Oseredok Ukrainian Cultural and Educational Centre
Minutes of Annual General Meeting
184 Alexander Ave East
Tuesday June 24, 2025

1. **Call to Order** - Meeting was called to order by Oseredok`s Board president L. Hunter at 6:09 p.m.

2. **Election of Presiding Officers** - L. Hunter asked for nominations for
   - Chair of the Meeting - M. Pasieczka
     Moved by G. Cilinsky and seconded by D. Cilinisky. **CARRIED**
   - Secretary of the meeting - Y. Hawryliuk
     Moved by L. Demko and seconded by P. Havixbeck. **CARRIED**

3. **Approval of Agenda** - circulated
   - Point 4 should read: Approval of Minutes from the 2024 Annual General Meeting
   - Point 11- add Future of Oseredok - what should we do going forward

   Moved as amended by E. Waskiw and seconded by O. Hawaleshka. **CARRIED**

4. **Approval of Minutes of the 2024 Annual General meeting** - circulated
   Moved as amended by E. Waskiw and seconded by O. Hawaleshka. **CARRIED**

5. **Business arising from the minutes**
   - Status on Action Item - refunding of money Government should the building Expansion not occur.
     i. Status will be covered in the President`s Report
   - Status on Action Item - how restricted and unrestricted fund operate.
     i. Status will be covered in the Treasure`s Report
   - All action items will be covered in the various reports

6. **Reports**

   i. **President** - L Hunter read her report
   Included status on action items from previous AGM
   - Treasurers report has been added to the agenda
   - Financial Statements and packages are available at the door
   - A formal Terms of Reference for the use of Restricted Funds was not drafted, as the parameters for their use were established and approved through a board motion.
   - Refund discussions were not held as this is expected to be a lengthy discussion once we finally meet with the new government. Before that, it's essential that we thoroughly review the documents, so we're fully prepared for the final discussion.
   - Boutique salaries and expenses are reflected in the statements

   ii. **Executive Director** - B. Salyn read his report
   Discussed this is an opportunity to start with a clean slate—listen to the community, acknowledge the long-standing challenges, and work together to provide meaningful, lasting solutions.

   iii. **Treasurer** - L Demko presented her report
   - Basement renovation project costs in 2025 Fiscal were $364,522.76. A total cost in the 2024 Fiscal was $42,370.60. Estimated outstanding balance of $134,000.00. Total estimated cost of project is $927,923.36. $649,700 was provided through grants

- Review of the revenue and expense statements for the past three years displays some substantial losses. This is a concern as the organization cannot survive with continue losses and will eventually cease to exist.
- There's systematic overspending that has persisted the last few years.
- The statement of financial position has. Indicated that the cash has been depleted to 0 Ultimately meaning that we will not be able to pay our day-to-day expenses and checks may start to bounce.
- There are significant liabilities that show a negative net current assets which indicates more money is owed than we have.
- Money that has been earmarked for various projects as well as restricted funds for future building expansions has been spent to pay bills
- To ensure accountability better financial discipline and policies need to be developed.

iv. **External Auditor - Exchange Group** - M. Delaurier provided a verbal report.
- Parking Revenue Uncertainty - There’s a belief that parking revenue is being generated, but no documentation has been provided to confirm this from “Impark Parking”
- Aging Inventory - Some assets are getting older and may not be sellable. These assets can still be used or need to be written off.
- Service Capitalization Asset - This asset was capitalized with the intention of future expansion. However, due to limited tax revenue and time constraints, the feasibility of this expansion is now in question.
- Financial position overview - There is a need to clarify the actual financial state especially regarding assets and liabilities a key figure is uncertainty, and it needs to be verified.
- Capital assets - There asset is valued at $189,000 and is considered non taxable. This current assets can be collected or used for operational needs.
- Liabilities- the total liabilities are around $312,000, including obligations to fund specific programs.
- Operating loss - annual revenue $526,000, annual expenses $637,000, net operating loss $110,000.
- Restricted funds - $97,000 was allocated from a restricted fund but this loss wasn't reflected in last year's numbers. There's a discrepancy of over 300,000 in expected funding that hasn't been received.
- Future funding needs - funding is needed to support new initiatives or programming.

v. **Audit Committee** - D. Hyworon provided a verbal report
- Challenges in communication and attendance for the meeting to review the financial reports.
- Financial concerns are raised as the organization is running out of funds. They are borrowing from future projects and designated reserves. There is a lack of financial controls and documentation invoices are being paid without proper verification. There is no clear policy's or tracking mechanisms for financial processes.
- The auditor highlighted serious concerns. There was no full board discussion with the auditor. And the audit committee had many questions, but the board didn't engage.
- There is conflicting statements in the constitution about the president's role within the audit process. There is also unclear and undocumented financial and administrative procedures.

7. Discussion and Adoption of Reports
- B. Basiuk - What are you asking for help to get out of this position?
    - Answer - Monetary support. Lots of grants do not fund operational activities. Looking for volunteers to do projects such as archiving and library. Help researchers look for files. Organize events. And encouraged people to workshops.

- Z. Hyworon - What are costs and revenues for boutique including salaries?
    - Answer - They were included in the financial reports, in the package.

ACTION - Develop a process to deal with items broken in the Boutique

- A. Shkandrij - In 2023, a special meeting was held for the constitution, there was unsolved issues.
    - Answer - Issues were resolved.

ACTION - Ensure the current version of the Constitution is uploaded to the organization's official website.

- D. Kozelko - How were things approved and done in the constitution without going to a meeting with the members?
    - Answer - There was an exhaustive review. All the changes were completed and presented at the 2023 AGM. Please review the new version once posted on the website and bring forth any new concerns so they can be addressed.
- P. Havixbeck - there is a poor picture of commitments with no long-term funding or vision for digging out. There's no fund raising or engagement to insure salary. What is the strategy?
    - Answer - There's been lots of challenges in the past leadership of the executive director. It is planned that the new board members will have a planning and strategic sessions to see what needs to be done suggestions. Normally, the board doesn't meet until September, but we're in a real serious situation at the moment. This will occur this summer. Ideas from the community are greatly appreciated.
- D. Jaworsky - There has been the lose of some very good people due to the challenges. The museum is a mess. The museum is very crowded. Other people were let go. There was a system, but the team was not able to carry on the full load. People are concerned
    - Answer - We are going to be looking at how we can find resources in that area.
- Z. Hyworon - Two Boards members had resigned. Why are they listed in the annual report
    - Answer - The report is based on the fiscal year, and they were on the board during the year that the report was reporting for.
- S. Kachor - Looking at the reports, they are horrific. I've been working in this institution for over 30 years. Fundraising lies with the board
- O. Michalczuk - Youth are not being used or respected. What considerations is the board going to take to recruit youth?
    - Answer - We have tried. Youth have other priorities as there is lots going on. They can fill out applications.

ACTION - Design and implement a youth engagement system to actively reach out, involve, and empower young people through targeted outreach, meaningful opportunities, and ongoing support.

- D. Jennings - Many people are interested in opportunity to build bridges, but many bridges have broken down. All the outreach now is moving into a good direction. It's a welcome change. The new executive director is engaging the community and volunteer relationships.
- A. Halkewycz - Is there a benefit to shut down and re open
    - Answer - The idea would remain open and fundraise. Shutting down Would create more negativity. It would be harder to reopen as the relationships would not be kept in place, over time then.
- A. Shkandrij - Last meeting Number 7 point 5 explain what the difference between the restricted fund and unrestricted fund is. When the membership gets to vote? There are still outstanding items not addressed in constitution

    - Answer - The Constitution changes were passed by the membership. The board makes the decision to use the funds by motion and votes. Review the constitution online and bring forth any gaps that need to be addressed. A special meeting will be called of the membership to vote on changes.
- O. Skrypnyk - Did the board vote on all expenses?
    - Answer - The Board was aware on what the spent-on operations.
- M. Halkewycz - $450K represents the future and $250K is designated for projects that cannot happen. Was the Board aware? Did they approve it and understand?
    - Answer - Yes, they did. Each and everyone were approved by the board. L. Demko said she joined the board last June and advised the board to halt the project, which the board unanimously supported. Following that decision, the board received a lengthy letter. The contractor submitted an invoice which was reviewed, and the project began again.
- I. Mendela - What took 1 million dollars to renovate? What point was the financial statement reviewed? Responsibility of the board
    - Answer – L. Demko asked to see the contact. She wanted to see what was in this contact. The contact didn't have any terms or conditions in it. There was no evidence of 3 quotes. These are all red flags.
- O. Hawaleshka - How do we get the house in order and close the gates? What do we rectify in the next three to six months? I suggest the board's number one priority is to fine tune the constitution and how do we come to a goal so we can be back on track, I move to close the discussion and move to the election of the new board.
- Rev Father Shved - spoke some closing words about not digging into the past, make good and be honest and true and truthful.

Moved to accept the Financial Statement as presented by D. Hyworon and seconded by O. Hawaleshka. **CARRIED**

Moved to accept all reports as presented by O. Skrypnyk and seconded by H. Bryl-Klimenko. 1 opposed. **CARRIED**

8. **Nominating Committee Report** - D. Lega was not available. L. Hunter presented the report

Board member recognition and acknowledgement - Five board members (Jamie Dolynchuk, Dr. Adrian Hawaleshka, Hannia Tarasiuk, Katherine Yurkiw, and Blair Yakimoski) have completed their terms and are not seeking re-election each was recognized with a brief background presentation awarded with a "'Certificate of Appreciation" for their dedicated service to the Oseredok. The organization wishes to express their heartful gratitude for their contributions and commitment during their tenure.

The report was read by L. Hunter

There are 12 Board positions - 8 positions to fill which includes 7 vacancies and one returning member. A slate of 6 people were presented to the membership which includes 1 retuning member. The nominating committee presented a slate of candidates for consideration to stand for election to the Board of Directors:

Dr. Jason Bachewich (New, 3-year Term)	Yevhenila Buriakova (New, 3-year Term)
Danylo Grenchko (New, 3-year Term)	Linda Hunter (Incumbent, 3-year Term)
Yevhenii Sosnii (New, 3-year Term)	Fr. Taras Udod (New, 3-year Term)

The nominating committee presented a slate of candidates for consideration to stand for re-election to the Audit Committee:

Demyan Hyworon, Chair	Scott Armstrong, Member

Adrian Hawaleshka, Member
Myron Pawlowsky, Member
John Pidowich, Member

Moved to accept the report as presented by G. Cilinsky and seconded by R. Hunter.
Discussion ensued

ACTION - Establish a governance process for formalizing a nomination committee: the nomination committee would oversee nominations and make recommendation of a slate for the board members and audit committee. The Board Slate should be submitted/available in the AGM Package to the membership. Also, for consideration for governance of the organization, that further nominations for the Board of Directors be not permitted to be made during the AGM meeting, but a process to allow other membership nominations be made and submitted ahead of the deadline/cutoff before the AGM meeting.

9. **Elections**

Board of Directors

The nominating committee presented a slate of candidates that stand for election to the Board of Director.

Dr. Jason Bachewich (New, 3-year Term)
Yevhenila Buriakova (New, 3-year Term)
Danylo Grenchko (New, 3-year Term)
Linda Hunter (Incumbent, 3-year Term)
Yevhenii Sosnii (New, 3-year Term)
Fr. Taras Udod (New, 3-year Term)

M. Pasieczka opened the floor to any other nomination.

J Lewandosky presented a document outlining 8 members for election,

Mark Galarnyk
Susan Harasym
Paula Havixbeck
Andrew Konopelny
Alexandra Kozelko
Irka Mendela
Christine Semaniuk
Olesia Sloboda

A lengthy back and forth discussion ensued regarding moving forward about slate acceptance and names to be added to the Board elections. Discussion was to find the right Governance path of having this move forward.

Moved to proceed with voting by selecting of up to eight candidates from the proposed nomination slate of six candidates and eight additional names from the floor. There are a total of fourteen names chose from for the election by T. Pryshitko and seconded by O. Ehrnabtraut. **CARRIED**

M. Pasieczka called for three scrutineers - O. Michalczuk, D. Gagaluk, and D. Hyworon

VOTING PROCEEDURE was carried out and votes tabulated by scrutineers:

Election results - The following people were elected to the 2025-2026 Board of Directors.

Mark Galarnyk
Susan Harasym
Paula Havixbeck
Andrew Konopelny
Alexandra Kozelko
Irka Mendela
Christine Semaniuk
Olesia Sloboda

Moved to destroy ballots. by O. Skrypnyk and seconded by L. Demko. **CARRIED**

Audit Committee

A slate of candidates that stand for re-election to the Audit Committee.

Demyan Hyworon, Chair
Scott Armstrong, Member
Adrian Hawaleshka, Member
Myron Pawlowsky, Member
John Pidowich, Member

Moved that the candidates' names be presented for election to the Audit Committee by M. Halkewycz and seconded by O. Skrypnyk. **CARRIED**

10. Appointment of External Auditor

Moved to appoint the accounting firm, "Exchange Group" as Oseredok's external Auditor for 2025/26 Fiscal Year by D. Hyworon and seconded by O. Skrypnyk. **CARRIED**

11. Ukrainian Cultural and Educational Foundation report

D. Kozelko, Chair of the Ukrainian Cultural and Educational Foundation Board read her report.

12. Other Business

- T. Pryshitko - There were long discussions regarding the financial deficit (during the AGM). The board needs to immediately work on a plan to solve the deficient and move forward.
- Z. Hyworon - Big money is needed. Fundraising is need
- S. Kachor - Governance is a problem, for the Organization, that needs to be re-solved by better process being put in place.

AGM Door Prize winner was Oleksandra Uhryn - two tickets to the Blue Bomber game.

13. Adjournment

M. Pasieczka thanked everyone for coming and the discussion that took place.
Moved to adjourn the 2025 Oseredok Ukrainian Cultural and Educational Centre Annual General Meeting at 9:20 p.m. by O. Skrypnyk and seconded by L. Demko. **CARRIED**

Minutes are respectfully submitted by

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Martin Pasieczka, AGM Chair	**Yvonne Hawryliuk, AGM Secretary**

Summary of Action Items

ACTION - Develop a process to deal with items broken in the Boutique

ACTION - Ensure the current version of the Constitution is uploaded to the organization's official website.

ACTION - Design and implement a youth engagement system to actively reach out, involve, and empower young people through targeted outreach, meaningful opportunities, and ongoing support.

ACTION - Establish a governance process for formalizing a nomination committee: the nomination committee would oversee nominations and make recommendation of a slate for the board members and audit committee. The Board Slate should be submitted/available in the AGM Package to the membership. Also, for consideration for governance of the organization, that further nominations for the Board of Directors be not permitted to be made during the AGM meeting, but a process to allow other membership nominations be made and submitted ahead of the deadline/cutoff before the AGM meeting.

Summary of Discussion in Agenda Item 7

Operational & Financial Challenges

- **Monetary Support Needed**: Grants often don't cover operational costs. Volunteers are needed for archiving, library work, research support, and event organization.
- **Boutique Costs**: Costs, including salaries, were included in the report.
  Action: Develop a process for handling broken items in the boutique.
- **Constitution Issues**: Previously unresolved issues were addressed in 2023.
  Action: Upload the current constitution to the official website.
- **Fund Management**: Clarification was given on restricted vs. unrestricted funds. The board approves fund use by motion.
- **Financial Oversight**: Concerns raised about a $1M renovation with no clear contract terms or competitive quotes.
  Action: Improve financial transparency and oversight.

Governance & Board Accountability

- **Board Resignations**: Members listed in the annual report were active during the fiscal year.
- **Decision-Making**: All major expenses and project are approved by the board.
- **Leadership Issues**: Leadership and past executive director challenges have impacted progress.
  Action: Strategic planning sessions to be held over the summer.

Institutional Concerns

- **Museum Condition**: Overcrowded and disorganized; staff overwhelmed.
  Action: Seek resources to support museum operations.
- **Fundraising & Vision**: Lack of long-term funding strategy and engagement.
  Action: Community ideas welcomed; urgent planning needed.

Community & Youth Engagement

- **Youth Involvement**: Youth feel underutilized and disrespected.
  Action: Create a youth engagement system with outreach and support.
- **Volunteer Relationships**: Outreach is improving; community engagement is a priority.

Constitution & Legal Structure

- **Approval Process**: Constitution changes were reviewed and passed at the 2023 AGM.
  Action: Members encouraged to review the posted version and raise concerns.
- **Future Planning**: Suggestion to prioritize refining the constitution and setting clear goals.

Closing Remarks

- **Rev. Father Shved**: Encouraged honesty, moving forward, and not dwelling on the past.