

1. A group of 7 Generous Individuals that met the initial criteria to be selected, and made this Church possible in the first place
  - a) 50 000, 10 year no interest loan to the Church Organisation
    - (1) Not tied in any way to Assets or Real Estate
  - b) 10,000 or more donations to the Church in the First Year
  - c) 50 or more active or premium members added to the Church on that person's recommendation
  - d) Meeting one of the Requirements does not guarantee a spot on the Board of Trustees, Seats cannot be purchased without meeting the Criteria in the first year.



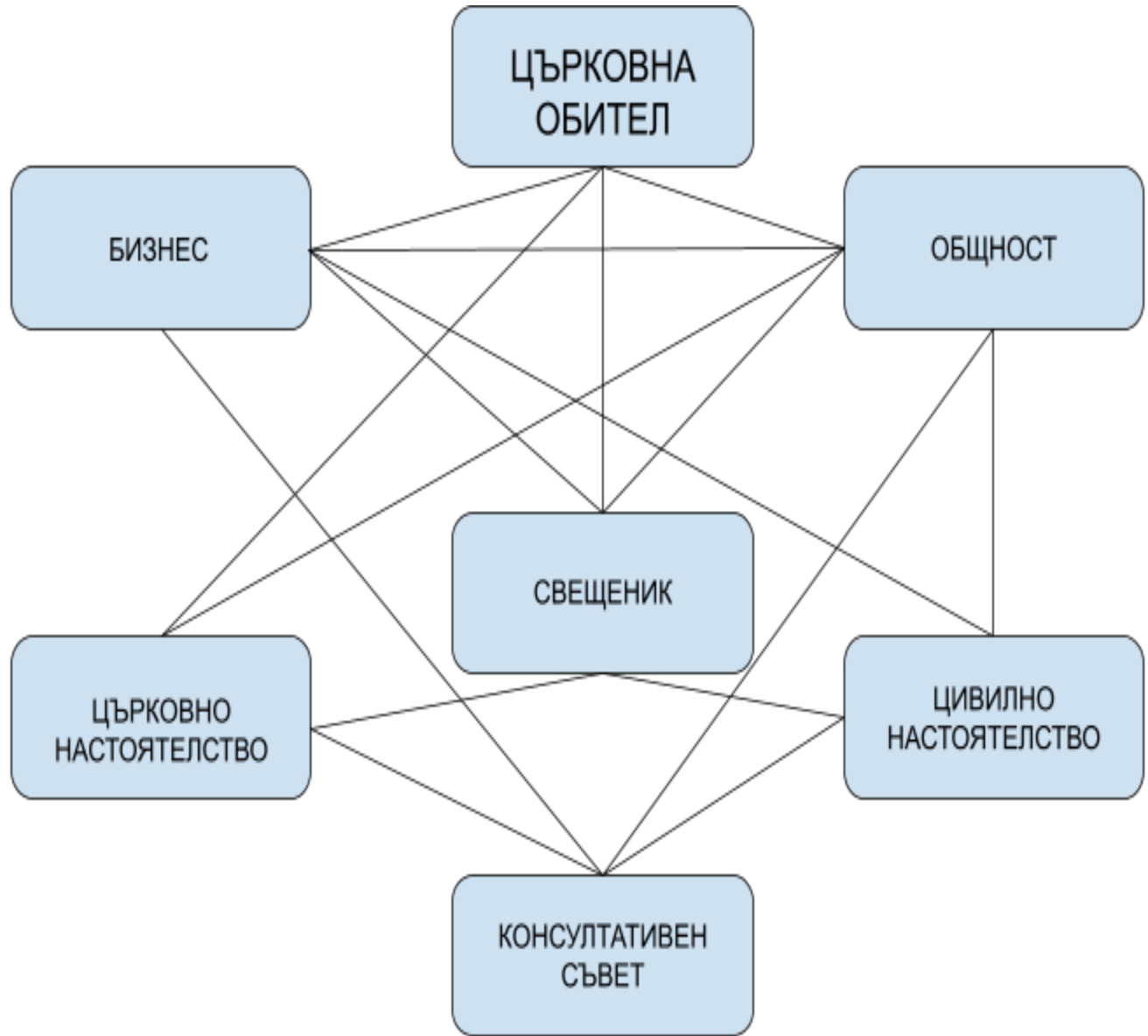
- e) After the end of the 1 year, 7 invitations will be personally delivered to the Most Generous and Worthy members for this position.
  2. Two more members are to be added every 3 years, selected and approved by a two-thirds majority of the existing Trustee Members.
  3. Meet once a year and approve the Budget of the Church Board
  4. The Board of Trustees can disband the Church board, and help organize new elections at any point.
    - a) If the Church Board is disbanded, The trustees are responsible for Church Board duties until elections are held, for no more than 6 months.
  5. Decide with Final say on any disagreements between the Church Board and Priest, if they arise.
  6. Any member would always be available to the President and Secretary of the Church board for questions or advice.
- C. Rector of the Church
1. Most Senior Full-time Priest employed by the Church
  2. Responsible for the Spiritual Health and all religious affairs at the Church
  3. Hired by the Church board and allowed to sit on all Church board meetings.
  4. Would be able to Veto any decision by the Church Board, up to 2 times Each decision that is blocked needs to be revised and re-voted at least 24 hours later.
  5. Can only be fired by an executive decision of the Board of trustees
    - a) An overwhelming majority would be required from the Church board 6 members, out of 7. For the issue to be raised to the next step.
    - b) A complaint would have to be submitted to the Bulgarian Orthodox Church's current Metropolitan, and a written response received before the Trustees board is asked to decide.
    - c) A meeting of the Board of Trustees would have to be called to review the Complaints from the Church Board, the Response from the Metropolitan, and The Priest's Response, and have the final say.

D. Advisory Board

1. List of Vendors, and Professionals who would be open to work with the Church
2. No voting power or any governance position
3. List of them would receive Monthly statements and expense reports for Financial Transparency.
4. Will alert the trustees board if any irregularity is detected!

Точките по които ще говоря са:

1. Сградата и Църквата
2. Бизнес план и Бизнес Хора
3. Организацията и Контрол - Настоятелства, Избори, Контрол и как че работи всичко в бъдеще
4. Членове и Членски вносове, пари, и избори.
5. План за Близкото бъдеще и кой ни трябва.



# **I. Membership**

## **A. General Membership**

Any individual who provides their name, cell phone number, or email address and consents to be contacted by the Church shall be considered a General Member.

1. Termination of Membership: Unsubscribing from the Church email list or blocking messages shall constitute an effective termination of membership.

## **B. Active Membership**

Any individual who pays the annual membership fee, as established by the Church Board, shall be considered an Active Member.

1. Voting Rights: Active Members shall acquire voting rights upon maintaining good standing with the Church for a period of twelve (12) months BETWEEN ANNUAL MEETINGS. Voting rights shall be exercised at the annual meetings.

## **C. Multiple level Membership**

Any individual who pays a multiple annual membership fees shall be considered a Multiple level Member.

1. Rights and Privileges: Multiple level Members shall possess the same rights as Active Members. Additionally, the names of Multiple level Members shall be more prominently publicized in recognition of their enhanced support.

## **D. Honorary Membership**

Honorary Members shall be designated through a majority vote (50%+1) of the Trustees, Church Board, and Rector. Honorary Members shall receive lifetime Active Member status without any obligation for dues or attendance.

1. Revocation: Removal of Honorary Member status shall require unanimous agreement (100%) of the present members of the Church Board, the Board of Trustees, and the Rector at a special meeting.

## **II. Членство**

### **A. Общо членство**

Всяко физическо лице, което предостави своето име, номер на мобилен телефон или имейл адрес и даде съгласието си Църквата да се свърже с него, се счита за Общ член.

1. Прекратяване на членството: Отписването от имейл списъка на Църквата или блокирането на съобщения представлява ефективно прекратяване на членството.

### **B. Активно членство**

Всяко физическо лице, което плаща годишния членски внос, установен от Църковния съвет, се счита за активен член.

1. Права на глас: Активните членове придобиват права на глас при поддържане на добро състояние в Църквата за период от дванадесет (12) месеца МЕЖДУ ГОДИШНИТЕ СРЕЩИ. Правото на глас се упражнява на годишните срещи.

### **C. Различни нива членство**

Всяко лице, което плаща множество годишни членски вносове или повече, се счита за Multiple level член

1. Права и привилегии: Различните нива членове имат същите права като активните членове. Освен това техните имената ще бъдат популяризирани по-видно като признание за тяхната засилена подкрепа.

### **D. Почетно членство**

Почетните членове се определят с мнозинство (50%+1) от настоятелите, църковното настоятелство и ректора. Почетните членове получават доживотен статут на активен член без никакви задължения за такси или присъствие.

1. Оттегляне: Премахването на статута на почетен член изисква единодушно съгласие (100%) на присъстващите членове на Църковното настоятелство, Съвета на настоятелите и ректора на специално събрание.

# Governance Structure

## I. Church Board

- A. Composition and Authority: The Church Board shall consist of seven (7) elected officials who shall have full operational control over the Church's day-to-day activities.
  1. Term Limits: Each member may serve a maximum of two consecutive terms. A mandatory one-year hiatus is required before eligibility for re-election.
  2. Staggered Terms: To ensure continuity, initial terms shall be staggered as follows: one member for four years, two members for three years, two members for two years, and two members for one year.
- B. Officers: The Church Board shall annually elect from within its members a President, Secretary, and Treasurer.
- C. Duties and Responsibilities:
  1. Holiday Celebrations: The Church Board shall determine the schedule for holiday celebrations and events.
  2. Oversight: The Board shall oversee the operations of other businesses within the Church building, including Sunday School, event space rental, and food or restaurant catering services.
  3. Meetings: The Board shall convene quarterly meetings and ensure the publication of meeting minutes for community transparency.
  4. Financial Management: The Board shall prepare monthly financial statements, as well as budgets for specific projects or celebrations.
  5. Membership Records: The Board shall maintain and update lists of Members and Active Members.
  6. Annual Budget: The Board shall prepare an annual budget for review and approval by the Board of Trustees.
  7. Accessibility: Board members shall be accessible to the Board of Trustees for consultations and questions.

## II. Board of Trustees

- A. Composition: The Board of Trustees shall consist of seven (7) individuals who meet the initial selection criteria and have significantly contributed to the establishment of the Church.
  1. Initial Criteria:
    - a) A \$50,000 or more loan to the Church (not tied to assets or real estate).
    - b) A donation of \$10,000 or more to the Church in the first year.
    - c) Enrolling at least fifty (50) Active or Worthy Members based on their recommendation.

2. Selection: Meeting the criteria does not guarantee a seat on the Board. Seven invitations will be personally delivered to the most generous and worthy members at the first Annual Meeting.
- B. Term Expansion: Two additional members shall be added every three years, selected and approved by a two-thirds majority of existing Trustees.
- C. Responsibilities:
  1. Annual Budget Approval: The Board shall meet annually to review and approve the budget prepared by the Church Board.
  2. Oversight Authority: The Board has the authority to disband the Church Board and organize new elections if necessary. In such cases, the Trustees shall assume Church Board duties for a maximum of six months.
  3. Dispute Resolution: The Board shall have final decision-making authority in any disputes between the Church Board and the Rector.
  4. Consultation: Trustees shall be available for consultations with the President and Secretary of the Church Board.

### **III. Rector of the Church**

- A. Position and Responsibilities: The Rector shall be the most senior full-time priest employed by the Church and shall oversee the spiritual health and religious affairs of the Church. Responsibilities include:
  1. Serving the liturgical and sacramental needs according to the service books and order as approved by the Diocesan Authority.
  2. Instructing parish members in the tenets of the Eastern Orthodox faith and piety.
  3. Implementing and overseeing religious education and Church growth initiatives.
  4. Maintaining parish records of baptisms, marriages, and burials, and reporting statistics to the Diocesan Authority.
  5. Reporting marriages to civil authorities as required by law.
- B. Hiring: The Church Board shall be responsible for hiring the Rector.
- C. Veto Authority: The Rector may attend and participate in all Church Board meetings and has the authority to veto any Church Board decision up to two times.
  1. Vetoed decisions must be revised and re-voted upon at least 24 hours later.
- D. Termination: The Rector may be terminated only by an executive decision of the Board of Trustees, following a supermajority vote (six out of seven) by the Church Board and the submission of a complaint to the Bulgarian



Orthodox Church's Metropolitan, and a written response presented to the Board of Trustees, before their decision.

**IV. Advisory Board**

- A. Composition: The Advisory Board shall consist of vendors and professionals willing to provide counsel to the Church.
- B. Role: Advisory Board members shall have no voting power or governance authority.
- C. Financial Transparency: Advisory Board members shall receive monthly financial statements and expense reports for oversight purposes.
- D. Irregularities: Advisory Board members shall report any detected financial irregularities to the Board of Trustees.

This governance structure is designed to ensure the effective management and spiritual guidance of Sveti Ivan Rilski Bulgarian Orthodox Church, fostering a robust and cohesive community dedicated to the teachings and traditions of the Eastern Orthodox faith.

## Управленска структура

### I. Църковно настоятелство

- A. Състав и правомощия: Църковният съвет се състои от седем (7) избрани служители, които имат пълен оперативен контрол върху ежедневните дейности на Църквата.
1. Ограничения на мандата: Всеки член може да служи максимум два последователни мандата. Необходима е задължителна едногодишна пауза, преди да получите право на преизбиране.
  2. Разсрочени срокове: За да се осигури приемственост, първоначалните срокове се разпределят, както следва: един член за четири години, двама членове за три години, двама членове за две години и двама членове за една година.
- B. Служители: Църковният съвет ежегодно избира измежду своите членове президент, секретар и ковчезник.
- C. Задължения и отговорности:
1. Празнични тържества: Църковното настоятелство определя графика за празнични тържества и събития.
  2. Надзор: Бордът ще наблюдава операциите на други предприятия в сградата на Църквата, включително неделно училище, наемане на места за събития и услуги за хранене или ресторантьорство.
  3. Заседания: Бордът свиква тримесечни срещи и гарантира публикуването на протоколите от заседанията за прозрачност на общността.
  4. Финансово управление: Бордът изготвя месечни финансови отчети, както и бюджети за конкретни проекти или тържества.
  5. Досиета на членовете: Бордът поддържа и актуализира списъците на членовете и активните членове.
  6. Годишен бюджет: Бордът изготвя годишен бюджет за преглед и одобрение от Съвета на попечителите.
  7. Достъпност: Членовете на съвета трябва да бъдат достъпни за консултации и въпроси от настоятелството.

### II. Настоятелство

- A. Състав: Съветът на настоятелите се състои от седем (7) лица, които отговарят на първоначалните критерии за подбор и са допринесли значително за установяването на Църквата.
1. Първоначални критерии:
    - а) \$50 000 или повече заем за Църквата (не е обвързан с активи или недвижими имоти).

- b) Дарение от \$10 000 или повече за Църквата през първата година.
  - c) Записване на най-малко петдесет (50) активни или достойни членове въз основа на тяхната препоръка.
2. Избор: Покриването на критериите не гарантира място в Борда. Седем покани ще бъдат връчени лично на най-щедрите и достойни членове на първата Годишна среща.
- В. Разширяване на срока: Двама допълнителни членове ще се добавят на всеки три години, избрани и одобрени с мнозинство от две трети от съществуващите попечители.
- С. Отговорности:
- 1. Годишно одобрение на бюджета: Бордът се събира всяка година, за да прегледа и одобри бюджета, изготвен от Църковния съвет.
  - 2. Надзорен орган: Бордът има право да разпусне Църковния съвет и да организира нови избори, ако е необходимо. В такива случаи попечителите поемат задълженията на Църковния съвет за максимум шест месеца.
  - 3. Разрешаване на спорове: Бордът има окончателни правомощия за вземане на решения при всякакви спорове между Църковния съвет и ректора.
  - 4. Консултация: Попечителите трябва да бъдат на разположение за консултации с президента и секретаря на църковния съвет.

### **III. Предстоятел на Църквата**

- А. Позиция и отговорности: Ректорът ще бъде най-старшият свещеник на пълно работно време, нает от Църквата, и ще наблюдава духовното здраве и религиозните дела на Църквата. Отговорностите включват:
- 1. Обслужване на богослужебните и свещенодействителните нужди съгласно богослужебните книги и реда, утвърден от епархийското ръководство.
  - 2. Обучаване на членовете на енорията в догмите на източноправославната вяра и благочестие.
  - 3. Прилагане и надзор на религиозно образование и инициативи за растеж на Църквата.
  - 4. Поддържане на енорийски регистри за кръщения, бракове и погребения и докладване на статистически данни на епархийските власти.
  - 5. Докладване на браковете на гражданските власти, както се изисква от закона.

- B. Наемане: Църковното настоятелство отговаря за наемането на ректора.
- C. Право на вето: Ректорът може да присъства и участва във всички заседания на Църковния съвет и има право да наложи вето на всяко решение на Църковния съвет до два пъти.
  - 1. Решенията с вето трябва да бъдат преразгледани и прегласувани поне 24 часа по-късно.
- D. Прекратяване: Ректорът може да бъде прекратен само с изпълнително решение на Настоятелството след мнозинство (шест от седем) от Църковното настоятелство и подаване на жалба до митрополита на Българската православна църква и представен писмен отговор. до Настоятелството, преди тяхното решение.

#### **IV. Консултативен съвет**

- A. Състав: Консултативният съвет се състои от доставчици и професионалисти, желаещи да предоставят съвети на Църквата.
- B. Роля: Членовете на Консултативния съвет нямат право на глас или правомощия за управление.
- C. Финансова прозрачност: Членовете на консултативния съвет ще получават месечни финансови отчети и отчети за разходите за целите на надзора.
- D. Нередности: Членовете на Консултативния съвет докладват всички открити финансови нередности на Настоятелството.

Тази управленска структура е предназначена да осигури ефективно управление и духовно ръководство на Българската православна църква „Свети Иван Рилски“, насърчавайки здрава и сплотена общност, посветена на ученията и традициите на източноправославната вяра.