

1985 JOURNAL OF THE DIOCESE OF NEWARK

**PROCEEDINGS OF THE
ONE HUNDRED AND ELEVENTH ANNUAL CONVENTION
JANUARY 25-26, 1985**

HELD AT THE QUALITY INN, FIFTY PARK PLACE, NEWARK, NEW JERSEY

Lord God

You are the eternal presence that transcends time.
Our parents have known your saving power in the past,
We have experienced you in our present,
You have promised to meet us in that unknown and
sometimes fearful future.
Fill our lives with the courage that will enable us

to plan

to dream

to risk

to venture

Grant that we may be faithful to you now in our time.
Empower us to build in our Diocese a Church that will
enable our descendants to be faithful to you in the
generations to come.

Where we are timid, grant us boldness

Where we are discouraged, grant us hope.

Where we are afraid, grant us a new vision.

Where we are defeated, resurrect our spirits.

Bless our efforts to revitalize and renew the
congregations of this Diocese, and to serve those
whose needs are so apparent that Jesus might be
lifted up and this age might be drawn to him
as Lord and Savior.

CONSTITUTION (Article II)

There shall be a Convention of the Church in this Diocese on the second Saturday in May in each year, or on such other day as may be specially appointed by the Ecclesiastical Authority. The Convention shall be held at the Cathedral unless the Ecclesiastical Authority appoints otherwise.

SECRETARY'S NOTES

The One Hundred Eleventh Annual Convention of the Church in the Diocese of Newark will meet on Friday, January 31, and on Saturday, February 1, 1986.

The Annual Reports from parishes and missions for 1984, which are canonically required on or before February 1, 1985, together with the personal reports of the clergy, should be forwarded to the Bishop of the Diocese, 24 Rector Street, Newark, New Jersey 07102, or brought to the Convention.

Reports from Diocesan Institutions, departments, commissions, committees, and all other persons or bodies reporting to the Convention should cover the civil year, and be sent not later than December 31, 1984, to the Secretary of the Convention, 24 Rector Street, Newark, New Jersey 07102.

Address all communications for the Secretary of the Convention to:

Mrs. Christine M. Barney
24 Rector Street
Newark, New Jersey 07102

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**OFFICERS OF THE DIOCESE
THE CONVENTION**

PRESIDENT

**The Right Reverend John Shelby Spong, D.D., 24 Rector Street,
Newark, New Jersey, 07102**

SECRETARY

Mr. John Zinn, 24 Rector Street, Newark, New Jersey, 07102

ASSISTANT SECRETARIES

**Mrs. Christine M. Barney, 24 Rector Street, Newark, New Jersey,
07102**

Mrs. Gail Deckenbach, 24 Rector Street, Newark, New Jersey, 07102

TREASURER

Mr. William P. DuBose, 24 Rector Street, Newark, New Jersey, 07102

ASSISTANT TREASURER

**Mr. William K. Quinlan, 24 Rector Street, Newark, New Jersey,
07102**

CHANCELLOR

**The Honorable Ward J. Herbert, 550 Broad Street, Newark, New
Jersey, 07102**

PARLIAMENTARIAN

**The Honorable Richard B. McGlynn, 24 Rector Street, Newark, New
Jersey, 07102**

111TH ANNUAL CONVENTION

ELECTIONS

SECRETARY OF CONVENTION

Mrs. Christine M. Barney, St. Peter's, Morristown*

TREASURER OF THE CONVENTION

Mr. William P. DuBose, St. Paul's, Chatham*

ASSISTANT TREASURER OF CONVENTION

Mr. William K. Quinlan, Calvary Church, Summit*

ACTS/VIM BOARD - CLASS OF 1988

Mrs. Katherine Rebstock, St. Bartholomew's, Ho-Ho-Kus*

Mrs. Martha J. White, St. Elizabeth's, Ridgewood*

**The Rev. Robert H. Maitland, Jr., The Church of the Saviour,
Denville***

COMMITTEE ON CONSTITUTION AND CANONS - CONVENTION 1986

Mrs. Marjorie L. Christie, Christ Church, Ridgewood

The Rev. Addison K. Groff, St. Peter's, Rochelle Park

**The Hon. Ward Herbert, St. Andrew & Holy Communion, South
Orange**

The Rev. Beverly J. Huck, Calvary, Summit

Mrs. Annette Jecker, Incarnation, West Milford

**The Rev. Donald Kimmick, Church of the Good Shepherd, Midland
Park**

**Mr. William De Lorenzo, Jr., St. Alban's, Oakland/Franklin
Lakes**

The Hon. Richard B. McGlynn, Christ Church, Short Hills

Mr. Michael F. Rehill, Grace Church, Westwood

The Rev. George Swanson, Church of the Ascension, Jersey City

DEPARTMENT OF MISSIONS -CLASS OF 1986, 1987, 1988

Mrs. Sally Sobol, St. Luke's, Montclair*

Mr. George W. Howey, Jr. Calvary, Summit*

Mr. Donald Knapp, St. Andrew's, Lincoln Park*

Mr. Dennis V. Lodge, Church of the Holy Spirit, Verona*

The Rev. Scott Kallstrom, Grace Van Vorst, Jersey City

The Rev. Luis Leon, St. Paul's, Paterson

The Rev. Douglas J.M. Reans, St. Cyprrian's, Hackensack

DIOCESAN COUNCIL - CLASS OF 1987

Mr. Nathaniel F. Colby, St. John's, Dover*
The Rev. Richard Gressle, Church of the Good Shepherd, Fort
Lee*

ECCLESIASTICAL COURT - CLASS OF 1991

The Rev. Addison K. Groff, St. Peter's, Rochelle Park *

ECCLESIASTICAL COURT - CLASS OF 1988 - Lay Assessor

Ms Audrey P. Davidson, Grace Church, Newark*

GENERAL CONVENTION SUPPLEMENTARY DEPUTIES

The Rev. Richard L. Shimpfky, Christ Church, Ridgewood
The Rev. John P. Croneberger, Church of the Atonement, Tena
The Rev. T. James Snodgrass, House of Prayer, Newark
The Rev. Oscar Gonzalez, Grace Church, Union City
Mr. Victor Hart, Christ Church, Hackensack
Mr. Michael Rehill, Grace Church, Westwood
Mrs. Mary Leigh Armstrong, All Saints', Millington
Mrs. Eugenia Suthern, Incarnation, Jersey City

PROVINCIAL SYNOD DEPUTIES AND ALTERNATES - CLASS OF 1987

Mr. Andrew S. Hazelton, St. Michael's, Wayne*
Mrs. Audrey M. King, St. Martin's, Maywood*
The Rev. F. Sanford Cutler, Church of the Redeemer, Morrist.
The Rev. Cedric F. Thompson, Christ Church, East Orange
Mrs. Kay Leidy, Church of the Redeemer, Morristown
Mrs. Clara M. Horsely, Christ Church, East Orange
The Rev. Donor Macneice, St. Alban's, Oakland, Franklin Lak
The Rev. Horace D. Ward, Trinity Cathedral, Newark

THE STANDING COMMITTEE - CLASS OF 1989

Mr. William Wachenfeld, St. Peter's, Essex Fells*
The Rev. Richard L. Shimpfky, Christ Church, Ridgewood*

TRINITY CATHEDRAL CHAPTER - CLASS OF 1988

Mrs. Eleanor Tapscott, Church of the Atonement, Tenafly*
The Rev. Alexander MacDonell, St. Luke's, Haworth*

***UNCONTESTED ELECTION**

DIOCESAN ORGANIZATIONS

ELECTED BY CONVENTION

ACTS/VIM BOARD

The Rt. Rev. John S. Spong

Elected by Convention

Class of 1986

**Mrs. Marjorie Christie, Chair
Dr. Joseph E. Piel
The Rev. Ivan W. Partridge**

Class of 1987

**Mr. Robert Armstrong
The Rev. Robert A. Mayo
Mr. Herman E. Irving II**

Class of 1988

**The Rev. Robert H. Maitland
Mrs. Katherine Rebstock
Mrs. Martha J. White**

Appointed by the Bishop

Class of 1986

The Rev. Dr. David Hamilton

Class of 1987

Mrs. Lynn Glover

Class of 1988

The Rev. Donor Macneice

DEPARTMENT OF MISSION

**The Rt. Rev. John S. Spong, President
The Ven. Denise Haines, Vice President/Secretary
Mrs. Elizabeth Stone, Assistant Secretary**

Class of 1986

**Mr. Gerald Honeycutt
Dr. Barbara Phaire
Mrs. Sally Sobol
The Rev. James F. Jannucci
The Rev. Alan King
The Rev. Harry Smith**

Class of 1987

**Mrs. Anne Babcock
Mrs. Dorothy Fowlkes
Mr. George Howey, Jr.
The Rev. Geoffrey Curtiss
The Rev. Gaylord Hitchcock, Jr.
The Rev. Donald Shearer**

Class of 1988

Mr. Donald Knapp
Mr. Dennis Lodge
Ms. Karen Sadock
The Rev. Scott Kallstrom
The Rev. Luis Leon
The Rev. Douglas Reans

ECCLESIASTICAL COURT

The Rev. Dale Cranston 1986	The Rev. Dr. David Hamilton,
The Rev. Kenneth Polglase 1987	1989
The Rev. John Rollins 1988	The Rev. George Bowen 1990
	The Rev. Addison Groff 1991

Lay Assessor: Ms. Audrey Davidson, Grace Church, Newark 1988

GENERAL CONVENTION SUPPLEMENTARY DEPUTIES 1985

The Rev. Richard Shimpfky	Mr. Victor Hart
The Rev. John Croneberger	Mr. Michael Rehill
The Rev. James Snodgrass	Mrs. Mary Leigh Armstrong
The Rev. Oscar Gonzalez	Mrs. Eugenia Suthern

PROVINCE II SYNOD, NEW YORK/NEW JERSEY

Class of 1986

Class of 1987

Deputies

Mrs. Florence Bustamante	Mr. Andrew Hazelton
Mrs. Annette Jecker	Mrs. Audrey King
The Rev. Page Bigelow	The Rev. Sanford Cutler
The Rev. Bruce Bramlett	The Rev. Cedric Thompson

Alternates

Mr. Herbert Brown	Mrs. Kay Leidy
Mrs. Betty Dolan	Mrs. Clara Horsley
The Rev. Elizabeth Sherman	The Rev. Donor Macneice
The Rev. Canon John Edler	The Rev. Horace Ward

THE STANDING COMMITTEE

Class of 1985

**Miss Anne Speirs, President
The Rev. Hayward Levy,
Secretary**

Class of 1986

**Mrs. Marjorie Christie
The Very Rev. Dillard
Robinson, III**

Class of 1988

**Mr. William Hardin
The Rev. Joseph Herring**

Class of 1989

**Mr. William Wachenfeld,
The Rev. Richard Shimpfky**

TRINITY CATHEDRAL

The Rt. Rev. John S. Spong

**The Very Rev. Dillard
Robinson, III**

Elected By Convention

Class of 1986

**Ms Susan Desmond
The Rev. Frederick Fox III**

Class of 1987

**Mr. William Keeley, Jr.
The Rev. Geoffrey Curtiss**

Class of 1988

**Mrs. Eleanor Tapscott
The Rev. Alex MacDonell**

Appointed by the Bishop

Class of 1986

The Rev. Luis Leon

Class of 1987

The Rev. Robert Wagner

Class of 1988

Mrs. Marjorie Christie

Elected by Cathedral Congregation

**Mrs. Virginia Fletcher, Warden
Mr. Maso Ryan, Warden**

**Mrs. Otelia Daring, Treasurer
Mrs. Ella Brown, Clerk**

APPOINTED FROM COMMISSIONS AND MEMBERS AT LARGE

BISHOP ANAND RESOURCE CENTER

Mrs. Jean Stufflebeem,
Director
The Rev. Nancy Wittig, Chair
Mrs. Shahla Anand
Mr. George Auten
Mr. Ferdinand D'Esposito

The Rev. Harold J. Dwyer, Jr.
Sister Barbara Jean, CSJB
Mrs. Bonnie Magnuson
The Rev. Robert Morris
Mrs. Natalie Nichol
The Rev. Nancy Talmage

NOMINATED BY BISHOP AND CONFIRMED BY CONVENTION

COMMISSION ON MINISTRY

The Ven. Denise Haines

Class of 1986

The Rev. George Allen
The Rev. Jack McKelvey
The Rev. Walter Sobol

Mr. Townsend Lucas
Mr. Thomas Schlabach Jr.
Mrs. Mollie Spruel

Class of 1987

The Rev. David P. Hegg II
The Rev. Nelson Thayer
The Rev. Joyce Tompkins

Mrs. Judy Branson
Dr. Joseph E. Piel
Mrs. Shirley Tremaine

Class of 1988

The Rev. Jorge Gutierrez
The Rev. Alex MacDonell
The Rev. Elizabeth Maxwell

Mrs. Mary Dale
Mr. William Keeley Jr.
Mr. Donald MacIntosh

APPOINTED BY THE BISHOP

COMMISSION ON AGING

Class of 1986

The Rev. Gaylord Hitchcock, Jr	Mrs. Lorraine Chiaventone
The Rev. Robert Maitland	Mrs. Doris Muller, Chair

Class of 1987

The Rev. Walter A. Bell	Mr. Vito D'Aiutolo
The Rev. Charles Eades	Mr. Edgar Curtiss

Class of 1988

The Rev. Donald Walk	Mr. Donald McKay
The Rev. Robert Wardrop	Mrs. Lorraine Shay

CAMP AND CONFERENCE BOARD

Mr. Peter Wikander, Administrator

Class of 1986

The Rev. Richard Constantinos	Mr. Donald Cairns, Chair
The Rev. Gordon Tremaine	Mrs. Patricia Cumberbatch

Class of 1987

The Rev. Duncan Clark	Mrs. Geneva Tucker
The Rev. Emily S. Gibson	Mr. Frederick Winters

Class of 1988

The Rev. John Elledge	Mr. Alan Bowen
	Mrs. Edith T. Ewing

CHRISTIAN EDUCATION COMMISSION

Mrs. Jean Stufferbeem

Class of 1986

The Rev. Philip Krug	Ms. Roberta Nobleman
The Rev. Kenneth Poppe, Chair	Sr. Barbara Jean

Class of 1987

The Rev. John Fisher	Mrs. Cynthia Urfer, Lay Schor
The Rev. Nancy Wittig	Mr. Michael Sutcliffe

Class of 1988

The Rev. Robert Dendtler	Dr. Hewitt Jeter
The Rev. Beverly Huck	Mrs. Esther Roman

CHRISTIAN SOCIAL RELATIONS COMMISSION

Class of 1986

The Rev. Bernard Poppe	Dr. William Black
The Rev. Leslie Smith	Mr. Harold Morris

Class of 1987

The Rev. George Kyle	Mrs. Margaret Kenrick
The Rev. Elizabeth Maxwell, Chair	Mrs. Dolores Most

Class of 1988

The Rev. Harold Dwyer, Jr.	Ms. Bobbie Callard
The Rev. Thomas Feamster	Mrs. Gail Deckenbach

COMMISSION ON CONGREGATIONAL REVITALIZATION, EVANGELISM
AND CHURCH GROWTH

Class of 1986

The Rev. William McGregor	Mr. Robert Brewster
The Rev. Joyce Tompkins	Mr. Stephen Hall

Class of 1987

The Rev. Richard Gressle	Mrs. Ann Edgar
The Rev. Luis Leon, Chair	Mr. James Freeman

Class of 1988

The Rev. Jorge Gutierrez	Ms. Karen Van Dyke
The Rev. Michael Du Plessis	Mr. James Mion

CURSILLO

Mr. William Hill, Lay Director

ECUMENICAL AND INTERFAITH COMMISSION

Class of 1986

The Rev. Bruce Bramlett	Mr. Lester Anderson
The Rev. Harold Dwyer, Jr.	Ms. Barara Hemink

Class of 1987

The Rev. Mark Beckwith, Chair	Mrs. Christine Barney
The Rev. Vesta Kowalski	Mrs. Gerrie Jeter

Class of 1988

The Rev. Daniel Kreller	Mr. Charles Barbera
The Rev. Donor Macneice	Mrs. Dilys Popper

EPISCOPAL COMMUNITY SERVICES

Class of 1986

Mrs. Mary Leigh Armstrong
Mrs. Catherine McFarland,
President
Mr. Harold Sessoms

Class of 1987

Mrs. Nancy Lewis	Mr. Grant Gille
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Class of 1988

The Rev. John Branson III	Ms. Barbara Bell
The Rev. John Duffer	Mrs. Louise Zwingler
The Rev. Albany To	

HISPANIC COMMISSION

Class of 1986

The Rev. Oscar Gonzalez	Ms. Marta Lopez
The Rev. Harold Card	Mr. Alfonso Narvaez
	Mr. Jaime Vidal

Class of 1987

The Rev. George Brant	Mrs. Griselle Montesino
The Rev. Emily Gibson	Mrs. Angeles Valdes
The Rt. Rev. Jose Gonzalez, Chair	

Class of 1988

The Rev. Dwight Neglia
The Rev. Onell Soto

Mr. William Herman
Mr. Gerald Kinch

COMMISSION ON LAY MINISTRY

Current membership reviewing task of commission
at request of Bishop

Class of 1986

Mr. Ferdinand Wolfertz

Class of 1987

The Rev. Michael Du Plessis,
Convenor
The Rev. Thomas Lincoln
The Rev. Richard Ottaway

Mr. Martin Dyke III
Mr. Andrew Fisher
Mr. Richard Werner

NEW JERSEY COUNCIL OF CHURCHES GOVERNING BOARD

The Rev. Robert Mayo
The Rev. Charles Packard

Mrs. Valentine Armstrong
Mr. Robert Stanfield

PEACE COMMISSION

Class of 1986

The Rev. John Branson III
The Ven. Stephen Galleher,
Chair
The Rev. Alex MacDonell
The Rev. John Rollins
The Rev. John Smylie

The Class of 1987

The Rev. Joyce Tompkins
The Rev. Thomas Feamster
The Rev. Elizabeth Maxwell

Mrs. Helen Bailey
Mr. William Kiehn
Mrs. Jean Stufflebeem
Mr. Herbert Wendell
Mrs. Virginia Whitehouse

Class of 1988

The Rev. Peter Constantinos	Mrs. Carolyn Blake
	Mr. William Blanchard

STEWARDSHIP COMMISSION

Class of 1986

The Rev. Craig Burlington	Mrs. Tilly-Jo Emerson
The Very Rev. Dillard Robinson III	Mrs. Dorothy Hooper

Class of 1987

The Rev. Carr Holland	Mrs. Diane Holland
The Rev. Harry Smith, Chair	Mr. Paul Yates

Class of 1988

The Rev. David Earnest	Mr. Kenneth Koch
The Rev. David Kern	Mrs. Susannah Hobbs

COMMISSION ON WOMEN'S ISSUES AND MINISTRY

Class of 1986

Mrs. Judith Bransom

Class of 1987

The Rev. Elizabeth Sherman, Chair	Mrs. Annette Jecker
The Rev. Katrina Swanson	Mrs. Jean Stufflebeem

Class of 1988

The Rev. Harold Dwyer, Jr.	Mrs. Janet DeGiovanni
	Mrs. Fran Trot

CONVENTION COMMITTEES

ARRANGEMENTS

Mrs. Mary Leigh Armstrong	The Rev. Charles Packard
Mrs. Christine Barney	Mrs. Marilyn Robinson, Co-Chair
The Rev. Theodore Edwards, Jr.	The Rev. John Stanton
Mrs. Edith Ewing	Mrs. Martha White
Mrs. Pamela Fueshko	Mr. Bruce Whitehouse
Ms. Barbara Hemink, Co-Chair	The Rev. Canon James Williams
Mrs. Joan Lodge	

BISHOP'S ADDRESS

Mr. Gerald Evans	The Rev. Elizabeth Maxwell,
The Rev. Daniel Kreller	Chair
The Rev. Alex MacDonell	Mrs. Barbara Trillich

BUDGET

Mr. William DuBose	The Rev. Luis Leon
The Rev. Richard Gressie, Chair	Mr. Jack Lynch
The Rev. Jorge Gutierrez	Mr. Michael Rehill
The Rev. Abigail Hamilton	The Rev. Harry Smith
The Rev. David Hegg II	The Rev. Walter Sobol
Mrs. Christina Hembree	Mr. Paul Yates
Mr. Jeffrey Kittross	Mr. John Zinn

CERTIFY MINUTES

Mrs. Mary Leigh Armstrong,	Mr. Whitney Parker
Chair	The Rev. William Willard
Mrs. Gail Deckenbach	

CLERGY SALARIES

Mr. George Christie	The Rev. Jack McKelvey
The Rev. Cyprian Fields	Mr. John Snyder, Chair
The Rev. Abigail Hamilton	

DISPATCH OF BUSINESS

The Hon. Ward J. Herbert	The Hon. Richard McGlynn
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NEW AND EXTINCT PARISHES

The Hon. Ward Herbert	Mr. John Zinn, Chair
The Rev. David Kern	

RESOLUTIONS

Mrs. Christine Barney
The Rev. Mark Beckwith
The Rev. George Bowen
The Rev. Sanford Cutler
Mr. Dennis Doran
The Rev. John Fisher
The Rev. Jorge Gutierrez
Dr. George Hill

Mr. Jerry Honeycutt
Mrs. Clara Horsley
Mrs. Jane LaDuke
Mrs. Kay Leidy
Mr. Dennis Lodge
Mr. Michael Rehill
The Rev. Leslie Smith
Mrs. Virginia Whitehouse

RESOLUTION OF COURTESY

The Rev. Nancy Talmage

RESOLUTIONS OF GREETING AND THANKS

Mr. Paul Yates

RULES OF ORDER AND ELECTIONS

Mrs. Mary Leigh Armstrong
Mrs. Florence Bustamante,
Chair
The Rev. H. Gaylord Hitchcock

The Rev. James Johnson
Mrs. Mitchell Martin
Mrs. Doris Muller
Mrs. Lorraine Shay

RIGHTS OF CLERICAL DEPUTIES

Mrs. Lorraine Billingshurst
The Rev. Robert Dendtler, Chair

The Rev. Jacob Welbourne

RIGHTS OF LAY DEPUTIES

Mrs. Diane Rhodes Bakes, Chair
The Rev. Peter Constantinos

Mr. Ferdinand D'Esposito

TELLERS

Mr. William Bigelow
Mrs. Mary Anne Bird
Mr. Robert Bird
Mr. Herbert Brown
Mr. Tom Coulter
Mrs. Jackie Coy
Mr. Martin Dyke
Mr. Andrew Emerson
Ms. Barbara English
Mrs. Anne Evans
Mr. Carter Hagaman
Mrs. Jessie Hermann
Ms Marcelle Hewitt

Mrs. Sue Hirner
Miss Connie Horsley
Mr. Richard Horsley
Miss Maria Jampolsky
Mrs. Muriel Jobbers
Mrs. Emily Kittross
Mrs. Elfreda Mars-Jones
Ms Raven Matthews-Tyree
Mrs. Mary Nagel
Mrs. Marie Obermann
Mrs. Lorraine Shay
Mrs. Jean Stanfield
Mrs. Marjorie Wilson

PAGES

Mike Allen
Chris Barker
Whitney Boveroux
Erik Bronanderk
Steve Crane
Cristin Cullenn
Katie Farrell
Karin Hagaman
Mandy Hagaman
Lynn Hoppen
John Horsky
Kelly Lacetti

Amy Maros
Liz McFarland
Glenn McKelvey
Owen Renfroe
Tom Schuckman
Michael Sigler
Amy Van Sant
Lynda Van Sant
George Wheeler
Laura Whitehouse
Marcy Yeisley

THE DIOCESAN COUNCIL

President - The Right Rev. John Shelby Spong, D.D.
Vice President - Mrs. Marilyn Robinson
Secretary - Mrs. Christine Barney
Treasurer - Mr. William DuBose
Chancellor - The Hon. Ward Herbert

CONVOCATION REPRESENTATIVES

EAST BERGEN

The Rev. John Negrotto, Holy Trinity, Hillsdale (1987)
Mr. Michael Rehill, Grace Church, Westwood, (1986)

HACKENSACK

The Rev. Charles Packard, St. Thomas', Lyndhurst (1986)
Mr. Richard Wrede, St. Paul's, Wood-Ridge (1987)

HUDSON

The Rev. John Dulfer, St. John's, Jersey City (1987)
Mr. Dennis Doran, St. John's, Jersey City (1986)

MORRIS

The Rev. John Owens, St. Gregory's, Parsippany (1987)
Mr. Arch Cashion, Grace Church, Madison (1986)

NORTH ESSEX

The Rev. Donald Baldwin, St. Paul's, East Orange (1987)
Mrs. Joan Lodge, Holy Spirit, Verona (1986)

PASSAIC

The Rev. Carr Holland, St. Clement's, Hawthorne (1986)
Mrs. Annette Jecker, Church of the Incarnation, W. Milford (1987)

SOUTH ESSEX

The Rev. Robert Dendtler, Trinity Church, Arlington (1986)
Mr. Hans Gruenberg, St. George's, Maplewood (1987)

WEST BERGEN

The Rev. Donald Kimmick, Church of the Good Shepherd
Midland Park (1986)
Mr. Maurice Bolmer, Christ Church, Ridgewood (1987)

WESTERN

The Rev. Kenneth Poppe, St. David's, Kinnelon (1986)
Mr. John Lynch, St. Mary's, Sparta (1987)

ELECTED BY CONVENTION

The Rev. James Snodgrass, House of Prayer, Newark (1986)
Mrs. Cathy McFarland, St. Luke's, Montclair (1986)
The Rev. Richard Gressle, Church of the Good Shepherd
Fort Lee (1987)
Mr. Nathaniel Colby, St. John's, Dover (1987)

APPOINTED BY THE BISHOP

The Rev. James Sell, St. Mary's Sparta (1986)
Mrs. Marilyn Robinson, St. John's, Ramsey (1986)
The Rev. Alex MacDonell, St. Luke's, Haworth (1987)
Mrs. Christina Hembree, St. Paul's, Montvale (1987)

OFFICERS OF INSTITUTIONS AND ORGANIZATIONS

ALTAR SOCIETY OF THE DIOCESE OF NEWARK

Mrs. Dorothy Bartkus, Directress
Mother Superior, Co-Directress
Mrs. Jeanne Kunkel, Treasurer
Mrs. Margaret Lewis, Secretary

CHRIST HOSPITAL

The Rt. Rev. John S. Spong, Chair of the Board
Dr. Ernest May, Sr. Vice Chair
Mr. Richard Hazen, Vice Chair for Finance
Mr. Joseph Caldarera, Vice Chair
Mr. Curtis Plant, Secretary
The Rev. Francis Carr, Assistant Secretary

CLERGY SPOUSES

Executive Committee

The Rev. & Mrs. Michael DuPlessis	The Rev. & Mrs. Luis Leon
The Rev. & Mrs. David P. Hegg II	The Rev. & Mrs. Dwight Neglia
Co-Chairs	The Rev. Ray Roberts
The Rev. Beverly Huck	The Rev's Joyce & Douglas Tomkins

CORPORATION FOR THE RELIEF OF WIDOWS, WIDOWERS, AND CHILDREN OF THE CLERGY OF THE PROTESTANT EPISCOPAL CHURCH IN THE STATE OF NEW JERSEY

The Rt. Rev. John S. Spong, President
The Rt. Rev. G. P. Mellick, Vice President
The Rt. Rev. Vincent K. Pettit, Vice President
Mr. Carl Swinger, Secretary
Mr. Walter Edwards, Treasurer

EPISCOPAL FEDERAL CREDIT UNION

Board of Directors

Mrs. Audrey King, Chair	The Very Rev. Dillard Robinson
Mr. Leroy Bonadie	III
Mr. Monroe Freeman	The Rev. Robert Maitland
Mr. John Zinn	Mrs. Teresa Hale
The Rev. Geoffrey Curtiss	Mr. J.W. Hermann, Jr.

Supervisory Committee

Mr. George Stubbs, Jr. Ms. Jean Titterington
Mr. Stephen Hayden

GERTRUDE BUTTS MEMORIAL HOME ASSOCIATION

The Rt. Rev. John S. Spong, Honorary President
The Hon. Ward Herbert, President
Mr. John Zinn, Treasurer
Miss Nancy Babcock, Assistant Secretary
The Ven. Stephen Galleher, Administrative Assistant

Trustee Members of the Association

Mr. Frank Brooks Mr. Wallace Chandler
Mrs. Edward Kunkel Dr. Ernest Hillman, Jr.
Mr. Whitney Parker Mr. Gerald Harvey

LAY READERS' GUILD

Ms Susan Kynor, President Ms Lynn Kirchgessner,
Mr. George Ballard, Secretary
Vice President Mr. Walter Sumner,
Treasurer

TRUSTEES OF FUNDS AND TRUSTS

THE DIOCESAN INVESTMENT TRUST OF THE DIOCESE OF NEWARK

The Rt. Rev. John S. Spong, President, ex-officio
Mr. Edward Gray, III, Vice President
Mr. Robert Reinhardt, Treasurer
Mr. John Zinn, Secretary/Assistant Treasurer

Mr. William Keiter	Mr. Robert Oley
Mr. William Young	Mr. Edward Gray III
The Very Rev. Dillard Robinson	Mr. John McGinty
III	Mr. William DuBose
Mrs. Marjorie Christie	

TRUSTEES OF THE FUND FOR AGED AND INFIRM CLERGY

(Administers the Automatic Pension Fund and the Fund for the Relief of Clergy and their dependents and the Rebecca Goodwin Pension Fund).

The Right Reverend the Bishop of Newark
and the Standing Committee

· THE GEORGE E. RATH FUND

The Right Reverend the Bishop of Newark
and the Standing Committee

EPISCOPAL CAPITAL LOAN FUND

The Rt. Rev. John Shelby Spong, Chair
Mr. John Zinn, Administrator

The Rev. Robert Maitland	Ms Mary Sunden
Mr. Grant Gille	Mr. Robert Ewing
Ms Teresa Hale	The Rev. Harry Smith
The Rev. Geoffrey Curtiss	The Rev. George Swanson
Mr. Alfonso Narvaez	The Rev. David Kern
	Mrs. Lorraine Shay

TRUSTEES OF THE EPISCOPAL FUND AND THE DIOCESAN PROPERTIES OF THE DIOCESE OF NEWARK

The Hon. Ward Herbert, President

The Hon. Richard McGlynn	Mr. Melvin Windsor
Mr. Eliot Knight	Mr. Robert Brown
Mr. Robert Reinhardt	Mr. Frank Willis
The Rev. George Bowen	Mr. Joseph Vostal

CANONICAL LIST OF THE CLERGY

(Date in parentheses indicates year of canonical residence)

BISHOPS

- The Right Reverend JOHN SHELBY SPONG, D.D., Bishop of the Diocese; consecrated June 12, 1976. Office: 24 Rector Street, Newark NJ 07102; Residence: 43 Ogden Place, Morristown, NJ 07960.
- The Right Reverend GEORGE E. RATH, S.T.D., Retired Bishop of the Diocese; consecrated March 6, 1964. Residence: 2 Cedarland Road, Box 996, East Orleans, MA 02643.
- The Right Reverend LELAND STARK, D.D., L.H.D., Retired Bishop of the Diocese; consecrated June 9, 1953. Residence: 153 Morningside Road, Verona, NJ 07044.

PRESBYTERS

- ALLEN, DONALD H. (1971), 180 Walnut Street, B-21, Montclair 07042.
Chaplain, Mountinside Hospital, Montclair; Rector, Ascension, Bloomfield.
- ALLEN, GEORGE C. II (1980), 644 Centre Street, Oradell 07649.
Rector, Annunciation, Oradell.
- ALLING, FREDERIC A., M.D. (1955), 88 River Road, Grandview-Hudson, NY 10960.
- ANDERSEN, RICHARD B. (1967), 207 Fairmount Road, Ridgewood 07450.
Rector, St. Elizabeth's, Ridgewood.
- AVERY, EUGENE L., D.D. (1948), 432 North Green Street, Morganton, NC 28655.
Retired.
- BAER, KENNETH F. (1964), 211 Main Street, Lincoln Park 07035.
Rector, St. Andrew's, Lincoln Park.
- BALDWIN, DONALD B. (1965), 206 Renshaw Avenue, East Orange 07017.
Rector, St. Paul's, East Orange.
- BALDWIN, HARRIS E., JR. (1955), Butler Ridge, Apt. #10, 1605 Route 23
Butler 07405
Retired, Rector Emeritus, St. Mary's, Haledon.
- BANCROFT, FRANCIS S. III (1959), 528 Morse Avenue, Ridgefield 07657.
Rector, St. James', Ridgefield.
- BECKWITH, MARK M. (1982), 1 Littleton Road, Morris Plains 07950.
Associate Rector, St. Peter's, Morristown.
- BEERS, DONALD W. (1954), R.D. 1, Box 265B, Belvidere 07823.
Assistant to the Bishop for the Armed Forces.
- BEISHEIM, C. DONALD (1952), 109 Park Place, Bogota 07603.
- BELL, DEDRA A. (1984), 474 Park Avenue, Paterson 07504
- BELL, WALTER A. Jr., (1962), 408 Third Street, Belvidere 07823.
Rector, St. Mary's, Belvidere, and St. Peter's, Washington.
- BENNETT, R. DUDLEY (1963), 360 Passaic Avenue, West Caldwell 07006.
Director, MCM Consultants, Inc., West Caldwell.
- BIGLOW, PAGE E. S. (1974), 7 Roosevelt Road, Maplewood 07040.

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Retired. Rector Emeritus, Christ, Bloomfield/GlenRidge.

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Retired.

BOWEN, GEORGE H. (1957), 543 Highland Avenue, Newark 07104.
Rector, Grace, Newark.

BOYLE, PETER (1972), 185 Newman Street, Metuchen 08840
Rector, St. James', Newark.

BRAMLETT, BRUCE R. (1979), 283 Herrick Avenue, Teaneck 07666.
Rector, St. Mark's, Teaneck.

BRANSON, JOHN H. III (1980), 94 Chatham Street, Chatham 07928.
Rector, St. Paul's, Chatham.

BRANT, G. Harry (1960), 214 Washington Street, Hackettstown 07840.
Rector, St. James', Hackettstown.

BRIDGEMAN, A. WARREN (1985), 47 Beverly Road, Hampstead, NY 11550.
Rector, Epiphany, Orange

BROWN, BARTON (1963), 315 Main Street, West Orange 07052.
Rector, Holy Trinity, West Orange.

BROWN, DAVID C. (1982), 150 Preston Street, Ridgefield Park 07660.
Rector, St. Mary the Virgin, Ridgefield Park.

BURLINGTON, R. CRAIG (1969), 52 Curtiss Place, Maplewood 07040.
Rector, St. George's, Maplewood.

CANHAM, ELIZABETH J. (1981), 305 E. 95th. Street, New York, NY 10128.
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CARLSON, Walter D. (1967), 2-06 31st Street, Fair Lawn 07410.
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Rector, St. Paul's, Jersey City.

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Chaplain, Christ Hospital; Canon Pastor to Clergy and Clergy
Families

CHEEVER, FRANK A. (1968), 1305 Pyramid Way, Apt. 6-L, Sparks, NV 89431.
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CLARK, DUNCAN N. (1985), 175 Ninth Ave., New York, NY 10011.
Deacon, St. Michael's, Wayne.

CONSTANTINOS, PETER R. (1984), 101 First Street, Wood-Ridge 07075
Rector, St. Paul's, Wood-Ridge; Grace Chapel, East Rutherford

CONSTANTINOS, RICHARD P. (1963), 22 Ridge Road, Box 357, Stanhope 07874.
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CRANSTON, DALE L. (1972), 21 Stone Fence Road, Mahwah 07430.
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CRAWFORD, ALAN B. (1970), C/O Dr. James MoRoy, 191 Ridgedale Avenue,
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CROMWELL, RICHARD (1973), 137 Orange Street, #3, Manchester, NH 03104.

CRONEBERGER, JOHN P. (1980), 81 Highwood Avenue, Tenafly 07670.
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CUNNINGHAM, LYNN E. (1970), 3425 Mt. Pleasant Street NW, Washington, DC
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CUTLER, F. SANFORD (1970), 36 South Street, Morristown 07960.
Rector, Redeemer, Morristown.

DALEY, FRANCIS D. (1958), P.O. Box 312, Penney Farms, FL 32079.
Retired.

DAVIDSON, GEORGE B. (1962), 12 Longwood Drive, Whiting 08759.
Retired.

DAWSON, GEORGE R. (1965), 33 Howard Place, Waldwick 07463. Chaplain,
Seamen's Church Institute, 118 Export Street, Port Newark 07114.

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DELO, ARTHUR C. (1972), 88 McAdoo Avenue, Jersey City 07305.
Rector, St. Stephen's, Jersey City.

DENDTLER, ROBERT B. (1983), 575 Kearny Avenue, Kearny 07032
Rector, Trinity, Kearny

DENNY, JOHN L. (1958), 321 Prospect Avenue, Hackensack 07601
Retired.

DIXON, ROBERT K. (1966), 11 Glendale Avenue, Delmar, N.Y., 12054.

DOUGHERTY, WILLIAM J. (1952), 104 Embury Avenue, Box 336, Ocean Grove,
07756. Retired. Rector Emeritus, Christ, Newton.

DULFER, JOHN G. (1984), 273 Dwight Street, Jersey City 07305.
Vicar, St. John's & St. Matthew's, Jersey City.

DU PLESSIS, MICHAEL (1981), 24 Sherman Avenue, East Orange 07017.
Vicar, St. Barnabas', Newark.

DWYER, HAROLD J., JR. (1980), 954 Avenue C, Bayonne 07002.
Rector, Calvary, Bayonne.

EADES, CHARLES H., JR. (1984), 50 Hillcrest Road, Mountain Lakes 07046.
Vicar, Church of the Good Shepherd, Ringwood.

EARNEST, DAVID B. (1979), 49 West Road, Short Hills 07078.
Rector, Christ, Short Hills.

EASTON, D. ALAN (1961), 156 Guilford Schoolhouse Road, New Paltz, NY.
12561. Retired.

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EDEL, WILBUR H. (1970), 403-79th Street, North Bergen 07047.
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EDWARDS, PHYLLIS A. (1980), 2025 W. 16th Street, Port Angeles, WA 98362.

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FEAMSTER, THOMAS O., Jr. (1984), 322 Sutton Avenue, Hackensack 07601.
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FOX, FREDERICK C. III (1963), 48 Belmont Avenue, North Arlington 07032.
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FRANCIS, ELMER F. (1942), 25 West End Avenue, Summit 07901.
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GRANT, SYDNEY E. (1939), 13 Redman Terrace, West Caldwell 07006.
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GRATER, COVAL T. (1967), Route 4, Box 622, Hayes, Virginia 23072.
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GREEN, JOHN R. (1951), 1132 Brookview Drive #24, Toledo, OH 43615.
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Rector, Good Shepherd, Fort Lee.

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GUTIERREZ, JORGE M. (1981), 390 Clifton Avenue, Clifton 07011.
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GWYNN, E. JOHN (1979), o/o 24 Rector Street, Newark, 07102.

HAINES, DENISE G. (1977), 768 Springfield Avenue #5E, Summit 07901.
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HAMILTON, DAVID H., D.MIN. (1970), 32 Hillview Avenue, Morris Plains 07950.
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HANSON, BENEDICT H. (1954), Llewellyn Park, West Orange 07052.
Retired.

HAYDEN, J. ERIC (1967), St. Francis Society, Box 399, Mt. Sinai, NY 11766.

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Retired.

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Rector, Christ Church, Newton.

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Rector, St. John's, Passaic.

HITCHCOCK, H. GAYLORD, JR. (1979), 122 Harrington Avenue, Westwood 07675.
Rector, Grace, Westwood.

HOFMANN, EDWARD (1970), 117 Park Avenue, Leonia 07605.
 Retired.

HOGENAUER, A. STEWART (1927), 303 Patten Street, Sonoma, CA 95476.
 Retired.

HOLLAND, J. CARR III (1977), 275 Lafayette Avenue, Hawthorne 07507.
 Rector, St. Clement's, Hawthorne.

HUCK, BEVERLY J. (1984), 39 Woodland Avenue, Summit 07901.
 Assistant, Calvary, Summit.

HUMMEL, THOMAS C. (1972), 4313 Green Pond Road, Bethlehem PA 18017.

ISAAC, RICHARD A. (1974), 19A Sherman Street, Newport, RI 02840.
 Retired.

JANNUCCI, JAMES F. (1978), 74 Oakdene Avenue, Cliffside Park 07010.
 Rector, Trinity, Cliffside Park.

JENKINS, HEDLEY P. (1956), 49 Wyndham Road, Salisbury, Wiltshire, England.
 Retired.

JOHNSON, JAMES A. (1981), 113 Alpine Trail, Sparta 07871.
 Vicar, St. Gabriel's, Milton/Oak Ridge.

JONES, JAMES PLACE (1976), 6 Hodgkins Drive, Ipswich, MA. 01938.

JOUSSET, ALBERT D., JR. (1978), P.O. Box 293, Bloomingdale 07403.

JUDD, ALBERT O. (1949), Pennsylvania Star Route, Box 7, Upper Black Eddy,
 PA 18972. Retired. Rector Emeritus, St. George's, Maplewood.

JUDD, ORRIN F., D.D. (1938), 12 Redman Terrace, West Caldwell 07006.
 Retired.

KALLSTROM, SCOTT A. (1984), 39 Erie Street, Jersey City 07302.
 Vicar, Grace, Van Vorst, Jersey City.

KATES, FREDERICK W. (1966), 117 Main Street, Silver Creek, NY 14136.
 Retired.

KELLER, C. EDWARD, JR. (1959), 75 Union Avenue, Little Falls 07424.
 Rector, St. Agnes', Little Falls.

KERN, DAVID P. (1980), 191 Route 153, Secaucus 07094.
 Vicar, Our Saviour, Secaucus; Exec. Dir., Meadowlands Ministry.

KIMMICK, DONALD W. (1957), 11 Baldin Drive, Midland Park 07432.
 Rector, Good Shepherd, Midland Park.

KING, W. ALAN (1964), 712 Oak Avenue, Maywood 07607.
 Rector, St. Martin's, Maywood.

KIRCHGESSNER, ROBERT F. (1951), 309 New Jersey Avenue, Point Pleasant
 Beach, 08742. Retired.

KOWALSKI, VESTA M. (1984), 175 9th Avenue, New York, NY 10011.

KRELLER, DANIEL W. (1984), 210 Sheridan Avenue, Ho-Ho-Kus 07423.
 Rector, St. Bartholomew's, Ho-Ho-Kus.

KRUG, PHILIP S. (1976), 20 Maple Avenue, Montvale 07645.
 Rector, St. Paul's, Montvale.

KYLE, GEORGE A. (1983), 11 Two Bridges Road, Towaco 07082.
 Vicar, Transfiguration, Towaco.

LEON, LUIS (1982), 61 East 39th Street, Paterson 07514.
 Rector, St. Paul's, Paterson.

LEVY, HAYWARD L., JR. (1962), 6 Madison Avenue, Madison 07940.
 Rector, Grace, Madison.

LEWIS, WALTER E. (1972), 117 Buckingham Road, Upper Montclair 07043.
Associate Rector, St. Peter's, Essex Fells.

LINCOLN, THOMAS C. (1966), 556 Ridgewood Avenue, Glen Ridge 07028.

LOLK, OTTO L. M. (1973), 94 East Mt. Pleasant Avenue, Livingston 07039.
Rector, St. Peter's, Livingston.

LONG, FREDERICK L. (1956), 393 Washington Avenue, Belleville 07109.
Rector, Christ, Belleville; Archdeacon for Communications.

LOUIS, RICHARD M. (1971), 284 North Island Avenue, Ramsey 07446.
Rector, St. John's, Ramsey.

LUISA, LOUIS S. (1949), 14 Athenia Avenue, Clifton 07013.
Rector Emeritus, St. Peter's, Clifton. Retired.

LYDECKER, WILLIAM J. F. (1962), 19 Oak Street, Allendale 07401.

MACARTHUR, ROBERT S. III (1967), 6 Claflin Circle, Hanover, NH 03755.

MACBETH, WILLIAM (1958), 1668 Glendale Avenue #403, Phoenix, AZ 85021.
Retired.

MACCRAY, GEORGE W. R. (1962), 455 East 14th Street #12D, New York, NY.
10009 Retired.

MACDONELL, ALEXANDER H. (1980), 43 Massachusetts Avenue, Haworth 07641.
Rector, St. Luke's, Haworth.

MACNAMARA, GEORGE B. H. (1958), 1178 Alderman Street NE, Aiken, SC 29801.
Retired.

MACNEICE, A. DONAR (1983), 49 Finnegan Drive, C-10, Saddle Brook 07662.
Vicar, St. Alban's, Oakland/Franklin Lakes.

MAITLAND, ROBERT H., JR. (1955), 155 Morris Avenue, Denville 07834.
Rector, The Church of the Saviour, Denville.

MALCOLM, HARRY B. (1959), 520A Nicolo Court, Escondido, CA 92025.
Retired.

MAISEED, CAROLINE F. (1983), Box 72, Bethel, Vermont 05032.

MARSHALL, FRANK W. (1960), 4791 Coquina Drive SE, St. Petersburg, FL 33705.
Retired.

MARTIN, EDWARD E., JR. (1978), 138 West Passaic Avenue, Rutherford 07070.
Rector, Grace, Rutherford.

MASON, JOHN T., JR. (1958), Amenla Union Road, Box 1038, Sharon, CT 06069.
Retired.

MASON, ROBERT T., JR. (1965), 4 Cedar Lane, Succasunna 07876.
Rector, St. Dunstan's, Succasunna.

MAXWELL, ELIZABETH G. (1983), 50 Anderson Street, #C1, Hackensack 07601.
Rector, St. Matthew's, Paramus.

MAYO, ROBERT A. (1979), 34 Warman Street, Montclair 07042.
Rector, Christ, East Orange.

MCKELVEY, JACK M. (1979), 130 Winthrop Place, Englewood 07631.
Rector, St. Paul's, Englewood.

MILLIGAN, RALPH R. (1950), 976 Georgia Avenue, Macon, GA 31021.
Retired.

MOCKRIDGE, OSCAR A. III (1965), 48 Warren Place, Montclair 07042.

MORRIS, ROBERT V. (1969), 422 Clark Street, South Orange 07079.

NEGLIA, DWIGHT L. (1981), 61 Baker Avenue, Dover 07801.
Rector, St. John's, Dover.

NEGROTTO, JOHN J. (1972), 88 Trinity Place, Hillsdale 07642.
Rector, Holy Trinity, Hillsdale.

NELSON, CARL E. (1957), Route 1, Box 487, Sagle, Idaho 83860.
Retired.

NESKE, ROBERT N., JR. (1972), 42 Myrtle Avenue, Irvington 07111.
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ORENS, ELIZABETH (1978), 71 South Main Street, Sunderland, MA 01375.
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OWENS, JOHN C. (1965), 30 Reynolds Avenue, Parsippany 07054.
Rector, St. Gregory's, Parsippany/Troy Hills.

PACKARD, CHARLES D. (1984), 454 Stuyvesant Avenue, Lyndhurst 07071.
Rector, St. Thomas', Lyndhurst.

PARTRIDGE, EDMUND B. (1971), 156 Smull Avenue, West Caldwell 07006.

PARTRIDGE, IVAN H. (1953), 11 Berkeley Place, Glen Rock 07452.
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PEASE, RICHARD N. (1945), 11 Sylvan Circle, Kennebunk, ME 04043.
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Retired.

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Vicar, Good Shepherd, Hamburg.

POLGLASE, KENNETH A. (1960), 102 Rock Road, Long Valley 07853.

POPPE, KENNETH W. (1981), 90 Kiel Avenue, Kinnelon 07405.
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POWERS, HENRY (1954), 113 No. Hanson Street, Easton, MD. 21601.
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PURDY, SAMUEL E. (1969), 221 Boulevard, Mountain Lakes 07046.
Rector, St. Peter's, Mountain Lakes.

RAMSTAD, PHILIP R. (1980), 39 Boyle Avenue, Totowa 07512.
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RAWSON, WILLIAM L. (1967), 10 Stork Court, Middletown 07748.

REANS, DOUGLAS J. McF. (1983), 463 Mountain Ave., North Plainfield.
07062 Vicar, St. Cyprian's, Hackensack.

RENN, WADE A. (1964), 204 Highfield Lane, Nutley 07110.
Rector, Grace, Nutley.

RETZLAFF, GEORG (1980), Cuttington Un., Box 277, Monrovia, Liberia.

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RICKEY, DAVID B. (1971), 161 W. 16th. Street, New York, NY 10011.

ROBERTS, RAY E., JR. (1981), Route 94, Box 31, Vernon 07462.
Vicar, St. Thomas', Vernon.

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ROLLINS, JOHN A. (1969), 413 Lincoln Avenue, Pompton Lakes 07442.
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Rector, Church of the Advent, Bloomfield; Crisis Counselor,
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SALT, ALFRED L. (1972), 15 Cross Hill Road, Millington 07946.
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SANBORN, JOHN T. (1977), 39-40A Ridgeway Road, Tonawanda, NY 14150.

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SCOTT, NORVAL (1972), 14 Espy Road, Caldwell 07006.
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Assoc. Professor of History, Essex County Community College, Newark.

SELL, JAMES W. H. (1980), St. Mary's Terrace, Box 235, Sparta 07871.
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SEXTON, LEWIS R., JR. (1961), 2608 No. 152nd. Ave., Holland, MI 49423.

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SHEARER, DONALD R. (1975), 438 Valley Street, Orange 07050.
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SHERMAN, ELIZABETH A. (1983), 105 Cottage Place, Box 764, Ridgewood 07451.
Assistant, Christ Church, Ridgewood.

SHIKE, C. WESLEY (1953), P.O. Box 83, Rt. 9D, Garrison, NY 10524.

SHIMPFKY, RICHARD L. (1977), 349 Spring Avenue, Ridgewood 07450.
Rector, Christ, Ridgewood.

SICKLES, CLARENCE W. (1953), 321 Washington Street, Hackettstown 07840.
Chaplain and Social Services Director, Heath Village.

SIMON, IRWIN L. (1959), 208 Warwick Lane, Leonia 07605.
Retired.

SLOAN, RICHARD D. (1974), 674 Prospect Street, Glen Rock 07452.

SMITH, HARRY E. (1974), 45 Main Street, West Orange 07052.
Rector, St. Mark's, West Orange.

SMITH, LESLIE C. (1979), 45 Woodland Avenue, Glen Ridge 07028.
Rector, Christ, Bloomfield/Glen Ridge.

SMITH, ROBERT J. (1969), LeBo Route, Box 55, West Plains, MO 65775.

SMYLIE, BETSY I. (1983), 11 Main Street, Sparta 07871.
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SMYLIE, JOHN S. (1982), 11 Main Street, Sparta 07871.

SNODGRASS, T. JAMES (1980), 407 Broad Street, Newark 07104.
Rector, House of Prayer, Newark.

SNYDER, ROGER C. (1981), 33 Kadel Drive, Mt. Arlington 07856.
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SOBOL, WALTER (1981), 9 Prospect Terrace, Montclair 07042.
Rector, St. Luke's, Montclair.

SOLEAU, JOHN E. (1952), 238 Main Street, Concord, MA 01742.

SPICER, NORMAN (1951), 117 Highwood Avenue, Leonia 07605.
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ST. GEORGE, DAVID (1958), 290 Roseland Avenue, Essex Fells 07021.
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STANTON, JOHN F. (1962), 447 West Anderson Street, Hackensack 07601.
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STRAIN, WILLIAM H. (1957), 41 Woodland Avenue, Summit 07901.
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SWANSON, GEORGE G. (1977), 555 Palisade Avenue, Jersey City 07307.
 Rector, Ascension, Jersey City.

SWANSON, KATRINA M. (1977), 555 Palisade Avenue, Jersey City 07307.
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THOMAS, TREVOR E. G. (1951), 681 Prospect Avenue, West Orange 07052.
 Rector, Holy Innocents', West Orange.

THORN, JACK H. (1963), 224 Cornelia Street, Boonton 07005.
 Rector, St. John's, Boonton.

TOMPKINS, DOUGLAS G., JR. (1982), 299 Forest Drive, Short Hills 07078.
 Assistant, Christ, Short Hills.

TOMPKINS, JOYCE U. (1982), 299 Forest Drive, Short Hills 07078.
 Assistant, St. Paul's, Morris Plains.

TREMAINE, CHRISTINE C. (1983), 119 Main Street, Millburn 07041.
 Assistant, St. James', Upper Montclair.

TREMAINE, GORDON H. (1981), 119 Main Street, Millburn 07041.
 Rector, St. Stephen's, Millburn.

VAIL, ALFRED (1978), 25 Essex Avenue, Montclair 07042.
 Pastoral Associate, St. Luke's, Montclair.

VALDES, JOAQUIN (1969), 2 Sedgefield Drive, Morris Plains 07950.
 Retired.

VANG, MARSHALL J. (1975), 72 Lodi Street, Hackensack 07601.
 Rector, St. Anthony of Padua, Hackensack.

VAN NESS, PETER H. (1972), 130 Otterhole Road, West Milford 07480.

WAGNER, ROBERT G. (1956), 46 Montrose Avenue, Verona 07044.
 Rector, Holy Spirit, Verona.

WALK, DONALD A. (1978), 22 Ralph Street, Bergenfield 07621.
 Rector, All Saints', Bergenfield.

WALTERS, ADAM J., JR. (1968), 160 Captain Road, Manahawkin 08050.
 Retired.

WARD, HORACE D. (1984), 2377 Allen Street, Rahway 07065.
 Canon, Trinity Cathedral, Newark.

WARD, ROBERT C. W. (1960), 419 West 4th. Avenue, #3, Hendersonville, NC.
 28739 Retired.

WARDROP, ROBERT B. (1967), 116 Turrell Avenue, South Orange 07079.
 Rector, St. Andrew's and Holy Communion, South Orange.

WARNECKE, FREDERICK J., JR. (1971), 104 Inwood Avenue, Upper Montclair,
 07043.

WARNER, KEITHLY R. S. (1977), 168 Storms Avenue, Jersey City 07306.
 Rector, Incarnation, Jersey City.

WARRINGTON, JAMES M. (1963), 6625 Melrose Drive, McLean, VA 22101.

WATTERS, PHILIP S., JR. (1961), 7 East Main Street, Mendham 07945.
 Rector, St. Mark's, Mendham.

WAUTERS, J. WILLIAM (1982), 307 Robert Avenue, Oxnard, Ca. 93030.

WELBOURNE, JACOB A. (), 19 N. Willow St., Box 361, Montclair 07042.
 Rector, Trinity, Montclair.

WETHERELL, WILLIAM R. (1957), 4813 Trinity Place, Philadelphia, PA 19143.
Retired.

WHITLEY, HARRY B. (1966), 528 Wellington Drive, Wyckoff 07481.
Church Pension Fund, 800 2nd. Avenue, New York, NY 10017.

WILLARD, WILLIAM H., JR. (1983), 99 Pearl Street, Paterson 07509.
Rector, Holy Communion, Paterson.

WILLIAMS, JAMES E. (1977), P.O. Box 93, Orange 07050.
Retired.

WINTERS, WILLIAM E. (1974), 530 Valley Road #1Y, Upper Montclair 07043.

WISSINK, CHARLES J. (1985), 17 Seminary Place, New Brunswick 08901

WITTE, WALTER W., JR. (1969), 4 Albion Place, Apt. 2, Charleston, MA 02129

WITTIG, NANCY H. (1973), 333 Franklin Avenue, Box 128, Hasbrouck Heights.
07604. Rector, St. John the Divine, Hasbrouck Heights.

WON, JONATHAN (1981), 160 Palisade Avenue, Bogota 07603.
Vicar, Korean Episcopal Church of St. Peter, Bogota.

WOODRUM, L. PAUL (1969), 260 Fort Washington Avenue #6C, New York, NY 10032.

YODER, J. WILLARD (1954), 108 East 39th Street, Paterson 07503.
Retired.

YOUNG, ERNEST S. (1967), 170 West End Avenue #16-B, New York, NY 10023.

DEACONS

- AYRES, GILBERT B. (1973), 31 Colonial Drive, Wyckoff 07481
Assisting, Good Shepherd, Midland Park. Perpetual Deacon.
- BLASDELL, MACHRINA L. (1984), 273 Redwood City, CA. 94062
- BUTZ, WILLIAM ALFRED (1976), 271 Pyle Street, Orradell 07649
Assisting, Grace, Westwood. Perpetual Deacon.
- COLYER, ROBERT L., SR. (1972), 110 Lee Avenue, Hawthorne 07506
Assisting, St. Michael's, Wayne, Perpetual Deacon.
- COURSEN, WALLACE M., JR. (1972), 180 Walnut Street, Apt. A-31, Montclair 07042, Perpetual Deacon. Retired.
- DELANEY, JAMES W. (1975), 26 Prescott Road, HoHoKus 07423.
Assisting, Holy Communion, Paterson. Perpetual Deacon.
- GREENE, LYNNE T., M.D. (1966), 120 Iradell Road, Ithaca, NY 14850.
Perpetual Deacon.
- HILLIER, FREDERICK W. (1970), 327 Byron Place, Maywood 07607.
Assisting, St. Martin's, Maywood. Perpetual Deacon.
- JACOBITTI, EDMUND E., M.D. (1972), 456 Oak Avenue, Maywood 07607.
Assisting, St. Martin's, Maywood.
- LAMPTON, ROBERT K., PH.D. (1960), 498 NE 10th Street, Boca Raton, FL 33432.
Perpetual Deacon. Retired.
- LEE, WALTER W., PH.D. (1970), 18 Northcoote Avenue, Dun Laoghaire, County Dublin, Ireland. Perpetual Deacon. Retired.
- LUNDQUIST, HELMER C. (1968), 117 Mountain Avenue, Summit 07901.
Assisting, Calvary, Summit. Perpetual Deacon.
- MAGNUSON, FRED C., JR. (1976), 216 Greenwood Avenue, Madison 07940.
Assisting, All Saints', Millington. Perpetual Deacon.
- MCEWAN, DONALD C. (1954), 9B Quincy Drive, Whiting 08759.
Perpetual Deacon.
- REDPATH, FREDERICK L. (1973), 23 Greenview Way, Upper Montclair 07043.
Assisting, St. Luke's, Montclair. Perpetual Deacon.
- SEARLES, CLARENCE (1972), 115 Oakwood Drive, Wayne 07470.
Assisting, Christ, Pompton Lakes. Perpetual Deacon.
- STEELE, ROBERT E., PH.D. (1968), 3505 Wofford Lane Court, College Park, MD 20740. Assistant Professor, Department of Psychology. Perpetual Deacon
- THOMPSON, CEDRIC F. (1973), 439 Seven Oaks Road, Orange 07050.
Assisting, Christ Church, East Orange. Perpetual Deacon.
- TJETJEN, HERBERT B. (1972), R.D. 3, Box 243A, Washington 07882.
Assisting, St. James, Hackensack. Perpetual Deacon.

CLERGY OF OTHER DIOCESES WHO ARE LICENSED TO OFFICIATE
IN THE DIOCESE OF NEWARK

(Diocese of canonical residence in parentheses)

AKIYOSHI, MITSUO P. (Diocese of Tokyo of the Nippon Sei Ko Kai),
4 Hansen Road, Tenafly 07670
BEACH, BREWSTER YALE (Maine), 433 21st St., Apt. 6A, N.Y., N.Y. 10011
BEACH, DIANA (New York), 497 Jersey Avenue, Jersey City 07302
BELL, ISALAH G. (New Jersey), 97 Roosevelt Ave., East Orange 07017
CASTO, DAVID (Pittsburgh), 171 Fernwood Avenue, Upper Montclair 07043
COCKRELL, RICHARD (New Hampshire), 66 Union Avenue, Paterson 07502
COSENTINO, ERIC (New York), 418 Van Buren Street, Ridgewood 07450
DAVID, JACOB T. (Central Karnataka, Church of South India), Box 468 Drew
University, Madison 07940
DOWNING, MORTIMER (Long Island), 68 Ross Street, East Orange 07018
GANNON, WILLIAM S. (New York), 320 Grand Street, Croton-on-Hudson, NY
10520
GONZALEZ, THE RIGHT REV. JOSE (Bishop of Cuba, Retired), 2611 Newkirk Avenue,
Apt. B, North Bergen 07047
HARMON, JOSEPH (New Jersey), 950 Broad Street, Newark 07102
HENDRICKS, ROY J. (Pennsylvania), 33 Mt. Pleasant Avenue, West Orange,
07052
HUNTER, JAMES (Ohio), 633 Cornelia Street, Boonton 07005
LAWS, THOMAS (New York), 11 Harvard Street, Montclair 07042
POPPE, BERNARD (Rhode Island), 375 Mount Prospect Avenue, Apt. 4 DE,
Newark 07104
SHELTON, JOAN A. (Bethlehem), 1949 Main Street, Bethlehem, PA 18017
SOTO, ONELL (El Salvador), 45 Carolin Road, Upper Montclair 07043
TO, ALBANY SHIU-KIN (New York), 560 Laurel Road, Ridgewood 07450
TRASK, RICHARD (New Jersey), 447 Belmont Avenue, Haledon 07508
ZABRISKIE, ALEXANDER C. (Bethlehem), 1361 Bonnie Avenue, Bethlehem, PA.
18017

CANONICAL RESIDENCE

BISHOPS

1976 - John S. Spong, D.D.....	June 12.....	Consecrated
1964 - George E. Rath, S.T.D.....	Mar. 6.....	July 24, 1941, New York
1953 - Leland Stark, D.D., L.H.D.....	June 9.....	Consecrated

PRESBYTERS AND DEACONS (in order of canonical residence)

1926 - Elwood C. Boggess.....	Nov. 15.....	Southern Ohio
1927 - A. Stewart Hogenauer.....	Mar. 4.....	New York
1938 - Orrin F. Judd, D.D.....	July 1.....	New Jersey
1939 - Sydney E. Grant.....	June 4.....	Ordained
1942 - Elmer D. F. Francis.....	May 31.....	Ordained
1944 - John M. Geene, Jr.....	June 4.....	Ordained
1945 - Alexander M. Rodger.....	Jan. 15.....	Pennsylvania
1945 - Richard N. Pease.....	Aug. 1.....	Long Island
1948 - Eugene L. Avery, D.D.....	Dec. 31.....	South Florida
1949 - Paul E. Healy.....	Jan. 24.....	Colorado
1949 - H. Ross Greer.....	Mar. 1.....	New York
1949 - Louis S. Luisa.....	June 2.....	Long Island
1949 - Albert O. Judd.....	Sept. 16.....	Pennsylvania
1950 - Ralph T. Milligan.....	Dec. 4.....	Chicago
1951 - Trevor E. G. Thomas.....	Mar. 24.....	Ordained
1951 - John R. Edler.....	Sept. 21.....	Long Island
1951 - John R. Green.....	Sept. 27.....	Ohio
1951 - Robert F. Kirchgessner.....	Oct. 5.....	East Carolina
1951 - Norman Spicer.....	Oct. 6.....	New York
1951 - William Stocks.....	Nov. 19.....	Connecticut
1952 - William J. Dougherty.....	Apr. 5.....	Ordained
1952 - C. Donald Beisheim.....	June 15.....	Ordained
1952 - John E. Soleau.....	June 15.....	Ordained
1953 - Addison K. Groff.....	Feb. 1.....	Erie
1953 - Ivan H. Partridge.....	June 13.....	Ordained
1953 - C. Wesley Shike.....	Aug. 1.....	Washington
1953 - Clarence W. Sickles.....	Dec. 15.....	New Jersey
1954 - Johann Schenk.....	Mar. 18.....	New York
1954 - Donald C. McEwan.....	June 5.....	Ordained
1954 - Donald W. Beers.....	June 12.....	Ordained
1954 - Paul C. Deckenbach.....	June 12.....	Ordained
1954 - Harold F. Shaffer.....	July 2.....	Ordained
1954 - Henry Powers.....	Sept. 1.....	South Carolina
1954 - Benedict H. Hanson.....	Sept. 20.....	Lexington
1954 - Louis Hallgring, Jr., Ph.D.....	Oct. 30.....	Ordained
1954 - J. Willard Yoder.....	Nov. 30.....	New York
1955 - Frederic A. Alling, M.D.....	June 11.....	Ordained
1955 - Robert H. Maitland, Jr.....	June 11.....	Ordained

1955	- Harris E. Baldwin, Jr.	July	21	.....	Pennsylvania
1955	- Charles R. Fisher	Dec.	18	.....	Maine
1956	- A. Wayne Schwab	Mar.	1	.....	Washington
1956	- Frederick L. Long	Apr.	28	.....	Ordained
1956	- Henry M. Biggin	June	9	.....	Ordained
1956	- Robert G. Wagner	June	9	.....	Ordained
1956	- Hedley P. Jenkins	Sept.	1	.....	New York
1957	- Carl E. Nelson	Feb.	18	.....	Atlanta
1957	- William R. Wetherell	Mar.	1	.....	Chicago
1957	- George Bowen	June	15	.....	Ordained
1957	- Donald W. Kimmick	June	15	.....	Ordained
1957	- William H. Strain	June	15	.....	Ordained
1957	- Frederick R. Gutekunst	Dec.	19	.....	New York
1958	- John T. Mason, Jr.	Jan.	10	.....	New York
1958	- John L. Denny	Mar.	1	.....	Ordained
1958	- S. Hughes Garvin	Apr.	28	.....	Kentucky
1958	- William Macbeth	June	23	.....	Southwestern Virginia
1958	- George G. H. Macnamara	Sept.	11	.....	New York
1958	- David St. George	Sept.	30	.....	Eastern Oregon
1958	- Francis D. Daley	Nov.	19	.....	New York
1959	- Harry B. Malcolm	Apr.	9	.....	Long Island
1959	- Francis S. Bancroft, III	May	23	.....	Ordained
1959	- Charles Edward Keller, Jr.	May	23	.....	Ordained
1959	- Marshall T. Rice	May	23	.....	Ordained
1959	- Raymond A. Peterson, Th.D.	Oct.	2	.....	Lexington
1959	- Irwin L. Simon	Dec.	15	.....	Long Island
1960	- Robert C. W. Ward	Feb.	29	.....	Michigan
1960	- Kenneth A. Polglase	May	9	.....	Long Island
1960	- Joseph D. Herring	June	11	.....	Ordained
1960	- Robert K. Lampton, Ph.D.	Sept.	11	.....	Ordained
1960	- Frank W. Marshall	Sept.	12	.....	New York
1961	- Arthur Gotfred Pedersen	Feb.	6	.....	Western New York
1961	- Lewis Roper Sexton, Jr.	May	1	.....	Chicago
1961	- Richard H. Schoolmaster	June	1	.....	Washington
1961	- Duncan Allan Easton	Aug.	1	.....	Manchester
1961	- Philip Sidney Watters, Jr.	Dec.	13	.....	Ordained
1961	- Hayward L. Levy, Jr.	Apr.	18	.....	Ordained
1962	- Alton Homes Taylor	June	9	.....	Ordained
1962	- George B. Davidson	Sept.	1	.....	Bethlehem
1962	- John F. Stanton	Oct.	6	.....	Ordained
1962	- William J. F. Lydecker	Oct.	9	.....	Panama Canal Zone
1962	- Walter A. Bell	Nov.	1	.....	Maryland
1962	- George W. R. MacCray	Dec.	5	.....	Massachusetts
1963	- Barton Brown	June	5	.....	New York
1963	- Richard P. Constantinos	June	18	.....	New York
1963	- R. Dudley Bennett	Sept.	2	.....	New York
1963	- James Malcolm Warrington	Sept.	24	.....	Virginia
1963	- Frederick Carl Fox, III	Oct.	1	.....	New York
1963	- Jack H. Thorn	Nov.	1	.....	New York
1964	- Charles H. Eades, Jr.	June	13	.....	Ordained
1964	- Kenneth F. Baer	July	11	.....	Ordained

1964 - W. Alan King.....	Oct. 1.....	Louisiana
1964 - Wade A. Renn.....	Oct. 8.....	Washington
1965 - John F. Salmon.....	Feb. 3.....	New Jersey
1965 - George Robert Dawson.....	Feb. 18.....	Central New York
1965 - Donald B. Baldwin.....	June 1.....	Erie
1965 - Oscar A. Mockridge, III.....	June 12.....	Ordained
1965 - Robert T. Mason, Jr.....	Sept. 1.....	Ohio
1965 - John C. Owens.....	Nov. 22.....	Virginia
1966 - Thomas C. Lincoln.....	June 11.....	Ordained
1966 - Gerard A. Pisani, Jr.....	June 11.....	Ordained
1966 - Harry B. Whitley.....	Aug. 1.....	Connecticut
1966 - John H. Seabrook.....	Aug. 15.....	Dallas
1966 - Robert K. Dixon.....	Sept. 21.....	New York
1966 - Lynne T. Greene, M.D.....	Sept. 25.....	Ordained
1966 - Frederick W. Kates.....	Dec. 20.....	Dallas
1967 - Dillard Robinson, III.....	Jan. 1.....	West Texas
1967 - Richard B. Andersen.....	Jan. 8.....	Ordained
1967 - Robert B. Wardrop.....	Apr. 1.....	Connecticut
1967 - Walter D. Carlson.....	June 10.....	Ordained
1967 - John Eric Hayden.....	June 10.....	Ordained
1967 - Robert S. MacArthur, III.....	June 10.....	Ordained
1967 - William L. Rawson.....	June 10.....	Ordained
1967 - Ernest S. Young.....	Oct. 23.....	Bethlehem
1967 - Coval T. Grater.....	Dec. 5.....	Rochester
1968 - Frank Alvin Cheever.....	Jan. 15.....	Central New York
1968 - Helmer C. Lundquist.....	June 8.....	Ordained
1968 - Adam J. Walters, Jr.....	June 8.....	Ordained
1968 - Robert E. Steele, Ph.D.....	Nov. 30.....	Ordained
1969 - Samuel E. Purdy.....	Jan. 15.....	Massachusetts
1969 - John A. Rollins.....	Mar. 26.....	Ordained
1969 - Robert J. Smith.....	June 9.....	West Missouri
1969 - R. Craig Burlington, D.Min.....	June 14.....	Ordained
1969 - George Harry Brant.....	Sept. 1.....	Mexico
1969 - Walter W. Witte, Jr.....	Sept. 1.....	Missouri
1969 - Joaquin Valdes.....	Sept. 15.....	South Florida
1969 - Robert V. Morris.....	Nov. 1.....	Michigan
1969 - Francis Willard Carr.....	Nov. 7.....	Dallas
1969 - L. Paul Woodrum.....	Dec. 31.....	Erie
1970 - Alan Crawford.....	Jan. 1.....	England
1970 - Lynn E. Cunningham.....	Feb. 10.....	Ordained
1970 - Edward Hofmann.....	Mar. 17.....	Canon IV, 11 2 (b)
1970 - Wilbur H. Edel.....	June 13.....	Ordained
1970 - David H. Hamilton, D.Min.....	June 13.....	Ordained
1970 - Allen Arthur Hinman.....	July 5.....	Ordained
1970 - F. Sanford Cutler.....	Aug. 17.....	Puerto Rico
1970 - Oscar Gonzalez.....	Sept. 2.....	Cuba
1970 - Walter W. Lee, Ph.D.....	Sept. 13.....	Ordained
1970 - Frederick W. Hillyer.....	Nov. 21.....	Ordained
1971 - Donald H. Allen.....	May 10.....	Michigan
1971 - James Gordon Pendorf.....	June 12.....	Ordained
1971 - David Bruce Rickey.....	June 12.....	Ordained

1971	- Edmund Bruce Partridge.....	July 31.....	Kansas
1971	- Richard Mortimer Louis.....	Sept. 27.....	New York
1971	- Frederick J. Warneske, Jr.....	Oct. 1.....	Virginia
1972	- William F. Ellinger.....	Feb. 1.....	Bethlehem
1972	- Alfred Lewis Salt.....	Feb. 29.....	Quebec
1972	- Peter Boyle.....	June 10.....	Ordained
1972	- Dale Lawrence Cranston.....	June 10.....	Ordained
1972	- Peter Henry Van Ness.....	June 10.....	Ordained
1972	- John Joseph Negrotto.....	June 17.....	Canon III, 12
1972	- Arthur Charles Delo.....	June 24.....	Ordained
1972	- Wallace Melville Coursen, Jr.....	June 25.....	Ordained
1972	- Walter England Lewis.....	Sept. 1.....	Washington
1972	- Thomas C. Hummel.....	Sept. 10.....	Ordained
1972	- Herbert B. Tietjen.....	Sept. 17.....	Ordained
1972	- Robert Norman Neske, Jr.....	Oct. 28.....	Ordained
1972	- Norval Scott.....	Nov. 6.....	New York
1972	- Edmund E. Jacobitti, M.D.....	Nov. 11.....	Ordained
1972	- Clarence Searles.....	Nov. 30.....	Ordained
1972	- Robert Lester Colyer, Sr.....	Dec. 9.....	Ordained
1973	- Richard Cromwell.....	June 9.....	Ordained
1973	- Otto Lothar Manfred Lolk.....	June 9.....	Ordained
1973	- David Rhys Thomas.....	June 15.....	Bethlehem
1973	- George Poffenbarger, II.....	July 27.....	West Virginia
1973	- Nancy Hatch Wittig.....	Sept. 8.....	Ordained
1973	- Gilbert B. Ayres.....	Sept. 16.....	Ordained
1973	- Frederick L. Redpath.....	Oct. 21.....	Ordained
1973	- Cedric F. O. Thompson.....	Dec. 23.....	Ordained
1974	- Harry Ellsworth Smith.....	May 1.....	Chicago
1974	- Richard Drake Sloan.....	May 11.....	Ordained
1974	- Page E. S. Bigelow.....	June 8.....	Ordained
1974	- Abigail J. W. Hamilton.....	June 8.....	Ordained
1974	- Richard Allison Isaac.....	Oct. 1.....	Central Pennsylvania
1974	- William E. Winters.....	Nov. 8.....	Rhode Island
1975	- Marshall J. Vang.....	Jan. 1.....	Rochester
1975	- Donald R. Shearer.....	Apr. 15.....	Pennsylvania
1975	- Geoffrey B. Curtiss.....	June 14.....	Ordained
1975	- Henry J. Free, Jr.....	July 30.....	Missouri
1975	- James W. Delaney.....	Dec. 21.....	Ordained
1976	- Philip Sinclair Krug.....	Jan. 1.....	Massachusetts
1976	- Fred C. Magnuson, Jr.....	Jan. 31.....	Ordained
1976	- James Place Jones.....	June 5.....	Ordained
1976	- William Alfred Butz.....	July 17.....	Ordained
1977	- Keithly R. S. Warner.....	Apr. 6.....	New York
1977	- Richard L. Shimpfky.....	Apr. 18.....	Virginia
1977	- George Swanson.....	May 31.....	West Missouri
1977	- Katrina Swanson.....	May 31.....	West Missouri
1977	- Denise G. Haines.....	June 11.....	Ordained
1977	- L. Jerome Taylor, Jr., Ph.D.....	July 5.....	Southern Virginia
1977	- James E. Williams.....	Aug. 16.....	Massachusetts
1977	- Jule Carr Holland, III.....	Sept. 30.....	Western North Carolina
1977	- John T. Sanborn.....	Nov. 2.....	Western New York

1978 - James Francis Jannucci.....	June 10.....	Received
1978 - Alfred Vail.....	Aug. 8.....	Southern Ohio
1978 - Donald A. Walk.....	Sept. 5.....	Bethlehem
1978 - Edward E. Martin, Jr.....	Sept. 26.....	Delaware
1978 - Elizabeth Orens.....	Oct. 19.....	Ordained
1978 - Albert D. Jousset, Jr.....	Dec. 5.....	New Hampshire
1978 - James H. Gambrill.....	Dec. 6.....	Rhode Island
1979 - Richard P. Chasse.....	Jan. 17.....	Virginia
1979 - H. Gaylord Hitchcock.....	Mar. 16.....	Pennsylvania
1979 - Robert A. Mayo.....	Apr. 5.....	California
1979 - Bruce Bramlett.....	Apr. 18.....	Western Massachusetts
1979 - Jack M. McKelvey.....	Aug. 20.....	Delaware
1979 - Leslie C. Smith.....	Aug. 27.....	Washington
1979 - E. John Gwynn.....	Sept. 1.....	Chicago
1979 - Joseph O. Gross.....	Nov. 15.....	Pennsylvania
1979 - David B. Earnest.....	Dec. 15.....	Ohio
1980 - T. James Snodgrass.....	Mar. 1.....	New York
1980 - Alexander H. MacDonell.....	May 1.....	Pittsburgh
1980 - Phyllis A. Edwards.....	June 4.....	Chicago
1980 - James W. H. Sell.....	June 12.....	West Virginia
1980 - Suzanne A. Fageol.....	June 27.....	Chicago
1980 - Harold J. Dwyer, Jr.....	Aug. 20.....	New Jersey
1980 - John P. Croneberger.....	Sept. 1.....	Bethlehem
1980 - Theodore W. Edwards, Jr.....	Sept. 1.....	Bethlehem
1980 - John H. Branson.....	Sept. 14.....	Connecticut
1980 - Philip R. Ramstad.....	Sept. 15.....	Minnesota
1980 - David P. Kern.....	Sept. 16.....	New York
1980 - Richard L. Gressle.....	Sept. 19.....	Pittsburgh
1980 - Cyprrian W. Fields.....	Dec. 8.....	New York
1980 - George C. Allen, II.....	Dec. 12.....	West Virginia
1980 - Georg Retzlaff.....	Dec. 31.....	Massachusetts
1981 - Elizabeth Canham.....	Jan. 28.....	Southwark, England
1981 - Dwight L. Neglia.....	Apr. 1.....	Pittsburgh
1981 - Gordon H. Tremaine.....	June 13.....	Ordained
1981 - Ray E. Roberts, Jr.....	June 14.....	Western Michigan
1981 - Kenneth W. Poppe.....	Aug. 15.....	Pennsylvania
1981 - Walter Sobol.....	Sept. 16.....	Massachusetts
1981 - Roger C. Snyder.....	Nov. 2.....	Southern Virginia
1981 - Jorge M. Gutierrez.....	Dec. 17.....	West Virginia
1981 - James A. Johnson.....	Dec. 17.....	West Virginia
1981 - Sharon L. Sullivan.....	Dec. 31.....	Connecticut
1981 - Michael du Plessis.....	Dec. 31.....	Port Elizabeth, South Africa
1982 - David P. Hegg.....	Feb. 28.....	Missouri
1982 - Stephen C. Galleher.....	Mar. 15.....	Virginia
1982 - J. William Wauters.....	May 1.....	California
1982 - Nelson S. T. Thayer.....	June 2.....	New York
1982 - John S. Smylie.....	June 12.....	Ordained
1982 - Joyce U. Tompkins.....	June 12.....	Ordained
1982 - Mark M. Beckwith.....	Aug. 6.....	Connecticut
1982 - Jonathan Sung Ho Won.....	Sept. 20.....	Taejon, South Korea
1982 - Douglas G. Tompkins, Jr.....	Sept. 28.....	Eau Claire

1982	- David C. Brown.....	Oct. 12.....	New York
1982	- John C. Fisher.....	Nov. 22.....	New York
1983	- Christine C. Tremaine.....	Jan. 31.....	Western Massachusetts
1983	- Betsey Dawn Inskip Smylie.....	Mar. 25.....	Massachusetts
1983	- William H. Willard.....	April 1.....	Pennsylvania
1983	- Elizabeth Maxwell.....	June 11.....	Ordained
1983	- Robert Dendtler.....	July 18.....	Virginia
1983	- Emily Stearns Gibson.....	Aug. 10.....	Maine
1983	- Caroline F. Malseed.....	Aug. 22.....	Rochester
1983	- George A. Kyle.....	Oct. 11.....	New Jersey
1983	- John G. Gardner.....	Oct. 12.....	Northern Michigan
1983	- Douglas Reans.....	Nov. 4.....	Minnesota
1983	- A. Donor Maoneice.....	Dec. 27.....	Kensington, United Kingdom
1983	- Elizabeth Ann Sherman.....	Dec. 31.....	East Carolina
1984	- Thomas O. Feamster.....	Jan. 1.....	Tennessee
1984	- Janice Elizabeth Eddy.....	Mar. 8.....	Michigan
1984	- Daniel W. Kreller.....	May 29.....	New Jersey
1984	- Machrina Loris Blasdell.....	May 31.....	Ordained
1984	- Peter Rogers Constantinos.....	June 9.....	Ordained
1984	- Beverly Jean Huck.....	June 9.....	Ordained
1984	- Vesta Marie Kowalski.....	June 9.....	Ordained
1984	- Anne Trott Talmage.....	June 9.....	Ordained
1984	- Charles D. Packard.....	July 1.....	Ohio
1984	- Dedra A. Bell.....	July 25.....	Southeast Florida
1984	- John G. Dulfer.....	Sept. 1.....	London, United Kingdom
1984	- Horace D. Ward.....	Sept. 30.....	Ohio
1984	- Scott A. Kallstrom.....	Sept. 30.....	Florida
1985	- A. Warren Bridgeman.....	Jan. 1.....	Long Island
1985	- Charles J. Wissink.....	Feb. 16.....	Ordained
1985	- John H. Elledge, Jr.....	Mar. 26.....	Ohio
1985	- Duncan N. Clark.....	April 1.....	Southern Ohio

DISTRICT CONVOCATIONS

EAST BERGEN

The Rev. George Allen, II, President
Church of the Annunciation
343 Kinderkamack Road, Oradell 07649
262-7222

Bergenfield, All Saints'
Englewood, St. Paul's
Harrington Park, St. Andrew's
Haworth, St. Luke's
Hillsdale, Holy Trinity
Montvale, St. Paul's

Norwood, Holy Communion
Oradell, Annunciation
Paramus, St. Matthew's
Teaneck, Christ Church
Teaneck, St. Mark's
Tenafly, Atonement
Westwood, Grace

HACKENSACK

The Rev. Francis Bancroft, III President
St. James' Church
514 Abbott Av., Ridgefield 07657
945-0079

Bogota, St. Peter's
Cliffside Park, Trinity
East Rutherford, Grace Church
Fort Lee, Good Shepherd
Hackensack, Christ Church
Hackensack, St. Anthony
of Padua
Hackensack, St. Cyprian's
Hasbrouck Heights, St. John
the Divine
Leonia, All Saints'

Lyndhurst, St. Thomas'
Maywood, St. Martin's
North Arlington, St. Paul's
North Bergen, Transfiguration
Ridgefield, St. James
Ridgefield Park, St. Mary
the Virgin
Rochelle Park, St. Peter's
Rutherford, Grace
Secaucus, Our Saviour
Wood-Ridge, St. Paul's

HUDSON

The Rev. George Swanson, President
Church of the Ascension
New York Av. & South St., Jersey City 07307
420-0050

Bayonne, Calvary
Bayonne, Trinity
Hoboken, All Saints'
Jersey City, Ascension
Jersey City, Grace (Van Vorst)
Jersey City, Incarnation

Jersey City, St. John's
Jersey City, St. Matthew's
Jersey City, St. Paul's
Jersey City, St. Stephen's
Union City, Grace
Union City, St. John's

MORRIS

The Rev. Dr. David Hamilton, President
St. Paul's Church
P.O. Box 104, Morris Plains 07950
285-0884

Chatham, St. Paul's
Long Valley, The Messiah
Madison, Grace
Mendham, St. Mark's
Millington, All Saints'
Morris Plains, St. Paul's

Morristown, Redeemer
Morristown, St. Peter's
Parsippany/Troy Hills, St.
Gregory's
Succasunna, St. Dunstan's
Summit, Calvary

NORTH ESSEX

The Rev. Walter Sobol, President
St. Luke's Church
73 South Fullerton Av., Montclair, 07042
744-6220

Bloomfield, Advent
Bloomfield, Ascension
Bloomfield/Glen Ridge, Christ
Church/Mar Toma Church
East Orange, Christ Church
East Orange, St. Paul's
Essex Fells, St. Peter's
Montclair, St. John's

Montclair, St. Luke's
Montclair, Trinity
Nutley, Grace
Upper Montclair, St. James'
Verona, Holy Spirit
West Orange, Holy Innocents'
West Orange, Holy Trinity
West Orange, St. Mark's

PASSAIC

The Rev. Edward Keller, Jr., President
St. Agnes' Church
65 Union Av., Little Falls, 07424
256-5020

Clifton, St. Peter's
Haledon, St. Mary's
Hawthorne, St. Clement's
Lincoln Park, St. Andrew's
Little Falls, St. Agnes'
Passaic, St. John's
Paterson, Holy Communion

Paterson, St. Paul's
Paterson, TRinity
Pompton Lakes, Christ Church
Ringwood Manor, Good Shepherd
Totowa, Christ Church
Wayne, St. Michael's
West Milford, Incarnation

SOUTH ESSEX

The Rev. Robert Neske, Jr., President
Trinity Church
36-42 Myrtle Av., Irvington 07111
372-6095

Arlington, Trinity
Belleville, Christ Church
East Orange, St. Agnes'
Harrison, Christ Church
Irvington, Trinity
Livingston, St. Peter's
Maplewood, St. George's
Millburn, St. Stephen's
Newark, Grace Church
Newark, House of Prayer

Newark, St. Andrew's
Newark, St. Barnabas'
Newark, St. James'
Newark, St. Thomas'
Newark, Trinity Cathedral
Orange, All Saints'
Orange, Epiphany
Short Hills, Christ Church
South Orange, St. Andrew/
Holy Communion

WEST BERGEN

The Rev. Donor Macneice, President
St. Alban's Church
P.O. Box 35, Oakland/Franklin Lakes 07436
337-4909

Allendale, Epiphany
Fair Lawn, Atonement
Glen Rock, All Saints'
HoHoKus, St. Bartholomew's
Midland Park, Good Shepherd

Oakland/Franklin Lakes, herd
St. Alban's
Ramsey, St. John's
Ridgewood, Christ Church
Ridgewood, St. Elizabeth's

WESTERN

The Rev. Samuel Purdy, President
St. Peter's Church
221 Boulevard, Mountain Lakes 07046
334-4429

Belvidere, St. Mary's
Boonton, St. John's
Denville, The Saviour
Dover, St. John's
Hackettstown, St. James'
Hamburg, Good Shepherd
Hope, St. Luke's
Kinnelon, St. David's
Milton/Oak Ridge, St.
Gabriel's

Mount Arlington, St. Peter's
Mountain Lakes, St. Peter's
Newton, Christ Church
Panther Valley Ecumenical
Ministry
Phillipsburg, St. Luke's
Sparta, St. Mary's
Stanhope, Christ Church
Towaco, Transfiguration
Vernon, St. Thomas'
Washington, St. Peter's

PARISHES AND MISSIONS WITH CLERGY, OFFICERS AND DEPUTIES

Note: Missions and Chapels are indicated by Asterisk (*).
Dates in parentheses indicate date of ORGANIZATION/
INCORPORATION.

ALLENDALE, Bergen Co., CHURCH OF THE EPIPHANY (1872/1958).
55 George St., Box 75, 07401. The Rev. Edmund B.
Partridge, Interim Rector; Walter Durell, Edgar O. Curtiss,
Jr., Wardens; Roscoe H. Goodwin, Treasurer; Deputies:
Ronson H. Duncan, Earl Sniffen, Edgar O. Curtiss.

ARLINGTON, Hudson Co., TRINITY (1887/1909). 575 Kearny Av.,
07302. The Rev. Robert B. Dendtler, Rector; Carl M.
Washer, Jose Torres, Wardens; Donald B. Finch, Treasurer.
Deputies: Mrs. Judy Scherzo, Mrs. Janice O'Hara, Miss
Sharon Hall, Mrs. Lillian Field.

BAYONNE, Hudson Co., CALVARY (1859). 954 Avenue C, 07002.
The Rev. Harold J. Dwyer, Jr., Rector; John E. Kuchler,
Sr., Ms. Charlotte C. Gmutza, Wardens; John E. Kuchler,
Sr., Treasurer. Deputies: Ms. Grace, Ms. Ms. Daphne
Naparlo, Ms. Alice Van Tuyl.

BAYONNE, Hudson Co., TRINITY (1859). 141 Broadway, 07002.
The Rev. Gerard A. Pisani, Jr., Rector; Wilson W. Miller,
III, Charles R. Warwick, Wardens; Dwight Tintle, Treasurer;
Deputies: Jay Littman, Mrs. Joanne Warwick, Charles R.
Warwick.

BELLEVILLE, Essex Co., CHRIST CHURCH (1746/1846). 393
Washington Av., 07109. The Rev. Frederick L. Long, Rector;
John E. Idenden, Richard H. Drake, Wardens; Richard H.
Drake, Treasurer. Deputies: John E. Idenden, Raymond E.
Mertz, Ms. Josephine Robustello.

BELVIDERE, Warren Co., ST. MARY'S (1833). 408 Third St.,
07823. The Rev. Walter A. Bell, Jr., Rector; Ms. Helen E.
Reycraft, Ferd Wolfertz, Wardens; Mrs. Elizabeth Dinger,
Treasurer. Deputies: Mrs. Elaine Kopecky, Mrs. Laurie
Matarazzo, Mrs. Christine Van Horn, Ms. Helen Reycraft.

BERGENFIELD, Bergen Co., ALL SAINTS' (1951). 12 West Central
Av., 07621. The Rev. Donald A. Walk, Rector; Mrs.
Beatrice Manley, Robert McDuffee, Wardens; William Gourlay,
Treasurer. Deputies: Ms. Barbara Rhodes, Mrs. Diane
Biesel, David Biesel.

BLOOMFIELD, Essex Co., CHURCH OF THE ADVENT (1928/1955). 498 Watchung Av., 070023. (Mail: 15 Williams St.) The Rev. John F. Salmon, Jr., Rector; Ms. Betty L. Waters, David A. Johnson, Wardens; Mrs. Herman Czarnecki, Treasurer. Deputies: David Johnson, Ms. Betty L. Waters, Ms. Carol Lee Pyne.

BLOOMFIELD, Essex Co., CHURCH OF THE ASCENSION (1902). 352 Berkeley Av., 07003. The Rev. Donald H. Allen, Rector; Ms. Helen LeDoux, Frederick Branch, Wardens; Ken Kupper, Treasurer. Deputies: Ms. Helen LeDoux, Ms. Ruth Hyer, Kenneth Kupper, Ms. Mabel Burt.

BLOOMFIELD/GLEN RIDGE, Essex Co., CHRIST CHURCH (1858). 74 Park Av., 07028. The Rev. Leslie C. Smith, Rector; Charles Barbera, Mrs. Henry Arnold, Wardens; James Smith, Treasurer. Deputies: Clifford R. Hutcheon, Mrs. Susan Landreth, John Smith.

*BOGOTA, Bergen Co., KOREAN CHURCH OF ST. PETER (1981). 160 Palisade Av., 07603. The Rev. Johnathan Sung Ho Won, Vicar; Stephen Wonchul Lee, Matthew Chung Hwan Kim, Wardens; Tithus K. Song, Treasurer. Deputies: Hosea Mun Yong Lee, Stephen Wonchul Lee, Matthew Chung Hwan Kim.

BOONTON, Morris Co., ST. JOHN'S (1859). P.O. Box 58, 224 Cornelia St., 07005. The Rev. Jack H. Thorn, Rector; Edward Walsh, William Hoyt, Wardens; William Hoyt, Treasurer. Deputies: William Muller, Philip Uhlig, Frederick Stevenson, Ms. Alberta Moricz, Robert Casparian.

CHATHAM, Morris Co., ST. PAUL'S (1909/1915). 200 Main St., 07928. The Rev. John H. Branson, Rector; The Rev. Emily S. Gibson, Ass't.; Alan Moses, James P. Moore, Wardens; Robert W. Hendrickson, Treasurer. Deputies: Alan Moses, Jerrold Evans, Philip Suraci, William Hill.

CLIFFSIDE PARK, Bergen Co., TRINITY (1908/1920). 555 Palisade Av., 07010. The Rev. James F. Jannucci, Rector; The Rev. Mitsuo P. Akoyoshi, Associate; Oystein Holm-Olsen, Ms. Patricia Marshall, Wardens; Mrs. Elaine Benenati, Treasurer. Deputies: Oystein Holm-Olsen, Ms. Patricia Marshall, Raul Acosta, Ms. Catherine Echavarria.

CLIFTON, Passaic Co., ST. PETER'S (1896/1921). 390 Clifton Av., 07011. The Rev. Jorge M. Gutierrez, Rector; The Rev. Louis S. Luisa, Rector Emeritus; Donald Fisher, Edward Bleaken, Wardens; Vincent Dymek, Treasurer. Deputies: Vince

Dymek, Ms. Martha Wheeler, Nancy Young, Robin Dymek, Pam Fueshko.

DENVILLE, Morris Co., THE CHURCH OF THE SAVIOUR (1955/1979). 155 Morris Av., 07834. The Rev. Robert H. Maitland, Jr., Rector; The Rev. Harold H. Card, Jr., Ass't.; E. Lee Kaywork, Anthony Lapczynski, Wardens; Richard Gigerian, Treasurer. Deputies: Anthony Lapczynski, Alfred Fuchs, William S. A. Ford, Ms. Arline Cowell.

DOVER, Morris Co., ST. JOHN'S (1849/1852). 11 So. Bergen St., 07801. The Rev. Dwight L. Neglia, Rector; Waldron L. Coon, Jr., Ms. Ruth Singleton, Wardens; Philip Reminsky, Treasurer. Deputies: William Hermann, Theron Cook, Nathaniel Colby.

EAST ORANGE, Essex Co., CHRIST CHURCH (1868). 422 Main St., 07018. The Rev. Robert A. Mayo, Rector; George Ballard, James Grimstead Wardens; Mrs. Oretta Phelps-Cole, Treasurer. Deputies: Kenneth Dowdell, Mrs. Oretta Phelps-Cole, Arthur Fenty, Ms. Roberta Moltime.

*EAST ORANGE, Essex Co., ST. AGNES' (1903/1913). 304 Central Av., 07018. The Rev. Cyprian W. Fields, Vicar; Mrs. Evelyn London, Ivry Semple, Wardens; Calvin Flemmings, Treasurer. Deputies: Mrs. Regina DePasalegne, Mrs. Ionia Ingram, Mrs. Valda Wright, Mrs. Muriel Davis.

EAST ORANGE, Essex Co., ST. PAUL'S (1876). 206 Renshaw Av., 07017. The Rev. Donald B. Baldwin, Rector; Selwyn Joseph, Edmund Montesano, Wardens; John Gregory, Treasurer. Deputies: Albert A. Jones, Mrs. Beverley I. Jones, Samuel Orimogunje.

*EAST RUTHERFORD, Bergen Co., GRACE CHAPEL (1905). 144 Boiling Springs Av., 07073. The Rev. Peter Constantinos, Vicar; Mrs. Marion Hogle, Mrs. Ellen Swift, Wardens; John Stead, Treasurer. Deputy: Bryan Marshall.

ENGLEWOOD, Bergen Co., ST. PAUL'S (1864/1865). P.O. Box 84, 113 Engle St., 07631. The Rev. Jack M. McKelvey, Rector; The Rev. Elizabeth Eddy, Ass't.; Mrs. Kathleen D. Gill, David B. Kent, Jr., Wardens; John Knight, Treasurer. Deputies: Walter Sumner, Mrs. Kathleen D. Gill, Mrs. Elizabeth McLoone.

ESSEX FIELDS, Essex Co., ST. PETER'S (1893/1896). P.O. Box 96, 271 Roseland Av., 07021. The Rev. Dr. David St.

George, Rector; The Rev. Dr. Walter E. Lewis, Associate; John B. Ricker, Philip Jansen, Wardens; David H. Perpente, Julian J. Mason, Treasurers'. Deputies: Dr. Emil Joseph Piel, Mrs. Elizabeth L. Piel, Harry W. Holt.

FAIR LAWN, Bergen Co., CHURCH OF THE ATONEMENT (1942/1964). P.O. Box 565, 30th & Rosalie Sts., 07410. The Rev. Walter D. Carlson, Rector; Donald Smith, Eivind Iversen, Wardens; Mrs. Marilyn Williams, Mrs. Elizabeth Demarest, Treasurers'. Deputies: Mrs. Janet Witham, Mrs. Jeanette Popielarz, Mrs. Joan Tardy.

FORT LEE, Bergen Co., CHURCH OF THE GOOD SHEPHERD (1858/1953). 1576 Palisade Av., 07024. The Rev. Richard L. Gressle, Rector; Dr. Samuel Pleasants, Mrs. Jeanette Freeman, Wardens; Theodore Gaess, Treasurer. Deputies: Mrs. Claire Roney, Mrs. Jeanette Freeman, Dr. Samuel Pleasants, Mrs. Lillian Smith.

*GLEN RIDGE, Essex Co., MAR THOMA CHURCH OF NEW JERSEY (1982). 74 Park Av., Glen Ridge, 07028. The Rev. T. O. Joseph, Vicar; Mammen Thomas, Warden; C. Thomas, Treasurer

GLEN ROCK, Bergen Co., ALL SAINTS' (1914/1940). 40 Central Av., 07452. The Rev. Ivan H. Partridge, Rector; the Rev. Dale L. Cranston, Asst. Rector; Mrs. Elsa Ronalds, Mrs. Carol Parker, Wardens; Andrew Cheplick, Treasurer. Deputies: Mrs. Marjorie E. Gould, H. Warren Gould, Mrs. R. Wright.

HACKENSACK, Bergen Co., CHRIST CHURCH (1863). 251 State St., 07601. The Rev. Thomas O. Feamster, Rector; Dr. William C. Black, Mrs. Marjorie Hart, Wardens; Robert Savoye, Treasurer. Deputies: Ms. Marjorie Hart, Ms. Doris Muller, Mr. Robert Savoye.

HACKENSACK, Bergen Co., ST. ANTHONY OF PADUA (1925/1978). 72 Lodi St., 07601. The Rev. Marshall J. Vang, Rector; Franklin Jaegge, Francis Whelehan, Wardens; Donald Morris, Jr., Treasurer. Deputies: Franklin Jaegge, Ms. Karen Sadock, Francis Whelehan, Vito D'Aiutolo.

*HACKENSACK, Bergen Co., ST. CYPRIAN'S (1926). 269 First St., 07601. The Rev. Douglas J. Reans, Vicar; George Clark, Ms. Mary Ennon, Wardens; Ms. Lucy Francis, Treasurer. Deputies: Ms. Mary Ennon, Ms. Hazel Hand, Ms. Estelle Boyd.

HACKETTSTOWN, Warren Co., ST. JAMES' (1859). 214 Washington St., 07840. The Rev. George H. Brant, Rector; Robert

Poetsch, Ronald Clement Wardens; Mrs. Dorothy Reed, Treasurer. Deputies: Aaron Farnell, Mrs. Patricia Farnell, Mrs. Martha Travastine, Philip Pierce.

HALEDON, Passaic Co., ST. MARY'S MEMORIAL CHURCH (1866/1873). 447 Belmont Av., 07408. The Rev. Richard Trask, Interim Rector; The Rev. Harris E. Baldwin, Jr., Rector Emeritus; Robert A. Ebersbach, Henry Ruitenberg, Jr., Wardens; Henry Ruitenberg, Jr., Treasurer. Deputies: James R. Dunkerley, Mrs. Jo-Ann Ebersbach, Robert Ebersbach.

*HAMBURG, Sussex Co., CHURCH OF THE GOOD SHEPHERD (1871). P.O. Box 115, Wantage Av., 07419. The Rev. George Poffenbarger II, Vicar; Robert Walker, Herman Brooks, Wardens; Ms. Naomi Kopnick, Treasurer. Deputies: Mrs. Marlene Wilbur, Mrs. Lynn Tyler, Herman Brooks, Mrs. Sandra Poffenbarger.

HARRINGTON PARK, Bergen Co., ST. ANDREW'S (1925/1963). P.O. Box 161, Lynn St. & La Roche Av., 07640. The Rev. John C. Fisher, Rector; The Rev. William S. Gannon, Ass't. Dr. Charles Blackinton, Mrs. Marjorie Turko, Wardens; Paul Shackford, Treasurer. Deputies: Mrs. Gerrie Jeter, Richard Jones, John Gibbons.

HARRISON, Hudson Co., CHRIST CHURCH (1852/1919). 100 North 4th St., 07029. The Rev. Alton H. Taylor, Rector; Arthur Cawley, Jr., Raymond B. Graham, Jr., Wardens; Mrs. Dorothy Bartkus, Treasurer. Deputies: Mrs. Dorothy Bartkus, Ms. Catherine Illes, Mrs. Donna Kolmer.

HASBROUCK HEIGHTS, Bergen Co., ST. JOHN THE DIVINE (1895/1919). Terrace & Jefferson Avenues, 07604. The Rev. Nancy H. Wittig, Rector; Ms. Ann Mac Vicar, Carl Haefele, Wardens; Thomas F. Marrie, Treasurer. Deputies: Ms. Jean Titterington, Ms. Ann Mac Vicar, Ms. Carol Haefele, Ms Gertrude Raufaste.

HAWORTH, Bergen Co., ST. LUKE'S (1921/1966). 43 Massachusetts Av., 07641. The Rev. Alexander H. MacDonell, Rector; Junius Stephenson, Ms. Shirley Brilakis, Wardens; George Stubbs, Treasurer. Deputies: Ms. Marjorie Hartmeyer, Ms. Nancy Smith, Ms. Clare MacDonell, Mrs. Roberta Nobleman.

HAWTHORNE, Passaic Co., ST. CLEMENT'S (1896/1932). P.O. Box 161, 271 Lafayette Av., 07506. The Rev. J. Carr Holland, III, Rector; Mrs. Joan Van Ry, Mrs. W. Kregg, Wardens; Mrs. Terry Josten, Treasurer. Deputies: Mrs.

Joan Van Ry, Kurt Gruenberg, Mrs. Beverly Smalling, T. Donald Cairns.

HILLSDALE, Bergen Co., HOLY TRINITY (1889/1945). 326 Hillside Av., 07642. The Rev. John J. Negrotto, Rector; Robert Browning, Mrs. Elizabeth McGowan, Wardens; Mrs. Jean Loos, Treasurer. Deputies: Ms. Sara Kelley, Charles Underwood, Mrs. Elizabeth McGowan, Ms. Viola Meese, James Stewart.

HOBOKEN, Hudson Co., ALL SAINTS' (comprising HOLY INNOCENTS' and TRINITY) (1983). 601 Willow Av., 07030. The Rev. Geoffrey B. Curtiss, Rector; Ms. Jane Trombley, Steve Nuding, Wardens; Andrew Wilford, Treasurer. Deputies: Leslie Powell, Mrs. Caron Van Dyck, John Trombley, Mrs. Jane Trombley.

HO-HO-KUS, Bergen Co., ST. BARTHOLOMEW'S (1904/1914). 70 Sheridan Av., 07423. The Rev. Daniel W. Kreller, Rector; John Becica, Harold Taylor, Wardens; Roger Prior, Treasurer. Deputies: William Keeley, Hugh MacDonald, Roger Prior.

HOPE, Warren Co., ST. LUKE'S (1928). P.O. Box 292, New St., 07844. Lewis Beatty, Donald Woodcock, Wardens; Mrs. Lois Beck, Treasurer. Deputies: Ms. Barbara Martin, Ms. Jeanne Wilhelm, Ms. Louise Litz.

IRVINGTON, Essex Co., TRINITY (1841/1912). 42 Myrtle Av., 07111. The Rev. Robert N. Neske, Jr., Rector; Raymond Giampino, Victor Petsch; Wardens; Joseph Gentesse, Treasurer. Deputies: Ms. Charlotte Giampino, Barry Hillman, Victor Petsch.

JERSEY CITY, Hudson Co., CHURCH OF THE ASCENSION (1878/1904). 555 Palisade Av., 07307. The Rev. George G. Swanson, Rector; Mrs. Agnes Starling, Mrs. Carolyn Healy, Wardens; Mrs. Evelyn Ravenbuhler, Treasurer. Deputies: Robert Wiegand, Mrs. Robert Renner, Mrs. James Starling, Mrs. Carolyn Healy.

*JERSEY CITY, Hudson Co., GRACE VAN VORST, (1847). 39 Erie St., 07302. The Rev. Scott Kallstrom, Rector; Robert England, Ray Hall, Wardens; Frederick Hillyer, Treasurer. Deputies: Robert England, Ray Hall, William Hickling.

JERSEY CITY, Hudson Co., CHURCH OF THE INCARNATION (1910/1971). 68 Storms Av., 07306. The Rev. Keithly R. S. Warner, Rector; Miss Eugenia S. Suthern, Warren A. Link, Wardens; Mrs. Antoinette Neals, Treasurer. Deputies:

Herbert Brown, Miss Eugenia Suthern, Mrs. Mary Sealey, Mrs. Louise Bell.

*JERSEY CITY, Hudson Co., ST. JOHN'S (1867). 120 Summit Av., 07304. The Rev. John Dulfer, Vicar-in-Charge; Dr. Gail Meadows, Gerard Kinch, Wardens; Mrs. Evelyn Triller, Treasurer. Deputies: Gerard Kinch, Dr. Gail Meadows.

JERSEY CITY, Hudson Co., ST. MATTHEW'S (1915). 1944 Kennedy Boulevard, 07305. The Rev. John Dulfer, Priest-in-Charge; Mrs. Janice Jerido, Frederick Gratiot, Wardens; Hyvesta E. Bovell, Treasurer. Deputies: Ms. Marsha Thomas, Mrs. Janice Jerido, Ms. Lillian Minnefield, Ms. Dorothy Fowlkes.

JERSEY CITY, Hudson Co., ST. PAUL'S (1861/1886). 38 Duncan Av., P.O. Box 4176, 07304. The Rev. Francis W. Carr, Rector; Ms. Lorraine Smith, William C. Young Wardens; William E. Reiser, Treasurer. Deputies: Ms. Lorraine Smith, Ms. Emily Simmons, Ms. Grace Sheppard.

JERSEY CITY, Hudson Co., ST. STEPHEN'S (1906/1911). 326 Union St., 07304. The Rev. Arthur Delo, Rector; Gustav Collesides, Paul D. Goble, Wardens; William D. Van Wart, Treasurer. Deputies: Paul Goble, Gustav Collesides, Martin Carman.

KINNELON, Morris Co., ST. DAVID'S (1960/1972). 91 Kinneelon Road, 07405. The Rev. Kenneth W. Poppe, Rector; Robert Ward, Ms. Mary Dale, Wardens; Ms. Mary-Esther Arther, Treasurer. Deputies: Ms. Jeanne Abbott, Alfred Joseph, Mrs. Doris Kuhl.

LEONIA, Bergen Co., ALL SAINTS' (1893/1926). Park Av. & Orchard Pl., 07605. The Rev. Thomas Laws, Interim Rector; James Avignon, James Connell, Wardens; Donald Hanson, Treasurer. Deputies: Ms Susan Desmond, James Connell, Ms. Nancy Hawkins.

LINCOLN PARK, Morris Co., ST. ANDREW'S (1917/1971). 211 Main St., 07035. The Rev. Kenneth F. Baer, Rector; Norman Potter, Morton McDonald, Wardens; Wallace Ver Hoeve, Treasurer. Deputies: Morton McDonald, Arthur E. Kelly, Ms. Joanne Foster.

LITTLE FALLS, Passaic Co., ST. AGNES' (1896/1926). 65 Union Av., 07424. The Rev. C. Edward Keller, Jr., Rector; Harold Smith, John Daudt, Wardens; William Meddick, Treasurer. Deputies: Ms. Betty Ann Allen, Ms. Thelma Mathews, Charles Richardson.

LIVINGSTON, Essex Co., ST. PETER'S (1916/1978). 94 E. Mt. Pleasant Av., 07039. The Rev. Otto L. M. Lolk, Rector; Mrs. Amanda M. Pearsall, Robert Lonsdale, Wardens; Robert Behn, Treasurer. Deputies: Ms. Shirley Goehringer, Ms. Florence Green, Mrs. Jane Lolk

*LONG VALLEY, Morris Co., CHURCH OF THE MESSIAH (1980). P.O. Box 188, 07853. The Rev Dr. L. Jerome Taylor, Jr., Vicar; Robert Burnett, Mrs. Gail Bernard, Wardens; Mrs. Gail Greenisen, Treasurer. Deputies: Richard Bishop, Wayne Buckley, Robert Burnett.

LYNDHURST, Bergen Co., ST. THOMAS' (1888/1945). 300 Forest Av., 07071. The Rev. Charles Packard, Rector; Paul Holzherr, Robert Zimmermann, Wardens; Mrs. Judith Ruggiero, Treasurer. Deputies: Robert Zimmermann, Mrs. Daphne Mesinoff, Mrs. Karen Holzherr.

MADISON, Morris Co., GRACE (18854). 4 Madison Av., 07940. The Rev. Hayward L. Levy, Jr., Rector; Bruce N. Bensley, Mrs. Delores Johnson, Wardens; Kirk Oakes, Treasurer. Deputies: John Akers, Mrs. Jeanne Keiter, Bradley Thayer, Archibald Cashion.

MAPLEWOOD, Essex Co., ST. GEORGE'S (1894/1905). 550 Ridgewood Rd., 04040. The Rev. R. Craig Burlington, Rector; Hubert L. Person, William G. Andersen, Wardens; Robert E. Bird, Treasurer. Deputies: Hans S. Gruenbert, Ms. Tilly-Jo-Emerson, William G. Andersen.

MAR THOMA CHURCH OF NEW JERSEY (See GLEN RIDGE)

MAYWOOD, Bergen Co., ST. MARTIN'S (1926/1954). P.O. Box 807, Oak Av. & Parkway, 07607. The Rev. W. Alan King, Rector; The Rev. Frederick W. Hillyer, Deacon, The Rev. Dr. Edmund Jacobitti, Deacon; Ms. Barbara Hillyer, Del Coonce, Wardens; William Dorn, Treasurer. Deputies: Delbert Coonce, James Garrambone, Mrs. Audrey King, Carl Rasmussen.

MENDHAM, Morris Co., ST. MARK'S (1873/1957). 7 E. Main St., 07945. The Rev. Philip S. Watters, Jr., Rector; K. Scott Norris, Louis G. Leffler, Wardens; Miss Marian R. Wyson, Treasurer. Deputies: Thomas D. Kerr, Mrs. Carol J. S. Horton, Mrs. Susan Baumgardner, William Windrow.

MIDLAND PARK, Bergen Co., CHURCH OF THE GOOD SHEPHERD (1906/1971). 497 Godwin Av., 07432. The Rev. Dr. Donald W. Kimmick, Rector; The Rev. Dr. Gilbert B. Ayres,

Deacon; Dr. Joseph Boyle, Mrs. William Neil, Wardens; Mrs. Edward L'Armee, Treasurer. Deputies: Robert Hawkins, Edward B. Heyd, Howard Lukert.

MILLBURN, Essex Co., ST. STEPHEN'S (1851). 119 Main St., 07041 The Rev. Gordon H. Tremaine, Rector; Mrs. Margaret Thompson, Robert E. Marshall, Wardens; Mrs. Herbert F. Carls, Treasurer.

MILLINGTON, Morris Co., ALL SAINTS' (1904/1949). 15 Basking Ridge Rd., 07946. The Rev. Alfred L. Salt, Rector; The Rev. Fred Magnuson, Deacon; Thomas Richards, Charles Hogan, Wardens; Joseph D'Angerio, Treasurer. Deputies: Percy Young, Ms. Nancy Roller, Mrs. Mary Leigh Armstrong, Robert Hines.

*MILTON/OAK RIDGE, Morris Co., ST. GABRIEL'S (1968). RD 2, Milton Rd., 07438. The Rev. James A. Johnson, Vicar; Mrs. Naomi Horsky, Thomas Chapter, Wardens; Mrs. Dorothy Bartkowski, Treasurer. Deputies: Mrs. Naomi Horsky, Thomas Chapter, Mrs. Dorothy Bartkowski.

MONTCLAIR, Essex Co., ST. JAMES' (1887/1888). Valley Rd. & Bellevue Av., 07043. The Rev. Frederick J. Warnecke, Jr., Rector; The Rev. Christine F. Tremain, Ass't; Frank Lawatsch, Frederick Thalmann, Wardens; Clement J. Boyers, Treasurer. Deputies: Charles G. Phillips, Jr., Paul Ciancimino, Nathaniel Cheney, Ms. Barbara Kelley.

MONTCLAIR, Essex Co., ST. JOHN'S (1899/1902). 55 Montclair Av., 07042. 55 Montclair Av., 07042. Junius L. Powell, Jr., William A. Carpenter, Jr., Wardens; Mrs. Ann Johnson, Treasurer. Deputies: William Nikel, Junius L. Powell, Jr.

MONTCLAIR, Essex Co., ST. LUKE'S (1846/1860). 73 So. Fullerton Av., 07042. The Rev. Walter Sobol, Rector; The Rev. Alfred Vail, Pastoral Associate, The Rev. Suzanne Harris, Ass't., The Rev. Frederick L. Redpath, Deacon; Ms. Audrey McBratney, Edward C. Fawcett, Wardens; Garriet Roosma, Treasurer. Deputies: Grant Gille, Mrs. Marilyn Hatzenbuehler, A. Bruce Brown, Mrs. Catherine McFarland, Mrs. Sara Sobol.

MONTCLAIR, Essex Co., TRINITY (1916/1959). P.O. Box 361, 19 N. Willow St., 07042. The Rev. Dr. Jacob A. Welbourne, Rector; Erwin Debnann, Ms. Elberta Stone, Wardens; Ms. Pansy Swan, Treasurer. Deputies: Mrs. Millie Minfee, Edward Jenkins, Mrs. Marjorie Wilson, Erwin Debnann.

MONTVALE, Bergen Co., ST. PAUL'S (1895/1953). W. Grand Av & Woodland Rd., 07645. The Rev. Philip S. Krug, Rector; Alan W. Litke, Mrs. Marguerite Ross, Wardens; Ms. Judith Shaw, Treasurer. Deputies: Dr. Donna Cosulich, Ray Kurtzke, Philip Lockitt.

MORRIS PLAINS, Morris ST. PAUL'S (1920/1955). Hillview Av. at Mountain Way, P.O. Box 104, 07950. The Rev. Dr. David H. Hamilton, Rector; The Rev. Joyce Ulrich Tompkins, Curate; Ms. Stephanie Diamond, David Masheter, Wardens; Ronald Diamond, Treasurer. Deputies: Colonel Francis K. Newcomer, William L. Heick, Mrs. Valentine Armstrong.

MORRISTOWN, Morris Co., CHURCH OF THE REDEEMER (1852). 36 South St., 07960. The Rev. F. Sanford Cutler, Rector; John Cauley, Mrs. Ann Johnson, Wardens; Samuel Tolley, Treasurer. Deputies: Mrs. Ruth Haering, Joseph Leidy, Mrs. Kay Leidy.

MORRISTOWN, Morris Co., ST. PETER'S (1827). 70 Maple Av., 07960. The Rev. David P. Hegg, Rector; The Rev. Mark M. Beckwith, Associate Rector; George Wheeler, Charles Trillich, Wardens; Kenneth E. Gabay, Treasurer. Deputies: Ms. Diane Baker, Henry Shaw, Robert Coiner, Mrs. Barbara Trillich.

*MOUNT ARLINGTON, Morris Co., ST. PETER'S (1894). 50 Edgemere Av., 07856. The Rev. Roger C. Snyder, Vicar; Harry Garrabrandt, Warden; Thomas Wiss, Treasurer. Deputies: Harry Garrabrant, Stephen Hopper, Thomas Wiss, Ms. Adriane Deill.

MOUNTAIN LAKES, Morris Co., ST. PETER'S (1923). 221 Boulevard, 07046. The Rev. Samuel E. Purdy, Rector; Philip Notestine, Fred Winters, Wardens; William P. Headden, Treasurer. Deputies: Philip Notestine, Frederick Winters, Ms. Lynn Glover.

NEWARK, Essex Co., GRACE (1837). 950 Broad St., 07102. The Rev. George H. Bowen, Rector; The Rev. Bernard Poppe, Assistant, Walter Koenig, Herbert Thomas, Wardens; Michael Lindstrom, Treasurer. Deputies: Walter M. Koenig, Miss Audrey Davidson, Ms. Joyce G. Williams.

NEWARK, Essex Co., HOUSE OF PRAYER (1847/1849). 407 Broad St., 07104. The Rev. T. James Snodgrass, Rector; Mrs. Esther Roman, William Clegg, Wardens; David Yamoah, Treasurer. Deputies: Alfonso Narvaez, William Clegg, Philip Burchill.

NEWARK, Essex Co., ST. ANDREW'S (1902/1913). 933 S. 17th St., 07108. The Rev. Abigail J. W. Hamilton, Rector; Ms. Edna Daley, Anthony Pearson, Wardens; Ms. Sebrena Davis, Treasurer. Ms. Sebrena Davis, Edward Jones, Ms. Rita Romain, Anthony Pearson.

NEWARK, Essex Co., ST. BARNABAS' (1852/18678). 505 W. Market St., Box 7178, 07107. The Rev. Michael du Plessis, Rector; Frank Walters, Joseph Dasent, Wardens; Melvin B. Dunham, Treasurer. Deputies: Donald Hall, Mrs. Florence Hall, Mrs. Shan Atkinson, Michael Terrell, Mrs. Janice Nugent.

NEWARK, Essex Co., ST. JAMES' (1924/1928). 284 Broadway, 07104. The Rev. Peter Boyle, Rector; Peter Maddock, Henry Gaillard, Wardens; Peter Maddock Treasurer. Deputies: Henry Gaillard, John Allison Mrs. Patricia Roberts.

NEWARK, Essex Co., ST. THOMAS' (1892/1895). 272 Roseville Av., 07107. L. Rowland Bonadie, Mrs. Jeanne Kunkel, Wardens; Mrs. Jeanne Kunkel, Treasurer. Deputies: L. Rowland Bonadie, Sigrid Teague, Ms. Constance Mason, Ms. Barbara English.

NEWARK, Essex Co., TRINITY CATHEDRAL (1732/1746). (Incorporated as the Cathedral 1944). 608 Broad St., Office: 24 Rector St., 07102. The Very Rev. Dillard Robinson III, Dean; The Rev. Horace D. Ward, Assistant; Mrs. Virginia C. Flethcar, Maso Ryan, Wardens; Mrs. Otelia Daring, Treasurer. Deputies: Mrs. Ruth Benson, Mrs. Mabel Nelson, Mrs. Edna Humphrey, Mrs. Mary Spruel, Mrs. Othelia Daring.

NEWTON, Sussex Co., CHRIST CHURCH (1769). Box 146, 63 Main St., 07860. The Rev. Joseph D. Herring, Jr., Rector; Floyd D. Kennedy, K. Alan Mantz, Wardens; John B. Gislser, Treasurer. Deputies: Donald MacIntosh, Robert Metsger, Leonard Nichols, Ms. Elsie Callahan.

NORTH ARLINGTON, Bergen Co., ST. PAUL'S (1914/1954). 11 York Road, 07032. The Rev. Frederick C. Fox III, Rector; Walter Schaufele, Ms. Mary Helen Zook, Wardens; Ms. Genevieve Jenny, Treasurer. Deputies: Ms. Mary Helen Zook, Ms. Genevieve Jenny, Ms. Audrey Riley.

*NORTH BERGEN, Hudson Co., CHURCH OF THE TRANSFIGURATION (1919). 403 79th St., 07047. The Rev. Wilbur H. Edel, Vicar; Richard Bruno, Warden; Joel Tucciarone, Treasurer. Deputies: Richard Bruno, Louis Edersheim, Mrs. Alma Swaveley,

NORWOOD, Bergen Co., CHURCH OF THE HOLY COMMUNION (1876/1877). 66 Summit St., 07648. The Rev. John C. Fisher, Rector; Wesley Bradley, Jr., Nelson T. Nordquist, Wardens; Clifford Lamb, Treasurer. Deputies: William R. Evans, Thomas Kunc1, Nelson Nordquist.

NUTLEY, Essex Co., GRACE CHURCH (1873/18874). 200 Highfield Lane, 07110. The Rev. Wade A. Renn, Rector; David Pellnitz, Jack Houston, Wardens; Mrs. Ethel Gehring, Treasurer. Deputies: John Walch, Jack Reynolds, David Pellnitz, Victor Palm, Ms. Lee Rae O'Brien, Ms. Phyllis Harle.

*OAKLAND/FRANKLIN LAKES, Bergen Co., ST. ALBAN'S (1959). Box 35, Church Lane, 07436. The Rev. Donor Macneice, Vicar; Mrs. Rosemary Adams, Bruce De Myer, Wardens; Robert Barker, Treasurer. Deputies: Mrs. Gloria Gluchoski, John Murphy, Rodney Renne.

ORADELL, Bergen Co., CHURCH OF THE ANNUNCIATION (1901/1945). 343 Kinderkamack Rd., 07649. The Rev. George C. Allen II, Rector; Robert Granville, Kenneth Baird, Wardens; Katherine Benning, Treasurer. Deputies: Lester Wallace, Harold Bartels, Ferdinand D'Esposito.

ORANGE, Essex Co., ALL SAINTS' (18766/1885). 438 Valley St., 07050. The Rev. Donald R. Shearer, Rector; Marc Costa, Peter Albertis, Wardens; Donald Basile, Treasurer. Deputies: Frank Ashley, Michael Albertis, Peter Albertis, Mrs. Dolores Boss.

ORANGE, Essex Co., CHURCH OF THE EPIPHANY (1901/1905). 206 Pierson St., Box 93, 07050. The Rev. Thomas Law, Interim Priest; Simon Mitchell, Samuel Folkes, Wardens; Ms. Kathryn E. Daly, Treasurer. Deputies: Ms. Catherine Hall, William Cameron.

PANTHER VALLEY, Warren Co., COVENANT EPISCOPAL MISSION (Ecumenical Ministry). RR #2, Box 337A, Hackettstown, 07840. The Rev. Dr. William H. McGregor, Minister; Paul Price, Herb Noble, Wardens; Mrs. Martha Rexon, Treasurer.

PARAMUS, Bergen Co., ST. MATTHEW'S (1950/1976). 167 Spring Valley Rd., 07652. The Rev. Elizabeth G. Maxwell, Rector; Ms. Evelyn Cheringal, Bruce LoBuono, Wardens; Salvatore Rotolo, Treasurer. Deputies: Mrs. Evelyn Cheringal, William Josten. Ms. Betty Mammina, Salvatore Rotolo, Mrs. Rowena Rotolo.

PARSIPPANY/TROY HILLS, Morris Co., ST. GREGORY'S (1964/1982). 40 So. Beverwyck Rd., 07054. The Rev. John C. Owens, Rector; Mrs. W. A. Billinghamurst, Willard R. vanLiew, Jr., Wardens; Deputies: Mrs. W. A. Billinghamurst, Robert Puglio, David Imhoff, Mrs. Peggy Pentaleri.

PASSAIC, Passaic Co., ST. JOHN'S (1859/1902). 215 Lafayette Av., 07055. The Rev. Edmund B. Partridge, L.H.D., Rector; Claude Davis, Oswald Ellington, Wardens; Mrs. Marion DeGroat, Treasurer. Deputies: Mrs. Marion DeGroat, Ms. Pat DeHaan, Ernesto Munoz.

PATERSON, Passaic Co., CHURCH OF THE HOLY COMMUNION (1856/1866). Box 2153, 99 Pearl St., 07509. The Rev. William H. Willard, Rector; The Rev. James Delaney, Ass't.; Edward Johnston, Stephen Hall, Wardens; Mrs. Mary P. Zabriskie, Treasurer. Deputies: Edward Lester, Edward Johnston, Mrs. Edith Hall.

PATERSON, Passaic Co., ST. PAUL'S (1817/1825). 451 Van Houten St., 07501. The Rev. Luis Leon, Rector; Alan Bowen, Mrs. Dolores Most, Wardens; Mrs. Beatrice Berry, Treasurer. Deputies: Alan W. Bowen, Howard Sterling, William Phillips.

PATERSON, Passaic Co., TRINITY (1879/1881). 84 Marion St., 07502. The Rev. Robert H. Kirchgessner, Rector; John Peters, David Beckwermert, Wardens; John W. H. Patrick, Treasurer. Deputies: Ms. Ethel Peters, Frank Poole, Robert Patrick.

PHILLIPSBURG, Warren Co., ST. LUKE'S (FREE) (1856). 500 Hillcrest Blvd., 08865. The Rev. John Elledge, Rector; Bert Roling, Ms. Shirley Koch, Wardens; Ms. Sara Rambo, Treasurer. Deputies: Ms. Shirley Koch, Morris Koch, Ms. Mindy Elledge.

POMPTON LAKES, Passaic Co., CHRIST CHURCH (1798). 400 Ramapo Av., 07442. The Rev. John A. Rollins, Rector; Wayne Rogers, Howard Huselman, Wardens; Joseph Critchley, Treasurer. Deputies: Burgess Freeman, Ms. Margaret Lee, Ms. Nancy Whiting.

RAMSEY, Bergen Co., ST. JOHN'S MEMORIAL CHURCH (1906/1951). E. Main St. & Franklin Trunpike, 07446. The Rev. Richard M. Louis, Rector; Mrs. Mary Welton, Arthur Christensen, Wardens; Edward Lundblad, Treasurer. Deputies: Jeffrey Kittross, Ms. Kristan Louis, Ted Lundblad, Ms. Elaine Frost.

RIDGEFIELD, Bergen Co., ST. JAMES' (1872/1968). 514 Abbott Av., 07657. The Rev. Francis S. Bancroft, III, Rector; William Drexler, Mrs. Madeline Holland, Wardens; Mrs. E. Joyce Knapp, Treasurer. Deputies: Mrs. Louise D'Emidio, Ms. Virginia Taylor, Roy Hoffman.

RIDGEFIELD PARK, Bergen Co., ST. MARY THE VIRGIN (1906/1957). 139 Preston St., 07660. The Rev. David Crane Brown, Rector; C. Robert Jacob, Mrs. Emily Sandberg, Wardens; C. Robert Jacob, Treasurer. Deputies: C. Robert Jacob, Mrs. Agnes Phillips, Mrs. Harriet Slaughter.

RIDGEWOOD, Bergen Co., CHRIST CHURCH (1864/1865). 105 Cottage Pl., Box 764, 07451. The Rev. Richard L. Shimpfky, Rector; The Rev. Elizabeth Sherman, Curate; Marvin Singer, Alfred C. Jones, Wardens; Deputies: Ms. Ruth Hook, John Snyder, Mrs. Marge Christie, Maurice Bolmer.

RIDGEWOOD, Bergen Co., ST. ELIZABETH'S (1923/1926). 169 Fairmount Rd., 07450. The Rev. Richard B. Andersen, Rector; The Rev. Eric F. Cosentino, Curate; William Kuipers, Jr., Bruce K. Byers, Wardens; Ronald L. Rayevich, Treasurer. Deputies: George Mackey, Mrs. Luisa Kuhn, Mrs. Martha White, Ms. Helen Thayer.

*RINGWOOD, Passaic Co., CHURCH OF THE GOOD SHEPHERD (19010. Box 363, 80 Margaret King Av., 07456. The Rev. Charles H. Eades, Vicar; Mrs. Marylyn Milligan, Warden; Miss Maxine Milligan, Treasurer. Deputies: Mrs. Marylyn Milligan, Mrs. Essie Van Dunk, Miss Sylvia Rivera.

ROCHELLE PARK, Bergen Co., ST. PETER'S (1909/1959). Rochelle & Becker Aves., 07662. The Rev. Addison K. Groff, Rector; Norman Higgins, G. Robert Parker, Wardens; G. Robert Parker, Treasurer. Deputies: Ms. Louise Kern, Ms. Carol Meritai, Ms. Carol Parkerton, Ms. Martha DeYoung.

RUTHERFORD, Bergen Co., GRACE (1869). 138 W. Passaic Av., 07070. The Rev. Edward E. Martin, Jr., Rector; Thomas Piccate, Mrs. Doris Lynyak, Wardens; Richard Erickson, Treasurer. Deputies: Richard Blakiston, Earl Nelson.

*SECAUCUS, Hudson Co., CHURCH OF OUR SAVIOUR (1924). 191 Rte. 153, 07094. The Rev. David P. Kern, Vicar; Donald Roberts, Warden; Mrs. Eileen Hodgins, Treasurer. Deputies: Ms. Ruth Olsen, Mrs. Eileen Hodgins, Donald Roberts.

SHORT HILLS, Essex Co., CHRIST CHURCH (1882/1883). Box C., Highland Av. & Forest Dr., 07078. The Rev. David B.

Earnest, Rector; The Rev. Douglas G. Tompkins, Jr., Ass't.; Ms. Juli S. Towell, Thomas H. Mack, Wardens; Raymond G. Hackman, Treasurer. Deputies: Ms. Carolyn Upshaw, Ms. Sandra Marshall, Peter Trent.

SOUTH ORANGE, Essex Co., CHURCH OF ST. ANDREW & HOLY COMMUNION (1859). 160 W. South Orange Av., 07079. The Rev. Robert B. Wardrip, Rector; Mrs. J. Hamilton, Lawrence N. Van Doren, Wardens; Robert E. Holmes, Treasurer. Deputies: Donald Thomas, Robert Holmes, Jerald Grimes.

SPARTA, Sussex Co., ST. MARY'S (1919/1978). Box 235, 85 Conestoga Trail, 07871. The Rev. James W. H. Sell, Rector; William McGregor, Richard Stone, Wardens; Ms. Carole McGreevy, Treasurer. Deputies: Daniel Royce, Michael Sutcliffe, John E. Lynch, Ms. Ann Johnson.

STANHOPE, Sussex Co., CHRIST CHURCH (1865). 8 Church St., 07874. The Rev. Richard P. Constantinos, Rector; Ms. Ann Edgar, Ms. Linda Coleman, Wardens; John Jesse, Treasurer. Deputies: Arthur Bowles, William Coleman, Frank Koenig.

SUCCASUNNA, Morris Co., ST. DUNSTAN'S (1963/1980). 179 S. Hillside Av., 07876. The Rev. Robert T. Mason, Rector; Arthur Bounds, R. Klein, Wardens; George Caras, Treasurer. Deputies: Harold Kast, George Wells, James Barrett, Mrs. Linda Wells, Ms. Nancy Bond, Dr. William Talmage.

SUMMIT, Union Co., CALVARY (1854/1861). 31 Woodland Av., 07901. The Rev. William H. Strain, Rector; The Rev. Beverly Huck, Curate; Dean E. McCumber, Enos L. Beckwith, Jr., Wardens; Edward J. Veitch, Treasurer. Deputies: William Agnew, Mrs. William Bru, Dean McCumber.

TEANECK, Bergen Co., CHRIST CHURCH (1914). 480 Warwick Av., 07666. The Rev. John Denny, Rector; Mrs. Viola Smith, Edward Spraker, Wardens; Robert J. Bauhoffer, Treasurer. Deputies: Cavana Reid, Mrs. Marlene Reid, Michael Kelley.

TEANECK, Bergen Co., ST. MARK'S (1925/1963). Grange & Chadwick Roads, 07666. The Rev. Bruce R. Bramlett, Rector; Arnold Trenn, William Ince, Wardens; Mrs. Inez Saley, Treasurer. Deputies: Richard Zimmerman, Mrs. Doris Mardirosian, Ms. Adele Neiderhofer.

TENAFLY, Bergen Co., CHURCH OF THE ATONEMENT (1868/1871). Highwood Av. & Engle St., 07670. The Rev. John P. Croneberger, Rector; The Rev. Elizabeth Eddy, Ass't.; Gerard Rankin, Mrs. Janice Smith, Wardens; Edmund Johnston,

Treasurer. Deputies: Miss Anne Speirs, Gerard Rankin, Samuel Vaughan, Dean Weber.

TOTOWA Borough, Passaic Co., CHRIST Chursh, (1921/1962). 329 Totowa Rd., 07512. The Rev. Philip Ramstad, Rector; Mrs. Ruth Farquharson, W. Randall Bush, Wardens; John B. Frommelt, Treasurer. Deputies: William Nagel, Harry Cooke John B. Frommelt.

*TOWACO, Morris Co., CHURCH OF THE TRANSFIGURATION (1921). 9 Two Bridges Rd., 07082. The Rev. George A. Kyle, Vicar; Karl Keri, Mrs. Mera Archambeau, Wardens; Charles Hambright, Treasurer. Deputies: Ms. Margaret Bennett, Ms. Caryl Glaner, Ms. JoAnne Heitzman.

UNION CITY, Hudson Co., GRACE (1884/1893). 3901 Park Av., 07087. The Rev. Oscar Gonzalez, Rector; Gabriel Carnevale, Ms. Patricia Patterson, Wardens; William Ackerman, Treasurer. Mrs. Lilliam Gonzalez, Mrs. Brenda Kowal, Ms. Elsie Lubben.

UNION CITY, Hudson Co., ST. JOHN'S (1888/86). 16th Str. & Palisade Av., 07087. The Rev. Katrina M. Swanson, Rector; Robert de Georges, Pauline Lutor, Wardens; Wilbur Kaufer, Treasurer. Deputies: Dr. Barbara Phaire, Mrs. June de Georges, Mrs. Martha Lopez, Robert de Georges.

*VERNON, Sussex Co., ST. THOMAS' (1981). Rte. 94, Box 31, 07462. The Rev. Ray E. Roberts, Jr., Vicar; Marshall Bratt on, Warden; Ms. Phyllis MacPeck, Treasurer. Deputies: Ralph Diller, Marshall Bratton, Ms. Ann Fitzgerald..

VERONA, Essex Co., CHURCH OF THE HOLY SPIRIT, (1929/1957). 36 Gould St., 07044. The Rev. Robert G. Wagner, Rector; Marshall Butler, Hamilton Carson, Wardens; Richard Ames, Treasurer. Mrs. Joan H. Lodge, Jeff Evans, Paul Yates.

WASHINGTON, Warren Co., ST. PETER'S (1881/1964). 127 Broad St., 07882. The Rev. Walter A. Bell, Rector; Ms. Janet Rutan, Warren Caswell, Wardens; Rudy Bescherer, Treasurer. Deputies: Bert richards, The Hon. Martin Bry-Nildsen, Warren Caswell.

*WAYNE, Passaic Co., ST. MICHAEL'S (1957). 1219 Ratzer Rd., 17470. The Rev. Frederick R. Gutekunst, Vicar; Jerald Honeycutt, James Newell, Warden; Andrew Hazelton, Treasurer. Deputies: Andrew Hazelton, Jerald Honeycutt, James Newell.

*WEST MILFORD, Passaic Co., CHURCH OF THE INCARNATION (1951). 253 Marshall Hill Rd., 07480. The Rev. Page S. Bigelow, Interim Vicar; Mrs. Barbara Harriman, Bruce Watts, Wardens; Ms. Adelaide Gisler, Treasurer. Deputies: Mrs. Diana Farrell, Mrs. Annette Jecker, Mrs. Patricia Watts.

WEST ORANGE, Essex Co., CHURCH OF THE HOLY INNOCENTS' (1871/1935). 681 Prospect Av., 07052. The Rev. Trevor E. G. Thomas, Rector; Ronald B. Zaph, Fred L. Smith, Wardens; Ms. Virginia A. Smith, Treasurer. Deputies: Ronald B. Zaph, Fred L. Smith, Mrs. Virginia A. Smith.

WEST ORANGE, Essex Co., CHURCH OF THE HOLY TRINITY (1907). 315 Main St., 07052. The Rev. Barton Brown, Rector; Miss Edith Wilson, Robert Garvey, Wardens; Karl Force, Treasurer. Deputies: Miss Edith Wilson, Mrs. Helen Garvey, Ms. Leah Patterson.

WEST ORANGE, Essex Co., ST. MARK'S (1827). 45 Main St., 07052. The Rev. Harry E. Smith, Rector; Martin Seel, Richard Werner, Wardens; John Meehan, Treasurer. Deputies: Richard Werner, Paul Clarke, Ms. Linda Coverly, Mrs. Helen Meehan.

WESTWOOD, Bergen Co., GRACE (1906/1925). 9 Harrington Av., 07675. The Rev. H. Gaylord Hitchcock, Jr., Rector; The Rev. William A. Butz, Deacon. Miss Maureen Damerell, Walter Johnson, Wardens; Michael Rehill, Treasurer. Deputies: Ms. June Hall, Walter J. Johnson, Michael Rehill.

WOOD-RIDGE, Bergen Co., ST. PAUL'S (1913/1952). Center & Humboldt Sts., 07075. The Rev. Peter Constantinos, Deacon-in-Charge; Richard Ruymen, Robert Brummer, Wardens; Robert Novelle, Treasurer. Deputies: Ms. Bernice Moran, Robert Brummer, Robert Novelle.

THE NECROLOGY

Blessed are the dead who die in the Lord
We remember God's faithful servants who have departed this
life since last convention with thanksgiving before God:

FROM THE EPISCOPACY

Samuel Blackwell Chilton, retired suffragan bishop of
Virginia

William Arthur Dimmick, bishop of North Michigan

Harry Lee Doll, retired bishop of Maryland

Henry Irving Louttit, retired bishop of South Florida

FROM THE CLERGY FAMILY OF THE DIOCESE

Alfred W. Burlinghame, one time rector of Calvary Church,
Bayonne

Mary Frances Evans, deacon of Christ Church, Pompton Lakes

Howard Gambrill, Jr., father of the Rev. James H. Gambrill,
priest

Bruce Hutsler, father in law of the Rev. Robert G. Wagner,
rector of Church of the Holy Spirit, Verona

Bernard Newman, supply priest of various churches

PERSONS IN THE DIOCESE KNOWN FOR SPECIAL CONTRIBUTIONS

Doris Grece, Administrative Assistant, ACTS/Vim Board, St.
Peter's Essex Fells

Russell Freeman, vestry member, former Secretary of the
Planning Board and Executive Director of the Housing
Authority, Fort Lee; William Raymond Miller, Sr., former
vestry member, church school superintendent; Gladys Carrell,
Director of Human Services, Fort Lee, Church of the Good
Shepherd, Fort Lee

Lewis C. Beatty, former senior warden; Eileen Hardifer Mial,
directress of the Altar Guild, St. Luke's, Hope

Leonard Campbell III, vestry member; John F. Cooper, former
warden and vestry member, Grace Church, Newark

Rolfe K. Hughes, former vestry member, chair of Diocesan Layman's Commission, Grace Church, Nutley

Farnham T. Royce, choir member and vestry member; William Kiehm, vestry member, member diocesan Peace Commission, Christ Church, Pompton Lakes

Miles H. Harvey, vestry member; Frank L. Hawkes; Alice Knight, former treasurer, St. John's, Ramsey

Emilie Florence Davies, William W. McArthur, Cornelia Van Benthem, John Pittman Boysen, Evalyn Schenck, James Leigh, Elsie Boin and Edith Potor, Grace Church, Rutherford

K. Wade Bennett, former member of Calvary, Summit and 1970 Deputy to General Convention

Esther Alvina Leslie, first vestry woman, treasurer, former directress of the Altar Guild, convocation and convention delegate, Grace Church, Union City

May the souls of the faithful departed, through the mercy of God, rest in peace, and may light perpetual shine upon them

THE BISHOP'S ADDRESS
to the
111TH ANNUAL CONVENTION
of the
DIOCESE OF NEWARK

The Rt. Reverend John Shelby Spong, D.D.
Bishop of Newark

My sisters and brothers of the 111th Annual Convention of the Diocese of Newark, distinguished ecumenical guests, and friends:

Grace be to you and peace in the name of our Lord Jesus Christ.

I begin this, my 10th Diocesan Convention address to you, by saying that 1984 was one of the most exciting, energizing, and fulfilling years of my entire ministry. Many factors flowed together to make it so. The most important were the following:

1) We have addressed creatively the problems that plagued our urban ministry upon which I reported to the 110th convention and we have arrived at a point where we can again be confident about the future of the urban dimensions of our common life.

2) There has been an important increase in the support, understanding, and camaraderie that I experience from and among the clergy of our diocese which I have found encouraging and sustaining.

3) We have a diocesan staff dedicated to working together and to working with our clergy and laity to achieve our common purposes. They are people open to the hopes and visions of this diocesan family. They are persons of competence, character, and deep caring. They believe individually and corporately that they are called to their positions in order to serve, to enrich and to empower the whole church. To Stephen Galleher, John Zinn, Denise Haines, and Christine Barney who constitute the diocesan core staff, and to Wanda Hollenbeck, my secretary, I express my deep appreciation. The spirit that lives at 24 Rector Street invariably finds expression throughout the diocese. That is a good and holy spirit.

4) We have welcomed able new priests to the life of our diocese who have already been introduced to you and who will give direction to our corporate life for years to come. I would like to mention three of these new priests by name because they are serving the places that at this time a year ago were examples of urban failure and sources of embarrassment to me and to the whole diocese. Scott Kallstrom has brought new hope and a ministry of integrity to Grace Van Vorst, Jersey City, that can once again merit our trust and support. Warren Bridgeman has come to Epiphany Church, Orange, and will guide that congregation into the location once occupied by Grace Church, Orange, enabling us to redeem the negativity that Goppell brought to Grace Church. That Main Street, Orange, location will, by God's Grace, once again become a great and glorious bastion of strength. John Dulfer has brought unity and new direction to St. Matthew's, Jersey City where a hand full of determined lay people endured the indignity of having their insurance cancelled, their furnace stolen, and their church closed without authorization. St. Matthew's lives today and its dedicated core is slowly

but surely growing. Each of these congregations is a source of immense pleasure to me for more of our diocesan staff energy has been invested in these three churches this past year than anywhere else. I invite you to visit these congregations and observe first hand the power of resurrection.

5) In 1984 we have had our diocesan life graced by the spirit and presence of such thought provoking Christian scholars as Dr. Eugene Turner, Dr. Dorothee Solle, and Professor Gregory Baum, and we have welcomed an array of bishops from near and far including John Hines, John Burgess, Peter Hatendi of Zimbabwe, Peter F. Carnley, Archbishop of Perth, William Stevens of Fond du Lac, Desmond Tutu of Johannesburg, Paco Reus of Puerto Rico, and our own assisting Bishop Jose Gonzalez of Cuba. It sometimes feels as if the Anglican Communion in all of its colorful ethnic and liturgical diversity flows through the Diocese of Newark. When that vital life is illumined periodically by the teaching of Christian scholars from every tradition, this diocese becomes a rich and wonderful place in which to live and work. I hope we are able to celebrate and to appreciate the opportunity that is ours to be Christians in this special place that we call home.

6) Finally, 1984 was a year in which we strengthened our base of support, coordinated our overlapping structures and prepared ourselves for new initiatives which we are now capable of implementing. It was a good year - no, it was a wonderful year, and I thank each of you for the part you played in making it so.

As a nation we have just witnessed the inauguration ceremony that culminates the electoral process which consumed our national energies for much of 1984. The presidential election was never in much doubt so a relatively safe campaign was conducted by the incumbent that dealt with few issues and proposed only the most vague plans for the future. That is the time honored path of victory for popular politicians, and the election success achieved by the Republicans proved the accuracy of their political judgment.

The campaign, however, is now over, the second term has begun, and the Republican candidate is now once more the President of all the people. Preserving the peace of the world and building domestic tranquility and stability become the required agenda of the administration.

It is one thing to engage in the rhetoric of a political campaign. It is quite another to govern a nation. The time for action has arrived and in the specific initiatives that this administration takes, its values and its priorities will be revealed.

If peace is a primary goal of this administration then we will see concrete steps taken, including a willingness to negotiate seriously, that will carry us beyond propaganda.

If support of human rights and opposition to apartheid in South Africa is a goal of this administration then it will not fail to use the enormous economic power of this nation to force South Africa to abandon that loathsome system. The diplomacy of words has proved worthless in this arena. "Constructive engagement" is a political slogan which means nothing but acquiescence to evil.

If a commitment to a safe and healthy environment is a priority of this administration then we must see a reversal of the policy of the past four years which loosened environmental requirements on business and which runs the deadly risk of creating many more potential and actual Bhopals.

Mr. Reagan never again has to face the electorate. He has a chance today that few politicians achieve. He can separate the national interest

from any political interest. In this lies the opportunity for greatness. We pray that this president will grasp this moment and use it.

As I survey American history in the twentieth century I find that Democratic administrations tend to be elected in times of change and trauma while Republican administrations tend to be elected in times of digesting, absorbing, and resting. The Harding, Coolidge, Hoover years represented the natural desire on the part of our people to return to normalcy and to retreat into isolation after the trauma of World War I. That war had been fought under the Democratic administration of Woodrow Wilson. Following Mr. Hoover came the Roosevelt/Truman years which once more dealt with upheaval; the depression and the renewed conflict of the Second World War. Then the nation opted for the tranquility of Dwight Eisenhower. It was a pause, a rest to absorb the vast changes that the 30s and 40s had thrust upon us. The Kennedy/Johnson years were once more years of rapid social change and of war again, this time in Southeast Asia. The 60s saw the urban explosion, the political assassinations of John Kennedy, Martin Luther King Jr., Robert Kennedy, and a crippling attack on the life of George Wallace. The Nixon/Ford years were once more an attempt to calm the nation and absorb the changes. Watergate skewed the natural rhythm of our political system and the abortion, digestion process was not completed. Mr. Carter's administration tried to renew the politics of challenge and change before the pause was complete. This created, I believe, the more overt reaction of the Reagan administration, where the normal and necessary process of rest and absorption of the changes of the past was turned into an attempt to undo the past. Though it was not successful, an effort was made to eradicate the New Deal, to reduce the government controls on business, to return to traditional family values, and to reverse the Supreme Court's decisions on both abortion and prayer in public schools. In these stances this administration has appealed to the nostalgia of the good old days and to that part of each of us that is buffeted and afraid. But even in the early days of this second term it is clear that politicians have discovered that turning back the clock is not possible. The best that can be accomplished is but a respite - a chance to collect our corporate breath, to pretend that the rate of change has been slowed. Reaction, abortion, and pauses are an understandable part of the political process but such is never the wave of the future. The election campaign for 1988 has already begun; and no matter who wins, the torch of leadership will pass to a new generation who will possess a new vision and a new set of assumptions. Our nation, not unlike our diocese, is today about the task of laying a secure base for what will be a relentless movement into the future.

What will be the shape of that future? Some hints are already on the horizon.

The world will continue to grow smaller and more interdependent. National boundaries, even those of the United States and the Soviet Union, will recede in importance. Local prejudices will be challenged and compelled to adjust to new truth. The values and standards by which we measure right and wrong will be redefined. And, finally, the religious dialogue will move far beyond the narrow ecumenical agenda of today.

Most of us either do not recognize or will not admit the extent to which our emotional safety is tied up with our national identity, our self-limiting prejudices, our personal and cultural standards of morality, and our increasingly petty religious claims.

It will not be an easy future. It will inevitably bring new demands

that few of us are eager to embrace. But that future will come, and we will face it, and it is the task of this bishop, this convention, this diocese, this clergy family, and this lay leadership to prepare today to meet tomorrow and to seek ways in which our changing world will be able to perceive and respond to the Holy God in our midst.

A great metropolitan area such as the one in which we live will be the place where the impact of change is first perceived. The rural and small town areas of the south and the west will have the leisure of another generation to play let's pretend. In the small geographic bounds of the Diocese of Newark, the shrinking globe is already apparent. We worship in this diocese today in English, Spanish, Korean, French, Japanese, and Malayalam. We are beginning to touch not only other Christian traditions or even those representatives of Judaism who have always been part of our western history, but we are also engaging Hindus, Buddhists, Moslems, and various secular religions of our day which witness to the inability of ancient faith systems to adapt to the thought and insights of a new world.

In our bustling, variegated, multifaceted urban complex, the fluctuations in the patterns of family life are also apparent. What might be called the traditional or molecular family is fast fading as a majority configuration. Divorce, having lost much of its stigma, gnaws at the permanent nature of marriage itself. Intimacy and commitment between couples no longer seems to be confined to legal marriage contracts. Traditional sexual roles and stereotypes are falling by the wayside. The entrance of women into the work force has changed parenting patterns. Longer life expectancies has meant that loneliness is the plight of many of the elderly; 80% of the elderly women in this nation live alone. Homosexuality is increasingly accepted as a minority aspect of the human experience. The signs of a pluralistic future are already upon us.

A new consciousness is emerging throughout the world. The international peace movement presses us to admit that the human obsession with weapons and warfare is a psychopathology for which the human family must find a cure. The statement of the American soldier regarding a Vietnamese village: "We had to destroy it in order to save it," is seen now for the absurdity that it was. The reference now, however, is no longer to a Vietnamese village, but the world - the whole human enterprise. That is the object of our nationalistic weapons psychosis.

The oneness of our world, the fragile balance of our environment, and the commonality of air, atmosphere and oceans: these things are drawing us into a binding, interdependent humanity. These connections are heralds of that inbreaking new consciousness. Soon the cold war rhetoric, which has dominated American foreign policy far too long, will be laid aside, the cultural and social values which have defined our lives will no longer be dominant, and the religious tenets that have empowered western civilization will be reformed and reinterpreted. Such political and theological moving of the boundaries of thought is already in motion. That is our future. How can we participate? How can we engage the forces which even now are shaping our lives?

Some religious leaders believe our task is to call society back to yesterday's values, assumptions, and commitments. They aver that the faith was delivered once-and-for-all to the church's hierarchy whose chief task was to preserve and protect it. The old-time religion, despite overwhelming evidence to the contrary, is still good enough, they say, for this generation. They label anyone who does not support their views as heretical,

to use a wonderfully antiquated word. An even more distinguished epitaph is "secular humanist," the favorite put-down of the religious right. But these are nothing but the indications of fear that permeate every institution of our society including the institution of religion. That fear often motivates religious leaders to occupy restrictive arenas of ecclesiastical thought. Many still want to spend time playing the church's favorite intramural game called the ecumenical movement, believing that the world will be moved by agreements on baptism, the eucharist, and the ministry among competing Christian bodies. The consumption of our energies by this trivial agenda in this age is akin to those who wanted to rearrange the deck chairs on the great ship Titanic.

In a little noted but significant step the Ecumenical Commission of the Diocese of Newark a year ago changed its name to the Ecumenical and Interfaith Commission. Since that time it has proposed resolutions concerning our relationship with the Jews which call the traditional, imperialistic claims of Christianity into question. This is a beginning that will continue to broaden, to include many other faith traditions. In the words of British theologian John Hick, we must experience a "Copernican revolution in theological thinking," to move from thinking that we have the truth and that others must come to our point of view, to the realization that ultimate truth is beyond the grasp of us all and that every religious tradition is but a tiny community of faith revolving around a center that none of us finally can either claim or capture.

In another not dissimilar action, an anonymous lay person somewhere in this country, acting through a faculty member at Virginia Theological Seminary, has agreed to give our diocese \$25,000 if that sum is matched dollar-for-dollar. The income from these monies is intended to establish an ongoing, in depth dialogue between our church and the world of contemporary science. The matching money has almost all been raised in a quiet campaign headed by Dr. A. Gary Shilling of Christ Church, Short Hills and a committee to implement this plan will soon be chosen. Working with this committee will be Dr. Hewitt Jeter, a PhD from Yale in Oceanography, and former warden at St. Andrew's, Harrington Park. Again, it is a small step but the direction is a proper one.

There is an interest among some of our people in establishing a companion diocese relationship with another diocese of the Anglican communion. If that could serve to enhance our consciousness of the broader dimensions of our world it would be quite beneficial to our diocese. I personally hope that we will not choose an Anglican diocese in our hemisphere, but rather in a part of the world not dominated by western thought, but shaped by ideas, cultures, and religious traditions foreign to our own. I urge us to consider the possibility of developing a companion diocese relationship, but to look to the orient - to India, Korea, Japan, China, Taiwan, or Hong Kong as the potential companion with whom a dialogue could be productive and mutually rewarding - an opportunity to participate in the inbreaking future.

Within the Diocese of Newark we need to approach our urban opportunities and responsibilities with inventive freshness. It would be unfortunate, even disastrous, for the Episcopal Church in this time of realignment and imaginative upheaval to return to its heritage of a monochromatic establishment constituency. Our diversity and growing ability to care for each other is evident in the dialogue and cooperation between the suburbs and the urban churches which has begun through such enterprises as Food for

Friends, the North Porch of the Episcopal Churchwomen, the cooperative ministry of six of our churches at Apostles' House in Newark; the assistance given by many less economically deprived Episcopalians to the shelter ministry of St. Paul's, Paterson; and the work done by the Urban Strategy Committee which included people from various parts of our diocese.

Our mutual needs and mutual responsibilities, however, go far beyond that. When we define the urban churches of this diocese we do so somewhat arbitrarily to include the churches of Newark, East Orange, Orange, and Irvington in Essex County; the churches of Paterson, and Passaic in Passaic County; the churches of Secaucus, Bayonne, Jersey City, Union City, and Hoboken in Hudson County; and the churches of Hackensack, Cliffside Park, and Fort Lee in Bergen County. By that arbitrary definition we classify 36 of our congregations as urban churches. There is one fact about our urban churches that you may find surprising. In 1984 through our diocesan budget, this diocese spent \$159,000 in the support of our urban churches and their ministry. Those same urban churches in 1984 contributed \$251,000 through their shares to the budget of our diocese. I think it is important to realize that the urban churches carry their own financial burdens and still are bigger givers than receivers in our common life. Yet many of these churches have witnessed the out-migration of large numbers of their members and these people are now leaders and supporters of strong suburban congregations. The population flow is not static, however, and today we are seeing a return to the city by part of the younger generation. Our church in Hoboken has become a strong self-supporting congregation. Grace, Van Vorst, Jersey City, is growing at a rate no one would have anticipated 3 years ago. The neighborhoods around St. John's, Incarnation, and Ascension, Jersey City, are beginning to feel the transition patterns that are called gentrification. At the same time many heretofore strong suburban congregations are beginning to experience stagnant growth patterns or even the early signs of decline.

Once again we should face the fact that we need to act corporately, not individually, to put help where it is needed when it is needed.

The most apparent place of neglect in our diocese is the physical structure of our church buildings. Normal maintenance is usually the first thing to be postponed when budgets are tight. Neglect today spells expensive repairs tomorrow. Sometimes if that neglect becomes chronic it may spell doom for that structure. That was the fate of Mediator, Edgewater, Grace Church, Orange, Grace Church, Greenville, Jersey City, and others. Today if the funds were available, we could easily spend \$10 million just to bring the physical plants of our churches up to proper repair. Our inability to do normal maintenance means that we are running the risk of losing valuable buildings in several areas of our diocese. Is there a solution? Is there a means through which we could corporately address this pressing need? I would like to request that this convention authorize the appointment of a committee to consider this issue and to report back to the 112th Annual Convention with its recommendations.

Among the things I hope this committee will consider is a capital funds drive that would seek to create a Church Structure Endowment Trust of at least \$3 million for this diocese, the income of which would be available, perhaps on a grant or a challenge basis, to all of the churches of our diocese. We have \$145 million worth of land, churches, parish houses, and rectories in this diocese. We cannot watch them decay without coming to the rescue.

I have been told that the maintenance, repair, and renovation of church

buildings would not be very appealing to the generosity of our people. I do not accept that. In the process of securing our church structures for the future we can also move to the exciting task of renovating our space for new ministries of service to the community. Some churches need classrooms, some need a center for theatre and the arts, some need gymnasiums, some need kitchens, some need bathrooms for shelters and day care centers. Some need to protect the heritage and beauty of the holy space created in another era. All of us need to retool and restructure our physical resources to enable new initiatives for program and for the new indigenous activities that will mark church life in the future. Some of us have fallen into the habit of thinking of our church buildings as albatrosses. Imagination and capital investment could turn those structures into primary resources for ministry. I see this as an exciting prospect that will appeal to the hearts and resources of our people even as it addresses a primary need in our common life. Perhaps there are other needs for new capital that this committee might want to consider. We are open to hear them.

1986 will mark the 10th anniversary of my consecration to the episcopacy. The pledges of most of our people to ACTS/Vim have been paid for several years now. Both of these facts might coalesce to enable us to act corporately in a pro-active way. If the 10th anniversary of my becoming bishop could be celebrated both by securing the future of our vital physical plants and by opening those structures to the new possibilities of the future, I would be very pleased indeed.

A second diocesan need that I perceive is for us to focus on the changing patterns of family life in western civilization, to examine the new developments in sexual behaviour, to look at the present state of marriage, to understand the pressures upon that institution, to anticipate the future of marriage, to seek to identify the new values by which our society is living, to find the reasons why new values are arising and old values dying, to offer our people some guidance that is life giving as well as pastoral, that neither abrogates the need for self-discipline nor condemns with legal inflexibility. The traditional controls on public morality exercised primarily by heightening the experience of guilt are simply not capable of being sustained today. The ultimate commitment of the Christian church, I believe, is to the quality of human life as that which is created in the image of God, and is therefore sacred. The gospel compels us to work for the development of the fullness of individual human potential, which in turn enhances the community. How can the church affirm that ultimate value in a society where the marriage patterns of the past are disintegrating? Is there a message other than judgment and alienation which the Christian Church can proclaim to those who do not uphold the standards of another era? In our changing world must we continue to parrot only the value systems of a society whose economic and social realities were far different from our own? Does the Christian church have no alternatives than the ones being voiced today by both the Bishop of Rome and the Moral Majority who plead for a simplistic return to "traditional family values;" to a yesterday that will never live again?

I urge this convention to authorize the appointment of a task force to look with scholarly depth at the revolution in sexual mores, at the changes in family structure, and at the fact of increasing human isolation and loneliness. I hope this committee will interview those wonderfully wrinkled, elderly couples who are pictured celebrating their golden anniversaries and discover their wisdom and their secrets. But, I also hope they will

interview those couples who have chosen not to marry at all; and hear their reasons. I hope they will interview divorced persons to determine what the church communicated to them at that time. I hope they will examine the stress points in the life of the single adult, seek to understand the homosexual couple, and confront the anxiety of those who face the ravages of age alone. I hope this committee will not only seek to affirm the eternal values that are present in the midst of change, but will also discover and hold up those new values by which some now live. I hope they will help us as a church articulate sexual standards that are applicable in our time, and to call us to provide the resources and the help which the people of this and coming generations need in order to make good decisions. This task force should be directed to report its findings to this convention next year.

A third major thrust for our diocesan life this next year is fueled from many sources and for lack of a better description, I shall call it the revitalization of our congregational life. We have seen this desire surface in two meetings of the leadership of our urban churches where the need for program resources to enrich and strengthen urban congregational life was powerfully articulated. We have seen it surface in the Diocesan Council where the Committee on Marginal Parishes headed by Arch Cashion of Madison, pointed to the need for pro-active diocesan involvement in the revitalization of those churches for whom survival is the all consuming agenda. We have seen this concern operating in the Planning Committee headed by Jack Croneberger of Tenafly. We have seen this concern at work in the Suburban Task Force that tried to help us understand why some suburban churches thrive and others wither. We have seen it in the discussions led by Archdeacon Galleher and the Rev. Richard Shimpfky of Christ Church, Ridgewood, which have brought the various program committees and commissions of our diocese together to find ways to develop a unified program for our diocese in which each heretofore separate program group can be a vital part of the whole instead of an isolated activity. We have looked at the creation of a Department of Program which would parallel the Department of Missions. This same concern has found expression in our diocesan staff planning as we wondered aloud if we could develop in our diocese a method and program of local evangelism that could do for our congregations in their outreach to the lapsed and non-churched population something of what our Commission on Stewardship has accomplished internally in those churches where that commission has been invited to work.

The Council of the diocese has expressed its willingness and desire to give major leadership to this crucial phase of our corporate life. Two years ago I stated my hope that when the Acts/Venture in Mission categories were expended that the fund set aside for the revitalization of our congregations would best be administered by the Diocesan Council and not by a separate Acts/Vim board. The reasons for this shift are obvious to me. First, the Council has complete diocesan representation by convocations as well as by at-large election from this convention and the four appointments by the bishop. Second, Every member of the diocesan staff attends the meetings of the Diocesan Council, bringing with them their vast knowledge of the various aspects of the congregations of our diocese. Thirdly, the administration of these funds by the Diocesan Council would greatly strengthen both the convocations, and the Council, who would have direct access to this resource. A resolution, passed unanimously by the Diocesan Council, is already before us, requesting that this convention transfer on January 1, 1986, the administration of the funds under the category of the Congregational

Revitalization and Enrichment Fund from the Acts/Vim board to the Diocesan Council. The Acts/Vim board will continue to administer the other categories until the money is expended, at which time the Acts/Vim board will pass out of existence. The CREF funds, please remember, are an endowment from which only the income is expended, which means that this fund will continue to be a resource to our churches in perpetuity. I strongly urge this convention to affirm this change, which both the Council and the diocesan staff believe will greatly assist our ministry.

As the days of our Acts/Vim campaign recede into our history, I believe it is important to say how grateful all of us in this diocesan family are to those who have watched over the allocation of these funds. A visit to Cathedral House will show in pictures the tremendous variety of opportunities that have gotten their start from Acts/Vim seed money. For example, a \$40,000 grant to do a survey of the elderly in our diocese has been instrumental in assisting three projects that, before they are completed, could be valued at \$40 million. We are proud of the achievements of Acts/Vim and proud of those who have helped us make this program succeed.

One person deserves special mention. Her name is Doris Grece. Doris died in December. A member of St. Peter's, Essex Fells, she served as the administrator of Acts/Vim for the last several years with dedication and unflagging interest in the people whose ideas and enthusiasm gave flesh to our Diocesan Ventures in Mission. She is missed.

In conclusion I would like to hold up briefly some moments of the past year that stand as highlights for me.

In February I traveled to India to visit with the Mar Thoma Christians where I preached to crowds of more than 100,000 people who were seated on the ground in the dry bed of the Pampa River. There I had my first serious dialogue with Hindu scholars. On my way home I stopped in Hong Kong where I had the pleasure of serious conversations with Buddhist scholars. Both visits excited my imagination.

Following graduation in May, we welcomed into our diocese eleven new deacons, the largest single influx of clergy by ordination in the memory of many in this diocese. They are a diverse group, ranging in age from 26 to 75; two were born and raised in this diocese while another grew up as far away as the subcontinent of India. Four of the new deacons are female, seven are male. They attended seminary at Union, General, Virginia, and Drew. Two are assistants in churches that before their arrival, had been served by a single priest - an obvious sign of growth.

The Christian Education Conference was held in June at Fairleigh Dickenson University in Teaneck. More than 120 leaders of our diocese worked to improve their skills, to learn more about their faith, and to enrich one another. And, we heard John Hines lay before us a vision of what the church can be.

During 1984 six of our churches celebrated their 125th anniversary: Calvary, Bayonne; Trinity, Bayonne; St. John's, Passaic; St. Andrew's and Holy Communion, South Orange; St. James', Hackettstown; and All Saint's, Orange. This means that six new congregations were established in the Diocese of Newark in 1859 just as the dark clouds of civil war were beginning to envelope this nation. As we rejoiced with each of them, I yearned for the kind of vision and confidence that motivated their founders so long ago. We do walk in a noble tradition.

The new multimillion dollar cancer wing at Christ Hospital was dedicated in early September. Accompanied by Governor Thomas Kean and Mayor Gerald

McCann of Jersey City, we cut the ribbon on this new phase in the development of the only hospital related to the Episcopal Church in New Jersey.

Also in September we were notified through the office of Representative Marge Roukema that the Diocese of Newark would receive \$5.7 million in federal money to build 100 units of low cost housing for the elderly in Hillsdale, New Jersey, thanks primarily to the work of Newark attorney and Diocesan Council member, Michael Rehill of Grace Church, Westwood.

September also saw the Peace Conference which represented the culmination of a year of work by the Peace Commission, headed by Archdeacon Stephen Galleher.

October 28th was the celebration of the 50th anniversary of the ordination to the priesthood of our former Presiding Bishop, John Elbridge Hines. We were pleased and proud that he chose Newark as the place where this national celebration would take place. Our committee of Jack McKelvey, Richard Shimpfky, Walter Sobol, and Christine Barney carried out the details of both planning and execution with great finesse.

Having Desmond Tutu as our New Dimensions speaker just a week after he was awarded the Nobel Peace Prize was an electrifying occasion. St. Peter's, Essex Fells and David St. George rose to that occasion with magnificence and more than 400 people from our diocese listened to one of the great Christians of this century.

The year closed with notification from our Chief Financial Officer, John Zinn, of a dramatic increase in the number of churches that had accepted their full share of the diocesan budget for 1985. He also informed us that for the first time in years we have finished the year with a cash surplus and have an oversubscribed budget for 1985. These items are read in Cathedral House as a sign of deepening commitment, of an increasing sense of interdependence, and of the vitality and life that is abroad in the Diocese of Newark.

It was a good year. And we stand poised to step into the future with boldness and courage. I am ever so grateful that you have given me the privilege of walking in the company of this great Christian community we call the Diocese of Newark.

Shalom!

John S. Spong,
Bishop of Newark

RULES OF ORDER

ONE HUNDRED AND ELEVENTH ANNUAL CONVENTION

CONVENTION COMMITTEES

I. The following Convention Committees, consisting of clergy and laity, shall be appointed by the President at least 125 days prior to the Convention:

- A. Arrangements
- B. Rules of Order
- C. Nominations and Elections
- D. Resolutions
- E. Dispatch of Business

II. The President, Vice-President, and Secretary of the Convention shall be members ex-officio, of all Convention Committees.

III. The Convention Committees shall be empowered to take appropriate action prior to, and during, the next Annual Convention, as well as any Special Convention held during their year of appointment.

ARRANGEMENTS

IV. The Committee on Arrangements shall be responsible for receiving post convention recommendations, and from such recommendations to make referrals in the following areas:

- A. To the Ecclesiastical Authority - recommendations pertaining to the location, date and length of sessions.
- B. To the Committee on Rules of Order - recommendations pertaining to the legislative procedure.
- C. To the Committee on Nominations and Elections - recommendations pertaining to nomination and election procedure.
- D. To the Committee on Resolutions - recommendations pertaining to the resolution procedure.
- E. To the Committee on Dispatch of Business - recommendations pertaining to the agenda and calendar of business.

The Committee shall recommend to the Diocesan Council the procedures and arrangements for the Pre-Convention meeting of Deputies, and shall be responsible for all physical arrangements of the Convention.

RULES OF ORDER

V. The Committee on Rules of Order shall be responsible for the Rules of Order.

ELECTIONS

VI. The Committee on Nominations and Elections shall be responsible for the following nomination and election procedures at the Annual Convention::

A. The Secretary of the Convention shall send out in the Call, the time and place of the Convention, a list and job description of the officers to be filled by election, the names of the incumbents of these offices, and an official nomination form. The Call shall be sent out at least one hundred (100) days before the date of Convention to each clerical member of the Convention, and to each Lay Deputation whose certificate has been transmitted to the Secretary, as provided in Canon 1. The Call shall be printed in THE VOICE.

B. Any member of the Convention desiring to make nominations for any office or offices to be filled by Convention, shall, at least fifty (50) days before the the date of Convention, submit the same in writing to the Secretary on the official nomination form. The nominator shall also furnish on the official nomination form the nominee's qualifications, consent, and understanding of the responsibilities of the office sought. During the first fifty (50) days after the call to convention has been sent to clerical and lay deputies, the committee shall be actively engaged in soliciting nominations through the convocations for any office to be filled by Convention.

C. If there be any office for which no nominations have been made fifty (50) days prior to Convention, it shall be the responsibility of the Committee on Nominations and Elections to obtain qualified nominees to complete the slate.

D. The Committee, from the list of nominations as furnished to it by the Secretary, shall prepare sufficient ballots mark "Sample" for each Clerical and Lay Deputy entitled to a seat in the Convention. These "Sample" ballots together with the nominee's qualifications in a form to be

prescribed by the Committee on Nominations and Elections shall be mailed by the Secretary to each Deputation at least forty-five (45) days before the date of the Convention.

E. At the beginning of the opening session the Committee shall report to the Convention in the form of an official ballot the names of the nominees. The arrangement of such names shall be determined by lot in each order.

F. After each list of nominees as many blank spaces shall be left as there are vacancies to be filled. These blanks are provided so that any voter may use them for a "write-in" vote.

G. Only official ballots may be used in elections, except when otherwise ordered by the Convention. Since the number of vacancies to be filled shall be printed on each ballot, no vote shall be counted as in its class on which more names are marked than there are vacancies to be filled. Blank ballots shall not be counted in the whole number of votes cast.

H. Beginning with the second ballot, in all unresolved contests, where necessary, those candidates receiving the lowest number of votes shall be withdrawn until there exists two names for each opening in any remaining contest.

RESOLUTIONS

VII. The Committee on Resolutions shall be responsible for receiving all resolutions except those provided by Standing Committees and bodies required to report to Convention.

A. All resolutions to be considered for action by the Annual Convention shall be submitted to the Secretary of the Convention in writing and signed by a Deputy not less than seventy-five (75) days before the date of Convention. Resolutions should be submitted on white 8-1/2 by 11 paper, typed and double spaced, and contain two sections; The Resolved naming the desired action; and a further resolved, as appropriate, providing for the implementation of the resolution if adopted. A brief statement may be included to support the resolution. After the expiration of the seventy-five (75) day deadline the Secretary shall transmit to the Committee all resolutions submitted.

B. The Committee shall publicize at least eighty-five (85) days prior to Convention dates, place and time of its meetings, inviting submitters of all resolutions to attend. The Committee shall collate all resolutions dealing with

obviously similar subjects and shall discuss such collation with the submitters.

C. The Committee shall submit its report to the Secretary sixty (60) days before the date of Convention with its recommendations for action upon each resolution as proposed or as amended or collated by the Committee. This report shall be mailed by the Secretary to each Deputation at least forty-five (45) days before the day of Convention. The report shall include all resolutions as submitted by Deputies prior to the submission deadline and by normal business procedures showing such amendments as may be recommended by the Committee, excepting such resolutions as may have been collated by the committee with the consent of the mover.

D. Resolutions will be permitted from the floor only when they carry a clear statement in writing of the circumstances that lead to the request for their consideration and only by two-thirds vote. Such resolutions should be duplicated in advance by the presenter(s) with sufficient copies available for distribution to all convention delegates (600 copies needed).

DISPATCH OF BUSINESS

VIII. The Committee on Dispatch of Business shall be responsible for the Calendar of Business. The Committee shall always be entitled to the floor on business pertaining to that Committee.

TO CERTIFY MINUTES

IX. At the close of Convention a Committee shall be appointed to review and certify the correctness of the minutes.

ON DECORUM AND DEBATE

X. Except when in conflict with the Constitution and Canons or any Rule herein contained, the latest edition of ROBERTS RULES OF ORDER shall govern the interpretation of these rules and the procedure to follow.

XI. No motion shall be considered as before Convention unless seconded, and, when required by the president, reduced to writing and signed by the mover, whose name shall be entered on the Journal.

XII. When any member is about speak, he shall, with due respect, address himself to the President, and in speaking confine himself to the point in debate.

XIII. No member shall speak more than twice in the same

debate without leave of the Convention (except the mover, who is entitled to reply).

XIV. If any member by speech or action transgresses the rules of the Convention, the President shall call him to order, and he shall immediately take his seat, unless permitted by the Convention to explain or proceed in order.

XV. The following motions have priority in order listed.

The mover - cannot interrupt a member who has the floor,
-must be recognized, and
-the motion must be seconded.

- A. To Adjourn or To Recess
Not debatable - majority vote
- B. To Lay on Table or To Table
Not debatable - majority vote
- C. To Move the Previous Question, or Limit or Extend Debate
Not debatable - amendable as to time if specified - two-thirds vote
- D. To Postpone to a Certain Time
Debatable - amendable - majority vote
- E. To Commit or Recommit to any Committee
Debatable - amendable - majority vote
- F. To Amend or to Substitute
Debatable - amendable - majority vote
- G. To Postpone Indefinitely
Debatable - not amendable - majority vote
- H. To Suspend the Rules or Take Up Business Out of Order
Not debatable - two-thirds vote
- I. To Divide the Question
Not debatable - majority vote
- J. To Reconsider (must be made on day the vote is taken)
 - 1. Must be moved and seconded by ones who voted in majority
 - 2. Debatable - two-thirds vote

COMMITTEE OF THE WHOLE

XVI. On motion duly moved and adopted, the Convention may go into Committee of the Whole for the consideration of any matter. The President shall designate some member of the

Convention to act as Chairman of the Committee, which, when in session, shall be governed by these rules.

A. A Motion to rise and to report to the Convention, with or without leave to sit again, may be made at any time, and shall take precedence of all other motions, and shall be decided without debate. No such motion once made shall be renewed until further proceedings shall have taken place in the Committee.

B. A motion that a vote be taken at some designated time may be made and be disposed of without debate at any time, but as before provided a motion to report to the Convention shall take precedence.

C. No Motion to Lay on the Table shall be entertained.

REPORTS

XVII. No printed matter of any kind shall be distributed at the Convention or placed on the seats except by the authority of the President or Secretary.

XVIII. All reports shall be in writing, and when made shall be the property of the Convention without any motion for acceptance. All reports recommending Convention action shall be accompanied by a resolution to that effect.

XIX. All reports requiring Convention action shall be in writing and shall be in the possession of the Deputies prior to Convention. All other reports submitted to Convention shall be read by title only.

CONVENTION ATTENDANCE RECORD

BISHOPS

The Right Reverend John Shelby Spong
The Right Reverend Leland Stark
The Right Reverend Jose Gonzalez

Akiyoshi, Mitsuo P.	Edel, Wilbur H..
Allen, Donald H.	Edwards, Theodore W. Jr.
Allen, George C. II	Elledge, John
Andersen, Richard B.	Fields, Cyprian
Ayres, Gilbert B.	Fisher, John C.
Baer, Kenneth F.	Fox, Frederick C. III
Baldwin, Donald B.	Galleher, Stephen C.
Bancroft, Francis S. III	Gannon, William S.
Beckwith, Mark M.	Gibson, Emily S.
Beers, Donald W.	Gonzalez, Oscar
Bell, Walter A. Jr.	Gressle, Richard L.
Bennett, Dudley R.	Groff, Addison K.
Bigelow, Page S.	Gross, Joseph O.
Bowen, George H.	Gutekunst, Frederick R.
Boyle, Peter	Gutierrez, Jorge M.
Bramlett, Bruce R.	Haines, Denise G.
Branson, John H. III	Hamilton, Abigail J.
Brant, George H.	Hamilton, David H.
Bridgeman, A. Warren	Hegg, David P. II
Brown, Barton	Herring, Joseph D. Jr.
Brown, David C.	Hillyer, Frederick W.
Burlington, R. Craig	Hitchcock, H. Gaylord Jr.
Butz, William A.	Huck, Beverly J.
Canham, Elizabeth J.	Hunter, James W.
Carlson, Walter D.	Jacobitti, Edmund E.
Carr, Francis W.	Jannucci, James, F.
Chasse, Richard P.	Johnson, James, A.
Clark, Duncan	Keller, C. Edward Jr.
Cockrell, Richard	Kern, David P.
Constantinos, Richard P.	Kimmick, Donald W.
Constantinos, Peter R.	King, W. Alan
Cosentino, Eric F.	Kreller, Daniel W.
Cranston, Dale L.	Krug, Philip S.
Croneberger, John P.	Kyle, George A.
Curtiss, Geoffrey B.	Leon, Luis
Cutler, F. Sanford	Levy, Hayward L. Jr.
Delaney, James W.	Lewis, Walter e.
DeLo, Arthur C.	Lolk, Otto L. M.
Dendtler, Robert	Long, Frederick L.
Dulfer, John	Louis, Richard M.
Du Plessis, Michael	MacDonell, Alex H.
Dwyer, Harold J. Jr.	Macneice, A. Donor
Eades, Charles H. Jr.	Magnuson, Fred C. Jr.
Earnest, David B.	Maitland, Robert H. Jr.

Martin, Edward, E.
 Mason, John T. Jr.
 Maxwell, Elizabeth B.
 Mayo, Robert A.
 McKelvey, Jack M.
 Morris, Robert V.
 Neglia, Dwight L.
 Negrotto, John J.
 Owens, John c.
 Packard, Charles, D.
 Partridge, Edmund B.
 Partridge, Ivan H.
 Pedersen, Arthur G.
 Pisani, Gerard A. Jr.
 Poffenbarger, George II
 Polglase, Kenneth A.
 Poppe, Kenneth
 Purdy, Samuel E.
 Ramstad, Philip R.
 Reans, Douglas M.
 Redpath, Frederick L.
 Renn, Wade A.
 Robinson, Dillard III
 Rollins, John A.
 Salmon, John F. Jr.
 Salt, Alfred L.
 Searles Clarence
 Sell, James W. H.
 Shearer, Donald R.
 Sherman, Elizabeth A.
 Shimpfky, Richard L.
 Smith, Harry E.
 Smith, Leslie C.
 Smylie, Betsy
 Smylie, John S.

Snodgrass, T. James
 Snyder, Roger C.
 Sobol, Walter
 St. George, David
 Stanton, John F.
 Strain, William H.
 Swanson, George G.
 Swanson, Katrina M.
 Talmage, Nancy
 Taylor, L. Jerome Jr.
 Thayer, Nelson S. T.
 Thomas, David R.
 Thomas, Trevor E. G.
 Thompson, Cedric F.
 Thorn, Jack H.
 Tietzen Herbert B.
 Tompkins, Douglas
 Tompkins, Joyce U.
 To Albany S.
 Trask, Richard E.
 Tremaine, Gordon H.
 Vang, Marshall J.
 Wagner, Robert G.
 Walk, Donald A.
 Ward, Horace, D.
 Wardrop, Robert B.
 Warnecke, Frederick J. Jr.
 Watters, Philip S.
 Welbourne, Jacob
 Whitley, Harry B.
 Willard, William H. Jr.
 Williams, James E.
 Wittig, Nancy H.
 Won, Jonathan
 Woodrum, L. Paul

COMMUNITY OF ST. JOHN BAPTIST
 Gross, Joseph O., Chaplain
 The Reverend Mother Suzanne Elizabeth
 Sister Barbara Jean

THE ANNUAL CONVENTION

The 111th Annual Convention of the Episcopal Church in the Diocese of Newark was held on Friday, January 25, and Saturday, January 26, 1985, in the Quality Inn, Newark, New Jersey.

FRIDAY AFTERNOON SESSION

The Eucharist was celebrated at 1:00 p.m. in Trinity Cathedral in Newark by the Right Reverend John Shelby Spong, D.D., Eighth Bishop of Newark. The Right Reverend John E. Hines, D.D., Retired Presiding Bishop, was the preacher.

The business session was called to order at 2:30 p.m. with the Bishop of Newark in the Chair.

There was a quorum in both orders, and the Convention was declared ready for business.

Attendance cards completed by deputies indicate the following were present:

Bishops	3
Presbyters	152
Deacons	11
Lay Deputies	391
Total Deputies	557
Congregations represented	124

COMMITTEE ON DISPATCH OF BUSINESS

The Chair announced the Chancellor was ill and acting in his stead would be the Honorable Richard C. McGlynn. On motion by Judge McGlynn, and seconded, the following proposed agenda was adopted:

111TH ANNUAL CONVENTION
DIOCESE OF NEWARK

January 25 - 26, 1985
PROPOSED AGENDA

FRIDAY, January 25

1:00 EUCHARIST, Trinity Cathedral

2:30 BUSINESS SESSION - Quality Inn, Fifty Park Place

Call to order
Determination of quorum
Adoption of agenda
Call for resolutions

NOTE: All resolutions, amendments, substitutions must be written and read before a vote is taken and referred to the Secretary of the Convention when accepted.

Resolution of Courtesy

Reports: Rules of Order
Secretary of Convention
Treasurer of Convention

Appointment of Parliamentarian

Election: Committee on Rights of Clerical Deputies

Committee on Rights of Lay Deputies

Committee on Elections

Ballot for No Contest Election

Institution of Secretary of 111th Annual Convention

Appointment of Assistant Secretaries

3:00 ORDER OF THE DAY: 1985 Proposed Unified Budget

Presentation and adoption of budget procedure

Presentation of rules of debate for budget

Proposed 1985 budget (for information)

Call for resolutions on budget

3:30 SPECIAL REPORT: Task Force on Clergy Development

3:50 Reports: Committee on Constitution and Canons

Diocesan Council Resolutions

Administration of Congregational and

Revitalization Funds

Marginal Parishes

Task Force on Jewish/Christian Relations

Christian Social Relations Commission

4:30 Recess / First Ballot (Polls will be open until 7:00)

4:30 - HEARINGS

6:30

Budget - Bergen Salon
Resolutions - Essex Salon
Task Force on Clergy Development - Crystal Room

} Mezzanine

7:00 DINNER (Polls will be closed)

Results of first ballot will be announced at the end of the Banquet

9:30 WINE AND CHEESE PARTY - Crystal Room

SATURDAY, January 26

Polls will be open at the hotel for second ballot

8:30 EUCHARIST, Trinity Cathedral - The Necrology will be read

10:30 BUSINESS SESSION - Quality Inn, Fifty Park Place

Reports: New and Extinct Parishes
Bishop's Church Extension Fund
Task Force on Clergy Development
Task Force on Clergy Salaries

NOON Prayers / Luncheon

1:30 BUSINESS SESSION

Reports: Resolutions
Department of Program
WOODY

2:30 ORDER OF THE DAY: 1985 Proposed Unified Budget

3:30 Reports: Committee on Bishop's Address
Reports filed by title
Appointments - Commission on Ministry
(for ratification)
Committee to Certify Minutes
Bishop's Appointments
Unfinished Business
Resolution of Greeting

4:55 HYMN - God of Grace and God of Glory

5:00 Adjournment

RESOLUTIONS ON NEW MATTERS

The Chair received the following resolutions which were referred to the Committee on Resolutions:

-- a resolution presented by the Christian Social Relations Commission: "Resolved that this Convention commend the National Conference of Catholic Bishops for having undertaken a serious study of the relationship between the American economy and the Christian faith with the intention of issuing their conclusions in the form of a Pastoral Letter to Roman Catholics. And be it further resolved that members of this Diocese be encouraged to study this document when it becomes available."

-- a resolution presented by the Church Pension Fund regarding IRS plans to tax parsonage allowances which will come before the U.S. Congress shortly.

RESOLUTION OF COURTESY

The Reverend Nancy Talmage presented the following resolution:

RESOLVED that the courtesy of seat and voice be accorded the following: The Right Reverend John E. Hines; the Right Reverend Jose Gonzalez; the Right Reverend Paul Moore; Ecumenical Guests; the Sisters of the Community of St. John Baptist; the Reverend Duncan Clark, St. Michael's, Wayne; The Reverend Richard Cockrell, Trinity, Paterson; The Reverend Jacob David, Grace Chapel, Rutherford; The Reverend William S. Gannon, St. Andrew's, Harrington Park; The Reverend Joseph A. Harmon, Grace Church, Newark; The Reverend William McGregor, Panther Valley Ecumenical Ministry; The Reverend Bernard Poppe, Grace Church, Newark; The Reverend Albany To, Trinity, Cliffside Park; The Reverend Richard Trask, St. Mary's Memorial Church, Haledon; Mr. James Hunter, St. Peter's, Mountain Lakes; officers of the Diocese of Newark; members of committees reporting to the Convention; Mrs. Florence Bustamante, Episcopal Churchwomen.

The motion was amended to include the name of The Reverend Eric Cosentino, St. Elizabeth's, Ridgewood.

On motion by The Reverend Nancy Talmage, and seconded, the resolution was adopted as amended.

COMMITTEE ON RULES OF ORDER

On motion by Mrs. Florence Bustamante, seconded and passed, the Rules of Order adopted by the 110th Annual Convention were adopted.

SECRETARY OF CONVENTION

Mr. John Zinn said the duties of Secretary of Convention were performed by himself until March 1984 when Mrs. Christine Barney joined the staff and was appointed Assistant Secretary of Convention. Since that time Mrs. Barney with the assistance of the diocesan staff, the Arrangements Committee and many others has been responsible for carrying out the duties of this office.

Mr. Zinn noted that many of the documents in the Convention packages had been prepared on the word processing section of the new computer system.

Mr. John Zinn
Secretary of Convention

TREASURER OF CONVENTION

Mr. William DuBose reported with pleasure that the financial condition of the Diocese was the best it had been for the last five years. It is anticipated there will be a surplus of approximately \$25,000 due to pledge payments exceeding estimates, interest rates on endowment going up rather than down, lower expenses than budgeted and conservative budget practices. He noted that a better cash flow situation has resulted in the National Church being paid on time and in a more consistent fashion and with all funding requests from program groups being met.

On motion, and seconded, the Treasurer's Statement of the Diocesan Council Cash Receipts and Disbursements vs Diocesan Unified Budget, dated December 31, 1984, was received with appreciation, subject to audit.

PARLIAMENTARIAN

The President appointed the Honorable Richard B. McGlynn of Christ Church, Short Hills, the Parliamentarian for the 111th Annual Convention of the Diocese of Newark.

RIGHTS OF CLERICAL DEPUTIES

On motion by Mr. Alan Bowen, St. Paul's, Paterson, and seconded, the following persons were elected to the Committee on the Rights of Clerical Deputies: The Reverend Robert Dendtler, the Reverend Jacob Welbourne, Mrs. Lorraine Billingshurst.

RIGHTS OF LAY DEPUTIES

On motion by the Reverend Barton Brown, Holy Trinity, West Orange, and seconded, the following persons were elected to the Committee on the Rights of Lay Deputies: Mrs. Diane Rhodes Baker, Mr. Ferdinand D'Esposito, the Reverend Peter Constantinos.

COMMITTEE ON ELECTIONS

Mrs. Florence Bustamante, chair, reported that the Committee had distributed the ballots in accordance with the rules.

OFFICIAL BALLOT

COMMITTEE ON CONSTITUTION AND CANONS for Convention 1986

The Hon. Richard B. McGlynn, Christ Church, Short Hills
Mr. William De Lorenzo, Jr., St. Alban's, Oakland/Franklin Lakes
The Rev. George Swanson, Church of the Ascension, Jersey City
Mrs. Annette Jecker, Incarnation, West Milford
The Rev. Addison K. Groff, St. Peter's, Rochelle Park
The Rev. Canon John R. Edler, Trinity Cathedral, Newark
Mrs. Marjorie L. Christie, Christ Church, Ridgewood
Mr. Michael F. Rehill, Grace Church, Westwood
The Rev. Beverly J. Huck, Calvary, Summit
The Hon. Ward Herbert, St. Andrew & Holy Communion, S. Orange
The Rev. Donald W. Kimmick, Church of the Good Shepherd,
Midland Park

DEPARTMENT OF MISSIONS - Class of 1988

The Rev. Scott Kallstrom, Grace Van Vorst, Jersey City
The Rev. Douglas J.M. Reans, St. Cyprian's, Hackensack
The Rev. Ray E. Roberts, Jrs. St. Thomas's, Vernon
The Rev. Luis Leon, St. Paul's, Paterson

DIOCESAN COUNCIL - Class of 1987

The Rev. Richard Gressle, Church of the Good Shepherd, Fort Lee
The Rev. Donor Macneice, St. Alban's, Oakland/Franklin Lakes

SUPPLEMENTARY DEPUTIES TO THE GENERAL CONVENTION

The Rev. Richard L. Shimpfky, Christ Church, Ridgewood
The Rev. Alex H. MacDonell, St. Luke's, Haworth
The Rev. Dr. David St. George, St. Peter's, Essex Fells
The Rev. Walter Sobol, St. Luke's, Montclair
The Rev. H. Gaylord Hitchcock, Jr., Grace, Westwood
The Rev. T. James Snodgrass, House of Prayer, Newark
The Rev. John J. Negrotto, Holy Trinity, Hillsdale
The Rev. Leslie C. Smith, Christ Church, Bloomfield/Glen Ridge
The Rev. Oscar Gonzalez, Grace, Union City
The Rev. Frederick J. Warnecke, Jr., St. James', Upper Montclair
The Rev. Canon Nancy Hatch Wittig, Church of St. John the Divine,
Hasbrouck Heights
The Rev. John P. Croneberger, Church of the Atonement, Tenafly
The Rev. George Swanson, Ascension, Jersey City
The Rev. Donald R. Shearer, All Saints', Orange
Mrs. Eugenia Suthern, Incarnation, Jersey City
Mr. Michael Rehill, Grace, Westwood
Mrs. Deanna F. Moren, All Saints', Glen Rock
Mrs. Rita M. Souther, Good Shepherd, Midland Park
Mr. Victor Hart, Christ Church, Hackensack
Mrs. Mary Leigh Armstrong, All Saints', Millington

PROVINCIAL SYNOD DEPUTIES AND ALTERNATES - Class of 1987

The Rev. F. Sanford Cutler, Church of the Redeemer, Morristown
The Rev. Donor Macneice, St. Alban's, Oakland/Franklin Lakes
The Rev. Horace D. Ward, Trinity Cathedral, Newark
The Rev. Cedric F. Thompson, Christ Church, East Orange
Mrs. Audrey M. King, St. Martin's, Maywood
Mrs. Kay Leidy, Church of the Redeemer, Morristown
Mrs. Clara M. Horsley, Christ Church, East Orange
Mr. Andrew S. Hazelton, St. Michael's, Wayne

UNCONTESTED ELECTION

On motion by Mrs. Bustamante and seconded, the Rules of Order were suspended, and the secretary was instructed to cast a unanimous ballot for the following uncontested elections:

SECRETARY OF THE CONVENTION

Mrs. Christine M. Barney, St. Peter's, Morristown

TREASURER OF THE CONVENTION

Mr. William P. DuBose, St. Paul's, Chatham

ASSISTANT TREASURER OF THE CONVENTION

Mr. William K. Quinlan, Calvary Church, Summit

ACTS/VIM BOARD - Class of 1988

The Rev. Robert H. Maitland, Jr., The Church of the Saviour, Denville

ACTS/VIM BOARD -Class of 1988

Mrs. Katherine Rebstock, St. Bartholomew's, Ho-Ho-Kus
Mrs. Martha J. White, St. Elizabeth's, Ridgewood

DEPARTMENT OF MISSIONS - Class of 1986

Mrs. Sally Sobol, St. Luke's, Montclair

DEPARTMENT OF MISSIONS - Class of 1987

Mr. George W. Howey, Jr., Calvary, Summit

DEPARTMENT OF MISSIONS - Class of 1988

Mr. Donald Knapp, St. Andrew's, Lincoln Park
Mr. Dennis V. Lodge, Church of the Holy Spirit, Verona
Ms. Karen Sadock, St. Anthony of Padua, Hackensack

DIOCESAN COUNCIL - Class of 1987

Mr. Nathaniel F. Colby, St. John's, Dover

ECCLESIASTICAL COURT - Class of 1991

The Rev. Addison K. Groff, St. Peter's, Rochelle Park

ECCLESIASTICAL COURT - Class of 1988

Ms. Audrey P. Davidson, Grace Church, Newark

STANDING COMMITTEE - Class of 1989

The Rev. Richard L. Shimpfky, Christ Church, Ridgewood

STANDING COMMITTEE - Class of 1989

Mr. William Wachenfeld, St. Peter's, Essex Falls

TRINITY CATHEDRAL CHAPTER

The Rev. Alex H. MacDonell, St. Luke's, Haworth

TRINITY CATHEDRAL CHAPTER - Class of 1988

Mrs. Eleanor Tapscott, Church of the Atonement, Tenafly

The Reverend Alan King questioned the procedure adopted by the Nominating Committee for election of deputies to Provincial Synod. The question was referred to the Parliamentarian. On ruling by the Honorable Mr. McGlynn the official ballot was changed to show Mr. Andrew Hazelton and Mrs. Audrey King were elected uncontested in the lay order with a run-off election for position of alternates between Mrs. Clara Horsley and Mrs. Kay Leidy. In the clergy order the election for two deputies would be between the Reverend F. Sanford Cutler, the Reverend Donor Macneice and the Reverend Cedric F. Thompson with the loser to be first alternate and the Reverend Horace D. Ward to be second alternate.

INSTITUTION OF THE SECRETARY OF THE CONVENTION

The President instituted Mr. John Zinn of Holy Spirit, Verona as Secretary of the Convention. Mrs. Christine M. Barney of St. Peter's, Morristown, and Mrs. Gail Deckenbach of The Church of the Saviour, Denville, were appointed Assistant Secretaries.

THE BUDGET

At 3.05 The Order of the Day was called.

On motion by the Reverend Richard Gressle, Chair, Convention Budget Committee, and seconded, the Budget Procedure was adopted:

Budget Procedure

In order for the Budget of the Diocese to be presented, debated, and changed, or amended in an orderly fashion by the Convention of the Diocese of Newark, the following procedures are recommended:

1. The tentative budget be adopted by the Diocesan Council and proposed to the Convention.
2. Copies of said budget to be sent to convention deputies - available for discussion at January convocation meetings.
3. That the Bishop appoint a Convention Budget Committee, the majority of which is not comprised of Diocesan Council or Diocesan Staff membership, to function during the life of the Convention only.
4. That the proposed budget be presented by the Treasurer, the Chairperson of the Diocesan Budget Committee, or a member of the Diocesan Council to the Convention on the first day.
5. Upon presentation of the budget, proposed changes will be in order. These changes should be of four varieties, submitted in writing, and must be seconded:
 - a. To add an additional line item
 - b. To delete a line item
 - c. To increase a line item
 - d. To decrease a line item

The final opportunity to submit proposed changes will be immediately following the Bishop's Address.

6. Proposed changes will be referred without debate to the Convention Budget Committee.
7. Line items about which no proposed change is offered will be considered nondebateable by Convention unless upon resolution by the Convention Budget Committee.
8. The Convention Budget Committee will hold open hearings on these proposed budget changes on the first day. Anyone wishing to do so may appear to speak for or against any proposed change. After all speakers are heard, the Convention Budget Committee will go into executive session to consider its report to the Convention. The Committee may at its discretion invite expert witnesses.

9. The Convention Budget Committee will present its recommendations on every line item for which changes have been suggested, its only mandate that the budget must not be in deficit. Changes up will have to be balanced with changes down, additions offset by deletions, subject to the discretion of the Convention Budget Committee.

10. The Convention will vote on every Convention Budget Committee resolution either to approve or not to approve. These resolutions are subject to amendment by the Convention. Each resolution must be considered individually.

11. When all Convention Budget Committee resolutions have been dealt with, a motion to approve the budget will be offered and voted.

Rules of Debate for the Budget

RESOLVED that in consideration of any action on the Budget, the following rules of debate shall be followed:

1. The Convention Budget Committee shall have FIVE MINUTES to speak in respect to the Committee's report on the Budget.

2. ONE HOUR shall be allotted to the debate, divided equally by the number of resolutions to be considered with a maximum of one hour.

3. Of the time allotted to the consideration of each resolution, the recommendation of the Convention Budget Committee concerning the resolution shall be limited to ONE MINUTE or less.

4. During the debate on each resolution each speaker shall be limited to ONE MINUTE and no speaker shall speak more than once.

5. To the extent possible, the Chair shall recognize speakers of opposite views in alternate succession.

6. No motion to lay on the table or otherwise to terminate debate on each resolution shall be entertained during the allotted time period.

7. After the consideration of all the resolutions and the termination of debate TEN MINUTES shall be allotted for the

Budget Resolutions as finally perfected by the Convention to be considered and adopted as a unit.

1985 PROPOSED UNIFIED BUDGET

Mr. John Lynch, Chair, Budget Committee reviewed the 1985 proposed budget.

On motion by Mr. Lynch, and seconded, the budget as proposed by the Diocesan Council was received by the Convention and referred to the Convention Budget Committee.

On motion by the Reverend Bruce Bramlett, St. Mark's, Teaneck, and seconded, an amendment to add a \$7,000 line item for support to Haiti, was referred to the Convention Budget Committee.

On motion by the Reverend Harry Smith, St. Mark's, West Orange, and seconded, an amendment to add \$12,000 to the Department of Missions for Hispanic Ministry was referred to the Convention Budget Committee.

On motion by the Reverend Alan King, and seconded, an amendment to add \$10,000 to the Department of Missions for St. John's, Jersey City, was referred to the Convention Budget Committee.

TASK FORCE ON CLERGY DEVELOPMENT

Ms. Anne B. Speirs, Chair, presented the report on Clergy Development prepared at the request of the 109th Convention.

On motion by Ms. Speirs, and seconded, the report and thirteen resolutions (see Reports to Convention) were referred to the Task Force Hearings.

CONSTITUTION AND CANONS

The Reverend Donald Kimmick, Church of the Good Shepherd, Midland Park, presented the report.

The Committee recommends the following actions:

Amendments to the Constitution (second reading)

On motion, and seconded, Amendment to Article II, Section 5 (2) was adopted.

A request to amend the selection of deputies to Provincial Synod was not recommended.

A resolution concerning the Panther Valley Ecumenical Ministry was referred to the Committee on Resolutions with a recommendation to change the wording to conform with the Constitution and Canons of the Diocese.

DIOCESAN COUNCIL: COMMITTEE ON MARGINAL PARISHES

Mr. Arch Cashion, chair, Marginal Parishes Committee, presented the report requested by the 110th Convention. (See Convention Reports)

TASK FORCE ON JEWISH/CHRISTIAN RELATIONS

On behalf of the Ecumenical and Interfaith Commission, the Reverend Robert Morris presented the second and final part of the report (see Convention Reports) mandated by the 109th Convention. On motion by the Reverend Mr. Morris, and seconded, the following resolution was adopted:

RESOLVED that the 111th Convention adopt these guidelines and suggestions as the officially recognized guidelines of the Diocese of Newark in the area of evangelism and the Jewish people and Christian education and Judaism.

FURTHER RESOLVED that these guidelines be commended to the clergy and laity of this Diocese to be studied and as a resource in planning and decision-making.

At 4:30 p.m. the Convention recessed until the dinner hour at 7:00 p.m.

During the recess hearings on the Budget, Resolutions and the Task Force on Clergy Development were held.

AWARDS AND INTRODUCTIONS

The Venerable Denise G. Haines introduced the following clergy:

Dedra Bell, St. Paul's, Paterson
Warren A. Bridgeman, Epiphany, Orange
Duncan Clark, St. Michael's, Wayne
Richard Cockrell, Trinity, Paterson
Peter Constantinos, St. Paul's, Wood-Ridge and
Grace Chapel, East Rutherford
Eric Cosentino, St. Elizabeth's, Ridgewood
Jacob T. David, Grace Chapel, East Rutherford
John G. Dulfer, St. John's and St. Matthew's,
Jersey City
John H. Elledge, St. Luke's, Phillipsburg
Beverly J. Huck, Calvary, Summit
James Hunter, St. Peter's, Mountain Lakes
T.O. Joseph, Mar Thoma Church, Bloomfield/Glen Ridge
Scott A. Kallstrom, Grace Van Vorst, Jersey City
Vesta Kowalski, Jewish Theological Seminary, New York
Daniel W. Kreller, St. Bartholomew's, Ho-Ho-Kus
Charles Packard, St. Thomas', Lyndhurst
Bernard Poppe, Grace, Newark
Anne T. Talmage, Ridgewood Nursing Home
Richard Trask, St. Mary's, Haledon
Horace D. Ward, Trinity Cathedral, Newark
Charles Wissink, New Brunswick Reformed Seminary, New
Brunswick

The Bishop presented the Bishop's Certificate of Merit for outstanding service to the Diocese of Newark to Mrs. Mary Leigh Armstrong, for her work with the Episcopal Churchwomen, Episcopal Community Services and for the Diocese; Doctor Donna Cosulich for her services on the Commission on the Ministry to the Laity, the Commission on Ministry and the Standing Committee; the Reverend John Croneberger, rector of the Church of the Atonement, Tenafly, member of the Diocesan Council and leader in bringing the Cursillo Movement to the Diocese; and the Reverend Edmund Partridge for his particular ministry as an interim priest at St. John's, Passaic and currently Epiphany, Allendale.

The Canterbury Scholar Award for 1985 was presented to the Reverend Alex MacDonell, St. Luke's, Haworth.

At 8:20 p.m. Mrs. Christina Hembree introduced the Bishop of Newark to address the 111th Annual Convention.

The Right Reverend Leland Stark pronounced the benediction.

ELECTIONS

Mrs. Florence Bustamante gave the first report on elections:

COMMITTEE ON CONSTITUTION AND CANONS

385	The Hon. Richard B. McGlynn*
412	Mr. William D. Lorenzo*
443	The Rev. George Swanson*
409	Mrs. Annette Jecker*
441	The Rev. Addison K. Groff*
349	The Rev. Canon John Edler
437	Mrs. Marge Christie*
430	Mr. Michael F. Rehill*
404	The Rev. Beverly J. Huck*
455	The Hon. Ward Herbert*
447	The Rev. Donald W. Kimmick*

DEPARTMENT OF MISSIONS - Class of 1988

300	The Rev. Scott Kallstrom*
329	The Rev. Douglas J. Reans*
274	The Rev. Ray E. Roberts
342	The Rev. Luis Leon*

DIOCESAN COUNCIL - Class of 1987

325	The Rev. Richard Gressle*
220	The Rev. Donor Macneice

SUPPLEMENTARY DEPUTIES TO GENERAL CONVENTION

154	The Rev. Richard Shimpfky
124	The Rev. Dr. David Hamilton
90	The Rev. Alex MacDonell
95	The Rev. Dr. David St. George
111	The Rev. Walter Sobol
154	The Rev. T. James Snodgrass
88	The Rev. H. Gaylord Hitchcock
65	The Rev. John J. Negrotto
101	The Rev. Leslie C. Smith

119 The Rev. Oscar Gonzalez
 118 The Rev. Fred J. Warnecke
 141 The Rev. Canon Nancy Hatch Wittig
 118 The Rev. John P. Croneberger
 103 The Rev. George Swanson
 109 The Rev. Donald R. Shearer

216 Mrs. Eugenia Suthern*
 265 Mr. Michael Rehill*
 186 Mrs. Deanna F. Moren
 161 Mrs. Rita M. Souther
 267 Mr. Victor Hart*
 261 Mrs. Mary Leigh Armstrong*
 180 Mrs. Joan Van Ry

ALTERNATES TO PROVINCIAL SYNOD

200 Mrs. Kay Leidy*
 145 Mrs. Clara Horsley*

* ELECTED

At 9:20 p.m. the Convention adjourned until Saturday morning.

SATURDAY MORNING SESSION

The Eucharist was celebrated in Trinity Cathedral in Newark by the Right Reverend John Shelby Spong. The Necrology was read. The Preacher was the Right Reverend Paul Moore, Bishop of New York

The business session was called to order at 10:35 a.m. with the Bishop of Newark in the Chair. The polls were opened and were declared closed at 11:10 a.m.

COMMITTEE ON NEW AND EXTINCT PARISHES

Mr. John G. Zinn, Secretary of Convention, said no parishes had been declared extinct, nor had any missions been brought into parish status. He noted Grace Church, Greenville, Jersey City was closed by the Department of Missions in 1984. He welcomed the Reverend Mitsuo Akiyoshi and the representatives from the Japanese congregation at Cliffside Park.

BISHOP'S CHURCH EXTENSION FUND

The Venerable Denise G. Haines presented a report on the history and work of the fund and encouraged participation by parishes and missions, as well as individuals.

TASK FORCE ON CLERGY DEVELOPMENT

The report and thirteen resolutions moved and seconded at the previous day's session were adopted in each order.

Since this report and resolutions were adopted, Mr. John Snyder, Chair, Standing Commission on Clergy Salaries withdrew the report and recommendations of that commission. A motion by the Reverend Edmund Partridge, and seconded, to include the information contained in this report in the Journal was passed. (See Convention Reports)

ELECTIONS

Mrs. Florencia Bustamante presented the second report on elections:

DEPUTIES TO PROVINCIAL SYNOD

288	The Rev. F. Sanford Cutler*
212	The Rev. Donor Macneice (First Alternate)
228	The Rev. Cedric Thompson*

SUPPLEMENTARY DEPUTIES TO GENERAL CONVENTION

225	The Rev. Richard Shimpfky*
156	The Rev. Dr. David Hamilton
137	The Rev. Walter Sobol
191	The Rev. T. James Snodgrass*
147	The Rev. Fred. J. Warnecke
165	The Rev. Canon Nancy Hatch Wittig
193	The Rev. John Croneberger*
166	The Rev. Oscar Gonzalez

The Right Reverend John E. Hines led the noonday prayers. The polls were declared open for the third ballot.

SATURDAY AFTERNOON SESSION

The Saturday afternoon session was convened at 1:30 p.m.

ELECTIONS

Mrs. Florence Bustamante presented the final report on elections:

SUPPLEMENTARY DEPUTIES TO GENERAL CONVENTION

219 The Rev. Oscar Gonzalez*
127 The Rev. Canon Nancy Hatch Wittig

COMMITTEE ON RESOLUTIONS

The Rev. Leslie C. Smith presented the report:

Resolution I, submitted by Committee on Alcohol of the Christian Social Relations Commission, was adopted.

Resolution II, submitted by Christian Social Relations Commission, was adopted.

Resolution III, submitted by East Bergen Convocation, was adopted.

Resolution IV, submitted by The Commission on Women's Issues and Ministry, was adopted.

Resolution V, submitted by the Commission on Women's Issues and Ministry, was adopted.

Resolution VI, submitted by the Commission on Women's Issues and Ministry, was adopted.

Resolution VII, submitted by the Commission on Women's Issues and Ministry, was adopted.

Resolution VIII, submitted by the Commission on Women's Issues and Ministry, was adopted.

DEPARTMENT OF PROGRAM

The Reverend Richard Shimpfky reported on the formation of the Department of Program. The Department will bring together the program groups of the Diocese, representatives from the Council and Convocations to work on the program of the Diocese in a unified way.

DIOCESAN YOUTH PROGRAM

The Reverend Gordon Tremaine presented a report for WOODY, the diocesan youth program (see Reports to Convention).

ORDER OF THE DAY: THE BUDGET

At 2:35 p.m. the President introduced the Reverend Richard Gressle, chair, Convention Budget Committee.

The Reverend Mr. Gressle presented the report of the Convention Budget Committee and moved the resolutions contained in the report (see Convention Reports). Both resolutions were adopted.

On motion by the Reverend Mr. Gressle, and seconded, the 1985 Diocesan Unified Budget was adopted.

THE BISHOP'S NOMINATIONS TO THE COMMISSION ON MINISTRY

Under the provisions of Canon 4 of the Diocese of Newark, the Bishop presented his nominations to the Commission on Ministry which nominations were confirmed by vote of the Convention and are found in this journal.

ACTS/VIM BOARD

Mrs. Marge Christie, Chair, presented the report and announced the names of the eighteen congregations fulfilling their pledges in 1984 (See Convention Reports).

COMMITTEE ON RESOLUTIONS

The Reverend Mr. Smith continued the report.

Resolution IX, submitted by the Christian Social Relations Commission, was adopted.

Resolution X, submitted by the Christian Social Relations Commission, was adopted.

Resolution XI, submitted by the Peace Commission, was adopted.

Resolution XII, submitted by the Peace Commission, was adopted.

Resolution XIII, submitted the Reverend Abigail W. Hamilton and the Reverend Doctor David H. Hamilton, was adopted.

Resolution XIV, submitted by the Peace Commission, was adopted.

Resolution XV, submitted by the Commission on Ministry, was withdrawn. Continuing Education Allowances were covered in the Task Force on Clergy Development resolutions.

Resolution XVI, submitted by the Commission on Ministry, was adopted.

Resolution XVII, submitted by the Diocesan Council, was adopted.

Resolution XVIII, submitted by the Diocesan Council, was adopted.

Resolution XIX, submitted by the Christian Social Relations Commission was adopted.

Resolution XX, submitted by Church Pension Fund, was adopted.

Resolution XXI, submitted by Resolutions Committee of Convention, was adopted.

The Reverend Mr. Smith said for the past two years the Resolutions Committee has attempted to make precise and simple the procedures for processing resolutions and for voting. Resolutions either educate or legislate. He noted the Convention has been asked to educate and legislate on matters of life and death, salvation of souls and the salvation of God's creations. In a sense resolutions are the most important, far-reaching, eternal things a convention body can do; and yet in this process, what has occurred is the proliferation of resolutions beyond a reasonable point. He proposed the next year's Resolutions Committee take on the new task of helping groups producing a number of resolutions on a similar issue to combine them.

Resolution XXII, submitted by the Christian Social Relations Commission, was adopted.

COMMITTEE ON THE BISHOP'S ADDRESS

The Reverend Elizabeth Maxwell presented the report.

On motion the Reverend Ms. Maxwell, and seconded, the five resolutions contained in the report were adopted (see Resolutions).

BISHOP'S APPOINTMENTS

The Bishop named his appointments to committees and commissions which are found in this journal.

Mr. John Smith of Christ Church, Bloomfield/Glen Ridge thanked the Dean and Trinity Cathedral for their efforts in making the Cathedral accessible to the handicapped. He then requested the Arrangements Committee be asked to see if the Quality Inn could make the salons where hearings are held accessible to the handicapped.

COMMITTEE TO CERTIFY MINUTES

The following persons were named to certify the minutes of the 11th Annual Convention: Mrs. Mary Leigh Armstrong, Chair, Mr. Whitney Parker, the Reverend William Willard and Mrs. Gail Deckenbach.

RESOLUTIONS OF GREETING AND THANKS

Mr. Paul Yates, of the Church of the Holy Spirit, Verona, presented two resolutions:

RESOLUTION OF GREETING

RESOLVED that the 11th Annual Convention of the Diocese of Newark extend warm and affectionate greetings to Mrs. Theodore Ludlow, widow of our one-time Suffragan Bishop; to Mrs. Donald MacAdie, widow of our one-time Suffragan Bishop; to Mrs. Kenneth Anand, widow of our late Assistant Bishop; to Bishop Leland Stark, retired Diocesan Bishop, and to Mrs. Stark; to Bishop George Rath, retired Diocesan Bishop, and to Mrs. Rath; to Mrs. Joan Spong, wife of our Diocesan Bishop; to Mrs. Helen Hines, wife of our "adopted" bishop; to Bishop and Mrs. Francisco Reus-Froylan.

RESOLUTION OF THANKS

RESOLVED that this 11th Convention express its appreciation to the Bishop John E. Hines and Bishop Paul Moore for bringing their gifts and talents to this Convention, to the Reverend Dr. Frederick L. Long, for his assistance in the communications and recording of the 11th Annual Convention;

to the Arrangements Committee and to Ms Barbara Hemink and Mrs. Marilyn Robinson, co-chairs; to the Committee on Rules of Order and Elections and to Mrs. Florence Bustamante, chair; to the Resolutions Committee and to the Reverend Leslie C. Smith, Chair; to the Budget Committee and to the Reverend Richard L. Gressle, Chair; to the Committee for the Bishop's Address and to the Reverend Elizabeth Maxwell, Chair; to the Hon. Ward Herbert, to the Hon. Richard McGlynn; to the Tellers; to all the WOODY pages, Mrs. Pamela Fuesko and the Reverend Gordon Tremaine.

The convention adjourned at 4:55 p.m. after closing prayers and blessing by Bishop Hines and the singing of the hymn "God of Grace and God of Glory".

JOHN SHELBY SPONG, President

CHRISTINE M. BARNEY
for JOHN ZINN, Secretary

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ACTS/VIM REPORT

ACTS/Vim is a familiar acronym to the people of this diocese. Perhaps it is too familiar and we've forgotten what it stands for: ACTS/Vim -- A Commitment To Serve/Venture In Mission.

A commitment to serve, those are words which aptly describe the programs begun this year with ACTS/Vim monies -- programs ranging from a summer school in Newark to pastoral care for hospice patients and a chaplaincy program in some of our county jails. The renewal grants reflect service also in a parish missionary, an urban transportation service and a computer training center.

A commitment to serve also describes our board members, all of whom are liaison to several projects where they may act as consultants in the development of programs, interpret the criteria established by diocesan convention and assist in the actual proposal writing. Evaluating the program once it is under way is always the responsibility of the liaison person, and board members can tell a variety of interesting stories about many of the more than sixty projects which have been launched since the inception of ACTS/Vim.

No report would be complete without saying some words of appreciation to the diocesan finance office, and especially to Bill Quinlan, the Assistant Treasurer. He has spent many hours straightening out old records and has made comprehensible a very complex procedure. The board is grateful.

Last year the convention applauded 15 congregations for fulfilling their pledges. The plaques promised last January have been presented personally by ACTS/Vim Board members during the last several months. The names of those congregations are included in last year's journal and are listed in the most recent issue of THE VOICE.

It is a pleasure this year to call forward the representatives of an additional 18 congregations and to say "thank you" for their commitment to serve:

Advent, Bloomfield
 Trinity, Cliffside Park
 Christ Church, Harrison
 St. Luke's, Haworth
 Ascension, Jersey City
 St. Paul's, Jersey City
 Grace, Madison
 St. George's, Maplewood
 St. Martin's, Maywood

Redeemer, Morristown
 St. Peter's, Morristown
 St. Peter's, Mountain Lakes
 St. Matthew's, Paramus
 St. Elizabeth's, Ridgewood
 Calvary, Summit
 Holy Spirit, Verona
 Holy Innocents', West Orange
 Holy Trinity, West Orange

We think the plaque is beautiful and appreciate the help of Richard Schimpfky in its design, Wesley Cheringal for the art work and Sir Speedy for advice in its construction.

PROPOSALS APPROVED IN 1984

Parish Missioner, St. Paul's - Paterson	2D Year
Urban Education Project	2D Year
Paterson Organization	
St. Barnabas' Summer School	
People Alone In Crisis	
Tri-County Chaplaincy	
Education Arts Team	2D Year
Deaf Contact	3D Year
Pastoral Care For Hospice Patients	
Diocesan Television	2D Year
Shared Matrix	2D Year.
St. Luke's Housing Corporation	

BOARD MEMBERS

Robert Armstrong
 Donald Beers
 Marjorie Christie
 Stephen Galleher
 Lynn Glover
 David Hamilton
 Clara Horsley

Herman Irving
 Doris Kuhl
 Robert Mayo
 Ivan Partridge
 Joseph Piel
 Martha White

Mrs. Marjorie Christie
 Chair

COMMISSION ON AGING

**"CAST ME NOT OFF IN THE TIME OF OLD AGE. FORSAKE ME
NOT WHEN MY STRENGTH FAILETH" (PSALM 71:9)**

We have become increasingly aware of the fact that our congregations in the Diocese of Newark are aging. Those of us who were the "young marrieds" back in the '50's have seen our children grow to young adulthood, and we may even now be grandparents. Many of us have also been placed in the position of having to make a serious decision for our aged and ailing parents or other relatives.

The Commission on Aging wants to raise the consciousness of all parishes to the needs of the aging, whether it be to support the "younger aging" with their concerns for aging relatives, or the "older aging" who must decide what to do when their health fails.

The celebration of AGE IN ACTION WEEK was coordinated by the Commission, and Open Houses were held in May at the three diocesan-related facilities; Heath Village, House of the Good Shepherd, and House of the Holy Comforter. The special offering which was taken in all parishes on AGE IN ACTION SUNDAY amounted to \$784.10 and was distributed to the facilities on a per-capita basis as a tangible expression of the Church's commitment to its ministry on aging.

May we all join hands, both clergy and laity, to minister to and with this large population in our midst.

Mrs. Doris Muller
Chair

BISHOP ANAND RESOURCE CENTER

The Board of Trustees and the Director of the Bishop Anand Resource Center are pleased to report that never before in our history has the Center been so busy and so useful. More and more it becomes clear to us that individuals and congregations are turning to us for help and guidance in developing new and better education in their churches.

Although our funding from the Diocesan budget covers staff and operating expenses, we have depended on a capital fund for annual resource purchases. In order to re-establish this fund, we have undertaken a capital drive with the goal of \$15,000. All of the money is to be directed toward the enhancement of our resources and the replacement of dated materials.

The Anand Center continues to work on the publication of the catalog of resources which is an ongoing project. The Center was given a computer and is making every effort to implement the usefulness of this technology in its business and cataloging capabilities. With the highly skilled leadership of the Center's Director, Jean Stufflebeem, the Board of Trustees has authorized the implementation of video capability.

The Director and the Board of Trustees of the Anand Center see a close correlation between our purpose, and the supportive involvement and participation with the Department of Program. We believe that the coordination of program throughout the diocese will enable the Center to respond more effectively. We look to the coming year with a renewed sense of purpose to run a resource center, to make people aware it exists, and to prompt people to use it.

Respectfully submitted,
Nancy H. Wittig
Chair - Board of Trustees

CAMP AND CONFERENCE BOARD

The Camp and Conference Board of the Diocese of Newark believes that adult and youth camps and conferences are an effective and relevant means in modern times to bring people together. This happens best when the people involved can experience the love of God through each other and the world. We believe our purpose to be threefold: 1) to operate a camp and conference facility for the people of the Diocese of Newark in a natural setting; 2) to be available as a consulting body for programs at that facility; 3) to provide camping and conference programs for the people of the Diocese of Newark. These goals must be achieved on a long-range basis. Our current emphasis is on the continued development of an effective Christian youth camp.

In 1984, the Board operated EAGLE'S NEST CAMP for the third year after a comprehensive revision of purpose, goals, format, and structure of the diocesan camping program. The camp is now located on leased property at the Linwood MacDonald Environmental Education Center in Branchville, New Jersey. It served 127 Diocesan youth in its four-week resident summer camp program, utilizing a staff of thirty-three people and with an annual budget of \$77,000. Thirty-two parishes throughout the Diocese were represented by campers. Three campers were from the Diocese of New Jersey. Four campers were Roman Catholic.

The Camp and Conference Board believes that EAGLE'S NEST CAMP 1984 was HIGHLY successful as a Christian community created by the Holy Spirit and people from ALL regions of the Diocese. It was a community of youth (campers ranged in age from 7-17), powered by the loving, caring, sharing and concern of each person in the community for one another as they lived, learned, and grew together in the knowledge of God. Through its comprehensive program of Christian Education, aquatics education, physical education, environmental education, arts and crafts education, and recreation, the goal of the camp was once again realized greatly: to provide a unique opportunity for youth to experience Jesus in themselves, in others, and in their lives.

Mr. Donald Cairns
Chair

CHRISTIAN EDUCATION COMMISSION

Through its monthly meetings and hard working members, the Christian Education Commission once again presented to the people of the Diocese a quality three-day conference, "Journey In Christian Living III". The conference was keynoted by the Rt. Rev. John E. Hines, retired Presiding Bishop and adopted bishop of this Diocese. Donald Marsh and Richard Avery were the music directors for the conference. The themes of circus and storytelling led conference participants in their exploration of journey on our special event evenings. These special events were designed under the able leadership of Mrs. Jean Stufflebeem. The conference was also highlighted by many fine workshops ranging in theme from model church schools to human relations education. The conference concluded with a marvelous celebration of the Holy Eucharist, the celebrant for the service being The Rt. Rev. John S. Spong, chaplain to the conference and our Diocesan Bishop. The conference chairperson for Journey III was The Rev. Dwight L. Neglia.

Another important factor in the life of the Commission was the beginning steps of "Teachable Moments" which is an adult education curriculum that is intended to teach a model of theological reflection, by taking everyday life experiences and putting them into a theological framework. The model was successfully tested by The Rev. Ken Poppe at St. David's, Kinneelon, during Lent. Also serving on the "Teachable Moments" committee: Mrs. Jean Stufflebeem, The Rev. Messrs. Fred Warnecke and Jack McKelvey.

Respectfully Submitted,
The Rev. Dwight L. Neglia
Chair

DRAMA

As drama coordinator for the diocese of Newark for the year 1984, I have sought to encourage the use of drama by: 1) organizing two extensive tours (Lent and November) in parishes by "The Fountain Square Fools", a professional Liturgical Troupe; 2) developing and performing my own programs: "St. Luke's Gospel", "Julian", "Solo Flight", and "St. Francis" (with the Rev. John Smylie); 3) through the Christian Education Commission, the Jewish Christian Task Force, and the Anand Center, I have tried to promote the use

of drama to spread the Gospel; 4) with generous funding from the Wilks Fund, I have developed a unique program, especially created for our diocese to be performed in 1985, based on Ezekiel; I have acted as consultant to anyone who needed help in using the arts in ministry.

Respectfully submitted,
Roberta Nobleman
Drama Coordinator

CHRIST HOSPITAL
JERSEY CITY

Christ Hospital in Jersey City is New Jersey's only Hospital affiliated with the Episcopal Church.

As Chairman of the Board of Christ Hospital, it is my privilege to report the significant progress recorded at this fine institution in 1984. Most importantly, the Hospital opened its \$4 million Comprehensive Cancer Treatment Center last fall. In a related development, Christ Hospital also was selected for participation in the Clinical Community Oncology Program which brings the latest forms of cancer drug therapies to Christ Hospital.

Another major development was the State Department of Health's approval of the Hospital's 35 bed expansion project. The \$1.9 million project will be finished later this year bringing the Hospital's capacity to 402 licensed beds. The beds were necessary to meet a 20% increase in admissions over the past four years.

Last year, the average occupancy was 89.6% and 98.1% for medical-surgical admissions. A total of \$44,979,660 was spent for patient care, including \$3,458,000 in free care for persons unable to pay for services.

In addition, 1,022 newborns were delivered in the Hospital, the largest number of deliveries in over a decade.

The Hospital also earned accreditation as a Clinical Pastoral Education Program teaching facility, providing training for student chaplains who offer around-the-clock presence for patients and their families.

In other developments, the Hospital provided some 54,000 home care visits, counseled 2,000 patients in its Community Mental Health Center and taught 1,400 area residents how to stay healthy through programs sponsored by the Center for Health Awareness.

In addition, approximately 72,000 rides were provided for the elderly and disabled to doctors' offices, clinics, day-care centers and supermarkets through the Hospital's Senior Transportation Service. An average of 230 nutritious meals per week were prepared and delivered to neighborhood shut-in persons in conjunction with Hudson County's Meals on Wheels program.

Christ Hospital is Jersey City's fourth largest employer,
with 900 of its 1,000 employees residing in Hudson County.

I am proud of this institution and believe it is a credit to
the Diocese of Newark.

Respectfully submitted,

The Rt. Rev. John S. Spong
Chair
Board of Trustees

CHRISTIAN SOCIAL RELATIONS COMMISSION

The Christian Social Relations Commission has as its primary purpose the identification of social issues that have a significant dimension of concern for the Christian community and especially for the Diocese; the preparation of position statements in connection with those issues and resolutions for submission to the Diocesan Convention; also the initiation of appropriate action and the stimulation of discussion in these areas.

In connection with this basic purpose, the commission in 1984 did the following:

- + supported the Hispanic Commission in its attempt to obtain funding for a bail bonding rotating fund for Hispanics apprehended by the immigration service as illegal aliens.
- + co-sponsored a voter registration workshop
- + supported the Riverside Church Sanctuary Resolution
- + supplied clergy with the voting records of congressional and senatorial delegations on hunger issues.
- + assisted the Peace Commission in its Peace Forums
- + alerted clergy to proposed changes in New Jersey Death Penalty statutes.
- + monitored the performance of the Nestle Company in compliance with the WHO code on the marketing of infant formula in third world countries and brought a resolution to convention recommending termination of the boycott.
- + provided A "home base" for the work of the Alcohol Committee
- + studied and considered the following issues and brought resolutions to 1985 Diocesan Convention: 1. abortion 2. nuclear arms (anti-satellite) 3. U.S. involvement in South Africa and its effect on apartheid 4. U.S. involvement in Central America

In addition to this primary function, the commission also exercises a limited granting function in the area of the handicapped. In this connection in 1984, the commission made a grant to St. Vincent's School in Haiti.

The Rev. Alex MacDonell
Chair

CHRISTIAN SOCIAL RELATIONS COMMISSION

Report and Resolution

Termination of Nestle Boycott

At the Diocesan Convention in January 1984, at the request of the Christian Social Relations Commission, the recommended boycott of the Nestle Corporation was suspended for one year. The Christian Social Relations Commission was charged with monitoring the compliance of Nestle with the WHO Code on merchandising of infant formula and bringing further recommendations to the 1985 Convention.

The CSR Commission has received regular communications during the year from Nestle, from the International Nestle Boycott Committee, and from the INFACOT Organization. Nestle has been meeting monthly with interested organizations such as INBC and INFACOT, where the concerns of all have been dealt with. Nestle appears to have remained in good faith compliance for this past year. The CSR Commission therefore submits the following resolution to this Diocesan Convention.

RESOLVED, this 111th Convention of the Diocese of Newark recommends to all members of the diocese that any boycott they may have imposed on the Nestle Corporation as a result of previous convention resolutions be now terminated.

The Rev. Alex MacDonell
Chair

CHURCH PENSION FUND

The Church Pension Fund paid out total benefits of more than \$22 million this past year, the largest in our history. The summary shown below for the Diocese of Newark reflects the aggregate annual benefits being paid as of August 1, 1984.

	<u>Number of Beneficiaries</u>	<u>Annual Benefit</u>
Retired Clergy	2,381	\$14,118,636
Disabled Clergy	340	1,958,940
Surviving Spouses	1,823	6,052,824
Children	252	259,380
TOTALS	<u>4,796</u>	<u>\$22,389,780</u>

Total benefits increased 13.5% over last year. This increase takes into account the benefit improvements implemented this past year, as well as an increase in the number of the Fund's beneficiaries and a rising Highest Average Compensation for the clergy as a whole.

We are also very pleased to report that the Fund's continuing favorable financial experience has made possible a fourth straight year of benefit improvements to become effective this November 1, 1984.

We are fortunate that the Fund's record gains of fiscal 1983 were sustained, for by the end of fiscal 1984 our assets had increased to \$783 million, 44% over their 1982 level of \$542 million.

A recent study by Merrill Lynch indicates that the Fund earned an annualized equivalent return on its total investment portfolio for the years 1979-84 of 12.6%. The total cumulative return for these years is 81%. The seven major increases in pension benefits authorized by the Board of Trustees in the past twelve years were made possible primarily because of investment gains such as these.

On the legislative front, we asked the Senate Finance Committee this past year to delay the imposition of Revenue Ruling 83-3, which prevents ministers who own their own homes from taking tax deductions for mortgage interest and real estate taxes paid, if these monies have come from a tax-free housing allowance. Our appeal resulted in legislation which postponed the application of this ruling until January 1, 1986. Until that date, all ministers who owned their homes before January 3, 1983, may continue to take these income tax deductions.

This past year, we renewed the lease on the office space we occupy at 800 Second avenue in New York City. The new rental rate is below current New York market levels and we negotiated very favorable escalation terms on a ten-year lease beginning July 11, 1984.

There have been several Trustee changes this year and we are sorry to report that the Rt. Rev. Alexander D. Stewart, D.D., has resigned his position as Vice Chairman of the Board. We are delighted that he will continue to serve as a Trustee. We are also sad to lose the services of the Rt. Rev. George M. Murray, D.D., retired Bishop of the Central Gulf Coast. We are thankful for his many years of service to the Fund. The Board has elected the Rt. Rev. William A. Beckham, D.D., Bishop of Upper South Carolina, to serve the remainder of Bishop Murray's term until the next General Convention.

We are happy to present this brief summary of the past year's events to you, and if you have any questions, concerns or suggestions, please let us know as we are here to help you in every way possible.

Respectfully submitted,
Robert A. Robinson

DIOCESE OF NEWARK
REPORT OF THE TASK FORCE ON CLERGY DEVELOPMENT

INTRODUCTION

The Task Force on Clergy Development as charged by the 108th Convention of the Diocese of Newark is now ready to recommend to the Diocese its plan with respect to the issues of clergy compensation and evaluation. We do not pretend to have devised a new theology of compensation and evaluation to support this plan, nor have we devised a new plan. We have studied and evaluated the work of others and used those ingredients we believe best meet the needs of the Diocese of Newark.

There are some basic theological and ethical positions that have helped to structure our plan. We have dismissed the position that favors equal-pay for all full time clergy persons as inappropriate in our social economic society. We have chosen the position that argues for discrepancies in pay based upon genuine differences between positions and between competencies which individuals bring to meet unique challenges of different positions. Although there are many biblical resources to support our position, Luke 10:7, "the laborer deserves his wages," states our position. Biblical tradition stresses that the questions of compensation are always bound up with economic justice. Any system of compensation must insure that the basic needs of all full time clergy be met by setting the minimum salary level in conformity with objective data concerning the compensation required to maintain a moderate level of living.

It has been made clear to the Task Force that any compensation plan, to be equitable to both clergy and congregations, must involve a system for job measurement and performance evaluation. Such tools used properly in the development of ministry help discipline us to work on the quality and direction of our ministry. Seen in this light, evaluation affects both clergy and laity. Working together as the corporate community of the Church we can address our energies and resources to bringing our corporate dreams into reality. When ministry and mission are undertaken in this kind of spirit, it is reasonable to anticipate that each leader and each member will expect to do excellent work for the Church. The vision of our plan is an interdependence of the ministry of the ordained with the ministry of the laity.

THE REPORT

The 109th Convention of the Diocese of Newark, meeting in 1983, asked the Bishop of the Diocese to appoint a Task Force on Clergy Development to review, thoroughly, the support and compensation of the Diocese's clergy family with an eye to making some far-reaching changes. The Task Force has engaged in a program of extensive communication with clergy and lay leaders and has given appropriate consideration to the clergy compensation programs of other dioceses. Our conclusions are submitted herewith.

I. Inasmuch as the Clergy Deployment Office profile of clergy and congregation represents the beginning of the relationship between the two, we believe that it should become the basis for evaluation and subsequent review of the effectiveness of the mutual ministry of clergy and congregation. Therefore, we recommend that a call to a parish be issued with a Letter of Call or Covenant which would include, among other agreements of employment, those regarding salary and compensation, review of the performance of the priest -- to clarify expectations and to verify perceptions, and an annual salary review based on performance. A statement of the expectations by the congregation of the priest, commonly called the Job Description, would use the Pastoral Specialties as described by the Clergy Deployment Office, and identified by the congregation as most important to them. This Job Description would state the mutually agreed-upon annual objectives for the priest. The objectives would serve as the basis for the performance and salary review. It is to be understood that "salary review" is not limited to salary, but includes the accustomed temporalities appertaining to the Cure (e.g. housing, travel allowance, health insurance, pension premium, continuing education time and allowance, social security off-set, equity program, etc.). It is generally not helpful or fair to have this review done at the time the budget is set or being formulated; the Task Force recommends the review/evaluation process occur three to six months before the budget setting process.

All of these matters are interrelated and form a cycle of annual activity. The performance review is done to measure the degree to which a priest has met agreed upon performance objectives, after which the Job Description and list of objectives are reviewed and changes made to meet the needs of both the congregation and the priest for the next year.

Then a judgment is made regarding the salary based on the results of the performance review.

Every three to five years the Letter of Call may be reviewed for clarification and possible modification; any such modification would be by mutual consent.

(See also Appendix A)

II. The Task Force on Clergy Development recommends a compensation system for the clergy of the Diocese of Newark based on the central principle that,

regardless of its geographical or economic circumstances, a parish or mission must pay at least the minimum base salary for a full-time priest or deacon. In cases where a full-time incumbent is below the minimum, he or she shall be moved to the minimum as expeditiously as possible. The clergy and Vestry (or Mission Executive Committee) will negotiate that rise to the minimum level within the framework of the Parish's (or Mission's) budget and with Diocesan financial planning assistance if required. No newly-hired priest or deacon will start at a salary below the minimum for the position.

The Task Force recommends the Diocesan Convention endorse the following minimum annual salary levels effective January 1, 1986:

Deacon	\$15,000
Priest	16,000
Priest-in-Charge	20,000

[Note: these minimum salary levels do not include housing, health insurance, travel insurance, pension premium, discretionary fund, social security off-set, etc.]

A deacon moves to the minimum for priest on Ordination to priesthood.

The salary and perquisites for part-time clergy shall be prorated in accordance with the above scale.

We recommend that at the end of the incumbent's first year in a position, and annually thereafter, a performance review be conducted by the Vestry or governing body of the Parish or Mission. We view the annual evaluation as a positive, creative and pro-active measure of reviewing clergy and congregational goals and accomplishments (see Appendix B). Again, we reiterate the evaluation should be done independently of budget preparation.

The incumbent is rated "outstanding," "very good," "satisfactory," or "unsatisfactory," based on the degree to which he or she has met previously negotiated and established performance objectives. The Task Force recommends the designation by Diocesan authority of facilitators to assist those clergy and/or Vestries or Executive Committees who desire assistance in the evaluation process.

A merit increase is granted based on the following scale:

Outstanding	10%
Very Good	7%
Satisfactory	5%
Unsatisfactory	0%

The percentage is calculated on the minimum base salary or on the incumbent's actual base salary, whichever is greater. (See Appendix C for examples of how the evaluation and rating system apply to the proposed scale.)

III. Congregations will need to determine the maximum value of each position it wishes to fill with an ordained minister. In the instance of mission churches, the Department of Missions and the Executive Committee of the Mission will work together to establish the maximum value and goals of the position. That dollar value may not be below Diocesan minimum. A minister, doing a satisfactory job, may eventually reach that maximum salary level. Obviously, the choice then is to either move on or stay in the job at the present salary. Two events could change that situation: either the Parish could raise the maximum salary level of the position, or, the Diocesan minimum may be raised above the Parish's maximum level. In the event of a necessary change of status in a Cure, especially in the case of Missions, compensation shall not be reduced without 12 months notice to the priest.

IV. Effective ministry depends upon a program of continuous renewal -- spiritual, intellectual, and practical. We recommend that each congregation provide the following resources for its stipendiary clergy:

- A. Two weeks' leave, in addition to vacation time, should be provided annually for Continuing Education. Such leave time should be cumulative for up to two years, in order to permit participation in longer educational programs of significant value.
- B. A minimum of \$300 should be provided annually for Continuing Education purposes for each stipendiary minister.
- C. If, as part of the process of Evaluation contained in Section I, a particular area of training need is identified, the Congregation should provide adequate time and financial resources for securing such training, seeking outside assistance (e.g. from the Department of Missions in the case of Mission congregations) if necessary.

V. One of the key problems facing clergy at retirement is the fact that they must often move out of church-owned housing and secure a place to live at a time when their income is reduced and they have not had the opportunity to build equity in real property. It is the recommendation of the Task Force that, at least in the case of clergy in charge of congregations, it be diocesan policy that, whenever possible, provisions be made to enable a minister to acquire and maintain equity either in the form of a direct housing allowance or other suitable investment (see Appendix D).

In no circumstance shall the housing arrangements ensure less than the provisions of the current Diocesan policy requiring congregations to provide "such allowances or perquisites as suitable housing, properly maintained, heat, electricity, water, and local telephone service as required for church purposes" (see Resolution #1 of the Report of the Standing Commission on Clergy Salaries as approved by the 110th Convention of the Diocese of Newark).

VI. The Social Security Reform Act of 1983 increased the Social Security tax paid by self-employed persons (which by law includes all clergy) from 150% to 200% of the employee Federal Insurance Contribution Act tax. Unlike other professionals who can raise fees, clergy have no way of recovering this added tax, which, in effect, requires them to pay what would ordinarily be considered an employer's direct cost. This unfair burden needs to be addressed and, in the absence of legislative relief, the Task Force makes the following recommendations:

- A. That congregations recognize that, because of the legal fiction that their ministers are "self-employed," their clergy are paying an expense that is properly the church's and they should receive an allowance that while taxable will remedy this situation, and
- B. That in 1986 and subsequent years the following social security allowances shall be the minimum diocesan standard:
 - 1986: 10% of the minister's estimated "self-employment" tax
 - 1987: 20% of the minister's estimated "self-employment" tax
 - 1988 and subsequent years: 30% of the minister's estimated "self-employment" tax.

(See Appendix E, "The Effect of the Proposed Social Security Off-Set")

VII. The Task Force supports and encourages the present programs which serve to orient newly ordained and newly resident clergy to the life of our Diocese, such as New Clergy Orientation Day, Diocesan Clergy Days, and New Ministries Program.

VIII. The Task Force recommends that whenever a Cure becomes vacant that fact be brought to the attention of the diocesan clergy family and the name and the address of the appropriate congregational representative be provided.

EPILOGUE

Finally, It is important to remember that everything contained in this report depends upon a growing awareness on the part of every congregation in, and every member of, this Diocese that we are called to be faithful stewards. All that we are and all that we have comes from God and we are stewards and not owners of the time, talents and the money He places at our disposal. The "stewardship of ordained persons and their gifts" is an important part of that overall stewardship for which we are accountable. As such stewardship develops in every congregation and household of our Diocese we shall be able to minister with ever-increasing compassion and effectiveness to a world for which Christ died and for whose re-creation He rose victoriously from death.

PROPOSED ACTIONS

The Task Force on Clergy Development recommends adoption of the following resolutions by the 111th Convention of the Diocese of Newark:

1. **RESOLVED:** That when a priest is called a Letter of Call or Covenant shall be issued by a Parish or Mission that includes, among other agreements of employment, those regarding salary and compensation and provision for an annual performance review for clergy, congregations, vestries and executive committees.*

AND BE IT FURTHER RESOLVED:

That as part of such Covenant, there shall be a mutually agreed upon Job Description (statement of expectations by the congregation of the priest) based on the Pastoral Specialties as described by the Clergy Deployment Office.

2. **RESOLVED:** That each congregation shall determine the maximum value of each position it wishes to fill with an ordained minister with such maximum value not to be below the minimum Diocesan salary,

AND BE IT FURTHER RESOLVED:

That the Executive Committee of each Mission shall work with the Department of Missions to establish the maximum value and goals of each position.

3. **RESOLVED:** That, effective January 1, 1986, the minimum annual salary levels shall be:

Deacon	\$15,000
Priest	16,000
Priest-in-Charge	20,000

AND BE IT FURTHER RESOLVED:

That the salary and perquisites for part-time clergy shall be prorated in accordance with the above scale.

AND BE IT FURTHER RESOLVED:

That in cases where a full-time Incumbent is below the minimum, he or she shall be moved to the minimum as expeditiously as possible.

AND BE IT FURTHER RESOLVED:

That Deacons shall move to the minimum for Priest on Ordination to the priesthood.

4. **RESOLVED:** That in no circumstance shall the housing arrangements for a Priest-in-Charge ensure less than the current Diocesan policy as cited in Resolution #1 of the Report of the Standing

*As revised and approved by Convention.

Commission on Clergy Salaries and approved by the 110th Convention of the Diocese of Newark.

5. RESOLVED: That each congregation shall provide the following resources for its stipendiary clergy:

- A. An annual leave (in addition to vacation time) of two weeks for Continuing Education; such leave time shall be cumulative for up to two years.
- B. A minimum of \$300 per year for continuing education.
- C. If, as part of the process of evaluation, a particular area of training need is identified, adequate time and financial resources for securing such training; if necessary, outside assistance shall be sought (e.g. from the Department of Missions in the case of Mission congregations).

6. RESOLVED: That as an offset to the inequity created by the position of the Federal Insurance Contribution Act under which priests are declared to be self-employed, each congregation shall provide a taxable social security allowance to its stipendiary priests under the following schedule and formula:

1986: 10% of the minister's estimated "self-employment" tax
1987: 20% of the minister's estimated "self-employment" tax
1988 and subsequent years: 30% of the minister's estimated "self-employment" tax.

7. RESOLVED: That there shall be a performance rating system that provides for ratings of a) outstanding, b) very good, c) satisfactory, or d) unsatisfactory as measured against the previously negotiated and established performance objectives.

8. RESOLVED: That there shall be a merit increase system based on the performance rating system and, effective January 1, 1986, the scale for the increases is:

Outstanding	10%
Very Good	7%
Satisfactory	5%
Unsatisfactory	0%

AND BE IT FURTHER RESOLVED:

That the percentage is be calculated on the minimum base salary or on the incumbent's actual base salary, whichever is greater.

9. **RESOLVED:** That in the case of Priests-in-charge, provision shall be made, whenever possible, enabling the minister to acquire and maintain equity either in the form of a direct housing allowance or other suitable investment.
10. **RESOLVED:** That whenever a Cure becomes vacant in the Diocese of Newark, such vacancy be brought to the attention of the diocesan clergy family.
11. **RESOLVED:** That each Parish and Mission be hereby instructed to study the report of the Task Force on Clergy Development during the year 1985 and to devise a plan for meeting the provisions therein by January 1, 1986.
12. **RESOLVED:** The Committee on Constitution and Canons is hereby instructed to submit the following Canonical provision for action by the 1986 Convention:
- No member of the clergy shall take charge of any Parish or Mission or become a minister or assistant minister in any Parish or Mission until there has been filed with the Office of the Bishop, satisfactory evidence that adequate provisions have been made for his or her support as follows: (a) For full time clergy, it shall be shown that provision has been made for the minimum stipend and other perquisites as established by Canon and by Diocesan policy; (b) For part time clergy, adequate provisions shall take into consideration the fraction of full employment time such minister shall work; and (c) nothing herein shall prevent the offering of voluntary service by non-stipendiary clergy.
13. **RESOLVED:** The Standing Commission on Clergy Salaries is hereby charged with the responsibility for preparing future reports which shall take into account the provisions of the report of the Task Force on Clergy Development.

November 13, 1984

Task Force on Clergy Development

Anne B. Speirs, Vice President and Secretary, The College Board, New York,
New York, Chairman
The Rev. George C. Allen, II, Rector, The Church of the Annunciation,
Oradell, New Jersey, Clerk
The Rev. David P. Hegg, II, Rector, St. Peter's Church, Morristown,
New Jersey
The Rev. H. Gaylord Hitchcock, Jr., Rector, Grace Church, Westwood,
New Jersey
The Rev. Richard M. Louis, Rector, St. John's Memorial Church, Ramsey,
New Jersey
Robert W. Matsger, Chief Geologist, The New Jersey Zinc Company, Inc.,
Ogdensburg, New Jersey
The Rev. Abigail J. W. Hamilton, Rector, St. Andrew's Church, Newark,
New Jersey
The Very Rev. Dillard Robinson, III, Dean, Trinity Cathedral, Newark,
New Jersey
John A. Snyder, Senior Vice President, Irving Trust Company, New York,
New York
William T. Wachenfeld, Esq., Tompkins, McGuire and Wachenfeld, Newark,
New Jersey
Marillys W. Waterson, President, Presently, Tenafly, New Jersey

**Letter of Call or Covenant, Job Description
and Statement of Vestry Objectives**

Letters of Call or Covenant, job descriptions, and and statements of Vestry objectives are necessarily fashioned to describe the goals and circumstances unique to each Parish or Mission. The attached exhibits are samples provided by the Task Force in clarification of its report.

Sample Letter of Call or Covenant

A - TERM OF AGREEMENT

The Vestry of _____ Church elects and calls the Rev. _____ as rector of said church with the understanding that his/her appointment shall continue until it is dissolved by mutual consent of both parties in consultation with the bishop.

B - COMPENSATION

1. The rector's annual cash salary is \$ _____. The salary will be reviewed annually before the budget for the following year is adopted.
2. The vestry will provide a housing allowance according to diocesan standards, i.e., a rectory or a cash allowance.
3. The vestry agrees to pay the following premiums:
 - A. The Church Pension Fund Assessment on the rector's stipend in accordance with the Church Pension Fund rules.
 - B. Group Life Insurance and Group Major Medical Insurance as required by the Episcopal Church. Income Replacement Insurance is encouraged.
 - C. Health Insurance coverage for the rector and his immediate family under the Diocese of Newark's group plan.
 - D. Workmen's Compensation Insurance as required by law.

C - PERFORMANCE REVIEW

The vestry agrees to an annual discussion and evaluation of the rector's performance using an outside consultant. The purpose of this review is:

1. To provide the rector with a more accurate picture of how the congregation perceives the priest's ministry.
2. To allow the rector to express opinions about how well the vestry has fulfilled its responsibilities.
3. To establish goals for the rector's work in the parish in the coming year.
4. To isolate areas of conflict or disappointment which have not received adequate attention and may be adversely affecting working relationships.
5. To clarify expectations on all sides which will help put future conflicts in a manageable form.
6. To provide an additional and valuable factor for the vestry to use in settling future compensation.

D - EXPENSES

The vestry agrees to pay the following expenses incurred by the rector fulfilling his professional obligations:

1. Travel: The rector is granted a minimum travel allowance of \$ _____ per year, or \$. _____ per actual mile traveled for church business.

2. **Communications:** The vestry agrees to provide for a telephone in the rector's office and to pay for all work related phone calls. All postage for church business will be included in the vestry's budget.
3. **Office:** All necessary office space, furniture, equipment and supplies will be paid for by the vestry, the amount to be established in the annual budget. The services of a secretary will also be provided.
4. **Discretionary Fund:** A fund will be provided for expenditures at the discretion of the rector.
5. **Continuing Education:** The rector will be provided with \$____ annually for professional development. Use of the funds is subject to vestry approval of the program and funds unused in any year will accumulate for future use.

E - LEAVE TIME

The rector will have the following periods of leave during which the vestry will continue to pay full compensation and expense allowances:

1. ____ days off per week.
2. One month vacation each year (including four Sundays).
3. Two weeks each year for continuing education and \$____ to supplement the cost.
4. Sick leave as required.
5. Sabbatical time ???

F - SUPPLEMENTARY COMPENSATION

1. All other honoraria and fees shall be spent at the personal discretion of the rector.

G - ORGANIZATIONAL RESOURCES

1. The rector shall have the use of all parish buildings and equipment for all functions connected with church work.
2. Volunteer personnel from the parish will be provided where needed for assistance in the work of the parish.

H - REVIEW OF COVENANT OR LETTER OF CALL

This Letter of Call shall be reviewed annually following the Performance Review. The next review is to come in _____.

SIGNATURES:

DATE:

The Rev.

Senior Warden

Junior Warden

Sample Job Description

TITLE OF POSITION: Rector of _____ parish.

ACCOUNTABILITY: The rector is accountable to the vestry of the parish and to the bishop of the Diocese of Newark.

BASIC FUNCTION: The rector is the spiritual leader, pastor and chief executive of the parish and is responsible for the overall leadership of the congregation in the areas of worship, spirituality, pastoral care and fellowship.

The rector is accountable to the bishop for certain disciplines and standards. They are outlined in the Canons of the Diocese of Newark and the National Church.

The rector is responsible and accountable to the vestry to carry out an effective ministry and witness in the parish, in the community in which it resides, and in the Diocese of Newark.

WITHIN THE PARISH: The rector is required to preside at the annual meeting of the congregation as well as at the monthly meeting of the vestry of the parish unless the vestry agrees that other people can share that responsibility.

Other salaried or non-salaried people in the parish such as assistant priest, secretary, organist and sexton report to the rector and are hired and dismissed by him in consultation with the vestry.

The rector is responsible and accountable to other committees and commissions within the parish. The details of those responsibilities are as follows:

- A. **WORSHIP** - Define relationship with altar guild, acolytes, and music committee.
- B. **PASTORAL CARE** - Define relationship of laity in assisting with pastoral care.
- C. **CHRISTIAN EDUCATION** - Define the relationship and responsibilities with the teaching staff, education committee, etc.
- D. **ADMINISTRATION** - Define the duties of "running the parish" that are expected from the rector.
- E. **LEADERSHIP DEVELOPMENT** - Define the role of the rector in relationship to the ministry of the laity in the parish.
- F. **FINANCES** - Define the role and responsibility of the rector to the Finance Committee and the Stewardship program of the parish.
- G. **PROPERTY** - Define the responsibility of the rector in matters of property.
- H. **MISSION OUTREACH** - Suggest ways in which the rector can facilitate in consultation with the laity the mission of the church.

- I. **EVANGELISM AND RENEWAL** - Define the responsibilities of the rector in the areas of spiritual renewal and membership growth.

OUTSIDE THE PARISH:

- A. **The Community** - The rector is to serve in a responsible way in the community in which the parish resides. The rector does represent the interest of the parish in the community, in the ministerial and other church related organizations. Define what you want his/her role to be in serving the community and in facilitating the parish to serve the community.
- B. **The Diocese** - The rector along with elected representatives of the parish represent the congregation at the Convocation and the Diocesan Convention and committees. Define the extent of the involvement where the rector is appointed by the bishop or elected by convention to various diocesan groups. In addition, define the rector's responsibility in communicating to the parish about the diocese.
- C. **The Convocation** - What are the expectations of this parish in relationship to the Convocation?
- D. **Ecumenical Relationships** - Are there other church alliances that are unique to this parish which responsibilities need to be defined?

PERSONNEL: The rector is encouraged to advance his/her personal growth and spiritual development by maintaining a continuing education plan that is shared with the vestry. Such a plan can come out of the experience and learning of the annual performance review.

The vestry does expect that the rector take the appropriate time for prayer and personal study as well as a structured continuing education plan. The vestry, in addition, expects the rector to take sufficient time off each week to relax.

Sample Statement of Vestry Objectives

VESTRY OBJECTIVES

Buildings & Grounds

- Objectives: 1. Formulate Property Committee and review insurance.
 2. Establish Maintenance program for furnaces, mowers, etc.
- Program: 1. Secure air conditioners for Rector's office and Church office.
 2. Repair compressor.
 3. Organize storage in furnace room.
 4. Sign for front.
 5. Clean rugs and windows.

Membership

- Objective: Add 20 families (NET) during 1984.
- Program: 1. Maintain active committee.
 2. Involve congregation in program (1 new family/6 old families).
 3. Work closely with Stewardship and Fellowship.

Fellowship

- Objective: Develop a broad fellowship program that will be appealing to the adult membership, no matter what social status or age.
- Program: 1. Lenten Dinners
 2. Parish Picnic
 3. Bicentennial
 4. Swim Party
 5. Progressive Dinner
 6. Ramada Inn
 7. Corp. Communion with breakfast and speaker
 8. Breakfast for all by men
 9. Bring a Guest
 10. Float
 11. Hanging of greens

Stewardship

- Objectives: 1. Increase number of pledges.
 2. Increase amount of pledges.
- How: 1. Year-Round Program
 a. Appeal from pulpit periodically
 b. Visiting all new members; also waiving members

- c. Fund raising activities
- d. Awareness of review and adjustment of pledges
- 2. Beginning fiscal year in July
 - a. Better outlook in spring
 - b. Clean up, pep up time
 - c. Wage and salary adjustment time
- 3. Coordinate efforts of Fellowship, Membership, and Stewardship Committees
- 4. Involve all vestrypersons

Christian Education

- 1. There is a real need for Bible Study.
- 2. We would like a way to inspire adults so that they will want to help teach the children.
- 3. We need a deeper understanding of our own Church and our own traditions.
- 4. This Parish must develop a continuing program for teenagers--beyond fellowship.
- 5. We loose too much time over the summer. So we need a regular summer program.
- 6. We think a continuing adult program would be preferable to the present program of occasional series of lectures.

Report of the Task Force on Clergy Development

Appendix B

Sample Evaluation Form

OBJECTIVES - RESULTS AREAS

	<u>Unsatisfactory</u>	<u>Satisfactory</u>	<u>Very Good</u>	<u>Outstanding</u>		
	0	1	2	3	4	5
1. Develop, support and maintain a Junior and Senior Choir that attract members from the parish and create enthusiasm in both choir and parish, providing both traditional and contemporary music, adaptable to the Book of Common Prayer. Comments applicable to this objective: _____ Possibilities for improvement: _____						
2. Develop and maintain a community in this parish where people have a sense of belonging and personal value. Comments applicable to this objective: _____ Possibilities for improvement: _____	0	1	2	3	4	5
3. Develop and maintain an ongoing stewardship program that stresses proportionate giving and encourages people to commit their time to the ministry of this Church. Comments applicable to this objective: _____ Possibilities for improvement: _____	0	1	2	3	4	5
4. To develop and maintain an adult Christian Education Program that possesses the content necessary for religious maturity, enabling people to learn "all that he ought to know and believe to his soul's health," and providing the opportunity for growth toward wholeness, increased commitment in faith, and direction to live in that faith in today's world. Comments applicable to this objective: _____ Possibilities for improvement: _____	0	1	2	3	4	5

	Unsatisfactory	Satisfactory	Very Good	Outstanding
5. Develop and maintain relationships with people of the parish that increase the Rector's comfort in parish situations, enabling him to minister more effectively. Comments applicable to this objective: _____ Possibilities for improvement: _____	0	1	3	5
6. Preach sermons that stimulate people to think and know the power of the Gospel in their lives and to respond to it. Comments applicable to this objective _____ Possibilities for improvement: _____	0	1	3	5
7. Evaluate and redesign the present Church School Christian Education program. Comments applicable to this objective: _____ Possibilities for improvement: _____	0	1	3	5

Examples of How the Evaluation and Rating Apply to the Proposed Scale

For example - assume a "very good" performance rating. The adjustments would be as follows:

	<u>Incumbent's Present Salary</u>	<u>7% Merit Increase</u>	<u>New Salary</u>
A. Priest			
	\$14,000	\$1,120	\$15,120
	16,000*	1,120	17,120
	18,000	1,260	19,260

*minimum base

	<u>Incumbent's Present Salary</u>	<u>7% Merit Increase</u>	<u>New Salary</u>
B. Priest-in-Charge			
	\$18,000	\$1,400	\$19,400
	20,000*	1,400	21,400
	30,000	2,100	32,100

*minimum base

In these examples, an incumbent whose present salary is below the minimum base rate receives an increase of 8% (Priest) or 7.7% (Priest-in-Charge) of actual salary in order to bring the new salary closer to the minimum. This provision is intended as a means of transition from the old Diocesan salary scales to the new minimum base rates.

A Discussion Paper on Equity

One of the standing commitments of a Parish or Mission is the provision of a housing arrangement for the Rector or Vicar. This commitment is most frequently fulfilled through the use of property owned by the church -- a Rectory or Vicarage. (NOTE: hereafter, the terms Parish, Rector, and Rectory may be understood to mean Mission, Vicar, and Vicarage also.)

The ownership of a Rectory is advantageous to the Parish because it is generally conveniently located, its maintenance and operation are controlled by the Vestry (Executive Committee), the property is tax-free, and its existence ensures the ability of the Parish to meet its standing commitment to provide housing for the Rector.

The availability of a Rectory is, for the Rector, a two-edged sword. On the one hand, it meets an essential, immediate need, but, on the other hand, leaves the incumbent Rector powerless to build long-term equity through property ownership. The absence of such equity can be a serious problem at the time of retirement when the life-time parish priest must make living arrangements on a pension that is limited by the low salary scale that is typical in the Diocese.¹

There is no standard or simple answer to this dilemma. The circumstance of each Parish and Rector should be addressed individually.

On the one hand, it is clear that escalating property values throughout the Diocese suggest that it is more economical for Parishes to maintain church-owned housing. The high property costs and taxes also militate against the average Rector who, even with a generous housing allowance from the Parish, may not be in a position to finance his or her own housing.

On the other hand, it is clear that the Rector should be encouraged to plan for long-term equity needs, and to the extent possible, be supported in this planning by the Parish.

There are creative and financially sound alternatives that should be explored, and there are financial consultants available in the Diocese who can assist in this exploration. For instance, the Parish pays no property taxes on a church-owned Rectory--why shouldn't the Rector share in this saving? If the Parish sells its Rectory and provides a housing allowance that enables the Rector to build equity through home ownership--why shouldn't the Parish share in the accrued value of the property at the time of sale?

¹ In the report of on "Area Cost of Living Adjustment Applied to Median Clergy Compensations" published by the Church Pension Fund, 12/31/83, the Diocese of Newark ranked 59th out of 96.

These notes are offered with three objectives--to call for:

- Raising the consciousness of both Parish and Rector to the urgency of addressing the problems of clergy equity building. Clergy must assume personal responsibility for planning for their retirement years, and the Parish should be attentive to how it may assist in this planning.
- Pragmatic planning by both Parish and Rector with respect to sustaining the Parish's financial viability with respect to clergy housing provisions.
- Understanding by both Parish and Rector that "property" is an essential part of the mission strategy of the Church-at-large. An enlightened concept of "proprietorship" requires that the acts of the present contribute to future strength--such acts must be so fashioned as to strengthen the missionary capacity of each Parish and in support of the ministry of a dedicated priesthood.

The Effect of the Proposed Social Security Off-set

Below are some examples of how the proposed social security off-set allowance would work. "Self-employment income" includes the fair market value of church-owned housing as calculated by the Church Pension Fund. When a larger cash amount is paid by the congregation, the self-employment tax base would naturally be increased. The "Self-employment penalty" is the difference between the amount the minister would pay as a church employee (which he or she is in fact, though not in law) and the amount actually assessed on him or her because of the legal fiction that a minister is self-employed. The proposed allowances would substantially reduce, but not eliminate, that penalty.

EXAMPLES

Assuming a \$20,000 base in salary, and a utility allowance of \$2,100 in 1986, with 5% increments each year, the allowances would be as follows:

1986	Self-employment income:	\$27,625.00
	Self-employment tax (14.3%)	3,950.38*
	Social Security Allowance	395.04
	*(off-setting income tax credit of \$552.50)	
1987	Self-employment income:	\$29,006.25
	Self-employment tax (14.3%)	4,147.89*
	Social Security Allowance	829.58
	*(off-setting income tax credit of \$580.13)	
1988	Self-employment income:	\$30,456.56
	Self-employment tax (15.02%)	4,574.58*
	Social Security Allowance	1,372.38
	*(off-setting income tax credit of \$609.13)	
1986	Self-employment tax less credit and allowance:	\$ 3,002.84
	F.I.C.A. Employee Tax	1,975.19
	Self-employment penalty	\$ 1,027.65
1987	Self-employment tax less credit and allowance:	\$ 2,738.18
	F.I.C.A. Employee Tax	2,073.95
	Self-employment penalty	\$ 664.23
1988	Self-employment tax less credit and allowance:	\$ 2,593.05
	F.I.C.A. Employee Tax	2,287.29
	Self-employment penalty	\$ 305.76

STANDING COMMISSION ON CLERGY SALARIES

As the 111th Annual Convention of the Diocese of Newark adopted the resolutions proposed by the Task Force on Clergy Development, the Standing Commission on Clergy Salaries did not file report. Nevertheless, as directed by the 111th Annual Convention, the Standing Commission on Clergy Salaries submits the following summary of data for inclusion in the 1985 Diocesan Journal.

Compensation Policy

The Convention adopted in 1980 a Diocesan compensation policy with the goal of maintaining the purchasing power of its clergy on a year-to-year basis, using 1979 as a base. Although this goal has yet to be met, it is within reach in 1986.

Performance to Date (See Table I for statistics on which the following discussion is based)

Between 1979 and 1984, the median clergy salary increased by 39.4 percent, from \$19,375 to \$27,000. During that same period, consumer prices rose by 43.2 percent, leaving a current purchasing power gap of 2.7 percent. Cumulatively over the past five years, this gap adds up to just over \$6,000 of lost purchasing power.

In 1982 a substantial 8.8 percent increase in clergy salaries, coupled with a significant decline in inflation, resulted in the first improvement in clergy purchasing power since the new policy was adopted. 1983 and 1984 saw further, but limited, gains in purchasing power.

Recommendations

Despite recent slow progress, parity of purchasing power is finally within reach. The 6.7 percent increase for 1985 approved by last year's Convention would bring the median salary to \$28,000. Assuming a 1985 inflation rate of 4.0 percent, clergy purchasing power would increase to within one-tenth of one percent of the 1979 standard. A further 4.6 percent increase in 1986 would close the purchasing power gap altogether.

TABLE I
CLERGY PURCHASING POWER

Year	(1) Clergy Median Salary (incl. housing & util.)	(2) Clergy Salary Index 1979=100	(3) Percent Change	(4) Consumer Price Index 1979=100	(5) Percent Change	(6) Clergy Purch. Power Index 1979=100 (2)-(4)	(7) Percent Change
1979	\$19,375	100.00	-	100.00	-	100.00	-
1980	20,852	107.6	+ 7.6	113.5	+13.5	94.8	-5.2
1981	22,396	115.6	+ 7.4	125.3	+10.4	92.3	-2.6
1982	24,375	125.8	+ 8.8	133.0	+ 6.1	94.6	+2.5
1983	25,625	132.3	+ 5.1	137.3	+ 3.2	96.4	+1.9
1984*	27,000	139.4	+ 5.4	143.2	+ 4.3	97.3	+0.9
1979-84	+7,625	-	+39.4	-	+43.2	-	-2.7
1985*	28,800	148.7	+ 6.7	148.9	+ 4.0	99.9	+2.7
1986*	30,125	155.6	+ 4.6	155.6	+ 4.5	100.0	+0.1

* Estimated

Respectfully submitted:

Mr. John Snyder, Chair
Mr. George Christie
The Rev. Cyprian Fields
The Rev. Abigail Hamilton
The Rev. Jack McKelvey

The Standing Commission on Clergy salaries suggests that the 1985 travel allowance amounts (\$3,250 flat rate/year or a mileage allowance of 27 cents per mile) be continued unchanged in 1986. A review of reported travel allowances for 1984, a year in which the recommended amounts were \$3,000 or 25 cents per mile, shows two-thirds of the clergy below those amounts, one-quarter at those levels and only about one-tenth above them. 1986 can be a "catch-up" year during which efforts should be made to provide travel allowances for clergy which more consistently approach the 1985 standards.

COMMITTEE ON CONSTITUTION AND CANONS

I. The Convention of 1985 adopted the following resolution:

"Resolved that subsection 2, section 5 of Article II of the the Constitution be repealed."

For a constitutional amendment to become effective it must be approved by two consecutive conventions.

The Committee recommends that this Convention adopt the same resolution and thus give the amendment final approval.

The effect of the amendment will be to eliminate a provision concerning payment of "assessments." The provision no longer has any practical meaning because we do not now have "assessments" in our budget procedures.

The vote on constitutional matters must be by orders.

II. It was suggested to the Committee by Annette Jecker, one of its members, that Article VI of the Constitution be amended to spell out the manner in which supplementary Deputies shall be called upon to attend Provincial Synod.

This Committee does not recommend any change. Sec. 2 of Article VI of the Constitution now provides that a full representation of the Diocese at meetings of the Provincial Synod be secured in the same manner as provided with respect to the Deputies to General Convention.

The existing provision, in addition to having the merit of brevity, makes all elected supplementary Deputies available to substitute in their respective Orders, for all elected Deputies. Article V, Section 2, of the Constitution (now incorporated by reference in Article VI) provides that supplementary Deputies shall be designated "in order of their election" when needed to have a full representation. If a lay Deputy elected in 1984 (for example cannot attend a Provincial Synod meeting to be composed of persons elected in 1984 and 1985, the quoted phrase "in order of their election" should assure that the first choice of a supplementary lay Deputy would be the one first elected in 1984; but if no lay supplementary Deputy elected in 1984 is available then the Bishop, with the consent of the Standing Committee, can look to the lay supplementary Deputy first elected in 1985, and if that person is not available, then to the other supplementary lay Deputy elected in 1985.

III. The resolution on Panther Valley Ecumenical Ministry referred to the Committee on Constitution and Canons by the 1984 Convention is in two parts. The first part provided that the Diocesan Journal carry "the listing of Panther Valley Ministry, including officers, deputies, parish statistics, financial reports, etc."

There appears to be no conflict between this provision and the Constitution or Canons of the Diocese. Printing, or not printing, information in the Journal about the Panther Valley Ministry is an administrative policy decision which in the judgment of this Committee the Convention is free to make and implement if it sees fit to do so.

The second part of the Panther Valley resolution provides that the pastor and lay persons of the Panther Valley Ministry be considered when appointments are to be made "or elections are held" for diocesan or district responsibilities.

This Committee recommends that the words "or elections are held" be deleted from the second section of the resolution. The deletion will eliminate possible conflicts with provisions of the Constitution of the Diocese requiring certain elective offices to be filled by communicants in good standing or by Presbyters.

It appears appropriate to send the Panther Valley Resolution, with the words "or elections are held" deleted, back to the Committee on Resolutions for further consideration.

Respectfully Submitted,
The Hon. Ward J. Herbert
Chair

CONVENTION BUDGET COMMITTEE

After years of presenting the Convention with budget-cutting alternatives, the Convention Budget Committee was blessed with the prospect of a favorable income-over-expenses situation. Thanks to the preparations of the Budget Committee of Diocesan Council, under the leadership of John E. Lynch and the ongoing support of John Zinn, Chief Financial Officer of the Diocese, adequate background material was available. Discussions at hearings were lively and centered around priorities for spending should the anticipated favorable monetary situation develop.

The two resolutions presented to the Convention through this committee emphasized the mission of the Church. They are as follows:

1. RESOLVED, that if a budget surplus develops during 1985 that the Diocesan Council is directed to allocate the first \$7,000.00 of that surplus to a new line item for Mission outreach to the Diocese of Haiti through the Provincial Synod of Province II, this funding to represent a commitment for 1985 only.
2. RESOLVED, that if a budget surplus develops during 1985, that the Diocesan Council is directed to increase line item 37 (Department of Missions) up to \$22,000.00 when the Diocesan Council is satisfied that the need has been clearly justified.

I believe that two points should be re-emphasized: first, the budget development process seems to work well from inception through Convention; second, the support of the Diocese by parishes pledging their full share has rewarded all Episcopalians in the Diocese of Newark with the opportunity to expand our mission - a joyful task.

Thanks to all members of this Committee, who are:

Mr. William DuBose
The Rev. Jorge Gutierrez
The Rev. Abigail Hamilton
The Rev. David Hegg II
Mrs. Christina Hembree
Mr. Jeffrey Kittross

The Rev. Luis Leon
Mr. Jack Lynch
Mr. Michael Rehill
The Rev. Harry Smith
The Rev. Walter Sobol
Mr. Paul Yates
Mr. John Zinn

Respectfully submitted,
The Rev. Richard Gressle
Chair

**DIOCESAN COUNCIL
COMMITTEE ON MARGINAL PARISHES**

The Committee was formed in response to a resolution proposed by the Committee on the Bishop's Address and adopted by the 110th Convention. The purpose was to consider the relation of the Diocese to parishes in transition and to suggest ways to facilitate communication. This report is an attempt to comply. It concerns primarily parishes that find themselves in difficult circumstances. The members of the Committee are listed below.

The first step was to establish what constitutes a marginal parish. Indications that a parish is not moving, or is moving in the wrong direction, are:

1. Failure to meet the Diocesan salary guidelines for the clergy.
2. Failure to pay the Diocesan asking.
3. Income reported substantially exceeds pledge and plate collections, current investment income, and other income from all sources, suggesting a resort to capital funds.

These are the fiscal signs. Other indications are a decline in parish membership and curtailment of activities formerly carried on.

A glance at the Diocesan Journal will reveal that one or more of the above criteria apply to a number of parishes. In conjunction with the Diocesan office, the Committee developed a list containing 34 names of places where signs of trouble appear.

As is well known, the Diocese has little effective control over a parish. If the parish fails to hold regular services, it can be declared extinct, and before the unified budget program was adopted the parish could be deprived of its vote at Convention if it failed to pay what was then called the assessment.

The Committee considered the feasibility of further sanctions. For example, a parish might be declared to revert to mission status if it failed to meet certain requirements. Over missions the Diocese has considerable control. A less drastic thought was to establish a sort of Parish Oversight

Committee of the Diocese to review parish reports and notify weak ones that a consultation was called for. The committee would then meet with the parish leadership to discuss solutions.

It soon became apparent from our discussions that there was a strong view that any attempt to impose restrictions from the top would have difficulty winning Convention approval. It was felt that any solution to be palatable and effective would need to depend upon the initiative to seek help coming from the parish itself.

Accordingly, we propose for consideration the resolution attached to this report.

It is very probable that the program will require some financial support. It is hoped that initial funding might be provided through the Episcopal Advance Fund or the Congregational Revitalization and Enrichment Fund deriving from the ACTS/Vim campaign. The Committee does not presently propose a provision in the Diocesan Budget. We need to see how the program develops.

Respectfully submitted,

Mr. Arch Cashion, Chair
Ms. Dorothy M.R. Fowlkes
The Rev. H. Gaylord Hitchcock
Mr. Selwyn Joseph
Ms. Joan Lodge
The Rev. Edward Martin
The Rev. James Sell
The Rev. Donald Shearer

Resolution XVII

MARGINAL PARISHES

Resolved, that the Diocesan Council be directed to assemble a panel of competent persons who shall be available to any parish for consultation and advice in any area in which assistance is desired; and be it further

Resolved, that the existence of the panel and the identity of its members and its availability for counseling with parishes

be publicized throughout the Diocese in such manner as the Council shall determine; and be it further

Resolved, that the panel be instructed to initiate, with the approval of the Bishop, discussions with one or two parishes looking to their participation in a pilot project to test the program.

Supporting Information: It is desirable that assistance be made available to parishes wishing the same in the areas of evangelism, stewardship, clergy development, financial planning and leadership training. Although there are Commissions and Committees of the Diocese competent to provide such assistance, their aid is not often sought and parishes with problems are slow to communicate with the Diocesan office about their problems.

DIOCESAN YOUTH PROGRAM

The organized program of ministry with youth in the diocese, known as WOODY (World of Our Diocesan Youth) has completed another very active and eventful year. Our focus remains the stimulation of life and vitality in local parish youth programs. We bring together young people from around the diocese on an occasional basis, provide opportunities for growth and learning within the context of a Christian community, and encourage the transference of that life and enthusiasm back into local parish ministry.

The first event of 1984 was the inclusion of more than twenty of our young people as pages at diocesan convention held in January. In February we held a senior high overnight at St. Peter's Church in Morristown which focused on perceiving, understanding, and dealing creatively with others' expectations.

In March we held our Sunday evening Spring rally for junior and senior highs featuring the annual presentation of Family Life Theatre, a wonderful treatment of issues that affect the lives of young people. Our Spring Senior weekend conference, held in May at Ralph S. Mason Conference Center in Blairstown was entitled "All in the Family". This conference dealt with interpersonal issues in family life including parental relationships, sibling relationships, and coping with divorce. We also held a weekend spring conference for junior highs which focused on the area of peer relationships.

In August of 1984, six of our young people and I attended the National Youth Event of the Episcopal Church held at Oklahoma State University in Stillwater, Oklahoma. The week long conference was entitled "Claiming Our Roots - Using Our Wings" and drew together over 1,200 young people and youth workers from around the country. This event included a broad range of workshops, discussion groups, worship experiences, fellowship opportunities, recreational activities, and an excellent music program.

Our fall program began with a Sunday afternoon rally in October at St. Peter's, in Clifton. The primary program was provided by Roberta Nobleman and was built around the notion and experience of Christian Clowning. In November we held our Fall Senior High Conference during the New Jersey teacher's conference, November 7-10. This conference sought to explore the interrelated issues of identity, autonomy and responsibility in young people coming of age. The fall conference also included a performance by The Fountain Square Fools.

Respectfully submitted,
The Rev. Gordon H. Tremaine
Co-ordinating Director

ECUMENICAL AND INTERFAITH COMMISSION

The Ecumenical and Interfaith work of the Diocese of Newark proceeds out of two distinct, but related, offices -- the work of the Ecumenical Officer and the work of the Commission itself. The Ecumenical Officer serves as the Bishop's staff person in various ecumenical/interfaith ventures, and also functions as the chair of the Ecumenical and Interfaith Commission.

Herewith is a summary of the activity of both the Ecumenical Officer and the Ecumenical/Interfaith Commission.

Ecumenical Officer -- attended the national Episcopal Diocesan Ecumenical Officer's (EDEO) meeting in Minneapolis in May, 1984;

has regularly attended the Coalition of Religious Leaders meeting every other month -- including a retreat with New Jersey's governor and senators;

attended the Province II Ecumenical Officer's meeting.

Ecumenical/Interfaith Commission -- has had three major areas of involvement in the past year:

A. Lutheran-Anglican dialogue --

has arranged a symposium for early Spring, 1985;

has arranged joint meeting with Newark's Commission, and the Commissions of the Diocese of New Jersey and the Lutheran Synod of New Jersey;

within the three judicatories (the LCA synod, and the Diocese of Newark and New Jersey), currently working on the establishment of formal guidelines regarding "interim Sharing of the Eucharist" agreement.

B. Roman Catholic

have met with ecumenical officer of Archdiocese of Newark and Diocese of Paterson to discuss common concerns and future possibilities;

have agreed to have overnight meeting/retreat in Fall, 1985 with two Episcopal ecumenical commissions and the corresponding Roman Catholic ecumenical commission.

C. Jewish Christian task force

(See separate report)

Other --

full participation in New Jersey Council of Churches with Bishop Spong as President of that body, and the Rev. Nancy Wittig as representative to the Faith and Order Commission.

The Ecumenical Commission's name has been changed to the Ecumenical and the Interfaith Commission. This follows a recommendation passed by the National Association of Ecumenical Officers (EDEO) because a substantial portion of the ecumenical project is in the area of Jewish-Christian relations.

The Commission sees its task in the next year to be one of clarifying our relationship with both Roman Catholics and Lutherans, and to engage in more meaningful participation with one another.

Respectfully submitted,
The Rev. Mark Beckwith
Chair

ECUMENICAL AND INTERFAITH COMMISSION
REPORT OF THE TASK FORCE ON CHRISTIAN-JEWISH RELATIONS

THE JEWISH PEOPLE AND EVANGELISM

Background

There is a profound difference between Christian evangelism and the complex of coercive tactics called proselytizing. Since the beginning of The Christian Era, the Jewish people have again and again been subjected to the worst forms of pressure, coercion, persecution, and even death at the hands of those who claimed to be urging conversion to Christianity upon them by such means. Even in our own day, under the safeguards of religious freedom, there have arisen small groups who use proselytizing methods, some deliberately, and others unconsciously, marring the free presentation and consideration of the Gospel.

MOST CHRISTIANS ARE UNAWARE of the severity of this brutal past, and do not understand the intensity with which these bitter memories can arise in the Jewish community in response to any presentation of the Christian story.

As Christians we believe we have Good News to share. The Scriptures call us to present the Christian Story to others in both work and deed, and to share our own experience of the grace of God as we have known it in our lives. Indeed, to bear witness to the living God is an essential part of our mandate as disciples of Jesus Christ.

It is this biblical mandate to "witness" and to "proclaim Good News" which can help us distinguish an authentic evangelism which relies on the power of God from a dehumanizing proselytism which relies on human pressure tactics and, often unconsciously, distrusts the power of God to work in people's lives.

"No one can say 'Jesus is Lord' except by the Holy Spirit" (I Corinthians 12:1). Conversion is the work of God, not human effort, eloquence, persuasion, or even love and kindness. We are not called to convert people, but to bear witness, leaving in God's hands the results: "I, if I be lifted up, will draw all people to me" (John 12:32).

Bearing witness "to what we have seen and known" (I John 1:1) is to share with another human being our deepest experience of, and beliefs about, God. To witness in this manner implies a willingness as well to respect the integrity of the other, and also to be open to hearing from that person their witness to the God who is in all things, through all things, beyond all things, who has left himself nowhere without witness and who is the "light enlightening everyone coming into the world" (John 1:9).

This distinction between presenting the Christian Story and proselytism is particularly relevant to the relations between Christians and Jews because of the brutal record of forced conversion and the oppression of non-Christians throughout the history of the institutional church; and because of the special relationship between the Jewish people and the Christian Church.

The History of Forced Conversion

Beginning in the second century, some Christian thinkers interpreted the destruction of the Second Temple as God's curse on the Jews in punishment for "rejecting the Messiah", and began to teach that Jews were under a perpetual curse for "crucifying God". These ideas, not rooted in Holy Scripture, were to become a non-Scriptural basis for contempt for Jews and Judaism. Simultaneously, the Judaic roots of Christian faith and practice were de-emphasized, and customs dating from Apostolic times were decried and finally outlawed, such as the keeping of Easter on the same night as Passover, and observance of the Sabbath.

After the establishment of the Church as the official religion of the Empire, especially from the fifth century onwards, all non-Christians, but especially Jews, lived under increasing social, economic, and religious disadvantage. Such tactics were partially designed to undermine Judaism and encourage conversion.

From the sixth century onward, Jews were subjected periodically to forced "debates" between rabbis and clergy, designed to demand acceptance of the truth and superiority of the Christian faith, rather than foster dialogue. Jews were often forced, even in their own synagogues, to listen to proselytizing sermons, which were then followed by a demand to convert or suffer severe penalty, even death.

In the face of this sporadic, but increasing persecution, especially at Christmas and Easter, the Jewish communities of

Europe held fast to their covenant with God, and their own witness to the Oneness of God, often dying with the words that we call "the Summary of the Law" on their lips: "Hear O Israel, the Lord our God, the Lord is one, and you shall love the Lord your God with all your heart and all your soul, and all your strength."

Even in the modern era, with its religious freedom born of the bloody religious battles of the Reformation period, Jews find themselves always a minority in a culture where Christian symbols and the Christian calendar prevail, but also the special objects of "Missions to the Jews" by historic denominations, as well as some sectarian groups who use deceptive means of advertising and/or link successful conversion of Jews with a hastening of the Second Coming of Christ. (See Appendix A)

The Jewish People and the Christian Church: A Special Relationship

The people of Israel are the Root into which we Christians have been grafted (Romans 11:17-18). They have been God's Covenant partners in the revelation of the Divine Oneness, the Covenant Love of God, the Torah, and in the fostering of the Messianic hope. Of Abraham's seed is the one we hail as God's anointed.

God has not rejected his Ancient People. They continue as Covenant people in a special relationship which is a gift of grace: "as regards the Election they are beloved for the sake of their forebears, for the gifts and call of God are irrevocable" (Romans 11:28-29).

Far from teaching the theology of "Deicide" or "perpetual curse" which arose from the second century onward (see Appendix A) the New Testament sees the fact that most Jews have not become Christians as part of the mystery of God's working in human history. Paul chooses to live with that mystery rather than making Jews the objects of special mission (Romans 9-11, especially 11:25-29).

The riches of Biblical research in the past century have made us increasingly aware of the Judaic roots of Jesus' teaching and Apostolic faith, and undermined the "teaching of contempt". The repudiation of the historic charge of "deicide" by the Second Vatican Council is the sign of a new awareness on the part of orthodox Christianity about the sins of the past, and new determination to find a relationship

between Jews and Christians free from the destructive power of anti-Judaic prejudice.

For all the above reasons, the Task Force recommends the following guidelines and suggestions to assist pastors and congregations as they relate to the Jewish community in their witness to the grace of God in Christ Jesus.

GUIDELINES AND SUGGESTIONS

I The Presentation of the Christian Story Without Proselytizing

Reason for the Guidelines: Again and again through history, groups dedicated specially to the conversion of Jews have arisen. Sometimes their desire to witness to the Gospel leads them to methods that are unworthy of the Message itself.

Of especial concern to the Jewish community in our day is groups which use all the external signs of Judaism -- ritual, lifestyle, language -- almost to disguise their Christian convictions until the audience has arrived and is already somewhat captive for the evening. Even though the desire to win souls may be quite sincere, the tactics are, actually, deceptive. Evangelism has nothing to lose by the open presentation of the Story of Jesus, identified as such, without what the Apostle to the Gentile calls "underhanded tactics".

Guidelines:

Since proselytizing involves one or more of the following distortions of Presenting the Christian Story, we discourage:

1. The use of manipulative tactics:
 - a) emotionally charged harangues
 - b) the promise of group acceptance or the threat of group rejection
 - c) pressuring for conversion in a time of emotional vulnerability such as bereavement, major life transition, or any psychological crisis.
2. The use of deception:

- a) the failure to clearly indicate the evangelistic nature of a program
 - b) the blurring of distinctions between Judaism and Christianity in order to encourage unwitting Jewish attendance.
3. The deliberate devaluing of another's experience and belief.

We therefore encourage:

- 1. Straightforwardness in the advertising of any meetings designed to include a presentation of the Christian Story.
- 2. Clarity in identification of all sponsoring organizations of such an event.
- 3. A disavowal of any use of Jewish symbols or language designed to draw Jews unwittingly to presentations of the Christian Story, such as the Star of David, the Seder, or services of worship from the Jewish Prayerbook.
- 4. An accurate description of Jews and Judaism while presenting the Christian Story:
 - a) We discourage stereotyping the religion of the Jewish people -- biblically and post-biblically -- as one of legalistic formalism, while portraying Christianity by exaggerated contrast as the religion of grace which has succeeded it.
 - b) We encourage an accurate and appreciative presentation of continuing Jewish life and practice, the living faith which nurtured our Lord and the earliest disciples, and continues, by the grace of God, to sustain the Jewish People through history.

II Some Situations Requiring Special Sensitivity and Respect

Reasons for the Guidelines:

The ease with which Christians and Jews socialize in an era of religious pluralism and superficial tolerance is unparalleled since Biblical times. An attitude of openness to new ideas, particularly ideas which may differ from those of the past, is encouraged in our society. In this climate, young people are particularly prone to consider ideas

different from those held by their parents, and can be easily swayed by persuasive tactics.

Therefore, we recognize the following areas of encounter as situations which need to be free from proselytizing pressure, and where a heightened awareness of the integrity of other people's faith-commitments needs to be exercised if the Christian Story is shared.

Guidelines and Suggestions:

1. The presence and participation of Jewish youth in a Church youth fellowship occurs frequently in the social climate described above. The sharing of personal religious convictions by all participants can be a vital way of deepening mutual respect and appreciation. When the Christian Story is presented in worship or in Scripture study, leaders need to be especially aware of preserving the integrity of the non-Christians present.
2. The preparation of a couple for marriage when one of the partners is Jewish (cf. 1984 Diocesan Convention Guidelines).
3. The Church's relationship to parents and children in an interfaith family. Pastors are encouraged to know and support parents' desires for the religious nurture of their children and to resist any pressure by relatives other than parents to baptize or indoctrinate the children against the parents' knowledge or desires.
4. Interfaith projects of social witness and work.
5. Interfaith Worship (cf. 1984 Diocesan Convention Guidelines).

III Dealing Responsibly With Jews Exploring the Christian Faith

Reasons for Guidelines:

Conversion is the most profoundly free choice of human religious experience. It is the utterly free turning of the self toward a new relationship with God.. Therefore, anything that interferes with or compromises that genuine freedom is in danger of destroying the reality of the conversion itself. A hasty or pressured conversion of anyone to the Christian Church is, therefore, a contradiction in terms. The ancient Church's practice of a lengthy period of inquiry and

instruction -- the Catechumenate -- was a wise protection against any passing enthusiasm or covert pressuring.

"Conversion", unfortunately, has meant the exact opposite of freedom of choice for Jews throughout much of Christian history. As detailed in the Background Notes, attempts to force baptism upon Jews through economic, legal, and even military means have occurred again and again -- and are still part of the living memory of the Jewish community.

Therefore, when Jews show interest in the Christian faith, the following pattern of response is encourage:

Guidelines:

1. Those who want more information about Christianity to enrich their understanding of other faiths will be well served by Christians who share freely from heart and mind without pressing for a deeper interest or involvement.
2. Those who feel drawn into a faith-exploration of Christianity may be welcomed to explore the faith slowly, without pressure or expectation of necessary conversion. Great sensitivity and respect for the integrity of their past religious experience should be exercised. Continued participation in synagogue worship and continuing dialogue with Jewish spiritual leaders will help insure the genuine freedom of any ultimate decision to convert or not to convert.
3. For those who decide they wish to join the Christian community, we strongly urge formal enrollment as a Catechumen for a continued extended period of exploration and prayerful consideration. The pastor and other instructors need to realize that Christian Baptism is* a clear and effective separation from the life of organized Judaism (*traditionally). Its spiritual and social implications need to be weighed carefully.
4. If a minor comes for exploration and/or decides to join the Christian community, pastors are strongly urged to consult with the inquirer's family, to encourage discussion between the minor and his or her rabbi, to extend the period of "pre-Catechumen" (Book of Occasional Services, p. 112, "Stage 1") until the age of legal majority, and thus to administer Holy Baptism only when it is clear that a free decision by an adult soul has been made. Indeed, civil suit has been brought against

clergy for baptizing children of Jewish parents against the parents' wishes.

PRAYER

O GOD OF UNCHANGING LOVE AND STEDFAST COMMITMENT to the salvation and healing of the whole world, who in Christ breaks down the barriers that divide, behold those whom you have called to witness to your Oneness and co-operate with your work in history; and let the sharing of good news among your people be a light to all the world, who lives and reigns as Life-Giving Word and Energizing Spirit, the Blessed Creator, now and forever. Amen.

GUIDELINES AND SUGGESTIONS FOR CHRISTIAN EDUCATION

The Need for Guidelines

The Jew, ancient Israel, and Judaism are inevitable parts of the Gospel Story. And, since Jews are a living people, friends, neighbors, and fellow citizens, what we say about their ancestors in Church has an inevitable effect on shaping our perceptions of them as fellow humans. Truth, accuracy, and faithfulness to the actual text of Scripture are of the utmost importance. The misrepresentations of history are not the Gospel.

These Guidelines only point the way toward the increasing body of fine literature making its way into mainstream Christianity. They provide a starting point for Christians who are willing to realize that much of our Church story-telling, misrepresent the Jewish people and the Jewish Faith. They summarize the consensus that has emerged from this New Scholarship, and point us toward a deeper appreciation of Jesus and His people.

Background

As Christian scholarship gives us a truer picture of ancient Judaism, and as modern Christians learn what present-day Jews actually believe and practice, more and more members of the Church realize that the picture of Jews and Judaism in Christian preaching and teaching is often badly distorted. There is a growing concern to present Jews and Judaism in a more historically accurate and less polemically charged light. There is also an increasingly sombre realization of how much past negative stereotypes of The Jew have contributed to the murderous history of anti-Semitism in the history of Christendom.

The grossest of these stereotypes, namely the teaching that the whole of the Jewish People suffer, century after century, the continuing wrath and punishment of God because they are all guilty of the death of the Son of God has all but disappeared from Protestant and Anglican teaching, and been officially repudiated by the Second Vatican Council of the Roman Church.

But more subtle stereotypes persist, and remain part of popular Christian teaching in the face of increasing evidence of their historical inaccuracy. These more subtle distortions include an exaggerated contrast between Rabbinical legalism and Christian "freedom in grace", an entirely un-Scriptural dichotomy between an "Old Testament God of wrath and New Testament God of Love", a too-simplistic contrast between ancient Israel's supposed expectation of an "earthly" Messiah and the allegedly "spiritual" nature of Jesus' Messiahship, and the continuing fiction that Jews are somehow craftier and cleverer than Gentiles. So long embedded are these notions in our reading of the Scriptural accounts that many sincere Christians do not realize that these concepts are the products of late Christian interpretation of the texts.

The Christian Education Guidelines and Suggestions which are contained in this report are intended for the use of pastors of congregations, Christian Education leaders and committees, Church School teachers, Youth Fellowship leaders, and all who are engaged in the task of telling the Christian story. Since, by the design and eternal purposes of God, the Infinite Word was made flesh of a Jewish maiden, the story of Jesus Christ cannot be told without innumerable and constant references to Jews and Judaism. Since it is God's truth we are commanded to speak, it is of the utmost importance we speak it as accurately as we possibly can.

The "Teaching of Contempt"

For nearly two thousand years, Jews and Christians have lived side-by-side, yet seldom considered each other as sharing a common faith-heritage. Time and again each community has been tempted to view the citizens of the other as almost sub-human.

Christians have, in the worst moments of these centuries, viewed Jews as "God-killers" and the very embodiment of Satanic resistance to the clear truth of the Gospel. Jews were portrayed in the teaching of people so otherwise great as St. John Chrysostom as blind and perfidious, rebelling against God by willfully and stubbornly refusing the truth. Popular superstition (as late as 1906 in Orthodox Russia) again and again imagined Jews as stealing Christian children to kill so that their blood might be used in the Passover matzos.

Bad feelings between Jew and Christian have their seeds in the sectarian disputes between early Jewish Christians and their fellow-Jews. Once the Church became overwhelmingly Gentile, what had once been a dispute between members of the same heritage and race became a matter of religious and racial prejudice, and the original dynamics of the dispute were lost beneath increasing fear, distrust, and hatred.

Modern Christians unfamiliar with the darksome facts of this history seldom realize how long and how consistently officially sanctioned teachings of contempt for Jews led to persecutions, expulsions, murder, as well as economic, social, and political sanctions against the children of Abraham and Sarah.

It is no wonder that, under such dreadful conditions, Christians were viewed by Jews with deep suspicion and hostility. Christianity was often deemed another form of paganism, polytheism, and superstition. Tales which slandered Jesus and his teachings were secretly told and believed. Aspects of Judaism which parallel Christianity were de-emphasized.

"The New Moment"

Three major realities have altered this historic contempt. The first was the horrible event of the Nazi holocaust. The systematic destruction of thirteen million persons -- the mentally handicapped, Gypsies, gay persons, but most of all

and most avidly, Jews and all with any Jewish ancestry, six million in all -- raised profound questions among many Christian thinkers about the contribution of the Church's "teaching of contempt" to the unfolding of these events. Many devout Christians feel that the Christian community must acknowledge the historic soil in which Hitler's seeds of racial hatred could grow had been well-fertilized by the "teaching of contempt". Many have called for the Church to live in repentance in our future relationships with the people Israel. Since the past cannot be altered, we must build toward a more just and loving future.

The second major reality which has led to whole-scale reassessment of Christian stereotypes of Jews is the atmosphere of tolerance and social intermingling which has prevailed for some generations in most northern European countries and America. In this atmosphere, devout members of both faith-communities have made bold to share their most precious beliefs -- and each community becomes more aware of how much it has misjudged the other.

The third great reality is the explosion of a new generation of exciting and revealing scholarship -- in Biblical studies, history, systematic theology, and the sociology of religion. Just as Protestants and Roman Catholics have rediscovered many common bases of faith, and new ways of understanding Church and Sacrament and overturn many of the arguments of the past, so too Jew and Christian involved in this new scholarship have found that many of the fundamental assumptions that each used to hold -- especially about the first century period and the beginnings of Christianity -- have been shattered.

Jesus emerges much more clearly against the background of his own time and in the community of his own people. The profound ways in which he shared the outlook of the Pharisees with whom he disputed is revealed as Christians (for the first time) actually study the Jewish documents of the period, especially in the Talmud. Jesus' Jewishness becomes, for Christians, a key to understanding him more deeply.

Jews discover that the great "heretic" Paul of Tarsus articulates great Jewish themes almost lost to history, now rediscovered, and can be understood best when re-set in his rabbinical milieu. All are amazed, and realize how much we have to teach and learn from each other.

GUIDELINES AND SUGGESTIONS

I Services of Worship

1. Congregations are urged to include one reading from the Hebrew Scriptures each Sunday. These would ordinarily be part of the regular Sunday Lectionary Cycle in the Prayer Book.
2. In announcing the reading (s), it recommended that the term "The Hebrew Scriptures" be used, rather than "Old Testament ". Congregations are also urged to consider using the term "Writings/Letter of the Apostle(s)" rather than "Epistle". These terms describe quite accurately the writings, and are as deeply embedded in the Tradition as our more conventional labels (cf. Justin Martyr). They also avoid an unbiblical impression that The Hebrew Scriptures are of lesser importance than the Apostolic corpus of writings.
3. If "Illuminations" (interpretative preambles) are used before the Lessons, it is recommended that the best of modern scholarship be used to avoid inaccurate stereotyping and negative imagery easily read into some of the readings. Some published sets of Illuminations contain such material unintentionally and might better be altered. Examples of such stereotyping are found in Number IV below.

II Use of Texts In Christian Education and Study

1. Modern scholarship emphasizes that the texts of the Hebrew Scriptures are not simply a prophecy of the coming of Christ, and should never be interpreted solely on that level.
2. These texts have a rich and important meaning in relationship to their own time and place, and can be studied very profitably in relationship to their primary or original meaning. Advent, for example, is an excellent opportunity to study the Books of the Maccabees.
3. This approach makes available to us a wealth of Jewish scholarship and Religious Education material. Educators are encouraged to contact local synagogues, which usually have excellent resource centers.

III Study and Catechetical Instruction About The Period Between The Testaments

1. The period of Jewish history between 300 B.C.E. and 100 C.E. (i.e. Christian Era, A.D.) is critically important for understanding the birth of Christianity, and the writings found in the New Testament. Events in this period are to be found in the Apocrypha and that larger body of writings known as the Pseudo-pigrapha. Study of this period can deeply enrich our understanding of Jesus, the Apostles, their fellow-Jews, and first century Jewish-Christian life. See Bibliography.

2. Central to such a study would be books in our own Bible: I-II Maccabees (which relates to the festival of Hanukkah); Esther (which relates to Purim); Daniel (written in the period of the Maccabees); I Esdras (an apocalypse like the Book of Revelation); Ecclesiasticus/Wisdom of Jesus ben Sirach (important background for Jesus' teaching and the Book of James); the writings of Qumran, or Dead Sea Scrolls (indicating Jewish themes found in Christianity, once thought alien to Judaism); the Book of Enoch (an important Apocalypse prized in the early church).

IV. Telling The Story of Jesus with Historical Accuracy: Examining and Avoiding Inaccurate Stereotypes and Imagery of Jews and Judaism

Pastors, Religious Educators, and Teachers are urged to acquaint themselves with the rich information now coming from ecumenical and interfaith biblical and post-biblical studies so that the story of Jesus may shine in all its historical reality. Published educational curricula of all denominations, from conservative and liberal perspectives alike, sometimes contain outdated, and unintentionally negative, stereotypes of the Jews of Jesus' day, their religion, and of Jewish life today. Common examples of these include:

1. The Pharisees: Much of Jesus' teaching is imbued with the letter and the spirit of Pharasaic Teaching: belief in resurrection, use of parables, concern with the inner spirit of righteousness, synagogue worship, belief in the coming of Messiah. His discussions and arguments with Pharisees are classic "rabbinical disputes" of a kind widespread in his day. His criticism of Pharisees is distorted if it leads to our thinking that they were predominantly hypocritical, legalistic, materialistic, stubborn, and unalterably opposed

to his teachings. Cf. Ellis Rifkin, The Hidden Revolution.

2. Jewish Legalism: Both Christianity and Judaism are religions of Law and Grace. Both can degenerate into "legalism": rigid, narrow, self-righteousness. Biblical Israelite faith knows that God chose Israel not for its own merit. Continuing Judaism worships a God who forgives and loves freely, and experiences God's ongoing graciousness. Judaism's 613 laws are designed to regulate the entire economic, social, and religious life of a complete nation, and cannot be used to illustrate the "burden" of Jewish life. "The Yoke of the Torah" is experienced by practicing Jews as a "service of perfect freedom". Much Christian education material oversimplifies Judaism into a Law Religion. See Elie Wiesel, Souls on Fire; and Samuel Sandmel, Judaism and Christian Beginnings.

3. Wrathful "God of the Old Testament" vs. Loving "God of the New Testament". The scriptures witness to only One God, and the character of that God is consistent in both ancient Hebrew and Apostolic times. Wrath and Love, Judgement and Mercy, Condemnation and Redemption, Law and Grace are celebrated in both the Hebrew Scriptures and New Testament writings. The God revealed in the love of Christ is the same God who creates and chooses Israel to be a covenant people. Tendencies to see Old Testament revelation as inferior, or showing an inferior aspect of God have been rejected by the Church again and again since the days of the Apostles. See Robert C. Dentan The Holy Scriptures.

4. Old Covenant Displaced by New Covenant. The Biblical saga knows many covenants between God and Humans: with Adam, Noah, Moses, David, and Jesus. Each covenant builds on those which have gone before, rather than totally displacing them. While Christians differ widely on the exact continuing relationship between God and Israel, the Scriptures are clear that God's Covenant with Israel is "irrevocable" (Romans 11:19), though Christians are not bound by the ceremonial law of the Torah (cf. Articles of Religion). Some simplistic teaching gives the impression that the Covenant through Moses with the Jews has been cancelled and that the New Covenant through Jesus with the Church has wiped out everything before it. This view is being seriously challenged by modern scholars of many denominations. See Clark Williamson, Has God Rejected His People?

5. Divine Rejection of the Jews. The most destructive aspect of (4) has been the centuries-old legend that God

somehow has rejected the Jewish people and is punishing them for the death of Jesus. Nothing in the faith of the Apostles or the New Testament writings supports this dangerous idea. See Documents of Vatican II "Nostra Aetate", Declaration on Non-Christian religions.

6. Jewish Rejection of the Messiah. The idea that the "Jewish People" as a whole rejected Jesus as Messiah has been the basis of persecution in century after century. Many Jews, of course, accepted his claim. Others who did not still remained sympathetic to his ministry, were deeply disappointed at his apparent failure and crucifixion, and even held the early Jewish-Christian community in high regard -- such as those Pharisees who protested the martyrdom of James of Jerusalem. Most Jews never met or heard Jesus, and knew of the Apostolic Preaching by hear-say only.

To tell the simple but dramatic story of how "the Jews", therefore, rejected "their" Messiah is to fly in the face of historical reality and Scriptural witness. It is even likely that the Palm Sunday crowds shouting Hosannah and the Good Friday mob shouting "crucify" were not the same people, for Luke indicates that the Great Multitude beat their breasts at the death of Jesus (Luke 23:48). And most scholars believe that "the Jews" who so oppose Jesus in the Fourth Gospel are not the Jewish People as a whole, but rather the Judean leaders of the southern province of Judea (cf. C.H. Dodd, The Fourth Gospel, et al). Basic reference: Roy Eckhart, Your People, My People.

7. Jewish Stubbornness. The Hebrew Scriptures describe the ancient Israelites as a "stiff-necked" people -- as a way of celebrating God's patience and steadfast love toward Israel, springing from grace, not merit or works. This very phrase, however, is still used as if it were a Divinely-approved accusation against the Jewish people. In the Middle Ages, especially, The Jew became the very incarnation in popular teaching of satanic, stubborn resistance to God. Even the vestiges of this notion are unworthy of Christian teaching, for they make one People symbolically guilty of a trait of human nature common to all the nations of earth. See Samuel Sandmel, We Jews and Jesus.

8. The Jewish Hope for an Earthly Messiah. The primary difference between Christian belief and Orthodox Jewish belief is that Christians believe the Messiah has appeared among us in Jesus. Him we accept as Lord Messiah, awaiting

the full revelation of his Messianic Glory at the culmination of history. Recent scholarship has re-affirmed that what kind of Messiah Jews and Christians traditionally expect is quite similar. It is inaccurate to speak as if Jews waited, or wait, for a purely earthly Messiah while Christians worship a "spiritual" Lord.

In both Testaments, hope for the Messiah includes both earthly and heavenly dimensions. Messiah's kingdom is not of this present world-order, but when it comes in its fullness there will be social, political, and ecological dimensions to the "new heavens and new earth". Jesus taught us to pray "Thy Kingdom come on earth as it is in heaven". Convention stories about ancient Jews looking only for a "conquering earthly Hero" fly in the face of the rich messianic hope that nurtured a persecuted people and schooled those who saw in Jesus the fulfillment of that hope. See Eugene Fisher, Faith Without Prejudice, and Gershom Scholem, The Messianic Idea in Judaism.

The appended Bibliography gives a rich selection of resources for further reading.

V. The Use of Jewish Festivals, Customs and Symbols

Since Christianity is rooted in first century Jewish life, worship, and thought, it is already filled with Jewish customs, symbols and festivals. Some of these are obvious, such as the relationship of Passover and Easter, and the analogy between the Passover Meal and the Eucharist. Others are much less obvious, such as the beginning of all major Feasts on the preceding Eve, which echoes the Jewish day beginning at sundown. Still others, like the culmination of the central prayer of thanksgiving in the Liturgy with the Sanctus, have lost all conscious connection with Judaism.

As many Christians seek to appreciate the Jewish roots of our faith, two major tendencies are appearing across the world:

1. Extensive reappropriation of Jewish customs, both ancient and contemporary. The celebrations of the Jewish Seder (in its current, actually medieval form); of the Jewish and Biblical holidays of Passover, Shavuot (Pentecost), Sukkot, as well as Hanukkah and Purim; and the borrowing of current Jewish liturgy to observe the Sabbath, either on the seventh or the first day of the week.

2. A conscious disinclination to borrow or revive any Jewish customs, out of a desire to respect the differences between Jewish and Christian traditions. Jewish life in its present forms is the product of twenty centuries of development since the separation of synagogue and church. Contemporary Jewish customs are not, precisely, the practices used by Jesus and the Apostles,, and are felt to be inappropriate for Christians.

The Task Force recommends:

A. If a Seder is celebrated near Passover/Easter, it is recommended that:

1. A rabbi be invited to lead the congregation in an explanatory, "model" Seder, using the current medieval/modern Jewish text, or
2. A "Christian" version of the Seder be used that in no way denegrates or displaces the Jewish understanding of this sacred meal. Models for such a Seder are available from the Task Force, and from the Roman Catholic Archdiocese of Chicago (jointly with the Anti-Defamation League of B'nai Brith.)

In either case, the fact that this Seder meal is deeply central to Jewish belief and emotion should be sensitively respected, and we should not suggest that the Eucharist invalidates or displaces the meaning of the Seder for Jews.

B. The same approach and spirit can be used toward any other aspect Jewish tradition. See Tilden Edwards, Sabbathtime.

VI. Establishing Interfaith Study and Covenantal Relationships Between Congregations

In order to facilitate mutual understanding and cooperation between the Church of Jesus Christ and the Jewish people, congregations may wish to explore projects of common study, and/or covenantal relationship.

A. Interfaith Dialogues, involving lectures, discussion groups, and book groups, have been profitably centered on the following areas:

1. The Uses and Authority of the Scriptures.
2. Common liturgical heritage.
3. Common elements in understanding God.
4. Common visions and hopes for human society, and the future.

5. Holocaust studies and discussion of racial and religious prejudice.
6. Major differences between the Traditions, including basic presentations about the beliefs of each religion, (knowledge of which should not be presumed).

B. Formal covenantal relationships could be established between an Episcopal Church and a Synagogue after thorough discussion of the issues in section A, for the purposes of:

1. Sharing appropriate educational programs.
2. Joint ventures in social witness and outreach.
3. Appropriate interfaith worship (cf. 1984 Worship Guidelines)
4. Visible witness to the Oneness of God.

BECAUSE OF THE LONG HISTORY of misunderstanding and mistrust between our communities, dialogue encounters of any sort are most successful when approached with a great deal of thought, planning, patience and sensitive awareness on the part of all leaders.

PRAYER

May the One who calls all of humanity to the worship of God's Holy Name; by whose mercy the covenant people of Israel were called forth from the seed and faith of Abraham and Sarah; by whose grace a great people from many nations have been called through the Word proclaimed and embodied in Jesus, God's beloved, strengthen and deepen our faithfulness and commitment to our common covenant and vocation as a Light to the nations. May God bind our two distinctive witnesses to God's Oneness in an indissoluble unity of mutual respect and understanding for each other's way. Amen.

Respectfully submitted,

The Rev. Robert Morris, Chair
The Rev. Beverly Huck
Ms. Elizabeth Jordain
Ms. Roberta Nobleman
Ms. Dilys Popper
The Rev. Douglas Tompkins
The Rev. Betsy Smylie

HISTORICAL APPENDIX "A"

Before the time of Alexander the Great, religious persecution, as such, is virtually unknown. Tribes may oppress other tribes, culture and religion alike; empire may limit the expression of subject peoples. But it is with Alexander that a process begins of pressuring local peoples to adopt the religion and culture of "humanity"---with "humanity" meaning the ideas and beliefs of the ruling class.

165-160 B.C.E.: Maccabean revolt against religious persecution by the (Greek) Seleucid rulers of Damascus. Establishment of independent Jewish Kingdom.

6 C.E. (A.D.): First Roman Procurator rules Judea, marking the end of the independence of the Jewish Kingdom. Increasing agitation against the foreign rule of Holy Land among the Zealots. Periodic attempts by Romans to bring pagan insignia and images into Jerusalem.

66-70: The Great Revolt against Rome, ending in the destruction of the Second Temple, widespread Jewish enslavement, and the temporary suspension of the rights of religion. Rabbi Yochanan ben Zakkai establishes a rabbinical Academy in Palestine to preserve Jewish liturgy, life, law.

115: Widespread Jewish uprisings throughout the Empire. Christian writers like Justin Martyr make a more sharply contrasted distinction between Christian belief and practice and Judaism, in part to explain to pagans that Christians are not involved in sedition. Increasing lack of sympathy in the churches for those who continue Jewish customs like observance of the Sabbath, culminating in the Lord's Day with the Eucharist.

132-135: Second Revolt in Israel against the Romans, led by the Messianic leader Bar Kokba. Jewish Christians refuse to join Revolt. This marks the final break between the Jewish Church and the rest of the Jewish People. Feeling of separation between non-Jewish Christians and all Jewishness increases. Judaism proscribed entirely until 138. Many rabbis and others die the death of martyrs.

311: Edict of Toleration grants Christian Church legal status in Empire.

325: Council of Nicea seeks Christian consensus on Faith and Practice. Formalization in canon law of growing anti-Judaic

sentiments and the separation of Christianity from some previous Judaic heritage: Christian observance of Sabbath forbidden; Easter never to be celebrated on same night/day as Passover.

From this time onward, there will be those in the Church seeking to restrict the civil and religious rights of Jews. On the other hand, many instances of relationship between Christian and Jewish laity could be cited, and between scholars such as St. Jerome, and the Rabbis. Popular teaching however, begins to use "Jew" as synonymous with "rebel against God", and the "teaching of contempt" for Jews as a whole, the "killers of Christ" grows, fanned by some, but not all, the Fathers. Important moments in the growing restriction of Jewish life are listed:

527-65: Reign of Justinian sees increasing legal restriction of Jewish life: no new synagogues may be built; conversion to Judaism forbidden; some civil rights curtailed.

612: Practice of Judaism forbidden in Catholic Visigoth kingdom of Spain. By 700 the penalty is to be sold into slavery.

629: Jews expelled by Frankish King. From this time on the story of Jewish life in France and Germany is one of periods of peace under the protection of a ruler, followed by expulsion, especially after the onset of the Crusades.

1096: At onset of First Crusade, thousands of Jews are massacred in the Rhine Valley by travelling crusaders.

1200s: Rise of "Disputations" period. Rabbis are invited in some areas to public debate with Christian clergy. Often, afterwards, conversion is demanded of Jewish community.

1290: Jews expelled from England. Not readmitted until 1656.

1348: During Black Death, Jews are blamed for poisoning wells. Persecution.

1394: Charles VI expels Jews from his French kingdom.

1492: After over one thousand years of continuing presence, all Jews are expelled from Spain by Ferdinand and Isabella. Widespread migration to Italy, north Africa, and the Holy Land.

1516: First Ghetto in Venice. A period ensues when Jewish populations are restricted to a certain section of town and may not own property elsewhere; employment in most fields is forbidden in many places.

1519ff: At beginning of Reformation period, Luther hopes the clearer explanation of the Gospel will will Jews to Christianity. The failure of this hope leads to harsh statements by Luther about Jews, which will later be used/misused by the Nazis.

1782: Edict of Toleration by Holy Roman Emperor Joseph II marks beginning of modern era of emancipation for European Jews, culminated by French Revolution.

1880s: Severe pogroms in Russia lead to massive immigration to U.S.A., beginnings of the return to Palestine.

1933-45: Nazi period in Germany. Historical "teaching of contempt" used/misused by National Socialists against Jews. Death of 6,000,000 Jews and 7,000,000 others leads to widespread Christian revulsion against anti-Judaic elements in Christian teaching.

1945: Growth of Dialog and cooperation between Jews and Christians, especially in North America.

Sources: Siegel and Rheins, The Jewish Almanac, NY: Bantam, 1980 Grayzel, Solomon, The History of the Jews. NY: New American Library, 1947 The Oxford Dictionary of the Christian Church.

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EPISCOPAL COMMUNITY SERVICES REPORT TO CONVENTION

Episcopal Community Services which was founded in 1913 under the corporate name of the "City Mission of Newark" has over the years provided volunteer workers in certain hospitals, nursing homes and correctional institutions within the Diocese of Newark. Until 1976 it had a full-time director and secretary and received private and diocesan funds for operational costs. Since 1976 it has continued volunteer efforts on a modest scale.

Early in 1982 a needs assessment throughout the Diocese was conducted by ECS members to determine the most critical needs of people within the communities of the diocese. Three priorities were identified food, shelter and jobs.

The first project designed to meet these needs was Food for Friends, a coordinated network to collect and distribute food. Four inner city sites in Newark, Paterson and East Orange have since that time been receiving food from parishes throughout the Diocese. Symbolic barrels for the collection of food were placed in churches throughout the Diocese. Volunteers from these churches deliver the food to sorting churches and again volunteers deliver the food to the four inner-city sites. During 1984 over 300 families per month were given a three-day supply of food to meet their families needs.

All of the churches have been able to have enough food on hand to meet the increasing demand. Each person referred to a pantry is supplied with enough food for three balanced meals for three days for his/her family.

During 1983 and 1984 ECS engaged the services of a professional consultant to help the board determine how best social service ministries could be carried out in the Diocese of Newark in a more coherent and effective manner; and how ECS could best serve within the social service ministry of the Diocese.

In 1984 the ECS board solidified its explorations and adopted the following mission statement:

The mission of Episcopal Community Services in the Diocese of Newark is to expand the response of the Diocese of Newark to human need within the diocese by creating, encouraging, or funding innovative and creative programs which are working toward effective solutions to problems in strategic areas.

To this end Episcopal Community Services especially seeks out programs which are pioneering and fall outside existing funding structures.

1. To provide initial funding and/or program support for extra-parochial projects within the Diocese of Newark.
2. To provide grants for unique or short term programs organized on the parish level that are of exceptional promise or strategic significance.
3. To provide special grants in response to crisis situations as recommended by the Diocesan Council.
4. Support of parish based community efforts that are providing vital services to the community.
5. To convene a semi-annual Community Ministry Council.
6. To accomplish such other objectives as the Diocesan Council may recommend.

Also in 1984, by resolution of the Diocesan Council Episcopal Community Services was directed to act as convenor and planner of a semi-annual community ministry Council within the Diocese of Newark in order to

-facilitate and encourage communication, coordination, and the further development of social service/community ministry projects within the diocese, and

-develop criteria for new projects as well as for evaluation and accountability of existing projects.

In addition, Episcopal Community Services was designated as a clearinghouse for all new extra-parochial community ministry projects to facilitate communication and to avoid duplication of effort. ECS would either sponsor such new projects or refer to the proper group.

During 1984 financial and technical support has also been given to Apostles' House at the Episcopal House of Prayer, Newark.

The response to human needs by people in the Diocese has been overwhelming. In Jersey City, Paterson, Hoboken and Montclair as well as other places, the local congregations have mobilized and in some case joined forces with other denominations to address the needs of the homeless, the

hungry and the poor in spirit. Emergency services are being provided by church people. This community ministry needs support. It is a monumental job meeting the needs without the added responsibility of seeking funds. During 1985 ECS will launch a major fundraising effort to bring needed resources to many of the community ministries in the Diocese of Newark.

Catherine McFarland
President

EPISCOPAL CHURCHWOMEN

For the Episcopal Churchwomen in this diocese 1984 was an eventful year marked by a number of changes. At mid-year major changes were made in the structure of the organization. The size of the diocesan board was reduced and the nine districts which conformed to the convocations were replaced by three regions. Instead of the usual Fall Meeting and UTO Ingathering, a meeting and ingathering was held in each of the three regions. This was an effort to reach a larger audience by shortening the distance to the meetings.

Another event of special concern to ECW members was the opening of the North Porch Women and Infants Center in February. The center, under the sponsorship of the diocesan board, is located in the basement of Cathedral House. It was created to help women living in the greater Newark area to stabilize and improve the quality of their lives. The first and most urgent phase of the program that has been initiated is the provision of emergency food and clothing for babies up to two years of age. Women throughout the diocese have been very supportive of the program. Some have worked as volunteers, donated clothing, baby food, money, toys and furniture. Others have had baby showers and fund-raising affairs to benefit the center. To thank everyone who has a part in making the center a reality and to provide an opportunity for interested persons to see the facility and meet the staff, an Open House was held in December.

Once again there was good news regarding the United Thank Offering. The total offering of \$36,954.91 from 76 churches in our diocese was \$1,800.00 over the previous year. In addition, it was the good fortune of Church of the Good Shepherd in Ringwood to receive a UTO grant of \$16,000.00 to winterize the parish hall and make other improvements. The national total was \$2,252,349.53.

As in past years, the diocesan board communicated with the women of the diocese primarily through its Handbook, the Newsletter and the booklet, Opportunities for Service. However, some of its representatives also attended Sunday morning services and other parish and district meetings to discuss UTO, the proposed organizational changes, outreach and other special interests. In turn the Parish Presidents' Annual Reports provided the board with information about the activities in which parish women were engaged. They devoted many hours to volunteer service as members of vestries, committees, commissions and the Diocesan Episcopal Churchwomen's Board. They served in hospitals, nursing homes and hospices and were active in numerous civic, cultural and educational organizations. They worked at North Porch, Holley Center, St. Paul's Shelter, Seaman's Institute, Apostles' House and other shelters and soup kitchens. They

gave food, clothes, money, furniture and toys to fire and flood victims as well as a wide range of other groups and causes.

The number of Parish Presidents Annual Reports received in 1984 increased from 63 in 1983 to 77 and represented 72 churches.

Parish women's groups earned a total of \$148,223.00, 68% of which was spent in their churches. About 22% went to diocesan, community and national concerns, while 8% or \$11,490.00 went for ECW expenses.

Contributions from the parishes made it possible for the diocesan board in turn to contribute to the National Church budget, the Women of Province II, the New Jersey Council of Churches, Bishop Spong's Discretionary Fund, the Episcopal Church in the Standing Rock Reservation, S. Dakota and Eagle's Nest camperships. Their contributions also enabled the board to make special gifts to Apostles' House, Vera Lewis, a Volunteer in Mission working in Uganda, award the Mary Rankin Scholarship to Susan Parker, a nursing student at Christ Hospital, provide financial aid for a needy student at St. Augustine College and participate in the special projects -- Prayer Books for Haiti and Sewing Machines for the third world.

The diocesan program for the year included three regional meetings and ingatherings featuring Roberta Nobleman in a one-character play about Jeanette Piccard. Bishop Spong, the main speaker at the Spring Meeting and UTO Ingathering, shared some of his experiences while visiting India and Raven M. Tyree talked about North Porch at the afternoon session. The Right Reverend Francisco Reus-Froylan conducted the Lenten Quiet Morning in March at St. Luke's in Haworth. The board also sponsored a two-day conference in May for the Women of Province II, the focus of which was on helping church people to understand violence and abuse and the common warning signals.

During the past year the women of this diocese have continued to make their presence felt in their parishes, in their communities and beyond. I am proud to be a part of an organization so strongly devoted to ministering to the less fortunate and to each other.

Florence Bustamante
President

EXECUTIVE COUNCIL REPORT

What kind of year was 1984 for the Executive Council? In general it was a good year; charged by canon to carry out the programs and policies of the General Convention, the Council struggled with many issues over the course of the year. During its three regular meetings determining the intention behind General Convention resolutions was a frequent concern.

The sale of the Church Center at 815 Second Avenue in New York is one example. Originally seen by some members of the Council as good stewardship and a legitimate response to a General Convention resolution asking for a study of the location of the Church Center, the negativity which erupted across the church resulted in the decision not to sell at this time. A spectrum of alternative choices will be presented to the Anaheim Convention instead.

Responding to the enthusiastic endorsement of Jubilee Ministry is another example. Jubilee became a reality in 1984, in part because of the insistent prodding of members of the Executive Council. Twenty-four Jubilee Centers were recognized - one of them Apostles' House in Newark. All are providing a creative ministry of service to the people in their neighborhoods; they serve as models in their dioceses as well. There is now a Jubilee staff officer, a sure sign of intentionality about carrying out the Convention's programs. Four issues of the Jubilee Journal have been published and distributed to all parish clergy. If you wish to be on the mailing list, write to its editor, Mabel Allen, at the Church Center.

David Collins, vice president of the House of Deputies, suggested that healing the heart of a nation - that is, its poor people - is the mission of the church. The support of the Jubilee Ministry by the Convention and by the Council confirms that opinion.

The presence of Desmond Tutu at the last General Convention focussed renewed attention and concern on South Africa and apartheid. In October the Council ratified that concern by issuing a protest to the President of the United States and to the Defense Department that this country's United Nation's delegate had abstained from voting when the question was the apartheid policies of the South African government. The Council also endorsed what have become known as the Tutu principles and commended them to all the corporations in which the national church has its investments. The Tutu

principles are four: rejection of the pass laws and the influx laws, equality in the work place and condemnation of the separation of families.

Another issue with connections to the last General Convention was the appointment of a Central American Task Force and its subsequent report which was resoundingly endorsed at the June Council meeting. The New Orleans Convention called specifically for an end to all military assistance in El Salvador; the Task Force report calls for an end to all military assistance in Nicaragua. In addition the report speaks to the issues of refugees and sanctuary and has been sent to all parish clergy, with an historic "open letter to the church" commending it for study, discussion and appropriate action.

One recent Council decision less obvious in its connection with General Convention - or at least with General Conventions - is the newly created office for women's ministries, raised to a level equal to other program units. The significance of the decision lies in the increased budget support and the participation of women from PECUSA with women from various branches of the Anglican Communion, including England, Kenya, the Philippines and Central America. Our Church will be sending a full delegation to the UN Decade for Women conference in Nairobi next July - a first.

It's hard to believe that my six year term as Providence II's lay representative ends with the upcoming General Convention. It has been a challenging and stimulating experience.

Marjorie Christie

HEATH VILLAGE

The first major expansion of Heath Village facilities since the original construction was completed in 1966 was begun in 1984. Under construction is a new Nursing Care Unit, a new Residential Care Unit, and a Concourse joining these buildings to Heath House. The Concourse will also house a new auditorium, a 150 person dining area, an ice cream shop, and a recreational activities area. With the new Nursing Care Unit, the capacity for skilled nursing care will expand from 40 to 90 beds. The Residential Care Unit will be enlarged from 18 to 30 beds.

Also in 1984 construction started on the first of three phases of the new Mayflower Plan apartments. This first phase will provide 28 additional apartments in 1985.

The size of the Heath Village Board of Trustees was expanded from 17 to 20 members, with 17 elected positions and 3 positions designated by Bishop Spong. The present Episcopal designees are the Rev. Roger Snyder, the Rev. Nancy Talmage, and Mrs. Mary Leigh Armstrong.

In spite of the difficulties of a major construction project in the center of the Village the quality of life at Heath Village has continued to be high. The demand for quality senior housing such as that found at Heath Village is evident by the continued increase in the waiting list. By the end of 1984 contracts for all but one of the new Applewood apartments had been signed. The reputation for having a caring staff, where employees and residents come together to form one community has helped to make Heath Village a desired place to live.

Mrs. Mary Leigh Armstrong

THE HISPANIC COMMISSION

During 1984 the Hispanic Commission met on nine occasions, one of them with the Reverend Dr. Justo Gonzalez, a theologian and historian with whom we discussed ministry to Hispanics and some of the qualifications for it.

Through the year Mr. Alfonso Narvaez, vice-chair of the Commission, exhibited the filmstrip "The Challenge of Hispanic Ministry", produced by and for the Commission, in a number of churches in the Diocese, and also addressed some congregations on this subject.

With the approval of the Bishop of Newark we appealed to The Presiding Bishop's Fund for World Relief for a grant to begin a rotating bail fund for Salvadorans who are in this country illegally, and we voted to have The House of Prayer act as the sponsor of the grant request and its implementation. In general we have in one way or another expressed our concern over the conditions of refugees from Central America.

Through its Chair the Commission has been represented at the three meeting held so far in the Diocese in connection with the new Department of Program. In this way, and together with all the Diocesan Commissions, ours has been more immersed into the life of the Diocese at large.

Support has been given to the publication in Spanish of "Living The Good News", and, together with the Dioceses of New York and New Jersey, we shall be taking part in a workshop on this Church School material to be held probably in March, 1985.

A first, and tentative step, has been taken towards a Conference on "Where are Hispanics Now as People" in 1985 in the Diocese.

We have given token amounts of funds towards the publication of ANGLICANOS, a non-budgeted international missionary bulletin in Spanish produced by the Reverend Onell Soto at "815", and towards the support of the Bishop Anand Resource Center.

Sometime during the year we addressed ourselves to the Bishop of Newark asking him to state his ideas on the goals and objectives of the Commission.

Later in the year we requested the Bishop of Newark for "a change in organizational participation and accountability, namely, that the Hispanic Commission relate to the Department of Missions instead of to the Department of Program. We are about to meet with Bishop Spong, and we are hoping that this meeting will help to clarify the status and the functions of our Commission life of the diocese.

The Rt. Rev. Jose A. Gonzalez
Chair

COMMISSION ON MINISTRY

The Commission on Ministry, like the Standing Committee, is constituted by national canon, specifically Title III, Canon 1. Its functions are further described in Canons 2-12 of that Title. The responsibilities assigned include recommendation of applicants for admission as Postulants, Candidates, and for Ordination to the Diaconate and to the Priesthood. The Commission shall also assist the Bishop in determining present and future needs for ministry in the Diocese and in matters pertaining to the enlistment and selection of persons for ministry, and in the guidance of all Postulants and Candidates for Holy Orders. The Commission is also charged with assisting the Bishop in the guidance and pastoral care of Deacons, of Deaconesses, if there be any, and of professional Church Workers. The Commission shall also assist the Bishop in matters pertaining to the continuing education of the ministry. The constant use of the canonical word "shall" and the explicitness of the functions assigned make it quite clear that the Church places a heavy responsibility for the preparation for and the oversight of ministry on this Commission.

The Commission is organized in three committees in order to perform its canonical responsibilities. These committees by title are Pre-Ordination, Continuing Education and Development, and Pastoral Support.

The Pre-Ordination Committee has been under the able leadership of The Reverend Walter Sobol. This Committee recommended to the Commission on Ministry which then recommended to the Bishop, five persons for Postulancy. Of these five, two would require special preparation for ministry since they were older and would be ordained for specialized ministry. A third person had already been ordained in another denomination, and, therefore, also required special preparation for Ordination in the Episcopal Church. It was the function of the Commission on Ministry to provide this specialized preparation and to certify to its satisfactory completion.

During the year 1984, the Pre-Ordination Committee appointed The Reverend Nelson Thayer as its liaison with the Northeast Career Center in Princeton and asked him to recommend how our Commission could make the best use of its screening for applicants for Postulancy. The Committee also undertook a program to provide a liaison from the Commission with each

Rector or Vicar from the congregations who were recommending applicants for Postulancy.

The Continuing Education and Development Committee chaired by the Reverend George Allen, has surveyed continuing education possibilities and is preparing a publication to help congregations and clergy in this area. Their aim is to raise the consciousness of clergy, wardens and vestries to this need in the ordained ministry. The Committee sponsored a resolution at the 111th Convention of The Diocese of Newark to ask the Commission to study a program for sabbatical leaves, and it committed itself to seek funding for continuing education programs.

The Continuing Education and Development Committee has oversight and evaluation responsibility for The New Ministry Program which is funded through a grant given for this program and is supervised by The Reverend Richard Shimpfky. Mr. Shimpfky meets with those who are Deacons and those who are newly ordained priests on a regular basis for the purpose of continuing education. Several Priests of The Diocese are invited to meet with the new ministers and to explore in a seminar format various aspects of ministry. The Commission is very appreciative of the work which Mr. Shimpfky does in this most important area.

The Pastoral Support Committee, chaired by The Reverend Richard Andersen, is concerned with the professional and personal issues of ordained persons. A program initiated three years ago by The Commission on Ministry to provide supervised training by clergy who train and support lay pastoral ministers in their congregations continues and has been enlarged. This program is led by The Reverend Richard Chasse, and Mr. Chasse meets with this group of clergy on a monthly basis as supervisor. During 1984, a continuing education program on Clergy Finance was held in March. Several lay persons who are authorities in their respective fields of finance and planning offered the seminar for 48 clergy and/or spouses. Plans were made and funding budgeted for two education events in the spring of 1985. On March 24, 1985, an all day seminar will be offered for Retirement Planning for Clergy. The Alban Institute of Washington, D.C. will serve as the leaders. In April, a program will be jointly sponsored by The Commission on Ministry and The Diocesan Committee on Alcoholism to provide clergy with an understanding of the disease of alcoholism, and how they can be pastorally helpful to those afflicted with the disease. This conference will be open to clergy of other denominations as well.

In 1984, a Province II Conference was held for the first time in several years for Chairpeople of Diocesan Commissions on Ministry. The Reverend Jack McKelvey and The Reverend Walter Sobol represented The Diocese of Newark. This event offered to all those present, meeting with the Deans of the two seminaries of our Province, the opportunity to explore issues of ministry. It was considered by all to be a valuable experience. Mr. McKelvey was asked to serve on a planning committee for another Provincial meeting to be held in October 1985.

The Commission officers for 1985 are The Reverend Jack McKelvey, Chair; Mr. Tom Schlabach, Secretary and Mrs. Mollye Spruel, Treasurer.

We, as The Commission on Ministry, welcome communication from both clergy and lay persons about ways we can enable ministry.

The Reverend Jack M. McKelvey
Chair

THE COMMISSION ON THE MINISTRY OF THE LAITY

The Commission on the Ministry of the Laity focussed its attention during 1984 on two activities; the planning of a video project and the presentation of conferences on the Ministry of the laity.

The Commission spent considerable time in an effort to develop some sort of a video project that could be used by individual parishes to educate their congregations about the ministry of the laity. A format was decided upon and several potential participants for the project were interviewed. A study was made to see if such a project would be a duplication of the work done by some other group. Unfortunately it was determined that such a project would be too expensive for the present resources of the commission. The project was tabled pending a study of alternative sources of funding.

A conference with theologian Verna Dozier was sponsored on May 5th. The topic was "What is my Ministry in the World" and the conference was well received by those attending. Following the encouraging response to this our first conference, work was immediately begun on the planning for future conferences. It was decided that any future conferences would be targeted to the needs of specific groups of lay people such as lawyers, business managers, educators, etc. Initial contacts were made with St. James Church in Montclair and Dr. Richard Ottaway regarding a new program they were developing called The Life Work Institute. The commission decided to support the proposed institute and began to lend its assistance to Dr. Ottaway and the vestry at St. James.

Mr. Darrell Breed
Chair

THE DEPARTMENT OF MISSIONS

The Department of Missions operates as an incorporated body with an 18-member board elected by convention with Bishop Spong as president, the Archdeacon for Missions as vice president, Mrs. Elizabeth J. Stone as secretary, and the chief financial officer of the diocese, Mr. John G. Zinn, as treasurer.

1984 was a year of slow but deliberate progress in turning around some badly deteriorated situations. In January the Reverend Donor Macneice was called by St. Alban's, Oakland to be priest-in-charge following the Reverend Canon John Edler's dismissal. The congregation showed an immediate and continuing renewal throughout the year. Mr. Edler's suit against the diocese, charging breach of contract, awaits a court date.

A new mission strategy in Jersey City was devised when all four of our mission churches became vacant at the same time. We closed our church at Grace Greenville, leasing the property until we are ready to reestablish a new congregation. The Reverend Scott Kallstrom was called as vicar of Grace Van Vorst and the Reverend John Dulfer as vicar of St. Matthew's and St. John's. Urban renewal in Jersey City makes this area one of the most volatile and most promising for urban ministry.

In April Mr. Robert Lanterman was hired as Diocesan Property Manager. His work gives first priority to mission churches as the diocese holds title to that property. We are now able to give close supervision to construction projects, do planning for preventative maintenance, and offer consulting advice on all property matters. The addition of Mr. Lanterman's expertise to the work of the department raised our level of stewardship over our property immeasurably.

We made interventions at St. Agnes', East Orange and St. Gabriel's, Milton/Oak Ridge in order to help the ministry take a more effective course. A half-time missionary, the Reverend Douglas Reans, was added to the Meadowlands ministry. The Reverend Charles Eades was ordained priest to serve at the Church of the Good Shepherd, Ringwood. The property at St. Joseph's, Byram, which had been closed in 1983, was sold as was the property in Franklin Lakes.

Our Korean congregation continued to grow. This year St. Peter's, Bogota opened a mission with a religious day school

in Jersey City. The Hispanic congregation at St. John's, Jersey City, took hold and grew rapidly.

The department itself functioned with increasing efficiency and with a high level of commitment. The sub-committees had increased responsibilities for decision making and are ready to move into 1985 with clarity of purpose and a sense of interrelationship with other diocesan decision making bodies. Our urban work will continue to have a high priority as will financial stability for all mission congregations and the development of program that reflects our diocesan mission strategy.

Respectfully submitted,
The Ven. Denise G. Haines
Archdeacon for Missions

THE NEW JERSEY COUNCIL OF CHURCHES

In 1984, the New Jersey Council of Churches was delighted to install the Rt. Rev. John Shelby Spong as president. He is the first president of the Council from the Diocese since Bishop Stark served in that capacity in the mid sixties. Under the strong and inspiring leadership of Bishop Spong the Council has experienced a great year with many accomplishments as this report will show. One of the outstanding achievements was a Response to the Catholic Bishops' Pastoral on "Catholic Social Teachings and the U.S. Economy", a document adopted by the Governing Board expressing solidarity with the Catholic bishops in concern for the poor. This document was sent to the Catholic bishops of New Jersey and elicited an appreciative response from them.

Of the Council's seven Commissions, one of them, the Commission on Government, is chaired by Mrs. Jean Stanfield, a lay member of the Diocese. During the year, a new Commission, the Commission on Interreligious Relations, was established with strong leadership in its formation coming from two diocesan priests, the Reverends Bruce Bramlett and Robert Morris.

During the past year, the Diocese contributed \$14,646 to the Council's \$256,208 budgeted income. In addition to the Diocese's substantive support, along with that of the sixteen other member communions, toward the fostering of unity in New Jersey, the Diocese played an important role in many specific accomplishments, as the following highlights indicate.

SOME SELECTED ACCOMPLISHMENTS

Below are listed some of the highlights of the past year. As the statewide ecumenical agency of sixteen member denominations with their some 2,200 parishes, the Council:

- * Launched an employment program with a special grant from the Presbyterian Synod whose goals are to establish direct service centers in congregations, to help unemployed persons establish self-help groups for their situation, and to support passage of legislation to provide employee notice of plans to close plants and to provide for job security. This legislation has until the end of 1985 to pass.

- * Purchased a computer through the generosity of two individuals and a congregation, thereby giving the Council a

greater resource for networking and targeting groups regarding their concerns (e.g. groups concerned with hunger, homelessness, nuclear freeze, toxic wastes, death penalty, etc.).

- * Continued to strengthen its work in Trenton, working closely with N.J. Impact and other religious bodies, Jewish and Catholic, and secular groups who share common concerns as well.

- * Sponsored a 1984 Government Day in Trenton in which the Honorable Arthur Holland, Mayor of Trenton and member of the New Jersey Council of Mayors, gave an analysis of problems facing the State's cities. Among panel members were Assemblyman Chuck Hardwick and Joseph Gonzales of the New Jersey Business and Industry Association who explained how citizens can relate their concerns to government and how governmental agencies actually operate in practice.

- * Continued to convene and develop religious and secular networks of hunger groups. The Council initiated the "Blue Ribbon Committee on Ending Hunger" through which some fifty organizations, religious and secular, cooperate. This group accomplished two major things in the past year: (1) Promoted a World Food Day, proclaimed by Governor Kean and (2) Succeeded in getting the legislature to create a Commission on Hunger to establish a New Jersey state policy on hunger issues. The General Secretary of the New Jersey Council of Churches and a number of persons on the Blue Ribbon Committee were named by the Governor to serve on this Commission.

- * Developed an inter-faith, Catholic and Jewish as well as Protestant, support for the provision that the Supreme Court should be responsible for monitoring the use of the state's death penalty law, maintaining its own record of the details of murder convictions with the view to looking at every case to assess its "proportionality". The Council joined in the law suit over the state's first murder conviction which was calculated to test the constitutionality of New Jersey's law.

- * Gave public testimony about the effect of storing nuclear weapons at the Earle Naval Station at the Monmouth County hearing and continued to advocate for a nuclear freeze.

- * Continued to support three migrant chaplaincy ministries in South Jersey. Worked to include farm families and workers in the coverage of toxic pesticide control measures. Won an extension of unemployment insurance for farmworkers at the current eligibility standards for another year.

* Held a one-day conference on the Lima Document on "Baptism, Eucharist and Ministry".

* Began a Commission on Interreligious Relations to focus on Christian relationships to Jews, Muslims, and other faiths.

* Added two new denominations to the Council membership, namely, the Moravian Church and the Christian Methodist Episcopal Church.

* Completed church development reports on Passaic and Hunterdon Counties.

* Projected for completion in 1985 are church development reports on Burlington and Middlesex Counties.

* Organized a committee in cooperation with the Office of Research and Planning of the Archdiocese of Newark and Hudson Waterfront Regional Ecumenical Committee, designed to respond to issues raised by projects planned for development along the waterfront in Hudson County and to be a resource to local ecumenical groups for the same purpose.

* Co-sponsored a conference on "Religious and Mental Health: A Joint Venture to Serve" at Ancora and Greystone Psychiatric Hospitals.

* Initiated a Tri-County Chaplaincy Consulting Committee Project focused on Essex, Hudson and Passaic County institutions which is designed to replicate on a regional basis a similar committee focussed on state institutions organized by the Council several years ago. The objective of both of these Committees is to aid in insuring adequate chaplaincy services in public institutions.

STATE OF THE COUNCIL

The Council began 1984 with a deficit budget of some \$8,000. Thank to faithful giving by the denominations which contributed an aggregate of \$159,000 to the Council's budget, to the Annual Dinner which netted \$22,000, to individual Friends of the Council which contributed \$23,451 (including a gift of \$15,000 from one person), to congregations which contributed \$5,446, plus investment income of \$15,687, and some miscellaneous contributions, the Council closed the gap by the year's end.

For the past three years the Council's budget has been increased only 3% per year, which means that it has not kept pace with inflation. Within this very tight budget, the Council has managed to continue as a viable instrument of the denominations.

Currently, the Council has the opportunity of increasing its capacity as a resource to the churches and the many networks in New Jersey through the use of its recently acquired computer. Dr. Robert Stanfield, a member of the Council's Board representing the Episcopal Diocese and an expert on computers from Exxon, is assisting the Council in making the computer operational. In order to maximize the use of the computer to correspond with the 3,500 persons on the Council's mailing list and to resource the various networks, the Council needs additional secretarial help, either paid or volunteers. The attention of the Diocese is invited to this need which is, also, an opportunity to make the Council into a stronger resource for Christian witness in New Jersey.

For the understanding and participation of the Diocese, its bishop, officers, priests, and laity, in the work of the Council, we give thanks to God.

Respectfully submitted,
The Rev. Dr. Paul L. Stagg
General Secretary

PEACE COMMISSION

The Peace Commission of the diocese completed its second year having held an all-day peace conference in September in Christ Church, Hackensack. Called "What Does It Mean To Be A Peacemaker?," the conference featured Dr. Edward Long, professor at Drew University as keynoter. Workshops on various aspects of peacemaking were held in the afternoon. A luncheon was held in silence with readings and mime. A closing Eucharist included the making and signing of personal peace covenants, specific commitments to undertake peace actions in one's life. The commission followed up on these covenants by writing the participants. While only attended by approximately 50 people, it was considered a successful day.

The commission continues to meet monthly to share peace concerns and to make available to one another recent peace resources. A logo for the commission has been created which is a grid of the globe with a red heart in the center from which a dove with an olive branch is flying. A series of seven Thursday evening forums for the 1984-1985 program has been planned. Prominent speakers on a variety of topics are scheduled, including the Middle East, Central America, and the Spirituality of Nonviolence. These forums are held in various parishes throughout the diocese.

The commission was saddened in December of 1984 by the death of one of its most active and creative members. William Kiehm was a graphic artist at Christ Church, Pompton Lakes, the designer of the peace emblem for the commission, and an indefatigable witness to nonviolence.

The commission continues to be available to the congregations of this diocese with resources and speakers. Visitors are welcome at its monthly meetings.

Respectfully submitted,
The Ven. Stephen C. Galleher
Chair

STANDING COMMITTEE REPORT
FOR THE YEAR 1984

Nine meetings of the Standing Committee were held in 1984

January 11

It was moved and carried to consent to sale of a small strip of property to the State of New Jersey by Holy Trinity, West Orange.

It was moved and carried by the clerical members of the Standing Committee to advise the bishop to accept the renunciation of the ministry by the Reverend Richard L. Horton. An expression of thanks and appreciation was extended to Mr. Horton by the Standing Committee.

It was moved and carried to consent to the consecration of the Venerable William G. Burrill as Bishop Coadjutor of the Diocese of Rochester.

February 8

It was moved and carried that the Standing Committee certifies the application of Christ Church, Stanhope, for a loan of \$75,000 from the Episcopal Building Fund.

It was moved and carried to approve the leases to St. Mary's Hospital and Twombly Associates on a building known as "The Queen," owned by All Saints' Church, Hoboken, subject to designated requirements being met.

It was moved and carried to consent to the ordination and consecration of the Reverend Andrew F. Wisseman as Bishop of the Diocese of Western Massachusetts.

March 14

It was moved and carried to consent to the ordination to the priesthood for Charles H. Eades.

It was moved and carried to consent to the sale of property by St. Paul's, Hoboken.

It was moved and carried to consent for the Diocese of North Carolina to elect a Suffragan Bishop.

It was moved and carried to consent to the election of the Reverend Peter J. Lee to be Bishop Coadjutor of the Diocese of Virginia.

It was moved and carried, with one abstention, that Charles J. Wissink be prepared for ordination to the priesthood under Canon 12.

April 11

It was moved and carried to consent for election of Suffragan Bishop in the Diocese of Upper South Carolina

It was moved and carried that Dr. Donna Cosulich and Dean Dillard Robinson would act for one year as liaison representatives from Standing Committee to the Commission on Ministry.

It was moved and carried that Standing Committee elect William DuBose as Trustee, Class of 1986, to fill a vacancy on that board.

It was moved and carried to accept Standing Committee Protocols as presented.

May 9

It was moved and carried to consent to the ordination and consecration of the Reverend Craig B. Anderson as Bishop of the Diocese of South Dakota

It was moved and carried, with one dissenting vote, to consent to the election of a Suffragan Bishop for the Diocese of Central and South Mexico.

It was moved and carried to approve the conversion of the rectory at 74 South Fullerton Ave., St. Luke's, Montclair, to a shared living facility for elderly persons.

It was moved and carried to approve the change in use or encumbrance of 75 So. Fullerton Ave., Montclair, and further to approve the application for funds for such renovation.

It was moved and carried to consent to the ordination to the Diaconate of Peter R. Constantinos.

It was moved and carried to consent to the ordination to the Diaconate of Beverly Huck.

It was moved and carried to consent to the ordination to the Diaconate of Machrina Blasdel.

It was moved and carried to consent to the ordination to the Diaconate of Anne Talmage.

It was moved and carried to consent to the ordination to the Diaconate of Vesta Kowalski.

It was moved and carried to give consent to the sale of that tract of land and that building situated on that tract of land, in the Township of Byram, County of Sussex, formerly used by St. Joseph's Church (a mission).

Summer Actions

- Consent to election of the Reverend Howard S. Meeks to be Bishop Coadjutor of the Diocese of Western Michigan;
- Consent to election of the Very Rev. Don A. Wimberly to be Bishop Coadjutor of the Diocese of Lexington;
- Consent for the Ordination and Consecration of the Rev. Roger J. White to be Bishop Coadjutor of the Diocese of Milwaukee;
- Consent for the Ordination and Consecration of the Reverend Edward C. Chalfant to be Bishop Coadjutor of the Diocese of Maine.

September 12

It was moved and carried to ratify all actions taken by poll of Standing Committee members over the summer.

With approval the report on the Rath Scholarship Fund report was read into the minutes as presented.

It was moved and carried to deny consent for application to the Church Building Fund for a personal loan.

It was moved and carried to consent to ordination to the Diaconate of Charles Wissink.

October 10

A resolution of appreciation to the Rev. and Mrs. Hayward Levy was approved.

It was moved and carried to consent to the election of a Suffragan Bishop for the Diocese of Los Angeles.

It was moved and carried to consent to the ordination and consecration of the Reverend Sturdie D. Higgs as Bishop-elect of the Diocese of Nicaragua.

It was moved and carried to consent to the ordination to the priesthood of the Rev. Peter R. Constantinos.

It was moved and carried to consent to the ordination to the priesthood of The Rev. Anne T. Talmage.

It was moved and carried to consent to the ordination to the priesthood of the Rev. Beverly J. Huck.

It was moved and carried to consent to the ordination to the priesthood of the Rev. Vesta M. Kowalski.

November 14

It was moved and carried that Standing Committee concur with the Convocation of American Churches in Europe, rejecting the application for priesthood of the Reverend Nancy B. Stanton.

It was moved and carried to consent to the election of a Bishop Coadjutor for the Diocese of Oregon.

It was moved and carried to consent to the ordination to the priesthood of Machrina Blasdel.

It was moved and carried to consent to the election of the Reverend Martiniano Garcia-Montiel as Suffragan Bishop of the Diocese of Central and South Mexico.

It was moved and carried to consent to the ordination and consecration of the Reverend Clarence Cullam Pope Jr., to be Bishop Coadjutor of the Diocese of Fort Worth.

It was moved and carried to accept Hosea Lee as a candidate for priesthood in the Diocese of Newark under Canon 8.

It was moved and carried to approve the ordination to the priesthood of the Reverend Dedra Bell.

It was moved and carried to approve moving the George Rath Education Fund for Clergy Children monies to an institution chosen for maximum income and flexibility.

It was moved and carried that Standing Committee does not support in principle the practice of selling rectories.

It was moved and carried to consider imprudent Christ Church, Hackensack's plan to sell the rectory.

It was moved and carried to consent to the election of a Bishop Coadjutor for the Diocese of Pennsylvania.

December 12

It was moved and carried to consent to the consecration of the Reverend Francis Griswold III, as Bishop Coadjutor in the Diocese of Chicago.

It was moved and carried to reconsider the possible sale of the rectory by Christ Church, Hackensack, contingent on the actual sale terms.

THE COMMISSION ON WOMEN'S ISSUES AND MINISTRY

The Commission on Women's Issues and Ministry, formerly the Commission on Women's Ministries, has gone through a period of evaluation and re-formation in 1984. It's membership, though small in numbers, has solidified.

In 1984 the Commission's primary focus was that of being a resource on issues which pertain to women. Specifically, we focused on inclusive language issues, particularly as they pertained to the liturgy. One of our members scoured the 1940 hymnal and, as a result, the Commission provided a list of non-sexist hymns to aid worship. At the 1984 Diocesan Christian Education Conference the Commission sponsored a workshop on re-imaging God, entitled "In the Image of God We Were Created, Male and Female." To commemorate the ten year anniversary of the ordination of women to the priesthood, a collect was provided for use in worship on the anniversary of that event. Much of the late fall was spent creating resolutions for the 1985 Diocesan Convention.

The Rev. Elizabeth Habecker, on behalf of the Commission, attended a conference on women clergy deployment, where she obtained experience which enabled her to lead workshops on women's deployment. Such a workshop was provided for women clergy last Spring. The Rev. Elizabeth A. Sherman, Chair of the Commission, attended the Alban Institute's conference on Ordained Women in Ministry, as well as the Episcopal Women's Caucus conference, both in Washington, D.C. Members of our Commission, as well as others from the diocese, attended the service at the National Cathedral in Washington on May 5 which celebrated the ten year anniversary of women in the priesthood.

Our Commission looks forward to a year of further growth in 1985. We hope to continue to expand our ability to be a resource, and to challenge the Church to continue valuing issues which pertain to women.

The Rev. Elizabeth A. Sherman
Chair

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RESOLUTIONS

I Alcohol Abuse Policy

RESOLVED, that the 111th Annual Convention of the Diocese of Newark adopts the "Diocesan policy on alcohol", attached, as the policy of the Diocese.

The Diocese of Newark

Supporting Information

The Diocese of Newark officially recognizes alcoholism and other forms of drug abuse as a treatable human disease which manifests itself in a three-fold impairment of body, mind and spirit. In so doing the Diocese agrees with medical and mental health authorities in viewing alcohol and other forms of drug abuse as a major health concern of our society. It affects not only the problem drinker, but also his or her family and, as a group, the excessive drinker affects detrimentally a variety of areas of social existence. Alcoholism is to be understood as the social and physical state that is reached when an individual's use of alcohol seriously interferes with his or her interpersonal relationships within the family, on the job, or with his or her general behavior.

The illness of alcoholism or other drug abuse is not limited to any segment of society. It has nothing to do with education or lack of it, wealth or absence of it, management or labor, profession, race or creed. As a result of alcoholism, the individual experiences dysfunction in personal life style and deterioration of his capacity for significant relationships with others.

We believe that the Church, as a redemptive fellowship of Christian believers, must be sensitive to the need for exercising a healing ministry to the problem drinker or addict and to members of his or her family. It is also a proper area of concern that the Church be prepared to give guidance to those confronted with the alcoholic and/or other drug abuser in whatever way.

We include a concern for all forms of drug abuse, but stress that the Federal Government has declared alcohol to be the number one drug problem.

The Bishop, as chief pastor of the Diocese, joins the Committee on Alcohol in a sense of responsibility to these

sick members of the Church. Recognizing alcoholism and other forms of drug abuse to be treatable, we will support, assist and encourage effective treatment of this monumental health problem.

With this in mind, the following is a series of guidelines and suggested procedures for those who, in whatever capacity, work with alcoholics and other drug abusers and their families.

1. It is understood that alcoholism and other forms of habitual drug abuse are illnesses which are treatable and should not be approached with punitive action, but rather in a pastoral manner. We seek to enlist the support and the cooperation of the whole Diocese in a pastoral approach to this particular problem.

2. There should be selected a number of Diocesan consultants and advisors on alcoholism and other drug abuse, and the treatment of the illness, to assist the Bishop, Clergy of the Diocese, and the Committee on Alcohol in dealing with the individual problem from the very start. The consultants and advisors, who may or may not be members of the Committee, will screen and assess the extent and depth of the problem and will make recommendations for the referral of the person to appropriate resources for assistance and for follow-up with the person when treatment is initiated. Such advisors and consultants might consist of active members of Alcoholics Anonymous, Recovered Alcoholic Clergy Association (RACA), members and professionals from the fields of medicine, psychology, and psychiatry, and others experienced in the field of addictive diseases.

3. There should be instituted an education program to inform Clergy and Laity alike regarding the whole problem of alcoholism and other drug abuse. It is suggested that this can be done at Clergy Conferences and Lay Training Institutes. It is further suggested that Diocesan Publications be employed for creating a healthy climate of understanding.

4. Job protection should be viewed as a primary matter. The Committee and Consultants will be available to vestries and other employers. The person under treatment should be afforded security in the job where he is, both during and after treatment time. It is likewise important that the recovered alcoholic have equal job opportunity after his recovery. It further is of great importance that following his recovery, attitudes toward him be free of prejudice. A

recovered alcoholic is, in a very real sense, a problem-solving person rather than a problem person.

5. Aid in various forms should be enlisted in the early recognition of this illness. There is need for sensitivity on the part of all who are confronted by an alcoholic or other drug abuser to certain distress signals being put out by him, such as failure on the job, problems in the family, legal problems, financial distress, ill health and abnormal behavior.

6. Once the illness is recognized, some kind of creative and therapeutic intervention should be initiated. It is an absolute necessity that there be a strong, firm, consistent and loving confrontation with the afflicted person regarding the reality of his or her situation. This is done by a variety of people, by the vestry or other employer, wardens, friends, peers, spouse, and other family members. The Committee on Alcohol will offer itself for consultation and advice.

7. The policy of job protection and reemployment should not be applied to alcoholics and other drug abusers who refuse treatment or deny their need for help in identifying, understanding, and overcoming their illness. It is often beneficial, particularly for the alcoholic, to allow him or her to suffer the consequences of his actions, and we are showing concern for the person when we allow him to do so.

8. In approaching the treatment of the alcoholic, all possibilities should be considered. Such resources may include medical treatment (detoxification), psychotherapy, private and public institutions (rehabilitation centers), Alcoholics Anonymous, Al-Anon and Alateen (for the family), a change of jobs, or even suspension from the present job.

9. This Policy has used the phrase RECOVERED ALCOHOLIC several times to designate one who has accepted the reality of his situation, has received treatment and is not drinking. It is not an accurate term. Alcoholism is arrested, not cured. For this reason, treatment should not be seen as a "one shot" deal. Treatment must have considered and careful follow-up. A continuum of care is best undertaken by the alcoholic so that sobriety becomes a way of life. For thousands of alcoholics, a regular participation in Alcoholics Anonymous has not been just a continued treatment, but has been a means to a richer, more meaningful life.

10. The Committee on Alcohol has heard of developing organizations similar to Alcoholics Anonymous, for those addicted to compulsive, destructive behaviour not connected to chemical abuse (e.g. Gamblers Anonymous). We will be alert to these and will seek information in regard to groups and treatment for these disorders and will have such information available.

In conclusion, the Committee on Alcohol offers itself as a source for literature, films, and other materials which might be useful to those concerned about alcoholics and other drug abusers. We will attempt to be informative to those seeking help, the sick, or those concerned with the sick. We will attempt to be knowledgeable in relationship to treatment facilities and at least will be able to serve in a referral capacity. We will be happy to be consulted and in so doing, believe we are participating with our Lord in His healing ministry.

PRAYER FOR THE VICTIMS OF ADDICTION

O blessed Lord, you ministered to all who came to you. Look with compassion upon all who through addiction have lost their health and freedom. Restore to them the assurance of your unfailing mercy; remove from them the fears that beset them; strengthen them in the work of their recovery; and to those who care for them, give patient understanding and persevering love. Amen.

Committee on Alcohol of the
Christian Social Relations
Commission

(Adopted)

II Apartheid

RESOLVED, that the 11th Annual Convention of the Diocese of Newark urges President Ronald Reagan to make clear his personal condemnation of the government of South Africa's policy of apartheid; and be it further

RESOLVED, that this convention urges the President to re-examine the United States policy of so-called "constructive engagement"; and be it further

RESOLVED, that this convention commend our United States government for continuing to enforce our long-standing embargo on sales of military arms to South Africa, but urges

our government to strictly enforce our embargo on strategic products to South Africa; and be it further

RESOLVED, that this convention urges our government to impose a general trade embargo upon South Africa until it abandons apartheid; and be it further

RESOLVED, that this convention commends those trustees of diocesan and parish funds who have taken steps to withdraw capital investments from companies doing business in South Africa, and urges other trustees and individual members of the diocese to divest with all possible speed.

Supporting Information

Apartheid has been condemned worldwide as a crime against God and Humanity.

"Constructive engagement" is perceived in many quarters as passive support by the United States of the racist regime in South Africa. It is seen as a failure to effect change through cordial relations in that South Africa continues to refuse to free Namibia, continues to launch military incursions into Angola, and continues to increase its repression of its own population.

The United States has a continuing embargo against sales of arms and strategically important computer and aircraft systems have been permitted.

Companies doing business in South Africa are noted in "Investing in Apartheid", available from the Friends Service Committee. Other information is available in the 1983-1984 report of the Episcopal Church's Committee on Social Responsibility in Investment.

Christian Social Relations
Commission

(Adopted)

'III Companion Diocese

RESOLVED, that the Bishop be requested to form an ad hoc study group to form an exploratory plan for establishing a companion diocese or other close diocesan relationship, which plan should include statements on implementation, synod function, reciprocal relationships, and funding, and be it further

RESOLVED that this exploratory plan be submitted to the Diocesan Council for action by June, 1985.

Supporting Information

We are a diocese rich in human and material resources. Several dioceses in the Caribbean area and others in this hemisphere and overseas exhibit great human needs. The devotion of skills and resources by those who have them, to serve the needs of those who do not, can lead to a deeper appreciation and a growing commitment to the Gospel of our Lord Jesus Christ in both parties.

We have among us many persons with some first-hand experience of the work of the church outside the United States, who could serve as resource persons.

It has become increasingly apparent that the time has come to study new applications and alternatives in the ministries involved in inter-diocesan relationships.

East Bergen Convocation

(Adopted)

IV Alternate Liturgies

RESOLVED, That the 111th Annual Convention of the Diocese of Newark submits the following to the 1985 General Convention:

RESOLVED, the House of Bishops concurring, that the Standing Liturgical Commission be charged with the responsibility for developing and publishing a series of Alternative Liturgies for Trial Use which shall include Inclusive Language Liturgies; and be it further

RESOLVED, that this action be completed and draft proposals be readied for consideration by the 1988 General Convention; and be it further

RESOLVED, that such Liturgies be authorized for trial use by the Dioceses and Congregations of this Church as they become available.

Supporting Information

Inclusive Language has been born out of a recognition that using generic language (for example, "mankind" meaning "men and women") is no longer a helpful way of expressing the

fullness of humanity. Rather, using inclusive language means choosing words that reflect more accurately the richness of human diversity (for example, "brothers and sisters" instead of "brethren").

The intention of this resolution is to offer alternatives to the Church, not to require them.

The Commission on Women's
Issues and Ministry

(Adopted)

V Hymnal

RESOLVED, that the 111th Annual Convention of the Diocese of Newark submits the following to the 1985 General Convention:

RESOLVED, the House of Bishops concurring, that the Standing Commission on Church Music and the Standing Liturgical Commission be charged with selecting alternative texts for hymns to provide for the use of inclusive language in Hymnal 1982 where it is not already so provided; and be it further

RESOLVED, that such texts be published in an addendum suitable for appending to Hymnal 1982, this action to be taken in time for consideration by the 1988 General Convention.

Supporting Information

The intention of this resolution is to offer alternatives to the Church, not to require them.

The Commission on Women's
Issues and Ministry

(Adopted)

VI Institutional Sexism

RESOLVED, that the 111th Annual Convention of the Diocese of Newark submits the following to the 1985 General Convention:

RESOLVED, that a paramount goal of the Episcopal Church be to search out and eradicate all forms of Institutional Sexism from its structures and constituencies, and to pursue a course of affirmative action in calling qualified lay and clergy

women for positions on church-related staffs as they become open.

The Commission on Women's
Issues and Ministry

(Adopted)

VII Women Bishops

RESOLVED, that the 111th Annual Convention of the Diocese of Newark submits the following to the 1985 General Convention:

RESOLVED, THAT THE 111th Annual Convention of the Diocese of Newark urges the members of the House of Bishops to labor and pray diligently for the election and ordination of women to the Episcopate in order to bring wholeness to this order of ministry which exists to "lead, supervise, and unite the Church".

Supporting Information

There is an obvious incompleteness in the ordained ministry because there are no women Bishops in the Episcopal Church.

The Commission on Women's
Issues and Ministry

(Adopted)

VIII Presiding Bishop

RESOLVED, that the 111th Annual Convention of the Diocese of Newark urges the House of Bishops assembled at the General Convention of 1985 neither to nominate nor to elect any person to the position of Presiding Bishop who is opposed to the ordination of women to the diaconate, priesthood, or episcopacy; and be it further

RESOLVED, that the Secretary of Convention of the Diocese of Newark be directed to communicate the substance of this resolution to each member of the House of Bishops and each member of the Joint Nominating committee for Presiding Bishop upon the rising of this Convention; and be it further

RESOLVED, that the Bishop and Deputies representing this diocese at General Convention, 1985, be urged to labor among their peers to withhold consent to the election of any person as Presiding Bishop who does not meet this criterion.

The Commission on Women's
Issues and Ministry

(Adopted)

IX Presiding Bishop's Fund

RESOLVED, that this 111th Convention of the Diocese of Newark urge that each congregation and the Diocese celebrate and participate in the Presiding Bishop's Fund for World Relief during the octave normally set aside, that being the third Sunday in Lent through the fourth Sunday in Lent.

Supporting Information

The Presiding Bishop's Fund is the Episcopal Church's unique and official response to global needs in the following categories:

- + emergency relief promptly offered when disaster strikes here or abroad;
- + rehabilitation or rebuilding of lives and necessary facilities after natural disasters or civil disorders;
- + refugee/migration affairs programs so essential, as crisis conditions persist in many lands, and millions are displaced;
- + development projects helping the disadvantaged and poor to hold onto identification and cope with their own problems.

The magnitude of the task requires the response of the whole church. The Presiding Bishop's Fund is at the top of relief agencies in its efficiency, in that 100% of all earmarked funds received go directly to the designated area.

Christian Social Relations
Commission

(Adopted)

X Abortion

RESOLVED, that this 111th Convention of the Diocese of Newark reject the assumption by any individual or group of the authority to speak for the entire Christian community on the matter of abortion.

Supporting Information

Numerous conventions of the Episcopal Church, including the 65th (1976) General Convention, and the 102nd (1976) and the 107th (1981) Annual Conventions of this Diocese, have supported the rights of members of this church, in consultation with their clergy, to reach and act upon informed decisions regarding the termination of pregnancy.

Many groups, both religious and secular, continue to attempt through legislation to restrict or deny the availability of abortion.

The election campaign of 1984 again raised the issue of abortion as a national concern.

Christian Social Relations
Commission

(Adopted)

XI Peacemaking

RESOLVED, that this 111th Convention of the Diocese of Newark strongly urge each parish and mission within the Diocese to make study and action for peacemaking on personal, local, and global levels a high priority for its congregational life in the next year, and inform the Peace Commission of such activity, and be it further

RESOLVED, that the diocesan Department of Program be urged to make peacemaking a central theme in developing a unified diocesan program, and be it further

RESOLVED, that the Peace Commission provide resources and follow-up to assist clergy and congregations in this ministry.

Supporting Information

Throughout the New Testament (and, for instance, specifically in Matthew 5:9 and 2 Corinthians 5:18ff), peacemaking and the ministry of reconciliation are shown to be central, not peripheral, in the vocation of a Christian.

This centrality is increasingly being recognized by the Episcopal Church, and indeed other Christian bodies as well. A call to put this centrality into practice was issued by the

Episcopal Church's Joint Commission on Peace and accepted by the 1982 General Convention, as embodied in the following passage from the JCP's report to that convention:

+ ".....it is imperative to involve all the structures of the Episcopal Church so as to bring the issue of war and peace directly and actively into the central life of the Churchthe goal is to recognize the fact that one of the great missions of the Church--its liturgy, its music, its training for the priesthood, its educational programs, its evangelism, its presence through the laity in all the vocations of the common life, its social outreach--is to encourage and enable its baptized members to exercise their responsibility and commitment as followers of Christ to become peacemakers....."

Peace Commission

(Adopted)

XII Weapons In Space

RESOLVED that this 111th Convention of the Diocese of Newark call for a wide moratorium on the research, development and testing of weapons in space, and be it further

RESOLVED that the Secretary of Convention communicate this resolution widely to appropriate officials, and be it further

RESOLVED that this Diocesan Convention request the 1985 General Convention of the Episcopal Church to take similar action.

Supporting Information

The Episcopal Church and this Diocese have gone on record as supporting a mutual, verifiable nuclear weapons freeze by the United States and the Soviet Union.

The proposed development of weapons in space represents a new level of escalation in this dangerous arms buildup.

This new, so-called "Star Wars" technology is inherently destabilizing in that it threatens verifiability.

The billions of dollars proposed for the research and development of these weapons are desperately needed to respond to human need.

Peace Commission

(Adopted)

XIII Clergy Spouse Benefits

RESOLVED, that the 111th Annual Convention of the Diocese of Newark urge the General Convention of the Episcopal Church, meeting in Anaheim, California in September 1985, to revise the policy of the Church Pension Fund concerning Surviving Spouse Benefits and to make such changes as necessary to remove those instances of discrimination against clergy married to clergy.

Supporting Information

It is the general policy of industry and government that individuals participating in a pension program are treated as individuals in the event of the death of a spouse by virtue of the contributions made on behalf of that individual.

The policy of the Church Pension Fund, as stated on p.15 of the Church Pension Fund summary description booklet, The Way It Works, provides that a surviving spouse receives a life-time benefit.

The policy of the Church Pension Fund, as stated on p.18 of said booklet, provides that "in no instance may both a Spouse's Benefit and retirement benefit be payable to one individual", which provision is clearly discriminatory against clergy married to clergy.

Each congregation pays its contribution to the Church Pension Fund for its clergy in good faith and reasonable expectation that those monies will be used for the benefit of that congregation's clergy.

The Rev. Abigail W. Hamilton
The Rev. Dr. David H. Hamilton

(Adopted)

XIV Commendation of Bishop Tutu

RESOLVED, that this 111th Convention of the Diocese of Newark congratulate with all affection our sometime Assistant Bishop, Desmond Tutu, on his having been awarded the 1984 Nobel Peace Prize and also on his election as Bishop of Johannesburg, and be it further

RESOLVED, that Bishop Tutu be commended for his outstanding witness and example of non-violent commitment to peace and justice in his own country, and his eloquent exhortations to us all in the name of his master and ours, Jesus Christ, and be it further

RESOLVED, that the Secretary of Convention communicate to Bishop Tutu this expression of our affection and admiration.

Peace Commission

(Adopted Unanimously)

XV Continuing Education Allowance

RESOLVED, that the recommended minimum Continuing Education allowance for Clergy of the Diocese be two weeks leave time and \$300 provided by the parish or mission.

The Commission on Ministry

(Withdrawn)

XVI Clergy Sabbaticals

RESOLVED, that the Commission on Ministry develop a Policy Report on Sabbaticals for stipendiary clergy of the Diocese of Newark; and be it further

RESOLVED, that the report include a strategy for the establishment of a fund that would make available financial resources to the clergy of the Diocese of Newark for Continuing Education under a Sabbatical program; and be it further

RESOLVED, that the Report and its recommendations be presented to the 112th Convention of the Diocese of Newark, January 1986.

Supporting Information

The Commission on Ministry is Canonically charged with supporting the education and Continuing Education of the clergy of the church and the issue of Sabbatical time has never been fully addressed or articulated in our Diocese.

The Commission on Ministry

XVII Marginal Parishes

RESOLVED, that the Diocesan Council be directed to assemble a panel of competent persons who shall be available to any parish for consultation and advice in any area in which assistance is desired; and be it further

RESOLVED, that the existence of the panel and the identity of its members and its availability for counseling with parishes be publicized throughout the Diocese in such manner as the Council shall determine; and be it further

RESOLVED, that the panel be instructed to initiate, with the approval of the Bishop, discussions with one or two parishes looking to their participation in a pilot project to test the program.

Supporting Information

It is desirable that assistance be made available to parishes wishing the same in the areas of evangelism, stewardship, clergy development, financial planning and leadership training. Although there are Commissions and Committees of the Diocese competent to provide such assistance, their aid is not often sought and parishes with problems are slow to communicate with the Diocesan office about their problems.

Diocesan Council

(Adopted)

XVIII Administration Of Congregational Revitalization And Enrichment Fund

RESOLVED, that the 111th Convention of the Diocese of Newark calls upon the Diocesan Council to meet with the ACTS/Vim Board in joint session to form a joint committee to study the administration of the CREF funds and to report back to the 112th Convention of the Diocese of Newark.

Diocesan Council

(Adopted)

XIX Conference of Catholic Bishops

RESOLVED, that this Convention commend the National Conference of Catholic Bishops for having undertaken a

serious study of the relationship between the American economy and the Christian faith with the intention of issuing their conclusions in the form of a pastoral letter to Roman Catholics, and be it further

RESOLVED, that members of this Diocese be encouraged to study this document when it becomes available.

Christian Social Relations
Commission

(Adopted)

XX Parsonage Allowances

WHEREAS, one of America's oldest and proudest traditions, rich in religious significance, has been the provision by all congregations of a rent-free parsonage to their clergy; and

WHEREAS, soon after the 16th Amendment to the Constitution empowered the United States Congress to levy a tax on all income, the 1921 Internal Revenue Code provided for the exclusion of the rental value of such parsonages from taxable income; and

WHEREAS, this historic provision of the Internal Revenue Code was reaffirmed by the Congress in 1939 and again in the 1954 Code when Congress specifically provided for the exclusion of parsonage allowances from taxable income; and

WHEREAS, the repeal of this tax exclusion has been recommended in the recent Treasury Department Tax Reform Proposals to the President; and

WHEREAS, virtually all of the ordained ministers of all faiths, would suffer irreparable financial hardship as a result of the repeal of this tax exclusion; it would shatter parish and clergy budgets.

THEREFORE BE IT RESOLVED, that this 111th Convention of the Diocese of Newark hereby calls upon every communicant of the Church to contact both United States senators from and also the United States congressman representing each communicant's district, expressing deep concern over this proposed action and soliciting the opposition of all Senators and members of Congress to any change in the IRC Section 107 relative to the tax-free treatment of parsonages and parsonage allowances.

(Adopted)

Church Pension Fund

XXI Panther Valley

RESOLVED, that the 111th Annual Convention of the Diocese of Newark instructs the Secretary that all appropriate sections of the Diocesan Journal carry the listing of the Panther Valley Ecumenical Ministry, including officers, deputies, parish statistics, financial reports, etc.,

RESOLVED, that the episcopal lay and ordained persons of the Panther Valley Ecumenical Ministry be considered when appointments are made or elections held for diocesan or district responsibilities.

Supporting Information

See: "Evaluation - Panther Valley Ecumenical Ministry," report to the 110th Annual Convention, 1984, from the Ecumenical Commission.

Resolutions Committee of
Convention

(Adopted)

XXII Termination of Nestle Boycott

RESOLVED, this 111th Convention of the Diocese of Newark recommends to all members of the diocese that any boycott they may have imposed on the Nestle Corporation as a result of previous convention resolutions be now terminated.

The Rev. Alex MacDonell
Chair

(Adopted)

COMMITTEE ON BISHOP'S ADDRESS

(1)

RESOLVED, that this 111th Convention of the Diocese of Newark request the Bishop to appoint a committee to study the maintenance, repair and building needs including barrier-free access way of the parishes and missions of our diocese, develop a plan for meeting those needs, and report its recommendations to the 112th Convention.

(2)

RESOLVED, that this convention ask the Bishop to appoint a task force to study changing patterns of family life, sexual mores, and intimate relationships, and be it further

RESOLVED, that this task force develop resources to aid people with a variety of life styles to make life-enhancing decisions, and be it further

RESOLVED, that it report its finding to the 1986 convention.

(3)

RESOLVED, that this convention express its sympathy to the family of Doris Grece, along with its deep appreciation of the tireless dedication and enthusiasm as administrator of the Diocese ACTS/Vim.

(4)

RESOLVED, that this 111th Convention express its congratulations to Calvary church, Bayonne; Trinity Church, Bayonne; St. John's Church, Passaic; St. Andrew's and Holy Communion, South Orange; St. James, Hackettstown; St. Paul's, Jersey City, in this, their 125th anniversary year and 100 years for All Saints' Church, Orange, giving thanks for their continuing vitality and witness among us.

(5)

RESOLVED, that this convention express its affection for John our Bishop, and its appreciation for his articulate and far-reaching vision, for the challenge and example of his leadership, and for his calling the diocese to move into an ever changing world with courage, openness and faith.

(Adopted)

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DIOCESAN UNIFIED BUDGET

<u>Item No.</u>	<u>DIOCESAN ADMINISTRATION</u>	<u>1984 APPROVED</u>	<u>1985 REQUESTED</u>	<u>1985 APPROVED</u>
	<u>DIOCESAN STAFF</u>			
1.	Bishop, Executive Secretary & pt. time ass't.	112,200	115,200	113,300
2.	Retired and Visiting Bishops	14,800	16,100	16,100
3.	Archdeacon for Missions and Secretary #	60,900	68,400	67,000
4.	Archdeacon for Program and Secretary #	70,200	74,600	73,200
5.	Secretary of the Diocese and Staff of 2	68,100	68,100	66,200
6.	Chief Financial Officer and Staff of 2	91,900	98,500	96,600
7.	Director of Maintenance and Custodian X	33,600	36,000	34,600
8.	THE VOICE - personnel	2,200	0	0
9.	Canon Pastor	8,500	9,100	9,100
10.	Clergy Deployment	3,100	4,000	4,000
11.	Pension Expense - Lay Employees	12,000	12,000	12,000
12.	Property Management	8,000	18,000	18,000
	<u>TOTAL SALARIES, ALLOWANCES AND BENEFITS</u>	<u>482,100</u>	<u>520,000</u>	<u>510,100</u>
	<u>OPERATING EXPENSES (Cathedral House)</u>			
13.	Utilities, Electricity, Water	12,100	9,000	12,400
14.	Telephone	16,000	17,000	17,000
15.	Contracted Services & Heat (Oil & Gas)	19,000	22,000	22,000
16.	Building Maintenance & Repairs *	11,000	20,000 *	20,000 *
17.	Casualty Insurance	4,400	4,700	4,700
18.	Office Supplies	6,600	12,500	12,500
19.	Postage	8,300	8,300	8,300
20.	Office Machine Rentals, Maint. & Repair	13,200	13,500	13,500
21.	Misc. Operating Expense	4,000	4,000	7,000
	<u>TOTAL OPERATING EXPENSE</u>	<u>94,600</u>	<u>111,000</u>	<u>117,400</u>

#

See page 5
See note #2, page 4

\$20,000 for Building Maintenance & Repairs

\$12,000 regular repairs

8,000 major repairs, requires prior Council Approval

DIOCESAN UNIFIED BUDGET

Item No.	DIOCESAN ADMINISTRATION (Continued)	1984 APPROVED	1985 REQUESTED	1985 APPROVED
	<u>GENERAL EXPENSE</u>			
22.	Audit	10,500	10,500	12,000
23.	Bank Custodian Fee	2,200	2,200	2,200
24.	Fidelity Bond & Workman's Comp.	4,300	4,300	4,300
25.	Group Life Insurance	25,000	25,000	42,000
26.	Comprehensive Medical Insurance	336,000	100,000	84,000
	TOTAL GENERAL EXPENSE	378,000	142,000	144,500
	<u>CONVENTIONS AND OTHER MEETINGS</u>			
27.	Lambeth Conference - Bishop's Expense	400	400	400
28.	General Convention - Assessment	23,000	25,700	25,700
29.	- Deputies Expenses	6,050	5,000	5,000
30.	Provincial Synod - Assessment	3,500	3,700	3,700
31.	- Deputies Expenses	3,000	1,500	1,500
32.	Diocesan Convention - Expenses	8,800	9,700	9,700
33.	- Journal	5,000	5,000	5,000
34.	Diocesan Council - Expenses	1,700	2,000	2,000
35.	Convocations (9) - Expenses	450	450	450
	TOTAL CONVENTIONS AND OTHER MEETINGS	51,900	53,450	53,450
	TOTAL ADMINISTRATION	1,006,600	826,500	825,450

Item No.

NATIONAL CHURCH - EXECUTIVE COUNCIL

36.

MISSION AND MINISTRY

37. Department of Missions
38. Commission on Ministry

39.

PROGRAM

40. Camp
41. Cong. Dev., Renewal, Church Growth, Evang.
42. Christian Education Commission
43. W.O.O.D.Y.
44. Diocesan Clergy Conference
45. Lay School of Christian Studies *
46. Commission on the Ministry of the Laity
47. Christian Social Relations
48. Hispanic Commission
49. Commission on Women's Ministries
50. N.J. Council of Churches
51. Commission on Aging
52. Communications Commission
53. THE VOICE
54. Bishop Anand Resource Center
55. Ecumenical Commission
Peace Commission

30,000

0

6,750

5,000

2,000

1,000

1,250

500

2,300

0

14,646

1,100

500

22,000

11,700

1,100

No request

TOTAL ITEMS 36-55

751,800

TOTAL UNIFIED BUDGET REQUIREMENTS

1,758,400

* Included under Christian Education Commission for 1985.

(1)

By action of the 111th Convention the first \$7,000 of any 1985 surplus will be used to create a new line item for outreach to the Diocese of Haiti through the Provincial Synod of Province II.

(2)

By action of the 111th Convention a 1985 surplus above the first \$7,000 will be used to increase line 37, the Department of Missions by up to \$22,000 once the need has been justified to the Diocesan Council.

1985

REQUESTED

APPROVED

366,000

302,400 (2)

5,450

35,000

500

10,000

1,000

2,000

500

500

2,225

500

14,700

2,200

600

21,000

12,700

1,100

1,000

779,400

1,687,700

1,604,900

DIOCESAN UNIFIED BUDGET

	<u>1984 APPROVED</u>	<u>1985 APPROVED</u>
TOTAL UNIFIED BUDGET REQUIREMENTS		
Less: Endowment Income	\$ 1,758,400	\$ 1,604,900
Other Income	72,000	72,000
Total deductions	<u>28,000</u> Note	<u>28,000</u> Note
Unified Budget Requirements	100,000	100,000
To be provided by congregational shares	1,660,300	1,529,900
Less: Reserve for shortfall in pledge income	<u>1,900</u>	<u>25,000</u>
Net Pledge Income	<u>\$ 1,658,400</u>	<u>\$ 1,504,900</u>

Note: \$10,500 of Other income represents funds provided by Trinity Cathedral for the services of Cathedral House.

DIOCESAN UNIFIED BUDGET

1985 APPROVED

1984 APPROVED

Detailed of clerical salaries, allowances, and perquisites

Item 1	<u>Bishop</u>		
	Salary	\$ 44,800	\$ 47,800
	Allowances & Perquisites (insurance/pension travel/house maint./utilities	28,100	28,700
	TOTAL	\$ 72,900	\$ 76,500
Item 3	<u>Archdeacon for Missions</u>		
	Salary	\$ 21,500	\$ 22,900
	Allowances & Perquisites	22,900	23,200
	TOTAL	\$ 44,400	\$ 46,100
Item 4	<u>Archdeacon for Program</u>		
	Salary	\$ 24,700	\$ 26,300
	Allowances & Perquisites (insurance/pension/ travel/house allowance/utilities)	23,500	23,800
	TOTAL	\$ 48,200	\$ 50,100

DIOCESAN COUNCIL OF THE DIOCESE OF NEWARK
STATEMENT OF CASH RECEIPTS AND DISBURSEMENTS VS DIOCESAN UNIFIED BUDGET
TWELVE MONTHS ENDED DECEMBER 31, 1984

	ANNUAL BUDGET \$	ACTUAL \$	PRIOR YEAR \$
RECEIPTS - 1984			
Congregational Pledge Payments - 1984	1,660,000	1,660,295	1,420,933
Income from Endowments	72,000	79,922	74,976
Other Receipts	26,000	37,508	58,757
TOTAL RECEIPTS	<u>1,758,000</u>	<u>1,777,725</u>	<u>1,554,666</u>
DISBURSEMENTS - 1984			
Diocesan Administration (Schedule A)			
Diocesan Staff	482,100	466,356	426,370
Operating Expense	94,600	102,358	83,759
General Expense	378,000	377,125	319,892
Conventions & Other Meetings	51,900	50,932	38,745
Total Administration	<u>1,006,600</u>	<u>996,771</u>	<u>868,766</u>
Program Funds (Schedule B)			
National Church - Executive Council	344,000	344,000	333,000
Mission & Ministry	338,000	337,600	297,050
Other Program Funds	69,846	66,699	51,526
Total Program Funds	<u>751,846</u>	<u>748,299</u>	<u>681,576</u>
TOTAL DISBURSEMENTS - 1984 BUDGET	<u>1,758,446</u>	<u>1,745,070</u>	<u>1,550,342</u>
DEFICIENCY OR EXCESS OF RECEIPTS OVER DISBURSEMENTS - 1984		<u>32,655</u>	<u>4,324</u>

* * * * *

1983 INCOME & EXPENSE ITEMS

RECEIPTS	
Pledge Payments	81,122
Other Receipts	<u>3,875</u>
TOTAL RECEIPTS	<u>84,997</u>
DISBURSEMENTS - Administration	
Capital Replacement Account	60,000
Diocesan Staff	1,717
Operating Expense	2,788
Conventions & Other Meetings	5,086
Comprehensive Medical	<u>4,484</u>
	<u>74,075</u>
DISBURSEMENTS - Program	
Communications Commission	102
The VOICE	<u>12</u>
	<u>114</u>
TOTAL DISBURSEMENTS	<u>74,189</u>
GRAND TOTAL RECEIPTS	1,862,722
GRAND TOTAL DISBURSEMENTS	1,819,259
DEFICIENCY OR EXCESS OF RECEIPTS OVER DISBURSEMENTS	43,463
CASH BALANCE, DECEMBER 31, 1983	13,773
CASH BALANCE, DECEMBER 31, 1984	<u>57,236</u>

SCHEDULE A - DIOCESAN ADMINISTRATION
STATEMENT OF CASH DISBURSEMENTS VS DIOCESAN UNIFIED BUDGET
TWELVE MONTHS ENDED DECEMBER 31, 1984

	<u>ANNUAL BUDGET</u> \$	<u>ACTUAL</u> \$	<u>PRIOR YEAR</u> \$
DIOCESAN STAFF			
Bishop & Executive Officer to the Bishop	112,200	109,735	99,124
Retired & Visiting Bishops	14,800	12,247	14,072
Archdeacon for Mission & Secretary	60,900	62,937	61,433
Archdeacon for Program & Secretary	70,200	68,970	58,062
Diocesan Administrator & Staff	64,700	59,580	62,464
Chief Financial Officer & Staff	91,900	90,599	74,790
Director of Maintenance & Custodian	33,600	32,682	32,611
Co-Editors of the Voice	2,200	2,184	4,070
Clergy Deployment	3,100	922	xxx
Property Management	8,000	6,000	xxx
Canon Pastor	8,500	8,500	7,744
Pension Expense for Lay Employees	12,000	12,000	12,000
TOTAL SALARIES, ALLOWANCES & BENEFITS	<u>482,100</u>	<u>466,356</u>	<u>426,370</u>
OPERATING EXPENSE (Cathedral House)			
Utilities-Electricity-Water	12,100	16,340	6,473
Telephone	16,000	17,677	15,882
Contracted Services & Heat	19,000	16,913	20,098
Building Maintenance & Repairs	11,000	16,641	13,902
Casualty Insurance	4,400	4,178	4,168
Office Supplies	6,600	9,918	8,330
Postage	8,300	8,304	5,384
Office Machines Rental, Maint., Repair	13,200	9,134	7,120
Miscellaneous Operating Expense	4,000	3,253	2,402
TOTAL OPERATING EXPENSE	<u>94,600</u>	<u>102,356</u>	<u>83,759</u>
GENERAL EXPENSE			
Audit	10,500	9,000	14,000
Bank Custodian Fee	2,200	775	1,142
Fidelity Bond & Workmen's Compensation	4,300	3,283	4,772
Group Life Insurance	25,000	25,703	22,649
Comprehensive Medical	336,000	338,364	277,329
TOTAL GENERAL EXPENSE	<u>378,000</u>	<u>377,125</u>	<u>319,892</u>
CONVENTIONS & OTHER MEETINGS			
Lamveth Conference - Bishop's Expense	400	400	400
General Convention - Assessment	23,000	23,000	21,560
- Deputies Expense	6,050	6,050	917
Provincial Synod - Assessment	3,500	2,780	2,636
- Deputies Expense	3,000	3,996	1,006
Diocesan Convention - Expenses	8,800	8,281	8,262
- Journal	5,000	4,519	3,760
Diocesan Council - Expenses	1,700	1,880	154
Convocations - Expenses	450	26	50
TOTAL CONVENTIONS & OTHER MEETINGS	<u>51,900</u>	<u>50,932</u>	<u>38,745</u>
TOTAL ADMINISTRATION	<u>1,006,600</u>	<u>996,721</u>	<u>868,766</u>
DISBURSEMENTS - 1983 BUDGET			
Capital Replacement Account		60,000	
Diocesan Staff		1,717	
Operating Expense		2,788	
Convocations & Other Meetings		5,086	
Comprehensive Medical		4,484	
TOTAL DISBURSEMENTS		<u>74,075</u>	
GRAND TOTAL DISBURSEMENTS		<u>1,070,846</u>	

SCHEDULE B - PROGRAM FUNDS
DIOCESAN COUNCIL OF THE DIOCESAN UNIFIED BUDGET
TWELVE MONTHS ENDED DECEMBER 31, 1984

	<u>ANNUAL BUDGET</u> \$	<u>ACTUAL</u> \$	<u>PRIOR BUDGET</u> \$
<u>DISBURSEMENTS - 1984 BUDGET</u>			
<u>NATIONAL CHURCH - EXECUTIVE COUNCIL</u>	344,000	344,000	333,000
<u>MISSION & MINISTRY</u>			
Department of Missions	305,000	305,000	290,000
Camp	30,000	30,000	5,000
Commission on Ministry	3,000	2,600	2,050
<u>PROGRAM</u>			
Congregational Development, Renewal, Church Growth & Evangelism	xxx	xxx	xxx
Christian Education Commission	6,750	6,750	3,150
W.O.O.D.Y.	5,000	5,000	4,000
Diocesan Clergy Conference	2,000	[664]	[661]
Lay School for Christian Studies	1,000	xxx	xxx
Commission on Lay Ministry	1,250	500	500
Christian Social Relations	500	xxx	xxx
College Work Commission	xxx	xxx	xxx
Hispanic Commission	2,300	2,300	1,900
Commission on Women's Ministry	xxx	xxx	100
N. J. Council of Churches	14,646	14,644	11,658
Commission on Aging	1,100	1,000	300
Communications Commission	500	301	196
The VOICE	22,000	24,010	20,673
Bishop Anand Resource Center	11,700	11,700	9,500
Ecumenical Commission	1,100	1,158	210
<u>TOTAL DISBURSEMENTS</u>	<u>751,846</u>	<u>748,299</u>	<u>681,576</u>
<u>DISBURSEMENTS - 1983 BUDGET</u>			
Communications Commission		102	
The VOICE		12	
<u>TOTAL DISBURSEMENTS - PROGRAM FUNDS</u>		<u>114</u>	
<u>GRAND TOTAL DISBURSEMENTS - PROGRAM FUNDS</u>		<u>748,413</u>	

TRUSTEES OF THE FUND FOR AGED AND INFIRM CLERGYMEN
Statement of Receipts and Disbursements
Year Ended December 31, 1984

	<u>Total</u>	<u>Automatic Pension Fund</u>	<u>Relief of Clergy & Dependents Fund</u>	<u>Rebecca Goodwin Fund</u>
Balances, January 1, 1984	\$	\$	\$	\$
Checking Account	24,896	4,134	17,702	3,060
Savings Account	13,991	-----	6,567	7,424
Investments	159,044	53,884	25,285	79,875
TOTAL	<u>197,931</u>	<u>58,018</u>	<u>49,554</u>	<u>90,359</u>

Receipts

Interest on Savings Account	140	-----	66	74
N.O.W. Account Interest	1,406	468	469	469
Investment Income	22,611	7,531	3,604	11,476
Epis. Fed. Credit Union Int.	235	-----	110	125
TOTAL RECEIPTS	<u>24,392</u>	<u>7,999</u>	<u>4,249</u>	<u>12,144</u>

Disbursements

Distribution of Income				
Clergymen	8,704	7,554	1,150	-----
Widows	14,296	-----	-----	14,296
Service Charges	12	4	4	4
TOTAL DISBURSEMENTS	<u>23,012</u>	<u>7,558</u>	<u>1,154</u>	<u>14,300</u>

Balances, December 31, 1984

Checking Account	25,902	4,575	20,622	705
Epis. Fed. Credit Union	14,365	-----	6,742	7,623
Investments	159,044	53,884	25,285	79,875
TOTAL	<u>199,311</u>	<u>58,459</u>	<u>52,649</u>	<u>88,203</u>

THE AUTOMATIC PENSION FUND

In the case of the Automatic Pension Fund the Trustees shall annually divide as of May first the income received on the Fund during the preceding year among those Clergymen who:

- 1) have attained the age of sixty-five years and have notified the Trustees of that fact prior to May first of the year in question; and
- 2) were canonically resident in the Diocese for the five years immediately preceding such notification; and
- 3) were for at least five years of their last term of canonical residence settled Minister or Missionaries duly appointed by the Ecclesiastical Authority; and
- 4) have retired on account of age or disability.

Each clergyman shall receive in excess of \$1,000 from this Fund in any one year and all part of income, if any, and gifts and donations to the Automatic Pension Fund shall be added to the principal of the Fund.

FUND FOR THE RELIEF OF CLERGYMEN AND THEIR DEPENDENTS

In the case of the Fund for the Relief of Clergymen and Their Dependents, the Trustees shall at their discretion annually as of May first appropriate the estimated income of the Fund during the current year for:

- 1) the relief of disabled Clergymen canonically resident in the Diocese;
- 2) the relief of the widows and children and the defraying of the funeral expenses of deceased Clergymen who were canonically resident in the Diocese at the time of their death.

The appropriated income shall in the discretion of the Trustees be reserved as a contingency fund for the foregoing purpose or may be added to the principal of the Fund.

EPISCOPAL CAPITAL LOAN FUND
STATEMENT OF RECEIPTS & DISBURSEMENTS
12 MONTHS ENDED DECEMBER 31, 1984

	<u>TOTAL</u>	<u>Loan Fund</u>	<u>Grant Fund</u>	<u>Retreat Center Fund</u>
	\$	\$	\$	\$
<u>Balances, January 1, 1984</u>				
Checking Account	29,943	8,687	12,673	8,583
Investments	<u>150,000</u>	<u>85,000</u>	<u>50,000</u>	<u>15,000</u>
	<u>179,943</u>	<u>93,687</u>	<u>62,673</u>	<u>23,583</u>
<u>Receipts</u>				
Payment on Loans				
Principal	154,689	154,689	-----	-----
Interest	28,762	-----	28,762	-----
Investment income	16,269	-----	15,849	420
N.O.W. Account Interest	<u>2,858</u>	-----	<u>2,858</u>	-----
TOTAL RECEIPTS	<u>202,578</u>	<u>154,689</u>	<u>47,469</u>	<u>420</u>
<u>Disbursements</u>				
Hackettstown, St. James'	20,000	20,000	-----	-----
Mt. Arlington, St. Peter's	2,500	-----	2,500	-----
Newark, St. Thomas'	1,375	-----	1,375	-----
D.O.M.	16,500	-----	16,500	-----
J.C., St. Matthew's (PSE&G)	1,121	-----	1,121	-----
Church Pension Fund (Johnson)	607	-----	607	-----
Byram, St. Joseph's (Jersey Central Power & Light)	34	-----	34	-----
Wayne, St. Michael's	7,000	7,000	-----	-----
Newark, House of Prayer	450	-----	450	-----
Hackensack, St. Cyprian's	10,000	-----	10,000	-----
Oakland, St. Alban's	3,367	-----	3,367	-----
Service Charges, NOW Account	<u>12</u>	-----	<u>12</u>	-----
TOTAL DISBURSEMENTS	<u>62,966</u>	<u>27,000</u>	<u>35,966</u>	-----
<u>Balances, December 31, 1984</u>				
Checking Account	44,555	25,376	5,176	14,003
Investments	<u>275,000</u>	<u>196,000</u>	<u>69,000</u>	<u>10,000</u>
TOTAL	<u>319,555</u>	<u>221,376</u>	<u>74,176</u>	<u>24,003</u>
<u>Loan Fund Balances</u>				
<u>December 31, 1984</u>				
Loans Outstanding		528,624		
Uncommitted Balance (as above)		<u>221,376</u>		
TOTAL		<u>750,000</u>		

NOTE: This statement of receipts and disbursements does not include receipts or disbursements for redemptions or purchases of securities.

**BISHOP'S CHURCH EXTENSION FUND
TWELVE MONTHS ENDED DECEMBER 31, 1984**

CHECKING ACCOUNT

\$

Balance, January 1, 1984

19,008

RECEIPTS

\$

Calls, 1983	500
1st Call, 1984, Paramus	3,567
2nd Call, 1984, Educational Tr. Fund	4,701
3rd Call, 1984, Oakland	4,872
4th Call, 1984, Nwk., St. Barnabas'	4,540
5th Call, 1984, Milton/Oak Ridge	<u>2,253</u>

20,433

Trinity Cathedral (1/3 amt. toward
fence in parking lot)

1,777

NOW account interest

1,446

23,656

Midlantic Commercial Paper

Principal
572,000

Interest
4,944

576,944

600,600

TOTAL RECEIPTS

619,608

DISBURSEMENTS

Postage, Xeroxing & Supplies	221
1st Call, 1984, Paramus	2,235
2nd Call, 1984, Educational Tr. Fund	4,567
3rd Call, 1984, Oakland	4,780
4th Call, 1983, Bogota	2,389
5th Call, 1983, Nwk., St. Andrew's	2,806
Haff Electronics, Inc.	5,000
De Leo Fence Co.	5,335
Duz All Enterprises	1,270
Purchase Midlantic Commercial Paper	572,000
Service Charge	<u>20</u>

600,623

TOTAL DISBURSEMENTS

Balance, December 31, 1984

18,985

NOTE: Endowment Income for 1984, \$6,069. has been divided among the five calls for 1984 and is reflected in the amount for each call listed above.

LOANING FUND OF THE DIOCESE OF NEWARK
SCHEDULE OF LOANS OUTSTANDING DECEMBER 31, 1984

<u>CHURCH</u>	<u>Loan Date</u>	<u>AMOUNT OF LOAN</u>	
		<u>Original Amount</u>	<u>Balance Outstanding</u>
		\$	\$
E.J. & Barbara Gwynn	12/79	25,000	0
Long Valley, Messiah	1/82	5,000	5,000
Trustees Episcopal Fund/ Jersey City, Grace, V.V.	11/83	<u>20,000</u>	<u>20,000</u>
		<u>50,000</u>	<u>25,000</u>

CHECKING ACCOUNT

Balance, January 1, 1984 17,556

<u>RECEIPTS</u>	<u>PRINCIPAL</u>	<u>INTEREST</u>	
E.J. & B. Gwynn	21,367	1,189	
Long Valley	0	0	
Trustees, Epis. Fd.	0	0	
Midlantic Comm. Paper	<u>269,000</u>	<u>2,289</u>	293,845
NOW Account Interest			<u>1,142</u>
<u>TOTAL RECEIPTS</u>			<u>312,543</u>

DISBURSEMENTS

Pur. Midlantic Comm. Paper	229,000
Jersey City, Grace, V.V.	82,044
Service Charges	<u>30</u>
<u>TOTAL DISBURSEMENTS</u>	<u>311,074</u>

Balance, December 31, 1984 1,469

DEPARTMENT OF MISSIONS -- OPERATING STATEMENT
STATEMENT OF CASH RECEIPTS & DISBURSEMENTS VS BUDGET
12 MONTHS ENDED DECEMBER 31, 1984

	ANNUAL BUDGET	YEAR TO DATE BUDGET	ACTUAL	DECEMBER
	\$	\$	\$	\$
<u>RECEIPTS</u>				
Balance Forward	8,900	8,900	8,900	
Diocesan Appropriation	305,000	305,000	305,000	25,416
Income from Endowments & Investments	39,900	39,900	34,883	319
Grant Fund	25,000	25,000	47,317	3,501
Other	-----	-----	3,162	120
TOTAL RECEIPTS	<u>378,800</u>	<u>378,800</u>	<u>399,262</u>	<u>29,356</u>
<u>DISBURSEMENTS</u>				
Congregational Subsidies (Schedule A)	216,000	216,000	213,784	13,791
Special Ministries (Schedule B)	62,300	62,300	61,296	4,316
New Ministries (Schedule C)	15,000	15,000	14,584	833
Grant Fund	25,000	25,000	47,317	3,501
Taxes & Legal	15,000	15,000	14,981	50
Contingencies & Miscellaneous	13,800	13,800	8,940	2,510
Property & Maintenance	12,000	12,000	11,844	5,710
Consultant Fees	2,500	2,500	1,650	-----
Office Expense	3,000	3,000	1,803	283
Moving Expense	10,000	10,000	1,020	
Discretionary Fund	2,700	2,700	2,700	225
Supplemental Pension-Retired Secretary	1,500	1,500	1,500	125
TOTAL DISBURSEMENTS	<u>378,800</u>	<u>378,800</u>	<u>381,419</u>	<u>31,344</u>
EXCESS (DEFICIENCY) RECEIPTS OVER DISBURSEMENTS			<u>17,843</u>	<u>(1,988)</u>

DEPARTMENT OF MISSIONS -- OPERATING STATEMENT
STATEMENT OF CASH RECEIPTS & DISBURSEMENTS VS BUDGET
12 MONTHS ENDED DECEMBER 31, 1984

	<u>ANNUAL</u> <u>BUDGET</u>	<u>YEAR TO DATE</u> <u>BUDGET</u>	<u>ACTUAL</u>	<u>DECEMBER</u>
\$	\$	\$	\$	\$

SCHEDULE A

CONGREGATIONAL SUBSIDIES

Bogota, St. Peter's	23,000	23,000	23,001	1,917
East Orange, St. Agnes'	15,500	15,500	14,208	
Hackensack, St. Cyprian's	8,000	8,000	8,001	667
Hamburg, Good Shepherd	5,000	5,000	5,002	417
Jersey City, Grace, W	13,000	13,000	14,164	1,083
Jersey City, St. John's	10,000	10,000	10,000	-----
Long Valley, Messiah	38,000	38,000	38,001	3,166
Milton/Oak Ridge, St. Gabriel's	25,000	25,000	22,914	-----
Mt. Arlington, St. Peter's	4,000	4,000	3,997	333
Newark, St. Andrew's	17,000	17,000	17,002	1,417
Newark, St. Barnabas'	25,000	25,000	24,997	2,083
Ringwood, Good Shepherd	7,500	7,500	7,500	625
Towaco, Transfiguration	7,000	7,000	6,997	583
Vernon, St. Thomas'	18,000	18,000	18,000	1,500
TOTAL	<u>216,000</u>	<u>216,000</u>	<u>213,784</u>	<u>13,791</u>

SCHEDULE B

SPECIAL MINISTRIES

Japanese Ministry	18,000	18,000	18,000	1,500
Jersey City Heights Ministry	6,500	6,500	6,498	-----
Meadowlands Ministries	20,000	20,000	19,999	1,833
Missioner to Hoboken	6,000	6,000	5,000	-----
Newark, House of Prayer	11,800	11,800	11,799	983
TOTAL	<u>62,300</u>	<u>62,300</u>	<u>61,296</u>	<u>4,316</u>

SCHEDULE C

NEW MINISTRIES

Jersey City, St. Matthew's	5,000	5,000	4,585	-----
Oakland/Franklin Lakes, St. Alban's	10,000	10,000	9,999	833

TOTAL	<u>15,000</u>	<u>15,000</u>	<u>14,584</u>	<u>833</u>
TOTAL CURRENT FUNDS	<u>293,300</u>	<u>293,300</u>	<u>289,664</u>	<u>18,940</u>

**DEPARTMENT OF MISSIONS -- OPERATING STATEMENT
STATEMENT OF CASH RECEIPTS & DISBURSEMENTS VS BUDGET
12 MONTHS ENDED DECEMBER 31, 1984**

	<u>BALANCE NOV 30. 1984</u>	<u>DECEMBER</u> <u>ADDITIONS</u>	<u>DEDUCTIONS</u>	<u>BALANCE DEC. 31 1984</u>
	\$	\$	\$	\$
Advance Work Fund	13,472	86,044	21,271	78,245
Operating Account	25,978	25,855	27,843	23,990
Capital Improvement	18,616	-----	2,100	16,516
Grant Fund	<u>70,674</u>	<u>3,501</u>	<u>-----</u>	<u>74,175</u>
END BALANCES	<u>128,740</u>	<u>115,400</u>	<u>51,214</u>	<u>192,926</u>

SUMMARY OF CASH AND INVESTMENTS

Checking Account - Midlantic National Bank	10,926
Commercial Paper - Midlantic National Bank **	180,000
Episcopal Federal Credit Union	<u>2,000</u>
	<u>192,926</u>

\$10,000 reserved for Meadowlands Ministry

REPORT OF CONGREGATIONAL SUPPORT
1985 and 1984

<u>Parish/Mission</u>	<u>Share</u>	<u>1984</u>		<u>Payment</u>	<u>1985</u>	
		<u>Pledge</u>			<u>Share</u>	<u>Pledge</u>
Allendale, Epiphany	1,654	1,654	1,654		600	600
Arlington, Trinity	4,519	4,519	4,519		867	867
Bayonne, Calvary	3,006	3,006	3,006		600	600
Bayonne, Trinity	4,580	4,580	4,580		4,230	4,230
Belleville, Christ	3,150	2,700	2,700		676	676
Belvidere, St. Mary's	3,907	3,907	3,907		3,078	3,078
Bergenfield, All Saints'	5,728	4,200	4,200		2,029	2,629
Bloomfield, Advent	3,493	3,504	3,504		2,040	
Bloomfield, Ascension	600	600	600		600	600
Blimfd/Glen Ridge, Christ	28,197	22,000	22,000		26,479	22,000
Bogota, St. Peter's	1,097	1,097	1,375		600	1,700
Boonton, St. John's	8,108	6,500	6,500		4,120	4,120
Chatham, St. Paul's	25,613	25,613	25,613		24,045	24,045
Cliffside Park, Trinity	1,940	1,940	1,940		600	600
Clifton, St. Peter's	12,433	12,433	12,433		11,584	11,584
Denville, The Saviour	13,327	13,330	13,476		12,634	12,720
Dover, St. John's	14,340	6,745	7,245		11,527	3,292
East Orange, Christ	15,187	7,500	7,000		13,509	7,500
East Orange, St. Agnes'	1,500	1,500	1,500		848	848
East Orange, St. Paul's	1,041	600	600		600	600
East Rutherford, Grace	600	600	600		784	784
Englewood, St. Paul's	36,041	36,041	36,041		37,811	37,811
Essex Falls, St. Peter's	62,173	52,600	52,600		58,970	50,000
Fair Lawn, Atonement	7,604	7,604	4,500		5,910	5,910
Fort Lee, Good Shepherd	9,208	9,208	9,208		7,794	7,794
Glen Rock, All Saints'	8,108	8,300	3,000		5,350	
Hackensack, Christ	16,061	16,061	16,061		15,847	15,847
Hackensack, St. Anthony of Padua	9,266	5,720	5,720		9,736	7,000
Hackensack, St. Cyprian's	600	1,100	1,100		600	600
Hackettstown, St. James'	11,460	10,240	10,240		10,441	9,600
Haledon, St. Mary's	6,140	6,140	6,140		3,959	3,959
Hamburg, Good Shepherd	3,451	3,451	900		1,030	1,030
Harrington Park, St. Andrew's	5,236	5,236	5,236		4,639	4,639
Harrison, Christ	600	600	600		600	600
Hasbrouck Hgts., St. John the Divine	4,890	4,890	4,890		2,721	2,721
Haworth, St. Luke's	11,853	11,853	11,853		7,836	7,836
Hawthorne, St. Clement's	13,286	11,913	13,286		12,586	10,200
Hillsdale, Holy Trinity	5,902	5,902	5,902		3,910	3,910
Hoboken, All Saints'	2,900	2,900	2,900		600	2,500
HoHoKus, St. Bartholomew's	20,978	20,978	20,978		17,710	17,710
Hope, St. Luke's	3,200	3,200	3,200		747	747
Irvington, Trinity	2,186	2,186	2,186		1,534	1,534

REPORT OF CONGREGATIONAL SUPPORT
1985 and 1984

Parish/Mission	Share	1984	Payment	1985	Pledge
		Pledge		Share	
y City, Ascension	4,508	2,000	2,000	3,557	1,060
y City, Grace, Greenville	600	600	600		
y City, Grace, VanVorst	600	600	600	600	600
y City, Incarnation	4,086	4,086	2,000	3,649	
y City, St. John's	1,000	1,000	917	600	600
y City, St. Matthew's	600	600	600	600	600
y City, St. Paul's	12,548	4,500	4,500	11,098	4,500
y City, St. Stephen's	3,525	3,525	3,525	4,142	4,142
on, St. David's	17,376	17,376	17,376	18,221	18,221
a, All Saints'	6,995	6,995	6,995	5,194	5,194
n Park, St. Andrew's	7,621	7,621	7,621	7,116	7,116
e Falls, St. Agnes'	14,665	12,900	13,200	12,249	12,249
gston, St. Peter's	15,334	15,334	15,334	14,992	14,992
Valley, Messiah	600	600	600	600	600
urst, St. Thomas'	4,632	3,600	3,600	2,418	1,700
on, Grace	61,117	46,000	46,000	54,166	47,500
wood, St. George's	27,617	27,617	27,617	26,998	26,998
od, St. Martin's	11,157	9,000	9,000	7,325	7,330
mn, St. Mark's	12,142	11,700	11,700	11,016	
nd Park, Good Shepherd	25,590	25,590	25,590	27,043	27,043
urn, St. Stephen's	16,057	8,000	9,000	10,912	10,912
ngton, All Saints'	28,196	28,200	28,200	27,627	27,627
n/Oak Ridge, St. Gabriel's	600	600	600	600	600
lair, St. James'	37,093	36,330	37,464	32,677	36,000
lair, St. John's	12,112	10,500	10,500	11,207	11,207
lair, St. Luke's	60,900	60,900	60,900	67,381	61,000
lair, Trinity	4,695	3,996	3,996	2,492	2,495
ale, St. Paul's	21,739	18,500	18,500	22,273	22,273
s Plains, St. Paul's	30,487	29,000	30,489	30,354	30,354
stown, Redeemer	22,305	15,000	15,000	18,473	13,717
stown, St. Peter's	86,382	86,382	86,382	92,196	92,196
rlington, St. Peter's	1,900	1,900	1,900	600	600
ain Lakes, St. Peter's	18,457	18,457	18,457	18,617	15,475
k, Grace	58,502	58,502	58,502	49,472	49,472
k, House of Prayer	600	600	600	600	600
k, St. Andrew's	1,900	1,900	1,742	600	600
k, St. Barnabas'	994	1,000	1,000	600	600
k, St. James'	600	600	600	600	600
k, St. Thomas'	1,000	1,000	1,000	1,500	1,500
k, Trinity Cathedral	56,700	56,700	56,700	61,938	61,938
n, Christ	15,346	14,215	15,346	11,547	11,547
rlington, St. Paul's	2,426	1,926	1,926	600	600
argen, Transfiguration	3,068	3,068	3,068	600	600
od, Holy Communion	3,472	3,472	3,472	2,481	2,481
y, Grace	25,724	25,724	25,724	24,628	24,628

REPORT OF CONGREGATIONAL SUPPORT
1985 and 1984

Parish/Mission	Share	1984	Payment	1985	
		Pledge		Share	Pledge
Oakland, St. Alban's	3,854	3,000	1,000	3,376	
Oradell, Annunciation	16,161	16,161	16,161	15,964	15,964
Orange, All Saints'	7,222	6,400	6,400	7,334	7,334
Orange, Epiphany	8,111	8,111	4,111	6,029	6,029
Panther Valley			2,385		
Paramus, St. Matthew's	7,122	4,200	4,500	7,216	7,216
Parsippany, St. Gregory's	6,521	6,521	6,521	6,510	6,510
Passaic, St. John's	7,102	7,102	7,102	5,320	5,320
Paterson, Holy Communion	1,363	1,363	1,363	711	711
Paterson, St. Paul's	21,365	21,365	21,365	20,927	20,927
Paterson, Trinity	9,831	9,831	9,831	7,622	7,622
Phillipsburg, St. Luke's	10,750	7,000	7,000	8,962	5,000
Pompton Lakes, Christ	19,666	13,000	14,000	19,102	16,000
Ramsey, St. John's	27,133	27,133	27,133	28,856	28,856
Ridgefield, St. James'	12,468	12,468	12,468	11,165	11,165
Ridgefield Pk., St. Mary the Virgin	7,341	6,939	6,939	6,828	3,419
Ridgewood, Christ	58,558	69,335	69,336	58,993	60,000
Ridgewood, St. Elizabeth's	46,709	46,709	46,709	46,404	46,404
Ringwood, Good Shepherd	600	600	600	600	600
Rochelle Park, St. Peter's	4,015	4,015	4,015	1,592	1,592
Rutherford, Grace	20,116	20,125	20,125	20,373	20,373
Secaucus, Our Saviour	1,500	1,500	1,500	600	2,125
Short Hills, Christ	96,666	77,000	79,000	94,050	83,004
So. Orange, St. Andrew/Holy Communion	31,219	25,000	25,433	33,657	22,717
Sparta, St. Mary's	15,733	15,750	15,750	15,461	15,461
Stanhope, Christ	6,965	6,965	5,805	5,159	5,159
Succasunna, St. Dunstan's	4,054	4,200	4,200	1,738	1,800
Summit, Calvary	65,394	65,394	65,394	71,093	71,093
Teaneck, Christ	21,975	22,000	22,000	22,796	
Teaneck, St. Mark's	8,813	8,813	8,813	7,330	6,513
Tenafly, Atonement	29,576	29,576	29,576	30,215	30,215
Totowa, Christ	8,481	3,000	3,000	6,987	2,500
Towaco, Transfiguration	3,189	3,189	3,189	722	722
Union City, Grace	3,705	3,000	3,000	1,328	1,328
Union City, St. John's	974	974	500	600	600
Vernon, St. Thomas'	600	600	600	600	600
Verona, Holy Spirit	9,578	9,578	9,578	8,229	8,229
Washington, St. Peter's	3,430	3,430	3,430	2,518	2,518
Wayne, St. Michael's	25,697	25,697	25,697	24,144	24,144
West Milford, Incarnation	1,500	1,500	1,500	1,500	1,500
West Orange, Holy Innocents'	7,464	7,464	7,464	5,745	5,745
West Orange, Holy Trinity	3,910	3,910	3,910	1,472	1,472
West Orange, St. Mark's	600	800	800	600	800
Westwood, Grace	17,376	17,376	17,376	19,265	19,265
Wood-Ridge, St. Paul's	6,432	5,500	5,500	4,533	4,533

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Clergy Transferred

A.D. 1984

Feb. 27	Suzanne Pageol to the Diocese of Chicago
Aug 6	Patrick A. Pierce to the Diocese of Maryland
Sept. 7	Mark C. Sullivan to the Diocese of Easton
Dec. 13	Reuel S. Kaighn, Jr., to the Diocese of Pittsburgh
Dec. 13	Edson M. Outwin to the Diocese of Massachusetts

Clergy Received

A.D. 1984

Jan. 1	Thomas O. Feamster, Jr., from the Diocese of Tennessee
Mar. 8	Janice E. Eddy from the Diocese of Michigan
May 29	Daniel W. Kreller from the Diocese of New Jersey
July 1	Charles D. Packard from the Diocese of Ohio
July 25	Dedra Ann Bell from the Diocese of Southeast Florida
Sept. 1	John G. Dulfer from London, United Kingdom
Sept. 30	Scott Kallstrom from the Diocese of Florida
Sept. 30	Horace D. Ward from the Diocese of Ohio

Candidates for Holy Orders

Suzanne Harris
Monroe Freeman
Hosea Lee
Alfonso Narvaez

Clergy Deceased

A.D. 1984

Nov. 2	Mary Frances Evans
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Ordinations

A.D. 1984

- March 2 Janice Elizabeth Eddy, Priest, by Bishop Spong for Bishop McGhee of Michigan. St. Paul's Church, Englewood.
- Apr. 21 Charles Hubert Eades, Jr., Priest, by Bishop Spong. Church of the Good Shepherd, Ringwood.
- May 31 Machrina Loris Blasdell, Deacon, by the Right Reverend Joseph T. Heistand for Bishop Spong. St. Stephen's Church, Phoenix, Arizona.
- June 9 Peter Rogers Constantinos, Deacon, by Bishop Spong. Trinity Cathedral, Newark.
- June 9 Beverly Jean Huck, Deacon, by Bishop Spong. Trinity Cathedral, Newark.
- June 9 Vesta Marie Horejs Kowalski, Deacon, by Bishop Spong. Trinity Cathedral, Newark.
- June 9 Anne Trott Talmage, Deacon, by Bishop Spong. Trinity Cathedral, Newark.
- Oct. 7 Charles Jay Wissink, Deacon, by Bishop Spong. St. Peter's Church, Morristown.
- Dec. 13 Peter Rogers Constantinos, Priest, by Bishop Spong. St. Paul's Church, Wood-Ridge.
- Dec. 15 Anne Trott Talmage, Priest, by Bishop Spong. St. Dunstan's Church, Succasunna.
- Dec. 18 Beverly Jean Huck, Priest, By Bishop Spong. Calvary Church, Summit.
- Dec. 20 Vesta Marie Horejs Kowalski, Priest, by Bishop Spong. General Theological Seminary, New York.

CONSENTS GIVEN BY THE BISHOP TO ELECTIONS, ORDINATIONS,
CONSECRATIONS, AND RESIGNATIONS OF BISHOPS, ETC.

A. D. 1984

- Jan. 13: Consent for the ordination and consecration of the Very Rev. David S. Ball as Bishop Coadjutor of Albany.
- Jan. 13: Consent for the ordination and consecration of the Rev. James H. Ottley as Bishop of Panama.
- Jan. 24: Consent for the Diocese of Fort Worth to elect a Bishop Coadjutor.
- Feb. 25: Consent for the Ordination and consecration of the Ven. William G. Burrill as Bishop Coadjutor of Rochester.
- Mar. 6: Consent for the Diocese of North Carolina to elect a Suffragan Bishop.
- Mar. 11: Consent for the ordination and consecration of the Rev. Andrew F. Wissemann as Bishop of Western Massachusetts.
- Mar. 18: Consent for the Diocese of Upper South Carolina to elect a Suffragan Bishop.
- Mar. 22: Consent for the Diocese of Milwaukee to elect a Bishop Coadjutor.
- Mar. 22: Consent for the resignation of the Rt. Rev. Robert R. Spears, Bishop of Rochester.
- Apr. 22: Consent for the ordination and consecration of the Rev. Peter James Lee as Bishop Coadjutor of the Diocese of Virginia.
- Apr. 30: Consent for the Diocese of Cenral and South Mexico to elect a Suffragan Bishop.
- June 6: Consent for the resignation of the Rt. Rev. Wilbur E. Hogg, Bishop of the Diocese of Albany.
- June 10: Consent for the ordination and consecration of the Rev. Craig Barry Anderson as Bishop of the Diocese of South Dakota.
- July 23: Consent for the ordination and consecration of the Rev. Roger John White as Bishop Coadjutor of the Diocese of Milwaukee.
- July 30: Consent for the ordination and consecration of the Rev. Edward Cole Chalfant as Bishop Coadjutor of the Diocese of Maine.

- Aug. 10: Consent to the ordination and consecration of the Very Rev. Don Adger Wimberly as Bishop Coadjutor of the Diocese of Lexington.
- Sep. 6: Consent for the ordination and consecration of the Rev. Howard Samuel Meeks as Bishop Coadjutor of the Diocese of Western Michigan.
- Nov. 29: Consent for the ordination and consecration of the Rev. Clarence Cullam Pope, Jr. as Bishop Coadjutor of the Diocese of Fort Worth.
- Nov. 29: Consent for the ordination and consecration of the Rev. Mariniano Garcia-Montiel as Suffragan Bishop of the Diocese of Central and South Mexico.

BISHOP SPONG'S DISCRETIONARY FUND - 1984

Official Acts - The Bishop makes grateful acknowledgement of the following offerings for confirmations, visitations, teaching missions, and visiting bishops.

	<u>Confirmed</u>	<u>Received</u>	<u>Discretionary Fund</u>
Allendale, Epiphany			\$
Arlington (Kearny) Trinity (Bsp. Gonzalez)	3		86.50
Bayonne, Calvary	1		100.00
Bayonne, Trinity	8		
Belleville, Christ			
Belvidere, St. Mary's (Bsp. Hatendi)	2		33.00
Bergenfield, All Saints'	3		78.50
Bloomfield, Advent	3		90.00
Bloomfield, Ascension			45.50
Bloomfield/Glen Ridge, Christ			127.20
Bogota, St. Peter's Korean	36	6	500.00
Boonton, St. John's	6		80.00
Chatham, St. Paul's	11		120.00
Cliffside Park, Trinity (Bsp. Burgess)	6 6	5	101.50
Clifton, St. Peter's			
Denville, The Saviour (Bsp. Gonzalez)	11	1	90.00
Dover, St. John's (Bsp. Reus)	1		
East Orange, Christ	11		110.27
East Orange, St. Agnes'	7	1	25.00
East Orange, St. Paul's	1		
Englewood, St. Paul's	13		320.00
Essex Falls, St. Peter's	22	1	100.00
Fair Lawn, Atonement (Bsp. Hatendi)	10		
Fort Lee, Good Shepherd	8		44.00
Glen Rock, All Saints'	5	3	15.00
Hackensack, Christ	3	3	54.03
Hackensack, St. Anthony of Padua			100.00
Hackensack, St. Cyprian's			55.00
Hackettstown, St. James'	5	1	34.75
Haledon, St. Mary's (Bsp. Hines)	2		
Hamburg, Good Shepherd	10	2	
Harrington Park, St. Andrew's	7	1	100.00
Harrison, Christ			
Hasbrouck Hgts, St. John the Divine	4	1	75.50

	<u>Confirmed</u>	<u>Received</u>	<u>Discretionary Fund</u>
Haworth, St. Luke's	4		\$ 104.00
Hawthorne, St. Clement's (Bsp. Hines)	5		
Hilldale, Holy Trinity	12	7	
Hoboken, All Saints' (Bsp. Reus)			
Ho-Ho-Kus, St. Bartholomew's (Bsp. Batendi)	7		194.35
Hope, St. Luke's	3	4	
Irvington, Trinity	15	1	50.00
Jersey City, Ascension	2		24.85
Jersey City, Grace Greenville			
Jersey City, Grace Van Vorst			
Jersey City, Incarnation			50.00
Jersey City, St. John's (Bsp. Gonzalez)		1	
Jersey City, St. Matthew's			
Jersey City, St. Paul's			
Jersey City, St. Stephen's			
Kinnelon, St. David's			164.52
Leonia, All Saints' (Bsp. Gonzalez)	1		
Lincoln Park, St. Andrew's (Bsp. Burgess)	4		80.00
Little Falls, St. Agnes' (Bsp. Gonzalez)	6		54.00
Livingston, St. Peter's (Bsp. Gonzalez)	1		100.00
Long Valley, Messiah			
Lyndhurst, St. Thomas'	2		57.00
Madison, Grace	22	1	200.00
Maplewood, St. George's	10		85.65
Mar Thoma Church			
Maywood, St. Martin's (Bsp. Burgess)	7	1	100.00
Mendham, St. Mark's (Bsp. Batendi)	4	1	49.80
Midland Park, Good Shepherd (Bsp. Gonzalez)	9		100.00
Millburn, St. Stephen's	1	1	
Millington, All Saints' (Bsp. Batendi)	8	3	
Milton/Oak Ridge, St. Gabriel's (Bsp. Gonzalez)		1	
Montclair, St. James'	19	1	161.79
Montclair, St. John's	9	2	
Montclair, St. Luke's	5	1	211.00

	<u>Confirmed</u>	<u>Received</u>	<u>Discretionary</u> <u>Fund</u>
Montclair, Trinity (Bsp. Burgess)	4		\$ 50.00
Montvale, St. Paul's (Bsp. Burgess)	7		97.85
Morris Plains, St. Paul's (Bsp. Hatendi)	14	8	
Morristown, Redeemer (Bsp. Reus)			
Morristown, St. Peter's	13	2	360.60
Mount Arlington, St. Peter's (Chapel, Cath. Hse.)	1		
Mountain Lakes, St. Peter's (Bsp. Gonzalez)	9	1	
Newark, Grace	8	1	115.00
Newark, House of Prayer	5	1	39.89
Newark, St. Andrew's	1		40.50
Newark, St. Barnabas" (Bsp. Gonzalez)	8	4	35.00
Newark, St. James'			
Newark, St. Thomas'			
Newark, Trinity Cathedral	6		
Newton, Christ (Bsp. Burgess)	2	3	75.00
North Arlington, St. Paul's	1	1	100.00
North Bergen, Transfiguration			80.00
Norwood, Holy Communion	7		64.00
Nutley, Grace	16	4	
Oakland, St. Alban's (Bsp. Hatendi)	7	2	
Oradell, Annunciation	16	3	
Orange, All Saints' (Bsp. Gonzalez)	7	2	50.00
Orange, Epiphany	5		70.00
Panther Valley Ecumenical Ministry			
Paramus, St. Matthew's	2	2	75.01
Parsonippany, St. Gregory's (Bsp. Reus)		13	75.00
Passaic, St. John's	7	1	
Paterson, Holy Communion	4	1	100.00
Paterson, St. Paul's	4	8	
Paterson, Trinity			
Phillipsburg, St. Luke's (Bsp. Gonzalez)	18	1	85.00
Pompton Lakes, Christ (Bsp. Gonzalez)	8		
Ramsey, St. John's	21	1	215.00

	<u>Confirmed</u>	<u>Received</u>	<u>Discretionary Fund</u>
Ridgefield, St. James			\$
Ridgefield Pk, St. Mary the Virgin (Bsp. Reus)			
Ridgewood, Christ	22	3	182.05
Ridgewood, St. Elizabeth's (Bsp. Hatendi)	29		188.65
Ringwood, Good Shepherd (Bsp. Burgess)			13.85
Rochelle Park, St. Peter's			105.40
Rutherford, Grace			
Secaucus, Our Saviour	8		48.00
Short Hills, Christ	4	2	115.25
So. Orange, St. Andrew/H. Comm. (Bsp. Burgess)	14		85.00
Sparta, St. Mary's (Bsp. Hatendi)	11	11	100.00
Stanhope, Christ (Bsp. Burgess)	4	7	50.00
2	3		
Succasunna, St. Dunstan's (Bsp. Hatendi)	16		125.00
Summit, Calvary	25	3	85.15
Teaneck, Christ	2		110.00
Teaneck, St. Mark's (Bsp. Gonzalez)			
Tenafly, Atonement	2		100.00
Totowa Borough, Christ			
Towaco, Transfiguration	5		30.00
Union City, Grace (Bsp. Reus)	5		45.11
Union City, St. John's (Bsp. Reus)	2		
Vernon, St. Thomas' (at Norwood)	1	2	125.00
Verona, Holy Spirit (Bsp. Burgess)	3		
Washington, St. Peter's (Bsp. Gonzalez)	4		
Wayne, St. Michael's			
West Milford, Incarnation			
West Orange, Holy Innocents'			
West Orange, Holy Trinity	6	1	50.00
West Orange, St. Mark's	4		67.14
Westwood, Grace (Bsp. Stevens)	5	1	
1		1	
Wood-Ridge, St. Paul's (Chapel, Cath. Hse.)	3		
	<u>739</u>	<u>143</u>	<u>\$7,626.16</u>

LICENSED LAY READERS - 1985

ALLENDALDE, EPIPHANY - *Nina P. Anderson, *Edgar O. Curtiss Jr., *Ransom H. Duncan, *Dana W. Hiscock, *Geoffrey H. Polglase, *Earl T. Sniffin.

ARLINGTON, TRINITY - *George A. Campen, *Charlotte W. Dendtler, *Donald B. Finch, *Fred E. Hall, *George T. Measor, *Carol I. Nixon, Janice G. O'Hara, Thomas R. Risberg, *Frances M. Robbins, Judith H. Scherzo.

BAYONNE, CALVARY - June D. McComb, Harriet L. Weening, Robert E. Winthrop.

BAYONNE, TRINITY - *Charlotte T. Dittrich, *Joanne P. Warwick, *Eleanor Wilson

BELLEVILLE, CHRIST - *John E. Idenden

BELVIDERE, ST. MARY'S - *Thelma L. Libby, *Clarence C. Stout, *Ferd Wolfertz.

BERGENFIELD, ALL SAINTS' - *Frank Fisher Sr., Barbara D. Rhodes.

BLOOMFIELD, ASCENSION - Sharon Arlett, Loretta E. Brown, Mabel Burt, Jennie Stephens.

BLOOMFIELD/GLEN RIDGE, CHRIST - *Douglas W. Archer, *Robert L. Backfish, *Brian E. Bamforth, *Charles M. Burke Jr., *Cathy L. Deats, *George B. Hallock, *Susan J. Landreth, *Barbara Mould, *Sally N. Roddy, *Sandra Tfaus.

BOGOTA, ST. PETER'S KOREAN CHURCH - Hosea Lee, Stephen Wonchul Lee, Matthew Chung Hwan Kim, Peter Heung Shik Yang.

BOONTON, ST. JOHN'S - *Richard H. Bernhey, *Robert E. Casparian, *William F. Hoyt. *Ian Moricz, *William A. Muller.

CHATHAM, ST. PAUL'S - *John H. Bennett, *Mary Druding, *Nancy S. Foster, *Thomas V. Kelsey, *Eliot S. Knight, *Preston K. Mears, *James P. Moore, *Robert J. Shook, *Elizabeth B. Stockly, *John G. Stockly, *Philip T. Suraci, *Edward K. Wilcox.

CLIFFSIDE PARK, TRINITY - *Laurence M. Burrow, *Corinne

Dyer, *Fred F. Dyer, *Lloyd B. Marshall, *Laura E. Marshall, *Patrick Marshall, *Duncan W. Rawson.

CLIFTON, ST. PETER'S - *James G. Carfora, *Susan Clarke, *Donald I. Fischer, *Pamela A. Fueshko, *Carolyn T. Gutierrez, Kevin P. Hines, *Loretta Hochmuth, *Keith Kidwell, *James H. Sawyer, *Martha J. Wheehler, Nancy L. Young.

COMMUNITY OF ST. JOHN BAPTIST - Sr. Barbara Jean, The Rev. Mother Suzanne Elizabeth.

DENVILLE, CHURCH OF THE SAVIOUR - *Robert Collins, *Arline O. Cowell, *Andrew Fisher IV, *William S. A. Ford, *Richard Gigerian, *Richard L. Heilman, *Robert V. Hein Sr., *William R. Jensen, *Judith L. Lapczynski, *Wayne D. Leatherberry, *John R. Marra, *Harvey N. Ostensen, *Robert W. Sommers, *Candace D. Wagoner.

DOVER, ST. JOHN'S - *Alvin Brandt, *Waldron L. Coon Jr., *Donald A. Dunsmore, *Fred Mitton, Nancy E. Neglia, *Elise Ryan, *Ralph E. Yearwood.

EAST ORANGE, CHRIST - *George W. Ballard, *Oretha E.P. Cole, Arthur B. Fenty, *Elizabeth C. Humphrey, *Susan E. Kynor, *Constance L. Martin, *Kathleen M. Sanders, *Stella I. Thompson.

ENGLEWOOD, ST. PAUL'S - *Bing D. Bills, *Elizabeth A. Brownlee, *Constance E. Bryant, *Edna M. Cubberley, *Loretta M. Daniels, *Lionel B. Garrison, *Kathleen D. Gill, *David B. Kent, *Albert R. Lamb Jr., *Jesse L. Lynn, *Ethel C. Moses, *Marjorie C. Osborn, *Elton Renfroe, *Walter D. Sumner III, *William J. Taylor III, *Edith Swift Thomas, *William S. Weismann Sr.

ESSEX FIELDS, ST. PETER'S - *George A. Auten, *Lawrence G. Bishchoff, *David F. Brandley, *Peter D. Chabris, *David A. Cowell, *Timothy R. Cutting, *Raymond V. Davis, *Mary E. Derieg, *Gerry E. Goldey, Jame Marie Gottschall, *Walter E. Gregg III, *Philip Jansen Jr., *Austin B. Johnson Jr., *Martha C. Johnson, *Joseph F. Martino Jr., Caroline B. Medina, Mitchell Medina, *Edna H. Perpente, *Emil J. Piel, *Alan B. Rowe, Janet Drake Smith, *Charles T. Summers, *Mary C. Swenson.

FAIR LAWN, ATONEMENT - *Robert E. Archibald, Kim F. Capwell, *Carlton J. McCarter, *Jeannette M. Popielarz,

*Stephen F. Potisk, *Hazel Rosen, *Marilyn Williams, *Janet S. Witham.

FORT LEE, GOOD SHEPHERD - *Moira Baillis, Joan Gaess, *Michelle Hansen, Elizabeth Kerney, Terry Menner, William Miller, Jr., *James Mion, Donald O'Brien, Janet O'Brien, *Samuel Pleasants, Claire Roney, Eugene Sanford, Karen Sanford, Larry Sunden, Mary Sunden, *Missy Thomas, *Lynne Tuzik.

GLEN ROCK, ALL SAINTS' - *Karen J. Agnello, *Pamela Demarco, *Kornelia M. Dormire, *Wynter E. Harper, *John B. McGrath, *Victoria G. McGrath, *James R. Phillips, Jr., *Thomas R. Woolley, *Hortense I. Zeller.

HACKENSACK, CHRIST - *Mary C. Allan, Darrell Breed, Betty Feamster, Julia Gleaves, Marjorie M. Hart, *Victor W. Hart, Sandra Kirchmer, Andrew Link, *Doris S. Muller, Elliott W. Smith.

HACKENSACK, ST. ANTHONY OF PADUA - *Louis Argento Sr., *Vito D'Aiutolo, *Ronald J. DeFeo, *Salvatore Garofalo, *Vincent P. Genelia, *Franklin O. Jaegge, *Alfred P. Voto, *Charles Zisa.

HACKENSACK, ST. CYPRIAN'S - *Mary E. Ennon, *Daniel Hughes.

HACKETTSTOWN, HOUSE OF THE GOOD SHEPHERD - *Kenneth E. Meredith.

HACKETTSTOWN, ST. JAMES' - *Stuart T. Adamo, *Robert N. Citro, *Aaron H. Farnell, *Frederick J. Jones, *Richard C. Kramer, *Robert J. Poetsch, *Edward J. Roycroft.

HALEDON, ST. MARY'S - *Luther E. Clifton, *Robert A. Ebersbach, *Edward W. Hausleben, *G. William Metzler, *Henry Ruitenberg Jr., *Kenneth M. Whalen, *Bernhardt Wuensch.

HAMBURG, GOOD SHEPHERD - *Charles F. Bain, *William H. Callahan, June Eisenecker, *Patricia A. Hillard, Catherine R. Klecha, Sharon L. Klecha, *Vincent P. Liotti, *Nancy Claire McKenna, *Edwin C. Selby, Dorothy E. Tanner, Edward E. Tanner, *Robert D. Walker, *Marlene Wilbur, Donald Williams, *Jean B. Zwirek.

HARRINGTON PARK, ST. ANDREW'S - Raymond Churchill, *John B. Gibbons, Gerrie H. Jeter, *Richard W. Jones, Julie M. Turko, Marjorie C. Turko, *Henry L. von Dohn.

HARRISON, CHRIST - *Dorothy A. Bartkus, *Arthur Cawley Jr.,
*Raymond B. Graham Jr.

HASBROUCK HEIGHTS, CHURCH OF ST. JOHN THE DIVINE - *Ethel S.
Ball, Laurence R. Fitton, *Carl W. Haefele, *Janet M.
Hager, Roberta A. Jones, Cheryl Ann Schmitt, *Joseph L.
Solda Jr., *John Telson, Patricia L. Thomasey

HAWORTH, ST. LUKE'S - *Shirley F. Brilakis, *Marjorie F.
Hartmeyer, *Roberta Nobleman, *Andrew Nelson Jr., *Junius W.
Stephenson, *Nancy H. Wyman.

HAWTHORNE, ST. CLEMENT'S - *Joseph S. Birch, *Thomas D.
Cairns, *Roberta Faust, *Elizabeth Gregg, *George Phillips,
Donna Ann Sinke, *Andrew E. Souzis.

HILLSDALE, HOLY TRINITY - *Jane C. Arlin, *Patricia G.
Arlin, *George Behringer, Robert F. Browning Jr., *Debra A.
Chapman, *Russell Chapman, *Mark C. Didriksen, *Nancy
Engvist, *Lisa Jo Engkvist, *Paul E. Fitzpatrick, Brent M.
Gallenberger, *Constance Ann Glaysher, *Viola G. Meese,
*Christine G. Seiler, *George A. Tashji, *Jane A. Tashji,
*Diane Tekirian.

HO-HO-KUS, ST. BARTHOLOMEW'S - *Susan M. Baker, Margaret J.
Barnett, *Francis D. Hanusek, *Elizabeth Linz, *Frankie M.
Maass, *Hugh MacDonald, *Marion McNamee, *Nona Paulson,
*Garrett H. Replinger, *Leo L. Winarski, *Harold C.
Taylor.

HOPE, ST. LUKE'S - Clara A. Fowler, Peter Hahn, *Barbara
Martin, *George Perdue, *Mary P. Woodcock.

IRVINGTON, TRINITY - *Charolette Giampino, *Raymond H.
Giampino, Richard Hildebrant, *Barry Hillman, Elizabeth
Jeffery, *Robert A. Kuldane, *Susan O'Hara, *Victor S.
Petsch.

JERSEY CITY, ASCENSION - *John C. Merschtina.

JERSEY CITY, INCARNATION - *C. Hayward Anthony, Jeannette
Bovell, Herbert A. Brown, *Harold N. Morris, Norma Ray,
Eugenia Suthern, Lucien Watkins.

JERSEY CITY, ST. JOHN'S - Dennis Doran, *Gerard F. W.
Kinch, *Gail K. Meadows.

JERSEY CITY, ST. MATTHEW'S - Anna Flores, Otis B. Carter,

Dorothy M. R. Fowikes, Tanya A. Hughes, Jennie Louise Little, Thelma McKinnon, Jose A. Sanchez.

JERSEY CITY, ST. PAUL'S - *Carole A. LaBate, *Lorraine O. Smith, *William C. Young.

JERSEY CITY, ST. STEPHEN'S - Magna Hadley

KINNELON, ST. DAVID'S - *Jeanne W. Abbott, *Pauline W. Barker, *David Clews, *George L. Greene, *Joan M. Ludwig, *Andre Mendeil, *Pasquale N. Migliaccio, Caroline E. Mossip, *Robert A. Ward Jr., *Wesley C. Wintemberg.

LEONIA, ALL SAINTS' - *James I. Avignone, *Joseph R. Beall, *James Connell, *Susan J. Desmond, *Nora G. Feeney, William J. Festger, *Nancy P. Hawkins, *George N. Korkgy, *Evelyn MacNeill, Glenda L. Morrison, *Roy Morrison.

LINCOLN PARK, ST. ANDREW'S - *Elizabeth L. Kelly, *Burton H. Lapp, *Morton McDonald Jr., *George Shanoian, *Eleanor D. Tompkins.

LITTLE FALLS, ST. AGNES' - *Betty A. Allen, *Leonard Berdan, *Robert Burden, *James C. Chastnéy, *Joan L. Loiacono, *Robert K. Mayer, *Merrill A. Montgomery, *Robert C. Sylvester, *Gene M. Young.

LIVINGSTON, ST. PETER'S - *Robert Behn, *Shirley Jane Goehringer, Florence Lillian Green, *Donald James Hamlin, *Jane Helen Lolk, *Jaqueline Schaefer, *Nancy Lou Tiensch, Marie Elizabeth Wills.

LONG VALLEY, CHURCH OF THE MESSIAH - *Andrew Andreeko, *Robert H. Burnett.

LYNDHURST, ST. THOMAS' - John Sedlock.

MADISON, GRACE - Evelyn Dean, *Harrison Gardner, *Suzanne B. Geissler, *Bruce R. Grob, *Jack Gulisano, *Elizabeth Haeussler, *Clifford Johnson, *Howard Kempseil, *John W. Kennedy Jr., *Anna Kirby, *Donald R. Marcy, *Lane Perdue, *Donald Price, *Paul Robert Porter, *John Paul Rickershauser, *Barbara Ryan, *Joan P. Schabacker, *Ethel B. Smith, *Allen E. Strand, *Edward Symonds, *Barbara Wells, *James W. West.

MAPLEWOOD, ST. GEORGE'S - Mary Ann Bird, *William S. Bigelow, Lynn Conover, *Tilly-Jo Emerson, Caspar Ewig, *John

J. Farmer, Neil Farrell, *T. Carter Hagaman, *Janet R. Hardy, Elizabeth Seward, *Roland Spiotta, *Arthur P. West.

MAYWOOD, ST. MARTIN'S - *Norman Leibrock, *Carl A. Rasmussen.

MENDHAM, ST. MARK'S - *Carl M. Baumgardner, Amanda L. Beesley, *Jean A. Day, *Gail P. T. Coggin, *William F. Grier, III, Charlotte C. Hearn, *Otis J. Hearn, Jr., *Carol J. Horton, *Thomas D. Kerr, *Russell Komline, *James H. Laughlin, *Jason J. Leffler, *Louis C. Leffler, *K. Scott Norris, *Franklin E. Parker, *James R. Sagurton, *Beth A. Shumaker, *Kay Shumaker, *Victoria H. Shurtleff.

MIDLAND PARK, GOOD SHEPHERD - *Robert Brattvet, *Richard B. Cooper, *Albert J. Cornewal, *Ellen M. Kraemer, *Linda Neil.

MILLBURN, ST. STEPHEN'S - Ronald Best, *Richard B. Cole, Thomas F. Dorn, *David Hill, Barbara T. Keller, *Kathryn King, *Ashley Neal.

MILLINGTON, ALL SAINTS' - *Robert Armstrong, *Donald W. Braly, *Charles L. Higginson, *Evelyn Higginson, *Robert C. Hines, *Walter H. Irvine, *Stanley A. Mine, *Audrey E. Roller, *Nancy E. Roller, *Martha F. Rossnagel, *Deborah G. Schmidt, *William H. Smith, *Martha M. Wyatt, *Perry S. Young Jr.

MILTON/OAK RIDGE, ST. GABRIEL'S - *Dorothy Bartnik, *Naomi Horsky, *Patricia Taylor.

MONTCLAIR, ST. JAMES' - *Alice M. Billmeyer, *Martha R. Boughner, *Joyce M. Casto, *Gloria F. Grosso, *James I. Hargis, *Charles G. Phillips, Jr., *Dale C. Shellbaker, *Nancy G. Weidner.

MONTCLAIR, ST. JOHN'S - *Barbara P. Berger, Dorothy E. DiPaolo, Ann L. Eustace, Edward W. Eustace, *William L. Nikel, *Junius LeV. Powell Jr., *Roger K. West.

MONTCLAIR, ST. LUKE'S - *Linda L. Baker, *Carolyn D. Blake, *Hilda W. Bronander, *A. Benedict Doran, *Edward C. Fawcett, Arthur L. Gleason, Mel Hintz, *Margaret Horne, *William Kennard, *Muriel E. Messiah, *Audrey McBratney, *Catherine M. McFarland, *Mary Ramsay, *Sara P. Sobol, *David P. Soule, *George T. Waters, *Brian West.

MONTCLAIR, TRINITY - Ingrid Ren Davis, *Edward M. Jenkins, *Frances T. Morris, *Benjamin LeRoy Wilkinson.

MONTVALE, ST. PAUL'S - *Lizabeth Allen, *Ronald Busse, *Loring Fisher, *Leonard R. Gibson, *Christina G. Hembree, *Barbara G. Hemink, *Nancy K. Jillard, *William R. Jillard, *Lee A. Krug, Charles Kurtzke, *Margaret Litke, *June Lockitt, *Kenneth A. McEwen, *A. John Moncrief, *Kenneth A. Wilson.

MORRIS PLAINS, ST. PAUL'S - John F. Beyer, *Stephanie M. Diamond, *Emily M. Doswell, *Jill B. Espir, *Audrey R. Glazar, *John H. Gogerty, *Rosemary P. Halstead, *Louise F. Heick, *Thomas A. Jacobsen, *Thomas M. Jones, Bruce A. Marsland, *David Masheter, *Robert O. Sinclair Jr., *Alan T. Smith, *Mary Lou Strohl, *Glen E. Strohl.

MORRISTOWN, REDEEMER - *Sarah M. Alliston, *Newell Anderson, *Mary L. Davis, *Charles W. Dickerson, *Judith A. Dickerson, *Jacqueline I. Gilliam, *Ruth C. Haering, *Karol Johns, *Joseph Leidy, *Kay D. Leidy, *B. Preston Root, *Carol D. Rossi, *Rudolph D. Waldman.

MORRISTOWN, ST. PETER'S - Philip L. Azoy, *William E. Bailey, Diane Rhodes Baker, *Erica S. Davis, John E. Gorecki, *Virginia R. Hoff, Arthur L. James, *Thomas G. King, *Edward Probert, Lockwood Rianhard, *Barbara Rosenthal, *Thomas D. Schlabach Jr., *Mary Lou Strohl, *George D. Wheeler, *Anne B. Yardley.

MOUNT ARLINGTON, ST. PETER'S - *Francis A. Bourgeois, *Barbara Cianciulli, *Adriana E. Deile, *Stephen D. Hopper.

MOUNTAIN LAKES, ST. PETER'S - *Donald F. Ayers, *Annie Coulston, *John Espir, *Herbert E. Hagman, *Judith Maessen, *Barbara Mascharka, *Robert J. Mathieu, *Mary B. Preston, *David Reade, *Sally Spinosa.

NEWARK, GRACE - *Walter M. Koenig, *Michael Lindstrom, *Samuel D. Moore, Jr., *Ronald A. Snelson, *Herbert D. Thomas Jr., *Charles E. Turner.

NEWARK, HOUSE OF PRAYER - *Rosalia L. Clegg, *Eric Duff, Clarastine Johnson, *Emma Jordan, *John Mirabella, Stella Morris, *Alfonso A. Narvaez, Carmen Negron, *Janice M. Newman, Lawrence C. Ritchie, Teresita Rodrigues, *Esther Roman.

NEWARK, ST. ANDREW'S - *Stanley D. Barclay, *Edna A. Daley, *Kevin M. Davis, *Sebrena Davis, *Leslie C. Hughes, Anthony Pearson, *Rita M. Romafn, James L. Jenkins.

NEWARK, ST. BARNABAS' - *Joseph A. Dasent, *Monroe Freeman.

NEWARK, ST. THOMAS' - *LeRoy Bonadie, *Leeman V. Dennis,
*Barbara J. English.

NEWARK, TRINITY - *James Churchman Jr., *Harold Esannason,
*Lisa Garland, *Yvette Garland, *Alfred Gaymon, *Thomas
Jackson, Isaiah A. Lyman, *Charles Nelson, *Whitney Parker,
*Roger Watson.

NEWTON, CHRIST - *Howard E. Case, *Estelle D. Cutler, *H.
Ney Gelston, *James A. Laing, *Cynthia L. Love, *Frederick
J. Manthey, *Kathleen M. C. Marquard, *Robert W. Metsger,
*F. Natalie W. Nicol, *James S. Richter, *Gale F. Riddle.

NORTH ARLINGTON, ST. PAUL'S - Walter R. Schaufele.

NORWOOD, HOLY COMMUNION - *Ann B. Davis, *Polly A. Davis,
*William R. Evans, *Nelson T. Nordquist, Eleanor Rymshaw.

NUTLEY, GRACE - *Adele S. Bastinck, Charles E. Fallor,
*Katherine J. Gangi, *Joseph P. Gibson, *James P. Hall,
Walter R. Harle, *Jack M. Houston, *Victor E. Palm, *David
M. Pellnitz, *Elizabeth J. Pellnitz, Kathryn S. Siepert,
*John M. Walch.

OAKLAND/FRANKLIN LAKES, ST. ALBAN'S - *Peggy Beyda, *William
DeLorenzo Jr., *Louise Gillard, *Ian Hicks.

ORADELL, ANNUNCIATION - *Judith Lyn I. Allen, *Richard A.
Demarest, *Ferdinand L. D'Esposito, *Charles H.
Dockendorff, *Susan M. Dziemian, *Patricia A. Gable,
*George Anthony Ganzenmuller, *Marianne Alice H.
Ganzenmuller, *Diana Hauser, *Jeanette M. Hodelin, *Betsy A.
M. Jenny, *Gregory Kouletsis, *Charles I. May III, *Craig
F. Mitchell, *Jane M. Mitchell, *Patricia Seitz, *Debra L.
Schraer, *Lester D. Wallace.

ORANGE, ALL SAINTS' - Michael C. Albertis, Peter W.
Albertis.

ORANGE, EPIPHANY - *William Earle Cameron, *Winfred Gideon
III, *Warren Porter Sr., Elsie P. Pilgrim.

PARAMUS, ST. MATTHEW'S - *Evelyn Cheringal, *William C.
Joosten, *Winifred B. Mammina, *Elaïne H. Reno, *Richard
Roper.

PARSIPPANY, ST. GREGORY'S - *David Battistuta, Lorraine M. Billinghamurst, Lois D. Cottrill, Thomas Coulter, *Carol Eddy, Susan G. Elmore, *David D. Hardy, *Eugene J. Kelly Jr., *John A. Mack, Carol Ann Mooney, *John L. Mooney, *Florence W. Mulvey, *Kathryn E. Niosi, *Margaret Pentaleri, *Willard R. van Liew.

PASSAIC, ST. JOHN'S - *Marion DeGroat, Lynn S. Freeburger, Vernon Gordon, Rosemarie Harvey, *James E. Leach.

PATERSON, HOLY COMMUNION - Brian H. Laffler.

PATERSON, ST. PAUL'S - Bridget Anderson, *Yvonne P. Boggio, Allan Bowen, *Adele Butterworth, *Patricia Cumberbatch, *James B. Freeman, Yvelisse Gutierrez, *Dolores D. Most, *Denise Robinson, *George M. Solomon, Christine Timm.

PATERSON, TRINITY - David W. Beckwermer, Juanita L. Kirchgessner, Frank J. Poole, Brenda R. Peters, John Peters, *Joseph Skelton.

PHILLIPSBURG, ST. LUKE'S - Phil Brassington, *Jean J. Bowden, *C. Douglas Cherry, Mindy Lea Elledge, *J. Richard Exley Jr., James Fritz, *Carol A. Marz, *Kay L. Oakley, David Olsen, *Bert H. Roling, *Russell H. Stewart.

POMPTON LAKES, CHRIST - *Ernest B. Freeman, *June Kaelin, *George K. North, *James Peters, *Virginia Martin-Royce, Robert G. Schmieder, *Nancy J. Whiting.

RAMSEY, ST. JOHN'S - *Lloyd E. Antonides, *Tracy H. Bacon, *Elenita E. Brodie, *Cynthia Christensen, *Carol-Lynn Crawford, *Elaine O. Frost, *Francis T. Giuliano, *Leon C. Longchamp, *Laurel S. Miller, *MaryAnn Pearson, *Rodman C. Robinson, *Ronald L. Roshong Sr., *Valerie K. Turer.

RIDGEFIELD, ST. JAMES' - David C. Crandall, Robert C. D'Emidio, Kenneth J. Johnson, Clinton B. Snyder.

RIDGEFIELD PARK, ST. MARY THE VIRGIN - *William G. Huyler, *Charles R. Jacob, *Thomas Larson, *Judith A. Sirrine.

RIDGEWOOD, CHRIST - *John R. Almert, Henry C. Blum III, Maurice T. Bolmer Jr., *Robert M. Bostock, Thomas R.S. Burgin, Jane Burton, *Barbara J. Canali, George Christie, Marjorie Christie, *Elizabeth B. Crabtree, George M. Crabtree, Catherine Cregan, *John D. Cregan, *Cynthia A. Davis, *Muriel H. Diggs, *Willard T. Donnelly, *Frances Donoghue, *Kathleen P. Duggan, *Daniel Eckhardt, *Donald

Fish, *Richard C. Freimuth, Richard A. Grimley, Pauline Gross, *Conrad R. Hirzel, *Ruth Hook, *Charlotte N. Jackson, *Alfred C. Jones, *Sally C. Jones, Charles W. Kinnaird Jr., William H. Kirk, Lorraine Kubitz, Edmund G. McElroy Jr., *Dorothy E. Meyers, Steven Meyers, Susannah Morgan, Nancy Lynn Mulder, *Arthur G. Nylander, *Caroline E. Rawlinson, *W. Howell Rile, *Martha J. S. Rodwick, Martha A. Rude, *Anita L. Seidler, *David B. Seidler, Jamel K. Shimpfky, *R. Trevor Shimpfky, *Margaret Singer, *Marvin Singer, *John A. Snyder, *Donald B. Steen, *Margaret Stephenson, Robert W. Stephenson, *Sheila M. Thureau, *Frances E. Tobin, *Jerry C. Tobin, *Suzanne S. Williams.

RIDGEWOOD, ST. ELIZABETH'S - *June A. Bove, *Bruce K. Byers, *Fairleigh S. Dickinson Jr., *Carol A. Hart, *F. David Hart, *Joseph W. Leimert, *Barbara F. Lillien, *Donald R. Mason, *Timothy Rogers, *Ralph E. Sanderson, *James R. Scielzo, *Harold W. Smith Jr., *Robert A. Steinbach, *Peter H. Tringham.

ROCHELLE PARK, ST. PETER'S - Louise E. Kern, Carol Joan Parkerton, Maryann Parry.

RUTHERFORD, GRACE - *Walter I. Anderson, *William Gotthardt, *Christianna R. Martin, *William G. McColl, *Thomas Piccate, *Robert W. Rawley, *Earl F. Schneider, *Stephen Shepherd.

SHORT HILLS, CHRIST - *Stephen H. Billington Jr., *Douglas G. Brace, *Barton Conchar, *R. John Cooper III, *John L. Dugan Jr., Gretchen L. Hamilton, Oliver H. Havens, *F. Lowell Jonach, *John H. Kreidler, *W. Owen Lampe, *Thomas H. Mack, *Richard B. McGlynn, *Samuel A. McKeown, *William W. Neal, *John F. Palmer, *Jane C. Riedel, *Eric H. Stochholm, *Robert Tansill, *Malcolm R. Warnock.

SOUTH ORANGE, ST. ANDREW/HOLY COMMUNION - *Carl R. Bottomley, Jr., *Mollie H. Bottomley, *Carolyn O. Brown, *Ann S. Doyle, *Sidney A. Dyar, *Gerald Grimes, *Janet Grimes, *Richard B. Grove, *Elizabeth Magnuson, Norma E. Nichols, *Michael P. Peinovich, *Gustav A. Quintero, *William Sagosz, A. Bruce Smith, *Owen M. Snyder.

SPARTA, ST. MARY'S - Judith Dorhout, Ralph Hitz Jr., *Emily L. Johnson, *Janet E. Lasslett, *Richard H. Lasslett, *John Lynch, *Terence T. McGreevy, Linda Mericle, Richard Mericle, Dorothy O'Brien, *Daniel M. Royce, David Sielken, David Smith, Richard Stone Jr., *J. Michael Sutcliffe, *Bruce A. Whitehouse, *Peter Wikander.

STANHOPE, CHRIST - *Florence Cade, *William A. Coleman Jr.,
*Ann B. Edgar, *Joan C. Mazalatis.

SUCCASUNNA, ST. DUNSTAN'S - *Barbara J. Adams, Rose H. Barrett, Arthur L. Bounds, *Robert H. Klein, *Constance M. Lane, *Leroy K. Meeker, *Edward K. Mulligan, *Barbara Ruth Piccirillo, *Margaret Helen Prudden, *Dorothy N. Puleo, *C. Walter Rich, *Anne T. Talmage, *George N. Wells Jr., *Linda A. Wells, John B. Yourtee, *Sander W. Zulauf.

SUMMIT, CALVARY - Louis L. Allen, *Enos L. Beckwith Jr., A. David Bennett, Ernest C. Biglow Jr., Grosvenor A. Blood, *Frank W. Botthoff, Barbara U. Cady, H. W. William Caming, Noel Casey, Patrick Constantinides, *Martin T. Dyke III, *Richard T. Johnson, *Jacqueline Landwehr, *Mary Liz Lewis, John K. Mell, W. Ronald Nock, William J. Pyle, Charles Rail, Hans Solmssen, *Edward T. Sullivan, Laurin Wheeler.

TEANECK, CHRIST - *Grace H. Amato, *David Arnold, *Carmen Brown, *David O. Bruce, *Joan R. James, *Annie R. Mersereau, *Gail C. Storero.

TEANECK, ST. MARK'S - *Jacquelin Caraway, *John E. Carroll, *Gregory Hales, *Dorothy L. Hooper, *Eleanor E. Jordain, *Marilyn Louise Kondel, *Allen J. Pastryk, *Richard Zimmerman.

TENAFLY, ATONEMENT - *Alfred B. Kane, *Lila H. Kane, *Edith R. Lauderdale, *Horatio R. Rogers, *Jean L. Silverman, *Anne B. Speirs, *Dean Alan Weber.

TOWACO, TRANSFIGURATION - *Lester Milward Archambeau Jr., Nicholas Gabriel, *Caryl B. Glaner, Judy A. Jelinek, *Mavis Claire Wade O'Rourke.

UNION CITY, GRACE - *Elsie Lubben, *Oscar A. Victorio.

UNION CITY, ST. JOHN'S - *June de Georges, Robert de Georges, *Barbara R. Phaire.

VERNON, ST. THOMAS' - *Marshall S. Bratton, *Alexandra J. Diller, *Russell L. Holman, Jr.

VERONA, HOLY SPIRIT - *Gerald J. Evans, *M. Scott Lodge, *Joan Lodge, *Paul F. Yates, *John G. Zinn.

WASHINGTON, ST. PETER'S - *Byron Foster, *Madeline Helfry,
*Walter Opdyke, *Lynn H. Wagner

WAYNE, ST. MICHAEL'S - *Joel I. Fraites, *Jerald M. Honeycutt, *Daniel F. Kuzma, *Robert S. Lanterman, *John Levy, *Edward Mason, *Hubert Mott, *Lois E. Peterson, *Norma T. Snider, *Janet C. Tichansky.

WEST MILFORD, INCARNATION - *Charles F. Ackroyd, *Larry Bryant, *Susan C. Calcagno, *Annette Jecker, *Bruce Watts, *Patricia J. Watts.

WEST ORANGE, HOLY INNOCENTS' - *Harold D. Goulden.

WEST ORANGE, HOLY TRINITY - Walter B. Hall

WEST ORANGE, ST. MARK'S - *Sarah K. Cravens, *William H. Deerfield, *Mark L. Smith, *Richard V. Werner.

WESTWOOD, GRACE - *Paul Bleier, *James P. Burgess, *John Dowdie, *Lyle R. Hatch, *Francis W. Lagerquist, *Peter M. Law, *John L. Martin, *Michael F. Rehill, *Charles S. Schneider, *Howard G. Sharp, *Paul S. Sobeck, *Daniel Young.

WOOD-RIDGE, ST. PAUL'S - Cindy Brummer, *Robert J. Brummer, Suzanne Hausleiter, *Janet E. Huntley, Robert W. Novelle, *Lauri M. Spies, Howard C. Spilker, *Richard C. Wrede.

"Roving Supply" - *Sherida Yoder.

* - Administer the Chalice at Holy Communion.

STATISTICS OF THE DIOCESE

1984

BISHOPS	1
CLERGY CANONICALLY RESIDENT	276
PARISHES AND MISSIONS	133
PARISHES IN UNION WITH CONVENTION	114
MISSION STATIONS	19
ORDINATIONS - DIACONATE	2
- PRIESTHOOD	6
CLERGY - RECEIVED	8
- TRANSFERRED	5
- DECEASED	1
- RENUNCIATIONS	0
CANDIDATES FOR HOLY ORDERS	4
LAY READERS APPOINTED	1,009
BAPTISMS - CHILDREN	1,037
- ADULTS	80
CONFIRMED - CHILDREN	595
- ADULTS	198
RECEIVED	191
COMMUNICANTS	35,336
BAPTISED PERSONS	54,038
MARRIAGES	697
BURIALS	976
SERVICES - DAILY OFFICES	9,191
- HOLY COMMUNION	22,913
CHURCH SCHOOL - OFFICERS AND TEACHERS	1,159
- PUPILS/BIBLE CLASS MEMBERS	6,887
RECEIPTS	
OPENING BALANCE - Jan. 1	\$ 1,224,725
General Purposes - Operating Funds	11,046,109
Special Purposes - Endowment/restricted	2,057,708
Non-income receipts	1,912,713
	15,016,530
DISBURSEMENTS	
Parish Purposes	10,840,771
Church Program (work outside)	2,038,679
Non-expense disbursements	1,891,816
	14,771,266
CLOSING BALANCE - Dec. 31	1,478,534

	PLEDGES FOR NEXT YEAR		RECEIPTS			DISBURSEMENTS			CLERGY SALARIES (in \$100)			PROPERTY		
	PLEDGING HOUSEHOLDS	AMOUNT PLEDGED	PLATE AND PLEDGE	\$ PER HOUSEHOLD	PER WEEK	TOTAL RECEIPTS	DIocese AND GEN. CHURCH	OTHER OUTSIDE PARISH EXPENSES	TOTAL	RECTOR	OTHERS	NET DISBURSABLE INCOME	PROPERTY VALUE	INSURANCE
1 Wallendale, Epiphany	27	31750	23269	10.17	38378	1654	125	28716	30495	140	0	38378	328856	0
2 Arlington, Trinity	73	34260	28844	5.96	58241	4519	726	46238	53252	150	0	37052	928575	928675
3 Bayonne, Calvary	40	14574	16168	2.22	54240	3006	240	25762	35677	0	0	31561	407967	407967
4 Bayonne, Trinity	22	18328	39703	4.57	113788	5972	434	52555	85302	180	0	93464	793600	793600
5 Melville, Christ	43	19240	29790	5.91	59858	3271	701	52450	59222	104	0	58757	1101000	990900
6 Belvidere, St Mary	35	15464	18941	6.39	35090	3907	50	33120	40377	105	0	33640	490000	33600
7 Bergenfield, All Saints	68	19294	25619	2.69	48421	4200	99	40132	44431	177	0	38691	66039	66039
8 Palisades, Advent	30	17000	21362	8.56	29825	2530	4218	21343	28998	95	0	29632	634157	507325
9 Bloomfield, Ascension	18	147	7574	6.33	24635	600	271	16607	20761	0	0	19170	59431	13731
10 Bloomfield, Christ	133	78661	100698	6.41	154391	25332	4129	115802	150913	246	0	123549	4179514	0
11 Bopota, St Peter	25	19000	26294	5.81	63222	1538	13928	48088	63554	211	0	37582	300000	300000
12 Bonton, St John.	89	40570	58047	4.90	64092	6640	460	55140	62240	211	0	60218	648030	583226
14 Chatham, St Paul	218	150000	143918	11.73	214574	25613	5152	153380	195133	271	162	178577	1354300	0
15 Cliffside Pk, Trinity	82	30000	29095	3.52	85596	1940	1827	72327	84794	216	0	69821	277966	277966
16 Clifton, St Peter	115	62000	65229	8.65	93049	12433	2321	69044	114736	235	0	85740	1190700	1190700
17 Denville, Saviour	140	78000	86188	7.82	85966	13476	2600	59634	99784	250	4	91656	733500	733500
18 Dover, St John	101	48250	53047	6.22	85841	7245	901	57726	80554	205	0	73804	1545199	1545199
19 East Orange, Christ	150	63028	63028	3.28	120617	7000	4128	106507	130503	185	0	109033	2974662	2678900
20 East Orange, St Agnes	60	22500	22080	3.08	55001	0	1500	0	53821	211	0	39726	1114452	1003007
21 East Orange, St Paul	51	15781	20445	6.05	40375	600	0	43972	44572	120	0	40375	227500	0
22 East Rutherford, Grace	17	31	3995	5.12	12311	650	25	10712	11387	60	0	12028	473000	17258
23 Englewood, St Paul	251	118500	133142	6.14	211039	36041	20	175495	221771	259	79	211039	158736	158736
24 Essex Falls, St Peter	251	169042	205932	6.92	354745	52600	4548	308653	380565	270	218	246413	3381300	3381300
25 Fair Lawn, Atoneament	86	41908	46271	4.81	51823	4500	532	49253	54285	192	0	51316	854300	854300
26 Fort Lee, Good Shepherd	86	30360	44062	4.37	76952	9861	0	62617	103999	197	0	59655	0	0
27 Glen Rock, All Saints	96	51500	55905	5.02	63905	3000	0	63300	66300	233	48	63905	0	0
28 Hackensack, Christ	55	35545	38674	4.43	74511	16061	1041	94793	113495	180	0	73570	1594800	0
29 Hackensack, St Anthony	70	34000	55480	7.16	58157	5720	500	53080	59300	206	5	55480	650000	566000
30 Hackensack, St Cyrian	37	8600	7061	2.42	35151	1100	55	16304	29636	56	0	11757	110349	110349
31 Hackensack, St James	114	57000	55703	7.82	62968	10240	2082	75244	87566	225	0	62968	0	0
32 Haledon, St Mary	158	24700	33633	3.27	68406	4607	63	61249	65919	223	0	48270	571600	0

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* Indicates incomplete or obsolete data.

	PLEDGES FOR NEXT YEAR		RECEIPTS				DISBURSEMENTS			CLERGY SALARIES (in \$100)			PROPERTY	
	PLEDGING HOUSEHOLDS	AMOUNT PLEDGED	PLATE AND PLEDGE	\$ PER HOUSEHOLD	TOTAL RECEIPTS	DIOCESE AND GEN. CHURCH	OTHER OUTSIDE	FARISH EXPENSES	TOTAL	RECTOR	OTHERS	NET DISPOSABLE INCOME	PROPERTY VALUE	INSURANCE
33 Hambury, Good Shepherd	0	0	32458	10.07	66843	3167	881	53085	57133	211	0	53872	234257	210233
34 Barrington Pk, S Andrew	55	27620	34702	7.41	42250	5236	2118	42964	57005	100	24	39793	840078	840078
35 Harrison, Christ	55	9406	24866	7.59	25697	1557	387	22425	22425	88	0	25194	625381	625381
36 Hasbrouck Bks, St John	67	27179	32434	6.64	43964	4890	304	30454	35648	122	0	39478	330000	0
37 *Haworth, St Luke	99	55622	53255	8.98	63380	11853	1047	53669	66569	215	0	63380	542000	25897
38 Hawthorne, St Clement	138	72459	73954	5.80	83006	11778	0	80033	91811	202	0	81661	0	0
39 Hilldale, B Trinity	107	48982	52406	6.72	59568	5902	0	50406	56308	227	0	59568	520000	0
40 Hoboken, All Saints	54	39900	41941	12.04	577480	2400	174	85940	345414	200	0	64272	2639120	2399200
41 *Ho-Ho-Ros, S Barth	99	76159	78597	7.52	120600	20978	5648	74291	275359	218	0	97675	592615	34963
42 *Hope, St Luke	46	30114	33086	8.48	40507	2750	154	32200	39512	171	0	35541	516974	516974
43 Irvington, Trinity	60	18000	18256	4.13	42836	2186	905	39599	42690	160	0	42631	315000	367600
44 Jersey City, Ascension	21	7000	9340	4.18	68880	2000	359	28613	30972	108	0	33521	336538	81785
46 *Jersey City, Grace (VV)	10	6000	1500	0.00	27865	600	0	23991	33282	189	0	13524	1645412	1645412
47 Jersey City, Incarnatn	42	20566	35166	6.20	51880	2000	768	45910	51798	198	0	49320	0	0
48 *Jersey City, St John	24	10000	13498	3.13	42551	900	100	46853	47853	77	0	35551	1806300	1806300
49 *Jersey City, St Matthew	25	8900	3840	2.95	4801	500	140	2379	3019	0	0	3840	399415	399415
50 Jersey City, St Paul	60	15000	17686	2.88	73945	6750	1226	61413	69389	153	0	72719	550000	538000
51 Jersey City, St Stephen	32	16380	23392	6.16	34974	3525	140	20759	24424	0	0	34834	150000	0
52 Kinnelon, St David	116	81569	94048	11.45	129663	19891	1785	76312	98848	217	0	98343	854898	854898
53 Leonia, All Saints	76	30000	34700	6.74	66463	6995	0	56468	63463	170	0	66463	1441500	1441500
54 Lincoln Park, St Andrew	76	43600	43433	5.61	73116	7621	899	56629	66396	211	0	68745	705400	705400
55 Little Falls, St Agnes	112	63870	57249	8.40	99025	13200	972	66211	107526	266	0	72161	964500	868050
56 Livingston, St Peter	62	43866	42238	9.44	84643	15334	0	61943	91576	198	0	84643	45493	45493
57 Long Valley, Messiah	62	41100	44919	11.52	127450	600	0	49749	60284	230	0	49893	311580	0
58 Lyndhurst, St Thomas	78	31267	30425	6.73	62469	3600	2306	47050	76712	188	0	46850	795905	795814
59 Madison, Grace	307	210289	198180	10.03	306300	46000	6751	185108	284684	357	0	253033	582000	582000
60 Maplewood, St George	106	110370	117050	13.01	160015	27617	5673	100502	133792	268	0	131614	29100	29100
61 Maywood, St Mark	79	43200	46694	9.45	68625	9000	2659	50642	62301	215	0	64654	703248	703248
62 Mendham, St Martin	64	51288	54777	9.49	80490	11700	4389	55726	76955	210	0	77950	694200	62587
63 Midland Pk, G Shepherd	137	94328	115460	9.87	138487	25590	2694	81597	112162	345	0	121105	798000	70800
64 Millburn, St Stephen	102	63445	58872	8.78	73521	9000	0	41527	75528	188	0	61117	21500	21500

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* Indicates incomplete or obsolete data.

PURTOTAL TRAIL				MULTIPLY		DIOCESE AND GEN. CHURCH													OTHER OUTSIDE		PARISH EXPENSES		TOTAL		OTHERS		NET DISPOSABLE BUDGET		PROPERTY VALUE		INSURANCE	
PLEGGEHOLDS	AMOUNT PLEDGED	PLATE AND PLEDGE	\$ PER HOUSEHOLD	TOTAL RECEIPTS	DIOCESE AND GEN. CHURCH	OTHER OUTSIDE	PARISH EXPENSES	TOTAL	SECTOR	OTHERS	NET DISPOSABLE BUDGET	PROPERTY VALUE	INSURANCE																			
65 Millington, All Saints	169	138000	134277	8.75	145186	27980	8988	105810	143353	346	0	137299	716600	645000																		
66 Oak Ridge, St Gabriel	20	10600	10783	9.87	45519	600	379	39228	40207	44	0	15330	0	0																		
67 Montclair, St James	255	194000	180809	9.45	258229	37464	1786	197831	255483	306	214	180809	3177800	3177800																		
68 Montclair, St John	86	52718	63158	11.04	74587	10500	945	60612	72057	0	0	74587	847972	847972																		
69 Montclair, St Luke	264	210103	215181	11.18	285391	60900	6581	208558	286284	250	163	266740	0	0																		
70 Montclair, Trinity	36	16205	52817	5.97	63509	5992	1470	43962	60393	200	0	65309	849200	849200																		
71 Montvale, St Paul	159	105300	107995	8.91	135766	18500	1342	83089	104531	212	0	113779	0	0																		
72 Morris Plains, St Paul	236	142000	128609	8.59	168829	30489	843	109559	163165	263	227	146436	1041296	1041296																		
73 Morristown, Redeemer	91	38943	45736	5.00	132588	15000	763	125393	167466	245	0	106606	4765700	4765700																		
74 Morristown, St Peter	322	181643	193930	6.93	526734	86382	127441	251805	498218	344	215	380978	8345000	8345000																		
75 Mt Arlington, St Peter	46	29422	30100	9.81	49600	1900	0	43600	45900	196	0	43100	246321	0																		
76 Mountain Lake, St Peter	138	90000	80843	5.02	130606	18457	12692	107571	141451	258	126	112971	0	0																		
77 Newark, Grace	88	33000	39330	3.60	268314	58502	10705	190526	275111	260	183	242231	3521400	3521400																		
78 Newark, House of Prayer	47	19500	11432	1.98	55220	600	4531	71672	83184	194	0	22380	1475000	871603																		
79 Newark, St Andrew	47	21049	20795	6.25	48894	1742	151	49251	60447	211	0	26750	1550000	900300																		
80 Newark, St Barnabas	28	8284	7597	1.35	46751	1000	451	42174	43625	271	0	21350	741800	667620																		
81 Newark, St James	10	400	474	0.27	5095	600	0	8247	8847	0	0	5095	30000	30000																		
82 Newark, St Thomas	26	9500	9339	7.81	23041	1000	800	16835	21621	0	0	19841	899500	899500																		
83 Newark, Trinity	304	92000	79697	3.11	252913	61096	3503	165517	249676	357	171	252793	3051931	3051931																		
84 Newton, Christ	188	67705	72515	3.44	87627	14215	1726	77480	99820	250	0	83451	1820000	1820000																		
85 N Arlington, St Paul	25	11642	22173	2.55	34109	1926	494	29730	32150	88	0	33773	619000	413100																		
86 No Bergen, Transfigtn	40	37094	39661	11.56	42273	3068	200	49636	52904	221	0	40498	440500	440500																		
87 Norwood, Holy Communion	62	28500	30515	6.18	42783	3472	588	31748	36803	100	24	41243	1224891	0																		
88 Nutley, Grace	176	89000	98702	6.61	131302	25724	3898	95242	124864	214	0	122696	2555900	2555900																		
89 Oakland, St Alban	22	35	27069	7.33	66042	1000	0	61213	62213	211	0	36751	0	0																		
90 Oradell, Annunciation	148	79175	77404	7.59	114595	16161	325	86400	116716	284	0	100440	0	0																		
91 Orange, All Saints	62	39317	31128	7.58	67010	6969	50	57654	68013	202	0	58372	927000	927000																		
92 *Orange, Epiphany	121	0	40775	3.49	61873	7189	0	51331	58520	188	0	61873	800636	800636																		
93 Paramus, St Matthew	60	34468	38256	9.55	55185	4500	0	44698	54148	183	0	52955	413904	0																		
94 Parsippany, St Gregory	80	50945	51054	11.29	55632	6521	2251	42666	52122	202	0	52384	430000	370136																		
95 Passaic, St John	155	45000	51394	3.32	88932	7102	0	60510	78296	135	0	88932	4253600	4253600																		
96 Peterson, St Communion	46	37336	35941	8.04	66207	1250	0	58906	65773	190	0	60605	1417800	1417800																		
97 Peterson, St Paul	142	49300	54835	6.39	159222	21365	3240	131491	166088	215	71	151722	2700400	2430360																		

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PLEDGES FOR NEXT YEAR			RECEIPTS			DISBURSEMENTS			SALARIES (in \$100)			PROPERTY		
PLEDGING HOUSEHOLDS	AMOUNT PLEDGED	PLATE AND PLEDGE	\$ PER HOUSEHOLD	TOTAL RECEIPTS	DIOCESE AND GEN. CHURCH	OTHER OUTSIDE	PARISH EXPENSES	TOTAL	RECTOR	OTHERS	NET DISPOSABLE BUDGET	PROPERTY VALUE	INSURANCE	
98 Paterson, Trinity	45	29645	40552	56550	9831	0	54692	66973	211	0	56550	775500	775500	
99 Phillipsburg, St Luke	81	36526	45311	59882	7000	50	33331	40381	180	0	58622	443356	443356	
100 Pompton Lakes, Christ	133	69130	78700	103125	14000	0	80900	94900	220	0	103125	842800	842800	
101 Ramsey, St John	194	133158	127941	148427	27132	8921	115119	160576	301	150	135735	1025600	1025600	
102 Ridgefield, St James	111	34452	47204	57891	12468	1447	42718	57173	211	0	58591	586600	586600	
103 Ridgefield Pk, St Mary	41	18290	23941	49551	8939	708	48090	56603	202	0	42539	352191	352191	
104 Ridgewood, Christ	0	250000	258666	305471	66766	5513	199372	298384	325	170	283103	0	0	
105 Ridgewood, St Elizabeth	240	198000	198002	245355	46709	5297	159567	211573	360	168	216292	0	0	
106 Ringwood, Good Shepherd	1	500	1378	9799	600	554	8877	10031	3	0	2153	170739	170739	
107 Rochelle Pk, St Peter	49	20465	25506	33499	4015	0	30524	34539	155	0	34899	415344	415344	
108 Ruthford, Grace	151	68025	73362	672	11320	0	87665	107790	240	0	106745	2208756	1818756	
109 Secaucus, Our Saviour	40	23445	25966	35815	1500	398	29552	33450	111	0	33772	320000	313894	
110 Short Hills, Christ	536	304630	303871	512887	79000	9786	322476	467365	336	200	406345	2444454	0	
111 S Orange, S Arkw/Comm	161	93619	97664	173570	25000	2548	173632	181090	312	0	168813	0	0	
112 Sparta, St Mary	146	109200	106212	858	120128	15750	4752	114419	254	10	111914	761000	759561	
113 Stanhope, Christ	33	60281	60899	2210	69894	5719	6010	67964	242	0	60899	585871	585871	
114 Succasunna, St Dunstan	68	49800	49601	4200	49601	0	41050	54442	211	0	49601	0	0	
115 Summit, Calvary	386	305000	316659	1187	368970	65394	7605	246145	455052	335	187	317465	3262042	3262042
116 Teaneck, Christ	109	93818	115417	991	153196	12700	4080	143484	316	0	121881	1991278	1991278	
117 Teaneck, St Mark	90	53000	59567	626	84114	8813	57864	71495	217	0	63183	1010921	1010921	
118 Tenafly, Abnoment	179	120000	120689	959	163125	29576	1748	126826	308	79	159377	50800	50800	
119 Totowa, Christ	37	33124	36339	1271	46494	3000	39231	46452	171	0	46494	397300	381200	
120 Towaco, Transfgtn	51	29500	26325	713	48345	3189	0	46563	49752	211	0	38415	646919	646919
121 Union City, Grace	59	15444	21189	522	34581	3000	0	35790	140	0	34581	709800	709800	
122 Union City, St John	0	0	11850	317	18137	500	0	20509	60	0	18137	752700	752700	
123 Vernon, St Thomas	30	15500	16883	755	43216	600	598	38802	211	0	22728	185855	185855	
124 Verona, Holy Spirit	75	54000	60597	586	68286	9578	0	50508	60508	218	0	68286	619500	619500
125 Washington, St Peter	44	16432	18821	575	50737	3340	0	35308	65769	110	0	385543	347007	347007
126 Wayne, St Michael	160	1340789	138189	920	163629	25697	2180	119352	147229	0	0	160982	0	0
127 W Milford, Incarnatn	55	32905	29586	918	36476	1500	195	29450	33857	44	0	36476	126800	121800
128 W Orange, H Innocents	68	37200	39042	722	100105	7464	1064	47194	99785	200	0	49169	522100	522100
129 W Orange, H Trinity	72	26000	31826	371	48850	3910	30890	41770	165	0	42714	1011749	1011749	
130 W Orange, St Mark	33	27452	24197	1012	46035	800	450	62132	68940	267	0	46035	64500	64500
131 Westwood, Grace	171	85647	76903	368	106038	14788	1287	79234	99776	192	0	95736	1179090	1179090
132 Wood-Ridge, St Paul	30	43392	47479	666	66092	5500	8591	51662	183	0	57330	576250	784856	
	12490	8539037	7918277	6.94	13103817	1666245	372434	9326294	12879450	0	0	10792154	122930356	102019151

	HOLY COMMUNION										BAPTISMS & CONFIRMATIONS					PUPILS				
	HOUSEHOLDS	BAPTIZED MEMBERS	PRIOR COMMUNICANTS	PRESENT COMMUNICANTS	OTHER CONFIRMED PERSONS	SUNDAYS	WEEKDAYS	PRIVATE	OTHER SERVICES	CHILDREN	ADULTS	CHILDREN	ADULTS	RECEIVED	MARRIAGES	BURIALS	AV. ATTENDANCE & KEY SERVICES	CHURCH SCHOOL	DAY SCHOOL	
1	*Allendale, Epiphany	110	192	134	8	102	6	0	37	0	0	0	0	0	1	1	48	20	0	
2	Arlington, Trinity	182	89	99	0	95	18	32	12	5	0	3	0	0	1	3	79	34	0	
3	*Bayonne, Calvary	140	193	115	0	90	18	100	8	7	1	1	1	0	7	9	54	15	0	
4	Bayonne, Trinity	167	229	221	0	53	120	13	12	2	0	4	4	0	5	1	94	31	0	
5	*Belleville, Christ	57	234	142	0	78	18	26	126	11	0	0	0	0	7	12	73	0	46	
6	Belvidere, St. Mary	97	109	97	98	66	26	3	6	1	0	2	0	0	3	3	52	13	0	
7	Bergenfield, All Saints	183	220	177	153	78	52	27	7	6	0	3	0	0	2	12	107	50	0	
8	*Bloomfield, Advent	48	111	72	70	56	16	5	7	2	0	0	0	1	1	2	38	0	0	
9	Bloomfield, Ascension	23	33	31	0	52	2	10	61	0	0	0	0	0	2	5	25	0	0	
10	Bloomfield, Christ	302	505	479	0	104	70	35	125	5	0	0	0	0	14	11	206	42	62	
11	Bogota, St. Peter	87	166	103	147	0	182	12	8	29	12	27	0	6	36	4	81	29	38	
12	Bronton, St. John	228	623	181	185	70	79	14	188	6	0	4	2	0	6	7	103	27	0	
14	Chatham, St. Paul	236	740	648	621	30	107	120	58	8	0	11	0	0	4	19	265	97	0	
15	Cliffside Pk, Trinity	159	208	195	208	0	109	53	43	15	7	1	3	6	6	1	136	35	0	
16	Clifton, St. Peter	145	327	207	207	3	98	23	19	28	9	0	4	0	2	6	138	25	0	
17	Denville, Saviour	212	588	393	401	0	101	97	13	82	22	0	10	1	1	10	261	101	0	
18	Dover, St. John	164	564	362	368	2	102	50	54	7	11	0	1	0	10	10	159	40	0	
19	East Orange, Christ	370	635	533	547	0	94	12	25	30	15	3	6	5	5	3	216	59	0	
20	East Orange, St. Agnes	138	275	178	194	0	103	48	12	8	27	0	6	1	4	4	111	10	0	
21	East Orange, St. Paul	65	203	183	177	14	95	20	4	0	0	0	0	1	0	6	82	39	0	
22	East Rutherford, Grace	15	15	15	15	0	52	12	0	0	1	0	0	0	0	0	20	0	0	
23	Englewood, St. Paul	417	888	463	474	217	86	25	35	20	0	10	3	0	7	8	309	175	30	
24	Essex Fells, St. Peter	572	1110	1098	1058	116	81	29	309	19	0	16	6	1	25	18	322	153	0	
25	Fair Lawn, Atoneant	185	599	419	426	0	91	49	85	6	1	0	10	0	5	7	137	35	0	
26	Fort Lee, Good Shepherd	194	412	267	261	28	90	113	49	15	0	0	4	3	6	22	135	60	0	
27	Glen Rock, All Saints	214	500	326	338	0	76	78	74	9	0	5	0	2	1	9	167	75	0	
28	Hackensack, Christ	168	310	156	162	0	93	40	32	13	5	1	2	3	4	4	93	26	0	
29	Hackensack, St. Anthony	149	306	163	162	0	142	234	278	658	4	0	0	0	4	7	151	30	0	
30	Hackensack, St. Cyrilian	56	99	57	61	1	51	3	10	5	1	0	0	0	2	0	46	27	0	
31	Hackettstown, St. James	137	290	120	98	0	110	77	48	175	4	0	5	1	3	6	158	43	0	
32	Haledon, St. Mary	198	254	172	158	0	105	102	93	87	21	9	2	0	12	21	111	40	0	

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* Indicates incomplete or obsolete data.

	SERVICES OF HOLY COMMUNION										BAPTISMS CONFIRMATIONS					PUPILS				
	HOUSEHOLDS	BAPTIZED MEMBERS	PRIOR COMMUNICANTS	PRESENT COMMUNICANTS	OTHER CONFIRMED PERSONS	SUNDAYS	WEEKDAYS	PRIVATE	OTHER SERVICES	CHILDREN	ADULTS	CHILDREN	ADULTS	RECEIVED	MARRIAGES	BURIALS	AV. ATTENDANCE 4 KEY SERVICES	CHURCH SCHOOL	DAY SCHOOL	
33	Bamberg, Good Shepherd	275	148	157	15	105	10	12	1	7	0	10	0	2	5	4	87	76	0	
34	Harrington Pk, S Andrew	90	81	77	70	80	14	33	22	3	1	7	0	0	3	6	89	22	0	
35	Barlison, Christ	63	73	57	25	83	15	12	6	4	0	0	0	0	2	6	33	0	0	
36	Babcock Hts, St John	94	244	233	0	96	26	26	48	4	0	2	3	0	4	6	117	49	0	
37	*Baworth, St Luke	114	539	325	17	90	20	26	23	3	0	2	2	0	7	8	116	35	0	
38	Hawthorne, St Clement	245	507	441	274	0	106	99	78	206	1	1	4	0	5	19	162	48	0	
39	Hillsdale, B Trinity	150	359	367	0	111	60	0	0	3	1	8	5	7	4	11	152	81	0	
40	Hoboken, All Saints	67	104	81	90	0	80	87	34	0	19	1	0	0	5	9	99	16	0	
41	*Ho-Bo-Kus, S Barth	201	1067	637	0	102	60	55	0	11	0	7	0	0	6	3	159	84	0	
42	*Hope, St Luke	75	465	133	160	50	88	59	4	3	1	3	1	4	1	5	93	40	0	
43	Irvington, Trinity	85	189	110	121	26	103	123	9	7	0	15	0	1	7	3	99	25	0	
44	Jersey City, Ascension	43	83	55	53	15	53	10	50	0	2	0	0	0	0	4	48	15	0	
46	*Jersey City, Grace (WV)	16	30	0	0	0	52	8	0	60	3	0	0	0	0	2	22	10	0	
47	Jersey City, Incarnatin	109	169	106	109	0	46	7	23	19	5	0	0	0	0	2	131	10	0	
48	*Jersey City, St John	83	134	95	95	31	21	1	218	7	0	5	0	0	3	2	72	8	0	
49	*Jersey City, St Matthew	25	47	47	45	0	18	0	0	6	0	0	0	0	0	0	7	8	0	
50	Jersey City, St Paul	118	219	221	204	0	108	76	63	30	3	0	0	0	3	12	86	31	0	
51	Jersey City, St Stephen	73	153	136	142	0	75	5	70	15	1	0	3	0	8	7	56	24	0	
52	Kimmelton, St David	158	432	219	205	53	95	13	168	10	0	7	2	1	6	3	177	117	0	
53	Leonla, All Saints	99	158	155	158	0	97	55	10	9	6	1	0	0	2	4	96	40	70	
54	Lincoln Park, St Andrew	149	305	125	139	33	76	40	17	33	9	0	4	0	3	7	141	33	62	
55	Little Falls, St Agnes	131	315	241	226	13	97	16	20	6	0	6	0	0	2	5	129	22	0	
56	Livingston, St Peter	86	244	223	244	0	89	64	86	5	0	1	0	0	2	9	104	57	0	
57	Long Valley, Messiah	75	214	134	19	52	1	3	308	5	0	1	0	0	2	9	129	22	0	
58	Lyndhurst, St Thomas	87	109	110	50	107	15	39	11	6	0	11	2	0	5	0	122	71	0	
59	Madison, Grace	380	803	817	20	103	97	3	180	19	0	18	4	1	16	21	389	128	0	
60	Maplewood, St George	173	443	327	322	6	92	78	17	6	0	8	2	0	4	8	161	34	0	
61	Maywood, St Martin	95	237	132	144	21	93	18	28	7	0	6	1	1	2	15	115	51	0	
62	Merham, St Mark	111	315	145	146	79	107	77	8	5	0	2	2	1	4	4	83	43	0	
63	Midland Pk, G Shepherd	225	654	418	0	80	7	8	33	5	0	7	1	0	3	10	197	121	0	
64	Millburn, St Stephen	129	271	91	0	87	7	3	24	4	1	0	0	0	4	5	114	33	0	

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HOLY COMMUNION

BAPTISMS CONFIRMATIONS

FUNLS

HOUSEHOLDS	BAPTIZED MEMBERS	PRIOR COMMUNICANTS	PRESENT COMMUNICANTS	OTHER CONFIRMED PERSONS	SUNDAYS	WEEKDAYS	PRIVATE	OTHER SERVICES	CHILDREN	ADULTS	CHILDREN	ADULTS	RECEIVED	MARRIAGES	BURIALS	AV. ATTENDANCE	4 KEY SERVICES	CHURCH SCHOOL	DAY SCHOOL
65 Millington, All Saints	295	855	486	466	79	110	57	42	26	8	2	7	2	3	8	10	263	156	77
66 Oak Ridge, St Gabriel	21	79	64	58	5	49	15	0	9	2	1	0	0	1	3	1	56	29	0
67 Montclair, St James	368	1227	590	596	0	150	61	0	231	9	1	8	5	0	16	15	309	142	0
68 Montclair, St John	110	237	206	194	0	84	16	25	14	5	0	8	3	0	3	4	95	30	0
69 Montclair, St Luke	370	1623	727	711	0	108	75	31	33	15	0	5	0	1	12	22	301	113	0
70 Montclair, Trinity	170	248	208	224	0	94	16	150	5	4	2	2	2	0	4	8	126	33	0
71 Montvale, St Paul	233	744	294	287	0	111	16	28	19	10	0	7	0	0	5	10	195	81	110
72 Morris Plains, St Paul	288	784	766	781	0	160	120	64	41	10	0	14	11	0	10	5	380	128	0
73 Morristown, Redeemer	176	351	255	250	26	87	36	6	45	7	1	6	0	0	10	8	136	41	0
74 Morristown, St Peter	538	1035	830	831	60	97	72	75	15	14	0	7	6	2	17	16	412	208	0
75 Mt Arlington, St Peter	59	200	110	77	0	106	5	12	14	13	0	0	3	0	9	2	84	29	0
76 Mountain Lake, St Peter	310	928	422	465	206	80	187	51	456	29	0	8	0	1	13	5	223	100	0
77 Newark, Grace	210	334	302	307	53	108	322	87	742	6	2	3	5	1	2	2	164	49	0
78 Newark, House of Prayer	111	226	116	115	0	96	85	15	50	10	1	3	2	1	4	2	100	36	45
79 Newark, St Andrew	64	144	96	102	0	81	49	15	4	3	0	1	0	0	2	2	82	38	0
80 Newark, St Barnabas	108	158	46	57	0	53	18	23	55	5	0	5	3	4	0	0	60	29	0
81 Newark, St James	34	73	73	72	0	52	5	6	4	6	2	0	0	0	0	1	27	9	0
82 Newark, St Thomas	23	65	80	65	0	36	4	0	21	1	0	0	0	0	0	0	30	0	0
83 Newark, Trinity	493	807	741	730	0	93	76	58	10	13	0	2	4	0	7	15	371	49	0
84 Newton, Christ	405	601	705	501	0	91	68	0	183	18	3	3	2	3	3	3	233	73	0
85 N Arlington, St Paul	167	295	112	110	104	83	71	7	183	5	0	1	0	1	4	14	60	15	0
86 No Bergen, Transfign	66	122	119	117	0	87	5	16	145	4	0	0	0	0	1	4	150	57	29
87 Norwood, Holy Communion	95	247	92	91	34	78	9	13	72	8	1	4	3	0	7	4	93	32	0
88 Nutley, Grace	287	664	355	321	125	123	85	164	458	10	0	14	2	4	10	16	256	92	0
89 Oakland, St Alban	71	185	171	184	0	98	9	8	67	3	0	6	1	2	2	1	93	15	0
90 Oradell, Annunciation	196	495	333	347	0	107	76	16	22	10	2	17	0	3	8	10	217	107	0
91 Orange, All Saints	79	129	83	94	0	160	307	27	107	1	0	5	2	2	1	5	91	0	0
92 *Orange, Epiphany	225	443	264	264	0	101	9	0	6	5	1	5	1	0	0	2	113	29	0
93 Paramus, St Matthew	77	669	233	126	18	92	41	19	7	3	0	2	0	2	6	4	83	22	0
94 Passaic, St Gregory	87	223	124	118	21	104	26	25	13	12	1	0	0	13	10	4	111	34	0
95 Passaic, St John	298	496	324	316	15	104	12	51	3	15	0	4	3	1	0	8	153	31	0
96 Peterson, B Communion	86	180	116	119	5	92	119	30	318	4	0	0	2	1	0	4	107	28	0
97 Peterson, St Paul	165	340	241	251	8	97	47	10	138	10	2	2	2	2	10	4	150	49	0

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HOLY COMMUNION

BAPTISMS CONFIRMATIONS

PUPILS

	HOUSEHOLDS	BAPTIZED MEMBERS	PRIOR COMMUNICANTS	PRESENT COMMUNICANTS	OTHER CONFIRMED PERSONS	SUNDAYS	WEEKDAYS	PRIVATE	OTHER SERVICES	CHILDREN	ADULTS	CHILDREN	ADULTS	RECEIVED	MARRIAGES	BURIALS	AV. ATTENDANCE	CHURCH SCHOOL	DAY SCHOOL
98	Peterson, Trinity	339	257	259	0	72	26	61	15	1	0	0	0	0	2	7	76	0	0
99	Phillipsburg, St Luke	316	255	271	0	72	26	56	20	4	1	16	1	0	4	3	120	71	0
100	Pompton Lakes, Christ	674	590	573	0	107	72	15	28	33	1	7	2	0	27	14	182	48	0
101	Ramsey, St John	293	741	764	0	137	80	12	16	12	1	19	2	1	15	7	369	139	0
102	Ridgefield, St James	294	387	364	55	88	70	45	32	14	0	0	0	0	7	28	157	49	0
103	Ridgefield Pk, St Mary	142	305	144	4	84	68	156	30	8	0	0	0	0	4	8	96	40	0
104	Ridgewood, Christ	413	1032	1081	0	116	175	38	11	22	0	7	15	3	14	21	400	0	0
105	Ridgewood, St Elizabeth	271	925	805	0	82	45	25	27	13	0	28	1	0	8	4	249	339	0
106	Ringwood, Good Shepherd	63	319	42	41	16	3	32	49	7	0	3	0	0	1	4	44	36	0
107	Rochelle Pk, St Peter	192	204	122	0	88	32	17	274	2	0	0	0	0	0	17	56	17	0
108	Rutherford, Grace	210	449	245	0	79	58	11	56	7	0	0	0	0	11	20	180	50	50
109	Secaucus, Our Saviour	66	125	81	3	88	13	34	15	4	0	3	4	1	4	5	69	27	0
110	Short Hills, Christ	674	1196	722	640	119	100	56	227	24	1	3	0	2	12	36	354	145	189
111	S Orange, S Andw/Comm	256	509	395	0	73	37	6	28	11	0	11	3	0	8	10	217	75	0
112	Sparta, St Mary	238	369	438	0	114	66	18	9	8	2	11	4	24	7	8	292	238	0
113	Stanhope, Christ	53	71	77	0	67	15	1	6	7	0	0	2	3	1	2	81	34	0
114	Succasunna, St Dunstan	112	330	158	145	105	16	2	66	6	0	16	0	0	4	1	210	73	0
115	Summit, Calvary	513	1607	1628	0	98	64	45	25	19	0	26	3	0	14	22	473	213	0
116	*Teaneck, Christ	224	379	396	11	99	102	48	30	2	1	9	1	0	1	9	127	85	0
117	Teaneck, St Mark	183	382	236	0	56	58	51	4	2	1	5	3	0	1	4	139	77	0
118	Tenafly, Atoremont	242	501	423	10	102	17	9	4	13	0	2	0	0	16	18	172	94	0
119	Totowa, Christ	55	122	89	0	99	32	47	77	4	0	0	0	0	1	5	55	0	0
120	Towaco, Transfigtn	71	195	135	36	90	63	22	9	6	0	5	1	2	3	4	83	27	23
121	Union City, Grace	121	736	155	135	0	15	58	33	6	0	1	2	2	13	8	106	32	0
122	Union City, St John	72	121	63	5	80	21	44	44	6	0	1	2	0	1	4	47	9	0
123	*Vernon, St Thomas	43	53	57	2	66	5	5	12	10	0	0	2	0	1	4	64	15	0
124	Verona, Holy Spirit	199	540	515	0	99	19	12	127	2	0	3	0	0	3	3	126	32	0
125	Washington, St Peter	63	193	106	107	0	55	18	12	6	0	1	3	0	1	4	54	32	0
126	Wayne, St Michael	289	834	710	689	94	28	65	189	12	0	13	4	4	13	12	257	129	0
127	W Milford, Incarnate	62	236	73	61	0	7	16	6	16	0	4	0	0	2	3	128	35	0
128	W Orange, H Innocents	104	224	130	64	74	18	54	15	3	0	0	0	0	2	4	59	14	0
129	W Orange, H Trinity	165	291	237	10	73	19	8	25	1	0	2	4	1	5	6	59	6	0
130	W Orange, St Mark	46	86	64	0	54	14	3	67	1	1	3	1	0	4	1	82	8	0
131	*Westwood, St Mark	402	1153	357	342	125	267	207	318	4	2	2	2	0	6	8	234	72	0
132	Wood-Ridge, St Paul	137	211	129	132	80	71	56	18	6	0	0	0	3	1	6	85	40	0
21933		54038	35723	35336	2254	11720	6692	4501	9191	1037	80	595	198	191	697	976	18320	6887	831

