

PATHWAYS OF SERVICE



OVC
Orthodox Volunteer Corps



2024|25

A N N U A L
R E P O R T

OUR YEAR

Dear Brothers and Sisters in Christ,

As we look back on another year of service at OVC, we are mindful of road crews and pathways.

Our staff is a road crew, tending sacred pathways. *We facilitate a year of immersive service for young adults with the most vulnerable and rooted in the Orthodox Faith.* Our Corps Members and alumni are serving the Church and the world. Their pathways of service are the most important stories we have to tell (see pp. 3-5).

The story of our growing road crew and organization also matters. Just over three years ago, we launched one program in one city with 6 Corps Members; now we have four programs in two cities with over 60 participants. We recently welcomed our fourth staff member, Katrina Bitar, with over 25 years of experience in Orthodox ministry (see p. 7). We expanded to a new city, Boston, last year. We were awarded a transformative gift and we are embarking on a four-year campaign to double our impact (see p. 7).

We are grateful for what has occurred and the promise of what is to come. And we're grateful you are with us on the road.

In Christ,



Michael Sider-Rose
Michael Sider-Rose
Chief Executive Officer



Kyra Limberakis
Kyra Limberakis
Chief Operating Officer



45+

Full and Part-time
Corps Members



17k+

Hours of service last
year



900

People directly
served each week



20

Parishes directly
engaged

DEAL ME IN

We have learned the value of patience and creativity. Henry, a Corps Member in the Boston house, is serving this year at St. Francis House, the largest day shelter in New England. He sees many people come through the doors each day and was looking for a way to connect more deeply. His colleague suggested cards. So, with an Uno deck

in hand, Henry started walking the room. One guest teased him for the silly invitation. Another guest was more wary. She was a regular at the shelter, but never talked to anyone. Staff had found her housing but feared the opportunity would be lost because they could not build enough rapport to work out the details. To the surprise of all, when Henry offered a game of Uno, she accepted. She kept her guard, not even sharing her name, but she played a hand. Others noticed. The guy who first teased Henry circled back: "Deal me in." It's a start. We're not sure where it's headed, but the staff have asked Henry to keep playing, to be patient, and to be creative.



OVC TO MINISTRY

Noah was part of our first cohort back in 2022. He served at the Neighborhood Resilience Project, a dynamic Orthodox ministry in Pittsburgh focused on trauma-informed community development. Noah worked in the drop-in center, meeting immediate needs, developing relationships, and working toward long-term healing. After his year of service, Noah was hired full-time in the same department and he has worked there ever since. Over time, he has gained increasing responsibility and now heads the community support team, including supervising a current Corps Member.

During this stretch, Noah has become a remarkable example of holistic Orthodox service. He is rooted in his parish, St Moses the Black. He attends services faithfully, serves at the altar, attends the men's group, and is helping lead a growing young adult ministry. Noah focuses on the person in front of him. He is the



one who gets food for those who wander into church on a Sunday morning or the drop-in center during the week. And, most importantly, he listens carefully and compassionately day after day to the pain and joy of neighbors. Finally, Noah thinks strategically about ministry. For example, he recently did research on the changing policy landscape for local residents that qualify for food benefits. He then presented to the full outreach team of another nonprofit to share information and propose a collaborative strategy. Noah's story illustrates one pathway of service—from a year at OVC to full-time Orthodox ministry.

OVC TO CAREER PLACEMENT

Kourtney was in our second cohort. During college, she majored in education, so we arranged a service placement for her at an after-school program working with kids from low-income backgrounds. She did curriculum planning, fundraising, financial management, and, most of all, many hours of teaching and mentoring children. In the spring of her service year, she began applying for jobs back home, highlighting her academic credentials and her year of service. Now she is in her second year of teaching in a public school system outside Dallas, both years at Title 1 (low-income) schools. Teachers, like all professions, need to know their audience. While at OVC, Kourtney learned to know the kids at her service placement, children who were joyful and resourceful and, for too many, had endured

severe hardships. She took all of that learning with her to the classroom, where there is also joy, resourcefulness, and hardship. "I see the direct effects of my OVC placement daily in my work now as a music teacher, from my training in trauma informed care, to the behind the scenes work in operations, and most importantly working with children who always have more going on in their life than I will ever know." A year of service matters for many reasons, not the least of which is that it can help prepare our alumni for a lifetime of service through their careers.



2025/26 CORPS MEMBERS

Boston House



Aidan



Ann



Henry



Jason



Jonah



Lily



Panayiota



Rachael

Pittsburgh House



Caden



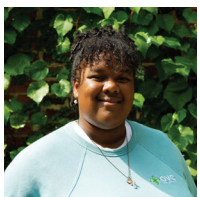
Daniel



George



Jasmine



Martha



Mary



Natalya



Nina

FROM THE HEART

“My time in OVC taught me that service breaks down the barriers of our hearts by bringing us closer to our neighbors and God.”

– Anastasia, 2024–25, Pittsburgh

WELCOME

Katrina Bitar

Chief Program Officer

Please welcome our newest staff member, Katrina Bitar, now serving as Chief Program Officer at OVC. Katrina has been leading Orthodox ministry with youth and young adults for over 25 years—as a camp director, youth pastor, director of Youth Equipped to Serve, Director of Operations at FOCUS North America, advisor to OCF College Conference, and trainer for the Assembly of Bishops' Peace of Mind initiative. For OVC, she will be spearheading alumni initiatives, strengthening our curriculum, and supporting program expansion.



\$1M LILLY ENDOWMENT GRANT

With deep gratitude, we are pleased to announce that OVC was awarded, this past fiscal year, a grant from Lilly Endowment Inc. The invitation-only grant is for \$1,000,000 over five years and is part of the Endowment's National Youth and Young Adult Initiative on Faith and Service. Perfectly aligned with our mission, we are using the funds to support our core programming. Moreover, this grant, coupled with other secured funds, is part of a larger four-year strategic plan to be unveiled soon. Journey with us as we double our impact.

CONSOLIDATED FINANCIALS

July 1, 2024 to June 30, 2025

STATEMENT OF FINANCIAL POSITION

Current Assets	2025	2024
Cash and cash equivalents	\$ 830,057	\$ 235,254
Investments	424,919	80,947
Accounts receivable	18,077	55,375
Prepaid expenses and deposits	14,540	7,628
Noncurrent Assets		
Operating lease right of use asset	34,305	71,050
Total assets	\$ 1,321,898	\$ 450,254
Current Liabilities and Net Assets		
Accounts payable	\$ 9,053	\$ 3,831
Other liabilities	3,228	3,562
Operating lease liability	34,305	34,800
Noncurrent Liabilities and Net Assets		
Operating lease liability	-	36,250
Total liabilities	\$ 46,586	\$ 78,443
Net assets		
Without donor restrictions	\$ 1,275,312	\$ 371,811
Total liabilities and net assets	\$ 1,321,898	\$ 450,254

STATEMENT OF ACTIVITIES

Revenue and support	2025	2024
Contributions	\$ 1,175,778	\$ 396,637
Placement partner fees	256,800	123,000
Contributed services	-	10,000
Rental income	-	3,500
Investment loss, net	(28)	(53)
Interest income	18,667	5,890
Total revenue and support	\$ 1,451,217	\$ 538,974
Expenses		
Program services	\$ 474,401	\$ 274,796
Management and general	53,726	50,097
Fundraising	19,589	24,716
Total expenses	\$ 547,716	\$ 349,609
Change in net assets	\$ 903,501	\$ 189,365
Net assets at beginning of year	\$ 371,811	\$ 182,446
Net assets at end of year	\$ 1,275,312	\$ 371,811

STATEMENT OF FUNCTIONAL EXPENSES

	Program Services		Mgmt & General		Fundraising		Total	
	2025	2024	2025	2024	2025	2024	2025	2024
Compensation	\$190,288	\$141,320	\$17,827	\$12,470	\$12,789	\$12,470	\$220,904	\$166,260
Professional Services	-	-	8,197	13,423	-	-	8,197	13,423
Advertising & Promotion	3,830	8,625	-	-	3,830	8,625	7,660	17,250
Technology	23,649	3,287	2,087	290	2,087	290	27,823	3,867
Participant costs	135,566	62,541	-	-	-	-	135,566	62,541
Retreat costs	16,298	12,495	-	-	-	-	16,298	12,495
Participant housing	94,768	38,069	-	-	-	-	94,768	38,069
Risk & Compliance	-	-	24,732	23,421	-	-	24,732	23,421
Office & misc. expenses	10,002	8,459	883	493	883	3,331	11,768	12,283
Total	\$474,401	\$274,849	\$53,726	\$50,097	\$19,589	\$24,716	\$547,716	\$349,609

STATEMENT OF CASH FLOWS

Operating activities:	2025	2024
Change in net assets	\$ 903,501	\$ 189,365
Adjustments to reconcile increase in net assets to net cash provided by operating activities		
Net unrealized loss on investments	28	53
Changes in assets and liabilities:		
Accounts receivable	37,298	(55,375)
Prepaid expenses and deposits	(6,912)	(2,159)
Accounts payable	5,222	2,940
Other liabilities	(334)	2,550
Net cash provided by operating activities	\$ 938,803	\$ 137,374
Investment activities:		
Short term investments	\$ (344,000)	\$ (81,000)
Net cash used by investing activities	\$ (344,000)	\$ (81,000)
Net increase in cash and cash equivalents	\$ 594,803	\$ 56,374
Cash at beginning of year	\$ 235,254	\$ 178,880
Cash at end of year	\$ 830,057	\$ 235,254

FOUNDATION PARTNERS

- AHEPA Greenville Foundation
- AHEPA Chapter No. 60 Charities
- Elsie Skvir Ganister Foundation
- Leadership Education at Duke Divinity
- Lilly Endowment Inc.
- Nicholas J. and Anna K. Bouras Foundation
- Pantazis Foundation Inc.
- Penelope 54 Charitable Foundation
- The Renaissance Fund, NFP

OVC's audited financial statements are available on our website. These financial statements contain associated notes that are an integral part of understanding the financial information in this Annual Report.