142nd Annual Convention of the Episcopal Diocese of Newark

Reports Filed by Title

Includes the Reports from:

Diocesan Council

•

Standing Committee

•

Trustees of the Episcopal Fund and Diocesan Properties

Reports to Convention 2016

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A COMMITMENT TO SERVE/VENTURE IN MISSION
(actsvim@dionewark.org)

ACTS/VIM is charged with financially supporting programs and projects that encourage both congregational development and community outreach. We honor this charge by granting, on an annual basis, monies to programs of our Diocese.

In 2015, ACTS/VIM awarded 18 grants which totaled $150,000.00 to congregations, social service organizations and diocesan programs. The grants awarded, listed below, show the variety of ministries that are taking place in our diocese. It is rewarding to be part of the good work being done by the congregations of the Diocese.

In 2015, the Board continued to make the grant process as clear as possible to follow. We have streamlined the application and have provided support to grant applicants, especially for those applying for the first time. Members of the Board have participated in workshops at convention so that potential applicants may come and learn the process and guidelines to insure success in their endeavors.

In 2013, ACTS/VIM began funding on an annual basis. We continue to look for ways to provide support and accountability to all organizations seeking grants, especially programs working with children and youth, feeding the hungry and sheltering our sisters and brothers.

It is a privilege to serve on this Board and to be able to help organizations within the Diocese live into our baptismal covenant. We thank you.

Board members: Ms. Linda Aprile-Soldwedel, Chair, Ms. Sheila Barcus, Ms. Dee Field, Mr. Sidney King, The Reverend Tom Mathews, Mr. Michael Otterburn, Ms. Doris Pagan, The Reverend Bernard Poppe, Ms. Janice Walker, Ms. Carola Walton, The Reverend Laurie Wurm.

ACTS/VIM BOARD RECOMMENDATIONS – 2015 SPRING CYCLE GRANTS

AV-15-01 – Phillipsburg, St. Luke's Church – St. Luke's Food Pantry – $3,500
AV-15-03 – Christ Church CDC, Hackensack – Homeless Shelter Support – $7,000
AV-15-04 – Bayonne, Trinity Church – Hand in Hand ESL & Citizenship Classes – $8,250
AV-15-05 – Cross Roads Camp and Retreat Center – RESET – $10,000
AV-15-06 – North Porch Women's & Infants Center – diapers/food supplements – $10,000
AV-15-07 – Clifton, St. Peter's Church – Healthy Food Initiative – $11,000
AV-15-08 – Chester, Church of the Messiah – Senior Resource Center – $10,000
AV-15-10 – Millburn, St. Stephen's Church – Drumming Program for PATCH – $12,000
AV-15-11 – St. Paul's CDC, Paterson - Emergency Men's Shelter – $10,000
AV-15-12 – NEWARK ACTS – Internship at RAIN LGBT Shelter – no funding
AV-15-13 – Paterson, St. Paul's Church – St. Paul's Souper Cafe – $3,550
AV-15-14 – Hope, St. Luke's Church – Haven of Hope for Kids – $9,000
AV-15-15 – West Orange, Holy Trinity Church – Food Pantry Stipend – $5,000
AV-15-16 – Hoboken, All Saints – Jubilee Center Childrens' Program – $10,000
AV-15-18 – Newark, Grace Church – The Choristers Program of Grace Church – $1,500
AV-15-19 – Jersey City, Grace Church Van Vorst – Grace Community Services – $12,000
AV-15-20 – Hasbrouck Heights, St. John the Divine Church – Care on the Corner – $6,200
AV-15-21 – Garden State Episcopal CDC, Jersey City – Emergency Food Pantry – $11,000
AV-15-23 – Newark School of Theology – $10,000

ALLELUIA FUND

The Alleluia Fund supports outreach and social justice efforts seeking to make an impact in the communities of the Diocese.

Funding is focused on four specific areas:
Food for the Hungary; Shelter for the Homeless; Education for youth and adults, serving underprivileged or at risk individuals; International programs supported by communities of faith in our diocese, or their members

In 2015, the Alleluia Fund received numerous applications and awarded 40 grants which totaled $150,400.00 to domestic organizations and $20,650.00 international organizations that made a commitment that focused on one of the areas listed above. Generous donations by churches and individuals ensured funding of these projects.

The Acts/Vim Board was given the privilege and responsibility of the grant application process of the Alleluia Fund in 2012. In 2015, The Acts/Vim Board along with members of the Alleluia Funding Board administered the process for this annual funding cycle. The application was reviewed and again, changes were made to streamline the process. Board members were available to advise applicants, if needed. Board members attended diocesan events in order to help potential applicants in their quest for funding. Applications were received in September; site visits scheduled, reports written and a full day of presentations took place in November.

It is truly an experience to witness the work being done by these organizations. It is a privilege to serve on this Board and be given the opportunity to be part of the work that is being accomplished.

Board members: Ms. Linda Aprile-Soldwedel, Chair, Ms. Sheila Barcus, Ms. Dee Field, Mr. Sidney King, The Reverend Tom Mathews, Mr. Michael Otterburn, Ms. Doris Pagan, The Reverend Bernard Poppe, Ms. Janice Walker, Ms. Carola Walton, The Reverend Laurie Wurm, Mr. Tom Bisdale, Ms. Mary Sunden, and Ms. Cathie Studwell.

The Board would like to thank John King for all of the support and expertise provided to us.

ALLELUIA RECOMMENDATIONS – 2015 FALL CYCLE GRANTS

AF-2015-01: The Hoboken Shelter , $6,768
AF-2015-02: Senior Resource Center, Chester, $4,167
AF-2015-03: North Porch Women & Infants Centers, $6,768
AF-2015-04: St. Paul's CDC Emergency Men's Shelter, Paterson, $6,768
AF-2015-05: Horizons Newark, $2,945
AF-2015-06: Shepherd's Haven Adult Day Center, Pompton Lakes, $2,952
AF-2015-07: St. Paul's Choir School, $2,084
AF-2015-08: Good Shepherd Home, $5,700
AF-2015-09: Epiphany Church, Orange, Food Pantry, $6,768
AF-2015-10: Pathways to College, $2,000
AF-2015-11: Kakaasi COU Christian Women, $3,550
AF-2015-12: Global AIDS Interfaith Alliance (GAIA), $2,850
AF-2015-13: St. John's Feed the Hungry, $7,363
AF-2015-14: Haven of Hope for Kids, Hope, $3,473
AF-2015-15: St. Paul's Souper Family Café, $3,473
AF-2015-16: Afghan School Project, $2,280
AF-2015-17: St. Stephen's Seniors' Lunch & Movie Project, $1,389
AF-2015-18: United Community Corporation Shelter Program, $6,768
AF-2015-19: Good Shepherd Sustainable Learning, $6,270
AF-2015-20 : Family Promise of Bergen County, $6,768
AF-2015-21: LGBT Rain Foundation, $3,000
AF-2015-22: Interfaith Pantry of the Oranges, $5,640
AF-2015-23: Newark School of Theology, $1,736
AF-2015-24: My Sister's Lighthouse Resource Center, $4,000
AF-2015-25: Our Kids in Kenya (OKIK), no funding
AF-2015-26: Faith, Hope and Love Food Pantry, no funding
AF-2015-27: All Saints Community Service & Development Corp., $5,209
AF-2015-28: St. Peter's Haven, Clifton, $5,556
AF-2015-29: Trinity Church EFM Program, no funding
AF-2015-30: Garden State Episcopal CDC (GSECDC), Jersey City, $6,768
AF-2015-31: The Apostles' House, Newark, $6,768
AF-2015-32: Prison Ministry, Diocese of Newark, $5,974
AF-2015-33: Winter Bag Lunch Program, $2,084
AF-2015-34: Care on the Corner, Hasbrouck Heights, $2084
AF-2015-35: Grace Community Services, $3,473
AF-2015-36: First Friends of New Jersey & New York, $6,823
AF-2015-37: Success for All After School Program, $3,473
AF-2015-38: Homeless Solutions, Inc., $1,736
AF-2015-39: Toni's Kitchen, Montclair, $6,768

AF-2015-40: Christ Church CDC, Hackensack, $6,768
AF-2015-42: Greater Life, Inc., $2,084
AF-2015-43: Newark Shared Ministry, no funding

The domestic funding totaled $150,400.
The international funding totaled $20,650.

THE APOSTLES' HOUSE

For more than 30 years The Apostles' House (TAH) has successfully helped to reduce the number of homeless women and children in Newark by providing a stable, safe, drug-free environment where parents and children receive comprehensive social services to improve their physical, emotional, social and financial quality of life. With an experienced and dedicated staff and strong partnerships with numerous governmental, charitable, religious and corporate organizations, TAH is honored to have assisted thousands of families on the path from homelessness to self-sufficiency. In addition, TAH has been a leader in maintaining family unity and integrity in the greater Newark community by providing early intervention for families identified as "at risk" for having children removed and placed in foster care. Feeding the hungry has also been a long-standing occupation at TAH. Year after year, TAH's Food Pantry provides thousands of bags of groceries to those in need.

The Apostles House Board began to chart a new course in 2014 with a period of discernment and self-study. This resulted in a reorganization of The Apostles House Staff with a concentration on professionalism. In January of 2015 Mrs. Jane Hall, MSW, LCSW joined TAH as Interim Executive Director and has remained. Mrs. Hall and the Board has been able to re-focus TAH with new hires and several graduate students who are working as interns at TAH.
The Apostles House Board engaged the services of several new professionals primarily in the accounting and financial support services with Aurora Not for Profit Solutions. Mrs. Gina Plotino has been retained to assist in funding and new program opportunities for TAH. This has already generated a New Jersey Department of Community Affairs Shelter Support Grant for our building on Avon Avenue for rehabilitation of ten apartments and a new roof in the amount of $267,000.

TAH has and will continue to work with Bishop Beckwith's initiative Newark Covenant Ministries which has brought together House of Prayer; Christ Church Short Hills; St Paul's Chatham; General Seminary and The Diocese of Newark in a meaningful conversation resulting in action programs in our neighborhood and for the city of Newark.

The Board of Directors is pleased to state The Apostles House is re-invigorated and has dedicated course to address poverty and the needs of homeless and working poor of Newark. We are proud of our heritage and grateful to be a partner with The Diocese of Newark.

Respectfully;
Jane Hall, Executive Director; Rev. Erik Soldwedel, President

TAH Board: Mr. Hank Blum, VP; Mrs. Faith Brown; Mrs. Jean Weiner, Secretary; Ms. Jamel Shimpfky; Mrs. Marsha Mackey, Treasurer

ANNUAL REPORT FOR 2015
BISHOP ANAND RESOURCE CENTER

KENNETH DANIEL WILSON ANAND
Bishop of Amritsar 1959 – 1967
Assistant Bishop of Newark 1974 – 1976
"Full of the Holy Spirit and of Faith" – ACTS 11:24

The Bishop Anand Resource Center, located on the first floor of Episcopal House, is a multi-media library for use by the clergy and laity of the Diocese of Newark. The center is committed to having up-to-date resources on the issues affecting our lives and the life of the church. All materials may be borrowed free of charge. The Resource Center is accessible whenever Episcopal House is open and its staff on duty.

The Bishop Anand Resource Center continues to live into the diocesan mission statement "Equipping congregations, empowering people, engaging the world with the hope of justice of Jesus" by improving its function as a library and meeting place.

For example:

- The Resource Center continues to be a place where the laity and clergy of the Diocese come for help finding resources both new and historical.
- In 2015, the Anand Center received donations totaling $1,275 in memory of Bishop Anand's daughter-in-law, Dr. Nazneen Sada Mayadas who passed away on 6/1/15.
- The Anand Center also took in approximately $400 in funds raised from salvage sales of contents cleared from the basement of 31 Mulberry Street. One church's trash is some collector's treasure. Salvage is the new fund (and fun) source!
- During the summer on 2015, 75% of a new renovation of the Center, which included digitizing the collection, was completed. The entire collection of books, hymnals, Bibles and curriculum packages has been scanned and organized on new shelves. The room is opened up for easier access and will eventually take on a secondary function as a first-floor conference room for small meetings. The collection will eventually be available online via the diocesan website, making it conveniently accessible to the entire diocese 24 hours a day, 7 days a week. The digitation and upgrading of the Center continues and is scheduled to be complete by late spring, 2016.
- The manager of the Center is a staff representative of the Liturgy and Music Commission and Namaste.

Respectfully submitted,
Jane Jubilee, Administrative Assistant for Diocesan Services
Bishop Anand Resource Center

THE COMMISSION ON MINISTRY – CONVENTION REPORT ON 2015

The function of the Commission on Ministry is to assist individuals in the discernment of ministry. For some, this might be ordained ministry as a deacon or priest. For others this might mean a deeper commitment to lay ministry. We advise the bishop on the progress of those desiring to pursue ordination and those who have been admitted to the ordination process.

The Committee on the Diaconate

The Committee on the Diaconate continued to assist individuals pursuing the process for ordination to the vocational diaconate.

During 2015, the following individuals were ordained as deacons:

1. The Reverend Kenneth Boccino (June)
2. The Reverend John Van Dine (December)

Postulants (as of December 31, 2015):
1. Mr. Ross Sweetland (St John's Union City/All Saints, Hoboken) (moved to Rhode Island)
2. Ms. Jill Singleton (All Saints Church, Hoboken)
3. Mr. Joseph Boney (Trinity Church, Bayonne)
4. Ms. Nancy Hansen (Church of the Good Shepard, Wantage)

During the year, the Committee said goodbye to Deacon Kathleen Ballard, Ms. Carole Haefele, Deacon Lind Phillips and the Reverend Dr. Michelle White. The Committee would like to thank them wholeheartedly for their service.

Respectfully submitted,

Archdeacon Peter Jackson
Chair, Committee on the Diaconate

The Committee on the Priesthood

This year the Committee on the Priesthood continued its work of guiding individuals through the priestly ordination process. As in the past, this work involves holding several conferences through the year, hosting the Evening of Discernment for anyone in the diocese hearing the call to ordained ministry or to deeper commitment as a layperson.

Postulants (as of December 31, 2015):
Mr. Sylvester Ekunwe (Church of the Epiphany, Orange)
Mr. Michael Muller (St. Peter's Church, Mountain Lakes)
Mr. Leonard Roberts (Christ Church, Bloomfield/Glen Ridge)
Ms. Cathie Studwell (St. John the Divine, Hasbrouck Heights)

Ordained to the Diaconate:
The Rev. Richard Hogue
The Rev. Young Yoon

Ordained to the Priesthood:
The Rev. Joyce McGirr
The Rev. Jerry Racioppi

Respectfully submitted,
The Rev. Thomas Murphy
Chair, Commission on Ministry

Commission on Ministry Members

The Rev. Thomas Murphy, St. Paul's, Jersey City, Chair
The Rev. Peter Jackson, Holy Trinity, West Orange, Committee on the Diaconate
Ms. Sue Morgan and Mr. Burt Rea, Co-chairs, Committee on the Laity

Committee on the Priesthood
The Rev. Thomas Murphy, Chair
The Rev. Peter DeFranco, Conference Chair
The Rev. Joan Conley, Education Chair
Mr. Larry Sunden, Documents Chair

Committee on the Priesthood – Class of 2016
The Rev. Peter DeFranco (1), St. Peter's Church, Clifton
The Rev. Julian Eibin (1), St. John's, Ramsey
The Rev. Thomas Murphy (1), St. Paul's Church, Jersey City
Ms. Jamel Shimpfky (1), Christ Church, Ridgewood
Ms. Anne Yardley (1), St. Peter's Church, Morristown

Committee on the Priesthood – Class of 2017
Ms. Jean Bailey (1), Christ Church, Short Hills
Mr. Mark Harrison (2), Church of the Holy Communion, Norwood
The Rev. Margaret Otterburn (2), Church of the Messiah, Chester
The Rev. Gregory Perez (1), Trinity Church, Bayonne
Mr. Larry Sunden (2), Grace Church, Westwood

Committee on the Priesthood – Class of 2018
The Rev. Dr. J. Brent Bates (1), Grace Church, Newark
The Rev. Ken Boccino (1), St. George's Church, Maplewood
The Rev. Joseph Harmon (1), Church of the Epiphany, Orange
Mrs. Lorita Jackson (2), St. John's Church, Montclair
Mr. Joe LaVela (1), St. Paul's, Chatham

Ms. Baya Kallstrom (1), Grace Church Van Vorst, Jersey City

Committee on the Priesthood – Class of 2019

The Rev. Susan Chrystal (1), St. George's Church, Maplewood
The Rev. Joan Conley (2), St. Elizabeth's Church, Ridgewood
Ms. Patricia Vine (2), St. Michael's Church, Wayne
Ms. Dorise Wigfall, Trinity and St. Philip's Cathedral, Newark

Committee on the Diaconate – Class of 2016

Ms. Francina de Shong, St. Stephen's Church, Millburn
Mr. Walter Brown, Church of the Incarnation, Jersey City
The Ven. Peter Jackson, Holy Trinity Church, West Orange
The Rev. Diane Rhodes, St. Andrew's, Harrington Park
The Rev. Erik Soldwedel, Christ Church, Harrison

Committee on the Diaconate – Class of 2017

The Rev. Barbara Harrison, St. Alban's Church, Oakland/Franklin Lakes

Committee on the Diaconate – Class of 2018

The Rev. Lloyd Batson, House of Prayer, Newark
Mr. Louis Knaub, Christ Church, Hackensack
The Rev. Joanne O'Neil, St. Paul's Church, Englewood
The Rev. Archie Palmer, Church of the Annunciation, Oradell
The Rev. Briggett Keith, Holy Trinity, Hillsdale

COMMUNICATIONS REPORT

Improvements and additions to diocesan communications

At the beginning of the year, **electronic giving** through Vanco was added to the diocesan website and used for both online donations and event registrations payments.

A **Communications Review** was held in July. Moderated by Pat Yankus, ten clergy and lay members of the diocese joined the diocesan Technology Committee and several diocesan staff members in evaluating the diocesan website, e-newsletters and social media. Several of their suggestions have already been implemented, and more will be when the **diocesan website** (dioceseofnewark.org), launched in September 2011 in Drupal 6, is upgraded to Drupal 7.

In an attempt to improve performance and reduce issues for subscribers using AOL.com or ATT.net emails, during the summer the **diocesan listservs** were moved to a new host with upgraded software. As part of this migration, listservs no longer in use were identified and deleted after archiving, reducing the total number of diocesan listservs from over 80 to 55.

In Advent the **daily email meditations** resumed, produced by the Empowering People Action Team of Diocesan Council with support from the Communications Office, which provided a **new meditations blog** and assistance with Constant Contact. The meditation subscribers were moved to the diocesan Constant Contact account, realizing a cost savings for the diocese by closing the separate meditations account. By the end of Advent there were 717 subscribers to the meditation emails. The meditations are planned to continue in Lent 2016.

Support continues for congregations' communications efforts

The **Church Website Project** (dioceseofnewark.org/church-website-project) is providing websites for 15 churches, with four more sites in development. Its shared Drupal 7 codebase was upgraded with a mobile-friendly theme, so that **all CWP websites are now mobile-friendly**.

The ***Geeks for God* blog** (dioceseofnewark.org/geeks) continued for a second year with members of the diocesan Technology Committee taking turns to produce a total of 20 posts covering topics such as websites, social media, e-newsletters, writing, photography and photo

editing, and all kinds of issues pertaining to electronic communications. One blog post, "Ignore these details and you might lose your church's website," was reprinted by ECF's *Vital Practices*.

The diocesan Technology Committee has continued to provide **free consulting services** to churches on issues around websites, e-newsletters and social media, and to present workshops on these topics at Vestry University.
As always, many thanks to the members of the diocesan Technology Committee, which includes diocesan staff member Randy Johnson and volunteers Jan Paxton, John Rollins, Steven Boston, Ken Boccino and Cliff Cernek, for their invaluable work on these projects.

Diocesan communications efforts: General Convention, Bishop, media relations
A major communications effort in 2015 was **coverage of the 78th General Convention in Salt Lake City** (dioceseofnewark.org/GC2015).

The Communications Office continued to provide **support for Bishop Mark Beckwith's communications efforts**, which included successfully pitching two op-eds to the *Star-Ledger* ("N.J. legislators must act to take guns away from domestic abusers," May 30; "Banding together to combat gun violence, December 12"). Additional support for the Bishop's communications include his blog (dioceseofnewark.org/bishops-blog); Ashes to Go; and three "Blessings to Go" in the spring, on the anniversary of 9/11 and before Thanksgiving.

Media relations work included obtaining coverage of Ashes to Go in February; the Jersey City Stations of the Cross at sites of violence in April; and the Cathedral's "Memorials to the Lost" gun violence prevention service in December. Media relations work was also required for negative media coverage of the closing of the food pantry in the former St. Barnabas', Newark.
Diocesan e-newsletters and social media continue steady subscriber growth
***The VOICE Online* and *Leadership News* e-newsletters** (dioceseofnewark.org/e-news) both continued biweekly publication throughout 2015. Subscribers to *The VOICE Online* increased to 2017; subscribers to the Leadership News increased to 1420.

Followers of diocesan social media continued to increase steadily. As of this writing, the **diocesan Facebook page** (facebook.com/dionewark) has 1138 followers; the **diocesan Twitter feed** (twitter.com/dionewark) has 1524 followers.

Technology Report

Staff computers and servers undergo minimal upgrades during a "rest" year
After completing a three-year cycle of upgrading staff computers in 2014, and upgrading the server in 2014, no major computer hardware updates were planned for 2015. However, to meet Noel Garcia's increased needs, his desktop computer was replaced late in 2015, a few months ahead of its scheduled early 2016 replacement. Among its features are dual monitors.

New 24" flat-screen monitors were purchased on sale for five other staff members as well.
A new three-year cycle of desktop computers and laptop upgrades will begin in 2016, which will include the other two members of the finance department as well as two other staff members.
During the summer the server room was completely cleaned and reorganized, and much outdated equipment was recycled.

Internet access undergoes major upgrade
As planned, Episcopal House's **internet access speed was increased nearly 10-fold** by changing to a new vendor, Windstream, which is capable of providing fiber access – a difficult thing to find affordably in downtown Newark, where Verizon FiOS is not available. Previously, Episcopal House's internet access had been a painfully slow 1.5 Mbps.

To manage costs, Episcopal House joined with one of our tenants, the Victoria Foundation, to share 20 Mbps of network bandwidth proportionally – 2/3 for Episcopal House and 1.3 for the Victoria Foundation.

Phone system reviewed and upgraded
Episcopal House's phone system was also switched to Windstream. In the process, a full review of the phone system was accomplished, resulting in cost savings by eliminating lines that are no longer needed. At the same time, the computer which manages the phone system – an ancient desktop PC running Windows XP – was replaced with Noel Garcia's old PC, purchased in 2011, after it had been fully refurbished.

Nina Nicholson
Director of Communications & Technology

CROSS ROADS CAMP AND RETREAT CENTER, 2015 REPORT

Highlights of the Year

A Joint Partnership with the New Jersey Synod of the Evangelical Lutheran Church of America (ELCA) and the Episcopal Diocese of Newark: The mission at Cross Roads Camp and Retreat Center is, 'Joyfully experiencing God and Creation through faith, fellowship and fun.'

Paul Robeson Recreation Center

It was thrilling to watch the progress of the renovation of the recreation center. While there are still some "around the edges" touch-ups to do, having an indoor area for recreation enhances all of the on-going year-round programs. (Just ask those who attended the 1st Annual Volleyball Marathon!)

Staff

We welcomed a new part time Program Director, bookkeeper and a camp assistant to support the full time staff. This has given the Executive Director some relief from day-to-day tasks allowing him to continue to promote the Camp to churches throughout the state.

Board

The by-laws require that the board consist of eight Episcopalians from the Diocese of Newark and eight Lutherans from the NJ Synod. As of today, we are short one Episcopal board member.

Retreats

The launch of the "Wednesday Away" program has provided rectors, pastors and lay leaders with a respite from the weekly routine and an opportunity to reflect on their calling to serve God in their parishes. The Women's Retreat in October was overflowing with a sell-out crowd as women from throughout New Jersey reflected on "Walking in the Darkness" – this retreat is quickly becoming a "first come, first serve" event (and it's not too early to register for the 2016 retreat!)

Summer camp

The number of campers was down this year while competing with the ELCA Youth Assembly, but still reflects a growth from prior years. We celebrate that our summer camp staff grow in spiritual maturity reflecting that the experience of caring for campers is more than just being a counselor. These summer staff continue their journey while attending seminary, studying Christian education or pursuing other careers in which they are called to serve God.

This report is a small sampling of the year. Please explore what Cross Roads has to offer you and your congregations by visiting our table and talking with staff or a board member. Or visit the recently upgraded website: www.crossroadsretreat.com.

Respectfully,
Rebecca Nichols, Acting Board Chair
Board members: Shannon Bumgarner, Shawn Carty, Vice-Chair, Jessica Clarke, Mary Davis, Glen Denys, Patrice Henderson, Rob Jakubowski, Treasurer, Sandra Johnson, John King, Tom Kull, Megan Lawrence, John Mack, Carl Malmstrom, Rebecca Nichols, Chair, Bernie Poppe, The Rt. Rev. Mark Beckwith, Bishop of Newark, The Rt. Rev. Tracie Bartholomew, Bishop NJ Synod ELCA

Staff: Anthony Briggs, Executive Director, Kevin O'Brien, Assistant Director, Kathryn Schaefer, Program Director, Kathy Felch, Office Manager, Michael Bartz, Marketing, Joe Marra, Maintenance Director, Zac Chase, Camp Assistant, Priscilla O'Brien, Administrative Assistant, Annie Pike, Bookkeeper

DIOCESAN COUNCIL REPORT FOR 2015

Equipping Congregations, Empowering People, and Engaging the World

…with the hope and justice of Jesus.

The Diocesan Council continued its work in a variety of ministry areas with energy and enthusiasm. The Council takes seriously its canonical responsibilities for long-range planning, determining program priorities and reviewing and evaluating the programs approved by the Convention. Much of its work is grounded in that intentionality and the mission statement of the diocese.

The Diocesan Council met in the months of January, February, March, April, May, June, September, October, November and December in 2015. In addition to the meetings held at St. Agnes' Church in Little Falls (to which the Council is grateful for its continuing hospitality) the Council met at St. Paul's Church, Montvale; Nutley Episcopal Senior Manor, Nutley; Our Savior, Denville; and St. Paul's Church, Englewood.

Diocesan Council members in 2015 were:

Elected by Districts
The Rev. Michael Allen, Trinity Episcopal Church, Allendale; The Rev. William Allport, St. Paul's, Englewood; The Rev. Sheelagh Clarke, St. Stephen's, Millburn; The Rev. Kevin PJ Coffey, Church of the Atonement, Fair Lawn; Ms. Deborah Cook, Grace Church, Nutley; The Rev. Chuck Hatfield, St. Peter's, Mountain Lakes; Dr. Roxanne Johnson, Incarnation, Jersey City; Ms. Lorraine Jones, Epiphany, Orange; Mr. George Kooney, Trinity Church, Cliffside Park; Ms. Dunstanette Macauley, House of Prayer, Newark; Ms. Sue Morgan, All Saints', Glen Rock; The Rev. Margaret Otterburn, Messiah, Chester; Ms. Laurie Piccirillo, St. Dunstan's, Succasunna; Ms. Elizabeth Rude, Good Shepherd, Wantage; Ms. Mary Sunden, Grace, Westwood; The Rev. William Thiele, St. John's, Passaic; The Rev. Diana Wilcox, Christ Church, Bloomfield & Glen Ridge.

Bishop's Appointments
Mr. Bob Bogert, St. Paul's, Montvale; The Rev. Rosa Brown, St. Paul's , Paterson; The Rev. Timothy Carr, St. John's, Boonton; The Rev. Deborah Drake, St. Agnes', Little Falls; Ms. Janelle Grant, St. Paul's, Paterson

Officers
The Rt. Rev. Mark M. Beckwith, *President*; the Rev. Diana L. Wilcox, Vice-President, Mr. Paul Shackford, *Treasurer*; *Mr. John A. King, Secretary*

Diocesan Program Staff/Liaisons to Council Action Teams
The Rev. Ginny Dinsmore; The Rev. Canon Greg Jacobs; Ms. Kay Lark; Ms. Nina Nicholson; Ms. Suzanne Willian

Chancellor
Diane Sammons, Esq., *Chancellor*

An overview of the work of Diocesan Council in 2015 is provided below. Full minutes from the monthly meetings are available on the diocesan website at: http://www.dioceseofnewark.org/council
Council accomplishments and actions during the year included, but were not limited to:

- The Finance and Budget Committee of Diocesan Council met during the year and recommended a balanced budget for 2016. The committee hosted a budget review forum in October 2015. The full council adopted the diocesan budget for recommendation to the 142nd Annual Diocesan Convention.
- Reviewed and approved the recommended 2016 health plans coming from the Bishop's Advisory Committee for Human Resources.
- Ratified grant recommendations from the ACTS/VIM Board, the Alleluia Fund Committee, the Marge Christie Congregational Growth and Vitality Fund, the Ward J. Herbert Fund Board, loans from the Episcopal Capital Loan Fund (ECLF), and Jersey City Area Ministry (JCAM) grants.
- Ratified the scholarships and grants awarded by the Oasis Commission.
- Elected trustees to the boards of Rutherford Senior Manor, Nutley Senior Manor and Hillsdale House, Episcopal Community Development Corporation, and Cross Roads Camp & Retreat Center.
- Designated Newark ACTS and the Episcopal Relief & Development (in celebration of their 75th anniversary) as recipients of the 2016 convention worship offering.

Council members are assigned to one of three "Action Teams" reflecting the three dimensions of the mission statement: *Equipping Congregations, Empowering People,* and *Engaging the World*. Their purposes are:

EQUIPPING TEAM - "To creatively develop, discover and implement ways to support our congregations by providing training, partners in mission, and financial resources necessary to *EQUIP* and advance their unique ministries and God's mission."
EMPOWERING TEAM - "To creatively develop or discover resources that will spiritually *EMPOWER* individuals and congregations to fully live out their mission and calling within and outside of the Diocese of Newark."
ENGAGING TEAM - "To creatively develop or discover resources that equip and empower individuals and congregations to *ENGAGE* the world around them and beyond with the hope and justice of Jesus."

The teams are also aligned with the three major funding sources: *Equipping* – Ward J. Herbert Fund Board; *Empowering* – Marge Christie Congregational Vitality Fund Board; and, *Engaging* – ACTS/VIM Board; and in 2015 the teams continued to review and recommend the funding for the larger council approval.

Each team had two co-conveners who were also members of the Steering Committee, which oversees the work of Council. The Steering Committee, in consultation with the Bishop's staff, prepare the agendas for Council meetings. The Steering Committee members were: The Rev. Diana Wilcox and Dr. Roxanne Johnson for Equipping; Mr. Robert Bogert and The Rev. Sheelagh Clarke for Empowering; and The Rev. Chuck Hatfield and Ms. Mary Sunden for Engaging. Members of the diocesan staff, who serve as liaisons and resources for the Council, also assisted the action teams. Council is grateful for all the great work the staff has done this past year.

During the year, the action teams establish goals, and review progress against them. The action teams look to continue building on the successes of small teams focusing and collaborating on specific issues in 2016. It has proven over the course of the past few years to be a successful model, and teams have learned that not every season will be time of firing on all cylinders, some years create larger successes as a group than others, but the overall effect is one of making a difference in the programs and ministries of the Diocese.

A brief report of the work of each of the teams is provided below:

The Empowering Action Team began the year by sponsoring a convention workshop about Cross Roads Retreat and Conference Center, focusing on the ongoing relationship with Cross Roads and our diocese. Continuing its mission to empower the ministry of the laity, the team sponsored a summer workshop, *Liturgy, the Work of the People*, highlighting lay participation in ministry. The Rev. Audrey Hasselbrook, chair of the Commission on Liturgy and Music, led the workshop. The team also published on-line meditations for Advent, providing readings and commentary that were well received. Heading into 2016, the team is planning for convention, continuing the Lent and Advent meditations, and hosting a summer workshop, *Finding God in the Spaces/Finding Space for God*.

The Engaging Action Team continued resourcing congregations to engage in the world with a sponsored convention workshop on *Faith and Mental Health*, describing a successful model of a mental health agency for congregations. The model provides ways in which a faith community can work toward assisting those who are faced with mental health challenges. The team also worked to reduce the stigma associated with mental illness by raising awareness to the disease, and working to create a culture wherein individuals with mental illness feel supported by their community and feel free to seek treatment without fear of stigma. In 2015, the Lutheran Office of Governmental Ministry became a shared ministry between the New Jersey Lutheran Synod, the Episcopal Diocese of New Jersey, and the Episcopal Diocese of Newark. The overarching goal of the new entity, LEAMNJ, is to serve as a powerful public witness of faith through advocacy. The team worked to establish a relationship between the diocese and the Lutheran Episcopal Advocacy Ministry in NJ, and its director, the Rev. Sara Lilja. The team also produced for the diocesan website "Grace Quest," stories from laypeople engaged in their communities.

The Equipping Action Team worked with the Jersey City Area Ministry (JCAM) congregations' funding requests, meeting with representatives from the churches and reviewing program financing plans. The team brought resolution to the District 10 allocation of $40,000, originally earmarked for a Latino/Hispanic Ministries program that was planned to begin in 2010. This allocation was part of a three-part plan put forward by District 10 in accordance with the Policy for the Distribution of Proceeds from the Sale of Diocesan-Owned Property and Closed Churches. The part of the plan for the Hispanic/Latino ministries was not implemented. The team recommended, and the Council agreed, that the funds be reallocated, and in the spirit of the original District 10 plan, to earmark the funds for the Hispanic/Latino Ministries of the Diocese. Specifically, the funds would be used for the purpose of hiring a Diocesan Hispanic/Latino missioner, whose work would include assisting in the planning, creation, and expansion of Hispanic/Latino ministries throughout the Diocese. Discussion continues on the process for distributing and monitoring district funds in the asset distribution policy. The team also planned and hosted another successful Vestry University, offering two dozen workshops for the more than 150 attendees.

As always, we pray that our work on Diocesan Council may be guided by the Holy Spirit, that we might help to empower, equip, and engage our congregations to continue to be the body of Christ in the world – joining in the work that God is already doing in our churches, our neighborhoods, and around the world.
Respectfully Submitted,

The Rev. Diana L. Wilcox
Vice-President

THE DIOCESAN INVESTMENT TRUST FOR THE EPISCOPAL DIOCESE OF NEWARK
REPORT TO THE 142nd CONVENTION, JANUARY 2016

The Diocesan Investment Trust (DIT) manages the investments of the Diocese, congregations within the Diocese that have placed funds within the DIT for investment purposes, and certain clergy housing equity accounts. As of November 2015, the DIT had just over $53 million under management, consisting of approximately 175 accounts. The DIT manages the accounts through a sub-advisor, TIAA-CREF. Due to the aggregate size of our accounts, the fees to our investors are very competitive at the rate of 57 basis points.

TIAA-CREF is a global asset manager with over $630 million in assets under management. It was founded in 1918 by Andrew Carnegie as the Teachers Insurance Annuity Association. Its mission was to provide retirement investment programs to educators. Today TIAA-CREF has customer base of institutions as well as individuals and provides investment management services in traditional as well as alternative asset classes.

The DIT's investment strategy is to invest in a diversified portfolio consisting of 13 equity and fixed income mutual funds. The DIT does not invest directly in individual stocks and bonds. Approximately 71% of the portfolio is invested in equity funds, with the balance in fixed income funds. There are five fund groupings designed to provide varying degrees of risk and reward potential to fit the investment profiles of our customer base. The DIT groups of Funds offered to investors are: the Equity Fund, which invests 100% in equity mutual funds; the Growth Fund which has invested 74% of its capital in equity funds and 26% in fixed income mutual funds; the Fixed Income Fund which consist of 100% bond mutual funds; the Income and Growth Fund which contains 45% in equities and 55% in bonds; and finally the Balanced Fund, which is 53% equities and 47% bonds.

The Trustees of the Diocese are the DIT's largest investors with just under $31 million in the DIT Fund. Congregations that have funds invested in the DIT comprise the next largest group of investors. Each investor determines how they want their capital allocated among the various groupings of mutual funds. Throughout the year, the DIT has met with congregations that have funds invested in the DIT or that are considering an investment in the DIT.

The investment return of the composite of the entire DIT portfolio on a year-to-date basis through November 30, 2015 was a gain of 0.99%, which was slightly better than the benchmark index, which was up 0.82%. In the aggregate, the year-to-date November 30, 2015 bond funds were up 1.27% (compared with the benchmark of 0.56%), while the equity funds were up 0.92% (compared with the benchmark of 1.15%).

The current members of the DIT are as follows:

Officers:
President: The Rt. Rev. Mark Beckwith, *Ex-Officio*
Vice President: Howard Mackey
Secretary: Paul Shackford, Diocesan Chief Financial Officer

Trustees: The Rev. Lauren Ackland, Mr. Frank Failla, Ms. Sandra Johnson, Mr. John Morris, Mr. Don Nagle

Respectfully Submitted by, Howard Mackey, Vice President
January 2016

DIOCESAN ECUMENICAL & INTERRELIGIOUS OFFICER (DEIO)
ECUMENICAL & INTERRELIGIOUS COMMISSION (EIC)

2015 Annual Report

Our Mission is to represent the Bishop of Newark, and our Diocese in ecumenical and interreligious dialogue and relationships. Both the DEIO and the EIC are appointed by the Bishop, who is always understood to be the Ecumenical Officer of a Diocese.

Of course, much ecumenical and interfaith ministry is done locally by you - the dedicated clergy and lay leaders of our diocese. You are the ones who determine "on the ground" how best to share in dialogue, ministry and action with faithful people of various traditions and religions. It is our work to discern, under the direction of the Bishop, those more formal dialogues, programs and relationships in which we are called to represent the Episcopal Church, the Anglican tradition and the Christian faith.

During 2015, the DEIO and the EIC participated in the following activities:

- Hosted ecumenical representatives at **Diocesan Convention** in January 2015
- Continued our participation in the **North Jersey Christian-Muslim Project** with two adult forums and one youth forum each year. Our spring forum was held in March. Our fall forum on "Abraham, Ancestor in Faith" – our first trialogue with a Jewish presenter - has been postponed to ***February 24, 2016*** in Paterson. All are welcome and encouraged to attend.

- Resumed our Anglican/Episcopal-Roman Catholic relationship with annual **ARC-Newark Dialogues.** We began with a "getting to know you" and discussion of our two new global leaders, Justin and Francis, at a gathering at the Rectory in Tenafly in June 2014. We then held our first formal dialogue in several years at **All Saints' Episcopal Church in Leonia on June 11, 2015.** (Postponed from March due to snow.) The Rev. Dr. Maylin Biggadike of our commission was the Episcopal presenter on the latest ARC-USA document on moral discernment. The dialogue provoked a very rich and challenging discussion.
- The DEIO attended in April the annual meeting of the **Episcopal Diocesan Ecumenical Officers** and the **National Workshop on Christian Unity** held in Charlotte, NC
- Held an **Episcopal-Methodist Theology Day** at Drew Theological School in September. (Postponed from March due to snow.) This day provided an opportunity for Methodists and Episcopalians to present and discuss on "A Theological Foundation for Full Communion" between ECUSA and the UMC. The Rev. Canon Jay Gordon (NY Diocese) presented for the Episcopalians, providing a cogent theological analysis of the challenges that still exist in our understandings of Holy Baptism, the Real Presence in the Eucharist, and the Episcopate. Bishop Mark Beckwith preached at a joyful service (according to the Interim guidelines for shared Eucharist) in the Seminary Chapel, and DTS Dean Javier Viera was the Celebrant.
- **Met as a commission** to plan the special events above
- **Assisted the Bishop** as requested

In 2016 we hope to continue to build on this foundation by:

- hosting one North Jersey Christian-Muslim Project in an Episcopal setting
- contining to host an annual ARC-Newark dialogue with our Roman Catholic colleagues
- recruiting additional lay members for the Bishop's appointment to the Commission

Respectfully submitted,

The Rev'd Lynne Bleich Weber, DEIO

Commission members: The Rev'd Michael Allen, the Rev'd Maylin Biggadike, Br. Robert Hagler, the Rev'd Rose Hassan, Ms. Angie Rispoli, the Rev'd Willie Schutze, the Rev'd Dean Weber, the Rev'd Diana Wilcox

EDUCATION TRANSFORMATION MINITRY (E*F*M):
EDUCATION, SUPPORT, AND TRAINING FOR LIVING INTO YOUR CHRISTIAN VOCATION

The Education tranFormation Ministry program strives to prepare all the Baptized for informed, compassionate, & justice-creating Ministry in the Diocese of Newark. During past year eight (8) seminar groups gathered together with 12 Mentors and Co-Mentors. Over 50 participants from all over our Diocese have met on a weekly basis to study scripture, church history and traditions, to engage in theological reflection, and to explore the significance of these teachings in our individual and collective lives.

This year we have 4 new EfM fellowships forming around the Diocese. And yet there are still areas (only 1 group is barely north of I-80 and only one east of NJ-21) and ethnicities (most groups are largely Anglo; one is Hispanic members) that in spite of years of trying we haven't yet been able to serve.

In the early Church, Baptism was a conscious choice made by adults who lived the Faith in a significant way. But when Christianity became the official religion of the Roman empire, the Church gained thousands of new members but lost the tradition of an equal and committed fellowship in favor of highly educated clergy serving members who we spectators at the liturgy and in ministry. The Dream of the Reformation was to make every Baptized person a minister again. Today, we often abjure our parishioners to read the Bible and discern God at work in the world about us, but do we help them make it through the wilderness of Leviticus? How many parishes have the time and/or resources to prepare their laity to attempt meditation or to encourage learned discussion about the presence of God in daily life?

E*f*M provides the support, community, and tools for Christians like you and me to more fully appreciate and understand the Biblical Epic of Salvation, to discern the living God in fellowship and conversation, and to discover who God made us to be and why we're in the world in this time and place.

In the Diocese of Newark, E*f*M supports and supplements the work of our many faithful congregations. It's a blessing for priests to look out and see people understanding the lectionary readings and their. It's encouraging for deacons to find members of their congregations equipped and eager to bring Christ to the poor and oppressed. Vestries will be delighted to have members who can think theologically congregational issues. Church School teachers gain knowledge and confidence to better inform the children who represent our future. Currently, we have over 300 E*f*M trained ministers (both lay & ordained) serving throughout our Diocese. The Diocese enjoys

this benefit in large part because we budgeted a modest $1500.00 to EfM this past year, which covered all of the following: 1) prepare & maintain the training of 12 mentors; 2) support the work of a Coordinators, and 3) provide scholarships and reduced tuitions for over 50 current students.

Our support of EfM has enabled us to join cutting edge Dioceses like Northern Michigan and Alaska, dioceses that have chosen to explore new models and methods of ministry in a changing world. To train disciples needed to transform a world of greed, arrogance, & fear to the Reign of Justice, Mercy, and Fidelity.

The Rev'd Mark Waldon, Diocesan EfM Coordinator– teach.efm@me.com or go to our new Diocesan Website for information, locations, and meeting times - http://efm.dioceseofnewark.org/

The Rev'd Mark Waldon 12-22-14

THE EPISCOPAL DIOCESE OF NEWARK
FUND DEVELOPMENT COMMITTEE
Report to the 142nd Annual Convention of the Episcopal Diocese of Newark
January 29-30, 2016

Mission Statement: To claim God's abundance by discovering and gathering resources to equip congregations, empower people and engage the world.

The Fund Development Committee serves as a resource to the Bishop, the Advisor to the Bishop for Development and to the congregations and people of the Diocese. We are organized around three principal areas of activity, all designed to encourage avenues of generosity for the support of our local congregations and the wider community:

- **Stewardship Support**
  Via workshops and individual engagement, we assist congregational leaders in annual stewardship, e-Giving, planned giving, and reference sharing for extraordinary efforts such as capital campaigns. We maintain a resource page on the Diocesan website which provides connection to The Episcopal Church Foundation, The Episcopal Network for Stewardship (TENS), The Episcopal Church and development professionals in other dioceses.
- **Annual Diocesan Funding**
  The Alleluia Fund and the Bishop's Church Emergency Fund: Beyond funding through the Diocesan budget and capital funds, both of these causes receive contributions from individual congregations and a growing number of households in the Diocese.
- **Major Gifts**
  Principally focused on projects which may be beyond the scope of the regular operating budget, we endeavor to develop support for important projects of innovation and leadership undertaken by the Bishop.

Principal achievements of 2015 include:

- **E-giving**

  At the 2015 Annual Diocesan Convention, diocesan CFO Paul Shackford announced that an ad hoc committee, chaired by Trustee and Fund Development Committee member Dan Austin of St. George's in Maplewood, had concluded its research into efficient and cost-effective ways that congregations can electronically accept pledge and other donations. Based on a comprehensive review of a number of vendors, the committee recommended Vanco Payment Solutions.

  Information sessions on electronic giving and the Vanco alternative were offered at the 2015 convention, April Stewardship Workshop, and October Vestry University.

  The diocesan staff and approximately 35 of our congregations are now using the Vanco system.
- **Stewardship Workshop**

  On Saturday, April 18, 2015, nearly 50 people from 24 congregations in the diocese gathered to talk about Year-Round Stewardship and to share their experiences. Among those who attended were current and former stewardship chairs, vestry members, clergy, and others.
- **Vestry University**

The Fund Development Committee offered two workshops at Vestry University. The first, Generational Stewardship, offered attendees the opportunity to learn about the unique sensitivities and behavioral trends of different generational groups. The second reviewed the benefits of e-giving and some of our congregations' early experiences with the diocese's recommended vendor, Vanco Payment Solutions.

- **Annual Diocesan Funding and Major Gifts**
  The Fund Development Committee's work in 2015 resulted in over $200,000 in grants and gifts to our diocese; slightly over $120,000 for the Alleluia Fund, nearly $20,000 for the Bishop's Church Emergency Fund, other donations totaling $28,000, and a $40,000 grant award. These monies support outreach ministries, church buildings, and our diocese's innovative work on joining God in our neighborhoods.

Members of the Committee include:

The Right Reverend Mark Beckwith, Bishop of Newark, The Reverend Canon Matthew T.L. Corkern, Calvary, Summit, Dan Austin, St. George's, Maplewood, David Farrand, Chair, Calvary, Summit, Patrice Henderson, St. Andrew & Holy Communion, South Orange, Cynthia McChesney, Christ Church, Short Hills, Sarah Rosen, Christ Church, Short Hills,
Paul Shackford, St. Andrew's, Harrington Park, Suzanne Willian, Advisor to the Bishop for Development, Christ Church, Short Hills, and Patricia Yankus, St. Paul's, Paterson

Respectfully submitted, David Farrand, Chair

GARDEN STATE EPISCOPAL COMMUNITY DEVELOPMENT CORPORATION

Our mission is to create healthy neighborhoods through neighborhood development initiatives that cultivate the resources of residents, businesses, government, and the faith-based community of serving those most vulnerable in our society."

2015 ANNUAL REPORT

This past year Garden State Episcopal Community Development Corporation (GSECDC) has made great strides in working towards ending homelessness in Hudson County. Our Homeless Coordinated Entry Program that is the first point of entry for all homeless individuals and families in Hudson County was inaugurated in February of 2014. It is a unique and evidence based program designed to effectively provide comprehensive service to homeless individuals and families. It reflects a growing practice nationwide to address the seemingly intractable problems of homelessness. This program includes a Homeless Drop-in Center which provides food, clothing, group work socialization, peer support, haircuts, nursing services and seamless access to Veterans Services, Welfare and Mental Health services. This past year, the Coordinated Entry program has served over 800 households.
We also implemented a homeless street outreach program in November 2014 to target the chronically homeless and connect them with emergency shelter – an important first step towards permanent housing. Since then, the Outreach team has engaged over 500 new homeless individuals with 90% accessing emergency shelter and services.

In 2013, GSECDC acquired PERC Shelter in Union City, solidifying our holistic approach to ending homelessness, from the street to securing permanent housing. PERC has 40 emergency shelter beds; an Over Flow program that operates in the shelter cafeteria, where only chairs are available for people up to 80 homeless individuals can sleep, and has the only emergency family shelter unit in Hudson County that serves a two parent family with up to four children. PERC was awarded funding to convert its thrift shop into a 2nd emergency family shelter unit which will be completed in 2016. In April 2015, PERC Shelter's Over Flow program expanded its hours, opening up at 3 in the afternoon to provide access to the shower facilities. And most recently, on October 15th this year, PERC was approved to expand its emergency shelter services to the 2nd floor of the facility to provide an additional 25 shelter beds.

In November, GSECDC was awarded funding from the Township of Weehawken and Hudson County Homeless Trust funds to expand our Coordinated Entry Program to the PERC Shelter facility during the day that will improve consumer access to services in the North Hudson area. This new expansion will be fully operational the end of January this year.

GSECDC's Division of Housing & Community Development works diligently to increase the availability of affordable housing - which is the main barrier to ending homelessness in Hudson County. To date, GSECDC has developed 240 units of affordable and supportive housing with an additional 75 units in the pipe line to be completed over the next two years. One of the projects is to convert St. John's in Union City to 13 units of permanent supportive housing for the chronically homeless which we anticipate to be completed in 2016.

HEATH VILLAGE REPORT
2016 DIOCESAN CONVENTION

A non-profit subsidiary of **Heath Alliance for Care, Inc., Heath Village** is a full-service retirement community with no life care fees. The second oldest retirement community in the state of New Jersey, Heath Village has been providing seniors with superior retirement living for 50 years. The multi-level care community offers independent living options in cottages, studios, one and two bedroom apartments and hotel-style studio units. The 40-bed residential health care center, **Mayflower House,** offers both private and semi-private rooms in a warm and gracious living environment. **The Clarence W. Sickles Health Care Center** is a New Jersey state-licensed, 99 bed facility offering comprehensive and professional nursing services for both temporary and extended stays. It also offers a broad spectrum of on-site rehabilitation therapy services. Quality of care remains our top priority and Heath Village is proud of our Health Care Center's five-star rating with Medicare.

Heath Village is pleased with the accomplishments made during 2014 and 2015. During this period, it underwent an expansive renovation that included the addition of three new dining venues, a spacious great room, family friendly game and media room, and a beautiful patio and courtyard. In addition, our apartments continue to be updated, renovated and expanded as opportunities present themselves.

Heath House continues to be the center of most of the activities, especially during the winter months. The lobby, multiple game rooms, fitness center, bank, library, chapel, computer center, art studio, auditorium and dining areas offer residents a variety of venues to pursue their interests or to just socialize.

The Residents' Council is an active group of nine elected individuals who represent the population and act as liaisons between residents and administration. They encourage residents to get involved in the more than 30 groups/organizations that function in the Community and to offer new ideas and suggestions that would enhance life at Heath Village.

For additional information or for a tour of the facility, please call the Housing Services Department at **908-684-5009**, or visit our web site at **www.heathvillage.com.** You may also follow us on Facebook at **www.facebook.com/heathvillage**.

Heath Alliance for Care, Inc. also operates **Canterbury Village**, a thriving assisted living community conveniently located in the heart of West Orange, NJ. To obtain more information about Canterbury or to schedule a visit, please call 973-736-1194.

The Heath Alliance for Care family – Heath Village and Canterbury Village - is dedicated to providing seniors with a full range of care, services and opportunities in a secure, dignified, spiritually fulfilling and stimulating environment. We look forward to an excellent year in 2016.

REPORT ON THE COMMISSION ON HISPANIC / LATINO MINISTRY OF THE DIOCESE OF NEWARK FOR 2015

The Commission on Hispanic / Latino Ministry continues to work in attracting Hispanics into the Episcopal Church at the Diocese of Newark.

This year we offered a teaching on the theme: Ministering Children in the Episcopal Church during our Hispanic Heritage Celebration at Holy Trinity West Orange.

Dr. Edwin Acevedo talked to the parents of the children as to how to engage them to get involved in Church activities and encouraged parents and children on the habit of reading.

Andrew Zhang and Mike Flynn made a presentation on popular Hispanic / Latino Cánticos and about the diverse types of rhythms that are played at Spanish services.

Kaileen Alston, Director of Youth and Young Adults Ministry, made a presentation as to how to work with young adults. Many children and young adults were present at the teaching session. In addition, we had the pastoral visit of Bishop Mark Beckwith.

The Commission was been engaged in conversations with the Diocesan Council and the Equipping Team Committee working on a proposal for a Hispanic / Latino Missioner, and in drafting a job description for such position for. Recently, the Diocese of Newark made public the position for the hiring of a Hispanic / Latino Missioner. We are very happy for such possibility of having a dedicated person who could motivate and work in attracting Hispanics / Latinos into the Episcopal Church in our diocese.

Spanish services are being offered at this time at St. Paul's Paterson, Grace Church Jersey City, and Holy Trinity West Orange. A bilingual (English / Spanish) service is offered at St. John's Dover.

The Commission on Hispanic / Latino Ministry is very excited with the progress that has been made and will continue to support in the efforts to attract and retain Hispanics / Latinos in our diocese.

Commission Members: Ana Hernández, Migdalia Santana, Leonor Molina-Hernández, Norman Espinoza, Edwin Acevedo, Armantina Peláez, Nelson Díaz, The Rev. Rubén Jurado, The Rev. Susan Sica

Respectfully Submitted,

The Rev. Rosa M. Brown
The Rev. Miguel Hernández

HOUSE OF THE GOOD SHEPHERD

2015 was The House of the Good Shepherd's 133rd year of service to the Episcopal and general communities. For 49 of these years, the House has been located in Hackettstown primarily serving the counties of Warren, Sussex, and Morris.

Our independent housing consists of 48 units. Applicants may choose from one and two bedroom apartments in our main building or from one bedroom apartments and one and two bedroom cottages on the grounds. Many units on the grounds are located along the beautiful Musconetcong River. Applicants may choose to rent, enter under a community fee plan, or enter under a partially refundable entrance fee plan. Monthly fees are lowered under the community and entrance fee plans. Amenities include utilities, transportation to physicians' appointments and shopping, a bathroom emergency call system, daily safety checks, pendant alarms, and a variety of recreation programming. Meals and housekeeping are also available.

Our assisted living apartments consist of 61 studio and one bedroom units. Assisted living serves seniors who require moderate assistance with basic activities of daily living and who are unable to complete instrumental (e.g. shopping, driving, cooking) activities of daily living. Three meals and snacks are included in the daily rate. 24-hour nursing supervision and medication administration are also provided. A section of our assisted living is titled "Comprehensive Personal Care". This area accepts residents with limited income who qualify for government assistance, i.e., Medicaid.

In both independent living and assisted living, we strive to permit aging-in-place by providing a supportive environment and, where possible, bringing services to the resident. When a higher level of care is unavoidable, residents are comforted by the fact that the House will continue to be their home.

On our 62 bed skilled nursing unit, 29 of our patient rooms are semi-private. The four (4) remaining rooms are private. In recent years, the growth in our post-hospital Medicare services has been exponential. These post-hospital patients are receiving short-term rehabilitation with the goal of returning home to live independently. Medicare is a win-win for the House providing a much-needed service while providing a positive income stream that assists us in serving long term care skilled nursing residents who are without funds and dependent on Medicaid.

On our skilled nursing unit, nursing and therapy medical records are electronic as are our medication administration systems. In addition, management nurses have on-line access to medical records of patients being discharged to the House from our local hospital, Hackettstown Regional Medical Center.

The Board of Trustees continues to focus on the House's commitment to serve residents who have outlived their assets. A successful annual fundraiser, The Wine and Dine at the House, and our annual golf outing boosted our Shepherd's Fund endowment, an endowment dedicated to this cause. Contributions to the Shepherd's Fund are always welcomed.

This year, a handicapped accessible van was purchased for transportation to local doctors' appointments. As is our bus, the van is "wrapped" with the scene of the Musconetcong River. The proceeds from our 2015 annual appeal will assist with creating an outdoor recreation space. This outdoor space will include a putting green, shuffleboard, a gazebo, a pergola, raised planters (accessible for wheelchair gardening) and a walking path. Contributions for this endeavor are still being accepted. Contributors can create a lasting legacy through dedication of an area of the garden or an engraved pathway brick.

We are pleased to announce the creation of The Good Shepherd Society, a society for annual contributors to the House. A dedication board is planned for display in our lobby to honor Good Shepherd Society members.

Our mission is grounded in our Episcopal faith. Reverend Jeanette Hile continues to lead Sunday religious services and conduct programming to promote our faith-based mission. Our By-Laws reflect our commitment to the Church by mandating participation. Our Board of Trustees and staff remain committed to ensuring our residents lead lives of fulfillment and faith while facing the challenges of aging.

Deborah Beards, MA
Chief Executive Officer

BISHOP'S ADVISORY COMMITTEE ON HUMAN RESOURCES AND BENEFITS – REPORT TO CONVENTION 2016

The Bishop's Advisory Committee on Human Resources' has continued to focus on clergy compensation and health and welfare benefits for the past year. As always, the committee members are keenly aware of our dual responsibility to balance our responsibility to ensure that our clergy are compensated competitively while keeping the limitations of parish resources in mind.

During the year, we undertook an extensive study of the compensation practices of dioceses across the United States to ensure that we are able to attract and retain the best and the brightest clergy. We have done extensive work in recent years to be aggressive with advancing clergy compensation, and have made significant strides to close the compensation gap with our surrounding dioceses. Our analyses during 2015 show that we have been successful in doing so.

Our recommendations for healthcare for 2016 strove to provide reasonable choice from a wide array of quality options while also seeking to contain rising costs which are predominantly-- if not exclusively --borne by our congregations.

We are also mindful of the looming impact of the 2018 "Cadillac tax" that will be assessed on all high-premium gold and platinum health plans. The majority of plan options provided by the Medical Trust fall into this category, and the Medical Trust is uncertain as to how the impending tax will be handled for group participants. Many dioceses have begun to pare back the number of options offered and reduce the variety of plan providers in an effort to reduce costs and prepare for the implementation of the tax. We recommended a similar approach here in the Diocese of Newark for 2016. In December, well after our open enrollment decisions had been made, Congress chose to defer implementation of this tax. We'll continue to consult with the Medical Trust in the coming year to better understand what we can expect from late-breaking changes to the law.

The healthcare industry continues to be in great flux. Overall premium increases for our diocese's traditional Medical Trust plans will increase 6%, an increase well-above the rate of inflation. For 2016, we recommended eliminating four current plan offerings (Aetna Choice POS II Open Access, United Healthcare Choice Plus, Anthem PPO 90/70 and Anthem PPO 75/50) and adding three new options (Anthem PPO 80/60, Anthem BCBS High Deductible Plan 15 and Anthem BCBS High Deductible Plan 40). These changes help us eliminate some of the costliest plans while preserving a good mix of options for all diocesan enrollees. These recommendations represent the first significant change in over a decade.
The third major area we focused on during the year was to initiate a study of part-time cures throughout the diocese. We will continue this focus during 2016, gathering information through interviews and surveys, in order to formulate reasonable, real-life recommendations for policies governing those clergy working in parish positions that are less than full-time.

Submitted by the Bishop's Advisory Committee on Human Resources and Benefits: The Rev. Lauren Ackland, Mr. Hook Bailey, Ms. Patty Bradley (Co-Chair), Mr. John A. King (ex officio), the Rev. Thomas R. Laws, Ms. Lindsay McHugh, Mr. John Niles, the Rev. Paul V. Olsson (Co-Chair), Dr. Matthew Price, Ms. Leslie Thomas (ex officio).

THE MARGE CHRISTIE CONGREGATIONAL GROWTH AND VITALITY FUND

The Marge Christie Fund was established in 2009 to honor Marge Christie, an active lay member of her church, her diocese and the world-wide Episcopal Church whose years of ministry and service to others have touched the lives of many people in a variety of places.

The Fund is intended to provide financial support for the strengthening, development and renewal of a congregation's mission and ministry. One of the goals of the Fund is to challenge and support congregations to enter into prayerful reflection on how their existing and future projects and programs might deepen and strengthen their missional identity in their communities.

The Board of the Marge Christie Congregational Growth and Vitality Fund seeks proposals and considers funding which include clear strategies and measurable goals that address these potential areas of congregational missional activity:

- Radical Hospitality/Welcome
- Clergy and Lay Leadership Development
- Stewardship and Financial Stability
- Evangelism
- Spiritual Formation: Christian Identity, Discipleship, Ministry Gifts Discernment
- Liturgy and Worship
- Visioning/Strategic Planning
- Collaborative Ministries between Congregations

Grant applications are considered on a yearly basis. Grants awarded are generally less than $5000, however, larger awards may be granted where an exceptional congregational project or collaborative initiative is clearly defined and presented.

Grantee's from the 2015 funding cycle were:

Harrington, Park, St. Andrew's Church, Welcoming All God's Children, $3,543.00
Paterson, St. Paul's Church, Feed My Sheep, $2,500.00
Newark, Grace Church: The Choristers Program of Grace Church, $5,000.00
Morristown, St. Peter's Church: Bilingual Vacation Bible School, $15,000.00
Bergenfield, All Saints' Episcopal Korean: Korean Culture School Program, $15,000.00
Union City, Grace Church: Vacation Bible School, $3,890.00
Orange, Church of the Epiphany: Faith Alive 2, $9,000.00

Committee members include: The Rev. Chris McCloud, The Rev. Ken Boccino, The Rev. Deborah Drake, Mr. Louis Knaub, Ms. Bernice Mayes, The Rev. Miguel Hernandez, Mr. Mike Odian

For additional information, please contact Mr. Jim King, Director of Administration, 973-430-9919 or jking@dioceseofnewark.org

REPORT OF NAMASTE: THE ANTI-RACISM DIALOGUE COMMITTEE

The primary purpose of Namaste: The Anti-Racism Dialogue Committee is to provide anti-racism education for the Episcopal Diocese of Newark as part of our ongoing efforts to address the sin of racism in our church and society and to promote racial justice, healing and reconciliation among us all, pursuant to the resolutions and actions of General Convention and our own diocesan convention *(see; Authorization for Action, below).*

Accomplishments in 2015

Anti-Racism Dialogues Friday September 25th - Saturday September 26th 2015
We conducted a two-day anti-racism dialogue for 26 attendees at-Episcopal House. After introductions, we built an atmosphere of trust so participants could feel safe. With the help of many people, our dialogue activities covered a wide range of subject matter and format. The PBS documentary "Race: The Power of an Illusion (3 episodes) was made available online to participants and discussed in the workshop. Attendees included people from the dioceses of New York and New Jersey, the diocese of Bethlehem PA and the Lutheran Synod of New Jersey. We ended by sharing the Eucharist.

On Saturday, October 3rd we did a panel presentation and facilitated a workshop at the Vestry University at St. Elizabeth's Church in Ridgewood NJ. The plenary session provided an opportunity for members of the committee to share their experiences of racism in the Episcopal Church. Our workshop continued that dialogue, acknowledging how difficult conversations on race can be even within our own congregations with people that we believe we know well. Two attendees at the workshop subsequently joined our committee.

Friday October 9th through Sunday, October 11th we were privileged to host the Youth Anti-Racism Dialogues (YARD) for people ages 12-33 at the Cross Roads Outdoor Ministries in Port Murray, NJ. There were participants from our diocese including Newark ACTS, as well as youth from other dioceses. The program was facilitated by a couple from Florida who have conducted anti-racism workshops for our youth in the past.

Over the past year, we have been in conversation with the anti-racism commissions in the dioceses of New York and New Jersey. One outcome has been to create opportunities for us to offer anti-racism dialogues more frequently than we have in the past see *Future Anti-Racism Dialogue Offerings, below or* www.dioceseofnewark.org anti-racism)
We are also exploring how we might create training programs for those who wish to lead dialogues or facilitate programs on issues of race.

Later today at this convention, we will be presenting a workshop exploring how power can create a reality of privilege which in turn fosters assumptions, perceptions, and prejudgments of "the other" in our midst.
NAMASTE supports this convention's Resolution 2016-02 Response to the Legacy of Slavery: What We Can Do and Resolution 2016-04 Recommended Book Study: "the New Jim Crow: Mass Incarceration in the Age of Colorblindness" by Michelle Alexander, which our committee is currently reading and discussing. We believe that both address serious issues that can begin the much needed dialogue about racial justice, healing and reconciliation.

Members of our committee are:

The Rev. Deacon Christine L. McCloud, The Rev. Canon Gregory A. Jacobs, Helen Dannatt (co-chair), Jane Jubilee (Administrative Assistant for Diocesan Services), The Rev. Jerry A. Racioppi, Joan L. Slepian, The Rev. Joseph Harmon, Kaileen Alston (Director of Youth & Young Adult Ministries), Keith and Kitty Kawecki, Ken Bledsoe, Randy Johnson (Administrator for Diocesan Ministries), The Rev. Rosa M. Brown, The Rev. Dr. Canon Sandye A. Wilson (co-chair), and the Rev. Willie J. Smith. During the year, we were pleased to receive counsel and assistance from the Rev. Bernie Poppe, the Rev. Allison Moore (former chair of NAMASTE) and Gladys Hughes

Authorization for Action:

General Convention Resolution B049: That … the lay and ordained leadership of The Episcopal Church, including all ordained persons, professional staff and those elected or appointed to positions of leadership on committees, commissions, agencies, and boards be required to take anti-racism training.

Diocesan Canon 2.6. No person shall be eligible for election to any office at Convention, nor shall any person elected by Districts, or appointed to serve on Diocesan Council or other Diocesan Standing Committees, Commissions or Boards accede to that office, unless that person shall have first completed or arranged for the completion of anti-racism dialogues as approved by the Bishop after consultation with the Diocesan body responsible for overseeing anti-racism dialogues.

Future Anti-Racism Dialogue Offerings:

Anti-Racism Dialogues - Hosted by Diocese of New York
Fri. January 29th - Sat. January 30th, St. Luke's in the Fields, Manhattan NY

Anti-Racism Dialogues - Hosted by Diocese of New York
Fri. May 6th - Sat. May 7th, All Saints' Episcopal Church, Briarcliff Manor, NY

Anti-Racism Dialogues - Hosted by Diocese of Newark NJ
Fri. September 23rd - Sat. September 24th Episcopal House, Newark NJ

Anti-Racism Dialogues - Hosted by Diocese of New York
Sat. October 1st and Sat. October 8th St. George's Episcopal Church, Newburgh, NY

NEWARK ACTS – REPORT TO CONVENTION 2016

NEWARK ACTS seeks to nurture young adults to become community leaders with a heart for ministry, an understanding of the complexities of urban life, and a deep spirituality that integrates their desire to serve with a passion for justice and peace. This mission statement is the foundation and springboard we have offered to 61 young adults who have answered our call to be a NEWARK ACTS Missioner since 2010.

This current program year we welcomed back Spike Enzweiler and seven new interns to our Diocese; Charles Andrews, HOPES CAP; Paige Dale, YCS; Kurt Houwen, All Saints Episcopal Day School; Erin Jefferson, SCI; Saynab Maalin, HOPES CAP; Edwin Smit, UCC; Daniel Santiago, VHS. Today we have five interns living and working in our diocese from the original eight who accepted our call. The three who left decided this was not where they were called to be in their lives.

We continue to maintain one residence in the rectory at St. John's, Union City. We had a second residence for three interns in Newark which we closed due to the number of interns who left. We are committed to affording community to be formed and nurtured in the area where the interns are working. The second house was located in The Villages a planned residential development in Newark that is for low and moderate income families. We continue to look on where and how we are able to *EMPOWER, EQUIP* and *ENGAGE* Interns in social justice in the world. Our diocesan model is why we believe we are able to attract so many to remain in NJ after their service is complete.

NEWARK ACTS continues to grow despite struggles and in this our sixth year we are finding new partners who wish to work not only with us but our diocese. Expanding our program is something we all would like to see happen. Paramount is securing what we already have for a solid future. The ministry partners we are in relationship with continue to offer new insight for further development and new horizons. NEWARK ACTS; HOPES CAP and The Apostles House are committed to finding one to two additional partners who will mentor interns working in poverty issues in the city of Newark. We are seeking a minimum of three interns for this in our seventh class which we anticipate will begin on September 1st, 2016.

Intern recruitment for the past two years has been a challenge but NEWARK ACTS has been able to recruit local residents to participate in our program. We are in the process of working with the local network of College Chaplains and Alumni to find new candidates for our forthcoming year. The present class of interns has two who have committed to a second year as part of their ministry assignment. We are pleased and proud that in each case our partners have agreed to provide education for each intern as part of their commitment to a second year.

Several interns have remained in our diocese and we are pleased to have locally; Ker Thao (yr. 3 & 4); Jamarr Neyland (yr. 2 & 3); Yucledis Melendez (yr. 3 & 4); Ashley Cadet (yr. 2); Christina Ramirez (yr. 4) living and working in Hudson and Essex County. Teresse Myers (yr. 1) and Chris Fenner (yr. 2) live and work in New York City; Selam Ghebremedhin (yr. 5) and Michelle McWilliams (yr. 4) are residing in Newark and working towards a Masters in Social Work. This present year we have interns assigned in new innovative programs with our ministry partners who are leaders in developing primary services to the most vulnerable populations.

News from our Alumni continues to pour in with new adventures for all. We are proud of Richard Hogue (yr. 1 & 2) who was ordained to the Diaconate on December 19th, 2015 at Trinity St Philips Cathedral, Newark. Richard who came to us from Clam Lake Wisconsin chose to make this is his home and discerned his call to ministry in great part because of his time with NEWARK ACTS.

The board of directors has taken a more active role with the interns of this year's class and continue to meet with them for dinner in the absence of the Program Director. We have added a supplemental application for all candidates to our program to complete prior to an interview. The board continues to have an active role in this process. We have been joined by a Family Systems Professional for our interview process and with the recent departure of interns we have established new interview guidelines and format. Each member of the board has made a personal commitment of time, talent and treasure to insure the future of NEWARK ACTS. The potential for growth is boundless and we continue to hear the challenge of our Bishop and the Diocese to seek new ministry fields.
NEWARK ACTS is a reminder that service is one of the most rewarding gifts of ministry and the work of our interns is a gift to all.

Respectfully submitted,
Reverend Deacon Erik Soldwedel, Program Director

Board of Directors: *Dr. Charles Maietta, President, The Rev. Julian Eibin, Vice President, Ms. Marsha Mackey, Secretary, The Rev. Elizabeth (Beth) Rauen Sciaino, Tres.*; *Ms. Kaileen Alston, Bishop's Rep., Mr. Henry Blum; The Rev. Joan Conley; The Rev. Robert Griner; Mr. Armstead Johnson; Ms. Denise LaPene; The Rev. Marge Lindstrom; Mr. Jamarr Neyland; Ms. Ora Welch; The Rev. Deacon Erik Soldwedel, Program Director*

Class of 2014-2015: *Lakeyia Bell, HOPES CAP; Andrew Bertelsen, YCS; Hannah Bingham, All Saints Episcopal Day School; Kyle Adem Bingham, SCI; Spike Enzweiler, Hoboken Shelter; Caroline DeLuca, UCC; Selam Ghebremedhin, VHS; Leigh Taylor, YCS; and Shawn Wrice, SCI.*

Class of 2013-2014: *Ryan Bruns & Michelle McWilliams, Seamen's Church Institute; Emily Callen, Nutrition Program/YCS; Christina Ramirez, Families at Risk/Visiting Homemakers of Hudson County; Terrell Calloway; Jubilee Center/All Saints Community Development Corp; Sandra Kwawu, HOPES CAP; January Yucleidis Melendez, Family Success Center/ASECDC*

Class of 2012-2013: *Jania Billups, Seamen's Church Institute; Courtney Gaskins, Davis House & Lawnside/YCS; Jamarr Neyland, Eastside HS & Grace Hall/YCS; Andrew Reid; St Andrew & Holy Communion/Christ Church Harrison; Olivia Pope, St George's Maplewood; Kameron Toews, Christ Church Harrison; Erin Toews, YCS Health Services, Ker Thao, All Saints Episcopal Day School.*

Class of 2011-2012: *Margaret Barry, Hoboken Jubilee Center, Jania Billups, Seamen's Church Institute, Tatiana Bien-Aime, All Saints' Episcopal Day School, Ashley Cadet, Integrity House, Christopher Fenner, YCS, Courtney Gaskins, Hudson County Homemakers, Richard Hogue, All Saints' Parish and St. John's Church, Jamarr Neyland, YCS, Victoria Shao, St Paul's Bergen/YCS, Monica Steans, St Philip's Academy/Turning Point Community Services, Inc.*

Class of 2010-2011: *Clare Boyd, St Philip's Academy, Anna Mellace, All Saints' Episcopal Day School, Alex McCartin, Christ Hospital, Alma Gast, Hoboken Jubilee Center, Richard Raye Hogue, Jr., Hoboken Shelter, Teresse Myers, Episcopal Community Development, Alyssum Roe, North Porch/Turning Point Community Services, Inc., Mark Sharrow, SCI.*

NORTH PORCH WOMEN AND INFANTS' CENTERS ANNUAL CONVENTION REPORT 2016

North Porch had another busy year in 2015. Our client numbers continued to rise and we opened a second satellite location at St. Peter's Church in Morristown. Our board bid farewell to several long serving and beloved board members and welcomed new ones. We have been working diligently to increase funding to match the costs of serving an ever rising number of families. In 2014 we served 2,700 children (infants aged 3 and under.) That number increased by **nearly** 300 in 2015 rising to nearly 3,000.

North Porch continues to be blessed with an abundance of in kind donations through programs like the "Plus One" and "5th Sunday" campaigns which have been a great success. We are so grateful for support, both monetary and for all the in kind donations, we have received from individual donors, parishes of this diocese, as well as other denominations and community groups. Donations can be made at our centers and also via PayPal and the Amazon Smile program. Information is available on our website.

Our centers are located at St. John's Church in Dover, St. Paul's Church in Paterson, and Cathedral House in Newark, with two satellite locations, one at St. James Church in Hackettstown and St. Peter's Church in Morristown. Our staff is incredible. We are truly blessed to have such dedicated, caring and talented people working with us in this shared ministry. Our staff includes Jayne Murphy-Morris, Program Director, and our Center Coordinators Laura De la Cabada, Nella Rosendale, Sara Tapia. We are also grateful to the Rectors, staff and parishioners at each of our church locations for their continued support of our organization.

Many thanks to our hard working and generous board members. The Rev. Ellen Kohn-Perry, who joined the Board in January of 2013, is beginning her second year as President. In 2015 two gracious and dedicated board members retired Edith Gallimore and Linda Wells as well as one taking a leave of absence, Kathleen Corozza. We are so grateful for their years of service to North Porch. Our organization was truly blessed by their presence. Also, we would like to offer a special welcome also to our newest members; Nicole Saphier, M.D., Alison Meyer, E.V. Janopaul, Crary Brooks, and Christina Ocampo who all joined in 2015.

So many lives are touched through the North Porch each year. Our ministry is vital to the financially challenged families of Northern New Jersey. We continue our dedication to our mission; providing emergency supplies to families in desperate circumstances. Your donations help to keep our doors open and supplies available. We are truly grateful to all of you who walk this journey with us.

Thanks and peace,

The Board of Trustees, North Porch Women and Infants' Centers
The Rev. Ellen Kohn Perry, President; Alison Meyer, treasurer; Lindsay McHugh, Secretary; Crary Brooks, E.V. Janopaul, Dicki Lulay, C. Gwyneth Munn, Ph.D., Christina Ocampo, The Rev. Margaret Otterburn, Nicole Saphier, M.D.

To find out more about our ministry please visit our table at Convention, or our website at www.northporch.org.

REPORT ON THE OASIS LOUIE (CREW) CLAY GRANT & SCHOLARSHIP PROGRAM

Working with the Engaging the World Action Team and as part of its strategic plan – and with the strong encouragement of Bishop Beckwith – The Oasis created the annual Louie Crew (Clay) Grant and Scholarship program in 2011, which is funded with proceeds from its investments, which include its endowment fund and contributions from sponsoring congregations. This program honors Dr. (Crew) Clay, the founder in 1974 of Integity, the national organization for LGBT Episcopalians.

The types of grants and scholarships include: congregational grants given to congregations for such purposes as starting a LGBTQ youth program or designing a more inclusive website; educational grants given to college chaplains to combat homophobia on compuses; to promising 'at risk' LGBT students who have been abandoned or abused by their families; to writers or journalists researching LGBT issues; or to ongoing scholarly work which shares The Oasis' mission to make the world safe for ALL people, and to challenge the church when its interest is self-preservation and not prophetic witness. Awarded

In 2012
The first Louie (Crew) Clay Grant of $5,000 was awarded to the Montclair Protestant Foundation that served the spiritual needs of students, faculty and staff at Montclair State University. It was used to fund the chaplaincy program, which includes the salary and expenses of the chaplain and program materials for education, mission and worship. This enabled the ministry to continue reaching students and enabling them to claim their own identity as beloved children of God.

The first Louie (Crew) Clay Scholarship of $2,500 was awarded to Darnell L. Moore, writer, activist and Christian, who attended the Harvard Divinity School's Seminars on Debates on Religion and Sexuality in June, 2012. The award permitted Mr. Moore to continue writing over the duration of two independent writing retreats and to complete his first book, *To Be Black, Queer, and Christian: Essays on the Black Church and Sexuality.*

In 2013
A $2,500 scholarship was awarded to Mary O'Shan Overton, MDiv, MA, who used the funds to continue to learn about the needs and dreams of the women of east Africa on a mission trip to Uganda and Rwanda. Her key interest was to hear the voices of rural East African women who live in societies that have been torn by war and genocide, political corruption, patriarchy and sexism, homophobia, and preventable disease.

A $2,500 grant was awarded to Ada Calhoun to fund research for a book (published in 2015) how liberation theology was implemented in the 60s and 70s at St. Mark's Church in the Bowery, and how it affected the gay rights movement that eventually flourished in the neighborhood.

A 2,500 grant was awarded to Eric Thomas to design and execute WOHSOEVER Workshops in partnership with NJ-based LGBT organizations to promote dialogue, to listen to the stories of participants about their experiences of welcome and/or rejection from the church, and to collect dated on how they selected biblical texts, including John 3:16, Psalm 119:71, 1 Corinthians 1:27, 2 Corinthians 4: 7-14 and Revelation 21: 3-4.

A $2,500 grant was awarded to the Montclair Protestant Foundation to continue the much-needed work on the Montclair State University Campus

In 2014
A $2,500 grant was awarded to the Montclair Protestant Foundation to continue the much-needed work on the Montclair State University Campus

A $2,500 grant was awarded to The Rev. Elizabeth Edman to support work on her book "*Queer Virtue: What LGBTQ People Know About Life and Love and Why Christians Should Care*"- the first book which argues that the facts of queer life demand a lived response of high

moral caliber, one that is deeply resonant with core tenants of the Christian Faith, and the first book to treat queer perspectives as authoritative on matters of faith that affect all believers.

In 2015
Three (3) $1,000 grants were awarded to Chris Harding of All Saints, Glen Rock, Meghan Johnson of St. Mary's, St Paul, MN, and Kacei Conyers, a postulant in the Diocese of Northern California. These grants funded Oasis/Integrity legislative aides at General Convention, and were used to cover the cost of airfare, hotel room, meals and other expenses associated with attending General Convention.

A $5,000 grant was awarded to The Rev. Elizabeth Edman to fund production costs on 5 short films related to her book *"Queer Virtue: What LGBTQ People Know About Life and Love and How It Can Revitalize Christianity."*

A $2,000 grant was awarded to NEWARK ACTS to assist in funding an intern case worker at the HBP RAIN Foundation Shelter in East Orange.

To summarize, in the four years since its inception The Oasis has awarded $5,000 in scholarships and $27,500 in grants, for a total of $32,500 - all within Diocesan Guidelines and the endorsement of the Standing Committee.

The Oasis Commission: The Rev. Dr. Elizabeth Kaeton, The Rev. Dr. Karen Rezach, Mr. Peter Madison, Esq. , Mr. John Simonelli, Chair

PRISON MINISTRY REPORT TO 2016 DIOCESAN CONVENTION
Annual Report for 2015

The Prison Ministry Committee meets monthly. To become a member of this committee, all one has to do is be active in Prison Ministry, and attend as many meetings as possible. Meetings are on Friday afternoons at Grace Church Nutley, though from time to time arrange meetings at other churches in the diocese. We are always glad to welcome interested visitors to our meetings. Look for our orange flyer that tells you what you can do in Prison Ministry, or visit our website, http://prisonministry.dioceseofnewark.org.

Partnerships
An integral part of our work is partnering with an organization called OAR (Offender Aid and Restoration) and its subsidiary PATCH which is the program that supports the children of men and women who are incarcerated. We have committee members who sit or have sat on their Board or a sub-committee, and we are proud that Ward J. Herbert was one of the founding members of OAR.

Every year we have more parishes in the diocese joining in the work of Prison Ministry. This year St. Peter's Morristown hosted our Beefsteak Fundraiser. We are quite open to churches in the diocese providing educational or cultural programs for the children. Let us know if you would like to host the children at your parish.

We partner with P..A..R..K..S.. a children's garden in Paterson. Tim Evans, director of the park, hosts various theatrical productions and gardening work for the local children in Paterson. People of all ages are welcome to participate. Youth Groups are invited to spend an afternoon preparing the garden for the children.

St. Stephen's in Milburn hosts a fantastic Drumming Camp at their church in the summer. They have added to their program Thanksgiving baskets for the children's families.

St. James Church in Upper Montclair hosts a delightful Christmas party along with the local Coldwell Banker Realtors.

Networking
Diocese of Newark and Diocese of New Jersey share a common member who reports the activities that both are involved with. We attended the Prison Ministry Conference in Florida.

New Chapels - Prison Bible Study and Worship Services
The men at Northern State Prison chose the name "New Life" for our worship and Bible Study gatherings. We have another "New Life Chapel at Hudson County Correctional Facility in Kearny. At the present time we are ministering to the men and women in the ICE units (Immigration and Customs Enforcement). This is in addition to a service offered to the women in ECCF (Essex County Correctional Facility) by the Rev. Barbara Harriman.

Fundraising
The annual fundraising letter was sent to the diocesan parishes and organizations, many of whom responded generously to the cause of camperships and program costs for the transportation to the jail. We are grateful for ACTS VIM, Alleluia Fund, and diocesan grants that help to bring the children to the jail to see their mothers and fathers. Donations for the transportation are always appreciated.

Children's Programs
We are thankful for the support diocesan grants have given us so that we can bus the children from their homes to the jail. Once a month we take the children to see their mothers and once a month to see their fathers. We also bring them to the Learning By Experience program once a month.

In-kind Gifts
Many parishes in the diocese respond to our request for Christmas gifts for children of incarcerated parents. We are able to serve families whose parents are at the Essex County Jail, Hudson County Jail, Logan Hall, and families attending a re-entry program at OAR.
We thank: Grace Nutley, St. James Upper Montclair, Trinity Church Allendale, St. Michael's Wayne, St. Peter's Essex Fells, St. David's Kinnelon, Trinity Cliffside Park, St. Luke's Montclair, St. Agnes Little Falls, and St. Bernard's Church in Bernardsville.

Backpacks are put together in August for the children before they begin school.
Duffle bags and the necessary items for camp are another collection.
We also collect personal care products which are distributed to the recently released.

Summer Campership
The children attended the Salvation Army Camp, Camp Tecumseh, located in Hunterdon County. The Parishes in the diocese are always helpful for supplying the funds and camp supplies for this project.

Concerts
The yearly December Lessons and Carols and hymn sing program was held at the Hudson County Jail (HCCC). Singers in our diocese participate in this program. The Rt. Rev. Chip Stokes of New Jersey was the guest bishop this year.

Notice about Restorative Justice Sunday
Restorative Justice Sunday was proclaimed to be the third Sunday of November each year at the 135th Convention of the Diocese of Newark. The purpose is to raise public awareness of incarcerated men and women; and to encourage congregations to explore the causes and consequences of crime, and to pray for solutions that are just for victim and perpetrator. Materials are made available to parishes through the diocesan liturgy site. We realize that this sometimes falls right before Thanksgiving so we encourage you to choose a Sunday that works best for your parish.

Committee Members: Brenda Beavers-Simpson, Chair; the Rev. Pamela Bakal, President; the Rev. Audrey Hasselbrook, Secretary; the Rev. Kathleen Ballard, Treasurer; Members: The Rev. Noel Bordador, the Rev. Geoff Curtiss, Tim Evans, Dorothy Fowlkes, Ruth Mayes, Carol Messer, Gwyneth Munn, Paul Murphy, the Rev. Liz Ostuni, Larry Ostuni, Doris Snyder, Daniel Somers, the Rev. Ron Verblaauw, John Vine.

Ministers: The Rev. Susan Sica, the Rev. Barbara Harriman, the Rev. Lloyd Batson, the Rev. Sandra Rock.

SENIOR MINISTRIES – DIOCESE OF NEWARK
2015 Annual Report

The mission of Senior Ministries is to help the diocese and its congregations establish ministries which both celebrate the involvement of seniors in congregational life and respond to senior needs.

2015 Activities

- Honored 56 seniors from 41 parishes on May 31st at the 19th Annual Evensong and Presentation of

David P. Hegg II Lifetime Achievement Awards at St. Peter's Church, Morristown. Over 400 attended the reception and Evensong. Expanded the database on churches and honorees with the objective of reaching out to churches that have not honored seniors via the Hegg Award for the past five years.

- Distributed Hegg Award Evensong plate offering of $3,025 equally to two diocesan senior daytime programs: Shepherd's Haven, Pompton Lakes, and Senior Resource Center, Church of the Messiah, Chester.
- Published a monthly column in the Online VOICE, entitled Senior Moments, providing information and resources on challenges that affect quality of life for seniors, their families, and their caregivers.
- Continued the distribution of Hospitalization Cards. Cards are filled out listing parties to be notified in an emergency and serve as written consent for the notification.
- Continued monthly meetings, except in June, on the third Wednesday of the month from 2-4 p.m. Accepted with regret the resignations of board members, Diane Mayo and Tricia Smythe. The search continues for new members who are interested in working collectively on information and advocacy issues concerning seniors in the diocese.
- Collaborated with Anthony Briggs, Executive Director of Cross Roads Camp & Retreat Center, and members of the New Jersey Synod of the Evangelical Lutheran Church of America in the planning of a retreat for senior adults, April 17-20, 2016.

2015 Presentations

- Offered a workshop at the 2015 Annual Diocesan Convention entitled *Mind Matters: Maintaining a Healthy Brain.* The speaker was Laurie Durmaz, OT, Certified Brain Injury Specialist Trainer from Kessler Institute for Rehabilitation. Over 50 people attended.
- Offered a diocesan wide workshop entitled "Final Affairs: Planning is a Good Thing" on March 14th at St. Luke's, Montclair. Topics addressed included legal issues related to aging, the importance of advance directives, and hospice care. Over 50 people attended.
- Offered a workshop at the October 3rd Vestry University, entitled *Senior Ministry Matters*, providing information on diocesan activities sponsored by Senior Ministries and how church leaders and members can access the activities. The workshop was well attended.
- Offered an education program on the basic facts of Alzheimer's Disease on Sept. 19th at Church of the Saviour, Denville. The Alzheimer's Association provided the speaker. Over 30 people attended.
- Offered a workshop on Medicare and insurance coverage through the Affordable Care Act at Church of the Atonement, Fair Lawn on November 22nd. The workshop was presented by Scott Bennett. 18 people attended, including individuals who were not members of Church of the Atonement.

Senior Ministries Members: Gail Barkley, Scott Bennett, Patsy Brooks, DorothyFowlkes, Marymae Henley, Lorraine Jones, Hope Lampe, The Rev. Oscar Mockridge III, Michael Otterburn, Patricia Moulton (chair), Martha Reiner(vice-chair), Patty Watts (secretary). Current officers were re-elected for a one-year term starting in 2016: Pat Moulton (chair), Martha Reiner (vice-chair), Patty Watts (secretary).

STANDING COMMITTEE - EPISCOPAL DIOCESE OF NEWARK
SUMMARY OF ACTIONS FOR 2015

The Standing Committee's duties are the consent to the elections of Bishops, Candidates for Holy Orders, and review and approval of property sales and rentals.

January
Property:
Approval - Sale of the rectory of Christ Church, Totowa.

February
Property:
Approval - Trinity and St. Philips rental of floor at 2 Park Place, to the Newark School of Theology.
Approval - St. Paul's Chatham and Exxon Site Access Agreement.

March
Property:
Approval - Capital Campaign Loan, St. John's, Ramsey's.
Approval – Rental of Trinity and St. Philips Cathedral Deanery.
Approval - Church of the Savior, Denville, Lease with NJ Foundation for the Blind.
Consent:
Ordination of Ken Boccino to the vocational diaconate.
Ordination of Jerry Racioppi to the Priesthood.

April - No Actions taken.

May
Consent:
To the election of the Rev. Audrey Cady Scanlan, to be Bishop Diocesan of the Diocese of Central Pennsylvania.
To the election of the Rev. James Russell Kendrick to be Bishop Diocesan of the Diocese of the Central Gulf Coast.
Property:
Approval – To sell rectory, Holy Spirit, Verona.

June - No Actions taken.

July
Property:
Approval – Lease with St. Andrew's, Harrington Park and local school district.
Approval – Lease with Trinity Cliffside Park and nursery school.
Approval – Lease with Atonement, Tenafly and nursery school.
Consent:
To the election of the Rev. Canon George Sumner, to be bishop of Diocese of Dallas.

September
Consent:
To the election of the Rev. Moses Quezada-Mota as the Bishop Coadjutor of the Diocese of the Dominican Republic
Property:
Approval - Rectory lease of Epiphany, Orange.

October
Property:
Approval – Trinity Cliffside Park housing allowance for another 2 year period.
Approval – Christ Church Ridgewood Rectory Lease
Consent:
Ordination of John Van Dine to the Vocational Deaconate.
Ordination of Richard Hogue to the Transitional Deaconate.
Ordination of Young Yoon to the Transitional Deaconate.

November
Property:
Approval - Consolidation of St. Luke's and St. Mary's.
Approval - Rectory lease St. Gabriel's Milton/Oak Ridge
Approval – Christ Church Ridgewood – Nursery School Lease

December
Property:
Approval - 3-year Lease renewal of Grace Church, Rutherford and Montessori Nursery School.

Faithfully submitted, The Rev. Pamela Bakal, Grace, Nutley

Standing Committee Members:
Pamela Bakal – Secretary, Ms. Patrice Henderson, St. Andrew & Holy Communion, South Orange; Ms. Naomi Horsky, St. Gabriel's, Milton/Oak Ridge; The Rev. Greg Lisby, Christ Church, Ridgewood; The Rev. John Mennell, St. Luke's, Montclair; Mr. Robert Simmons, Epiphany/Christ Church, Orange; The Rev. Laurie Wurm, Grace Church Van Vorst, Jersey City; Ms. Patricia Yankus, St. Paul's, Paterson – President.
Ex-Officio: Diane Sammons, Esq., Chancellor

REPORT TO THE 142ND CONVENTION OF THE EPISCOPAL DIOCESE OF NEWARK
STATEMENT OF PROCEEDINGS OF THE
TRUSTEES OF THE EPISCOPAL FUND AND DIOCESAN PROPERTIES 2015
OVERVIEW OF TRUSTEE OPERATIONS IN 2015

This Report is presented in accordance with the provisions of N.J.S.A 16:12-22, which mandates that an annual report of the Trustees' proceedings be presented to the Convention of the Episcopal Diocese of Newark.

The Trustees met on a quarterly basis during 2015 (March, June, September, and December) to address issues and review reports from Diocesan Staff related to the assets and properties under their supervision. In addition, special meetings were held to address similar issues related to the review and reorganization of various endowment funds under the care of the Trustees and to address property matters. Between regular and special meetings, the Trustees met frequently by phone, in person, or by e-mail, as did subcommittees of the Trustees, to monitor progress on projects and to attend to matters primarily related to the maintenance and sale of real estate.
The Trustees welcomed Danforth Austin of St. George's, Maplewood, elected to fill an unexpired term until the January 2016 Convention, and the Rev. Timothy Carr of St. John's, Boonton having been elected by the 2015 Convention to a stated five-year term pursuant to Canon 35.

At the December 2015 meeting, John C. Garde, Esquire of Grace Church, Madison was re-elected President; Peter Van Brunt of Church of the Messiah, Chester was re-elected Vice President; and the Rev. Lauren Ackland, Grace Church, Madison was elected Secretary.

Endowment and Custodial Management of Funds by the Trustees

The Trustees are custodians for and manage funds which fall into three major categories:

I. The Endowment of the Diocese. The Endowment of the Diocese (restricted funds given or left to the Diocese) the income from which by long-standing convention mandate is used "to support the episcopate of the Diocese" (e.g., operating budget, if necessary, or specific programs).

Trustees' Restricted Accounts: Accounts held by the Trustees as custodians for other Diocesan entities. As of November 30, 2015, the restricted accounts held by the Trustees were valued at approximately $12,718,334. From these accounts the Trustees provided funding for a variety of institutions including:

- The Bishop's Church Emergency Fund
- The Bishop's Discretionary Funds
- Cross Roads Camp
- Theological Education
- Outreach Activities
- Maintenance and operating budget of Episcopal House
- Marge Christie Congregational Growth and Vitality Fund
- Ministry in the Oranges – to name but a few.

II. Undesignated Funds. Undesignated, unrestricted funds, the income from which can be used discretionarily by the Trustees (for example, to make repairs at Episcopal House).

Trustees Unrestricted Accounts: The Trustees provide funding for certain Diocesan projects, commitments, and responsibilities from the principal and income of unrestricted funds that as of November 30, 2015, had a combined value of approximately $4,509,077. The Trustees provide funding for the preservation of the assets under their care as well as provide support for the Diocesan Operating Budget. In the fiscal year 2015, the Trustees provided approximately $158,000 in support to the Diocesan operating budget through direct contributions and the payment of the salary and benefits package for the salary expense related to property management.

III. Designated Funds. Designated funds held for the benefit of the Diocese, congregations, or other ecclesiastical institutions for which the Trustees serve merely as custodians.

The Trustees hold funds as custodians for a number of churches (Parishes and Missions) and related organizations in the Diocese. As of November 30, 2015, these funds totaled $6,376,443. During 2015, the Trustees considered and approved a number of requests for distributions from these funds totaling $172,500.
The Trustees hold various funds held for ministry in Jersey City, which as of November 30, 2015 had an approximate value of $4,352,290.
The Trustees hold Lay Pension Plan and Clergy Housing Equity Accounts which, as of November 30, 2015 totaled approximately $2,894,090.

The sum of all funds (Endowment, undesignated and designated) held by the Trustees totaled $30,850,234 as of November 30, 2015

As part of the Trustees' responsibility to manage various assets for the Diocese, its member churches, and organizations, the Trustees continued a number of long-term projects during the 2015 calendar year including:

Endowment and Fund Analysis and Consolidation: The Trustees substantially completed the second phase of a multi-year review and reorganization of all fund accounts under their care as custodians. This included funds held for the use of the Trustees, the Office of the Bishop and the Council, as well as funds held by the Trustees for other organizations related to the Diocese and its member churches. Those portions of the review that relate to funds held for the use of the Trustees, various Diocesan organizations and members churches have now been completed. Management and oversight of these funds is one of the core responsibilities of the Trustees. Our review has allowed us to have a better understanding of the legal and permissible use of these various funds and to insure that allowable distributions were being made to the correct institutions of the Diocese. This multi-year effort has also allowed for the consolidation of

various disparate funds that at one point numbered in excess of 270 individual funds into a more manageable number that allows for better oversight by the Trustees and easier management by the Diocesan Finance office. The Trustees are in the final stages of documenting the results of this review for future use by the Trustees, staff, and auditors.

Coordination with the Diocesan Investment Trust (DIT). As the largest investor in the Diocesan Investment Trust, the Trustees of the Diocese take an active role in coordination of investments with the DIT. The completion of substantial portions of the Endowment review has allowed the Diocesan Trustees and the Trustees of the DIT to further streamline the manner in which investments are managed with TIAA-CREFF as the fund manager. Further discussions and coordination between the two bodies will continue in 2016. One of the Diocesan Trustees, the Rev. Lauren Ackland, also serves as a Trustee of the DIT. In addition to the funds for which the Trustees act as custodian which total $30,850,234 as detailed above, and which are invested in TIAA-CREF, the DIT also invests funds with TIAA-CREF totaling $22,392,932 on behalf of Diocesan Council organizations (including Ward J. Herbert, ACTS/VIM, Aged & Infirmed, Episcopal Capital Loan, Rath Educational and Gertrude Butts Funds), as well as direct congregational investments. The total funds invested in TIAA-CREF and overseen by the DIT totaled $53,243,166 as of November 30, 2015.

Audits of Trustees' accounts for the 2013 and 2014 fiscal years were received, reviewed, and approved as submitted by the audit firm of O'Connor Davies.

The Trustees created a restricted endowment account for the proceeds of the sale of the former Christ Church, Belleville allocated for the use of St. Peter's, Clifton.

Management of Real Estate

Categories: The Trustees hold title to the following three categories of property:

a. Real property of the Diocese (e.g., the Bishop's house in South Orange and Episcopal House at 31 Mulberry Street, Newark).
b. Mission congregations formerly under the management of the later disbanded Department of Missions.
c. Real property and proceeds from the sale of the property of extinct congregations (N.J.S.A. 16:12-16).

Property Management: During 2015, the Trustees continued to work closely with the James Caputo, the Diocesan Property Manager, to address concerns on properties under their oversight, including Mission Church and closed church properties, Episcopal House, and the Bishop's residence. During the year 2015, the Trustees spent approximately $360,000 on various projects related to the management and maintenance of properties under their care, including, where applicable, property taxes, repairs and maintenance, property insurance, security and other costs.

Significant property management events during the 2015 calendar year included the following:

1. Repair and replacement of boilers and heating systems at St. Barnabas, Newark
2. Removal of broken water mains at St John's, Union City;
3. Completion of the funding and installation of a new sewer system at St. Thomas, Vernon;
4 Repair and replacement of sidewalks and ramps at Holy Trinity, West Orange;
5. Roof repairs at Trinity, Kearney;
6. Completion of various repairs at the Bishop's Residence; and
7. Continued improvements (including security improvements) to Episcopal House to better serve and house the Diocesan Staff.

The Trustees negotiated and approved the continued lease of a portion of Episcopal House to the Sadie Nash Leadership project. We continue to manage and oversee the use of the former St. Barnabas', Newark property by the Lighthouse Temple church and the continued use of the All Saints, Orange property to the International Gospel Church.
The Trustees also continue to address issues associated with the former St. John's, Jersey City property, partnering with Garden State Episcopal Community Development, and made progress in the redevelopment of the property for productive use.
The Trustees continue to manage and maintain the cemetery properties of the former St. Mark's West Orange and Christ Church, Belleville churches. The Trustees created a perpetual care and maintenance fund in the amount of $375,000 for the ongoing care of the St. Mark's cemetery funded from the sale proceeds of the St. Mark's church.
The Trustees assumed responsibility for the property of Christ Church, East Orange and the property of Trinity, Kearny. Consideration is being given to the future disposition of these properties.
Along with the Standing Committee and the Diocesan Council, the Trustees approved distribution requests totaling $475,000 consistent with the previously approved Asset Allocation Policy for the net proceeds of the sale of the former St. Mark's, West Orange church and the rectory properties in North Bergen (sold in 2014) and Totowa. An additional $475,000 was held in reserve for future needs.
Part of this latter distribution of $475,000 included a contribution of $76,000 to the underfunded lay pension plan and $27,000 to further fund the future expenses relating to the search and call of the next Bishop of Newark. In addition, $100,000 was paid to the National Church to settle the $433,000 balance of the unpaid 2008 Diocesan pledge to the National Church. This outstanding debt of the Diocese has been fully resolved by this payment.

Sale of Property: During the year 2015, the following properties were sold:

The Rectory of the former Christ Church, Totowa was sold in February, 2015 with a gross sale price of $285,000 and a net sale price after closing costs of $258,000. The Trustees have expended or reserved $108,000 for expenses for both the Rectory and the Church, netting $150,000 for future distribution.

The sale of the former St. Mark's, West Orange church and rectory occurred on April 7, 2015 with a gross sales price of $1,100,000 reduced by expenses to $1,022,000. Reimbursement of previous Trustees expenses and carrying costs reduced the amount available for distribution to $950,000.

In addition, the Trustees entered into listing agreements for the sale of:
1. The former Christ Church, Totowa property
2. The former St. Barnabas', Newark property

Congregational Issues: The Trustees have been actively involved in several congregational initiatives undertaken in 2015, including consultation on the consolidation and merger of congregations and the sale and management of property. The Trustees continue to provide advice and assistance to various congregations on investment/endowment issues.
The Trustees express their thanks to two of our colleagues, Carol Harrison-Arnold of Incarnation, Jersey City and The Rev. Dean A Weber of All Saints, Leonia who are completing terms on the Trustees. Their wisdom, effort, good humor, and collegiality will be missed as the Trustees continue into 2016.

Respectfully submitted,
John C. Garde, President
December 31, 2015

Trustees of the Episcopal Fund and Diocesan Properties of the Episcopal Diocese of Newark 2015

The Rev. Lauren Ackland – Grace Church, Madison
Danforth Austin, St. George's - Maplewood
The Rt. Rev. Mark Beckwith, Bishop of Newark
William Carpenter, Esq. – St. John's, Montclair
The Rev. Timothy Carr - St. John's, Boonton
John C. Garde, Esq. – Grace Church, Madison, President
Carol Harrison-Arnold, Esq. – Incarnation, Jersey City, Secretary
The Rev, Audrey C. Hasselbrook - St James, Upper Montclair
Ms. Bernice Mayes – Trinity & St. Phillip's Cathedral, Newark
The Rev. John Mennell – St. Luke's, Montclair
Mr. Bernard J. Milano, CPA – Trinity, Allendale
Mr. Peter Van Brunt – Church of the Messiah, Chester, Vice President
The Rev. Dean Weber – All Saint's, Leonia

THE UNION OF BLACK EPISCOPALIANS
DIOCESE OF NEWARK CHAPTER

"Renewing our Commitment to the work and Ministry of Social Justice"

Activities- Newark Chapter of the UBE - Jan. 2015 to Jan. 2016

STRUCTURE:
Aubrey V. Thompson – President
Sheila Barcus – Vice President
Bob Simmons- Treasurer
A.Lorraine Jones-Secretary.

Our chapter is one of ten that comprise the Northeast Region. Our Regional Director is The Rev. Canon Dr. Lynn Collins. The chapter meets on the third Saturday of every month 10:00 am at Cathedral House, 24 Rector Street, Newark. During the months of July and August the chapter takes a summer hiatus.

CHAPTER ACTIVITIES:
Our activities for the past year were:

Absalom Jones Service	February 8th
Annual Luncheon	April 11th
Northeast Regional Conference	April 25th
10th Annual Scholarship Banquet	June 12th
5th Annual Clara Horsley Award Breakfast	Sept. 19th

UPCOMING EVENTS

Absalom Jones Service	February 21st
Annual Luncheon	April 12th
Northeast Regional Conference – CT	April 23rd
11th Annual Scholarship Banquet	June 10th
48th National Conference – LA	July 31st the – Aug 3rd
6th Annual Clara Horsley Award Breakfast	Sept. 17th

We have continued our tradition of rewarding excellence by presenting 10 monetary scholarships to high school graduates representing a wide cross section of our diocese. The career goals and aspirations of these young students many of whom were accepted at Ivy League Colleges were varied. There were Accounting 1; Criminal Justice 3; Communications 1; Engineering 1; Human Resources 1; Medicine 1; Nursing 2. We are truly honored to have been a part of the lives of these young people. Based on what we have observed, the future of our diocese looks exceedingly bright.

In September at our 4th Annual Clara Horsley Leadership Luncheon we presented five members of our Diocesan family with the prestigious Clara Horsley Leadership Award. The winners, the Rev. Lauren Ackland, Ms. Kaileen Alston, Dr. Louis Crew Clay, the Rev. Joseph Harmon and Ms. Vanessa Wigfall have all by their life and witness exemplified the many characteristics and qualities Clara was known for. We could not have selected finer Christians.

Save the Date:
On February 21st we will once again be hosting the diocesan wide celebration of the life and ministry of the Rev. Absalom Jones, the first person of African descent ordained a deacon and priest in the Episcopal Church. The celebration will take place in the Trinity and St. Philip's Cathedral at 3 PM. Your presence at this event will be greatly appreciated.

Transitions:
In December 2015, the baton of leadership was passed on. The new officers for the term 2016 – 2019 are:
A. Lorraine Jones President; Sheila Barcus, Vice President; Rene Braithwaite, Secretary; Robert Simmons Treasurer

Thanks for your support. I trust that you will extend the same support and courtesy that I have received from you the past six years to the new Executive Board

Forward Ever, Backward Never!

Respectfully submitted,
Aubrey V. Thompson, President

WARD J. HERBERT FUND
REPORT TO CONVENTION 2016 FOR YEAR 2015

The Ward J. Herbert Fund Board (WJH) was established by Diocesan Convention in 1990 with a mandate to empower the restoration, repair, improvement, beautification, and otherwise to extend the usefulness of the churches and buildings in the diocese. The board administers three funds through which financial assistance is distributed.

Fund I: A 50/50 grant program operated under specific criteria and funded by investment returns from the original Church Structures Capital Campaign dedicated to this purpose.

Fund 2: A fund to provide emergency assistance to congregations faced with unexpected property issues funded by interest received from outstanding Episcopal Capital Loan Fund (ECLF) loans. The Board makes Fund 2 monies available for either grants based upon congregational need and the nature of the project to be funded.

ECLF; The Episcopal Capital Loan Fund makes short- and long-term loans to churches for capital projects.
Applications are accepted for three granting cycles on February 15, May 15 and October 1 and are available at www.dioceseofnewark.org/wjh.html.

During the calendar year 2015, the Ward J. Herbert Fund provided funding for the following projects at churches, parish halls and rectories within the Diocese of Newark.

St. Peter's, Morristown	Church Boilers	$4,588.00
St John's, Ramsey	Church Roof Repair	$26,525.00
St. David's, Kinnelon	Church Roof Repair	$14,450.00
St. Paul's, Jersey	Sidewalk repairs	$3,586.25
St. Clements's, Hawthorne	Church Boiler	$2,300.00
St. Paul's, Paterson	Church & hall roofs	$5,300.50
Holy Communion, Norwood	Parish Hall Roof	$2,965.00
Christ Church, Bloomfield/Glen Ridge	Concrete Steps	$10,500.00
Grace, Newark	Church Boiler	$2,139.23
Christ Church, Pompton Lakes	Church Roof Replacement	$32,060.00
Christ, Ridgewood	Sidewalk repairs	$2,000.00
Trinity, Cliffside Park	Church Steps & Landings	$4,250.00
Christ Church, Pompton Lakes	Parish Hall Roof	$25,000.00
St. David's, Kinnelon	Church & Parish Hall Roof	$25,000.00
St. Stephen's, Millburn	Parish Hall Roof	$8,460.00
St. Thomas, Lyndhurst	Replace Church Steps	$6,000.00
Our Saviour, Secaucus	Roof; Repair Window	$22,425.00
St. John's, Boonton	Replace Driveway, Play Area	$3,000.00
St. Mary's, Sparta	Replace church roof	$ 9,450.00
Holy Trinity, Hillsdale	Replace windows and doors	$ 3,050.00
St. Michael's, Wayne	Air Conditioning & new wiring	$ 4,250.00
St. Paul's, Morris Plains	Exterior wall and roof repairs	$ 25,575.00
Christ Church, Pompton Lakes	Church Roof Replacement	$ 20,000.00
Total Amounted Granted in 2015:		$262,873.48

The following is a summary of the total grants since the inception of the Ward J. Herbert fund:

Number of requests submitted to date (1990 - 12/2015):	740
Total amount of requests:	$7,896,165
Number of requests funded:	657
Total amount of disbursed monies:	$3,976,001

During 2015, The Executive Committee Approved loans from the Episcopal Capital Loan Fund to the following churches:

Christ Church, Hackensack	$18,000.00

Emergency Fund Loans were made in the following amounts to the following churches:

St. Thomas', Lyndhurst	$12,000.00
St. Agnes/St Paul's East Orange	$7,200.00
House of Prayer, Newark	$19,500.00

Respectfully Submitted,
John C. Garde, Chair Ward J. Herbert Board, Grace Church, Madison

Class of 2016: Mr. Delbert Coonce, St. Martin's, Maywood; Mr. George Hahn, St. Matthew's, Paramus; Mr. Bert Jones, St. Luke's, Montclair; Ms. Bernice Mayes, Trinity & St. Philip's Cathedral, Newark; Mr. Peter Van Brunt, Messiah, Chester
Class of 2017: Mr. Michael Cullen, Grace, Madison; Mr. John Garde, Grace, Madison; Mr. John Sogliuzzo, Christ, Short Hills
Class of 2018: Mr. Ronald Caras, St. Dunstan's, Succasunna; The Rev. Melissa Hall, St. James', Upper Montclair; Ms. Vanessa Foster, St. Paul's, Jersey City

Mr. Jim Caputo, Diocesan Property Manager; Mr. John King, Director of Administration & Secretary of Convention

YOUTH & YOUNG ADULT MINISTRIES
REPORT TO CONVENTION: JANUARY 2016

Diocesan Youth & Young Adult Ministries continued to grow in exciting ways in 2015. We continued to offer many ways for congregations and individuals to nurture and celebrate young people's faith and helped young people explore their faith outside of their home communities.

In January youth were chaperoned by young adults while participating in our Annual Convention. The young people also led the Youth & Young Adult Ministries workshop at Convention. This afforded them the opportunity to share what they've learned and the ways they've grown through congregational and diocesan youth ministry.

Our programs for middle school and high school youth continued to incorporate young people from more churches this year. Happening, the High School Retreat, Christophany and the Middle School Retreat were all well attended and provided youth with safe places to explore their own faith and learn about others' journeys. As a result, we are developing leaders to return to their congregations with more confidence in their ability to lead worship and small group meetings. These young people are also more comfortable talking about their faith and are assured that they have peers who are eager to learn from and share with them. This is truly a blessing!

Several young people also served as leaders at the three Confirmation Retreats we conducted to provide youth and adults the opportunity to have meaningful fellowship, explore the ways in which the Spirit may be calling them and spend quality time with the Bishop.

This summer Kaileen led a group of 9 youth, 2 young adults and one other chaperone (the Rev. Robert Browning) to experience General Convention as observers. They appreciated being able to witness two diocesan young adults, Dunstanette Macauley-Dukuly and Janelle Grant serve as Fourth Lay Deputy and First Lay Alternate, respectively. In addition, their understanding of the breadth of the Episcopal Church's work was greatly increased. This makes our diocese one of the few that is establishing a practice of including young people in its deputation. Two young people shared their experiences at the diocesan report-back sessions and one blogged about it for her church.

In light of the increase in racial incidents in our country over the past 2 years, our diocese hosted an anti-racism dialogue for youth and young adults. Young people and chaperones from the Dioceses of New Jersey and New York participated with us. It was a very meaningful experience that deepened our understanding of how our young people experience race.

Our young adult ministry flourished this year. Thanks, in part, to a grant from the United Thank Offering we held an overnight Young Adult Ministry Visioning Retreat in December at Cross Roads. People from 6 congregations and two young adults who don't belong to Episcopal congregations helped shape this ministry for the next year. We formed a steering committee and are excited to see where the Spirit might call us!

The relationship between our Director of Youth & Young Adult Ministries, her counterparts in the Diocese of New Jersey, the New Jersey Lutheran Synod and the Diocese of Long Island continues to grow. In particular, the two New Jersey dioceses and the Lutheran Synod are working together with Cross Roads to provide more formation opportunities for young people and their ministers. Anthony Briggs, the Executive Director of Cross Roads, has faithfully facilitated this relationship.

Respectfully submitted,
Kaileen T. Alston