



HOLY TRINITY

ROMANIAN AMERICAN ORTHODOX CHURCH

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Proposals and Discussions

1. The Approval of a Legal Administration and Coordination Committee [LACC].

The LACC is an auxiliary of the Parish, like the Ladies Auxiliary, responsible for overseeing and coordinating legal matters within our Church.

Legal description and common duties:

- i. **Legal Compliance:**
 - a. Ensure that the organization complies with relevant laws, regulations, and policies.
 - b. Monitor changes in legal requirements and update internal processes accordingly.
- ii. **Documentation and Record Keeping:**
 - a. Oversee the creation, review, and maintenance of legal documents, contracts, and agreements.
 - b. Establish proper record-keeping practices to ensure legal documents are organized and accessible.
- iii. **Coordination with Legal Counsel:**
 - a. Collaborate with external legal counsel or in-house legal teams to address legal issues.
 - b. Seek legal advice and guidance on complex matters affecting the organization.
- iv. **Policy Development:**
 - a. Participate in the development and review of organizational policies to ensure legal compliance.
 - b. Draft and update policies to reflect changes in laws or regulations.
- v. **Risk Management:**
 - a. Identify legal risks and propose strategies to mitigate potential legal issues.
 - b. Develop risk management policies and procedures.
- vi. **Dispute Resolution:**
 - a. Manage and coordinate the resolution of legal disputes.
 - b. Facilitate communication between parties involved in legal matters.
- vii. **Training and Education:**
 - a. Provide training to employees on legal matters and compliance.
 - b. Keep staff informed about changes in laws and regulations that may impact their work.
- viii. **Ethical Standards:**
 - a. Uphold ethical standards within the organization.
 - b. Address ethical concerns and ensure adherence to legal and ethical guidelines.
- ix. **Contract Management:**
 - a. Oversee the negotiation, drafting, and execution of contracts.
 - b. Ensure that contracts are legally sound and align with organizational goals.
- x. **Reporting:**
 - a. Prepare regular reports on legal activities, compliance status, and risk assessments.
 - b. Present findings and recommendations to relevant stakeholders.

2. Cost of Living Increase for the employees

Cost of Living Increase (COLA) is an adjustment made to salaries or benefits to account for changes in the cost of living. It is designed to help employees cope with the rising prices of goods and services, ensuring that their purchasing power remains relatively stable.

The primary purpose of COLA is to offset the impact of inflation on the real income of employees. Inflation causes the general price level of goods and services to rise, and without COLA adjustments, employees may find it challenging to maintain their standard of living.

3. Rents Increase (Church Halls, Apartments)

Rising rents can be influenced by several factors, and it's a common concern in many regions. Some key factors contributing to rent increases include:

- a) **Inflation:** Inflation can erode the purchasing power of money, prompting landlords to raise rents to maintain their income in real terms.
- b) **Renovations and Upgrades:** If landlords invest in improving or renovating their properties, they may increase rents to offset the costs and generate a return on their investment.
- c) **Local Policies:** Rent control policies or lack thereof can impact how much landlords can increase rents in a given period.

It's important to note that rent increases can have significant implications for tenants, and there are ongoing discussions and debates about affordable housing and rental policies in many places.

Rent increases for social halls, including church halls, can be influenced by various factors. Here are some common reasons why rents for social halls might increase:

- a) **Operating Costs:** If the cost of maintaining and operating the social hall increases, the owner may pass those costs onto renters through higher rental fees.
- b) **Demand and Popularity:** If the social hall becomes more popular and in high demand, the owner may increase rent to reflect the increased value of the space.
- c) **Renovations or Upgrades:** If the owner invests in renovations, improvements, or upgrades to the social hall, they might raise rents to cover the expenses and offer a more modern and appealing venue.
- d) **Inflation and Economic Factors:** Economic conditions, inflation, and general increases in the cost of living can contribute to higher rental prices.
- e) **Local Policies:** Changes in local regulations, taxes, or policies related to rental properties can also impact rental prices for social halls.
- f) **Event Services:** If additional services or amenities are provided with the social hall rental, such as event planning, catering, or equipment rental, these added services can lead to higher overall costs.