

1989 JOURNAL OF THE DIOCESE OF NEWARK

PROCEEDINGS OF THE
ONE HUNDRED AND FIFTEENTH ANNUAL CONVENTION
JANUARY 27 AND 28, 1989

HELD AT THE SHERATON HOTEL, RTE 17, MAHWAH, 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 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 and Fifteenth Annual Convention of the Church in the Diocese of Newark will meet on Friday, January 26, and on Saturday, January 27, 1990.

The Annual Reports from parishes and missions for 1989, which are canonically required on or before February 1, 1990, 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, 1989, 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

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

ASSISTANT SECRETARY

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

ASSISTANTS TO THE SECRETARY

Mrs. Kate Magnuson, 24 Rector Street, Newark, New Jersey, 07102

Mr. Brad Moor, 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, McCarter & English, 4 Gateway Center,
100 Mulberry Street, 07102

PARLIAMENTARIAN

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

115TH ANNUAL DIOCESAN CONVENTION

ELECTIONS

SECRETARY OF THE CONVENTION

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

TREASURER OF CONVENTION

Mr. John Zinn, Holy Spirit, Verona

ASSISTANT TREASURER OF CONVENTION

Mr. William K. Quinlan, Calvary, Summit

ACTS/VIM BOARD - Class of 1992

The Rev. Donald Shearer, All Saints', Orange

Ms. Phyllis Biggs, St. Mark's, West Orange

Ms. Bonnie Magnuson, St. Andrew & Holy Communion, South Orange

COMMITTEE ON CONSTITUTION AND CANONS for Convention 1990

Mrs. Christine Hembree, St. Paul's, Montvale

The Hon. Ward Herbert, St. Andrew's and Holy Communion, South Orange

The Rev. Joseph Herring, Christ, Newton

The Rev. Beverly Huck, Calvary, Summit

Mrs. Gerrie Jeter, St. Andrew's, Harrington Park

The Rev. Donald Kimmick, St. Paul's, Montvale

Mr. Michael Rehill, Grace, Westwood

The Rev. Wade Renn, Grace, Nutley

The Rev. Donald Shearer, All Saint', Orange

The Rev. Richard Shimpfky, Christ Church, Ridgewood

DIOCESAN COUNCIL - Class of 1991

The Rev. Lauren Ackland, St. Alban's, Oakland/Franklin Lakes

ECCLESIASTICAL COURT - Class of 1995

The Rev. Robert Dendtler, St. Mary's, Sparta

DEPARTMENT OF MISSIONS - Class of 1990

The Rev. Jorge Gutierrez, St. Peter's, Clifton

DEPARTMENT OF MISSIONS - Class of 1991

The Rev. William Coats, St. Clement's, Hawthorne

Mr. Michael Gerhardt, Christ Church, Hackensack

DEPARTMENT OF MISSIONS - Class of 1992

The Rev. Christopher David, Good Shepherd, Midland Park
The Rev. Frederick Hillyer, St. Martin's, Maywood
The Rev. Joseph Pickard, Messiah, Chester
Mrs. Mary Dale, St. David's, Kinneelon
Mrs. Dale Gruner, Messiah, Chester
Mr. Anthony Pearson, St. Andrew's, Newark

PROVINCIAL SYNOD DEPUTIES AND ALTERNATES - Class of 1991

The Rev. Mark Waldon, Christ Church, Totowa
The Rev. Dr. Edward Martin, Jr., Grace, Rutherford
Mrs. Audrey King, Good Shepherd, Hamburg
Mr. Bruce Whitehouse, St. Mary's, Sparta
The Rev. F. Sanford Cutler, Retired
The Rev. Thomas Scott, St. Andrew's, Lincoln Park
Mrs. Lorraine Shay, Trinity Cathedral, Newark
Mrs. Lee Carr, St. Paul's, Jersey City

STANDING COMMITTEE - Class of 1993

The Rev. Richard Shimpfky, Christ Church, Ridgewood
Mr. Jack Lynch, St. Mary's, Sparta

TRINITY CATHEDRAL CHAPTER - Class of 1991

The Rev. Canon Gervais Clarke, Epiphany, Orange
Mr. William Heick, St. Paul's, Morris Plains

TRUSTEES OF EPISCOPAL FUND

Ms. Carlotta Budd, Grace, Madison
The Rev. Harry Smith, St. Mark's, West Orange

934 1139
Jury City
St. Peter's

DIOCESAN ORGANIZATIONS

ELECTED BY CONVENTION

ACTS/VIM BOARD

The Rt. Rev. John S. Spong

Elected by Convention

Class of 1990

**The Rev. Michael du Plessis
Mr. Whitney Parker
Mr. Howard Sterling**

Class of 1991

**The Rev. Robert Maitland (2)
Miss Eugenia Suthern
Mr. Michael Sutcliffe**

Class of 1992

**The Rev. Donald Shearer (2)
Ms. Phyllis Biggs
Mrs. Bonnie Magnuson**

Appointed by the Bishop

Class of 1990

The Rev. Albert Jousset

Class of 1991

Mr. Walter Johnson (2)

Class of 1992

Mr. Michael Belt

DEPARTMENT OF MISSIONS

**The Rt. Rev. John S. Spong, President
The Ven. Denise Haines, Vice President
The Ven. Leslie Smith
Mr. John Zinn, Treasurer
Ms. Ruth Kamanyire, Secretary**

Class of 1990

**Mrs. Lee Carr
Mrs. Dorothy Fowlkes (2)
Mr. Richard Stone
The Rev. Geoffrey Curtiss (2)
The Rev. Alan King
The Rev. Jorge Gutierrez (1 yr)**

Class of 1991

**Mr. Donald Knapp (2)
Mr. Dennis Lodge (2)
Mr. Michael Gerhardt (2 yrs)
The Rev. William Coats (2 yrs)
The Rev. Scott Kallstrom (2)
The Rev. Tracy Lind**

Class of 1992

**The Rev. Christopher David
The Rev. Frederick Hillier (2)
The Rev. Joseph Pickard
Mrs. Mary Dale
Mrs. Dale Gruner
Mr. Anthony Pearson**

ECCLESIASTICAL COURT

The Rev. George Bowen 1990
The Rev. Addison Groff 1991
The Rev. Katrina Swanson 1992

The Rev. Gaylord Hitchcock 1993
The Rev. Frank Bancroft 1994
The Rev. Robert Dendtler 1995

PROVINCE II SYNOD, NEW YORK/NEW JERSEY

Class of 1990

Class of 1991

Deputies

Mrs. Marjore Christie
Mrs. Annette Jecker
The Rev. Page Bigelow
The Rev. Donald Shearer

Mrs. Audrey King
Mr. Bruce Whitehouse
The Rev. Mark Waldon
The Rev. Dr. Edward Martin, Jr.

Alternates

Mrs. Susan Hirner
Mr. David Biesel
The Rev. Gaylord Hitchcock
The Rev. Cedric Thompson

Mrs. Lorraine Shay
Mrs. Lee Carr
The Rev. F. Sanford Cutler, Ret.
The Rev. Thomas Scott

THE STANDING COMMITTEE

Class of 1990

Class of 1991

Mr. Michael Rehill
The Rev. Jack McKelvey

Mrs. Juli Towell (Secretary)
The Rev. Wade Renn

Class of 1992

Class of 1993

Mrs. Christina Hembree
The Rev. Joseph Herring (2)

Mr. Jack Lynch
The Rev. Richard Shimpfky (2)

TRINITY CATHEDRAL

The Rt. Rev. John S. Spong

The Very Rev. Dillard Robinson III

Elected by Convention

Class of 1990

Class of 1991

Mrs. Alice du Plessis
The Rev. Monroe Freeman

Mr. William Carpenter, Jr.
The Rev. Abigail Hamilton

Class of 1992

Mr. William Heick
The Rev. Canon Gervais Clarke

Appointed by Bishop

Class of 1991

Class of 1991

The Rev. Elaine Kebba

Class of 1992

Elected by Cathedral Congregation

**Mr. Maso Ryan
Mr. Whitney Parker**

**Mrs. Otelia Daring, Treasurer
Ms. Elizabeth Edwards, Clerk**

NOMINATED BY BISHOP AND CONFIRMED BY CONVENTION

COMMISSION ON MINISTRY

The Ven. Leslie Smith

Class of 1990

The Rev. Elaine Kebba (Chair)	Mr. John DeWitt
The Rev. Richard Louis	Mr. Winfred Gideon
The Rev. Kenneth Poppe	Mrs. Marjorie Christie

Class of 1991

The Rev. Frederick Boswell, Jr.	Mr. Joachim Adamczyk
The Rev. Beverly Huck	Mrs. Diane Mayo
The Rev. Richard Shimpfky	Mrs. Betty Weaver

Class of 1992

The Rev. Gervais Clarke	Mr. Charles Dickerson
The Rev. Robert Ihloff	Mrs. Ann Doyle
The Rev. Jeffrey MacKnight	Mrs. Catherine McFarland

APPOINTED BY THE BISHOP

ART AND ARCHITECTURE COMMITTEE

Mr. Rufus Grant	Mr. Thomas Nieman
Mr. George Green III	Mr. Nelson Nordquist
The Ven. Denise Haines (Chair)	Dr. E. Joseph Piel
Mr. Elliot Knight	Ms. Jane Riedel
Mr. Robert Lanterman	The Rev. Donald Shearer
The Rev. Jeffrey MacKnight	

EPISCOPAL COMMUNITY SERVICES

The Rt. Rev. John S. Spong, Chair
The Rev. Patrick Close, President
The Rev. John Branson, Secretary
Mr. John Zinn, Treasurer
The Ven. Denise Haines

Ms Barbara Wright Be'll	Mrs. Nancy Lewis
The Rev. Frederick Boswell, Jr.	Mrs. Joan Lodge
Mr. Lee Clark	Ms. Roberta Moseley
The Rev. Eric Duff	The Rev. Harry Smith
Mrs. Dallas Garbee	Ms. Jewel Thompson
Mrs. Diane Holland	Mrs. Louise Zwingle
Mrs. Deanna Lawatsch	

DEPARTMENT OF PROGRAM

The Ven. James W. H. Sell

The Rev. Gordon Tremaine, Bishop's appointment
The Rev. Harry Smith, Council appointment
The Rev. Elizabeth Wigg Maxwell, Elected by convention/1991
The Rev. George Kyle, Social Justice Commission chair

The Rev. Robert Dendtler, Faith Development Commission chair
The Rev. Mark Waldon, Parish Development Commission chair

COMMISSION ON AGING

The Rev. Dr. Charles H. Eades Jr., Chair

AIDS TASK FORCE

The Rev. Cynthia Black, Chair	Mr. William Lorentz
Mr. Michel Belt	Ms. Diane Mayo
The Rev. Craig Burlington	The Rev. Karen Murphey
The Rev. Richard Chasse	Mr. William Orr
Dr. Daniel Fernando	Mr. Thomas Porto
Mr. Michael Francaviglia	The Ven. James Sell
Ms. Carol Huntington	Ms. Nancy Serbo
The Rev. George Kyle	Mr. Barry Stopfel

CAMP AND CONFERENCE BOARD

The Rev. Norman Mol, Chair	Mrs. Bonnie Magnuson
Mrs. Marilyn Olsen	Mr. Robert Haber
Ms. Mollie Hibbard	Mrs. Elizabeth Haber
Mrs. Marcia Pickard	Mr. John Horskey

CHEMICAL DEPENDENCY TASK FORCE

The Rev. Donald Allen, Chair

CHRISTIAN EDUCATION COMMITTEE

Class of 1990

The Rev. John Croneberger, Chair	Mrs. Ann Doyle
The Rev. Patrick Close	Mrs. Kathleen Ballard

Class of 1991

The Rev. Elizabeth Wigg Maxwell	Mrs. Colleen Hintz
The Rev. Richard Demarest	Mrs. Bonnie Magnuson

Class of 1992

The Rev. Daniel Riggall	Mrs. Martha Lashbrook
The Rev. Philip Wilson	Mrs. Kathy Niosi

The Rev. Frederick C. Fox III, Secretary/Treasurer

CHRISTIAN SOCIAL RELATIONS COMMITTEE

Class of 1990

The Rev. Thomas Scott	Mrs. Lyn Headley-Moore, Chair
The Rev. Cynthia Black	Mrs. David Crean

Class of 1991

The Rev. Tracey Lind	Mrs. Cheryl Brocking
	Mr. Robert Masiello
	Mrs. Dee Chang

Class of 1992

The Rev. Christopher David
The Rev. Sarah Nelson

Mrs. Martha Shaunessy Gardner
Ms. Katherine Hancock Ragsdale
Ms. Carol Martin

Special Appointment--ECW: Mrs. Clara Horsley

COMPANION DIOCESE OF HONG KONG COMMITTEE

Mrs. Deborah Brown, Chair
The Rev. David Brown
The Rev. Patrick Close
The Rev. Nicholas Cooke
Mr. Harold Denear
The Rev. Frederick Fox
The Rev. Richard Louis
Mrs. Catherine McFarland

The Rev. Joseph Pickard
Mr. Thomas Porto
The Rev. Frederick Redpath
Mrs. Deborah Redpath
Ms. Lusina Stadler
Ms. Betty Weaver
The Rev. Philip Wong
Mr. John Zinn

CURSILLO

The Rev. John Stone

Ms. Cheryl Kasper

DIOCESAN YOUTH COMMITTEE

Ms. Kathryn King, Director

Ms. Mary Amman
Mr. Sawie Biamahsah
Mr. Richard Cohen
Mr. James Doyle
Ms. Caroline Fennessy
Mr. Raymond Heatley
Mr. John Horskey
Ms. Cynthia Jackson

Mr. John King
Mrs. Bonnie Magnuson
Ms. Kate Magnuson
The Rev. Norman Mol
Mrs. Marcia Pickard
Mr. Jeremy Ring
Ms. Susanne SpreSSERT
Ms. Carrie Worthington

ECUMENICAL AND INTERFAITH COMMITTEE

The Rev. Lucinda Laird, Chair

EDUCATION FOR MINISTRY

The Rev. Frederick Boswell, Jr., Director

EVANGELISM COMMITTEE

The Rev. Duncan Clark
The Rev. John Elledge, Jr.
The Rev. John Rollins
The Ven. James W. H. Sell
The Rev. Mark Waldon, Chair

Mrs. Caron Van Dyck
Mrs. Joan Lodge
Mrs. Edith T. Ewing

JEWISH/CHRISTIAN TASK FORCE

The Rev. Robert Mason, Chair

PEACE COMMISSION

Mrs. Jill Alexander, Chair

REFUGEE RESETTLEMENT TASK FORCE

The Rev. Daniel Kreller, Chair

STEWARDSHIP COMMISSION

Class of 1900

The Rev. J. Carr Holland
The Rev. Craig Burlington

Mrs. Edith Ewing
Mrs. Diane Holland

Class of 1991

The Rev. Jorge Gutierrez
The Rev. Patrick Close

Mr. M. Scott Lodge
Mr. Robert Burnett

Class of 1992

The Rev. Donald Shearer
Mr. John Zinn, Chair

Mr. Arthur Underwood
Ms. Joyce Williams

WOMEN'S ISSUES AND MINISTRY

The Rev. Lauren Ackland
The Rev. Page Bigelow
The Rev. Cynthia Black, Chair
The Rev. Diana Clark
Ms. Susan Hirner
Ms. Carol Horton
Ms. Annette Jecker
Ms. Patricia Watts

The Rev. Lucina Laird
Ms. Susan Leeds
Ms. Bonnie Perry
Ms. Frances Trott
Ms. Patricia Watts
The Rev. Elizabeth Wigg Maxwell

CONVENTION COMMITTEES 1988

ARRANGEMENTS

Lauren Ackland
Mary Leigh Armstrong
Christine Barney
Michael du Plessis
Emily Kittross
Sue Hirner
Robert Lanterman

Dennis Lodge
Joan Lodge, Chair
Doris Mardirosian
Bruce Whitehouse
Virginia Whitehouse
Barbara Wallace

BISHOP'S ADDRESS

Elise Dann
Jack McKelvey

Kenneth Poppe
Phillip Wilson

BUDGET

Maurice Bolmer
Nancy Colner
Jack Croneberger, Chair
Robert Dendtler
William DuBose
Christina Hembree
Frederick Hillyer

Gerrie Jeter
Elaine Kebba
John E. Lynch
Howard Mackey
Robert Maitland
Antoinette Neals
John Zinn

CERTIFY MINUTES

Mary Leigh Armstrong, Chair
Gail Deckenbach

Naomi Horsky
Marie Obermann

NOMINATING COMMITTEE

George Kyle (East Bergen)
Marge Hartmeyer (East Bergen)
Frank Bancroft (Hackensack)
William Muller (Hackensack)
Darry Lee (Hudson)
Eugenia Suthern (Hudson)
Robert Fitzpatrick (Morris)
William Heick (Morris)
Steven Steele (Western)

Robert Wagner (North Essex)
Marian Lawrence (North Essex)
John Rollins (Passaic)
Jerald Honeycutt (Passaic)
Ray Roberts (South Essex)
William Anderson (South Essex)
Richard Louis (West Bergen)
Edgar Curtiss (West Bergen)
Anne Paul (Western)

NEW AND EXTINCT PARISHES

William Hardin
Ward Herbert

Richard Shimpfky
John Zinn

RESOLUTIONS

Christine Barney
James Churchman
Ella DuBose
James Jannucci
Tracy Lind

Audrey King
Richard Louis
Anne Paul
Barbara Phaire
Harry Smith

RULES OF ORDER AND ELECTIONS

**Christine Barney
Page Bigelow
William Bigelow
Michael du Plessis
Ward Herbert**

**Sue Hirner
Gaylord Hitchcock, Chair
Alex MacDonell
Ray Roberts
Horace Ward**

TELLERS

**Mary Leigh Armstrong
Nancy Blackwell
Florence Bustamante
Ruth Hook
Connie Horsley
Doris Mardirosian
Janice Nash**

**Marie Obermann
Dorothy Paten
Rod Robinson
Nancy Smith
Vi Smith
Janet Spieth
George Stata**

PAGES

**Kaileen Alston
Meredith Baka
Richard Cohen
Peter Curley
Caroline Fennessy
Ray Heatley
Holly Hoffman
John Horsky
Cynthia Jackson
Adult Advisors:**

**John King
Tiffany Marshall
Michele Pickard
Jeremy Ring
Kasey Robinson
Susanne SpreSSERT
Carrie Worthington
Jenny Worthington**

THE DIOCESAN COUNCIL

The Rt. Rev. John Shelby Spong, D.D., President
Mrs. Gerrie Jeter, Vice President
Mrs. Christine Barney, Secretary
Mr. John Zinn, Treasurer
Mr. William Quinlan, Assistant Treasurer
The Hon. Ward Herbert, Chancellor

CONVOCATION REPRESENTATIVES

EAST BERGEN

The Rev. H. Gaylord Hitchcock, Grace, Westwood (1991)
Mrs. Gerrie Jeter, St. Andrew's, Harrington Park (1990)

HACKENSACK

The Rev. James Thompson, St. Martin's, Maywood (1991)
Mr. Donald Roberts, Church of Our Saviour, Secaucus (1989)

HUDSON

The Rev. Donald B. Baldwin, Calvary, Bayonne (1991)
Mrs. Frances Doran, St. John's, Jersey City (1990)

MORRIS

The Rev. Dr. David Hamilton, St. Paul's, Morris Plains (1991)
Mr. William Heick, St. Paul's, Morris Plains (1990)

NORTH ESSEX

The Rev. Harry E. Smith, St. Mark's, West Orange (1991)
Dr. E. Joseph Piel, St. Peter's, Essex Fells (1990)

PASSAIC

The Rev. Thomas Scott, St. Andrew's, Lincoln Park (1990)
Mr. Andrew Hazelton, St. Michael's, Wayne (1991)

SOUTH ESSEX

The Rev. Gordon Tremaine, St. Stephen's, Milburn (1990)
Mrs. Joyce Fauntleroy, Grace, Newark (1991)

WEST BERGEN

The Rev. Richard Louis, St. John's, Ramsey (1990)
Mr. Dana Hiscok, Epiphany, Allendale (1991)

WESTERN

The Rev. Steven Steele, St. Thomas', Vernon
Mrs. Anne Paul, St. Peter's, Washington (1991)

ELECTED BY CONVENTION

Mr. William (Tim) Carpenter, St. John's, Montclair (1991)
The Rev. David P. Hegg II, St. Peter's, Morristown (1990)
Mr. Laurie Folkes, Epiphany, Orange (1990)
The Rev. Lauren Ackland, St. Alban's, Oakland/Franklin Lakes (1991)

APPOINTED BY THE BISHOP

Mr. Robert Burnett, Church of the Messiah, Chester/Long Valley (1990)

The Rev. Beverly Huck, Trinity, Kearny (1990)

The Rev. Lucinda Laird, St. Mark's, Teaneck (1991)

Mrs. Antoinette J. Neals, Incarnation, Jersey City (1991)

OFFICERS OF INSTITUTIONS AND ORGANIZATIONS

ALTAR SOCIETY OF THE DIOCESE OF NEWARK

Mrs. Dorothy Bartkus, Directress
The Rev. Mother Suzanne Elizabeth, 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, Senior Vice Chair
Mr. Richard Hazen, Vice Chair, Finance
Mr. Joseph Calderera, Vice Chair
Mr. E. Curtis Plant, Vice Chair
Elsworth C. Salisbury, Jr., Secretary
The Rev. Francis Carr, Assistant Secretary

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
Mrs. Christine M. Barney, Secretary
Mr. Walter Edwards, Treasurer

GERTRUDE BUTTS MEMORIAL HOME ASSOCIATION

The Rt. Rev. John S. Spong, Honorary President
The Hon. Ward Herbert, President
Mr. John Zinn, Treasurer
The Ven. James W. H. Sell, Secretary and Executive

Trustee Members of the Association

Mr. Wallace Chandler
Mr. Gerald Harvey
Dr. Ernest Hillman, Jr.
Mr. Edward Kunkel

Mr. Whitney Parker
Mrs. Jull Towell
Mr. Jose Torres

TRUSTEES OF FUNDS AND TRUSTS

THE DIOCESAN INVESTMENT TRUST OF THE DIOCESE OF NEWARK

The Rt. Rev. John S. Spong, President, ex-officio
Mr. Elliot Knight, Vice President
Mr. William P. DuBose, Treasurer
Mr. John Zinn, Secretary/Assistant Treasurer

Mr. Bruce Bensley	Mr. John McGinty
Mrs. Marjorie Christie	Mr. William "P"
Mr. William Keifer	The Very Rev. Dillard Robinson
Mr. Elliot Knight	Mr. Samson Wang
Mr. Howard Mackey	Mr. William Young

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

Ms. Sue Atherton	The Rev. Scott Kallstrom
Ms. Mary Ennon	The Rev. Elaine Kebba
The Rev. Jorge Gutierrez	The Rev. George Kyle
The Rev. Gaylord Hitchcock	Mr. Rod Robinson
The Rev. Ed Keller	Mr. David Yamoah

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

The Hon. Ward Herbert, President

The Rev. George Bowen	The Hon. Richard McGlynn
Ms. Carlotta Budd	Mr. Michael Rehill
Mr. Elliot Knight	The Rev. Harry Smith
Mr. Robert Lanterman	Mr. Frank Willis

CANONICAL LIST OF 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, 622-4306; 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 Retired.

PRESBYTERS

ACKLAND, LAUREN (1988), 47 Powhatan Path, Oakland 07436. Vicar, St. Alban's, Oakland/Franklin Lakes. (H) 337-6018 (O) 337-4909

ALLEN, DONALD H. (1971), 180 Walnut Street, B-21, Montclair 07042. Chaplain, Mountainside Hospital, Montclair; Rector, Ascension, Bloomfield. (H & O) 783-7231 Retired

ALLEN, GEORGE C., II (1980), 644 Centre Street, Oradell 07649. Rector, Annunciation, Oradell. (H) 262-2226 (O) 262-7222

ALLING, FREDERICK A., M.D. (1955), Box 424, Alpine, NJ 07620

ANCKER, SHARON D.V. (1985), 14405 Torrey Pines Drive, Auburn, California 95603.

ANDERSEN, RICHARD B. (1967), 207 Fairmount Road, Ridgewood 07450. Rector, St. Elizabeth's, Ridgewood. (H) 444-8269 (O) 444-2299

AVERY, EUGENE L., D.D. (1948), 432 North Green Street, Morganton, NC 28655. (H) 703-433-8384 Retired

BAER, KENNETH F. (1964), 142 Exeter Court, Hendersonville, NC 28739. Retired

BALDWIN, DONALD B. (1965), 954 Avenue C, Bayonne, NJ 07002. Rector, Calvary, Bayonne. (H & O) 339-3112

BALDWIN, HARRIS E., JR. (1955), Butler Ridge, Apt. #10, 1605 Route 23, Butler 07405. (H) 492-1964 Retired

BANCROFT, FRANCIS S., III (1959), 528 Morse Avenue, Ridgefield 07657. Rector, St. James', Ridgefield. (H) 941-0422 (O) 945-0079

BECKWITH, MARK M. (1982), 799 Summit Avenue, Hackensack, NJ 07601. Rector, Christ Church, Hackensack. (H) 489-6156 (O) 342-2365

BEERS, DONALD W. (1954), R.D. 1, Box 265B, Belvidere 07823. Assistant to the Bishop for the Armed Forces. (H) 475-5063 (O) 212-867-8400

BEISHEIM, C. DONALD (1952), 109 Park Place, Bogota 07603.

BELL, WALTER A. JR. (1962), R.R.4, 19 Cedar Hill Road, Brewster, MA 02631. Retired

BENNETT, R. DUDLEY (1963), 360 Passaic Avenue, West Caldwell 07006. Director, MCM Consultants, Inc., West Caldwell. (H) 575-8787 (O) 575-8787

BIGELOW, PAGE E.S. (1974), 7 Roosevelt Road, Maplewood 07040. (H) 762-4319

BIGGIN, HENRY M. (1956), 7 Poplar Lane, R.F.D. 2, Brewster, MA 02631. Rector Emeritus, Christ Church, Bloomfield/Glen Ridge. (H) 617-255-2466 Retired

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BOSWELL FREDERICK, JR. (1986), 10 Duryea Road, Upper Montclair 07043. Rector, St. James', Upper Montclair. (H) 783-1047 (O) 744-0270

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CROMWELL, RICHARD (1972), 167 A. Tracey Place, Hackensack 07601. (H) 489-5329

CRONEBERGER, JOHN P. (1980), 81 Highwood Avenue, Tenafly 07670. Rector, Atonement, Tenafly. (H) 568-5610 (O) 568-1763

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CURTISS, GEOFFREY B. (1975), 1238 Park Avenue, Hoboken 07030. Rector, All Saints', Hoboken. (H) 963-6378 (O) 792-3563

CUTLER, F. SANFORD (1970), 465 West End Avenue, Apt. 3B, New York, NY 10024. (H) 212-874-3172 Retired

DALEY, FRANCIS D. (1958), P.O. Box 3212, Penney Farms, FL 32079. (H) 904-284-8669 Retired

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DAVIDSON, GEORGE B. (1962), 12 Longwood Drive, Whiting 08759. (H) 350-7606 Retired

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DECKENBACH, PAUL C. (1954), 1862 D. Ellis Street, San Francisco CA 94115. (H) 415-931-5190

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DEMAREST, RICHARD (1987), 39 Woodland Avenue, Summit 07901. Assistant, Calvary, Summit. (H) 277-1124 (O) 277-1814

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DENNY, JOHN L. (1958), 321 Prospect Avenue, Hackensack 07601. Rector Emeritus, Christ, Hackensack. (H) 487-5513 Retired

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DOUGHTERTY, WILLIAM J. (1952), 104 Embury Avenue, Box 336, Ocean Grove, 07756. Rector Emeritus, Christ, Newton. (H) 676-1943 Retired

DULFER, JOHN G. (1984), 162 Harris Avenue, Jersey City 07304.

DU PLESSIS, MICHAEL (1981), 296 Ridgewood Avenue, Glen Ridge, 07028. Rector, Trinity Church, Montclair 07042. (H) 676-1943 (O) 482-3132

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ELLEDGE, JOHN H. JR. (1958), 42 Colby Place, Phillipsburg 08865. Rector, St. Luke's, Phillipsburg.

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FREE, HENRY J. JR. (1975), 19 Wippoorwill Drive, Hackettstown, 07840. (H) 852-7094 Retired

GALLEHER, STEPHEN C. (1982), 6115 Boulevard E., W. New York 07093.

GAMBRILL, JAMES H. (1978), 14 Burnet Street, Maplewood, 07040. (H) 763-4295.

GARDNER, JOHN G. (1983)

GARVIN, S. HUGHES (1958), R.D. 1, Box 113, Basking Ridge 07920. (H) 539-5438 Retired

GEENE, JOHN M. JR. (1944) 80 Frey Place, Vallejo, CA 94590. Retired

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GRATER, COVAL T. (1967), Route 4, Box 622, Hayes, Virginia 23072. Retired

GREEN, JOHN R. (1951), 1132 Brookview Drive #24, Toledo, OH 43615. Retired

GREER, H. ROSS (1949), 11 Elsway Road, Short Hills 07078. (H) 467-8492 Retired

GRESSLE, RICHARD L. (1980), 1576 Palisade Avenue, Fort Lee 07024. Rector, Good Shepherd, Fort Lee. (H) 944-2687 (O) 461-7260

GROFF, ADDISON K. (1953), r.R. a, Post Office Box 2B, Houston, DE 19954. (H) 302 422-6112 Retired

GROSS, JOSEPH O. JR. (1979), P.O. Box 240, Mendham 07945. (H) 543-7262 (O) 543-4641

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GUTIERREZ, JORGE M. (1981), 390 Clifton Avenue, Clifton 07011. Rector, St. Peter's, Clifton. (H) 546-9304 (O) 546-5020

HAINES, DENISE G. (1977), 180 Summit Avenue, Jersey City, NJ 07304. (H) 451-5044

HALLGRING, LOUIS JR. PH.D. (1954), 187 Amity Street, Brooklyn, NY 11201. (H) 212-858-6461 Retired

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HANSON, BENEDICT H. (1954), Llewellyn Park, West Orange 07052. (H) 325-3640 Retired

HARBORT, RAYMOND L. (1988), 15 Clarmore Drive, Norwalk, Connecticut, 06850. (H) 203-853-1208

HEALY, PAUL E. (1967), 2701 Park Lane, Glenview, IL. 60025. (H) 312-729-8038 Retired

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HOFMANN, EDWARD (1970, 117 Park Avenue, Leonia 07605. (H) 944-1240 Retired

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IHLOFF, ROBERT W. (1987), 6 Madison Avenue, Madison 07940. Rector, Grace Church, Madison. (H) 377-0869 (o) 377-0106

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KERN, DAVID P. (1980), 191 Route 152, Secaucus 07094. Vicar, Our Saviour, Secaucus; Executive Director, Meadowlands Ministry. (H & O) 863-1449

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KYLE, GEORGE A. (1983), 66 Summit Avenue, Norwood 07648. Rector, Holy Communion, Norwood. (H & O) 768-0634

LAIRD, LUCINDA R. (1986), 283 Herrick Avenue, Teaneck 07666. Rector, St. Mark's, Teaneck. (H) 836-5836 (O) 836-7275

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LIND, TRACEY (1987), 61 E. 39th Street, Paterson, 07513. Rector, St. Paul's, Paterson. (H) 684-1342 (O) 278-7900.

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RAWSON, WILLIAM. (1967), 10 Stork Court, Middletown 07748.

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07039. St. Peter's, Livingston. (H) 994-3286 (O) 992-1932

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Associate Professor of History, Essex County Community College, Newark.

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SHIMPFKY, RICHARD L. (1977), 349 Spring Avenue, Ridgewood 07450. Rector, Christ Church, Ridgewood. (H) 447-6439 (O) 652-2350

SICKLES, CLARENCE W. (1953), 321 Washington Street, Hackettstown 07840. (H) 852-2839 Retired

SIMON, IRWIN L. (1959), 810 W. Hand Avenue, Cape May Court House, NJ 08210. (H) 609-465-1624 Retired

SLOAN, RICHARD D. (1974), 674 Prospect Street, Glen Rock 07452. (H) 652-2244 (O) 444-3003

SMITH, HARRY E. (1974), APDO 191, 45900 Chapala, Jalisco, Mexico.

SMITH, LESLIE C. (1979), 107 Cottage Place, Ridgewood 07450. Archdeacon for Deployment, Diocese of Newark. (H) 652-5543 (O) 622-4306

SMITH, ROBERT J. (1969), St. Francis Farm, P.O. Box 784, West Plains MO 65775

SNYDER, ROGER C. (1981), 33 Kadel Drive, Mt. Arlington 07856. Vicar, St. Peter's, Mt. Arlington. (H) 770-0572 (O) 389-1890

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

SPICER, NORMAN (1951), 117 Highwood Avenue, Leonia 07605. Rector Emeritus, All Saints', Leonia. (H) 944-6742 Retired

ST. GEORGE, DAVID (1958), 290 Roseland Avenue, Essex Fells 07021. Rector, St. Peter's, Essex Fells, (H) 228-2323 (O) 226-6500

STANTON, JOHN F. (1962), 447 West Anderson Street, Hackensack 07601. St. Gabriel's, Milton/Oak Ridge. (H) 489-7817 (O) 212-460-8840

STEELE, STEVEN L. (1987), RR #4, Box 225, Vernon 07480. (H) 764-6626 (O) 764-7506

STOCKS, WILLIAM (1951), 135 C Hudson Parkway, Creswood Village IV, Whiting 08759. (H) 350-0352. Rector Emeritus, Grace Greenville, Jersey City. Retired

STONE, JOHN C. (1986), R.D. #2, Milton Road, Milton/OakRidge 07438. Rector, St. Gabriel's, Milton/Oak Ridge and Church of the Incarnation, West Milford. (H) 728-7457 (O) 697-5688/728-3771

STRAIN, WILLIAM H. (1957), 41 Woodland Avenue, Summit 07901. Rector, Calvary, Summit. (H) 273-3874 (O) 277-1814

SWANSON, GEORGE G. (1977), 555 Palisade Avenue, Jersey City 07307. Rector, Ascension, Jersey City. (H) 963-8819 (O) 420-0050

SWANSON, KATRINA M. (1977), 555 Palisade Avenue, Jersey City 07307. Rector, St. John's. Union City. (H) 963-8819 (O) 348-3966

TALMAGE, ANNE (NANCY) T. (1984), 109 Main Street, Succasunna 07876. Chaplain, Ridgewood Nursing Home. (H) 584-8001

TAYLOR, ALTON H. (1962), 25 Nairn Place, Nutley 07110. (H) 667-5922
Retired

THAYER, NELSON S. T. (1982), 29 Fairview Avenue, Madison 07940.
Associate, Grace, Madison; Professor, Drew University. (H) 822-2293
(O) 377-0106

THOMAS, DAVID R. (1972), 22 Pearl Street, Passaic 07055. (H) 773-2613
(O) 470-3025

THOMAS, TREVOR, E. G. (1951), Shelter Harbor, Westerly, R.I. 02891.
(H) 401-322-0434; Retired

THOMPSON, JAMES W. (1987) 712 Oak Avenue, Maywood 07607. Rector, St.
Martin's, Maywood. (H) 58708764 (O) 843-5360

THORN, JACK H. (1963), 224 Cornelia Street, Boonton 07005. Rector, St.
John's, Boonton. (H) 335-5710 (O) 334-3655

TREMAINE, CHRISTINE C. (1983), 135 Main Street, Millburn 07041. (H)
379-4951

TREMAINE, GORDON H. (1981), 119 Main Street, Millburn 07041. Rector,
St. Stephen's, Millburn. (H) 379-4951 (O) 376-0688

VALDES, JOAQUIN (1969), 2 Sedgefield Drive, Morris Plains 07950. (H)
285-1681 Retired

VAN NESS, PETER H. (1972), 130 Otterhole Road, West Milford 07480. (H)
697-0978

WAGNER, ROBERT G. (1956), 46 Montrose Avenue, Verona 07044. Rector,
Holy Spirit, Verona. (H) 239-1275 (O) 239-2850

WALDON, MARK W. (1985), 39 Boyle Avenue, Totowa 07512-2735. Rector,
Christ Church, Totowa. (H & O) 595-0349

WALK, DONALD A. (1978), 330 East White Street, Summit Hill, PA 18250.
(H) 717-645-2724 Retired

WALTERS, ADAM J. JR. (1968), 160 Captain Road, Manahawkin 08050. (H)
609-698-6508 Retired

WARD, HORACE D. (1984), 341 Drake Avenue, Roselle 07203. Canon,
Trinity Cathedral, Newark. (H) 241-0823 (O) 622-4306

WARD, ROBERT C. W. (1960), 419 West 4th Avenue, #3, Hendersonville, NC
288739. (H) 704-693-1286 Retired

WARDROP, ROBERT B. (1967), 145 Main Street, P.O. Box 368, Peapack,
07977. (H) 234-2364 Retired

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

WATTERS, PHILIP S. JR. (1961), 10 Crestwood Road, Morristown 07960.
(H) 644-0410 Retired

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. (H) 891-7575 (O) 212-661-6700

WIGG-MAXWELL, ELIZABETH (1987), Spring Valley Road, Morristown 07960. Assistant, St. Paul's, Chatham. (H) 593-0054 (O) 635-8085

WILLARD, WILLIAM H. JR. (1983), 99 Pearl Street, Paterson 07509. Rector, Holy Communion, Paterson. (H & O) 742-5553

WILLIAMS, JAMES E. (1977), 14 Eder Terrace, South Orange 07079. (H) 761-6892 Retired

WILSON, PHILLIP D. (1987), 36 South Street, Morristown 07960. Rector, Redeemer, Morristown, (H) 539-2840 (O) 539-0703

WINTERS, WILLIAM E. (1974), 6861 St. Edmunds Loop, Fort Myers, FL 33923. (H) 813-768-1107 (O) 813-936-1000

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

WOODRUM, L. PAUL (1969), 260 Fort Washington Avenue #6, New York, NY 10032. (H) 212-568-1404 (O) 212-964-0566

YODER, J. WILLARD (1954), 108 East 39th Street, Paterson 07503. (H) 278-4628 Retired

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

ZIMMERMAN, GRETCHEN (1987), 408 Third Street, Belvidere 07823. Co-rector, St. Mary's, Belvidere, St. Peter's, Washington. (H & O) 475-5494

DEACONS

BUTZ, WILLIAM ALFRED (1976), 271 Pyle Street, Oradell 07649. Assisting, Grace, Westwood. Perpetual Deacon. (H) 261-2926 (O) 664-0407

COLYER, ROBERT L. SR. (1972), 220 Lee Avenue, Hawthorne 07506. Assisting, St. Michael's, Wayne. Perpetual Deacon. (H) 427-2483 (O) 835-2207

COURSEN, WALLACE M. JR. (1972), 180 Walnut Street, Apt. A-31, Montclair 07042. Perpetual Deacon. (H) 743-4078 Retired

DELANEY, JAMES W. (1975), 26 Prescott Road, Ho-Ho-Kus 07423. Assisting, Holy Communion, Paterson. Perpetual Deacon. (H) 652-8797 (O) 742-5553

GREENE, LYNNE T., M.D. (1966), 120 Iradell Road, Ithaca, NY 14850. Perpetual Deacon.

HASSE III, EDWARD H. (1989), 410 Valley Road, Upper Montclair 07043. (H) 509-1726 (O) 744-0270

HERRERA, MARIA I. (1989), P.O. Box 4471, Union City 07087. (H) 865-3183

HOBBS, SUSANNAH (1989), 79 Summit Ave. Jersey City, NJ 07304 (O) 433-6604 (H) 277-4299

HILLIER, FREDERICK W. (1970), 327 Byron Place, Maywood 07607. Assisting, St. Martin's, Maywood. Perpetual Deacon. (H) 843-6768 (O) 420-3430

JACOBETTI, EDMUND E., M.D. (1972), 456 Oak Avenue, Maywood 07607. Assisting, St. Martin's, Maywood. (H) 845-3997 (O) 843-5360

LAMPTON, ROBERT K., Ph.D. (1960), 498 NE 10th Street, Boca Raton, FL 33432. Perpetual Deacon. (H) 304-391-2752 Retired

LEE, WALTER W., Ph.D (1970), 18 Northcote Avenue, Dun Laoghaire, County Dublin, Ireland. Perpetual Deacon. Retired

LUNDQUIST, HELMER C. (1968), 117 Mountain Avenue, Summit 07901. Perpetual Deacon. (H) 277-0048 Retired

MAGNUSON, FRED C. JR. (1976), 216 Greenwood Avenue, Madison 07940. Assisting, All Saints', Millington. Perpetual Deacon. (H) 377-4775 (O) 377-0106

MCEWAN, DONALD C. (1954) 9B Quincy Drive, Whiting 08759. Perpetual Deacon. (H) 350-2327

REDPATH, FREDERICK L. (1973), 28 Edgecliff Road, Upper Montclair 07043. Assisting, St. Luke's, Montclair. Perpetual Deacon. (H) 746-4378 (O) 744-6220

SEARLES, CLARENCE (1972), 115 Oakwood Drive, Wayne 07470. Assisting, Christ, Pompton Lakes. Perpetual Deacon. (H) 694-6969 (O) 835-2207

STEELE, ROBERT E., Ph.D (1968), 3505 Wofford Lane Court, College Park, MD 20740. Assistant Professor, Dept. of Psychology. Perpetual Deacon. (H) 301/935-5002

THOMPSON, CEDRIC F. (1973), 439 Seven Oaks Road, Orange 07050. Assisting, Trinity, Montclair. Perpetual Deacon. (H) 678-6184 (O) 783-7766

TIETJEN, HERBERT B. (1972), R.D. 3, Box 243A, Washington 07882. Assisting, St. James', Hackettstown. Perpetual Deacon. (H) 689-0896 (O) 852-1292

WILLIAMS, ROBERT (1989), 925 Willow Avenue, Apt. 5 R, Hoboken 07030. Director, OASIS, All Saints' Parish, Hoboken. (H) 653-5641 (O) 792-0340

1988

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

(Diocese of canonical residence in parentheses)

BUDHU, Esar (Diocese of Barbados within the Church of the Province of the West Indies), 24 Sherman Avenue, East Orange, New Jersey, 07017

CASTO, David (Pittsburgh), 171 Fernwood Avenue, Upper Montclair, New Jersey, 07043

DAVID, Jacob T. (Central Karnataka, Church of South India), 144 Boiling Springs Avenue, P. O. Box 76, East Rutherford, New Jersey, 07073

GONZALEZ, Jose A. (Bishop of Cuba, Retired), 2611 Newkirk Avenue, Apt. B., North Bergen, New Jersey, 07047

MATHEW, GEEVARGHESE, Mar Thoma Church, Kattayam, Kerala State, India, Princeton Theological Seminary, Princeton, New Jersey, 08540.

MATHEW, JOHN P., Mar Thoma Church, Kattayam, Kerala State, India, 282 Locust Street, Teaneck, New Jersey 07666.

OTTAWAY, RICHARD N., Diocese of North Carolina, 16 Bell Terrace, Bernardsville, New Jersey, 07924

SOON, ELIJAH TAE, Diocese of the Anglican Church in Korea, 217 Crescent Lane, Cliffside Park, New Jersey, 07010

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

PRESBYTERS AND DEACONS

(in order of canonical residence)

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 - 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 6.....	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 H. 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

1959	- Francis S. Bancroft, III.....	May	23.....	Ordnained
1959	- Charles Edward Keller, Jr.....	May	23.....	Ordnained
1959	- Marshall T. Rice.....	May	23.....	Ordnained
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.....	Ordnained
1960	- Robert K. Lampton, Ph.D.....	Sept	11.....	Ordnained
1961	- Arthur Gotfred Pederson.....	Feb	6.....	Western New York
1961	- Lewis Roper Sexton, Jr.....	May	1.....	Chicago
1961	- Richard H. Schoolmaster.....	June	1.....	Washington
1961	- Philip Sidney Watters, Jr.....	Dec	13.....	Ordnained
1961	- Hayward L. Levy, Jr.....	Apr	18.....	Ordnained
1962	- Alton Homes Taylor.....	June	9.....	Ordnained
1962	- George B. Davidson.....	Sept	1.....	Bethlehem
1962	- John F. Stanton.....	Oct	6.....	Ordnained
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.....	Ordnained
1964	- Kenneth F. Baer.....	July	11.....	Ordnained
1964	- W. Alan King.....	Oct	1.....	Louisiana
1964	- Wade A. Renn.....	Oct	8.....	Washington
1965	- John F. Salmon, Jr.....	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.....	Ordnained
1965	- Robert T. Mason, Jr.....	Sept	1.....	Ohio
1965	- John C. Owens.....	Nov	22.....	Virginia
1966	- Thomas C. Lincoln.....	June	11.....	Ordnained
1966	- Gerard A. Pisani, Jr.....	June	11.....	Ordnained
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.....	Ordnained
1967	- Dillard Robinson, III.....	Jan	1.....	West Texas
1967	- Richard B. Andersen.....	Jan	8.....	Ordnained
1967	- Robert B. Wardrop.....	Apr	1.....	Connecticut
1967	- Walter D. Carlson.....	June	10.....	Ordnained
1967	- John Eric Hayden.....	June	10.....	Ordnained
1967	- Robert S. MacArthur, III.....	June	10.....	Ordnained
1967	- William L. Rawson.....	June	10.....	Ordnained
1967	- Ernest S. Young.....	Oct	23.....	Bethlehem
1967	- Coval T. Grater.....	Dec	5.....	Rochester
1967	- Helmer C. Lundquist.....	June	8.....	Ordnained
1968	- Adam J. Walters, Jr.....	June	8.....	Ordnained
1968	- Robert E. Steele, PhD.....	Nov	30.....	Ordnained
1969	- John A. Rollins.....	Mar	26.....	Ordnained
1969	- Robert J. Smith.....	June	9.....	West Missouri
1969	- R. Craig Burlington, D.Min.....	June	14.....	Ordnained
1969	- George Harry Brant.....	Sept	1.....	Mexico
1969	- Walter W. Witte, Jr.....	Sept	1.....	Missouri
1969	- Joaquin Valdes.....	Sept	5.....	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 B. Crawford.....	Jan	1.....	England
1970	- Edward K. Hofmann.....	Mar	17.....	Canon IV, 11 2 (b)
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	- David Bruce Rickey.....	June	12.....	Ordained
1971	- Edmund Bruce Partridge.....	July	31.....	Kansas
1971	- Richard Mortimer Louis.....	Sept	27.....	New York
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	- David Rhys Thomas.....	June	15.....	Bethlehem
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
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	- William Alfred Butz.....	July	17.....	Ordained
1977	- Richard L. Shimpfky.....	Apr	18.....	Virginia
1977	- George Gaines Swanson.....	May	31.....	West Missouri
1977	- Katrina Martha Swanson.....	May	31.....	West Missouri
1977	- Denise G. Haines.....	June	11.....	Ordained
1977	- James E. Williams.....	Aug	15.....	Massachusetts
1977	- Julie Carr Holland, III.....	Sept	30.....	Western North Carolina
1978	- James Francis Jannucci.....	June	10.....	Received
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. Gambrell.....	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 R. 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	- Alexander H. MacDonell.....	May	1.....	Pittsburgh
1980	- Phyllis A. Edwards.....	June	4.....	Chicago
1980	- James W. H. Sell.....	June	12.....	West Virginia
1980	- John P. Croneberger.....	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. Gressie.....	Sept	19.....	Pittsburgh
1980	- George C. Allen, II.....	Dec	12.....	West Virginia
1980	- Georg Retzlaff.....	Dec	31.....	Massachusetts
1981	- Elizabeth J. 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	- Roger C. Snyder.....	Nov	2.....	Southern Virginia
1981	- Jorge M. Gutierrez.....	Dec	17.....	West Virginia
1981	- James A. Johnson.....	Dec	17.....	West Virginia
1981	- Michael du Plessis.....	Dec	31.....	Port Elizabeth, So Africa
1982	- David P. Hegg.....	Feb	28.....	Missouri
1982	- Stephen C. Galleher.....	Mar	15.....	Virginia
1982	- Nelson S. T. Thayer.....	June	2.....	New York
1982	- Mark M. Beckwith.....	Aug	6.....	Connecticut
1982	- David C. Brown.....	Oct	12.....	New York
1983	- Christine C. Tremaine.....	Jan	31.....	Western Massachusetts
1983	- William H. Willard.....	Apr	1.....	Pennsylvania
1983	- Robert B. Dendtler.....	July	18.....	Virginia
1983	- George A. Kyle.....	Oct	11.....	New Jersey
1983	- John G. Gardner.....	Oct	12.....	Northern Michigan
1983	- Douglas McF. Reans.....	Nov	4.....	Minnesota
1983	- A. Donor Macneice.....	Dec	27.....	Kensington, United Kingdom
1984	- Daniel W. Kreller.....	May	29.....	New Jersey
1984	- Beverly Jean Huck.....	June	9.....	Ordained
1984	- Anne Trott Talmage.....	June	9.....	Ordained
1984	- John G. Dulfer.....	Sept	1.....	London, United Kingdom
1984	- Horace D. Ward.....	Sept	30.....	Ohio
1984	- Scott A. Kallstrom.....	Sept	30.....	Florida
1985	- John H. Elledge, Jr.....	Mar	26.....	Ohio
1985	- Duncan N. Clark.....	Apr	1.....	Southern Ohio
1985	- Hosea Mun-Yong Lee.....	June	8.....	Ordained
1985	- Alfonso A. Narvaez.....	June	8.....	Ordained
1985	- Thomas C.H. Scott.....	Sept	16.....	Pittsburgh
1985	- Sharon D. V. Ancker.....	Sept	20.....	West Massachusetts
1985	- Mark W. Waldon.....	Oct	9.....	Florida
1985	- Elaine M. B. Kebba.....	Oct	18.....	Washington, D.C.
1985	- Cynthia L. Black.....	Nov	12.....	Rochester
1985	- Richard Cockrell.....	Dec	17.....	Western New York
1986	- Gerald A. Riley.....	July	21.....	Virginia
1986	- Polly McW. Kasey.....	Aug	5.....	Connecticut
1986	- Philip H. Kasey.....	Aug	5.....	Connecticut
1986	- Timothy H. Parsons.....	Aug	11.....	Iowa
1986	- John C. Stone.....	Sept	1.....	Missouri
1986	- Frederick P. Boswell, Jr.....	Sept	8.....	Northwestern Pennsylvania
1986	- Joseph S. Pickard.....	Oct	11.....	Virginia
1986	- Patrick R. Close.....	Oct	21.....	Virginia
1986	- Lucinda R. Laird.....	Nov	4.....	New York

1986 - Jeffrey B. MacKnight.....	Nov	5.....	Nebraska
1986 - Louis Braxton, Jr.....	Nov	5.....	North Dakota
1987 - Robert W. Ihloff.....	Jan	10.....	Massachusetts
1987 - Norman J. Mol.....	Feb	20.....	Washington
1987 - Errol Kent Booth.....	Feb	24.....	Washington
1987 - Gervais A. M. Clarke.....	Feb	26.....	Jamaica
1987 - Daniel J. Riggall.....	Apr	9.....	North Carolina
1987 - Robert L. Fitzpatrick.....	May	15.....	Indianapolis
1987 - Elizabeth P. Wigg Maxwell.....	May	20.....	Michigan
1987 - Richard A. Demarest.....	May	30.....	Ordained
1987 - John S. Nieman.....	May	30.....	Ordained
1987 - Tracey Lind.....	June	24.....	New York
1987 - C. Clayton Nelson, Jr.....	July	14.....	Michigan
1987 - James W. Thompson.....	July	14.....	Southern Virginia
1987 - Steven L. Steele.....	Sept	1.....	Virginia
1987 - Gretchin D. Zimmerman.....	Sept	8.....	New York
1987 - Daniel D. Darko.....	Sept	9.....	New York
1987 - Mark C. M. Chang.....	Oct	14.....	Saskatchewan
1987 - Phillip D. Wilson.....	Dec	10.....	Delaware
1988 - William R. Coats.....	Jan	1.....	Pittsburgh
1988 - Raymond L. Harbort.....	Jan	10.....	New York
1988 - Charles S. Rice.....	Jan	16.....	Ordained
1988 - Lauren D. Ackland.....	Feb	1.....	New York
1988 - Frank B. Crumbaugh.....	Feb	20.....	Ordained
1988 - Kim F. Capwell.....	May	28.....	Ordained
1988 - Diana D. Clark.....	May	28.....	Ordained
1988 - Caroline H. Pearce.....	May	28.....	Ordained
1988 - Anne E. Cox.....	June	8.....	Michigan
1988 - Nicholas T. Cooke, III.....	June	10.....	Virginia
1988 - Michael S. Cooper.....	Aug	18.....	New York
1988 - Christopher L. David.....	Sept	21.....	New York
1989 - Jonathan B. Percival.....	Apr	20.....	Connecticut
1989 - Edward M. Hasse, III.....	June	3.....	Ordained
1989 - Maria I. Herrera.....	June	3.....	Ordained
1989 - Susannah R. Hobbs.....	June	3.....	Ordained
1989 - J. Robert Williams.....	June	3.....	Ordained

How many?

DISTRICT CONVOCATIONS

EAST BERGEN

The Rev. Philip S. Krug, President
St. Paul's Church
Grand and Woodland Avenue, Montvale 07645
391-3181

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. James Jannucci, President
Trinity Church
555 Palisade Avenue, Cliffside Park 07010
943-1034

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Bogota, St. Peter's
Cliffside Park, Trinity
East Rutherford, Resurrection
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. Katrina Swanson, President
St. John's Church
16th Street at Palisade Avenue, Union City 07087
348-3966

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

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Morris

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MORRIS

The Rev. John H. Branson III, President
St. Paul's Church
200 Main Street, Chatham 07928
635-8085

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

N. Essex

NORTH ESSEX

The Rev. Cynthia Black, President
St. Peter's Church

271 Roseland Avenue, Box 96, Essex Fells 07021
226-6500

Bloomfield, Advent
Bloomfield, Ascension
Bloomfield/Glen Ridge, Christ
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

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PASSAIC

The Rev. William R. Coats, President
St. Clement's Church

271 Lafayette Ave., P.O. Box 161, Hawthorne 07507
427-8118

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

Passaic

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SOUTH ESSEX

The Rev. Craig Burlington, President
St. George's Church
550 Ridgewood Road, Maplewood 07040
762-1319

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'/Mar Toma
Newark, Trinity Cathedral
Orange, All Saints'
Orange, Epiphany
Short Hills, Christ Church
South Orange, St. Andrew/
Holy Communion

WEST BERGEN

Mrs. Marjorie Christie, President
The Rev. John Nieman, Vice-President
St. Elizabeth's Church
348 Evergreen Place, Ridgewood 07450
444-2299

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

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

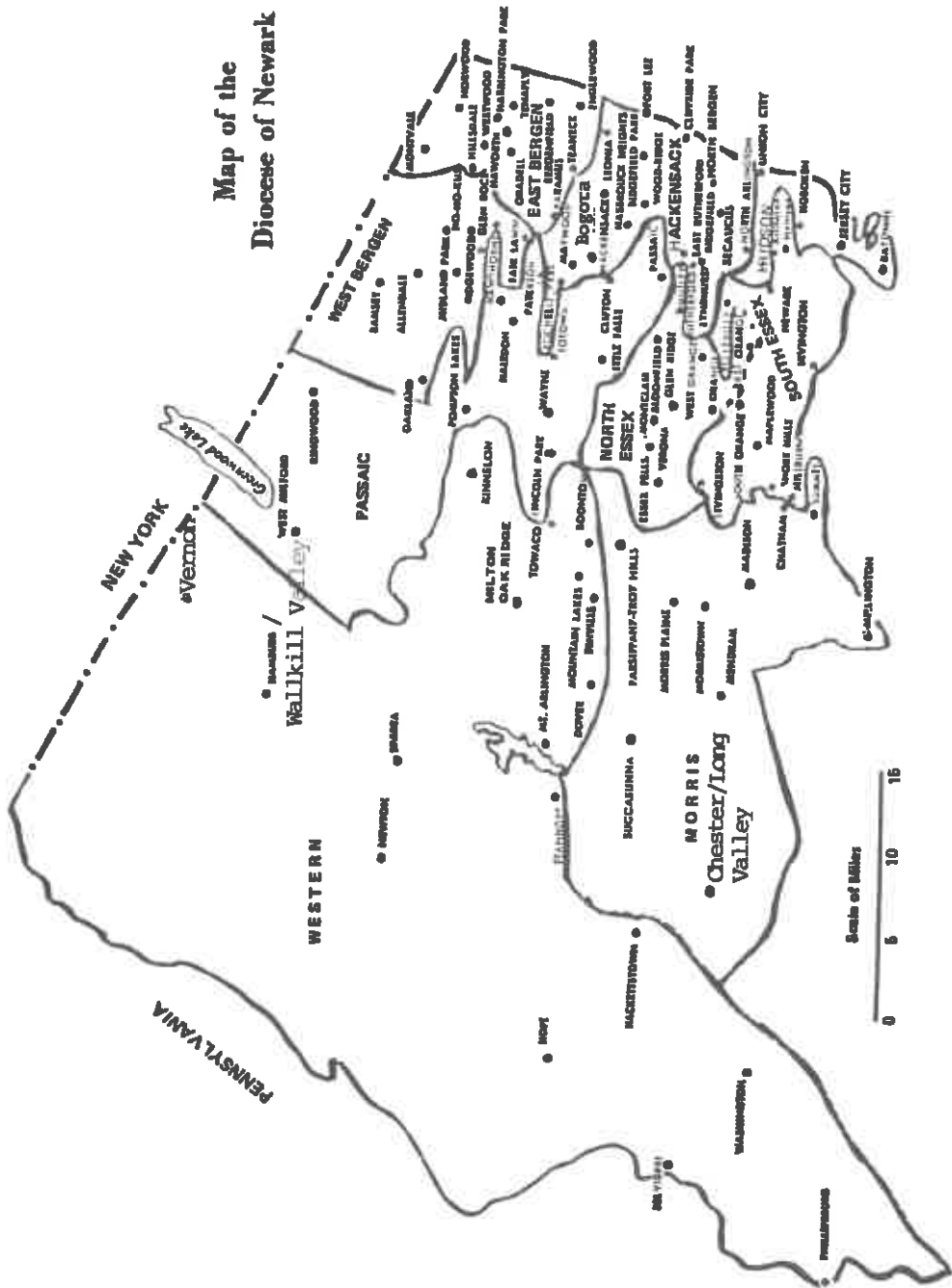
WESTERN

The Rev. Daniel J. Riggall, President
St. Peter's Church
221 Boulevard, Mountain Lakes 07046
383-2245

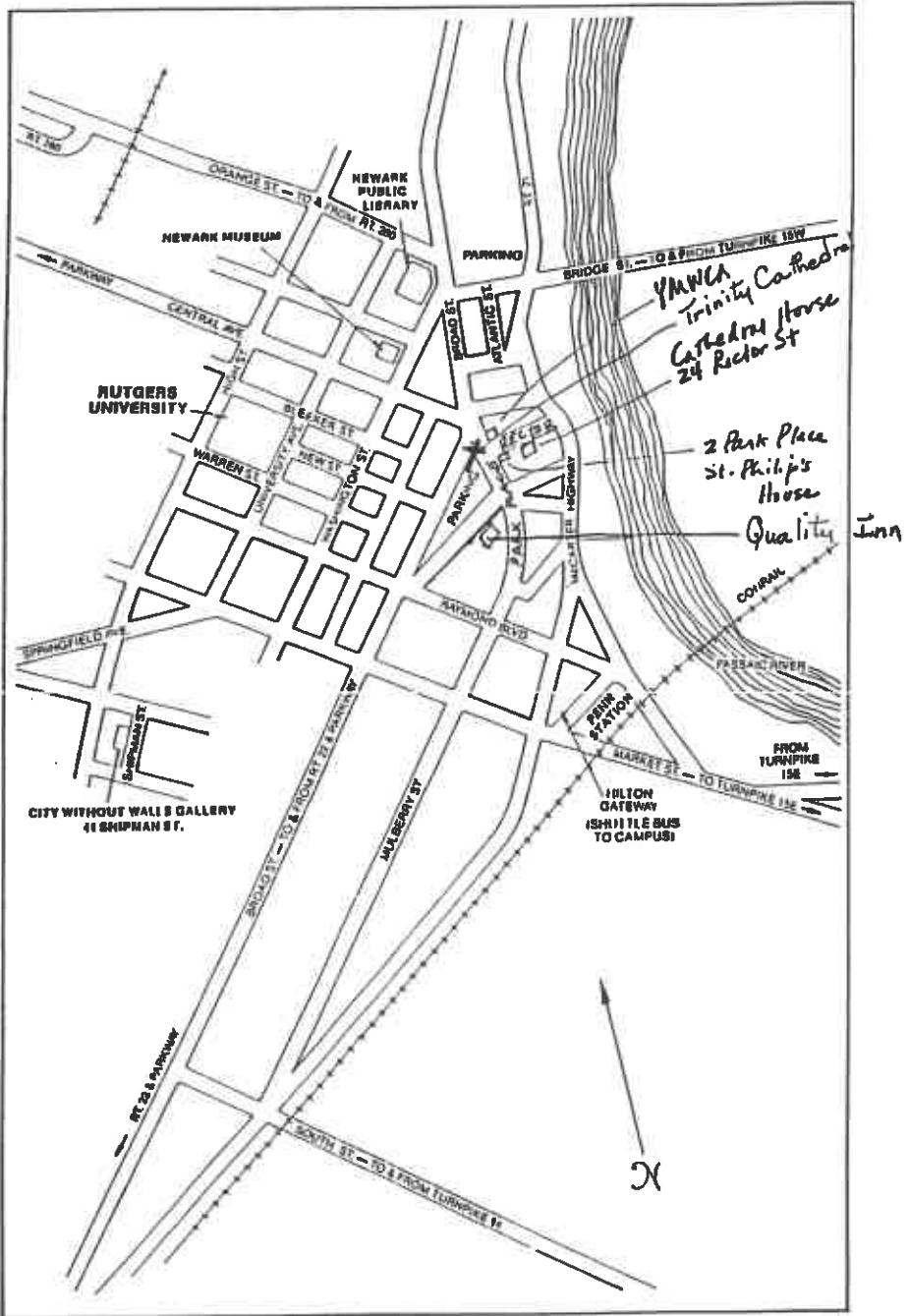
Belvidere, St. Mary's
Boonton, St. John's
Denville, The Saviour
Dover, St. John's
Hackettstown, St. James'
Hamburg/Wallkill Valley, Good Shepherd
Hope, St. Luke's
Kinneelon, St. David's
Milton/Oak Ridge,
St. Gabriel's
Mount Arlington, St. Peter's

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

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NEWARK



PARISHES AND MISSIONS WITH CLERGY, OFFICERS AND DEPUTIES

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

ALLEDALE, Bergen Co., CHURCH OF THE EPIPHANY (1872/1958). 55 George St., Box 75, 07401, Tel. #327-3012. The Rev. Orion Davis, Rector; Ms. Deborah Brown, Ms. June Beckwearth, Wardens; Roscoe H. Goodwin, Treasurer; Deputies: Edward Curtiss, Deborah Brown.

ARLINGTON, Hudson Co., TRINITY (1887/1909). 575 Kearny Av., 07032, Tel: #991-5894. The Rev. Beverly J. Huck, Rector; Fred Hall, Jose Torres, Wardens; Donald Finch, Treasurer. Deputies: Ms. Sharon Hall, Mrs. Judy Scherzo, Miss Frances Robbins.

BAYONNE, Hudson Co., CALVARY (1859). 954 Avenue C, 07002, Tel. #339-3112. The Rev. Donald K. Baldwin, Rector; John Kuchler, Charlotte Gmutza, Wardens; John Kuchler, Treasurer. Deputies: Mrs. Anna Kuchler, Dr. Pamela Lindquist, Ms. Carol Rowe.

BAYONNE, Hudson Co., TRINITY (1859). 141 Broadway, 07002, Tel. #858-4460. The Rev. Gerard A. Pisaní, Jr., Rector; Charles Warwick, Wilson Miller, Jr. Wardens; Dwight Tintie, Treasurer. Deputies: Charles Warwick, Ms. Lois Burns, Ms. Claire Servello.

BELLEVILLE, Essex Co., CHRIST CHURCH (1746/1846). 393 Washington Av., 07109, Tel: #751-0616. The Rev. Frederick L. Long, Rector; John E. Idenden, Richard Drake, Wardens; Richard Drake, Treasurer. Deputies: John Idenden, Raymond Mertz, Ms. Josephine Robustello.

BELVIDERE, Warren Co., ST. MARY'S (1833). 408 Third St., 07823, Tel. #475-5494. The Rev. Gretchen Zimmerman, Rector; Ferd Wolfertz, Charles Mottram, Wardens; Mrs. Elizabeth Dinger, Treasurer. Deputies: Ms. Sandra Williams, E. King Archdeacon.

BERGENFIELD, Bergen Co., ALL SAINTS' (1951). N. Washington & W. Central Ave. 07621, Tel. #384-0286. The Rev. James Johnson, Rector; Dave Biesel, Jack Racich, Wardens; William Gourlay, Treasurer. Deputies: Dave Biesel, Mrs. Diane Biesel, Mrs. Barbara Rhodes, Michael Bianco, John Baroch.

BLOOMFIELD, Essex Co., CHURCH OF THE ADVENT (1928/1955). 498 Watchung Av., 07003, (Mail: 15 Williams St.), Tel. #338-6968. The Rev. John F. Salmon, Jr., Rector; Mrs. Carol Lee Pyne, Ms. Joyce Burrows King, Wardens; Ms. Emma-Louise Czarnecki, Treasurer. Deputies: Miss Betty Louise Waters, Mrs. Carol Lee Pyne, Salvatore Torrisi.

BLOOMFIELD, Essex Co., CHURCH OF THE ASCENSION (1902). 352 Berkeley Av., 07003, Tel. #783-7231. The Rev. Donald H. Allen, Rector; Ms. Helen LeDoux, Mrs. Beverly Roth, Wardens; Kenneth Kuper, Treasurer. Deputies: Ms. Sharon LeDoux-Arlett, Ms. Helen LeDoux, Ms. Ruth Hyer, Ms. Jennie Stephen.

BLOOMFIELD/GLEN RIDGE, Essex Co., CHRIST CHURCH (1858). 74 Park Av., 07028 Tel. #743-5911. The Rev. C. Clayton Nelson, Jr., Nelson, Rector; Douglas Smith, Mrs. Cathy Deats, Wardens; James Smith, James Treasurer. Deputies: Douglas Archer, John Smith, Derek Leahy, Ms. Julie Robertson.

*BOGOTA, Bergen Co., KOREAN CHURCH OF ST. PETER'S (1981). 160 Palisade Av., 07603, Tel. #342-7910. The Rev. David Y. Oh, Vicar; The Rev. Elijah Tae Soon Kim, (Ret.); Titus Song, Mark Kim, Wardens; Ms. Martha Lee, Treasurer. Deputies: Matthew Chung Hawan Kim, Mark Kil Ho Kim, Hugh Kim Hyun Song.

BOONTON, Morris Co., ST. JOHN'S (1859). P.O. Box 58, 236 Cornelia St., 07005, Tel. #334-3655. The Rev. Jack H. Thorn, Rector; William Muller, Mrs. Leah Siegfried, Wardens; Ms. Lily Pope, Treasurer. Deputies: Ms. Alberta Moricz, William Muller, Lee Sumner, Ms. Jane Muller, Harold Walsh.

BUDD LAKE, Sussex Co., CHRIST CHURCH (1865). Lakeview Plaza, Route 46 & Old Wolfe Road, 07828, Tel. #347-1866. The Rev. Richard P. Constantinos, Rector; Mrs. Ann Edgar, Mrs. Josephine Gallo, Wardens; Ms. Ann Milone, Treasurer. Deputies: Ms. Victoria Soiecki, Douglas Formby, Fred Gallo.

CHATHAM, Morris Co., ST. PAUL'S (1909/1915). 200 Main St., 07928, Tel. #635-8085. The Rev. John H. Branson, Rector; The Rev. Elizabeth Wigg-Maxwell, Assistant; Alan Moses, James Moore, Wardens; Robert W. Hendrickson, Treasurer. Deputies: Ms. Peg Dengel, Herb Wieboldt, Ms. Joan Fry

CHESTER/LONG VALLEY, Morris Co., CHURCH OF THE MESSIAH (1980). Box 956, Rt.24, R.D. #2, 07853, Tel. #879-7208. The Rev. Joseph S. Pickard, Vicar; Arthur Underwood, Mrs. Ms. Dale Gruner, Wardens; Mrs. Carolyn Luse, Treasurer. Deputies: Bob Burnett, Ms. Betty Weaver, Ms. Annie Osucha, Mrs. Cheryl Kasper, Ms. Dale Gruner, Tom Porto.

CLIFFSIDE PARK, Bergen Co., TRINITY (1908/1920). 555 Palisade Av., 07010, Tel. #943-1034. The Rev. James F. Jannucci, Rector; The Rev. John Lloyd, Missioner to the Japanese; Oystein Holm-Olsen, Ms. Patricia Marshall, Wardens; Mrs. Elaine Benenati, Treasurer. Deputies: Bruno Pizzimenti, Mrs. Esther Acosta, Mrs. Sylvia Tinkler, Mrs. Juanita Box, Ms. Judith Hishikawa.

CLIFTON, Passaic Co., ST. PETER'S (1896/1921). 390 Clifton Av., 07011, Tel. #546-5020. The Rev. Jorge Gutierrez, Rector; Bob Masiello, Bill Sohl, Wardens; Vince Dymek, Treasurer. Deputies: Don Fisher, Ms. Pam Fueshko, Ms. Martha Wheehler, Robert Masiello.

DENVILLE, Morris Co., THE CHURCH OF THE SAVIOUR (1955/1979). 155 Morris Av., 07834, Tel. #627-3304. The Rev. Robert H. Maitland, Jr., Rector; The Rev. Harold H. Card, Jr., Assistant; Richard Wagoner, Jr., Ms. Jean Willard, Wardens; Keith Clarkson, Treasurer. Deputies: Ms. Elizabeth Collins, Ms. Donna Gigerian, Ms. Elise Adams.

DOVER, Morris Co., ST. JOHN'S (1849/1852). 11 So. Bergen St., 07801, Tel. #366-2772. The Rev. Dwight L. Neglia, Rector; Donald Dunsmore, Roger Vernon, Wardens; Ms. Jane Beck, Treasurer. Deputies: William Hermann, Waldron Coon, Jr., Donald Dunsmore.

EAST ORANGE, Essex Co., CHRIST CHURCH (1868). 422 Main St., 07018, Tel. #678-1160. The Rev. Henry C. Mikaya, Rector; James Grimstead, Mrs. Clara Horsley, Wardens; Mrs. Pertania Marshall, Treasurer. Deputies: James Grimstead, Mrs. Clara Horsley, Hector Martins.

*EAST ORANGE, Essex Co., ST. AGNES' (1903/1913). 304 Central Av., 07018, Tel. #672-2585. The Rev. Esar Bhuda, Vicar; Alvin Barrat, Ms. Miriam Mosley, Wardens; Pauline Holder, Treasurer. Deputies; Kenneth Igwe, Ms. Roni Bridges, Mrs. Leslyn Knight.

EAST ORANGE, Essex Co., ST. PAUL'S (1876). 206 Renshaw Av., 07017, Tel. #677-2222. The Rev. , Rector; Selwyn Joseph, Albert Jones, Wardens; Sam Orimogunje, Treasurer. Deputies: Mrs. Lydia Lewis, Miss Margie Hahn, Mark Newsome, Miss Alice Hahn.

*EAST RUTHERFORD, Bergen Co., CHURCH of the RESURRECTION (1905). 144 Boiling Springs Av., Box 76, 07073, Tel. #935-8454. The Rev. Jacob David, Vicar; Bryan Marshall, Daniel David, Wardens; Ms. Patricia Speake, Treasurer. Deputy: Bryan Marshall, Daniel David, Ms. Patricia Speake.

ENGLEWOOD, Bergen Co., ST. PAUL'S (1864/1865). P.O. Box 84, 113 Engle St., 07631, Tel. #568-3276. The Rev. Jack M. McKelvey, Rector; The Rev. Anne E. Cox, Assistant; David Kent, Jr., Ms. Gale Griffin, Wardens; John Knight, Treasurer. Deputies: Ms. Sandra Bogert, Ms. Karlene Gayle, Nathaniel Nelson, Kenneth Barrow, Ms. Nancy Blackwell, Ms. Ruby Marshall.

ESSEX FELS, Essex Co., ST. PETER'S (1893/1896). P.O. Box 96, 271 Roseland Av., 07021, Tel. #226-6500. The Rev. David St. George, Rector; The Rev. Cynthia Black, Assistant Rector; Dr. Emil Piel, Lawrence Bischoff, Wardens; Julien Mason, Treasurer. Deputies: Dr. Emil Joseph Piel, Mrs. Elizabeth Piel, Frank Hutson, Lawrence Bischoff, Lawrence Bischoff.

FAIR LAWN, Bergen Co., CHURCH OF THE ATONEMENT (1942/1964). P.O. Box 565, 30th & Rosalie Sts., 07410, Tel. #797-0760. The Rev. Walter D. Carlson, Rector; Donald Smith, Eivind Iversen, Wardens; Mrs. Marilyn Williams, Mrs. Elizabeth Demarest, Treasurers. Deputies: Mrs. Jeanette Popielarz, Ms. Marlene Carlson, Edward Sakalian.

FORT LEE, Bergen Co., CHURCH OF THE GOOD SHEPHERD (1858/1953). 1576 Palisade Av., 07024, Tel. #461-7260. The Rev. Richard L. Gressle, Rector; The Rev. Hosea Mun Yong Lee, Asstistant; Samuel Pleasants, Mrs. Jeanette Freeman, Wardens; Theodore Gaess, Treasurer. Deputies: Ms. Johanna Jensen, Mrs. Jeanette Freeman, Dr. Samuel Pleasants, Mrs. Lillian Smith.

GLEN ROCK, Bergen Co., ALL SAINTS' (1914/1940). 40 Central Av., 07452, Tel. #444-6874. The Rev. Jonathan King, Interim-Rector; The Rev. Dale L. Cranston, Asst. Rector; Paul Stonerod, Robert DeSteno, Wardens; Al Merboth, Treasurer. Deputies: W. Warren Gould, Mrs. Marjorie Gould, Ms. Rachel Wright, Walter Sumner, David Anderson.

HACKENSACK, Bergen Co., CHRIST CHURCH (1863). 251 State St., 07601, Tel. #342-2365. The Rev. Mark M. Beckwith, Rector; Ms. Marjorie Hart, Andrew Link III, Wardens; Robert Chance, Treasurer. Deputies: Ms. Eileen Smithies, Barry Morrison, Ms. Cynthia Rollenhagen.

HACKENSACK, Bergen Co., ST. ANTHONY OF PADUA (1925/1978). 72 Lodi St., 07601, Tel. #489-3286. The Rev. Kenneth Polglase; Salvatore Garafalo, Jr., Dr. Geoffrey Sadock, Wardens; Donald Morris, Treasurer. Deputies: Ms. Karen Sadock, Hernan Green, S. Michael Sciato.

*HACKENSACK, Bergen Co., ST. CYPRIAN'S (1926). 269 First St., 07601, Tel. #342-5560. The Rev. Douglas J. Reans, Vicar; George Clark, Ms. Mary Ennon, Wardens; Ms. Lucy Francis, Treasurer. Deputies: Ms. Hazel Hand, Ms. Estelle Boyd, Ms. Lorraine Clark.

HACKETTSTOWN, Warren Co., ST. JAMES' (1859). 214 Washington St., 07840, Tel. #852-1292. The Rev. Duncan Clark, Rector; Robert Citro, Ms. Ellen Nerbak, Wardens; Ms. Dorothy Reed, Treasurer. Deputies: Ms. Ellen Nerbak, Ms. Pam Laura, Ted Panayotoff.

HALEDON, Passaic Co., ST. MARY'S MEMORIAL CHURCH (1866/1873). 447 Belmont Av., 07508, Tel. #942-6390. The Rev. Elaine M. Kebba, Rector; The Rev. Harris E. Baldwin, Jr., Rector Emeritus; J. R. Dunkerly, Edward Hausleben, Wardens; John DeWitt, Treasurer. Deputies: J. R. Dunkerley, Ms. Judy Loeb, Ms. Virginia Mafiella.

*HAMBURG, Sussex Co., CHURCH OF THE GOOD SHEPHERD, WALLKILL VALLEY (1871). P.O. Box 115, Wantage Av., 07419, Tel. #875-0919. The Rev. W. Alan King, Vicar; Mrs. Lynn Tylor, Donald Larson, Wardens; Ms. Bea Kota, Treasurer. Deputies: John Tyler, Mrs. Lynn Tyler, Mrs. Audrey King.

HARRINGTON PARK, Bergen Co., ST. ANDREW'S (1925/1963). P.O. Box 161, Lynn St. & La Roche Av., 07640, Tel. #768-0819. The Rev. Richard A. Demarest, Rector; Mrs. Alba Johnson, Dr. Hewitt Jeter, Wardens; Paul Shackford, Treasurer. Deputies: Mrs. Gerrie Jeter, Peter Cunniff, Mrs. Felicia Cunniff.

HARRISON, Hudson Co., CHRIST CHURCH (1852/1919). 100 North 4th St., 07029, Tel. #762-6481. The Rev. T. Francis Wynne, Rector; Arthur Cawley, Mrs. Betty Mulgrew, Wardens; Mrs. Dorothy Bartkus, Treasurer. Deputy: Mrs. Dorothy Bartkus, Glenys Wynne.

HASBROUCK HEIGHTS, Bergen Co., ST. JOHN THE DIVINE (1895/1919). P.O. Box 128, Terrace & Jefferson Ave, 07604, Tel. #288-0002. The Rev. , Rector; Mrs. Frances Hager, Mrs. Gertrude Raufaste, Wardens; Thomas Marrie, Tresurer. Deputies: Mrs. Gertrude Raufaste, Mrs. Ann MacVicar, Mrs. Frances Hager, Ann MacVicar, Mrs. Gertrude Raufaste, Mrs. Jean Titterington.

HAWORTH, Bergen Co., ST. LUKE'S (1921/1966). 43 Massachusetts Av., 07641, Tel. #384-0706. The Rev. Alex H. MacDonell, Rector; Junius Stephenson, Ms. Janet Spieth, Wardens; George Stubbs, Treasurer. Deputies: Ms. Marjorie Hartmeyer, Mrs. Nancy Smith, Junius Stephenson, Edwin Smith, Ms. Janet Spieth.

HAWTHORNE, Passaic Co., ST. CLEMENT'S (1896/1932). P.O. Box 161, 271 Lafayette Av., 07507, Tel. #427-8118. The Rev. William R. Coats, Rector; Mrs. Betty Kregg, Mrs. Joan Van Ry, Wardens; Mrs. Terry Josten, Treasurer. Deputies: Mrs. Joan Van Rye, Ms. Ann Meier, Ms. Pat Huber, T. Donald Cairns, Ms. Teri Nelson, Ms. Twyla Evans.

HILLSDALE, Bergen Co., HOLY TRINITY (1889/1945). 326 Hillsdale Av., 07642, Tel. #664-2428. The Rev. John J. Negrotto, Rector; Wade Bates, A. T. Engkvist, Wardens; Mrs. Jean Looes, Tresurer. Deputies: Paul Fitzpatrick, Charles Underwood, Ms. Lillian Ruff.

HOBOKEN, Hudson Co., ALL SAINTS' PARISH AND SCHOOL (1983). 707 Washington Street, P.O. Box MB, 07030, Tel. #792-3563. The Rev. Geoffrey B. Curtiss, Rector; Paul Coleman, Ms. Susan Robinson,

Wardens; Ms. Genie Dunstan, Treasurer. Deputies: Ms. Beth Crippen, Ms. Martha Cardener, Ms. Kathleen Whittemore, John Peterson.

HO-HO-KUS, Bergen Co., ST. BARTHOLOMEW'S (1904/1914). 70 Sheridan Av., - 07423, Tel. #444-5025. The Rev. Daniel W. Kreller, Rector; John Becica, Paul Gregg, Wardens; Mile Ristich, Treasurer. Deputies: Paul Gregg, Roger Prior.

HOPE, Warren Co., ST. LUKE'S (1828). P.O. Box 292, New St., 07844, Tel. #459-4340. The Rev. Edward Partridge, Interim-Rector; William Albrecht, Norman Beatty, Wardens; Ms. Clara Fowler, Treasurer. Deputies: Frederic Banta, Mrs. Laurel Banta, Ms. Mary Pat Woodcock, Ms. Phyllis Smith

IRVINGTON, Essex Co., TRINITY (1841/1912). 42 Myrtle Av., 07111, Tel. #372-6095. The Rev. Kim Capwell, Rector; Victor Petsch, Barry Hillman, Wardens; Ms. Charmain Clarke, Treasurer. Deputies: Mrs. Sara Grossman.

JERSEY CITY, Hudson Co., CHURCH OF THE ASCENSION (1878/1904). 555 Palisade Av., 07307, Tel. #963-8819. The Rev. George G. Swanson, Rector; Donald Rauenbuhler, Norman Espinoza, Wardens; Mrs. Evelyn Rauenbuhler, Treasurer. Deputies: Norman Espinoza, Donald Rauenbuhler, Robert Wiegand.

*JERSEY CITY, Hudson Co., GRACE VAN VORST, (1847). 39 Erie St., 07302, Tel. #659-2211. The Rev. Scott Kallstrom, Vicar; Peter Van Brunt, William Nalle, Wardens; Ms. Olga Mosciello, Treasurer. Deputies: Peter Van Brunt, Lauren Kallstrom, William Nalle, Ms. Juliette Hayes, Ms. Sheila Price.

JERSEY CITY, Hudson Co., CHURCH OF THE INCARNATION (1910/1971). 68 Storms Av., 07306, Tel. #659-2211. The Rev. Petero Sabune, Rector; The Rev. Susannah Hobbs, Assistant to Episcopal Ministries of Bergen Hill; Miss Eugenia Suthern, Carl Boyd, Wardens; Mrs. Antionette Neals, Treasurer. Deputies: Harold Morris, Ms. Antoinette Neals, Ms. Eugenia Suthern.

*JERSEY CITY, Hudson Co., ST. JOHN'S (1867). 120 Summit Av., 07304, Tel. #332-8777. The Rev. Petero Sabune; Vicar; The Rev. Susannah Hobbs, Assistant to Episcopal Ministries of Bergen Hill; Peter Burmeister, Harvey Welch, Wardens; Dennis Doran, Treasurer. Deputies: Frances Doran, Dennis Doran, Vincent Price, Ms. Alice Belling.

JERSEY CITY, Hudson Co., ST. MATTHEW'S (1915). 1944 Kennedy Boulevard, 07305, Tel. #332-3696. The Rev. Linda Grentz, Ms. Kathy Ragsdale, Mr. Hal Whitmore, Team Ministry; Ms. Janice Jerido, Leo Murray, Wardens; Nathalie Carter, Treasurer. Deputies: Mrs. Dorothy Fowlkes, Ms. Lillian Minniefeld, Mrs. Janice Jerido.

JERSEY CITY, Hudson Co., ST. PAUL'S (1861/1886). 38 Duncan Av., P.O. Box 4176, 07304, Tel. #433-4922. The Rev. Francis W. Carr, Rector; William Young, James Richardson, Wardens; William E. Reiser, Treasurer. Deputies: Mrs. Lee Carr, Miss Grace Sheppard, Mrs. Lydia Wells.

JERSEY CITY, Hudson Co., ST. STEPHEN'S (1906/1911). 326 Union St., 07304, Tel. #333-6159. The Rev. Arthur DeLo, Rector; Paul Goble, Ms. Magna Hadley, Wardens; John Satter, Treasurer. Deputies: Paul Goble, Ms. Magna Hadley, Alan Bodtmann.

KINNELON, Morris Co., ST DAVID'S (1960/1972). 91 Kinneelon Road, 07405, Tel. #838-6696. The Rev. John Fisher, Interim-Rector; Richard Fox, Ms. Patricia Crane, Wardens; Ms. Mary-Esther Arther, Treasurer. Deputies: Richard Fox, Mrs. Marion Fox, Ms. Renee Duane.

LEONIA, Bergen Co., ALL SAINTS' (1893/1926). Park Av. & Orchard Pl., 07605, Tel: #947-1233. The Rev. Albert D. Jousset, Jr., Rector; James Avignone, Ms. Jo Uhde-Lacovara, Wardens; Ms. Barbara Tokay, Treasurer. Deputies: Ms. Jo Uhde-Lacovara, Ms. Teresa Marciano, Raymond Donlon.

LINCOLN PARK, Morris Co., ST. ANDREW'S (1917/1971). 211 Main St., 07035, Tel. #694-5915. The Rev. Thomas C. H. Scott, Rector; Thomas Ingram, George Shanoian, Wardens; Ms. Cheryl Atwan, Treasurer. Deputies: Thomas Ingram, Ms. Joanne Foster, Frances Trott.

LITTLE FALLS, Passaic Co., ST. AGNES' (1896/1926). 65 Union Av., 07424, Tel. #256-5020. The Rev. C. Edward Keller, Jr., Rector; Harold Smith, Mrs. Thelma Mathews, Wardens; William Meddick, Treasurer. Deputies: Mrs. Joan Lofacono, James Chastney, Rudi Neuhaeuser.

LIVINGSTON, Essex Co., ST. PETER'S (1916/1978). 94 E. Mt. Pleasant Av., 07039, Tel. #992-1932. The Rev. Ray E. Roberts, Jr., Rector; Mrs. Amanda Pearsall, William Garmany, , Wardens; Mrs. Carol Smith, Treasurer. Deputies: William Garmany, James Hoffman, Mrs. Carol Smith.

LYNDHURST, Bergen Co., ST. THOMAS' (1888/1945). 300 Forest Av., 07071, Tel. #438-5668. The Rev. Norman J. Mol, Rector; Robert Zimmermann, John Garde, Wardens; John Sedlock, Treasurer. Deputies: Mrs. Helene Chimento, Ms. Kay Peake, Harry Oswald.

MADISON, Morris Co., GRACE (1854). 4 Madison Av., 07940. Tel: #377-0106. The Rev. Dr. Robert W. Ihloff, Rector; The Rev. Karen Murphey, Associate; Joachim Adamczyk, Jay Rippard, Wardens; Ms. Lynne Gorman, Treasurer. Deputies: Eugene Carpenter, Ms. Carlotta Budd.

MAPLEWOOD, Essex Co., ST. GEORGE'S (1894/1905). 550 Ridgewood Rd., 07040, Tel. #762-1319. The Rev. R. Craig Burlington, Rector; The Rev. Diana Clark, Curate; Hubert L. Pierson, William Andersen, Wardens; Hubert Pierson, Treasurer. Deputies: William Lorentz, William Andersen, Jr., Ms. Adelene Burlington.

MAYWOOD, Bergen Co., ST. MARTIN'S (1926/1954). P.O. Box 807, Oak Av. & Parkway, 07607, Tel. #843-5360. The Rev. James Thompson, Rector; The Rev. Frederick Hillyer, Deacon; The Rev. Edmund Jacobitti, Deacon; Delbert Coonce, Ms. Judi Dorn, Wardens; Ms. Mary Beth King, Treasurer. Deputies: John Rauth, Ms. Vivian Jones, Toni Hufford.

MENDHAM, Morris Co., ST. MARK'S (1873/1957). 7 E. Main St., 07945, Tel. #543-4471. The Rev. J. Carr Holland, III, Rector; Russell Koline, Ms. Barbara Haslam, Wardens; Ms. Laurie Orth, Treasurer. Deputies: Ms. Carol Horton, Ms. Elise Dann, Louis Leffler.

MIDLAND PARK, Bergen Co., CHURCH OF THE GOOD SHEPHERD (1906/1971). 497 Godwin Av., 07432, Tel. #444-6168. The Rev. Christopher L. David, Rector; Richard Cooper, Roger Waltz, Wardens, Mrs. Eleanor Dallal, Treasurer. Deputies: Mrs. Rita Souther, Ms. Joan Gomes, Mrs. Eleanor Dallal.

MILLBURN, Essex Co., ST. STEPHEN'S (1851). 119 Main St.; 07041, Tel. #376-0688. The Rev. Gordon H. Tremaine, Rector; Robert Marshall, Paul Boegershausen, Wardens; Lea Broad, Treasurer. Deputies: Mrs. Mollie Bottomley, Dr. Richard Cole, Bob Marshall.

MILLINGTON, Morris Co., ALL SAINTS' (1904/1949). 15 Basking Ridge Rd., 07946, Tel. #647-0067. The Rev. Alfred L. Salt, Rector, William Smith, William Keill, Wardens; Joseph D'Angerio, Treasurer. Deputies: William Keill, Bill Smith, Percy Young.

*MILTON/OAK RIDGE, Morris Co., ST. GABRIEL'S (1968). RD 2, Milton Rd., 07438, Tel: #697-5688. The Rev. John C. Stone, Vicar; The Rev. John F. Stanton, Assistant Vicar; Ms. Naomi Horsky Thomas Chapter, Wardens; Mrs. Dorothy Bartkowski, Treasurer. Deputies: Ms. Naomi Horsky, Jerry Sollers, David Philipps.

MONTCLAIR, Essex Co., ST. JAMES' (1887/1888). 581 Valley Road, 07043, Tel. #744-0270. The Rev. Frederick Boswell, Jr., Rector; The Rev. Edward Hasse III, Assistant; Craig Weeks, Nathaniel Cheney, Wardens; Mrs. Glenda Kirkland, Treasurer; Deputies: Ms. Susan Ciancimino, Bard Langstaff.

MONTCLAIR, Essex Co., ST. JOHN'S (1899/1902). 55 Montclair Av., 07042, Tel. #746-2474. The Rev. Patrick R. Close, Rector; Thomas Bennett, William Lannigan, Wardens; Ms. Frederick Sibley, Treasurer. Deputies: Bobby Berger, Jay Powell, Bill Nikel.

MONTCLAIR, Essex Co., ST. LUKE'S (1846/1860). 73 So. Fullerton Av., 07042, Tel. #744-6220. The Rev. Nicholas T. Cooke III, Rector; The Rev. Susan Vest, Assistant; Ms. Mardi Mauney, Teddy Hawkins, Wardens; Ms. Chris Landua, Treasurer. Deputies: Garret Roosma, Mrs. W. Hawkins, Mrs. Catherine McFarland, David Crean, Mrs. Carol Moser, Ms. Elsie Rood.

MONTCLAIR, Essex Co., TRINITY (1916/1959). P.O. Box 361, 19 N. Willow St., 07042, Tel. #783-7766. The Rev. Michael du Plessis, Rector; Erwin Debnann, Edward Jenkins, Wardens; Mrs. Pansy Swan, Treasurer. Deputies: Mrs. Millie Minfee, Mrs. Elaine Jenkins, Edward Jenkins.

MONTVALE, Bergen Co., ST. PAUL'S (1895/1953). W. Grand Av. & Woodland Rd., 07645, Tel. #391-3181. The Rev. Philip S. Krug, Rector; Ms. Margaret Litke, Ms. June Taber Wardens; Ms. Dorothy Waldt, Treasurer. Deputies: Mrs. Christine Hembree, James Howell, Ms. Norma Westerdale, Ms. Margaret Litke.

MORRIS PLAINS, Morris ST. PAUL'S (1920/1955). Hillview Av. at Mountain Way, P.O. Box 104, 07950, Tel. #285-0884. The Rev. Dr. David H. Hamilton, Rector; The Rev. Joanna White, Curate; Ms. Judy Murphy, Ms. Louise Heick, 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, Tel. #539-0703. The Rev. Phillip Dana Wilson, Rector; Samuel Tolley, Charles Dickerson Wardens; James Rankin, Treasurer. Deputies: Mrs. Ann Johnson, Charles Dickerson, Mrs. Karol Page.

MORRISTOWN, Morris Co., ST. PETER'S (1827). 70 Maple Av., 07960, Tel. #538-0555. The Rev. David P. Hegg, Rector; The Rev. Robert Fitzpatrick, Assistant; The Rev. Dr. Charles Rice, Associate;

Ms. Diane Rhodes, William Bailey, Wardens; Clarence Eich, Treasurer. Michael Hughes, Frank Failla, Ms. Mary Rianhard.

*MOUNT ARLINGTON, Morris Co., ST. PETER'S (1894). 50 Edgemere Av., Box #403, 07856, Tel. #398-1890. The Rev. Roger C. Snyder, Vicar; Thomas Wiss, Ms. Adriana Delle, Wardens; Thomas Bodrogi, Treasurer. Deputies: Thomas Bodrogi, Ms. Barbara Cianciulli, Ms. Adriana Delle.

MOUNTAIN LAKES, Morris Co., ST. PETER'S (1923). 221 Boulevard, 07046, Tel. #334-4429. The Rev. Daniel Riggall, Rector; The Rev. Sarah Nelson, Assistant; Ted Halkyard, Robert Natwick, Wardens; William Headdden, Treasurer. Deputies: Mrs. Lynn Glover, John Pendleton, Robert Natwick.

NEWARK, Essex Co., GRACE (1837). 950 Broad St., 07102, Tel: 623-1733. The Rev. George H. Bowen, Rector; Herbert Thomas, Charles Turner, Wardens; Michael Lindstrom, Treasurer. Deputies: Mrs. Marjorie Lindstrom, Chief John Quartey, Herbert Thomas.

NEWARK, Essex Co., HOUSE OF PRAYER (1847/1849). 407 Broad St., 07104, Tel. #483-8202. The Rev. Daniel Darko, Priest-In-Charge; Mrs. Esther Roman, William Clegg, Wardens; David Yamoah, Treasurer. Deputies: William Clegg, Michael Carrigan, Mrs. Marjorie Eldridge.

*NEWARK, Essex Co., MAR THOMA CHURCH (1982). 272 Roseville Av., 07107. Tel. #481-6586. The Rev. John Mathew, Vicar; Mamen Thomas, Warden; C. Thomas, Treasurer. Deputies: Ms. Alice Kosly, Ms. Susan Thomas.

*NEWARK, Essex Co., ST. ANDREW'S (1902/1913). 933 S. 17th St., 07108, Tel. #375-3012. The Rev. Abigail J. W. Hamilton, Vicar; Ms. Judith Williams, Mrs. Edna Daley, Wardens; Mrs. Sebreana Davis, Treasurer. Deputies: Ms. Sebreana Davis, Ms. Rita Romain, Dr. James Jenkins.

*NEWARK, Essex Co., ST. BARNABAS' (1852/1867). 505 W. Market St., Box 7178, 07107, Tel. #482:3132. The Rev. Thomas Laws, Interim-Vicar; Leroy Spence, Joseph Dasent, Wardens; Frenslay Riley, Treasurer. Deputies: Neville Rodney, Shan Atkinson, Ms. Pauline Dietzeman.

*NEWARK, Essex Co., ST. THOMAS' (1892/1895). 272 Roseville Av., 07107, Tel. #482-6865. L. Rowland Bonadie, Mrs. Jeanne Kunkel, Wardens; Mrs. Jeanne Kunkel, Treasurer. Deputies: Sigrid Teague.

NEWARK, Essex Co., TRINITY CATHEDRAL (1732/1746). (Incorporated as the Cathedral 1944). 608 Broad St., Office: 24 Rector St., 07102, Tel. #622-4306. The Very Rev. Dillard Robinson III, Dean; The Rev. Canon Horace D. Ward, Assistant; Whitney Parker, Mrs. Elizabeth Edwards, Wardens; Otelia Daring, Treasurer. Deputies: James Churchman, Jr., Hilton Maulsby, Mrs. Marion Williams, Mrs. Edna Humphrey, Mrs. Florence Bustamante, Roger Watson.

NEWTON, Sussex Co., CHRIST CHURCH (1769). Box 146, 63 Main St., 07860, Tel. #383-2245. The Rev. Joseph D. Herring, Jr., Rector; Karl Snyder, George Green, Wardens; Robert Dobson, Treasurer. Deputies: Joseph Mello, Mrs. Denis Howes, Curtis Wilson

NORTH ARLINGTON, Bergen Co., ST. PAUL'S (1914/1954).. 11 York Road, 07032, Tel. #991-7252. The Rev. Frederick C. Fox III,

Rector; The Rev. Philip M. Wong, Deacon; Walter Schaufele, Ms. Helen Zook, Wardens; Ms. Genevieve Jenny, Treasurer. Deputies: Ms. Helen Zook, Ms. Genevieve Jenny, Ms. Audrey Riley.

*NORTH BERGEN, Hudson Co., CHURCH OF THE TRANSFIGURATION (1919). 403 79th St., 07047, Tel. #869-0769. The Rev. , Vicar; Mrs. Margaret McGill, Paul Haviland, Warden; Mrs. Teresa Fernandez, Treasurer. Deputies: Mrs. Margaret McGill, Joseph Lyew, Mrs. Sharon Lyew.

NORWOOD, Bergen Co., CHURCH OF THE HOLY COMMUNION (1876/1877). 66 Summit St., 07648, Tel. #768-0634. The Rev. George A. Kyle, Rector; William Evans, Nelson Nordquist, Wardens; Clifford Lamb, Treasurer. Deputies: Mrs. Barbara Kyle, Ms. Cathleen Heslin, William Evans, Mrs. Marie Evans.

NUTLEY, Essex Co., GRACE CHURCH (1873/1887). 200 Highfield Lane, 07110, Tel. #235-1177. The Rev. Wade A. Renn, Rector; David Pellnitz, Mrs. Frances Bouton; Wardens; Miss Evelyn Davis, Treasurer. Deputies: James Hasselbrook, John Reynolds, Stephen Canonico

*OAKLAND/FRANKLIN LAKES, Bergen Co., ST. ALBAN'S (1959). Box 35, Church Lane, 07436, Tel. #337-4909. The Rev. Lauren Ackland, Vicar; Mrs. Rosemary Adams, Bruce De Myer, Wardens; Robert Barker, Treasurer. Deputies: Ms. Margaret Beyda, Ms. Dagl Murphy, John Murphy.

ORADELL, Bergen Co., CHURCH OF THE ANNUNCIATION (1901/1945). 343 Kinderkamack Rd., 07649, Tel. #262-7222. The Rev. George C. Allen II, Rector; Warren Silver, Robert Granville, Wardens; Mrs. Anne Reineking, Treasurer. Deputies: Ms. Carol Dexheimer, Ferdinand D'Esposito, Ms. Betsy Jenny.

ORANGE, Essex Co., ALL SAINTS' (1876/1885). 438 Valley St., 07050, Tel. #674-4366. The Rev. Donald R. Shearer, Rector; Mrs. Gladys Stumpf, Arthur Slack, Wardens, Donald Basile, Treasurer. Deputies: Ms. Bette Raimondi, John Brisco, Donald Liddle.

ORANGE, Essex Co., CHURCH OF THE EPIPHANY (1901/1905). 206 Pierson St., Box 93, 07050, Tel. #676-8886. The Rev. Canon Gervais Clarke, Rector; Jessie Wilkerson, Harry Smith, Wardens; Stephen Hayden, Treasurer. Deputies: Jessie Wilkerson, Ms. Joyce Wellington, Winfred Gideon.

*PANTHER VALLEY, Warren Co., COVENANT EPISCOPAL MISSION (Ecumenical Ministry). Box 337A, Route 517, Hackettstown, 07840, Tel. #852-5444. The Rev. Emil Augustine, Pastor, Mrs. Ruth McSkimin, Wardne/Treasurer. Deputies: David Faulkner, Ms. Julianne Lynch.

PARAMUS, Bergen Co., ST. MATTHEW'S (1950/1976). 167 Spring Valley Rd., 07652, Tel. #262-5286. The Rev. Charles Cesaretti, Interim-Rector; Edward Johnson, Bruce Lo Buono, Wardens; John Grindler, Treasurer. Deputies: David Mertens, Edward Johnson, Mrs. Marion Johnson.

PARSIPPANY/TROY HILLS, Morris Co., ST. GREGORY'S (1964/1982). 480 So. Beverwyck Rd., 07054, Tel. #887-5879. The Rev. Jeffrey B. Macknight, Rector; Robert Jackson, Mrs. Kathy Niosi, Wardens; Jack Baka, Treasurer. Deputies: Mrs. Kathy Niosi, Eugene Kelly, Thomas Coulter.

PASSAIC, Passaic Co., ST. JOHN'S (1859/1902). 215 Lafayette Av., 07055, Tel. #779-0966. The Rev. Allen Hinman, Rector; Claude Davis, Roy Bloom, Wardens; Mrs. Marion DeGroat, Treasurer. Deputies: James Tons, Mrs. Rosemarie Harvey, Ernesto Munoz.

PATERSON, Passaic Co., CHURCH OF THE HOLY COMMUNION (1856/1866). Box 2153, 99 Pearl St., 07501, Tel. #742-5553. The Rev. William H. Willard, Rector; The Rev. James Delaney, Assistant; Edward Johnston, Stephen Hall, Jr., Wardens; Ms. Mary Zabriskie, Treasurer. Deputies: Edward Johnston, Mrs. Carol Henry, Ms. Betty Wilkins.

PATERSON, Passaic Co., ST. PAUL'S (1817/1825). 451 Van Houten St., 07501, Tel. #278-7900. The Rev. Robert Mayo, Rector, Alan Bowen, Mrs. Dolores Most, Wardens; Ms. Elinor Bond, Treasurer. Deputies: Ms. Dolores Most, Ms. Patsy Brooks, Rupert Cole.

PATERSON, Passaic Co., TRINITY (1879/1881). 84 Marion St., 07502, Tel. #956-9718. The Rev. Alfonso Narvaez, Rector; George McGinnis, Robert Patrick, Wardens; John Patrick, Treasurer. Deputies: Robert Patrick, Ms. Ethel Peters, Ms. Ruth Molendyke.

PHILLIPSBURG, Warren Co., ST. LUKE'S (FREE) (1856). 500 Hillcrest Blvd., 08865, Tel. #859-1479. The Rev. John Elledge, Rector; Russell Stewart, Ms. Jean Wadnik, Wardens; Mrs. Sara Rambo, Treasurer. Deputies: Raymond Swett, Ms. Jean Wadnik, Stewart Ferguson.

POMPTON LAKES, Passaic Co., CHRIST CHURCH (1798). 400 Ramapo Av., 07442, Tel. #835-2207. The Rev. John A. Rollins, Rector; The Rev. Clarence Searles, Deacon; The Rev. Robert Colyer, Deacon; Wayne Rogers, Ms. Edna McCarthy, Wardens; Ms. Gail Schwarz, Treasurer. Deputies: George North, Ms. Nancy Whiting, Ms. Margaret Lee, Richard Sheriff.

RAMSEY, Bergen Co., ST. JOHN'S MEMORIAL CHURCH (1906/1951). E. Main St. & Franklin Turnpike, 07446, Tel. #327-0703. The Rev. Richard M. Louis, Rector; John Walton, Ms. Susan Brewster, Wardens; James Bulloch, Treasurer. Deputies: Mrs. Marilyn Robinson, Jeffrey Kittross, Ms. Virginia McCroughan, George Stata. Kittross.

RIDGEFIELD, Bergen Co., ST. JAMES' (1872/1968). 514 Abbott Av., 07657, Tel. #945-0079. The Rev. Francis S. Bancroft, III, Rector; William Drexler, Mrs. Madeline Holland, Wardens; Mrs. E. Joyce Knapp, Treasurer. Deputies: James McGill, Ms. Barbara Koeherr, Ms. Fran Jones, Bob Manno.

RIDGEFIELD PARK, Bergen Co., ST. MARY THE VIRGIN (1906/1957). 139 Preston St., 07660, Tel. #440-4343. The Rev. David C. Brown, Rector; Ms. Mary Kassakian, Ms. Mildred Lowe, Wardens; C. Robert Jacob, Treasurer. Deputies: Ms. Harriet Slaughter, Ms. Agnes Phillips, Dennis Bellars.

RIDGEWOOD, Bergen Co., CHRIST CHURCH (1864/1865). 105 Cottage Pl., Box 764, 07451, Tel. #652-2350. The Rev. Richard L. Shimpfky, Rector; Alfred Jones, Stephen Duggan, Wardens; Maurice Bolmer, Treasurer. Deputies: Maurice Bolmer, Mrs. Marjorie Christie.

RIDGEWOOD, Bergen Co., ST. ELIZABETH'S (1923/1926). 169 Fairmount Rd., 07450, Tel. #444-2299. The Rev. Richard B. Andersen, Rector; The Rev. John Nieman, Assistant, William Kuipers, Thomas Brome, Wardens; Pierre Boulanger, Treasurer. Deputies: Ms. Susan Schink, Ronald Rayevich, Myles Williamson.

*RINGWOOD, Passaic Co., CHURCH OF THE GOOD SHEPHERD (1901). Box 363, 80 Margaret King Av., 07456, Tel. #962-9510. The Rev. Charles H. Eades, Vicar; Mrs. Maryland Milligan, Ms. Sylvia Rivera, Wardens; Mrs. Essie Van Dunk, Treasurer. Deputies: Mrs. Maryland Milligan, Mrs. Essie Van Dunk, Mrs. Elizabeth Eades, William Van Dunk.

ROCHELLE PARK, Bergen Co., ST. PETER'S (1909/1959). Rochelle & Becker Aves., 07662, Tel. #845-6710. The Rev. Timothy Parsons, Interim-Rector; G. Robert Parker, Ms. Carol Meritai; Wardens; G. Robert Parker, Treasurer. Deputies: Ms. Louise Kern, Ms. Carol Meritai, Ms. Carol Parkerton.

RUTHERFORD, Bergen Co., GRACE (1869). 138 W. Passaic Av., 07070, #438-8623. The Rev. Edward E. Martin, Jr., Rector; Mrs. Doris Lynyak, John Fitzgibbon, Wardens; Richard Erickson, Treasurer. Deputies: William Muller, Mrs. Ann Rayot, Kevin Sweeney.

*SECAUCUS, Hudson Co., CHURCH OF OUR SAVIOUR (1924). 191 Rte. 153, 07094, Tel. #863-1449. The Rev. David P. Kern, Vicar; George Stierle, Ms. Eleanor Reuther, Wardens; Ms. Ellen Lewis, Treasurer. Deputies: George Stierle, Ms. Eileen Hodgins, Mrs. Ruth Olsen.

SHORT HILLS, Essex Co., CHRIST CHURCH (1882/1883). Box C., Highland Av. & Forest Dr., 07078, Tel. #379-2898. The Rev. David Earnest, Rector; The Rev. Polly Kasey, Assistant; The Rev. Philip Kasey, Assistant; Mrs. Sandra Marshall, George Port, Wardens; Erwin Gerhardt, Treasurer. Deputies: George Port, Mrs. Shirley Horbatt, Carl Klemme.

SOUTH ORANGE, Essex Co., CHURCH OF ST. ANDREW & HOLY COMMUNION (1859). 160 W. South Orange Av., 07079, Tel. #763-2355. The Rev. Jonathan B. Percival, Rector; Donald Thomas, Mrs. James Doyle, Wardens; Robert Holmes, Treasurer. Deputies: Mrs. Ann Doyle, Ms. Faith Brown, Bruce Smith.

SPARTA, Sussex Co., ST. MARY'S (1919/1978). Box 235, 85 Conestoga Trail, 07871, Tel. #729-3136. The Rev. Robert B. Dendtler, Rector; Bill Pearson, Michael Sutcliffe, Wardens; Dr. Raymond Forman, Treasurer. Deputies: Daniel Royce, Ms. Ann Johnson, Mrs. Virginia Whitehouse.

SUCCASUNNA, Morris Co., ST. DUNSTAN'S (1963/1980). 179 S. Hillside Av., 07876, Tel. #584-4233. The Rev. Robert T. Mason, Rector; The Rev. Nancy Talmage, Priest Associate; Walter Vliet, Arthur Bounds, Wardens; George Caras, Treasurer. Deputies: Mrs. Nancy Bond, Mrs. Barbara Piccirillo, Mrs. Candice Butler-Capuan, Dr. William Talmage.

SUMMIT, Union Co., CALVARY (1854/1861). 31 Woodland Av., 07901, Tel. #277-1814. The Rev. William H. Strain, Rector; The Rev. Caroline Bruschi, The Rev. Robert Bruschi, Assistants. Bruce Rosborough, Nancy McCumber, Wardens; Gerald Harvey, Treasurer. Deputies: William Austin, Mrs. John Lewis, Bruce Rosborough.

TEANECK, Bergen Co., CHRIST CHURCH (1914). 480 Warwick Av., 07666, Tel. #833-4502. The Rev. Louis Braxton, Rector; The Rev. John Denny, Rector Emeritus; Ms. Harriette Sepler, David Bruce, Wardens; Robert Bauhofer, Treasurer. Deputies: Ms. Janice Baker, Ms. Evelyn Alexander, Ms. Joyce Cunningham, Ms. Viola Smith.

TEANECK, Bergen Co., ST. MARK'S (1925/1963). Grange & Chadwick Roads, 07666, Tel. #836-7275. The Rev. Lucinda Laird, Rector; Mrs. Doris Mardirosian, Howard Mackey, Wardens; Ms. Inez Saley, Treasurer. Deputies: Ms. Jane Pitz, James Pruden, Cris Cerullo.

TENAFLY, Bergen Co., CHURCH OF SOUTH INDIA (1989). c/o Church of Atonement, 97 Highwood Av., 07670, Tel. #568-1763. The Rev. John J. William, Rector;

TENAFLY, Bergen Co., CHURCH OF THE ATONEMENT (1868/1871). Highwood Av. & Engle St., 07670, Tel. #568-1763. The Rev. John P. Croneberger, Rector; The Rev. Barry Stopfel, Associate; Peter Michael, Ms. Audrey Spencer, Wardens; Ms. Barbara Kruse, Treasurer. Deputies: Peter Michael, Mrs. Eleanor Tapscott, Al Kane.

TOTOWA Borough, Passaic Co., CHRIST CHURCH, (1921/1962). 329 Totowa Rd., 07512, Tel. #595-0349. The Rev. Mark W. Waldon, Rector; Mrs. Lucille Gaita, Lee VanDenburgh, Wardens; Ms. Shirley Gerhardt, Treasurer. Deputies: Ms. Maria Macchiarelli, Mrs. Marjorie Van Koot, Mrs. Judith Provenzie.

*TOWACO, Morris Co., CHURCH OF THE TRANSFIGURATION (1921). 9 Two Bridges Rd., 07082, Tel. #334-2882. The Rev. Jo-Ann Murphy, Vicar; Ms. Lyn Headley-Moore, Karl Keri, Wardens; David Jones, Treasurer; Deputies: Ms. Lyn Headley-Moore, Ms. Nancy Jones, Ms. Barbara Austin.

UNION CITY, Hudson Co., GRACE (1884/1893). 3901 Park Av., 07087, Tel. #867-9412. The Rev. Oscar Gonzalez, Rector; Ms. Patricia Patterson, Gabriel Carnevale, Wardens; Bernardo Valdes, Treasurer. Deputies: Mrs. Lillian Gonzalez, Ms. Charlotte Prichard, Mrs. Leonor Seoane.

UNION CITY, Hudson Co., ST. JOHN'S (1846). 16th Str. & Palisade Av., 07087, Tel. #348-3966. The Rev. Katrina M. Swanson, Rector; Robert de Georges, Mrs. Pauline Luton, Wardens; Wilbur Kaufer, Treasurer. Deputies: Ms. Lorraine Gerbehy, Ms. Stella Ferre, Anthony LoBue, Wilbur Kaufer, Thomas Vaughan, Ms. Margaret Karoleski.

*VERNON, Sussex Co., ST. THOMAS' (1981). R.R.4, Box 225, Rt. 94, 07462, Tel. #764-7506. The Rev. Steven L. Steele, Vicar; Glen Van Der Slys, Ms. Ann Fitzgerald, Wardens; Ms. Kathy Van Der Slys, Treasurer. Deputies: Kenneth Schloesser, Tracy Marr, Mrs. Annette Jecker.

VERONA, Essex Co., CHURCH OF THE HOLY SPIRIT, (1929/1957). 36 Gould St., 07044, Tel. #239-2850. The Rev. Robert G. Wagner, Rector; David Patton, Robley Hackett, Wardens; James Ferrel, Treasurer. Deputies: Mrs. Edith Ewing, Mrs. Frances Patton, Robley Hackett.

WASHINGTON, Warren Co., ST. PETER'S (1881/1964). 127 Broad St., 07882, Tel. #689-1019. The Rev. Gretchen Densmore Zimmerman, The Rev. Frank Crumbaugh III; Ms. Janet Rutan, Warren Caswell, Wardens; Tom Barcellona, Treasurer. Deputies: Warren Caswell, Ms. Melody Caswell, Ms. Jayne Garrison.

WAYNE, Passaic Co., ST. MICHAEL'S (1957/1986). 1219 Ratzer Rd., 17470, Tel. #694-1026. The Rev. Frederick R. Gutekunst, Rector; Mrs. Phoebe Reynolds, Mrs. Beverly DePaolo, Wardens; Henri Touamen, Treasurer. Deputies: James Newell, Mrs. Beverly DiPaolo, Mark Lanterman.

*WEST MILFORD, Passaic Co., CHURCH OF THE INCARNATION (1951). 253 Marshall Hill Rd., 07480, Tel. #728-3771. The Rev. John C. Stone, Vicar; The Rev. John F. Stanton, Assistant; Bruce Watts, Wardens; Ms. Adelaide Gisler, Treasurer. Deputies: Ms. Susan Calcagno, Ms. Patricia Watts, Ms. Laurie Ardis, Ms. Mary Ruth Stone.

WEST ORANGE, Essex Co., CHURCH OF THE HOLY INNOCENTS' (1871/1935). 681 Prospect Av., 07052, Tel. #731-0259. The Rev. Richard Chasse, Interim-Rector; Ronald B. Zaph, Stephen Horner, Wardens; Ms. Virginia Smith, Treasurer. Deputies: Ronald B. Zaph, Stephen Horner, Mrs. Virginia Smith.

WEST ORANGE, Essex Co., CHURCH OF THE HOLY TRINITY (1907). 315 Main St., 07052, Tel. #325-0369. The Rev. Barton Brown, Rector; The Rev. Wallace Coursen, Deacon; Mrs. Edith Wilson, Robert Garvey, Wardens; Karl Force, Treasurer; Deputies: Mrs. Lois Gray, Ms. Edith Wilson, Winston Smith.

WEST ORANGE, Essex Co., ST. MARK'S (1827). 45 Main St., 07052, Tel. #736-0212. The Rev. Harry E. Smith, Rector; Tony Seel, Richard Werner, Wardens; Tony Seel, Treasurer. Deputies: Ms. Phyllis Biggs, Ms. Rebecca Adams, Ms. Helen Meeham.

WESTWOOD, Bergen Co., GRACE (1906/1925). 9 Harrington Av., 07675, Tel. 664-0407. The Rev. H. Gaylord Hitchcock, Jr., Rector; The Rev. William A. Butz, Deacon; William Hafemann, John Dowdie, Wardens; Mrs. Anne Tait, Treasurer. Deputies: Walter Johnson, Michael Rehill, Mrs. Anne Tait.

WOOD-RIDGE, Bergen Co., ST. PAUL'S (1913/1952). Center & Humboldt Sts., 07075, Tel. #438-8333. The Rev. Michael Cooperman, Rector; Mrs. Bernice Moran, Mrs. Lauri Spies, Wardens; August Brummer, Treasurer. Deputies: Mrs. Bernice Moran, August Brummer, Ms. Evelyn Shedd.

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

Wesley Frensdorf, bishop of Arizona

Emerson Paul Haynes, bishop of Southwest Florida

Shaw Kerr, retired suffragan bishop of Vermont

J. Brooke Mosely, retired bishop of Delaware

Charles Bowen Persell, Jr., retired suffragan bishop of Albany

James Pong, retired bishop of Taiwan.

FROM THE CLERGY FAMILY OF THE DIOCESE

Gilbert B. Ayres, deacon, Church of the Good Shepherd, Midland Park

Xina Blanchard, grandmother of the Rev. Robert Dendtler, St. Mary's,
Sparta

Frank A. Cheever, retired rector

D. Allen Easton, retired rector

A. Stewart Hogenauer, retired rector

Virginus Fowlkes Kasey, father of the Rev. Philip Kasey, Christ
Church, Short Hills

Earnest I. Kyle Jr., brother of the Rev. George Kyle, Church of the
Holy Communion, Norwood

Vera A. Kyle, mother of the Rev. George Kyle, Church of the Holy
Communion, Norwood

Olga P. Louis, mother of the Rev. Richard Louis, St. John's Memorial
Church, Ramsey

Margaret Elizabeth Mayo and Clifford Alfred Mayo, parents of the Rev.
Robert Mayo, St. Paul's Church, Paterson

Isabella M. McWilliams, widow of the Rev. Alfred McWilliams

Lorene Mullins, Morris, mother of the Rev. Robert Morris, Interweave,
South Orange

Sophia M. Onderdonk, widow of the Rev. Harold R. Onderdonk, St.
Peter's, Essex Fells

Ray E. Roberts, father of the Rev. Ray Roberts Jr., St. Peter's Church,
Livingston

John T. Sanborn, retired rector

Jerry Smith, brother of the Rev. Harry E. Smith, St. Mark's, Church,
West Orange

Joan Lydia Ketner Spong, wife of the Episcopal Bishop of Newark, New
Jersey, John Shelby Spong

John Wheatley, brother in law, the Rev. Robert Dendtler, St. Mary's,
Sparta

PERSONS IN THE DIOCESE KNOWN FOR SPECIAL CONTRIBUTIONS

Richard Asakowicz, Ecumenical Officer, Archdiocese of Newark

Enos Beckwith, senior warden at Calvary, Summit

Eunice Bloise, Epiphany, Orange

John R. Day, Vestry, St. Paul's, Paterson

George Emory, St. Peter's, Morristown

Howard Farley, Epiphany, Orange

Doris Jarvis, lay reader, vestry member, directress of Altar Guild, St.
Dunstan's, Succasunna

Helen Douglass King, 101 years old, born 1887, oldest parishioner of
St. George's Church, Maplewood and devoted church woman.

Jacqueline La Forge Kasicg, St. Albans, Oakland/Franklin Lakes

Florence Walter Outwin, Vestrywoman of St. George's, Church, Maplewood

Elsa Reynolds, All Saints', Glen Rock

Molly Spruel, Trinity Cathedral, Newark

Anna Wright, Epiphany, Orange

BISHOP'S ADDRESS TO THE 115TH CONVENTION

DIocese OF NEWARK, JANUARY 27-28, 1989

To the clergy and lay delegates of the 115th Convention of the Diocese of Newark; May Grace and Peace be yours in Christ Jesus.

This, my fourteenth convention address, comes as a new president has been installed in our nation's capital. A new administration always brings bright hope and new dreams. We have been led to expect much of a new president, yet specificity is not yet the mark of George Bush. The platforms of the campaign were designed to build an election victory much more than to face reality. But, the campaign is over and the task of governing is at hand. This administration will have to make hard choices and face up to the impossible promises of the election process. Long ago we learned that campaign rhetoric and presidential action have only a very slight connection. It will not be different in this administration.

A fellow Episcopalian, Mr. Bush has asked for our prayers. He will be given that by us and by the whole nation. His task will not be easy. The economic recovery within this nation is still fragile and does not embrace all our citizens. The interdependence of the world is increasing. Our livelihood, our health and well being, our currencies, our markets depend on one another. The deficit that marks this nation's finances looms above every thing we do. We are a debtor nation and our creditors will call us to accountability.

The euphoria of a new beginning needs to be countered by the realization that sacrifice is going to be necessary for our national health. No one will be exempt from that sacrifice. Whether it comes in the form of new taxes, devalued dollars, increased inflation, or economic depression, the blow will fall on this nation before this administration is complete. In the past eight years the disparity between rich and poor has grown wider. A non-partisan group has determined that while the Reagan tax legislation stimulated the economy, it did so at the price of shifting wealth from the lower and middle classes to the wealthy, and it has created for the bottom twenty percent of our population circumstances of crisis proportions.

The number of homeless people has increased dramatically over the past eight years. Beggars on our city streets are today a common sight. Yes unemployment is low, but many jobs that demanded skill and paid good wages in the manufacturing industries have departed these shores to the more favorable location of the Pacific basin and low paying, service-related jobs have replaced them. The standard of living for many of our people has been slowly and quietly lowered.

My voice in this arena is a weak and lonely voice. But, with that voice I call this church and through this church I call this nation to remember that at the heart of our Christian faith is the assertion that every human being is created in God's image, loved by Jesus Christ and called into the fullness of life by God's Holy Spirit. This means that when choices are made and priorities are chosen we Christians must help this nation remember that no life is without ultimate value and no person can be treated as if he or she is worthless, for to do so is to violate the God in whom we believe. This nation has both the capacity and the moral responsibility to see that no person is homeless, no person is hungry, no person is apart from adequate medical care and no person who wants to work will be denied a job. That is a minimum standard for all of our citizens and none of us should rest at ease until that minimum is achieved.

We, as a diocese, need to have some means whereby our consciences might be aroused and our commitment to these principles might be heard. I am asking our Commission on Christian Social Relations to monitor the effect of political decisions on the weaker members of our

society as well as to call this convention to speak out again and again to the underlying values by which decisions of government, both national and state, are made. We are a small church, we do not have the power to change the course of our nation's history, but we can be voices that cry in the wilderness and cry we must until we are heard.

A new awareness of an increasingly ominous shadow fell across this land in 1988. Its darkness had already been perceived by those who had the eyes to see. The common environment on this island planet we inhabit is severely damaged. Its capacity to absorb continued human abuse is limited. Our oceans, our rivers, our air, our rain forests are so polluted that our very life is endangered. We have been so blind, so oblivious to the warnings that have emanated from our scientists for at least a decade. But, in 1988, our journeys to the coastal areas of our nation were confronted by the presence of human waste and hospital garbage polluting our oceans and beaches. In 1988 we endured a heat wave and drought that many believe not an aberration but the first measurable natural response to an irreconcilably damaged ozone layer that will be our daily bread for the next century. The damaged environment will require vast changes in the life style of the peoples of the world. These changes will be more significant than was the cumulative impact of both World War I and II combined.

As a major focus in our Christian life this coming year I intend to form in this diocese a Task Force on the Environment that will look in depth at these doomsday possibilities and bring before us at our next convention a report with appropriate resolutions that will enable this diocese to determine the values by which we will live and the witness we are willing to make for the common good of humanity.

I ask you to request that the report of this task force be presented for debate and a vote at our next convention so that the level of our commitment might be measured in a public way.

Looking for a moment at the Episcopal Church in general, 1988 was a year of significance. It was the year in which the first woman bishop was elected in the Anglican communion. The sexism that has operated in the Christian church since Pentecost was thus dealt a mortal blow. This event brought forth dire threats and fearful words, led by those who cannot escape their patriarchal prejudices. Their threats, however, were pitifully weak. The Bishop of London announced that he would not be in communion with the woman bishop nor with those who approved of or who participated in her consecration. But no one seemed to worry about falling into his disfavor. The same point of view and the same threat was echoed in the United States by nine bishops who enjoy tilting at wind mills. Four of those nine bishops are retired. So the last ditch opposition to women bishops resides today in only five active bishops. All five of them together have fewer churches than we have in the State of New Jersey. My recommendation is that we affirm their right to resist and go about our business of building a church in which no barrier of race or sex shall be allowed to rend the body of Christ.

The General Convention voted in 1988 to give to these dissident people six years of grace to adjust by providing for Episcopal visitors. I supported that resolution though I must say that the negativity toward Barbara Harris on the part of those who asked for this visitors resolution has caused me to regret deeply my affirmative vote. I will certainly not support any extension of this anomaly and I am frank to say that the time has come for this church to say to all of its clergy, its bishops and its people, "We have had women priests and now we have women bishops. We are not going to turn our backs on that. You must adapt, accept and live with this if you choose to remain viable members of the Episcopal church." This is not a threat, it is only a statement of reality.

Ecumenically we are facing difficult days nationally and internationally. In 1988 the Vatican announced that it had silenced for one year the Rev. Matthew Fox, author of Original Blessings and The Cosmic Christ. There was a time when the ecumenical dialogue between Anglicans and Roman Catholics was of great significance in the ecumenical world. That day, I report to you sadly, has died.

A church that has removed official status from Hans Kung and Charles Curran, a church that has silenced Leonardo Boff and Matthew Fox, a church that harasses Edward Schillebeeckx and David Tracy, is a church that is no longer capable of any ecumenical initiatives that are real. We will continue to cooperate in every way possible with all Christians on local levels where our people live together, serve together, worship together, and even marry each other. But, increasingly on the national and international level, little energy for serious ecumenical theological conversations remains.

When we focus on this diocese there were signs of joy and new vision that need to be lifted up and celebrated. This is a good diocese with remarkable strength and vitality. In 1988 we saw the ground broken and the structure rise at Good Shepherd, Wantage. We saw our diocesan youth program soar to new heights. We revived the dream that someday we will have our own camp and conference center. We watched the Urban Alliance, the Western Strategy and the Bishop's Council of Advice become vehicles through which clergy initiative and clergy leadership became powerfully effective. We watched ACTS/Venture in Missions continue to make a significant contribution as its dollars were invested in our common life. Churches as widely different as St. Agnes', East Orange, Christ, Hackensack and Incarnation, Jersey City are now bubbling with new life. We finished the year in the black financially and have at this moment only three churches that have not accepted their full share of the budget of the diocese for 1989.

In my opinion, the highlight of the year in the diocese was the success of the Capital Structures Campaign. Harry Smith and Joseph Piel, supported by staff member Christine Barney, did a tremendous job on this project. As of this date, our churches have raised over \$900,000 of their \$1,000,000 goal. Only six churches in our diocese have declined to participate. That is an achievement worthy of recognition.

The bishop has raised only about forty percent of his goal. Following this convention the Rev. Frederick Redpath, a permanent Deacon who recently retired as the executive vice-president of the Episcopal Church Foundation, has agreed to devote a significant amount of his time to assisting me in raising the balance of this goal. I made a commitment that I would not approach members of a local church without the support and presence of the rector or vicar. Bud Redpath will call on our clergy and set up these appointments for the three of us - Bud, the local rector and myself, to call on prospective donors. By the convention of 1990 I hope we can announce the achievement of our goal. Based on the response thus far, I believe that already we can call this campaign a success. In the liturgy tomorrow we will offer that success to God.

There were also some dark days and painful moments in 1988. In three of our congregations there were significant financial misfortunes. In two of them it involved financial impropriety that needed to be dealt with ecclesiastically and legally. In another, a vestry and the rector have gone to the public press and to the civil courts in a strange attempt to achieve narrow local goals at the expense of the integrity and the very reputation of the wider church. Nothing rends the body of Christ more than the embarrassment and pain of improper action by any official of the church. I have grieved over these episodes and you will have the chance to address at this

convention some issues arising out of these circumstances. I hope you will do so with clarity and forthrightness.

Let me turn now to some specific issues that will be before this Convention:

Canon 9: Last year, this Convention passed Canon 9. It was a Canon designed to create a partnership between the diocese and some of our weaker churches so that no church would ever again go the way of Grace Church, Orange, St. James' Church, Newark, or Grace Greenville, Jersey City. At what point does a congregation cease to be a parish? That was the question Canon 9 addressed.

The need for this Canon has been demonstrated time after time. Is a church a parish when it can no longer afford a full time priest? Is it a parish when its rector and vestry say publicly that it has no future save eventual death? Is it a parish when it has not a single person in it committed enough to make a pledge; or if it has, according to its Parochial Reports, a total of only \$7,000 of pledged income a year? These are the circumstances that exist in three of our churches and these are the issues this Convention had in mind when Canon 9 was passed last year. With these issues this Bishop, the Standing Committee and the Diocesan Council have wrestled during 1988.

We need to be reminded that Canon 9 was studied, debated and amended for more than three years before it was overwhelmingly adopted. In March of 1988, following the directions of the new Canon, I identified eleven churches that seemed to me to qualify for examination under Canon 9. The Standing Committee looked into these eleven churches. One of the eleven had historically underpaid its rector significantly. They had always claimed to be too fragile financially to meet this primary obligation. However, the passage of Canon 9 challenged them to look at this anew and within ninety days they raised the rector's salary to the minimum level. We thus removed them from any further consideration under Canon 9. Three other churches on that list were deemed to be close enough to self-support to need only encouragement, so action was postponed for three years to allow them time to address their problems.

Canon 9 has had other good results. St. Paul's, North Arlington, pressed by Canon 9 to face its real situation, began to look intentionally at its mission and to take some new initiatives. This congregation has decided to investigate the formation of a Chinese Anglican congregation for that part of Bergen County. A Chinese Deacon, Philip Wong, has been hired for six months by a joint grant from the National Church and the Department of Missions to survey the area and to test the viability of such a congregation. St. Paul's and its rector are excited. Canon 9 brought them face to face with their future and has stimulated them to a new vision. They are working closely with diocesan leaders to achieve their new goals.

The House of Prayer, our courageous and dedicated church in Newark that founded Apostle's House and whose outreach ministry has become well known, asked the diocese of admit them under Canon 9 to the status of aided parish. The Diocesan Council did so and appointed a committee headed by Richard Louis and Tracey Lind to work with that congregation. Richard Louis will report to you on that activity. Three other parishes have raised with us the possibility of coming into the aided parish category until they can get themselves into a healthier position. Conversations with these churches are still in progress. The diocese is thus able to bring aid on many levels as partners before the crisis moments of life and death decisions are before us.

To all of our churches being looked at under Canon 9 we offered one additional alternative. If they, by vestry resolution, would state that they would not invade their capital assets to meet day-to-day expenses without the consent of the bishop and the Standing Committee

and, in case of catastrophic loss such as a fire, would not rebuild without their plans being approved by the bishop and the Standing Committee, we would forego any further consideration under Canon 9 as long as their present priest remained. Thus far all but three parishes have agreed to this proposal.

The three churches that have refused even this offer are Church of the Ascension, Jersey City, which is the church destroyed by fire and now suing the diocese; St. John's, Union City and Church of the Advent, Bloomfield. Each has adopted a stance of non-cooperation, ranging from refusal to meet with representatives of the Standing Committee, to refusal to provide requested information, to suing the Diocese, the Bishop and the Assistant Chancellor in civil court.

These churches have placed before you a spate of resolutions implying that some sinister plot is being worked out against them. This convention must deal in some fashion with these resolutions. I trust this convention to act responsibly and once this convention acts then I expect the clergy and vestries of this diocese to conform to the mandates of this convention expressed through its Canons. I regret that I have had to devote so much time in this address to deal with the negativity that resides in a very few people. It is simply not worthy of our time. I do not intend to do so again.

Let me move on to issues that are far more vital to our common life and place some new concerns before you.

The Bible: When I wrote my latest book, Living in Sin? my working title was Sex and the Bible. Fully one third of that book deals with issues of Holy Scripture. The debate on sexual ethics has raised very real questions about biblical authority that the church has not faced corporately. I would like this diocese to lead our church in this provocative challenge. I am tired of the Bible being thought of as the private possession of the fundamentalists and the television evangelists. I think it is time that main line churches rescue the Bible from the Falwells of this world. That is, in my opinion, particularly the calling of the ordained members of our church, for each ordained person here said at the time of his or her ordination: "I do believe the Holy Scriptures of the Old and New Testaments to be the word of God."

What does that mean? Most especially, what does the verb "to be" mean in this context? Are we saying that we hold the Bible to be infallible and inerrant as many claim? If we do not believe that, are we clergy dishonest when we take that vow? If, in our pursuit of truth, we become convinced that the Bible is wrong in some of its assertions, do we violate our ordination vows if we say so? Can we separate the essence of biblical truth from the time-warped vehicle that distorts that truth in the prejudices of the past? Is one of the reasons that our clergy do not teach the Bible rigorously to their congregations the fact that we clergy ourselves have come to dismiss much of Holy Scripture as no longer valid? Are we unwilling to raise the hard questions because we are afraid that nothing will be left of the Bible if we do that?

Given the vast expanse of biblical ignorance present in our society can we clergy just claim whatever we wish for the Bible with no fear of lay challenge? Have we not come to treat the Bible dishonestly by quoting it where it buttresses our arguments and ignoring it everywhere else? When proponents of some antiquated point of view claim for that point of view the authority of scripture, do we allow that because we know the Bible so slightly that we cannot meet them on the biblical battlefield? Can the Bible survive as the Christian Holy Book and as a major source of our authority as Christians if we cannot answer these questions?

Have we clergy thought about these things? Are we concerned? Do we care? My sense is that the ordained among us must care, for our

integrity is at stake. What are we committing ourselves to when we say, "I do believe the Holy Scriptures of the Old and New Testaments to be the Word of God"?

The Bible in both testaments assumes the legitimacy of slavery. Paul, writing to the Christians at Colossae, sought to humanize slavery by urging slaves to be obedient and masters to be kind (Col 4:1). A humanized slavery was legitimate for Paul. I find the institution of human slavery to be not only deplorable but without one ounce of justification or redeeming social value. I think the Bible is wrong on this issue. Can it still be the Word of God for me?

The Bible is quite specific that only men, not women, are created in the image of God. That is true in the Genesis story of human origins (Gen. 2:19-24), and is reiterated by Paul in Corinthians (I Cor 11:2ff), as well as by the author of I Timothy (I Tim. 2:13-15). The Ten Commandments assume that a woman is the property of a man. The tenth commandment enjoins the all male audience to whom the Torah is addressed not to covet your neighbor's wife, nor his ox nor his ass nor anything that is your neighbor's (Exodus 20). The pastoral Epistles (I Tim. 2:12), as well as Paul (I Cor. 15:34), forbid a woman from speaking in church. I think the Bible is wrong on these issues. Can it still be the Word of God for me?

The Christian part of our scriptures and, most particularly the Fourth Gospel, is laden with a negativity toward the Jews that has spawned a vicious anti-semitism through the ages. To call Jews children of the devil is offensive to me and yet John's Gospel does that (John 8:44). To say that God has given the Jews a spirit of stupor, eyes that cannot see and ears that cannot hear is, to me, a violation of the very nature of God, and yet Paul says this in Romans (Romans 11:8). Can I still end the reading of such a passage of scripture by proclaiming, "This is the Word of the Lord."?

The Bible assumes that the earth is both the center of the universe and that it is flat (Acts 1). The writings of the Bible assume that epilepsy is caused by demon possession (Mark 1:21-28), that homosexuality is caused by a willful choice of a depraved person (Rom. 1:26-27), that menstruation is unclean (Lev. 18:19) - a kind of female punishment, and that sickness is the result of the devil's activity (Luke 13:16). I can make none of those assumptions. How can the Bible continue to be the Word of God for me?

The Bible portrays Jesus as believing that David wrote the Psalms (Luke 20:41) and that Moses wrote the Torah (Luke 20:27-33). No reputable biblical scholar in the world today would support those assumptions. The Bible is contradictory in basic parts of its message. Luke tells the story of the taxation ordered by Quirinius that forces Mary and Joseph to go to Bethlehem where Jesus is born in a stable (Luke 2). Matthew assumes that Mary and Joseph are residents of Bethlehem, living in a house over which a star can actually stop (Matt. 2). Both cannot be correct. Luke has Jesus circumcised in a rather leisurely fashion on the eighth day of his life and presented in the Temple on the fortieth day - all in Jerusalem (Luke 2:21-40). Matthew says, however, that at the same time this baby boy and his family were fleeing into Egypt to avoid Herod (Matt. 2:13ff). Both cannot be right. Matthew and Mark assert that it was in Galilee that the risen Christ first appeared to the disciples (Mark 16; Matt. 28). Luke and John say that the first appearance to the disciples occurred in Jerusalem (Luke 24, John 20). They cannot all be correct. In what sense is the Bible the Word of God?

These illustrations only cast light at the tip of the problem of scripture in our day. The issues here are complex, profound and deeply threatening to the theological claims and maintenance needs of the institution called the church. When churches say they are doing Bible study, they seldom mean that these issues are being engaged. So many

of the people who have left the church to take up citizenship in the secular city have done so not out of strong negative convictions so much as they have simply drifted out of the church's orbit. They have been led away by a vague sense that the church is talking only to itself, refusing to raise any issues that threaten its version of the truth, basing its authority claims on very weak reeds and striving to repress its own scholars who cannot and will not be bound by the narrow understanding of truth that marks the corporate life of the church.

I believe that within the branches of Christianity the Anglican communion especially has a vocation to lead the Christian world beyond the dying security of yesterday into the threatening and startling realities of tomorrow. We Anglicans are equipped for this task because we have never claimed infallibility for any aspect of our hierarchical pronouncements about God's truth nor have we as a church ever wedded ourselves to any version of biblical inerrancy.

Within the Anglican communion that branch known as the Episcopal Church in the United States of America is, I believe, singularly equipped for this task. We are unencumbered by the state-church relationship that marks the Church of England. We have never had the legacy of being the established church that plagues many Anglican provinces in a post-colonial world. When that is combined with a distrust of authority and sacred tradition that rises out of our own American revolutionary past, the Episcopal church is positioned, I believe, to be the province that can provide the necessary leadership for those who want to enter the 21st century as committed and relevant Christians.

Furthermore, it is clear to me that within the Episcopal Church in the United States of America the Diocese of Newark has, by its own unique position, a special vocation of leadership. We have been able to cross boundaries that few others seem willing or able to cross. We have an endowed lectureship that forces us to bring science and theology into dialogue. We have been willing to probe areas where racism, sexism and homophobia have violated God's call to build an inclusive community.

We have, through the published writings of the Bishop and such priests of this diocese as Mark Chang, Elizabeth Canham, Nelson Thayer, Tom Scott, Jay Taylor, Phil Krug, Bill Coats, Jack McKelvey, Denise Haines, David St. George and such lay people as Marge Christie and Roberta Nobleman, called the church into a rich and vigorous public theological dialogue. We have, as a diocese, indicated that the search for truth is more important to us than the preservation of ecclesiastical status.

So it is that I call upon this 115th Convention of the Diocese of Newark to request that a clergy task force, which I have already appointed, make a report of its work to this Convention in 1990 on the Bible, its authority, its power and its relevance for the 21st century as the Holy Book of Christian people. I have charged this task force to open themselves to testimony from every group in this diocese or in this state or nation that wishes to be heard on this issue. They are to engage scholars, scientists, evangelicals, Catholics, fundamentalists and atheists who might have anything to tell the church about the Bible and its authority for our day. I would find it exciting, challenging and rewarding to have the major debate at this Convention next year be on the subject of the Bible and biblical authority.

I want the work of this Task Force on the Bible to be the major focus of this diocese in 1989. My preaching at Confirmation Visitations throughout the year will undergird the work of this task force. I want their report to be available in writing by December 1989. I want that report to be debated, adopted, rejected, amended or whatever by the 116th Convention of 1990. I want it to be of such

significance that it will be published to challenge the church in the United States, the Anglican communion and world Christianity in the 1990s. While the Vatican is silencing Matthew Fox, dismissing Charles Curran and withdrawing credentials from Hans Kung, I want the work of this committee to say to Christians the world over that in this communion, in this province and in this diocese the search for the truth of God will not be impeded. I want it to proclaim that we are not so fragile or afraid that we must build protective walls around our version of reality and move to destroy or discredit those whose challenge we cannot meet. I want us to initiate a study of the Bible that will be so significant and so deep that we will either claim our newly found biblical truth with genuine commitment or else we will retire this noble book to the shelves of our libraries and museums. Let the headlines read: Diocese of Newark turns from sex to the Bible! But do not be fooled. This task, if done well, may turn out to be the most significant service we can provide to the faith of our fathers and mothers. In some circles it could also be the most controversial thing we have ever done.

Finally, my brothers and sisters, I have been advised by the Rt. Rev. Jose Gonzalez, retired Bishop of Cuba and assisting Bishop of this Diocese for the past seven years, that he will retire from this activity on June 30th of 1989. Bishop Gonzalez has been a quiet but strong presence in our diocese - deeply appreciated by clergy and laity alike, and much admired by me. This Convention will surely want to note that transition with proper words of appreciation.

Bishop Gonzalez's resignation means that, come September 1989, we will be in need of expanded episcopal assistance. I believe that beyond the immediate needs of this year the time has come to look at the long range issue of episcopal assistance for this diocese. Since it is my hope to serve this diocese into the 21st century, a coadjutor bishop would be inappropriate at that time. Should we then elect a suffragan bishop? The advantage to going this route is that we have the wide choice of considering any priest in the United States. The disadvantage is that this person chosen suffragan shares in the episcopacy of the diocesan bishop and becomes the primary assistant to the diocesan bishop, yet he or she is chosen under the Canons without the influence or the participation of the diocesan bishop. No rector would allow such a procedure for the choosing of his or her assistant. Because of this anomaly, history reveals that there have been very few bishop-suffragan bishop relationships in the church that have been happy experiences for either the bishop or the suffragan, to say nothing of the diocese. I do not have the energy to share my episcopacy with someone who is not at least compatible with my ministry. There does not need to be agreement on all issues or even similarity of style, but there does need to be a shared vision.

If not a suffragan, we could go the route of choosing an assistant bishop from the ranks of those already in episcopal orders. The downside here is that the pool of possibilities is much more narrow. The upside is that the bishop and the assistant bishop both have the opportunity to choose each other and that fact has meant that these relationships have been effective and life giving partnerships for bishops and dioceses alike over the past decade throughout the church.

A third alternative is that we could expand our visiting bishop program and perhaps even offer this position to the Anglican communion as a sabbatical year for bishops in other parts of the world who need a time of renewal and refreshment. The advantage of this choice would be a great enrichment of our life by adding national, cultural, racial and liturgical variety to our lives. The disadvantage would be that the lack of permanence and longevity would greatly limit the effective help such a bishop could provide to the day-to-day life of our diocese.

I am not ready to make a final recommendation to this convention. Depending on the circumstances of finances and staff mobility, I will provide for an assisting bishop or bishops in this coming program year. But, I do want to report to you that I have asked the Standing Committee to study the episcopal needs of this diocese and to make their recommendations to me by December, 1989. This will allow the 116th Convention an opportunity to respond to possible alternatives and, based upon that response, I will decide which of the options open to me, if any, I will recommend to you next year.

In closing, may I thank you individually and corporately for the love and support you have provided to me during the difficult personal days of 1988. I am most grateful and have been deeply strengthened by you as I have walked through the valley of the shadow of death. Because of so many of you, my friends, I have not had to walk alone. God bless you all.

John Shelby Spong

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RULES OF ORDER

ONE HUNDRED AND FIFTEENTH 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 and Elections
- C. Resolutions
- D. Dispatch of Business
- E. Budget

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 location, date and length of sessions.
- B. To the Committee on Rules of Order and Elections - recommendations pertaining to the legislative procedure.
- C. To the Nominating Committee - recommendations pertaining to nominations 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.
- F. To the Budget Committee - recommendations pertaining to the budget procedure.

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 and Elections shall be responsible for the Rules of Order.

Elections

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

A. By April 30th a nominating committee consisting of nineteen members shall be elected by the convocations:

1 member of the clergy from each convocation	9
1 lay person from each convocation	9
Secretary of Convention	1

Committee members will serve for two years with clergy and lay members rotating off in alternate years. Lay persons elected in 1987 will serve two years, clergy members elected in 1987 will serve one year. In the event any convocation fails to elect its representatives, on May 1st the Bishop will make appointments to fill any vacancies.

B. The Committee will meet the first Thursday in May to elect its own chair, not to be Secretary of Convention, and to set up procedures for evaluating and nominating candidates. The committee will nominate at least one more than the number of vacancies in each category with the exception of Secretary of Convention, Treasurer, Assistant Treasurer and Ecclesiastical Court.

C. The Secretary of Convention shall send out in the Call the time and place of the Convention, a list and job description of the offices by classes to be filled by election, the names of the incumbents of these offices, and an official nomination form. This 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 I. The Call shall be printed in THE VOICE.

D. Nomination of Candidates

1. There will be a notice in the June VOICE asking for recommendations to be sent to the Nominating Committee by October 12th. Recommendations may be made in the following ways:

- a. any person eligible to run may recommend him or herself.
- b. any person in the diocese may recommend some one else who is eligible to run.
- c. members of the committee are strongly encouraged to present names of possible candidates from their own convocations particularly, as well as suggestions from other areas of the diocese.

The Nominating Committee will evaluate recommendations and present a report to the Secretary of Convention and Committee on Rules of Order and Elections by November 30th for distribution with the pre-convention mailing at the end of December. The report shall include copies of the nominees' qualifications in a form to be prescribed by the Nominating Committee. Any nominees not accepted by the Nominating Committee shall be informed in writing

by November 30th in order to allow for nomination through other methods.

2. In addition to the slate presented by the Nominating Committee, nominations will be received from the "floor of Convention" in the following way:

a. any five deputies to Convention may nominate a candidate to any office. Nominations postmarked not later than December 15th will be included in the pre-convention mailing and publicized in the VOICE along with the nominations received from the Nominating Committee. Nominations from the floor will continue to be accepted up to 1 p.m. on Friday of Convention.

E. At the close of the opening session the Nominating Committee shall report to the Convention in the form of an official ballot the names of the nominees by classes. The arrangement of such names received by January 20th will be determined by lot in each order. Names received from the "floor of Convention" will be added in order of receipt.

F. 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 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.

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

Resolutions

The Committee on Resolutions shall be responsible for receiving all resolutions except those provided by standing committees and bodies required to report to this 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 x 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 seventy-five (75) day deadline, the Secretary shall transmit to the Committee all resolutions submitted to him/her.

B. The Committee shall publicize at least eighty-five (85) days prior to Convention dates, place, and time of its meeting, 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 a two-thirds vote. Such resolutions should be duplicated in advance by the presenter(s) with sufficient copies available for distribution to all convention delegates (650) copies needed.

E. Consent Calendar. It is recognized that certain resolutions may not require full debate prior to action by Convention. Accordingly, the Committee on Resolutions may propose that certain resolutions be included on a "Consent Calendar". Inclusion of any resolution in the "Consent Calendar" requires unanimous consent of Convention. Any resolution included on the "Consent Calendar" shall not be subject to amendment or debate, except that the original mover or his/her designee may speak to the resolution for a period not to exceed one minute.

On 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 presented 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 or Canons or any Rule herein contained, the latest edition of "Robert's Rules of Order" shall govern the interpretation of these rules and 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 to 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

On The Budget

XVI. The following procedures shall govern the presentation and adoption of the Budget.

- 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 nondebtable 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.

The following rules of debate shall be used for debate of the Budget:

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.

Committee of the Whole

XVII. 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 proceeding 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

XVIII. 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.

XIX. 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 the effect.

XX. 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 RECORDS

BISHOPS

The Right Reverend John Shelby Spong
The Right Reverend Jose Gonzalez

Ackland, Lauren	DeLo, Arthur
Allen, Donald N.	Demarest, Richard A.
Allen II, George C.	Dendtler, Robert
Alling, Frederick A.	du Plessis, Michael
Andersen, Richard B.	Earnest, David B.
Baldwin, Donald B.	Eades, Charles H.
Bancroft, Francis III	Elledge Jr, John H.
Beckwith, Mark	Fitzpatrick, Robert L.
Bigelow, Page E. S.	Fox III, Frederick C.
Black, Cynthia	Free, Henry J. Jr.
Booth, E. Kent	Gonzalez, Oscar
Boswell, Frederick Jr.	Gressle, Richard L.
Bowen, George H.	Groff, Addison K.
Branson, John H. III	Gross Jr., Joseph O.
Braxton, Louis Jr.	Gutekunst, Frederick
Brown, Barton	Gutierrez, Jorge M.
Brown, David C.	Haines, Denise G.
Burlington, R. Craig	Hamilton, Abigail J. W.
Butz, William A.	Hamilton, David H.
Capwell, Kim F.	Harbort, Raymond L.
Carlson, Walter D.	Hegg II, David P.
Carr, Francis W.	Herring, Joseph D.
Chasse, Richard P.	Hinman, Allen A.
Clark, Diana D.	Hitchcock Jr., H. Gaylord
Clark, Duncan N.	Holland, J. Carr
Clarke, Gervais	Huck, Beverly J.
Close, Patrick R.	Ihloff, Robert W.
Coats, William R.	Jacobitti Edmund E.
Constantinos, Richard	Jannucci, James F.
Cooke, Nicholas T. III	Johnson James A.
Cooper, Michael S.	Jousset, Albert D.
Cox, Anne E.	Kallstrom Scott
Cranston, Dale H.	Kasey, Philip H.
Croneberger, John P.	Kasey, Polly McN.
Crumbaugh, Frank B.	Kebba, Elaine M. B.
Curtiss, Geoffrey B.	Keller Jr., Edward
Cutler, F. Sanford	Kern David P.
Darko, Daniel D.	Kimmick, Donald W.
David, Christopher L.	King, Jonathan L.
Delaney, James W.	W. Alan King

Daniel W. Kreller
 Krug, Philip S.
 Kyle, George
 Laird, Lucinda
 Laws, Thomas R.
 Lewis, Walter E.
 Lind, Tracey
 Long, Frederick L.
 Louis, Richard
 MacDonell, Alex
 MacKnight, Jeffrey
 Magnuson Jr., Fred C.
 Maitland Jr., Robert
 Martin, Edward E.
 Mason, Robert T.
 Maxwell, Elizabeth G.
 Mayo, Robert
 McKelvey, Jack M.
 Mikaya, Henry C.
 Mol, Norman J.
 Morris, Robert
 Narvaez, Alfonso A.
 Neglia, Dwight L.
 Negrotto, John J.
 Nelson C. Clayton
 Nieman, John S.
 Parson, Timothy H.
 Pederson, Arthur G.
 Percival, Jonathan
 Pickard, Joseph
 Pisani, Gerard A. Jr.
 Polglase, Kenneth A.
 Poppe, Kenneth W.
 Reans, Douglas, J
 Redpath, Frederick L.
 Renn, Wade A.
 Riggall, Daniel J.
 Roberts, Ray E. Jr.
 Rollins, John A.
 Salmon Jr., John F.

Sabune, Petero
 Salt, Alfred
 Scott, Thomas C. H.
 Searles, Clarence
 Sell, James W. H.
 Shearer, Donald R.
 Shimpfky, Richard L.
 Sickles, Clarence W.
 Sloan, Richard D.
 Smith, Harry E.
 Smith, Leslie
 Smylie, Betsy
 Smylie, John S.
 Snyder, Roger C.
 St. George, David
 Stanton, John F.
 Steele, Steven L.
 Stone, John C.
 Strain, William H.
 Swanson, George G.
 Swanson, Katrina M.
 Talmage, Nancy
 Thayer, Nelson S. T.
 Thomas, David
 Thompson, Cedric R.
 Thompson, James W.
 Thorn, Jack H.
 Tietjen, Herbert B.
 Tremaine, Gordon H.
 Wagner, Robert G.
 Waldon, Mark
 Ward, Horace D.
 Whittley, Harry B.
 Wigg-Maxwell, Elizabeth
 Willar, William Jr.
 Wilson, Phillip D.
 Woodrum L. Paul
 Wynne, T. Francis
 Zimmerman, Gretchen

THE ANNUAL CONVENTION

The 115th Annual Convention of the Episcopal Church in the Diocese of Newark was held on Friday, January 27, and Saturday, January 28, 1989, in the Sheraton International Crossroads Hotel, Mahwah, New Jersey.

FRIDAY AFTERNOON SESSION

The Eucharist was celebrated at 12 noon at the Sheraton International Crossroads Hotel, by the Right Reverend John Shelby Spong, D.D., eighth Bishop of Newark. The Right Reverend David Bowman, Bishop of Western New York, was the preacher.

The business session was called to order at 1:30 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	2
Presbyters	153
Deacons	8
Lay Deputies	381
Total Deputies	544
Congregations represented	133

COMMITTEE ON DISPATCH OF BUSINESS

On motion by the Honorable Ward J. Herbert, and seconded, the following proposed agenda was adopted:

115TH ANNUAL CONVENTION DIOCESE OF NEWARK

January 27-28, 1989
PROPOSED AGENDA

FRIDAY, January 27

12:00 EUCHARIST, Ballroom, Sheraton Hotel, Mahwah

2:00 BUSINESS SESSION - Ballroom, Sheraton Hotel, Mahwah

Call to order	NOTE: All resolutions,
Determination of quorum	amendments, substitutions must
Adoption of agenda	be written and read before a
Call for resolutions	vote is taken and referred to
	the Secretary of the Convention
	when accepted.

Resolutions of Courtesy

Reports: Rules of Order
Secretary of Convention
Treasurer of Convention

Appointment of Parliamentarian

Appointment of Chancellor

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 115th Annual Convention

Appointment of Assistant Secretaries

2:30 ORDER OF THE DAY: 1989 Proposed Unified Budget

Proposed 1989 Budget (for information)
Call for resolutions on budget

3:00 REPORTS

Congregational Shares Committee
ACTS/Vim Proposal
Department of Program
Church Structures Campaign Committee
Companion Diocese Relationship
Task Force on Human Sexuality

ANNOUNCEMENTS

4:30 ADJOURN TO HEARINGS

4:30 - HEARINGS

6:45 4:30 - 5:00 Budget - Ramsey Room
 5:15 - 6:45 Resolutions - Ramsey Room
 4:30 - 6:45 Committee on Constitution & Canons -
 Ramapo/Bergen Rooms
 4:30 - 6:45 Congregational Shares - Mahwah/Suffern Room

7:15 DINNER

9:45 CONVENTION PARTY - Crystal Room

SATURDAY, January 28

8:30 EUCHARIST, Ballroom, Sheraton Hotel, Mahwah - The Necrology
 will be read

FIRST BALLOT

10:30 BUSINESS SESSION - Ballroom, Sheraton Hotel, Mahwah

REPORTS

Standing Committee on Clergy Salaries
Congregational Shares Committee
Committee on Constitution and Canons
Resolutions

RESULTS OF FIRST BALLOT WILL BE ANNOUNCED BEFORE LUNCH

NOON PRAYERS

SECOND BALLOT

LUNCHEON

RESULTS OF SECOND BALLOT

1:30 BUSINESS SESSION

REPORTS:

Apostles' House
Resolutions (Cont.)

2:15 ORDER OF THE DAY: 1989 Proposed Unified Budget

3:15 REPORTS:

Resolutions (Cont.)
Committee on the Bishop's Address
Reports filed by title
Appointments - Commission on Ministry
(for ratification)
Committee to Certify Minutes
Bishop's Appointments
Unfinished Business
Resolutions of Greeting

4:45 THE RT. REV. CABELL TENNIS
4:55 HYMN - God of Grace and God of Glory
5:00 Adjournment

ANNOUNCEMENT RE CHURCHES OF SOUTH INDIA

The Ven. Leslie Smith reported the Bishop has agreed to the establishment of two additional churches founded by people of the Indian Christian traditions: St. Paul's Church, South India, worshipping at Atonement, Tenaflly, and headed by the Rev. John William; and St. Peter's Mar Thoma Church, worshipping at Christ Church, Teaneck, under the leadership of the Rev. John Mathew. He introduced the clergy and lay leaders.

RESOLUTIONS ON NEW MATTERS

The Chair asked for resolutions on new matters. None were offered.

The President asked the Secretary of Convention to bring greetings to the II5th Convention from:

The Rt. Rev. George Rath, Bishop of Newark, Retired.

"Just a note to wish you and the members of the Diocesan Convention good luck at the forthcoming convention. Please give the Deputies my greetings. I hope that I shall see you and a contingent from Newark at Barbara Harris' Ordination and Consecration as Suffragan Bishop of Massachusetts on February 11th. My good wishes. As ever, George."

The Rt. Rev. John Elbridge Hines, adopted Bishop of the Diocese, sent his good wishes in a telephone conversation with the Secretary.

RESOLUTION OF COURTESY

Mrs. Antoinette Neals presented the following resolution:

RESOLVED, that the courtesy of seat and voice be accorded the following: The Rt. Reverend David Bowman; The Right Reverend Jose Gonzalez; The Right Reverend Cabell Tennis; Ecumenical guests; the Sisters of the Community of St. John Baptist; The Reverend Jacob David, Church of the Resurrection, East Rutherford; The Reverend Mortimer Downing, St. John's, Jersey City; The Reverend William Gannon, St. Andrew's, Harrington Park; The Reverend Linda Grenz, St. Matthew's, Jersey City; The Reverend Joseph Gross, Chaplain, Community of St. John Baptist; The Reverend Thomas Laws; The Reverend

John Lloyd, Japanese Ministry, Cliffside Park; The Reverend Ledlie Laughlin Jr., St. Paul's, Paterson; The Reverend Geevarghese Mathew, Mar Thoma Church, Teaneck; The Reverend John P. Mathew, Mar Thoma Church; The Reverend Robert Mikol, St. Michael's, Wayne; The Reverend Karen Murphey, Grace, Madison; The Reverend Sarah Nelson, St. Peter's, Mountain Lakes; the Rev. Emil Augustine, Panther Valley Ecumenical Ministry; Ms. Bonnie Perry, Christ Church, Hackensack; The Reverend Robert Ripson, St. John the Divine, Hasbrouck Heights; The Reverend Susan Vest, St. Luke's, Montclair; The Reverend John William, Church of South India, Tenafly; The Reverend Frances Wynne, Christ Church, Harrison; officers of the Diocese of Newark; members of committees and commissions reporting to the Convention; Mrs. Ellen Chary, Apostles' House; Mrs. Cindy Brady, Episcopal Churchwomen; Candidates for Holy Orders; Mr. James Doyle, Mr. Jonathan King, Ms. Caroline Tennessey, Ms. Carrie Worthington, WOODY Delegates.

The Bishop introduced the Candidates for Holy Orders who were present: Edward Hasse, Richard Wrede, Albert Keeney, Mary Ruth Stone, Kathy Ragsdale, Susannah Hobbs and Robert Williams.

COMMITTEE ON RULES OF ORDER

The Rev. Gaylord Hitchcock moved the adoption of the Rules of Order used at the 114th Convention.

Mrs. Betty Waters proposed an amendment to the Rules of Order:

Resolved that on request of five presbyters or any five lay deputies from different parishes or missions, the vote under consideration shall be by written ballot.

The resolution was seconded. The Rev. Mr. Hitchcock clarified that this would apply to votes on resolutions in addition to elections. He noted this resolution would slow the business of the convention and the present system was efficient and allowed for the will of the house to be known very effectively. He urged the resolution be defeated.

Mrs. Waters said some people had concerns when their vote was publicly known that there would be reprisals. Mr. Price, the Rev. Mrs. Swanson and the Rev. Mr. Swanson spoke for the resolution.

The resolution was defeated.

The Rules of Order for the 115th Convention were adopted.

SECRETARY OF CONVENTION

With the able assistance of the diocesan staff and members of the Convention Committees, Mrs. Barney reported she had been able to carry out the duties of the office in accordance with the Constitution and Canons. She gave special thanks to Mrs. Mary Leigh Armstrong for her long years of service and reported Mrs. Armstrong is moving to Virginia. She also gave special thanks to the youth of WOODY. In addition to their service on the floor of Convention, they assisted with the major task of the pre-convention mailing.

TREASURER OF CONVENTION

Mr. William DuBose reported with delight that the Diocese had completed another healthy financial year in 1988. Although 1988 expenses exceeded revenues by \$67,000, a surplus of \$102,000 from the previous

year will result in a \$35,000 surplus which will be available for the 1990 budget. This amount is subject to adjustment as belated pledges are received.

Mr. DuBose reflected on the amazing increase in the level of stewardship in this Diocese, noting in 1981/82 approximately 60 percent of the churches were pledging the full asking. By 1987 this had moved to 90 percent and it is anticipated it will go well over 90 percent in 1989. He noted this is something in which we can all take a great deal of pride.

A motion to receive the report and file for audit was moved, seconded and adopted.

CHANCELLOR

The President said it was his privilege under the Constitution and Canons to appoint the Chancellor of the Diocese. He noted in 1975 the Hon. Ward J. Herbert was appointed by Bishop Rath and has served since then. In 1988, Judge Herbert had approached the Bishop with the suggestion that he retire and let a younger person assume the position. The Bishop urged him to accept reappointment and now reappointed him to another three-year term. In order to assist him with the work, the Bishop appointed Mr. Michael Ford Rehill, Grace, Westwood, as Vice Chancellor.

PARLIAMENTARIAN

The President appointed the Honorable Richard McGlynn of Christ Church, Short Hills, the Parliamentarian for the 115th Annual Convention of the Diocese of Newark.

RIGHTS OF CLERICAL DEPUTIES

On motion by Ms. Mary Helen Zook, and seconded, the following persons were elected to the Committee on the Rights of Clerical Deputies: The Rev. Richard Gressie, Chair, the Rev. Kim Capwell, Mrs. Mary Rianhard.

RIGHTS OF LAY DEPUTIES

On motion by the Rev. Diana Clark, St. George's, Maplewood, and seconded, the following persons were elected to the Committee on the Rights of Lay Deputies: Mr. Maurice Bolmer, Chair, Mrs. Dorothy Fowlkes, the Rev. Frederick Fox.

COMMITTEE ON ELECTIONS

The Secretary of Convention noted nominations for diocesan office closed at 1 p.m. on the day of Convention. She reported she had received thirteen nomination forms for various offices yesterday afternoon. One of the people nominated was not aware of the nomination and did not wish to run. This name had been withdrawn. Ms. Lydia Wells is already on the ballot. Before adding the other nominations to the ballot, she requested each nominee to give his/her agreement to be placed in nomination. Alice Belling and the Rev. John Salmon were not present. Mrs. Barney said the names would be put on the ballot, but requested Mrs. Belling and the Rev. Mr. Salmon be asked personally to give their assurance they wished their names to be on the ballot before balloting took place on Saturday.

The following additions were made to the official ballot:

Line 9 Alice Belling, St. John's, Jersey City
 Line 23 Norman Espinoza, Ascension, Jersey City
 Line 24 John Salmon, Church of the Advent, Bloomfield
 Line 35 John Salmon, Church of the Advent, Bloomfield
 Line 40 Donald Rauenbuhler, Ascension, Jersey City
 Line 43 Francis Carr, St. Paul's, Jersey City
 Line 88 Dennis Doran, St. John's, Jersey City
 Line 96 Vincent Price, St. John's, Jersey City

Remove from No Contest Election "Secretary of Convention" and "Trinity Cathedral Chapter".

Secretary of Convention

Line 98 Betty L. Waters, Church of the Advent, Bloomfield
 Line 99 Christine Barney, St. Peter's, Morristown

Trinity Cathedral Chapter

Line 101 William Heick, St. Paul's, Morris Plains
 Line 102 Fran Doran, St. John's, Jersey City

The Rev. Gaylord Hitchcock, Chair, reported, that the Committee had distributed the ballots in accordance with the rules and presented the amended blue ballots.

NO CONTEST ELECTION

TREASURER OF CONVENTION - Vote for one

Mr. John Zinn, Holy Spirit, Verona

ASSISTANT TREASURER OF CONVENTION - Vote for one

Mr. William K. Quinlan, Calvary, Summit

CONTESTED ELECTION

ACTS/VIM BOARD - Class of 1992 - Clergy - VOTE FOR ONE

1. The Rev. Donald Shearer, All Saints', Orange
2. The Rev. Robert Fitzpatrick, St. Peter's, Morristown
- 3.

ACTS/VIM BOARD - Class of 1992 - Lay - VOTE FOR TWO

4. Mr. David Merten, St. Matthew's, Paramus
5. Mr. Michel Belt, St. Peter's, Morristown
6. Ms. Phyllis Biggs, St. Mark's, W. Orange
7. Ms. Ann Meier, St. Clement's, Hawthorne
8. Ms. Bonnie Magnuson, St. Andrew & Holy Communion, S. Orange
9. Mrs. Alice Belling, St. John's, Jersey City
- 10.

COMMITTEE ON CONSTITUTION AND CANONS for Convention 1989 - VOTE FOR TEN

11. Mrs. Gerrie Jeter, St. Andrew's, Harrington Park
12. The Rev. Donald Shearer, All Saints', Orange
13. The Hon. Ward J. Herbert, St. Andrew & Holy Communion, S. Orange
14. The Rev. Joseph Herring, Christ Church, Newton
15. Mr. Michael Rehill, Grace, Westwood

16. Mr. Warren Caswell, St. Peter's, Washington
17. The Rev. George Swanson, Ascension, Jersey City
18. Mrs. Christina Hembree, St. Paul's, Montvale
19. The Rev. Wade Renn, Grace, Nutley
20. The Rev. Richard Shimpfky, Christ Church, Ridgewood
21. The Rev. Beverly Huck, Trinity, Kearny
22. The Rev. Donald Kimmick, St. Paul's, Montvale
23. Mr. Norman Espinoza, Ascension, Jersey City
24. The Rev. John Salmon, Church of the Advent, Bloomfield
- 25.
- 26.
- 27.
- 28.
- 29.
- 30.
- 31.
- 32.

DIOCESAN COUNCIL - Class of 1991 - Clergy - VOTE FOR ONE

33. The Rev. Ray Roberts, St. Peter's, Livingston
34. The Rev. Lauren Ackland, St. Alban's, Oakland/Franklin Lakes
35. The Rev. John Salmon, Church of the Advent, Bloomfield

DIOCESAN COUNCIL - Class of 1991 - Lay - VOTE FOR ONE

36. Mrs. Marilyn Robinson, St. John's, Ramsey
37. Mrs. Marge Hartmeyer, St. Luke's, Haworth
38. Mr. Ronald Higgins, Christ Church, Pompton Lakes
39. Mr. William A. Carpenter, St. John's, Montclair
40. Mr. Donald Rauenbuhler, Ascension, Jersey City

ECCLIESIASTICAL COURT - Class of 1994 - VOTE FOR ONE

41. The Rev. David Hamilton, St. Paul's, Morris Plains
42. The Rev. Robert Dendtler, St. Mary's, Sparta
43. The Rev. Francis Carr, St. Paul's, Jersey City

DEPARTMENT OF MISSIONS - Class of 1990 - Clergy - VOTE FOR ONE

44. The Rev. Jorge Gutierrez, St. Peter's, Clifton
45. The Rev. Frank Crumbaugh, St. Mary's, Belvidere/St. Peter's, Washington
- 46.

DEPARTMENT OF MISSIONS - Class of 1991 - Clergy - VOTE FOR ONE

47. The Rev. William Coats, St. Clement's, Hawthorne
48. The Rev. David Brown, St. Mary the Virgin, Ridgefield Park
- 49.

DEPARTMENT OF MISSIONS - Class of 1991 - Lay - VOTE FOR ONE

50. Ms. Rebecca O'Brien, St. Mark's, W. Orange
51. Mr. Michael Gerhardt, Christ Church, Hackensack
- 52.

DEPARTMENT OF MISSIONS - Class of 1992 - Clergy - VOTE FOR THREE

53. The Rev. Frederick Hillier, St. Martin's, Maywood
54. The Rev. Jonathan Percival, St. Andrew & Holy Communion,

S.Orange

- 55. The Rev. Christopher David, Good Shepherd, Midland Park
- 56. The Rev. Joseph Pickard, Messiah, Chester
- 57.
- 58.
- 59.

DEPARTMENT OF MISSIONS - Class of 1992 - Lay - VOTE FOR THREE

- 60. Mrs. Mary Dale, St. David's, Kinnelon
- 61. Mr. Frank Hutson, St. Peter's, Essex Fells
- 62. Mrs. Dale Gruner, Messiah, Chester
- 63. Mr. Anthony Pearson, St. Andrew's, Newark
- 64. Ms. Lydia L. Wells, St. Paul's, Jersey City
- 65.
- 66.

PROVINCIAL SYNOD DEPUTIES AND ALTERNATES - Class of 1991 -Clergy - VOTE FOR TWO

- 67. The Rev. Dr. Edward Martin, Jr., Grace, Rutherford
- 68. The Rev. Mark Waldon, Christ Church, Totowa
- 69. The Rev. Thomas Scott, St. Andrew's, Lincoln Park
- 70. The Rev. F. Sanford Cutler, Retired
- 71. The Rev. Frank Crumbaugh, St. Mary's, Belvidere/St. Peter's, Washington
- 72.
- 73.

PROVINCIAL SYNOD DEPUTIES AND ALTERNATES - Class of 1991 - Lay - VOTE FOR TWO

- 74. Mrs. Lorraine Shay, Trinity Cathedral, Newark
- 75. Mr. Bruce Whitehouse, St. Mary's, Sparta
- 76. Mr. Edgar Curtiss, Epiphany, Allendale
- 77. Mrs. Audrey King, Good Shepherd, Hamburg
- 78. Mrs. Lee Carr, St. Paul's, Jersey City
- 79.
- 80.

STANDING COMMITTEE - Class of 1993 - Clergy - VOTE FOR ONE

- 81. The Rev. Katrina Swanson, St. John's, Union City
- 82. The Rev. Alex MacDonell, St. Luke's, Haworth
- 83. The Rev. Richard Shimpfky, Christ Church, Ridgewood
- 84.

STANDING COMMITTEE - Class of 1993 - Lay - VOTE FOR ONE

- 85. Mr. Jack Lynch, St. Mary's, Sparta
- 86. Mr. Harold Morris, Incarnation, Jersey City
- 87. Mr. William Wachenfeld, St. Peter's, Essex Fells
- 88. Mr. Dennis Doran, St. John's, Jersey City

TRINITY CATHEDRAL CHAPTER - Class of 1992 - Clergy - VOTE FOR ONE

- 89. The Rev. Robert Fitzpatrick, St. Peter's, Morristown
- 90. The Rev. Canon Gervais Clarke, Epiphany, Orange
- 91.

TRUSTEES OF EPISCOPAL FUND - VOTE FOR TWO

- 92. The Rev. Thomas Scott, St. Andrew's, Lincoln Park
- 93. The Rev. Harry Smith, St. Mark's, W. Orange
- 94. Ms. Carlotta Budd, Grace, Madison
- 95. The Rev. Gaylord Hitchcock, Grace, Westwood
- 96. Mr. Vincent Price, St. John's, Jersey City
- 97.

SECRETARY OF CONVENTION - VOTE FOR ONE

- 98. Mrs. Betty L. Waters, Church of the Advent, Bloomfield
- 99. Mrs. Christine Barney, St. Peter's, Morristown
- 100.

TRINITY CATHEDRAL CHAPTER - Class of 1992 - Lay - VOTE FOR ONE

- 101. Mr. William Heick, St. Paul's, Morris Plains
- 102. Mrs. Fran Doran, St. John's, Jersey City

UNCONTESTED ELECTIONS

On motion by the Rev. Gaylord Hitchcock, and seconded, the Rules of Order were suspended and the Secretary was instructed to cast a unanimous ballot for the following uncontested elections:

TREASURER OF CONVENTION - Vote for one

Mr. John Zinn, Holy Spirit, Verona

ASSISTANT TREASURER OF CONVENTION - Vote for one

Mr. William K. Quinlan, Calvary, Summit

INSTITUTION OF THE SECRETARY

The President instituted Mrs. Christine Barney of St. Peter's, Morristown, as Secretary of Convention. Mrs. Gail Deckenbach was appointed Assistant Secretary and Ms. Kate Magnuson and Mr. Brad Moore were appointed Assistants to the Secretary.

THE 1989 PROPOSED BUDGET

At 2:30 p.m. The Order of the Day was called.

The President reminded the Convention that resolutions could only be made in four categories: to raise an item, to lower an item, to add an item, to delete an item. They will be seconded and referred to the Convention Budget Hearings. He introduced Mrs. Christina Hembree, Chair of the Budget Committee. Mrs. Hembree introduced the proposed changes to the 1989 budget. She noted guidelines had been passed at the previous convention to limit increases in the budget to three per cent, excluding the National Church and medical insurance. This had been respected and the budget is for \$9,000 less than in 1988. Each church's 1989 share has been frozen at its 1988 level. She noted the Budget Committee unanimously supports the recommendation of the Shares Committee for 1990.

Modifications in the budget were made in order to incorporate two additional lines: #44 Aided Parishes -- \$10,000 and #45 Legal Fees,

\$28,000. Budget reductions in lines #4, 6, 21, 23, 25, 28, and 41 were made to support the legal fees line item.

On motion by Mrs. Hembree, and seconded, the proposed budget was referred to the Convention Budget Committee.

On motion by Mrs. Annette Jecker, the following line was referred to the Convention Budget Committee:

Line 39 increase amount by \$2,800

SHARES COMMITTEE

Mr. John Zinn presented the report which was referred to the open hearings.

ACTS/VIM

Mr. Eliot Knight presented the report on ACTS/Vim Funding. On motion by Dr. E. Joseph Piel and seconded, the report and recommendations were adopted. (See Reports to Convention in this Journal).

CAMP AND CONFERENCE CENTER

Ms. Kathryn King presented a report on the possible site for a camp and conference center. (See Reports to Convention in this Journal).

COMPANION DIOCESE RELATIONSHIP

The Rev. Frederick Redpath presented a report on the Companion Diocese Relationship.

CHURCH STRUCTURES CAMPAIGN

The Rev. Harry Smith and Dr. E. Joseph Piel gave the final report on the Church Structures Campaign. (See Reports to Convention in this Journal).

TASK FORCE ON SEXUALITY

Mr. Ray Anderson presented the report. (See Reports to Convention).

The session adjourned until dinner at 7:15 p.m.

AWARDS AND INTRODUCTIONS

The Bishop presented the Bishop's Certificate of Merit for outstanding service to the Diocese of Newark to Mrs. Florence Bustamante for her work on the ECN, North Porch and at Trinity Cathedral; Mr. William P. DuBose for his service as treasurer; The Rev. Charles H. and Mrs. Elizabeth J. Eades for their joint ministry at Good Shepherd, Ringwood; and Mrs. Christina G. Hembree for her service on the Diocesan Council, the Standing Committee and other diocesan groups.

The Canterbury Scholar for 1988 was presented to the Rev. Elaine Kebba, rector of St. Mary's, Haledon.

The Bishop's Banner for Parochial Excellence was awarded to St. Paul's, Paterson. It recognized the quality of ministry this congregation has

produced in calling the city of Paterson and the Diocese of Newark into a new sense of mission through its shelter and other outreach ministries.

The Ven. Leslie Smith introduced the following new clergy:

Philip Wong, St. Paul's, North Arlington
Susan Vest, St. Luke's, Montclair
Sarah Nelson, St. Peter's, Mountain Lakes
Karen Murphey, Grace Church, Madison
Henry Mikaya, Christ Church, E. Orange
Ledlie Laughlin, St. Paul's, Paterson
Michael Cooper, St. Paul's, Wood-Ridge
Nicholas Cooke, St. Luke's, Montclair
Diana Clark, St. George's, Maplewood
Kim Capwell, Trinity Church, Irvington

In addition he noted four clergy who have moved within the diocese:

James Johnson to All Saints', Bergenfield
Jeffrey MacKnight to St. Gregory's, Parsippany
Charles Rice to St. Peter's, Morristown
Peters Sabune now vicar at St. John's, Jersey City as well as rector at Incarnation.

The Rev. Harry Smith introduced the Bishop of Newark to address the Convention.

The Rt. Rev. Jose Gonzalez pronounced the benediction.

SATURDAY MORNING SESSION

The Eucharist was celebrated in the ballroom of the Sheraton Hotel, Mahwah, by the Rt. Rev. John Shelby Spong. The necrology was read. The Preacher was the Rt. Rev. Cabell Tennis, Bishop of Delaware.

The business session was called to order at 10:30 a.m. with the Bishop of Newark in the Chair. The polls for the first ballot were open at 9:30 a.m. and were declared closed at 10.45 a.m.

The Bishop introduced the new vicar, the Rev. Linda Grenz, at St. Matthew's, Jersey City.

STANDING COMMISSION ON CLERGY SALARIES

Mr. John Snyder presented the report. On motion by Mr. Snyder and seconded the report with two resolutions was adopted. (See Reports to Convention in this Journal).

CONGREGATIONAL SHARES

The Rev. Jorge Gutierrez reported back to the Convention and moved adoption of the resolution on Congregational Shares. The resolution was seconded and adopted. (See Reports to Convention in this Journal).

COMMITTEE ON CONSTITUTION AND CANONS

At the request of the Secretary of Convention, Judge Herbert called attention to the requirement of the National Church that the Secretary of each Diocese certify that the convention has been notified of any amendments to the Constitution and Canons of the National Church made at General Convention. Certification form and amendments were enclosed in Convention package.

The Hon. Ward J. Herbert and Mr. Michael Rehill presented the report of the Committee.

Amendments to the the Constitution

On motion, and seconded, Article X was amended.

An amendment to Article II was withdrawn.

An amendment to Article VIII was withdrawn.

Amendments to the Canons

On motion, and seconded, Canon 17, 2, was amended.

On motion, and seconded, Canon 4 was amended.

On motion, and seconded, a new Canon on PLEDGE TO THE BUDGET was adopted.

An amendment to Canon 5 was withdrawn.

Five amendments were offered to Canon 9.

Amendment 1. was withdrawn.

Amendment 2. was not moved.

Amendment 3. was referred back to the Committee on Consitution and Canons.

Amendment 4. was moved and seconded. A vote was taken by orders and failed in both orders.

Amendment 5. was ruled out of order.

The Rt. Rev. David Bowman led noonday prayers.

SATURDAY AFTERNOON SESSION

ELECTIONS

The Rev. Gaylord Hitchcock gave his first report on the elections: 479 ballots cast, 240 needed to elect. * = elected.

ACTS/VIM BOARD - Class of 1992 - Clergy - VOTE FOR ONE

268* The Rev. Donald Shearer, All Saints, Orange

188 The Rev. Robert Fitzpatrick, St. Peter's, Morristown

ACTS/VIM BOARD - Class of 1992 - Lay - VOTE FOR TWO

- 131 Mr. David Merten, St. Matthew's, Paramus
- 156 Mr. Michel Belt, St. Peter's, Morristown
- 187 Ms. Phyllis Biggs, St. Mark's, W. Orange
- 156 Ms. Ann Meier, St. Clement's, Hawthorne
- 176 Ms. Bonnie Magnuson, St. Andrew & Holy Communion, S. Orange
- 66 Mrs. Alice Belling, St. John's, Jersey City

COMMITTEE ON CONSTITUTION AND CANONS for Convention 1989 - VOTE FOR TEN

- 352* Mrs. Gerrie Jeter, St. Andrew's, Harrington Park
- 381* The Rev. Donald Shearer, All Saints', Orange
- 388* The Hon. Ward J. Herbert, St. Andrew & Holy Communion, S. Orange
- 378* The Rev. Joseph Herring, Christ Church, Newton
- 382* Mr. Michael Rehill, Grace, Westwood
- 247 Mr. Warren Caswell, St. Peter's, Washington
- 192 The Rev. George Swanson, Ascension, Jersey City
- 344* Mrs. Christina Hembree, St. Paul's, Montvale
- 341* The Rev. Wade Renn, Grace, Nutley
- 385* The Rev. Richard Shimpfky, Christ Church, Ridgewood
- 342* The Rev. Beverly Huck, Trinity, Kearny
- 346* The Rev. Donald Kimmick, St. Paul's, Montvale
- 101 Mr. Norman Espinoza, Ascension, Jersey City
- 133 The Rev. John Salmon, Church of the Advent, Bloomfield

DIOCESAN COUNCIL - Class of 1991 - Clergy - VOTE FOR ONE

- 155 The Rev. Ray Roberts, St. Peter's, Livingston
- 233 The Rev. Lauren Ackland, St. Alban's, Oakland/Franklin Lakes
- 85 The Rev. John Salmon, Church of the Advent, Bloomfield

DIOCESAN COUNCIL - Class of 1991 - Lay - VOTE FOR ONE

- 113 Mrs. Marilyn Robinson, St. John's, Ramsey
- 99 Mrs. Marge Hartmeyer, St. Luke's, Haworth
- 63 Mr. Ronald Higgins, Christ Church, Pompton Lakes
- 133 Mr. William A. Carpenter, St. John's, Montclair
- 76 Mr. Donald Rauenbuhler, Ascension, Jersey City

ECCLIASTICAL COURT - Class of 1994 - VOTE FOR ONE

- 183 The Rev. David Hamilton, St. Paul's, Morris Plains
- 201 The Rev. Robert Dendtler, St. Mary's, Sparta
- 73 The Rev. Francis Carr, St. Paul's, Jersey City

DEPARTMENT OF MISSIONS - Class of 1990 - Clergy - VOTE FOR ONE

- 302* The Rev. Jorge Gutierrez, St. Peter's, Clifton
- 141 The Rev. Frank Crumbaugh, St. Mary's, Belvidere/St. Peter's, Washington

DEPARTMENT OF MISSIONS - Class of 1991 - Clergy - VOTE FOR ONE
(Only 429 ballots, 215 to elect)

- 232* The Rev. William Coats, St. Clement's, Hawthorne
- 197 The Rev. David Brown, St. Mary the Virgin, Ridgefield Park

DEPARTMENT OF MISSIONS - Class of 1991 - Lay - VOTE FOR ONE
(Only 430 ballots cast, 215 to elect)

- 200 Ms. Rebecca O'Brien, St. Mark's, W. Orange
- 230* Mr. Michael Gerhardt, Christ Church, Hackensack

DEPARTMENT OF MISSIONS - Class of 1992 - Clergy - VOTE FOR THREE

- 314* The Rev. Frederick Hillyer, St. Martin's, Maywood
281 The Rev. Jonathan Percival, St. Andrew & Holy Communion,
S. Orange
326* The Rev. Christopher David, Good Shepherd, Midland Park
342* The Rev. Joseph Pickard, Messiah, Chester

DEPARTMENT OF MISSIONS - Class of 1992 - Lay - VOTE FOR THREE

- 301* Mrs. Mary Dale, St. David's, Kinnelon
249 Mr. Frank Hutson, St. Peter's, Essex Fells
281* Mrs. Dale Gruner, Messiah, Chester
277* Mr. Anthony Pearson, St. Andrew's, Newark
176 Ms. Lydia L. Wells, St. Paul's, Jersey City

PROVINCIAL SYNOD DEPUTIES AND ALTERNATES - Class of 1991 - Clergy -
VOTE FOR TWO

- 193 The Rev. Dr. Edward Martin, Jr., Grace, Rutherford
186 The Rev. Mark Waldon, Christ Church, Totowa
163 The Rev. Thomas Scott, St. Andrew's, Lincoln Park
186 The Rev. F. Sanford Cutler, Retired
153 The Rev. Frank Crumbaugh, St. Mary's, Belvidere/St. Peter's,
Washington

PROVINCIAL SYNOD DEPUTIES AND ALTERNATES - Class of 1991 - Lay -
VOTE FOR TWO

- 179 Mrs. Lorraine Shay, Trinity Cathedral, Newark
200 Mr. Bruce Whitehouse, St. Mary's, Sparta
103 Mr. Edgar Curtiss, Epiphany, Allendale
261* Mrs. Audrey King, Good Shepherd, Hamburg
149 Mrs. Lee Carr, St. Paul's, Jersey City

STANDING COMMITTEE - Class of 1993 - Clergy - VOTE FOR ONE

- 112 The Rev. Katrina Swanson, St. John's, Union City
152 The Rev. Alex MacDonell, St. Luke's, Haworth
198 The Rev. Richard Shimpfky, Christ Church, Ridgewood

STANDING COMMITTEE - Class of 1993 - Lay - VOTE FOR ONE

- 247* Mr. Jack Lynch, St. Mary's, Sparta
77 Mr. Harold Morris, Incarnation, Jersey City
73 Mr. William Wachenfeld, St. Peter's, Essex Fells
63 Mr. Dennis Doran, St. John's, Jersey City

TRINITY CATHEDRAL CHAPTER - Class of 1992 - Clergy - VOTE FOR ONE

- 194 The Rev. Robert Fitzpatrick, St. Peter's, Morristown
252* The Rev. Canon Gervais Clarke, Epiphany, Orange

TRUSTEES OF EPISCOPAL FUND - VOTE FOR TWO

- 152 The Rev. Thomas Scott, St. Andrew's, Lincoln Park
282* The Rev. Harry Smith, St. Mark's, W. Orange
249* Ms. Carlotta Budd, Grace, Madison
148 The Rev. Gaylord Hitchcock, Grace, Westwood
63 Mr. Vincent Price, St. John's, Jersey City

SECRETARY OF CONVENTION - VOTE FOR ONE

(307 ballots cast, 154 to elect)

60 Mrs. Betty L. Waters, Church of the Advent, Bloomfield

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

TRINITY CATHEDRAL CHAPTER - Class of 1992 - Lay- VOTE FOR ONE

(282 ballots cast, 141 to elect)

225* Mr. William Heick, St. Paul's, Morris Plains

62 Mrs. Fran Doran, St. John's, Jersey City

APOSTLES' HOUSE

Mrs. Ellen Chary presented the report on Apostle's House. (See Reports to Convention).

ORDER OF THE DAY: THE BUDGET

The Rev. Jack Croneberger, Chair, Convention Budget Committee, presented the report. The proposed changes to the budget were discussed in open hearing and executive session. The committee recommended Mrs. Jecker's change be adopted.

On motion by the Rev. Mr. Croneberger, and seconded, the 1989 Diocesan Unified Budget was adopted as amended.

On motion by the Rev. Harry Smith and seconded, a resolution for the chair to appoint a committee to report to Diocesan Council and the next Convention regarding the Diocese' relationship to Provincial Synod was adopted.

RESOLUTIONS

The Rev. Abigail Hamilton, Chair, presented the report. She noted that the committee had received forty-two resolutions. Some of the movers agreed to consolidate, some were sent to Constitution and Canons, one to the Budget Committee and one was withdrawn.

Consent Calendar - Resolutions I, III, IV, V, VII, VIII, X, XI, XII, XIII, XIV, XV, XVI, XXXI were adopted.

Resolution II, submitted by the Ven. Leslie C. Smith, was removed from the Consent Calendar and postponed indefinitely.

Resolution VI, submitted by the Rev. Jack Salmon, Mrs. Carol L. Pyne and Mrs. Betty L. Waters, was removed from the Consent Calendar and adopted with amendment from the Convention.

Resolution IX, submitted by General Convention Deputies, was removed from the Consent Calendar and adopted.

Resolution XXX, submitted by Diocesan Council, was referred back to the Diocesan Council.

Resolution XVI, submitted by Mrs. Marge Christie, was adopted.

Resolution XVII, submitted by the Ven. Leslie C. Smith, was referred to the Task Force on the Environment.

Resolution XVIII, submitted by General Convention Deputies, was adopted.

Resolution XIX, submitted by Mrs. Betty L. Waters, was withdrawn.

Resolution XX, submitted by Mrs. Audrey M. King, Mrs. Marge Christie, Mrs. Annette Jecker and the Rev. F.S. Cutler, had been referred to the Budget Committee prior to Convention by the Resolutions Committee.

Resolution XXII, submitted by the Rev. John. F. Salmon, Mrs. Betty L. Waters, Mrs. Carol Pyne and Mr. Vincent Price, was postponed indefinitely.

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

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

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

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

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

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

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

ELECTIONS

The Rev. Gaylord Hitchcock gave his final report on the elections: 491 ballots cast, 246 needed to elect. * = elected.

ACTS/VIM BOARD - Class of 1992 - Lay - VOTE FOR TWO

189 Mr. Michel Belt, St. Peter's, Morristown
276* Ms. Phyllis Biggs, St. Mark's, W. Orange
168 Ms. Ann Meier, St. Clement's, Hawthorne
285* Ms. Bonnie Magnuson, St. Andrew & Holy Communion, S. Orange

DIOCESAN COUNCIL - Class of 1991 - Clergy - VOTE FOR ONE

132 The Rev. Ray Roberts, St. Peter's, Livingston
353* The Rev. Lauren Ackland, St. Alban's, Oakland/Franklin Lakes

DIOCESAN COUNCIL - Class of 1991 - Lay - VOTE FOR ONE

195 Mrs. Marilyn Robinson, St. John's, Ramsey
257* Mr. William A. Carpenter, St. John's, Montclair

ECCELESIASTICAL COURT - Class of 1994 - VOTE FOR ONE

195 The Rev. David Hamilton, St. Paul's, Morris Plains
284* The Rev. Robert Dendler, St. Mary's, Sparta

PROVINCIAL SYNOD DEPUTIES AND ALTERNATES - Class of 1991 - Clergy - VOTE FOR TWO

254* The Rev. Dr. Edward Martin, Jr., Grace, Rutherford
272* The Rev. Mark Waldon, Christ Church, Totowa

139 The Rev. Thomas Scott, St. Andrew's, Lincoln Park
229 The Rev. F. Sanford Cutler, Retired

PROVINCIAL SYNOD DEPUTIES AND ALTERNATES - Class of 1991 - Lay - VOTE FOR TWO

198 Mrs. Lorraine Shay, Trinity Cathedral, Newark
274* Mr. Bruce Whitehouse, St. Mary's, Sparta

STANDING COMMITTEE - Class of 1993 - Clergy - VOTE FOR ONE

192 The Rev. Alex MacDonell, St. Luke's, Haworth
279* The Rev. Richard Shimpfky, Christ Church, Ridgewood

The Rev. Mr. Hitchcock thanked Mrs. Marie Obermann and the tellers for their work.

REPORTS TO CONVENTION

Reports filed by title are found in the Reports to Convention section of this Journal.

THE COMMITTEE ON THE BISHOP'S ADDRESS

The Rev. Jack McKelvey presented the report. On motion by the Rev. Mr. McKelvey, and seconded, the seven resolutions contained in the report were adopted. (See Resolutions in this Journal).

BISHOP'S APPOINTMENTS

The Bishop named his appointments to the Commission on Ministry, ACTS/Vim Board and Diocesan Council and filed his appointments to committees and commissions.

COMMITTEE TO CERTIFY MINUTES

The following persons were named to certify the minutes of the 115th Convention: Mrs. Mary Leigh Armstrong, Chair, Mrs. Marie Obermann, Mrs. Gail Deckenbach, Mrs. Naomi Horsky.

RESOLUTIONS OF GREETING AND THANKS

Mr. Mark Lanterman, St. Michael's, Wayne, presented two resolutions:

RESOLVED, that this 115th Annual Convention of the Diocese of Newark extends warm and affectionate greetings to Mrs. Donald MacAdie, widow of our onetime Suffragan Bishop; to Mrs. Kenneth Anand, widow of our late Assistant Bishop; and to Mrs. Leland Stark, widow of our onetime Diocesan Bishop; to Bishop George Rath, retired Diocesan Bishop, and to Mrs. Peggy Rath; to Bishop and Mrs. Melchor Saucedo-Mendoza, Diocese of Western Mexico; to Bishop and Mrs. Theophilus Annobil, Diocese of Sekondi, Ghana; to Bishop Francisco Reus-Froylan, Diocese of Puerto Rico.

RESOLVED, that this 115th Convention expresses its appreciation to the Reverend Dr. Frederick L. Long, for his assistance in the communications and recording of this Convention; to the Arrangements Committee and Mrs. Joan Lodge, Chair; to the Committee on Rules of Order and the Rev. Gaylord Hitchcock, Chair; to the Resolutions Committee and the Rev. Abigail Hamilton, Chair; to the Convention

Budget Committee and the Rev. Jack Croneberger, Chair; to the Committee on the Bishop's Address and the Rev. Jack McKelvey, Chair; to the Committee to Certify the Minutes and to Mrs. Mary Leigh Armstrong, Chair; to the Hon. Richard McGlynn, Parliamentarian; to the Tellers and Mrs. Marie Obermann, Head Teller; to the WOODY pages and Ms. Kathryn King.

The President invited the Rt. Rev. Cabell Tennis to address the Convention. (See Reports to Convention).

The President pronounced the benediction. He declared the time to be 5 o'clock and adjourned the Convention.

JOHN SHELBY SPONG, President

CHRISTINE M. BARNEY, Secretary

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APOSTLES' HOUSE

I'm delighted to be here today to share with you a little about the work of Apostles' House. For those of you who are not familiar with it, Apostles' House was begun as an outreach ministry of The House of Prayer, Newark, with the assistance of five other parishes in our diocese. Begun in 1983, Apostles' House has grown phenomenally both in strength and size. We now are a multi-service agency with five component programs serving indigent and homeless families in the city of Newark. We have a shelter, which provides emergency housing for up to a month for families; and we have a housing relocation program to assist those families in finding permanent affordable housing. We have a parent-aid program. This unique program, using workers from the community to assist families who have been referred for neglect or abuse of children by the Division of Youth and Family Services of the State of New Jersey, provides at least six hours of direct care per week to families in crisis. We also now own a boarding home for single, indigent men, many of whom have a history of mental illness; and we also have a food pantry, which gives food to families and single men.

1988 was an important year for us. We went through the transition of our first director, The Rev. Eric Duff, who left us to go to California. Then under the very able guidance of John Zinn who shepherded us through the search process, we have now called a new executive director, Chris Martin, who is also a member of St. John's, Montclair.

Apostles' House has grown dramatically in the past few years and during 1988 we underwent a review of staffing and management. We now have a staff of approximately twenty-five and our budget has grown from nothing to over \$700,000. We own four buildings in Newark and there is always the possibility of additional space as we increase our ministry. We are hoping this year to review the parent-aid program and look at ways in which we can strengthen young families, particularly young women with children - perhaps families suffering from AIDS and other problems.

In sharing with you the reason we choose to work with Apostles' House, and I know there are several of you in the audience, I want to make one final point in conclusion, and through that invite you to become actively involved either in Apostles' House or a local ministry that works with the homeless and indigent. One of the reasons I work with Apostles' House is because it is part of my obligation as a Christian parent. As a parent of growing children myself, I believe that the way we will transmit our values to our children is when our children see us living out the call of the Gospel in our own lives. Working with Apostles' House and other shelters for the homeless is a way you can demonstrate the love of Christ to your children. So I urge you to look around your own community or join with us at Apostles' House in any way that you can to live out that ministry. Thank you.

Ellen Chary
Chair, Board of Trustees

ACTS/VIM BOARD

REPORT AND RECOMMENDATION TO 115TH CONVENTION ON FUTURE FUNDING OF COMMUNITY OUTREACH, MINISTRY TO THE ELDERLY, NEW MINISTRIES AND CONGREGATIONAL REVITALIZATION AND ENRICHMENT CATEGORIES OF THE ACTS/VIM CAMPAIGN

During the eight years that the ACTS/Vim Board has recommended grants, evaluation and granting procedures have been modified and changed to reflect the history and experiences of the grant making process. This report and recommendation is part of this continuing process to attempt to use ACTS/Vim monies in the most beneficial way for ministry in our Diocese.

Since the beginning of the ACTS/Vim Campaign the following monies have been allocated to capital categories as of December 31, 1987:

Category	Received	Distributed	Balance
COMMUNITY OUTREACH	\$427,628	\$408,154	\$ 19,474
NEW MINISTRIES	\$339,094	\$297,711	\$ 41,383
MINISTRY TO THE ELDERLY	\$118,107	\$154,000	(\$35,893)

The Congregational Revitalization and Enrichment Endowment Fund has received:

	Received	Current Value (Oct. 31, 88)	Int. Income Granted thru Dec. 31,88
CREF	\$1,153,075	\$1,500,000	\$595,000

In 1986 and 1987 CREF interest income was approximately \$120,000 per year, in 1988 it is estimated that it will be \$105,000.

All grant proposals are now required to demonstrate a strong Episcopal affiliation either to a local congregation or to a recognized diocesan agency, such as the Department of Missions. In many cases this has resulted in a blurring between the various categories. A proposal may come in from a church for an outreach project and is written in such a way as to show that the primary benefit will be to the community and should be funded under Community Outreach. Or sometimes it is written in such a way as to demonstrate that through involving the congregation in outreach the congregation will be enriched and revitalized. In fact, history shows that it is not either/or but both. The same blurring occurs in New Ministries. For example, is the mission at Wantage a new ministry or a revitalization of the church at Hamburg? From reviewing past grants we have concluded the blurring of categories is not unusual.

The original concept for grants from the Community Outreach and New Ministries Categories was to provide seed money to start important new projects. These funds have been used in starting after school programs, summer programs and shelter programs in a number of inner city churches. Because grants from Community Outreach and New Ministries are given from capital, the Board has discouraged these ongoing programs from requesting funding of operating expenses. The result is that much time is spent by program directors of ongoing successful programs in researching funding sources for operating expenses rather than on the program itself. In the larger programs,

St. Paul's Shelter or the Interreligious Fellowship of Bergen County for instance, this is relatively easy because there are more resource people available and the programs are now well known throughout the Diocese. In the smaller programs such as St. Barnabas', Newark, this is time consuming and the time could be better used for the program.

Since 1986 only two proposals have been received for New Ministries. No proposals have been received for Ministry to the Elderly. In 1986 no funds were available in the Community Outreach category and therefore no proposals were accepted for consideration. In 1987 the ACTS/Vim Board received three proposals in this category and in 1988 nine. Since 1986 the CREF category has received an average of nine proposals a year for consideration of funding from interest income.

It is anticipated these categories will receive the following additional funds from the sale of the Moore Estate in Convent Station:

COMMUNITY OUTREACH	\$147,380
NEW MINISTRIES	\$147,380
MINISTRY TO THE ELDERLY	\$ 48,635
CREF	\$490,775

TOTAL	\$834,170
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The timing of the receipt of these funds is dependent on zoning changes being approved by the Local town board.

This report recommends that all these funds be combined and put into the CREF Endowment Fund. A 7% estimate of interest income on \$834,170 would provide an additional \$58,392 in interest income per year. By combining these funds and providing one source for all categories, funds will be available for worthwhile proposals whether they are in CREF, Community Outreach, New Ministries or Ministry to the Elderly. Through careful investment practises, the CREF Finance Committee has increased the endowment fund and has provided a good return on the investment.

RESOLVED that, on receipt by the ACTS/Vim Campaign of the settlement of \$1,350,000 from the Moore property, the balance of the capital funds designated for Community Outreach, Ministry to the Elderly, and New Ministries be combined and added to the Congregational Revitalization and Enrichment Endowment Fund, and be it further

RESOLVED that grants proposals which formerly would have been reviewed under the Community Outreach, Ministry to the Elderly and New Ministries categories now be considered under the CREF Category and any grants made be from the interest income from the co-mingled Congregational Revitalization and Enrichment Endowment Fund.

DIOCESAN COUNCIL

Endorsed by: ACTS/Vim Board
Dr. E. Joseph Piel, former ACTS/Vim Chair
Mrs. Marjorie Christie, former ACTS/Vim Chair
Mr. Elliot Knight, Chair, CREF Finance Committee

GRANTS MADE IN SPRING AND FALL 1988

CREF 34	Good Shepherd, Hamburg New Building	\$40,000
CREF 41	St. Mark's, West Orange Renovation and Remodelling	\$40,000
CREF 42	Trinity, Paterson Van	\$15,000
CREF 43	Trinity, Paterson Youth Worker	\$ 7,000
CO 62	St. Andrew & Holy Communion, S. Orange - Counselling Center	\$ 2,500
CO 65	St. Barnabas, Newark Summer Program	\$ 9,000
CO 66	Incarnation, Jersey City Summer Program	\$ 5,375
CREF34	Good Shepherd, Hamburg 4th Req. New Church	\$40,000
CREF40	Christ, Hackensack 2nd Req. Parish Missioner	\$16,000
CREF44	St. Paul's, Paterson Junior High Program	\$ 8,500
CREF45	Messiah, Chester/Long Valley New Program Building	\$10,000
CREF46	St. Gabriel's, Milton/Oak Ridge New Vicarage	\$ 7,000
C067	Incarnation/St. John's/St. Paul's, J.C. Feeding Program for school children	\$ 4,000
C070	Youth Consultation Service, Newark Computer for training children	\$ 2,800
C069	Grace Van Vorst, J.C. Youth Program	\$ 5,000

TOTAL GRANTS IN 1988

\$212,175

ACTS/VIM BOARD:	Mrs. Lee Carr	The Rev. Michael du Plessis
	Miss Shirley Gerhard	Mr. Whitney Parker
	The Rev. Edward Keller	Mr. Howard Sterling
	The Rev. Robert Maitland	Miss Eugenia Suthern
	Mr. Michael Sutcliffe	Mrs. Christina Hembree
	The Rev. Albert Jousset	Mr. Walter Johnson

REPORTS ON THE IMPLEMENTATION OF THE CANON 9 PROCESS

STANDING COMMITTEE

Canon Nine, adopted by the 114th Annual Convention of the Diocese of Newark, serves to enable marginal parishes to be aided by an array of Diocesan resources to the end that they might not have to die before receiving help. Implicit in the Canon is the recognition that ours is an Episcopal church and that individuals in a struggling local situation may be helped by the larger church where perspective is more objective and free from the strain of a vestry's effort to survive. Your Standing Committee initiates the canonical process wherein a marginal congregation is reviewed and perhaps recommended to the Diocesan Council for reclassification as an Aided Parish for a period up to three years. If recommended, the Council appoints a team of clergy and lay people who work closely with the congregation in assessing the need for reclassification. If a change in status is indicated, the Council in BOTH the lay and clerical order.

The Standing Committee addresses Canon Nine through a special sub-committee headed by the Rev. Wade Renn. To date we have reviewed a total of eleven congregations recommended to us by the Bishop, and two (House of Prayer and St. John the Divine, Hasbrouck Heights) which suggested themselves for review. Father Renn has extended himself to each congregation and has met personally with parishes requesting a meeting. We salute Wade for his careful work, his thoughtful approach and his pastoral sensitivity. We and the Diocese are indebted to him. As of this date, four congregations have been commended to the Diocesan Council for reclassification:

The Church of the Ascension, Jersey City
The House of Prayer, Newark
St. John's Church, Union City
The Church of the Advent, Bloomfield

All of the other nine congregations were 1) found to be viable or 2) have agreed to certain stipulations which promise to lend sufficient stability to their life as to warrant no further action at this time. Some wonderful things have happened. For example, one congregation has begun a self study and outreach to its community which may bring a whole new mission emphasis.

The Standing Committee is disappointed that the Rector and Vestry of the Church of the Ascension chose to bar the Diocesan Council's work by instituting a very costly and as yet unresolved civil court proceeding, thereby thwarting the intention of the Canon, further distracting the parish and weakening its viability and jeopardizing the financial stability of the entire Diocese through costly litigation. At the same time his negotiators from the mediation process called for by the 114th Diocesan Convention. Had the Presiding Bishop not acted, the Standing Committee would have itself called for suspension simply because of the Rector's inability to keep the proceeding from the media. Mediation in the press (and in the courts) is not mediation, but a power struggle which is not in the interest of the Diocese or the long-run future of the Episcopal Church in the Jersey City Heights, nor the present Rector and Vestry of the Church of the Ascension. Canon Nine is not about power, but about strengthening congregations.

The tension for the Standing Committee has involved a need to recognize both the angst of parish vestries and clergy commended for our study under Canon Nine, and the longer-term promise of a canonical ability to marshal resources, restraints and good will in saving churches from extinction. In that tension we have, we believe, done a good job of holding perspective in the face of sometimes bitter criticism as individuals and as a whole, charged with trying to kill parishes, grab endowments for discretionary use, and carrying out vendettas against clergy.

Canon Nine, so long in discussion and so carefully structured with its many safeguards, is a good Canon. It has already borne demonstrable fruit in both the one congregation which was reclassified (House of Prayer) and in most of the others reviewed in 1988. Perhaps Canon Nine's most salient feature is that--like the Canons relating to the encumbrance of property--it acknowledges and affirms a unique aspect of the Episcopal Church; that ultimately it is the responsibility of the Diocese in concert with congregations to exercise oversight and stewardship of all our resources. In a world and in a region such as Northern New Jersey where populations are in constant flux and where neighborhoods and whole towns change character with rapidity, our greatest asset lies in our pan-congregational perspective and cooperation. Canon Nine is another canonical tool whereby the Mission of Christ is focused and served.

Respectfully submitted,
Richard L. Shimpfky, President
The Standing Committee

DIOCESAN COUNCIL

The Diocesan Council, acting on behalf of the Convention, has the responsibility to evaluate the recommendations for reclassification from the Standing Committee and ultimately vote on reclassifications under the provisions of Canon 9.

The first two steps in the reclassification process are taken by the Bishop, and the Standing Committee of the Diocese. If the Standing Committee concurs with the recommendation of the Bishop, it will in turn make the recommendation for reclassification to the Diocesan Council. The Canon, although specific about the criteria under which reclassification may take place, does not specify how Diocesan Council should proceed in its process. In fact, the Council can accept the recommendation from the Standing Committee without further action.

The Council decided that it would put a process in place that would enable the Council to receive as much information as possible on the criteria on which the Standing Committee had based its recommendations. Council also adopted the following two resolutions:

- I RESOLVED that as part of the study process for Canon 9 reclassification an independent audit will be conducted by an audit committee appointed by the Treasurer, Assistant Treasurer and Chief Financial Officer.
- II RESOLVED that the Diocesan Council establish a committee composed of four (4) Council members, two (2) Department of Program members and the archdeacons to recommend to Council a structure of support appropriate to churches whose status has changed in accordance with Canon 9.

This committee chaired by the Rev. Richard Louis has worked diligently to establish procedures and identify sources of aid. (See attached Guidelines.)

Council also decided that each recommendation from the Standing Committee would be researched by a Council Committee, whose task it would be to make a recommendation to Council.

At the April Diocesan Council meeting the Council received from the Standing Committee three recommendations for the reclassification from Parish to Aided Parish Status: the Church of the Ascension, Bloomfield; St. Paul's Church, North Arlington; and the Church of the Ascension, Jersey City. Three committees were appointed to study these recommendations and make recommendations to Council. In a joint session the first three study committees developed a course of action that each committee would follow whenever possible.

During the next months both the Committee and the Bishop and his staff were in contact with the Church of the Ascension, Bloomfield; and St. Paul's Church, North Arlington. In June the Council was advised that the Standing Committee had withdrawn its recommendation for reclassification for these two churches contingent upon the written acceptance of the terms of the Bishop's proposal. At the November Council meeting the Diocesan Council suspended Canon 9 procedures in accordance with the agreement reached between the Bishop and the vestry of these Churches. In both instances the terms of the agreements deal largely with the issue of safeguarding the buildings and capital assets.

The committee appointed to make a recommendation to council about the reclassification of Ascension, Jersey City, unsuccessful in arranging for a meeting with the Rector, Wardens, and Vestry of the Church, recommended the reclassification of the Church of the Ascension, Jersey City at the May Diocesan Council meeting.

At the June Diocesan Council meeting Council was advised that the Church of the Ascension, Jersey City, had initiated litigation against the Diocese, the Bishop, and the Assistant Chancellor. The judge issued an injunction that prevented Diocesan Council to vote on the Church of the Ascension, Jersey City's reclassification. This injunction is still in effect.

In June the Standing Committee recommended to the Diocesan Council the reclassification from Parish to Aided Parish status of the House of Prayer, Newark. The Standing Committee had received a request for reclassification from the Rector, Wardens, and Vestry of the House of Prayer. The Diocesan Council at the June meeting voted to accept this recommendation. The Council appointed a committee, chaired by the Rev. Tracey Lind, to work with the House of Prayer and develop strategies and make recommendations to Council as to how House of Prayer might be aided. This committee presented an interim report to Council at the September Council meeting. The Rector and the vestry members of the House of Prayer made a presentation at that meeting and Council voted the reclassification of House of Prayer. At the October meeting the Rev. Tracey Lind presented to Council a comprehensive report of the study and recommendations of her committee which was received with gratitude by Diocesan Council.

In November the Diocesan Council received two recommendations for reclassification from Parish to Aided Parish status. They are the Church of the Advent, Bloomfield, and St. John's, Union City. The Council appointed two committees to study, evaluate the criteria under

which the recommendations were made by the Standing Committee, and make recommendation to Council.

Gerrie Jeter
Vice President, Diocesan Council

Proposed Guidelines for Aided Parishes in the Dioceses of Newark

1. The Aided Parish shall be represented by its Rector, Wardens, and Vestry members and other individuals deemed appropriate, hereafter referred to as The Vestry.
2. The Diocese of Newark shall be represented by the Diocesan Council. The Aided Parish Committee of Council shall be appointed to work with each specific Aided Parish over the duration of its time in that status. This time is not to exceed three years. (Canon 9, Section 9, b.3).
3. The Archdeacon assigned to the Convocation in which the Aided Parish is located shall normally provide diocesan staff liaison and work directly with the Council subcommittee and the Vestry. The Chief Financial Officer of the diocese shall always be part of their process.
4. The Council subcommittee, the Vestry, and the Archdeacon shall meet three times during each program year through-out the duration of the arrangement.
5. The Aided Parish shall submit its annual budget, vestry minutes, monthly financial statements and year-end financial reports to the subcommittee for review and discussion at the above scheduled meetings.
6. The Aided Parish shall develop a three-year plan based on a self-study to begin as soon as possible after the new status has been granted. This plan shall contain specific objectives and action steps which can be reviewed at the regular meetings as scheduled above.
7. The Diocesan Council will receive semi-annual reports on the status of the Aided Parish as well as periodic reports on the three-year plan.
8. A Diocesan Council meeting should be scheduled at the Aided Parish at the earliest possible date.
9. Property and endowment must be turned over to the Trustees of the Diocesan Fund for the duration of the aided parish status. Income earned on investments will be returned to the aided parish for its use during this time. (Canon 9, Section 9, c.2).
10. There shall be a written memorandum of understanding between the Diocesan Council and the congregation outlining the terms of Aided Parish status.

Proposed Areas Of Support Which Council May Offer To Aided Parishes

1. EVALUATION OF PROPERTY AND RESOURCES:
2. Initiation of audit and budget review;
3. Program needs;
 e.g. stewardship, evangelism, Association of Christian Education, youth; etc.
4. Planning and strategy;
5. Financial support aside from the Diocesan program budget;
 e.g. Bishop's Church Extension Fund, Episcopal Church Loan Fund, etc.
6. Leadership training for clergy and others;
 e.g. Alban Institute, Mid Atlantic Training Service, New England Career Center
7. Ombudsman/advocate for congregation in question.

CHRIST HOSPITAL

Providing patients with the best possible medical attention in a caring environment has been the very essence of our existence since the Reverend Richard Abercrombie, an Episcopal minister and leader, founded Christ Hospital in 1873. That tradition of caring on which Christ Hospital was founded continues to flourish throughout Hudson County today.

As Chairman of the Board of Trustees, I am pleased to report that Christ Hospital overcame many challenges and continued to prosper during 1988. These challenges included: managing the hospital system within the State's reimbursement guidelines; dealing with a shortage of nursing and other personnel; and caring for an older and sicker population. We were able to expand our outpatient services to the community and industry, place state-of-the-art equipment in service for our Radiology and Radiation Treatment Center, and deliver a record number of newborns through our Obstetric Services.

Some of the highlights of 1988 include:

Physical exams for industry were approved by the medical staff and provided to a number of local businesses.

Contract with the Hudson County District of Laborers was signed to provide an Employee Assistance Program.

Courtesy transportation was established for outpatients.

Designated blood donation program for Christ Hospital patients was established.

Alternative nursing care delivery system was planned and implemented.

Second CAT scanner was placed in service.

Second linear accelerator was placed in service.

Utilization Review Program was established, reducing the average length of stay 6 days.

Permanent Supply Cost Reduction Program, called Value Analysis, was established which is projected to reduce these costs \$750,000 from previous levels. This is in addition to the approximately \$1 million reduction previously accomplished.

Management reorganization which provided for a chief operating officer and a more effective management organization.

New chief financial officer recruited and assumed this post.

Reorganized Quality Assurance Department to establish program in compliance with joint commission standards.

The Episcopal Church is proud of its long association with Christ Hospital. The Bishop and Clergy Trustees are pleased to be the visible links between The Diocese of Newark and Christ Hospital. It is our

intention to make The Diocese proud of its hospital and to make Christ Hospital proud of the Episcopal Church.

John S. Spong
Bishop of Newark
Chairman of the Board of Trustees

CHURCH PENSION FUND

I am pleased to send you the enclosed accounting of grants in force, as of July 30, 1988, to retired and disabled priests, surviving spouses and dependent children canonically resident in your diocese.

The total benefits paid by The Church Pension Fund in the fiscal year ended March 31, 1988 to beneficiaries in all 98 dioceses amounted to \$40,528,092. That was \$4,711,214 more than in the previous year, reflecting, primarily, improvements in the pension formulas.

A comparison of benefit payments in fiscal 1988 and 1987 follows:

Beneficiaries	1987	1988	1988	1987
Retired Clergy	2,941	2,801	\$26,703,759	\$23,246,323
Disabled Clergy	382	385	3,374,961	3,081,413
Widowed Spouses	2,021	1,986	10,216,612	9,266,597
Dependent Children	230	215	232,760	222,545
Totals	5,565	5,387	\$40,528,092	\$35,816,878

As the Fund's 1988 Annual Report indicated, we came through the year quite well, despite the precipitous stock market decline in October and the ups and downs that followed. At the end of our fiscal year, our assets totaled \$1,421,000,000, compared with \$1,395,000,000 the previous year.

Our investments over the years have done exceedingly well. The Church Pension Fund has been rated in the top 5% of over a thousand similar investment funds. We achieved an average return of 14% a year for the past five years, and 17% a year for the last three years. For this, we owe thanks to the Board's Finance Committee and the professional investment managers at J.P. Morgan and Alliance Capital Management.

At General Convention, eight new Trustees were elected to the Fund's Board. They are the Reverend Earl H. Brill, Ph.D., Episcopal Chaplain at Duke University; John K. Cannon, Esq., an attorney from Michigan; John L. Carson, III, a retired insurance executive from Colorado; Matthew K. Chew, a tax specialist and accounting firm executive from Arizona; Betty Connelly, a workshop leader from Los Angeles; Harry W. Havemeyer, a consultant to a non-profit organization from New York; Diane B. Pollard, a personnel executive from New York; and the Reverend Robert M. Wainwright, Rector at St. Paul's, Rochester, New York.

I look forward to working with these outstanding members of the Episcopal clergy and laity. And as I welcome the new Trustees to the Board, I am sorry to have to bid farewell to those who are stepping down: David L. Brigham; the Very Reverend David B. Collins, D.D.; Margaret Truman Daniel, L.H.D.; Joseph L. Hargrove; the Right Reverend James W. Montgomery, S.T.D.; Virginia Norman; the Very Reverend George L. W. Werner, D.D.; and the Right Reverend Robert C. Wicher, D.D., Ph.D. These eight Trustees have served the Fund and the

Church with distinction and without stint. All of us who are associated with the Fund are deeply in their debt.

With best wishes for the success of your annual meeting.

Sincerely,
Robert A. Robinson
President

CHURCH STRUCTURES CAMPAIGN

My sisters and brothers of this 115th Convention. I am absolutely delighted to report to you that the Church Structures Campaign, which you authorized at the last Convention, and will establish the Ward J. Herbert Fund for our stewardship of church structures in this Diocese has been nearly completed throughout the Diocese. The results to date are that 6 churches for various reasons chose not to participate at this time, although we still have hopes that they will decide to participate at a later date; 105 churches pledged exactly what was asked of them, 14 churches pledged amounts that exceeded that which was asked of them; and 5 churches have yet to respond. Some of those who have yet to respond are presently involved in financial programs of one kind or another that made it impossible for them to make their pledge at this time, but we anticipate that they will be making a pledge in the near future.

The total pledge to date is \$918,000. In my opinion that is an overwhelming success. In view of the fact the goals were set in such a way that every congregation would have had to pledge at least their goal in order to make the total \$1,000,000. It was unrealistic at the outset to think that such would happen. As a matter of fact, some thought at the outset that total pledges of \$850,000 would signal a victory. To receive total pledges of \$900,000 was thought by those same people to be a dream. Well, we are well beyond the dream; and I believe we can appropriately at this time celebrate a diocese with a vision.

The men and women who served as the Chair people in the Convocations did an outstanding job in the day to day work that was necessary to make this happen. We didn't make a single mistake in choosing the Chair people for the Convocations. Three Convocations came in with 100% of their goal pledged--the Hudson Convocation, the Hackensack Convocation, and the West Bergen Convocation. I am deeply grateful to those Convocation Chairs for the tremendous job they did. This Convention needs to know also that the person who really did more work than the rest of us to get this job done was Christine Barney. I don't know how the Bishop got her to do anything else this year. We tried to keep her busy; and she did it magnificently. She kept us organized and she kept us working. She was marvelous to work with.

The final thing I have to report to you is that we raised nearly the \$1,000,000 that we set out to raise and we spent less than \$20,000 to do it. If you had hired a professional group of fund raisers, you would have spent a great deal more than that and they wouldn't have done as good a job as these people did. It would be foolish for those of us working on the campaign Steering Committee to think we really did all of this. The truth is that if anything, we enabled all of you to do it. The clergy and laity of this diocese are some of the most outstanding in the Anglican Church. They have caught the vision of the importance of this campaign. They and you generated the pledges that will bring it to victory and you are really the ones who really did it and I congratulate all of you.

We will soon have the beginning of a fund that will go on working for us in the building and maintenance of our holy spaces per omnia saecula saeculorum. For those of you who really did flunk Latin, that translated means: throughout all the evers of forever. And I thank you for allowing me to work with you in this great accomplishment; it has been an exciting task. Now Dr. Emil Joseph Piel, who did the few

other things that I didn't mention above will talk to you briefly about the Ward J. Herbert Fund and the criteria for its use.

The Rev. Harry Smith

WARD J. HERBERT FUND MEMBERSHIP AND CRITERIA

MEMBERSHIP

Bishop or Designee

3 clergy, 6 laity elected by Council - 4 of the 9 must be Council Members
1 clergy, 2 lay appointed by Bishop (One from ECLF Board)
Administrator (without vote) from Diocesan Staff
Diocesan Property Manager

Total 13 votes.

Committee divided into three classes serving 3 year terms with maximum of two terms.

Quorum - nine people eligible to vote, no less than seven necessary for a positive decision.

CRITERIA:

1. Need

Priority 1 - Deterioration of structure including roof, steps, floors, sidewalks, foundations, hazards such as:

Plumbing, electrical wiring.
Emergencies such as: inoperative furnace.

Priority 2 - Interior and exterior renovation to provide for expanded mission of the congregation.

2. Congregational Support

Statement of commitment to the planned project by the vestry/executive committee.
Contractor's estimate for plan and cost of repair.
Statement of commitment and plan for future funding for maintenance of church and grounds.

MATCHING GRANT 50/50

The grant from the Ward J. Herbert Fund must be matched dollar for dollar by the applicant congregation. This can be accomplished by:

- (a) Congregational building fund consisting of actual cash or short term pledges.
- (b) Loans from any source.
- (c) Insurance settlement.
- (d) Other grants
- (e) Sweat Equity - detailed statement of hours, specific

tasks, materials, etc.

- (f) Monies spent for contractor and architectural estimates for the specific project under consideration.

EVALUATION PROCEDURES FOR GRANT PROPOSAL

1. At the Committee's first meeting following the receipt of a proposal, the proposal will be reviewed to see if it meets the criteria for need. If it does not, the vestry/executive committee will be notified immediately with reasons for its rejection.

Proposal shall include:

1. Detailed statement of needed work (including drawings and photos if appropriate).
2. Contractors' and/or architects' estimates.
3. Actual plan for carrying out needed work with detailed time estimates, with schedule of payments needed.
4. Statement of current maintenance plan.
5. Detailed accounting of source of matching funds, including specific details of the sweat equity portion of the match.
2. Preliminary proposals will be assigned to two person liaison teams plus Diocesan Property Manager to contact appropriate vestry/executive committee and diocesan staff regarding feasibilities of plan and potential for success.
3. Liaison team will report back at next meeting of committee.
4. Diocesan Council vote on recommendation: Majority vote on a yes recommendation, 2/3 of those present to override a negative recommendation.
5. Follow up: Any change in plan of action must be approved in advance. Prior to each partial payment there will be periodic checks by the liaison team.

STANDING COMMISSION ON CLERGY SALARIES

RESOLUTION I

Resolved, that the 115th Convention of the Diocese of Newark adopt the following minimum salary rates and merit increase scales, effective January 1, 1990:

Minimum Rates

Deacon	\$16,500
Priest	17,600
Priest-in-charge	22,000

Merit Increase Scales

Outstanding	10%
Very Good	7%
Satisfactory	5%

Supporting Information

Since their adoption by the 111th Convention, effective beginning January 1, 1986, the minimum annual salary levels and merit increase scales in effect each year are shown below, together with the proposed rates and scales for 1990:

	<u>1/1/86</u>	<u>1/1/87</u>	<u>1/1/88</u>	<u>1/1/89</u>	<u>1/1/90</u>
Deacon	\$15,000	\$15,000	\$15,750	\$15,750	\$16,500
Priest	16,000	16,000	16,800	16,800	17,600
Priest-in-charge	20,000	20,000	21,000	21,000	22,000
Outstanding	10%	10%	10%	10%	10%
Very Good	7%	7%	7%	7%	7%
Satisfactory	5%	5%	5%	5%	5%

Based on a forecast that the 1989-90 rate of inflation is likely to be at the high end of the 4% to 5% range, SCCS believes that the proposed rates, with approximately a 5% increase in the minimums, are appropriate. We recommend that the merit scales continue unchanged.

RESOLUTION II

Resolved, that the Standing Commission on Clergy Salaries be dissolved and in its place the Standing Commission on Clergy Compensation be created; and be it further

Resolved, that the Bishop appoint a minimum of six members to the Standing Commission on Clergy Compensation, both clergy and lay, with expertise in benefits, insurance and other aspects of compensation and that the Commission report to the 116th Convention on such matters as may come before it, including the following specific concerns identified by clergy of the Diocese.

.Benefits for spouses or clergy who die in active service

.Disability Insurance, with particular focus on coverage from the second through twelfth months of disability

.Parenting Leave

.Flexible Benefits - choice of benefits from prescribed package;

and be it further

Resolved, that the Standing Commission on Clergy Compensation make annual reports to Convention which shall take into account the provisions of the report of the Task Force on Clergy Development as adopted by the 111th Convention of the Diocese of Newark.

Supporting Information

The Standing Commission on Clergy Salaries was established by Resolution of the 1959 Convention and authorized, in 1962, to continue to serve as a Standing Commission "at the pleasure of the Bishop and Convention." Its primary duties were to make an annual study of clergy salaries and to report to Convention concerning that study.

The proposed action is more than a semantic change. It is intended to broaden the charter of the Commission to enable it to respond to the needs of both the clergy and the Convention with respect to personnel matters affecting clergy and their families.

The Diocese has an Archdeacon for Personnel on staff. The incumbent in that position would be responsible for coordinating the work of the Standing Commission on Clergy Compensation with other committees and entities within the Diocese.

Respectfully submitted:

John A. Snyder, Chair
The Rev. Dr. Edward Martin
The Rev. Dr. David St. George

George Christie, Consulting Economist

THE COMPANION DIOCESE RELATIONSHIP NEWARK - HONG KONG AND MACAO

The Companion Diocese relationship between Newark and Hong Kong - Macao began as a three-year commitment in 1987. Now approaching the end of this triennial commitment, the decision has been made by Bishops Kwong and Spong to extend the relationship for three additional years.

This exchange program began as a mutual discovery process with the aim of assessing -- from opposite sides of the world and from radically different cultures -- how global exchange and economics were presenting to Anglicans, and to all Christians, new information and opportunities in their faith lives. It was realized that this also meant taking on risks, as opening oneself to change always does.

A study of methods in the two dioceses reveals that different approaches to stewardship, evangelism, and social outreach are more than just tactical. They reflect profound sociocultural realities. Thus, while stewardship in the Diocese of Newark and in the United States emphasizes church - sponsored pledge drives, stewardship in the Diocese of Hong Kong and Macao has a corresponding emphasis on individual initiative. The emphasis in Newark is on treasure while in Hong Kong, time and talent are of equal significance. Evangelism in the Diocese of Newark is apt to focus upon one's inviting others to "attend church with me," while in Hong Kong and Macao, it appears more in the spirit of the Good Samaritan.

Spirituality in America surprisingly seems to be more mystical than in Hong Kong, where there spirituality frequently is viewed in terms of "identifying with the needy" and through the hardship of day-to-day realities.

Members of the Diocese of Newark, during several trips to the companion diocese, have seen the significance of the Anglican social outreach programs demonstrated in brilliant effect in Hong Kong-Macao. In that territory of 5.7 million people, the twenty-thousand member Anglican Church, among other programs, maintains over one hundred schools educating well over 100,000 children. Hong Kong Anglicans have established powerful ways to strengthen the Christian presence in a predominantly non-Christian society.

Visitors from Hong Kong and Macao, on their trips to Newark, have been impressed with the autonomy of churches and institutions in the diocese and with the effectiveness of liturgy to inspire personal devotion.

Sharing in this mutual discovery process, the participants have found a new basis for friendship. The joint commitment to grappling with spiritual issues has become a new experience of community that transcends differences. In it is enormous evangelical potential.

Jointly, the members of both diocese are considering the new forms that commitment to Christ is taking in the closing years of the Twentieth Century and of provincialism. In doing so, we are experiencing our own unity in the Lord with a new power and excitement -- and with a great potential for other Christians and peoples.

The heightened potential of the Companion Relationship that the participants from both dioceses now see to be central and crucial in the years 1990 - '92, embraces all Anglicans -- as well as those of other religious traditions -- and finds its ultimate focus in the episcopal office. Here, perhaps, is where the best promise of significant achievement resides.

The Companion Diocese Relationship between Hong Kong-Macao and the USA/Newark places Bishop Spong upon the world's stage. The Companion Relationship which has sharpened awareness in the Diocese of Newark of Hong Kong's predicament, calls for a prophetic voice -- a voice calling for the preservation of Human Rights that will preclude the abandonment of British subjects in 1997 with reversion to China of Hong Kong.

Our Bishop of Newark can speak out when China's real voice is silenced by those same oppressive forces that in June 1989, violently suppressed the Tienanmen Square Student Revolt.

The commitment of dioceses across the world to each other is eminently consistent with our Lord's admonishment to serve Him "in the persons of His brethren," (Matt. 25).

The distance from Hong Kong to Newark has been diminished to seconds by fax. Our inextorble movement into the future accelerated by today's communication and transportation systems, involves us with ever more people and diversity. Like it or not, we the people of the world now live in a global village.

National and cultural pluralism have their roots in our common humanity. Our vocation is to find community with those who understand this and to reach out to those who do not. Further it is to infuse the coming together of people, systems, and societies with the concerns and values incarnate in the heart of Jesus Christ.

In our next three years as companion dioceses, this is the work we will be about. Parish-to-parish relationships, several already in place, will be the fountainhead of this broadening and deepening exchange.

Debbie Brown
Chair

CONGREGATIONAL SHARES

Resolved that the 115th Convention of the Diocese of Newark enthusiastically supports proportionate giving as the appropriate method for congregational giving to the Diocese and for Diocesan finances and be it further

Resolved that this Convention endorses the goal of congregations giving \$1 outside the congregation for every \$1 spent inside the congregation (50/50 giving) and be it further

Resolved that of the goal of 50% going outside the congregation the goal is for 1/2 of that amount to be given to the Diocese and be it further

Resolved that this Convention accepts the goal of 50/50 giving for the Unified Budget of the Diocese of Newark and be it further

Resolved that this method of congregational giving to the Diocese will begin with 1990 pledges with each congregation using the following process:

1. The 1989 pledge to the Diocese is divided by 1989 estimated general purpose income to determine the current percentage given to the Diocese.
2. An estimate is made of 1990 general purpose income as calculated for parochial report purposes. Mission churches will reduce this amount by the amount of their diocesan subsidy.
3. The vestry/executive committee chooses a percentage pledge for 1990, this should represent some movement toward the 25% goal.
4. A written pledge is submitted to the Diocesan Finance Office no later than December 1, 1989. The pledge will consist of a firm percentage commitment and a current estimate of what the pledge will be in dollars.
5. Total actual payments to the Diocese will be the pledged percentage of actual income received, higher or lower.
6. The process outlined in items 1-5 will continue to be the method of determining congregational giving to the diocese unless modified or changed by action of the Diocesan Council or future Diocesan Conventions.

and be it further

Resolved that as churches move toward the goal of 50/50 giving that until giving to the Diocese equals 10% of a church's income the full increase in outside giving should be given to the Diocese.

Supporting Information

This resolution is the result of a study conducted by the Congregational Shares Committee of the Congregational Shares system. This method of giving to the Diocese was approved unanimously by the Diocesan Council at its September meeting.

During 1987 and early 1988 a great deal of concern was expressed about the congregational shares system. This concern led to a decision by the Congregational Shares Committee, a subcommittee of the Diocesan Council Budget Committee, to conduct a full review of the shares system. To conduct its study the committee obtained input and data in a number of different ways. A mailing was sent to all our churches requesting comments on how the shares formula should be changed. Written responses were received from 20 churches or approximately 15% of the total. This input was complemented by a shares hearing that was held at St. Mark's Church in West Orange on April 14, 1988. At that meeting a number of other churches were also represented and their comments were received at that time. In addition to collecting data within this diocese contact was made with 12 other dioceses to obtain information about their methodology for funding diocesan budgets.

The input collected by the committee could basically be put into two broad categories. One category is that of recommended changes for the existing formula. The other is the only new approach that had any popular support, a stewardship or proportionate giving approach closely linked to the Newark Process of Stewardship. Recommended changes in the existing formula included proposals to allow clergy salary deductions for all parochial clergy, to eliminate the cap on the property insurance deduction and to eliminate the dynamic limit itself. Other suggestions were made to lower the percentage asked of net income and to set both a percentage and a dynamic limit which would then be frozen. This does not list all of the comments that were made, but gives some flavor of those comments. All letters received on this subject are available for inspection in the Finance Office at Cathedral House.

In making its decisions and recommendations the committee felt that it had to first choose between these two broad categories; modifying the existing formula or choosing to go to a stewardship approach to diocesan giving. It was the unanimous decision of the committee to recommend that the Diocese of Newark change to a stewardship approach. The next issue to be resolved was how to implement such a change. This step would represent a dramatic change that should be done consistently by all 128 churches in our diocese. For these reasons the committee believes the adoption of the stewardship approach should receive final approval from our Diocesan Convention.

Because final action is to come from the 1989 Diocesan Convention use of the new system would not begin until 1990. For 1989 the Diocesan Council has adopted an interim step of freezing 1989 shares at their 1988 levels. Subsequent to Diocesan Council approval of this new approach a copy of the original report was circulated to all congregations asking for their input. A minimal number of comments were received and those comments favored the new system.

The stewardship approach calls first for the reaffirmation of the commitment of the 1979 Diocesan Convention calling for each church to set a goal of giving \$1 outside itself for every \$1 spent inside the congregation, 50/50 giving. Every church that works with our

stewardship commission is required to accept this goal and the 1985 General Convention of the Episcopal Church adopted this goal for all our congregations.

The 50/50 goal then becomes a goal or standard for congregational giving in the same way that the tithe is a goal or standard for individual giving. This is further refined by a goal or standard of having 1/2 of the 50% going outside a congregation be given to the Diocese with the balance going to other outreach causes. Acceptance of these goals by a congregation completes the same step in the stewardship process that an individual completes by accepting the tithe as the goal for his or her personal stewardship.

Just as most of our members are not yet tithers, few of our congregations are close to the 50/50 goal. Some churches are, however, close to the goal of giving 25% of their income to the Diocese. How we move towards that goal both as individuals and as congregations is through proportionate giving by increasing the percentage of income that is given. Under this approach each church would make its 1990 pledge to the diocese through the stewardship method.

This would start with the vestry or executive committee determining the percentage of its income that is currently given to the diocese. Then the general purpose income, as defined by the parochial report, for 1990 would be estimated. Looking at the current percentage the vestry/executive committee would then decide how to move towards the goal in the coming year. If the church was now giving 5% of its income to the Diocese the decision might be made to increase to 6 or 7% in 1990. The main point is not the rate of increase, but that real intentional growth take place. The church leadership would then make a pledge to the diocese that consisted of a commitment to give a firm percentage of its income and a current estimate of what that would be in dollars. Actual payments could be more or less depending upon actual income.

In order to make a responsible beginning to this approach it is important that each church not reduce its dollar pledge to the diocese. The dollar amount currently being given to the diocese should be the starting point for moving toward the 50/50 goal. It would be reasonable for the dollar amount to decline if the church's income is projected to decline and the percentage given to the diocese is not reduced.

The final section of the resolution calls for churches to give the full increase in outside giving to the diocese until giving to the diocese equals 10% of a church's income. This is not intended to suggest that a church should eliminate other existing outside giving and give that money to the diocese. The intent is to establish that until giving to the diocese equals 10% of parochial income that the total increase in outside giving should go to the diocese.

The shares committee believes very strongly that this is the direction that should be chosen. Support of this approach was voiced both at the shares hearing and throughout our process. Like any dramatic change there is a certain amount of risk in this recommendation. One risk that concerned some committee members is the possibility that this approach will not result in sufficient pledge income to fund responsible diocesan budgets. The committee believe, however, that it is time to take that risk and any other risks involved in such a change.

The use of a stewardship approach will put giving to the diocese and other outreach on a consistent basis with the stewardship message that is being taught to our people. We cannot ultimately expect our people to accept this message if we say that they should practice stewardship, but the churches and the diocese should not or cannot. The experience of our stewardship process is that the church at every level must provide a leadership example for our people.

A second benefit of this approach is that it establishes a clear relationship between parochial income and the diocesan budget. If churches give a proportion of their income then the diocesan budget will go up and down as parochial income goes up and down. This should provide a cap on diocesan budgets limiting the possibility of diocesan budgets out of touch with the reality of parochial finances. This is a much more responsible way of dealing with this concern than the use of some arbitrary or artificial cap.

This approach also has the benefit of being reasonably simple and understandable. It will result in the doing away with formulas and deductions and should eliminate the endless debate on these subjects. No formula system will ever be seen as fair, a system of proportionate giving basing giving on what each church has is as fair as any system can be. There has been some resistance to the fairness of proportionate giving by individuals, but overall it is hard to think of anything that is fairer.

The final argument in favor of this approach is that it will provide a means for the churches of our diocese to begin to move toward the goal of 50/50 giving. This goal is one that has considerable support throughout the Episcopal Church. Bishop Browning has spoken out very clearly in support of this goal and has criticized the percentage of our resources that we spend on ourselves.

Some will say that it would be impossible for many if not all of our churches to reach such a goal. This is in fact the same argument that is used against tithing, that it is just not realistic. Yet the number of tithers continue to grow both in this diocese and across our church. The only way that we can find out if 50/50 giving is unrealistic is to try it. The experience of individuals is that if we give beyond ourselves there always seems to be enough left over to meet our needs and obligations. It seems hard to believe that something that can work for the people of God individually cannot work for the people of God corporately. For the story of one church that is close to reaching this goal, please see appendix A.

It is the hope of the shares committee that adoption of a stewardship approach for giving to the diocese will assist our churches in realizing the stewardship potential of their members. Recent analysis of giving patterns in our diocese suggests that stewardship should continue to be a high priority for our churches.

If this resolution is approved there will no longer be a need for a shares committee since there will be no shares or revised shares. The study of the shares formula that was done in 1981 recommended that the existing formula be continued. When the Diocesan Council acted on that recommendation one member of the Council expressed the hope that the formula would be a temporary measure as we developed a greater sense of stewardship at all levels of our diocese. This committee believes that

the adoption of this resolution represents a major step in that direction and that the time has come to take that step.

CONGREGATIONAL SHARES COMMITTEE

Christina Hembree	Antoinette Neals
David Hegg	Percy S. Young, Jr.
Maurice Bolmer, Jr.	Jack Lynch
Jorge Gutierrez	Gaylord Hitchcock, Jr.
John Zinn	William Quinlan
William DuBose	

Appendix A

A JOURNEY TO JOY

by the Rev. A. Robert Rizner
Church of St. Mary of the Angels, Orlando, Florida

Most of us have heard stewardship sermons, and some of us have been called to preach Jesus' stewardship message. Giving and tithing and sharing and blessing are words we've all heard in these sermons. Back in the mid-1950's, our bishop challenged every Episcopalian in the diocese to become a tither. A layman at the time, I thought, "He wants me to tithe?" I was more than a little apprehensive, but accepted his challenge, and wrote my first tithing check to the church for \$5.60.

As with other Christian communities, the Episcopal Church calls every member to become a tither, to adopt the tithe as the minimum standard of giving. The Christian is to strive to give at least 10 percent of his or her income for the work of Jesus Christ. Is this to be done as an obligation or as a duty, as a privilege-or as a joy? I didn't know then, but after thirty-five years of experience, I know that I tithe as a positive response to God's love.

Just as every individual and family is to respond thankfully to Almighty God with the tithe, so must every congregation, every mission every parish consider sharing thankfully its income. Our 1985 General Convention adopted a resolution to

..."encourage the acceptance by congregations and dioceses of the practice of giving to others as much as we spend on ourselves"

Was the adoption of this resolution merely a pious action? A plan to get more of "our money"? Or did it truly express an opportunity for congregations of the Episcopal Church to realize their potential in Christ Jesus? I'm convinced the latter is true.

Today some clergy, vestries and congregations are undoubtedly thinking, "We can't afford to share our income equally with others." Thankfully, in Christ, I know that both individual tithing and congregational equal sharing are possible.

GIVING BEYOND OUR BOUNDARIES

One evening in late September of 1973, I was interviewed by the vestry of St. Mary of the Angels, Orlando. At that time, the parish was in rather rough financial condition. The previous rector had passed away

earlier in the year, and in the interim the vestry had met and had kicked in offerings of their own just to keep the parish open for ministry. Among other things, they wanted to know what I would expect of them in terms of financial stewardship.

Our time together went well. I did not ask about the stipend or days off or vacations. I did ask, "Will you agree to give money away in significant amounts so that one day we can share equally with others?" Some of the responses were, "It's what we're supposed to do, isn't it?" and "Can we afford to?" I later learned that at least one person thought, "That's the craziest idea I've ever heard." And as I returned home that evening, my wife, Connie, asked what would be the salary for my new position. I told her that I didn't know yet. As you can imagine, it was a quiet evening at home that night.

The next day, I accepted the call to be the rector. I still had not asked about the stipend or work week, but prior to accepting I did ask about the commitment to giving. We thereby became a sharing congregation with a goal of "50/50 sharing" of our pledge and plate income (we had no endowment) with others. Our goal was to give thankfully beyond our boundaries: to the diocese and the greater church, to enable the spread of the gospel, and to help those in need. As of this writing, we are within a couple of percent of attaining that goal.

We decided not to wait until we could "afford" to share significant portions of our income. Rather, we decided to budget each year a larger percentage to be shared. We were by no means a rich parish in terms of money. But I think it is important not to wait to be wealthy before sharing what we do have right now. Stewardship, like prayer, is a process, one that we can begin wherever we are in our faith journey and can continue in the hope that God will conform our hearts to his as we go. I still hear the comment, "We give too much money away." However the conclusion remains that Almighty God will bless faithful sharing, as he has blessed the parish family.

As the budget process has taken place over the years, I have noticed that it is less and less my function to uphold our giving goals. Usually, somebody else on the vestry can encourage us on. I have heard comments such as: "You know, if the parish didn't support ministry outside of our parish life, such as seminary education or mission far from us, I would have to give part of my own tithe for that." And it is not always an easy process to be faithful. One year we lost, through death or relocation, devoted parishioners whose pledges amounted to some 17 percent of our budget. In a real sense 50/50 giving is a goal to which we must recommit our energies and prayers every year.

GIVEN TO GIVE

A brief glance at the financial stewardship of the people of God, known as St. Mary of the Angels, Orlando, in the Diocese of Central Florida, will indicate the joy with which we share.

In 1973, the congregation numbered about 250 confirmed communicants, and the annual budget was \$39,313 with 109 pledging units. We shared 14 percent with the diocese and greater Church through an assessment and apportionment. In addition \$813 (2 percent) was shared to further spread the Good News and to help those in need.

Fourteen years later, in 1987, the congregation numbers about 300 communicants, and the annual plate and pledge budget has more than quadrupled to \$179,760 from 144 pledging units. We'll share voluntarily 17 percent with the diocese and greater Church. In addition, we'll share another 31 percent to spread the gospel of Christ and help some of his people in need outside of our parish. The Lord truly blesses the giver.

This year our sharing will allow us to give

\$18,000 to help purchase land for new missions in our diocese and to assist new congregations.

\$ 6,000 to the Christian Service Center, an ecumenical effort to feed and clothe the needy, provide counseling, and sponsor Meals-on-Wheels, a daily meal free with no strings attached.

\$ 5,000 to El Hogar, a "home of love and hope" for boys in Tegucigalpa, Honduras (our companion diocese).

\$ 3,000 to be divided between General Theological Seminary and the seminary at Swanee.

\$ 500-600 will go to buy toys for children at Christmas.

\$ 2,000 goes to the House of Hope, a Christian home for runaway girls.

\$30,550 for the normative work of the diocese and greater Church.

\$21,000 for other works and ministries of the Church.

Since becoming a "sharing congregation" in 1973, St. Mary of the Angels has given to the diocese and greater Church \$177,791. With great joy, \$374,320 has also been shared to spread the gospel and to help the needy in the name of Christ. (With great personal thankfulness my stipend has increased proportionally during that time.)

REAL NEEDS

There have been several times when we have wanted special funds for an extra-budgetary project, to meet the usual kind of parish needs: a new organ, building repairs, new construction, and the like. My attitude during those times has been that if we truly need something, the Lord will see that we get it. If nothing drops into our lap, then we have to decide whether we will work toward it or not, over and above our budget scheme-and a couple of times we have. In 1982, we added on to our parish hall, and we seemed to be able to raise most of the funds, but fell shy by about \$27,000. As we looked through funds that had been designated and set aside, we discovered that we had exactly that amount left over for such a project. So the Lord must be the one who continues to identify what are our real needs.

I have shared with my parish on several occasions that one scripture verse in particular has become most meaningful to me during this process: "God so loved the world that he gave--" and I always ended the verse right there. He gave. For me, and I think for our parish as we have been on this journey, that says it all.

St. Mary of the Angels is not a large congregation, nor is it one of the Church's more affluent worshipping families. In 1992, we celebrate our thirty-fifth year as a congregation in the Episcopal Church. At that time, we'll have attained one of our goals: a congregation of faithful and committed Christians who worship our Lord Jesus Christ thankfully as we share equally-50/50-our pledge and plate income with others in his name.

Some 750 years ago, St. Francis of Assisi prayed, "For it is in giving that we receive." May the Episcopal Church so witness to the love of God as we share, and share equally our financial resources, in the name of Jesus Christ to his honor and glory. St. Mary of the Angels challenges you so to share, for we know from experience you'll find yourself part of a more joyful congregation.

This article is reprinted from "50/50 Giving", by permission of the Stewardship Office of the Episcopal Church Center.

REPORT OF THE COMMITTEE ON CONSTITUTION AND CANONS

I The Committee has received three proposed changes to the Constitution. The first was presented and adopted in Resolution XVI by the 114th Convention and is presented for the second time in order for the inclusive language change to be incorporated in ARTICLE X.

A. The text of the proposed amendment to ARTICLE X follows:

The language of this Constitution shall be inclusive.

The Committee recommends this amendment.

B. The following resolution regarding ARTICLE II (8, 11 and Article III) proposed by the Rev. Jack F. Salmon, Jr., was referred to the Committee on Constitution and Canons by the Resolutions Committee:

Resolved, that the Constitution of the Diocese of Newark providing in Article II, for the following officers: Secretary of Convention, Treasurer and Assistant Treasurer of Convention, and Chancellor, these titles shall be used unchanged, and no additional titles be added within this diocese and convention and subsequent conventions until appropriate amendments to the Constitution have been made. Specifically, no one shall be designated an Assistant Chancellor, and no one shall be designated a Chief Financial Officer of the Diocese who has no direct authority or control over the treasurers of the parishes of the diocese.

The Committee does not recommend this resolution.

C. The following amendment to ARTICLE VIII proposed by Betty L. Waters, Deputy from the Church of the Advent, Bloomfield, was referred to the Committee on Constitution and Canons by the Resolutions Committee.

The text of the proposed amendment to ARTICLE VIII is as follows:

A mission congregation meeting the following criteria must, upon application to the Diocesan Convention, be admitted to full parish status:

1. Support of a full-time priest for one year.
2. Payment of the full diocesan share for 2 years.
3. Have a weekly attendance averaging at least 20 persons for a period of two years.
4. Support all necessary operating expenses and indebtedness of the congregation for a period of two years.

This resolution shall not be construed as preventing a mission not meeting these criteria from achieving parish status upon application to and approval by the Convention and the Bishop nor shall it be construed as forcing a mission to become a parish upon achieving these criteria.

The Committee does not recommend this amendment.

II. Proposed amendments to the Canons:

A. The Committee on Constitution and Canons proposes and recommends the following change in CANON 17, Section 2. In order for the Committee on Constitution and Canons to receive and review amendments and present a report for inclusion in the pre-convention mailing scheduled for December 31st, amendments need to be received more than 30 days prior to convention.

The text of the proposed amended CANON 17, 2 follows:

2. Unless unanimous consent be given by the Convention for the introduction of amendments to the Constitution or the introduction of amendments to the Canons, no such Amendment shall be considered unless it be submitted by its proponents seventy five (75) days before the Convention meets. The Committee shall transmit a copy
.....

B. Amend CANON 4 to change the term of office from three to four years. This change is requested by the Bishop, the Commission and the Archdeacon for Personnel. The typical process for those seeking holy orders covers four years (year one: application, postulancy; year two: first year of seminary; year three: second year of seminary, candidacy; year four: third year of seminary, ordination to diaconate). However, because the Bishop customarily does not reappoint members to a second term, Commission on Ministry members serve only three years. Therefore, no members can advise an applicant from postulancy to ordination. Also, conversely, candidates work with an entirely different set of Commission on Ministry members from the time they seek postulancy to the time they seek ordination. This canonical change would allow a very useful continuity during the significant process leading to ordination.

The text of the proposed amended CANON 4 follows:

COMPOSITION

There shall be a Commission on Ministry The appointed members shall serve for a term of four (4) years but no such member shall be eligible for reappointment until a year shall have elapsed after the completion of the two (2) successive complete terms of service. Vacancies may

The Committee recommends this amendment.

C. The Diocesan Council has proposed a new canon should the proposed congregational shares report be adopted. The proposed change to a stewardship approach for diocesan giving will also result in a very different budget process. Under this approach no budget will be presented to the Diocesan Council until after pledges have been submitted. Budget hearings will be held, probably in the fall, but the Council will not be asked to act upon a budget until December which will then be presented to the Pre Convention Meetings in January. It should be clear that it will be difficult if not impossible to prepare a responsible budget without a firm estimate of pledge income. It seems fair that a congregation that has not met this responsibility would not then be allowed to participate in convention deliberations.

The text of the proposed CANON follows:

It is the responsibility of every congregation in the Diocese of Newark to make a financial pledge to the Unified Budget of the

Diocese of Newark. Written pledges, in accordance with the approved system for diocesan giving, for each calendar year are due in the Diocesan Finance Office by December 1 of the preceding

year. Any congregation that fails to make a written pledge on or before that date shall lose its seat, voice and vote at the subsequent Diocesan Convention. No congregation that has failed to make a written pledge on time shall be restored to seat, voice and vote except by affirmative action of the Diocesan Convention.

The Committee supports the intent of this canon and believes the congregations of this Diocese will respond to the need for pledges to be in the Diocesan Finance Office by December 1. It recommends adoption of the canon with the the last two sentences omitted (Any congregation by affirmative action of the Diocesan Convention).

C. Amend CANON 5. The Resolutions Committee referred a resolution on convention-elected members of Diocesan Council from Audrey King, Deputy from The Church of the Good Shepherd, Hamburg. The Committee did not see the need for a canonical change and Mrs. King agreed that the intent of her change could be covered with a standing resolution. (See Resolution XXXI)

D. The Committee received five proposed changes for CANON 9. On motion by the Rev. Donald Shearer and seconded, it was moved to table all CANON 9 resolutions if the lawsuit brought by the Church of the Ascension, Jersey City is extant.

Should the lawsuit be finished the Committee makes the following recommendations:

1. Resolved, that parishes be designated as "Aided" only if they do in fact receive significant and substantial amounts of financial aid, be it further

Resolved, that some more appropriate word be substituted in Canon 9 for the present word "Aided" which unfairly and misleadingly suggests that such parishes are in fact recipients of financial aid, especially considering the implications of Canon 9, Section 8.

John F. Salmon, Jr.

The Committee does not recommend this change.

2. Resolved, that this 115th Convention of the Diocese of Newark direct Diocesan Council to maintain strict interpretation and implementation of Canon 9 section (c), i.e. that nothing be required of an aided-parish not specifically required of a parish, except as specified in the aforementioned section.

John F. Salmon, Jr.

It is the opinion of the Committee that all canons should be strictly interpreted. This resolution is unnecessary.

3. Resolved, that Canon 9, section 9 (a) be revised to read: A parish may be reclassified to aided parish status if any three of the

following criteria continue to exist concurrently for at least 18 months:

1. The parish is no longer able to support the necessary operating expenses and indebtedness of the parish.
2. The parish is so diminished in numbers that it is no longer viable.
3. The parish fails to elect officers in compliance with its corporate charter.
4. The parish persistently fails to comply with constitutional and canonical requirements for parish status.
5. The parish fails to hold its assts in accordance with the canons of the Episcopal Church.
6. The parish requests re-classification by a 2/3 majority of its vestry and a 2/3 majority of qualified voters attending a special parish meeting and any two of the above criteria also apply.

Betty Waters

The Committee recommends this resolution be held and reviewed during 1989 and referred to the Committee on Constitution and Canons for the 116th Convention.

4. Resolved, that Canon 9 (b) (4) is amended to read: "A hearing before the diocesan council at a regular or special meeting thereof on not less than thirty (30) days prior notice to the members of the diocesan council: followed by a report to the diocesan convention; AND

Resolved, that subsection (5) is amended to replace the words "diocesan council" with "diocesan convention".

Supporting Information

Diocesan convention has the exclusive authority to admit congregations to diocesan parish status, to reclassify congregations to mission status and to declare parish corporations extinct. This amendment gives convention the exclusive right to reclassify congregations to aided parish status.

New material is underlined.

Dennis Doran
Vincent Price
Grace Sheppard

The Committee does not recommend this resolution.

5. Resolved, that no parishes be reclassified as aided parishes for two years during which time a committee will study Canon 9 and the reclassification process in order to suggest clear and equitable criteria for action as well as recommend processes for

implementation which will be reflective of the highest order of pastoral love and concern for all members of congregations in any way being considered for possible reclassification, and also consider the possible rescinding or revision of Canon 9, and be it further

Resolved, that the committee be organized and convened by the President of Hudson Convocation and be composed of one representative elected from each convocation with input from all congregations named for possible reclassification during 1988, and that this committee report back to the 117th Convention of the Diocese of Newark.

The Rev. Jack Salmon
Betty L. Waters, Deputy
Carol L. Pyne, Deputy
Church of the Advent, Bloomfield

Dennis Doran, Deputy
Vincent Price, Deputy
St. John's, Jersey City

Supporting Information

1. The implementation of Canon 9 has been met with serious concern and resistance, including the seeking of legal advice by several congregations named for possible reclassification.

2. Matters relating to Canon 9 are now in the courts.

3. The commitment and esteem of the Diocese of Newark for the spirit and letter of Title 16:12-3 and section 16:1-4 of the Revised Statutes of New Jersey which state in part that "Every religious society or congregation incorporated by virtue of any law of this state shall have power to:

- (a) Have perpetual succession as such corporation... and
- (b) Acquire, purchase, receive, have and hold...real and personal property of all kinds."

And for the spirit of the following canons of the National Church: Title 1, Canon 7, Section 4, and Canon 14, Section 2, which state in part that the holding of property in trust for the Episcopal Church and the Diocese ... shall in no way limit the power and authority of the Parish, Mission or Congregation otherwise existing over such property ... and "except as provided by the laws of the State or of the Diocese, the vestry shall be agents and legal representatives of the Parish in all matters concerning its corporate property and the relations of the Parish to its Clergy."

needs to be assessed and reaffirmed in regard to Canon 9, which threatens and if fully implemented may invade the corporate integrity of parishes named for possible reclassification

4. On May 3, 1988, citing the "extensive pain" caused by matters pertaining to Canon 9 thirty-nine persons, including 5 priests, representing 6 congregations of the Diocese petitioned members of the Diocesan Council to "table all consideration of matters pertaining to Canon 9 until after the 1989 Convention."

5. The implementation of Canon 9 during 1988 has been experienced by several small parishes as an attempt to destabilize, threaten, demoralize and discourage their corporate life and has led to numerous meetings of representatives of parishes named for reclassification.

The Committee ruled this resolution was out of order. The writing and implementation of Canon 9 was not done hastily. Until there are parishes which have have through the process, there is nothing to study.

COMMITTEE ON CONSTITUTION AND CANONS

The Hon. Ward J. Herbert
The Rev. Joseph Herring
The Rev. Beverly Huck
Mrs. Gerrie Jeter
The Rev. Donald Kimmick
Mrs. Audrey King
Mr. Michael Rehill
The Rev. Wade Renn
The Rev. Donald Shearer
Mrs. Juli Towell

EPISCOPAL CHURCH WOMEN

This year has been a transition year for the Episcopal Church Women of the Diocese of Newark. Having just completed four years under the new constitution and by-laws, a major review concerning its effectiveness was undertaken during the annual meeting. As a result of that review, revised job descriptions have been presented to board members and area chairs, the latter never having had them before. We hope to see the organization strengthened and willing to reach out in new directions to make ECW a more viable group within the Diocese.

Our programs this year included support for the three regions (East, Central and West) holding their own Lenten Quiet Days observances. These were planned and carried out through the direction of the regional directors. In addition to a change of officers during the annual meeting, was another successful UTO spring ingathering. The Rev. Field Hobbe gave the address, which related UTO and the establishment of Standing Rock Mission. A program on spirituality completed this year's programs given by the Rev. Robert Morris and related that subject to today's world. With the Bishop joining us at our full diocesan meetings, the women of the Diocese have an opportunity to be included in the diocesan family.

We are looking for people throughout the Diocese to support and improve our programs and bring more relevance to today's women of any age and circumstance.

Our strong support for the UTO continued with 105 churches responding through Blue box money amounting to \$40,509.13, representing approximately 6700 people. This amount was part of a national ingathering of \$3,090,686.40. The Church of the Incarnation, Jersey City was this year's recipient of a grant for their summer day camp project, having been voted upon by our four delegates to the Triennial.

Out of a budget of \$8850 this year the Episcopal Church Women have supported Church Periodical Club, National ECW Triennial Trust Fund, UTO Memorial and Gift Trust Fund, NJ Council of Churches state and national Church Women United and many local and worldwide outreach projects. The special missionary project this year is a girl's orphanage in Honduras. A call to support Third World women's presence at Lambeth resulted in almost \$900 being provided for their housing. The women of this diocese are truly sensitive.

In addition our scholarship fund was great enough to provide two \$500 Mary Rankin Scholarships. These were awarded to Kamikazi Sabune, who is attending St. Peter's College and Jamie Robinson. Another scholarship continues to be administered at St. Augustine's College. One special Scholarship has been instituted for this year only as a memorial to Joan Lydia Ketner Spong. The recipient will be a woman seminary student.

North Porch has suffered from a summer of reaching out to babies, which saw a doubling of service in July and tripling of demands in August. This brought on a serious financial problem. The need was conveyed to our supporters and a vigorous response brought us into a solvent situation. The temporary closing of the center ended November 1st, but with quotas being set for the agencies served. Also, this year has seen the organization receive their incorporation papers, thus permitting some new pursuits in trying to be useful to the clients.

Now with ECW Board Members serving on the diocesan CSR and Ecumenical Concerns Commission, plus the president an adjunct member of the Diocesan Council, we feel we can be more responsive to the endeavors and needs of the Diocese as a whole.

Women are often a quiet force, who take on a job without recognising the importance of their contribution. This Diocese has many such women, who need to know that they are an inspiration and challenge and the board feels very privileged to serve them and continue God's work as they began it in each of their parishes.

Marie T. Obermann
President.

EPISCOPAL MIGRATION MINISTRIES - 1988 REPORT

1988 was a busy year in our Diocese. Twenty-one individuals in 7 separate cases were resettled through the Episcopal Migration Ministries (formerly the Refugee arm of the Presiding Bishop's Fund but now a distinct entity). Five cases involved family reunifications in which the refugees were resettled with close relations already residing in the U.S. Two cases were open, meaning the refugees were sponsored by an unrelated individual or organization. St. Bartholomew's Church, Ho-Ho-Kus, sponsored both of these open cases. All refugees sponsored through the Episcopal Migration Ministries are considered political refugees. They have documented a "well found fear of persecution" to the satisfaction of the State Department. The State Department allocates a \$250 grant per refugee towards resettlement. Other expenses are born by the sponsor. The grant money is deposited with the Diocese and is spent at the discretion of the Diocesan Refugee Co-Ordinator. It must be spent within one year on refugee work. The two tables below give an accounting of this year's activity.

Please stop by the display table at convention and become better informed about the plight of political refugees and our role in assisting them.

The Rev. Daniel W. Kreller
Diocesan Refugee Co-Ordinator

I. REFUGEE CASES

A. Family Reunifications

Country of Origin	Number in Case	Date of Arrival	Location
Romania	2	5/11/88	Bound Brook
Romania	1	6/4/88	Fiorham Park
Soviet Armenia	5	6/29/88	Fort Lee
Romania	3	8/13/88	Bound Brook
Cuba	3	9/29/88	Gutenberg

B. Open Cases	4	3/29/88	Ridgewood
Nicaragua	3	9/12/88	Ridgewood

II. REFUGEE FUNDING

Financial Report - January 1, 1988 to October 31, 1988

Balance December 31, 1988	\$3,036.31
Revenue	4,950.00
Interest Income	63.41
Disbursements	4,236.66
Balance October 31, 1988	3,813.06

REPORT ON 1988 GENERAL CONVENTION

Six months after the 69th General Convention of the Episcopal Church, many issues remain as highlights in our memories of those very warm July days in Detroit, Michigan; several are worthy of reporting to the 115th Convention of the Diocese of Newark.

Among our most emotional memories are the discussions about AIDS, with concern for those suffering from the affliction and for their families and friends uppermost in our minds. Resolutions calling for heightened awareness, educational programs and deepened compassion were the result of that concern. The healing service presided over by Presiding Bishop Edmond Browning and our viewing of the AIDS quilt stand out as most moving moments.

The most significant moments of inspiration centered around the hearings and discussions which led to adopting an Episcopal Church plan for economic justice, commonly known as the Michigan Plan. Brought to the Convention by the Bishop and Deputies from the host diocese, it was their way of dramatizing the reasons they wanted us to meet in their city. Detroit is a striking example of the deterioration of the quality of life in our inner cities and all throughout our country. Newark people understand well the need for "empowerment of the economically disadvantaged."

The most troubling moments focussed on the resolutions calling for the appointment of Episcopal Visitors for congregations which can not or will not accept the ministry of women in the office of bishop. We were disturbed by what we saw as bad polity and weak theology, sexist and racist actions with the added potential of turning the Episcopal Church toward congregationalism.

Satisfying moments surrounded the knowledge that the efforts of the Diocese of Newark had an effect on the larger Church in two specific areas. One was the Church Pension Fund which, through its trustees and General Convention committee, is moving toward more inclusive policies and becoming a participant in the divestment arena. Among the newly elected trustees were many candidates who had been endorsed by our diocesan CPF committee. The second area was the movement of the convention toward a deeper understanding of the varied issues of sexuality. The convention urged dioceses to include "ongoing scientific research" along with Scripture and tradition as they develop their plans for dialogue.

The words of the Presiding Bishop in his sermon to the opening Eucharist remain with us: "We have the call of God to mission...to go to the highways and byways, to the outcasts and rejected ones, inviting them to come and join us at the table."

Mrs. Marjorie Christie
for
Dr. E. Joseph Piel
Ms. Audrey King
Mr. Michael Rehill
The Rev. Richard Shimpfky
The Very Rev. Dillard Robinson
The Rev. Elizabeth Maxwell

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 section 2-8 of that Canon. 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 certified Church workers. The Commission shall also assist the Bishop in matters pertaining to the continuing education of the clergy in the diocese. 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 Screening, Continuing Education, and New Ministry.

The Screening Committee functions under the leadership of The Rev. Frederick Boswell. During 1988 this Committee recommended the following persons.

For Postulancy: Ashley Neal
Robert Williams

For Candidacy: Susan Chrystal
Edward Hasse
Susannah Hobbs
Albert Keaney
Mary Ruth Stone
Robert Williams
Richard Wrede

For Priesthood: Mariann Edgar-Budd
Diane Clark
Kim Capwell
Caroline Pearce
Charles Rice

The New Ministry Committee has as its Chair the Rev. Richard Louis and is concerned with the professional and personal concerns of ordained persons.

The Continuing Education Committee is led by the Rev. Robert Ihloff and is concerned with continuing education for clergy and selected lay people. The Committee also oversees the Program for New Ministers (Deacons Training) and supervises the work of the Program's Director, The Ven. Leslie Smith.

The Commission on Ministry welcomes communications from both clergy and lay persons about ways we can establish ministry.

The Rev. Elaine M. Kebba
Chair

DEPARTMENT OF MISSIONS
Annual Report for 1988

The Department of Missions is an incorporated agency of the Diocese supporting the church's work in northern New Jersey through the ministry of thirty mission congregations and special missions, and through the service of thirty missionaries (usually called vicars). With a budget of over \$400,000, the department is second in size in the diocesan budget only to the commitment to the national church. The department is managed by an elected board of nine lay members and nine clergy members, plus the Bishop, the archdeacons for mission and the diocesan financial officer.

Highlights for 1988 included the inauguration of five new special missions, the renovation of Grace, Van Vorst, Jersey City, and the groundbreaking and beginning of construction of a new church and parish hall for Good Shepherd, Wantage/Walkill/Hamburg.

New mission work

Fort Lee: Korean missionary inaugurated by Good Shepherd parish
Jersey City: The Bergen Hill missionary began to coordinate the work of the church in that section of the city.
North Arlington: Chinese mission begun at St. Paul's
Secaucus: The Harmon Cove Child Care Center opened by the Meadowlands Ministry Assn., of which the Diocese is a member
Teaneck: St. Peter's Mar Thoma Church established at Christ Church
Tenafly: St. Paul's Church of South India established at Atonement

Mission work concluded

Hudson County: Korean Missioner project concluded
Newark: St. Thomas' closed as a worshipping congregation; building now used entirely by the Mar Thoma congregation

Missions considering parish status

(Criteria includes full time ministry and financial self-support)
Mount Arlington: St. Peter's
Oakland: St. Alban's
Towaco: Transfiguration

Clergy changes

Fort Lee: Korean Mission; Hosea Lee, new Korean Missioner
Hudson County: Korean Missioner; Darry Lee to studies
Jersey City: Bergen Hill Missioner; Petero Sabune new vicar of St. John's; Mortimer Downing concluded interim
North Arlington: Chinese Mission; Phillip Wong new missioner
North Bergen: Transfiguration; William Edel to Florida; Maurice Friedman then Walter Lewis, interims
Panther Valley: Covenant Mission (Ecumenical Ministry); Emil Augustine, Methodist, new pastor; William McGregor, Presbyterian, to New Jersey Council of Churches

Property changes

Budd Lake: agreement to transfer Department lot to Christ Church
Stanhope extended one year
Hamburg: Good Shepherd, church and parish hall sold.
Jefferson Township: Lots 127, 129, Block 40415, offered for sale; proceeds designated for the Milton/Oak Ridge vicarage fund
Jersey City: Public School #18 acquired from the city by Jersey City Episcopal Housing for redevelopment into low income housing, to be named Resurrection House

Property repairs, renovation

The department continued to be benefitted by the excellent work of the Diocesan Property Manager, Robert Lanterman. Mr. Lanterman also sits on the Department Executive Committee.

The department was greatly helped by the addition of a professional planner and construction engineer, Philip Storm, of St. Paul's, Morris Plains. Mr. Storm, before retiring, constructed oil refineries. He now gives his valuable service, often approaching full time, pro bono to the department's churches.

East Orange: St. Agnes church and parish hall renovation

Harrison: Christ Church general renovation

Jersey City: Grace, Van Vorst, held a service of thanksgiving for those who made possible a major restoration

Newark: St. Andrew's, general renovation

Newark: St. Thomas/Mar Thoma, major renovation

West Milford: Incarnation; parish hall renovation

New Construction

Chester: Messiah, plans begun for education and program wing

Milton/Oak Ridge: St. Gabriel's, plans begun for vicarage

Newark: site of former St. James, study begun for St. James Square, 45 housing units

Oakland: St. Alban's, study begun on relocation

Wallkill/Wantage: Good Shepherd, church site approved, ground broken in September

Western Strategy

The Western Strategy is a quarterly meeting of twenty-six churches in the western two-thirds of the Diocese (nine missions and seventeen parishes west of Interstate 287), for the purpose of regional planning and coordination. In 1988 the Western Strategy developed a set of criteria for the placement and continuance of churches, which was affirmed by the department and by Diocesan Council, and supported the Wallkill/Wantage parish hall construction project.

Elizabeth Stone continued her fine service to the department as secretary to Archdeacon Smith. Sharon Collins resigned and Ruth Kamanyire arrived as secretary to Archdeacon Haines.

Leslie Smith, archdeacon

DEPARTMENT OF PROGRAM

The Department of Program is made up of three "umbrella" commissions that organize its work. They are: Faith Development, Peace and Justice and Congregational Development.

The Faith Development Commission is chaired by the Rev. Robert Dendtler of St. Mary's, Sparta. Peace and Justice is chaired by the Rev. Elizabeth Maxwell of St. Matthew's, Paramus. Congregational Development is chaired by the Rev. Mark Waldon of Christ Church, Totowa. Also serving on the Department of Program are: the Rev. Gordon Tremaine, the Bishop's appointment; the Rev. Harry Smith, Council appointment and the Rev. Elizabeth Wigg Maxwell, elected by Convention.

The Faith Development Commission's goal is to aid congregations in the development of their Christian education resources. It has seven component committees:

Eagle's Nest Camp: This was the third year of Eagle's Nest under its redesigned format. The camp has two goals: to be a primary source of Christian education for the children of the Diocese and to be a center for the building of cross cultural bonds among Episcopalians. Once viewed as an outreach of the Diocese, it is now in reaching, that is, it is a program the Diocese offers itself for the growth of its children. By any standard, Eagle's Nest has become one of the pillars of our Diocesan life. It is directed by Kathryn King, the full-time Diocesan youth coordinator.

Christian Education: The Christian Education committee hosted four very successful Association of Christian Educators (ACES) events in 1988. These events are designed to provide resources and support to church school teachers throughout the Diocese. Secondly, it hosted the annual Diocesan Conference, "The Journey In Christian Living." The theme of this conference was, "Telling The Story." It was headlined by the Rev. Martin Bell. Third, it supported Education For Ministry (EFM) the best adult education curriculum available. EFM is coordinated by the Rev. Frederick Boswell of St. James', Upper Montclair. Fourth, it took over responsibility for directing the Bishop Anand Resource Center. The resource center had a good year. While it had to say good-bye to Dale Hart, its excellent director, it welcomed Barry Stopfel, as her successor.

Interfaith Committee: This committee, chaired by the Rev. Lucinda Laird of St. Mark's, Teaneck, is primarily responsible for building and maintaining effective relationships with other communions and other faiths.

Sexuality Task Force: This committee evolved out of the 1987 Diocesan convention. It was charged with developing a curriculum for the study of human sexuality. Throughout the year it has worked at thinking through its goals and objectives. It is chaired by Ray Anderson of All Saints', Glen Rock.

W.O.O.D.Y.: The World of Our Diocesan Youth, also known as the Diocesan Youth Ministries is coordinated by Kathryn King. In 1988, she was hired as the first full-time youth coordinator in the Diocese's history. Along with directing the camp, she hosts four Junior High and Senior High Conferences. In 1989, she will be introducing "Happening" the high school version of Cursillo to the Diocese.

Cursillo: Once again, Cursillo hosted two-three day weekends in the Diocese. These are held at the "casa" in Kearny. The Lay Director of Cursillo is Richard Ash. The Spiritual Director is the Rev. John Stone of Incarnation, West Milford.

The Peace and Justice Commission's goal is to raise up for the Diocese issues of Peace and Justice and to apply our resources to their resolution. It is made up of seven committees:

Aging: This committee, chaired by the Rev. Charles Eades of Good Shepherd, Ringwood, is responsible for alerting the Diocese to issues in aging. This year it hosted Age In Action Sunday in May. During that weekend they saw that all of our Diocesan Senior Citizen residences hosted receptions so we could visit them.

Alcoholism and Chemical Dependency: This committee, chaired by Donald Allen of Ascension, Bloomfield, has changed its name to cover a wider scope of chemical dependencies beside alcoholism. It has two functions: to advise the Diocese on issues of dependency and to be a resource for healing.

Christian Social Relations: Chaired by the Rev. Elizabeth Maxwell of St. Matthew's, Paramus, this committee assumes responsibility for alerting the Diocese and the Diocesan Convention to social issues that affect Christian persons. It is also the first resource the Diocese has to investigate new ministries of social concern. Over the years, it has spun off a variety of new committees. For 1989, ministries in human sexuality, the environment and A.I.D.S. will be launched as individual committees emanating from Christian Social Relations.

Peace: The Peace Committee is currently without a chair. However, its work continues as a resource to congregations that wish to investigate issues of peace.

Refugees: Chaired by the Rev. Daniel Kreller of St. Bartholomew's, Ho-Ho-Kus, it helps congregations that seek to host refugee families. It works in close relationship with the Presiding Bishop's Fund for World Relief to place refugees.

Women's Issues: The committee for Women's Issues has been chaired by the Rev. Cynthia Black of St. Peter's, Essex Fells. Its major ministry in 1988 was the preparation of an entire issue of The VOICE for early 1989 that will deal with issues of feminism, feminist theology and women's ministries.

The Congregational Development Commission's goal is to provide resources to congregations for the strengthening of their membership and stewardship.

Stewardship Committee: The chair is Mr. John Zinn of Holy Spirit, Verona. This committee deploys consultants to congregations who request them to teach the "Newark Plan" of stewardship. Each year ten to twelve congregations are served.

Evangelism: This committee is chaired by the Rev. Mark Waldon of Christ Church, Totowa. In 1988, it continued to provide consultants to congregations in evangelism. In 1989, it plans to offer training events with a variety of workshops to parochial evangelism committees.

Companion Diocese: Chaired by Mrs. Debby Brown of Epiphany, Allendale, this group maintains close ties with our companion diocese of Hong Kong. In September, Bishop Spong and a team of six committee members toured Hong Kong and mainland China as part of the companion relationship. Parish to parish relationships have been organized for 1989.

Respectfully submitted,
James W. H. Sell
Archdeacon for Program

REPORT OF THE COMMITTEE ON RULES OF ORDER AND ELECTIONS

The Committee on Rules of Order met on December 8, 1988. It reviewed the Rules of Order adopted by the 114th Convention and received a report from the Nominating Committee elected under the terms of those Rules of Order.

The Nominating Committee reported it had fulfilled its mandate and submitted its list of candidates for consideration by the 115th Convention.

The Committee on Rules of Order recommends that the Rules of Order adopted for the 114th Convention be adopted for the 115th Convention, with the following minor additions and changes to clarify the rules. Additions underlined, changes in capitals.

Section 1: Combine B. and C. Rules of Order, Nominations and Elections to form one committee to be called Rules of Order and Elections. Add E. Budget.

1. 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 and Elections
- C. Resolutions
- D. Dispatch of Business
- E. Budget

Section IV. Change C. to reflect revised nominating process. Add F.
A

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 location, date and length of sessions.

B. To the Committee on Rules of Order and Elections - recommendations pertaining to the legislative procedure.

C. TO THE NOMINATING COMMITTEE - RECOMMENDATIONS PERTAINING TO NOMINATIONS AND ELECTIONS PROCEDURES.

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.

F. To the Budget Committee - recommendations pertaining to the budget procedure.

Section V: Add "and Elections" to Committee name.

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

Section VI: Change name of the Committee to conform. Change paragraph order to conform chronologically to the action. Paragraph A becomes C, B and C become A and B.

Elections

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

FORMERLY B. A. By April 30th a nominating committee consisting of nineteen members shall be elected by the convocations:

1 member of the clergy from each convocation	9
1 lay person from each convocation	9
Secretary of Convention	1

Committee members will serve for two years with clergy and lay members rotating off in alternate years. Lay persons elected in 1987 will serve two years, clergy members elected in 1987 will serve one year. In the event any convocation fails to elect its representatives, on May 1st the Bishop will make appointments to fill any vacancies.

FORMERLY C. B. The Committee will meet the first Thursday in May to elect its own chair, not to be Secretary of Convention, and to set up procedures for evaluating and nominating candidates. The committee will nominate at least one more than the number of vacancies in each category with the exception of Secretary of Convention, Treasurer, Assistant Treasurer and Ecclesiastical Court.

FORMERLY A. C. The Secretary of Convention shall send out in the Call the

time and place of the Convention, a list and job description of the offices by classes to be filled by election, the names of the incumbents of these offices, and an official nomination form. This 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 I. The Call shall be printed in THE VOICE.

Section VI, D. 1. add "and elections" to Committee name.

D. Nomination of Candidates

1. There will be a notice in the June VOICE asking for recommendations to be sent to the Nominating Committee by October 12th. Recommendations may be made in the following ways:

- a. any person eligible to run may recommend him or herself.
- b. any person in the diocese may recommend some one else who is eligible to run.
- c. members of the committee are strongly encouraged to present names of possible candidates from their own convocations particularly, as well as suggestions from other areas of the diocese.

The Nominating Committee will evaluate recommendations and present a report to the Secretary of Convention and Committee on Rules of Order and Elections by November 30th for distribution with the pre-convention mailing at the end of December. The report shall include copies of the nominees' qualifications in a form to be prescribed by the Nominating Committee. Any nominees not accepted by the Nominating Committee shall be informed in writing by November 30th in order to allow for nomination through other methods.

Respectfully submitted,

The Rev. Gaylord Hitchcock, Chair

SCIENCE AND THEOLOGY COMMISSION

This year the Commission sponsored a dialogue between a distinguished theologian, Roger Shinn, and a distinguished geochemist, Rustum Roy. Both professors have written extensively about the intersection of science and religion. The dialogue was capably introduced by Wylie Hembree of the Commission who explained that the creative method of scientific inquiry is not far from ordinary human experience, and that is accessible to us all. St. Paul's church in Englewood graciously hosted the event.

Roger Shinn proposed that society is motivated to change its ways by the action of pressure and vision. Problems such as environmental deterioration and the arms race have no technological solution. The danger is that if no conscious decisions are made, the situation continues to develop until an implicit decision is made by default, leaving society in an undesirable position. The remedy is to make considered decisions before this happens. Such decisions should be based on a balance of moral and technical action by the shared efforts of the religious and scientific communities.

Rustum Roy agreed that society should not look for technological fixes for its problems. Human values should be primary. He advocated that the Church be active in the advertising and marketing of moral values.

In the afternoon session, Professor Roy proposed that science relates to religion as fine detail relates to grand design. He found that both scientific truth and religious truth are pluralistic in nature, depending upon context and perspective. In this century the phenomenon of chance has become a primary notion of science: causality and chance are the warp and woof of nature. Chance is also an unmistakable part of human history and our everyday experience. The faithful embrace this and show their faith by how they react to the unpredicted.

Professor Shinn agreed that both science and religion are pluralistic. Certain descriptions of phenomena are contradictory and others bear no exclusion. It is important to follow the evidence where it leads and to sort out what is contradictory from what is not. We must live with many fragmented insights.

At the end of 1988 the original members of the Science and Theology Commission turned over their task to new members under the leadership of Robert LaHita. I would like to thank Wylie Hembree, Jay Taylor, Alex MacDonell, Norman Newell, Donna Cosulich, Curtis Hart and Charles Trillich for their company on an odyssey which has enriched us all. We are indebted to Christine Barney for organization and much work in implementing the Science/Theology Seminars.

Hewitt Jeter
Chair

STANDING COMMITTEE

Ten meetings of Standing Committee were held in 1988.

January 13

It was moved and carried to consent to the election of a Bishop Coadjutor for the Diocese of West Missouri.

It was moved and carried to consent to the election of a Bishop Coadjutor for the Diocese of Olympia.

It was moved and carried to consent to the election of a Suffragan Bishop for the Diocese of Massachusetts.

It was moved and carried to appoint Mr. William D. Hardin and the Rev. Joseph Herring to act as nominating committee for a slate of officers for Standing Committee for 1988.

It was moved and carried to accept as presented the minutes of meeting of December 9, 1987.

It was moved and carried to provide to all wardens of each parish and mission church of the diocese a copy of the Report of Standing Committee to Convention regarding Church of the Ascension, Jersey City.

It was moved and carried to send an abridged copy of the report from the Urban Alliance Committee to the rector, wardens and vestry of Church of the Ascension, Jersey City and to make that same report available at Diocesan Council.

It was moved and carried to accept the slate of officers as presented: President, The Rev. Richard Shimpfky; Secretary, Mrs. Juli Towell.

February 10

It was moved and carried to accept as presented the minutes of meeting of January 13, 1988.

It was moved and carried to consent to a guarantee of loan for \$125,000 from MidLantic Bank to Christ Church, East Orange, for the purchase of a single dwelling home to serve as a rectory.

It was moved and carried to consent to a petition to mortgage property in the amount of \$125,000 by Christ Church, East Orange.

It was moved and carried to authorize lease of storage closet space in St. Peter's Church, Livingston to The Professional and Commercial Answering Service of Union, New Jersey, provided all stipulations for coverage of tax liability are met.

It was moved and carried to recommend Mr. Frank Crumbaugh for ordination to the diaconate, retroactive to January 13, 1988.

It was moved and carried that the sub-committee for canonical matters would study and make recommendations for any possible action with regard to Church of the Ascension, Jersey City and St. John's Church, Union City, under the revised Canon 9 as passed by 114th Diocesan Convention.

It was moved and carried that a Resolution of Thanks to outgoing President William D. Hardin would be placed into the minutes.

March 9

It was moved and carried to approved as presented the minutes of meeting of February 10, 1988.

It was moved and carried to consent to the ordination and consecration of the Ven. Luis Caisapanta-Bedon to be Bishop of the Littoral Diocese of Ecuador.

It was moved and carried to consent to the election of the Rev. Frederick Houk Borsch to be Bishop of the Diocese of Los Angeles.

It was moved and carried to deny petition to mortgage property at All Saints', Glen Rock for purposes proposed at the February meeting.

It was further moved and carried that sub committee for encumbrance of property will work with rector and vestry of All Saints', Glen Rock to develop an alternative action for consideration.

It was moved and carried to recommend to Diocesan Council that Church of the Ascension, Bloomfield; Church of the Ascension, Jersey City; St. Paul's Church, North Arlington be considered for reclassification to Aided Parish status in accordance with Canon 9 of the Diocese of Newark.

It was moved and carried to consent to an amended petition from Church of the Saviour, Denville for the mortgage of church property in an amount of \$140,000 with Citizens First National Bank of New Jersey on a straight line mortgage for 25 years at 9 and 1/2 %.

It was moved and carried to consent to extend lease of space by the Department of Missions in that property formerly known as Grace Church Greenville, Jersey City to Jersey City Free Public Library for two years at a minimum return of \$4,200 per year.

It was moved and carried to consent to extend lease of space by the Department of Mission in that property formerly known as Grace Church Greenville, Jersey City to Seventh Day Adventists (Hispanic) Church for two years at a minimum return of \$7,200 per year.

It was moved and carried to elect Mr. Bruce Benseley as a Trustee on the Board of the Diocesan Investment Trust.

It was moved and carried to endorse an action calling for Bishop Spong to write a letter to the Presiding Bishop requesting that he appoint a mediator to arbitrate in the matter of rebuilding Church of the Ascension, Jersey City, as called for by Resolution passed at 114th Diocesan Convention.

April 13

It was reported that the Presiding Bishop appointed the Rt. Rev. David Richards as chair of a panel charged to mediate in plans to rebuild Church of the Ascension. Rt. Rev. Arthur Walmsley and Dr. Dabney Parks will also serve.

It was moved and carried to accept as presented minutes of meeting of March 9, 1988.

It was moved and carried to consent to sale of property by St. Mark's Church, West Orange to Brick Church Appliance, Inc. for the sum of \$400,000 for that portion of Block 60, Lot 2; commonly known as the Condit House, West Orange.

It was moved and carried to consent to sale of property by St. James' Church, Upper Montclair to Richard J. Bryne, et al for the sum of \$658,000 for Lot 2, Block 2604, commonly known as 212 Bellevue Avenue, Upper Montclair.

It was moved and carried to consent to lease of the rectory of Grace Church Greenville, Jersey City (97 Lembeck) by the Department of Missions to Mr. Edwin Torres for \$350 per month, and with stipulation providing for the removal of tenant should the property be needed for church use.

It was moved and carried to consent to lease of the second floor apartment in the rectory of St. John's Church, Jersey City (118 Summit Ave.) by the Department of Missions for \$900 per month, including utilities as per city ordinance, and with stipulation providing for removal of tenant(s) should the space be needed for church use.

It was moved and carried to consent to lease of the first floor apartment in the rectory of St. John's Church, Jersey City (118 Summit Ave.) by the Department of Missions for \$650 per month, including utilities as per city ordinance, and with stipulation providing for removal of tenant(s) should the space be needed for church use.

It was moved and carried to consent to the election of a Bishop Coadjutor for the Diocese of Southern Virginia.

It was moved and carried to consent to the election of a Bishop Coadjutor for the Diocese of Northwestern Pennsylvania.

It was moved and carried to consent to the election of a Bishop Coadjutor for the Diocese of Western Louisiana.

It was moved and carried to consent to the election of a Bishop Coadjutor for the Diocese of Western North Carolina.

It was moved and carried to notify St. Peter's, Rochelle Park that Standing Committee recommends no action toward reclassification at this time.

It was moved and carried to notify Christ Church, Belleville; St. Stephen's, Jersey City; St. John's, Union City; Church of the Advent, Bloomfield that Standing Committee will take no action toward their reclassification at this time. Standing Committee will reassess these churches in the fall of 1988.

It was moved and carried to notify St. Paul's, Jersey City; Calvary Church, Bayonne; Grace Church, Union City that Standing Committee will take no action toward reclassification at this time. Barring any material changes in the parishes in the interim, Standing Committee will reassess these churches in three years, allowing time to work with diocesan resources available to help strengthen their parishes.

It was moved and carried to consent without reservation to the ordination to the diaconate of Mariann Edgar Budde and Caroline Pearce; and to consent with stipulations to the ordination to the diaconate of Kim F. Capwell and Diana Clark.

It was moved and carried that a note of thanks and appreciation be sent to Arts and Architecture Committee for their study of the plans for rebuilding Church of the Ascension, Jersey City (as presented by the rector and wardens of that church) and for the committee's suggestions for that plan.

May 11

It was moved and carried to consent to minutes of meeting for April 13, 1988, noting one correction of an incorrect listing of status for a church under consideration for reclassification.

It was moved and carried to recommend to the bishop the Rev. Charles L. Rice for ordination to the priesthood.

It was moved and carried to recommend to the bishop the Rev. Frank B. Crumbaugh for Ordination to the priesthood.

It was moved and carried to consent to the lease of space in Church of the Saviour, Denville to Early Years Nursery School and Child Care, for a period of one year plus a three month grace period, with stipulations that the lease include an Hold Harmless Clause and that comprehensive insurance coverage has been provided by the lessors.

It was moved and carried to consent to lease of the rectory of St. Agnes' Church, East orange by the Department of Missions for five years at \$850 per month with an option to renew for two additional years at an increased rate per month.

June 8

It was moved and carried to approve as presented the minutes of meeting of May 11, 1989

It was moved and carried to require that two stipulations be met by Church of the Ascension, Bloomfield; Church of the Advent, Bloomfield; St. Paul's Church, North Arlington to maintain the withdrawal of recommendation for reclassification to Aided Parish. Such stipulations being: that the rector, wardens and vestry agree and so certify that they will not alienate or invade capital assets or endowment without the consent of the Bishop and the Standing Committee; and, that the rector, wardens and vestry agree and so certify that in the event of loss of building(s) to fire or other disaster that they will rebuild only with the approval of the Bishop and the Standing Committee.

It was moved and carried to recommend to Diocesan Council that they proceed with the request by House of Prayer to be reclassified as an Aided Parish.

It was moved and carried to recommend that the Bishop and the Standing Committee review in three years time any need for reclassification as Aided Parish of Church of St. John the Divine, Hasbrouck Heights.

It was moved and carried to consent to the election of a Bishop Coadjutor for the Diocese of Nebraska.

It was moved and carried to approve in principle sale of property by St. Peter's Church, Morristown, contingent on selling price being \$200,000 or better, and with President Shimpfky authorized to give final approval when the contract is submitted over the summer.

September 14

It was moved and carried to accept as presented minutes of meeting of June 8, 1988.

It was moved and carried that sub-committee for reclassification will consider three parishes so recommended by Bishop Spong; those being: St. John's, Union City, St. Stephen's, Jersey City and Christ Church, Belleville.

It was moved and carried that President Shimpfky be directed to write a letter to the Presiding Bishop requesting that the mediation process be terminated because litigation by Church of the Ascension is on-going.

It was moved and carried to lift from the table a unanimously carried action of November 11, 1987 to initiate Presentment of charges against the Rev. George G. Swanson for conduct unbecoming a member of the clergy.

It was moved and carried to ratify consents given over the summer by mail ballot.

- a. Consent to sale of property (36 Headley Road, Morristown) by St. Peter's, Morristown to Mr. and Mrs. Jose Papadopolio for \$222,000;
- b. Consent to mortgage of property (#5 Surray Lane, Madison) by Grace Church, Madison for \$150,000 from the Chatham Trust Company.
- c. Consent to sale of property (212 Bellevue Avenue, Upper Montclair) by St. James' Church, Upper Montclair to Gary W. Schultz for \$525,000.

It was moved and carried to elect Mr. Samson Wang as a Trustee of the Diocesan Investment Trust, effective immediately.

It was moved and carried with stipulation to consent in principle to the sale of two vacant lots by Church of the Holy Communion, Paterson; those being 208-212 Carroll Street (block 792, Lot 22) and 79 Pearl Street (block 792, Lot 20), for an amount not less than \$52,500 in total.

It was moved and carried to consent to lease of space by St. Paul's, Englewood to Social Service Federation of Englewood for three years, beginning September 1, 1988, for a total rental income of \$144,000.

October 12

It was reported by President Shimpfky that the Presiding Bishop has written a letter stating that he has cancelled any further efforts for mediation in the matter of Church of the Ascension, Jersey City.

It was moved and carried to accept as presented minutes of meeting of September 14, 1988.

It was moved and carried to defer for three years recommendation for reclassification of Christ Church, Belleville and St. Stephen's Church, Jersey City, provided they agree in writing to three conditions: to aggressively seek help from and work with resources of the diocese; to work in cooperation and coordination with the diocese in event of any material change in the parish; to not invade any endowment funds.

It was moved and carried to recommend to the bishop the Rev. Diana D. Clark for ordination to the priesthood.

It was moved and carried to recommend to the bishop the Rev. Caroline Pearce for ordination to the priesthood.

It was moved and carried to recommend to the bishop the Rev. Kim F. Capwell for ordination to the priesthood.

It was moved and carried to recommend to the bishop the Rev. Mariann Edgar Budde for ordination to the priesthood.

It was moved and carried to consent to three month lease of space by Christ Church, Teaneck to the Mar Thoma Church and expressing the hope that such additional income could allow Christ Church to more fully meet their share of the diocesan budget.

It was moved and carried to consent to application for loan funds through the Episcopal Church Building Fund for building a new church for Christ Church, Stanhope.

Stipulations having been met it was moved and carried to consent to the sale of two lots by Church of the Holy Communion, Paterson to the Paterson Housing Authority for \$52,500.

November 16

It was moved and carried to accept as presented minutes of meeting of October 12, 1988

It was moved and carried to recommend to Bishop Spong Ms. Susan Chrystal as a candidate for Holy Orders.

It was moved and carried to recommend to Bishop Spong Mr. Edward Hasse III as a candidate for Holy Orders.

It was moved and carried to recommend to Bishop Spong Ms. Susannah Hobbs as a candidate for Holy Orders.

It was moved and carried to recommend to Bishop Spong Mr. Al Keeney as a candidate for Holy Orders.

It was moved and carried to recommend to Bishop Spong Mrs. Mary Ruth Stone as a Candidate for Holy Orders.

It was moved and carried to recommend to Bishop Spong Mr. Richard Wrede as a candidate for Holy orders.

It was moved and carried to consent to the ordination and consecration of the Rev. Barbara C. Harris as Suffragan Bishop, Diocese of Massachusetts.

It was moved and carried to consent to the election of the Rt. Rev. Richard F. Grein to be Bishop Coadjutor, Diocese of New York.

It was moved and carried to recommend to Diocesan Council that St. John's Church, Union City be considered for reclassification as an Aided Parish.

It was moved and carried to recommend to Diocesan Council that Church of the Advent, Bloomfield be considered for reclassification as an Aided Parish.

It was moved and carried to refer to sub committee for study the long term lease of space between Church of the Advent, Bloomfield and Montclair Drama Club.

It was moved and carried to guarantee loans in the amount of \$150,000 for a period of ten years, as requested by Church of the Good Shepherd, Hamburg from the Episcopal Church Building Fund for the construction of a new church.

It was moved and carried to move the regular meeting date from Ash Wednesday, February 8 to February 15th.

December 14

It was moved and carried to accept as presented minutes of meeting of November 16, 1988.

It was moved and carried to consent to the election of a Bishop Coadjutor for the Diocese of Arizona.

It was moved and carried to consent to the ordination and consecration of the Rev. Sanford Zangwill K. Hampton to be Suffragan Bishop, Diocese of Minnesota.

It was moved and carried to proceed with seeking a Church Advocate to prepare Presentment of Charges against the Rev. George G. Swanson.

It was moved and carried to approve and commend to the Bishop Mr. Robert Williams as a candidate for Holy Orders, retroactive to November 16th.

It was moved and carried to consent to lease of space by the Department of Missions that property commonly known as 144 Boiling Springs Avenue, East Rutherford to Montessori of East Rutherford, Inc. for a sum of \$950 per month or \$20,000 for the full term of one year and ten months, commencing September 1, 1988.

It was moved and carried to endorse the proposed lease of space between St. Andrew's Church, Harrington Park and the Korean congregation from Cresskill for \$900 per month. Full consent upon receipt of signed contract.

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REMARKS OF THE RT. REV. CABELL TENNIS

This, dear people of God, is my second diocesan convention in as many weeks. Dante tells us in "Paradise Lost" that when he visited the inferno he saw Paolo and Francesca, who were forever locked in an embrace because it was their eternal punishment to live their own mischief forever. I shudder at the thought that I have established a pattern here.

A few brief comments on what has been a wonderful time for me. Some Feedback. My dear friend, Elton Smith told me a memorable phrase, feedback is the breakfast of champions! Think about that. I first of all want to comment on the work you are doing in terms of congregational structures. I think when I first heard about that from your Bishop on the phone, I had some doubt. It had the ring of "let's build more buildings again", but as I reflected upon it - as I saw it active in your life as a people, I began to realize that your concern was really appropriate and very well placed to nourish and hold fast and improve the holy places in your life because, as I tried to say in the sermon this morning, it is out of those holy places that flowed the work of your ministry. And I congratulate you upon that. I also would like to learn how you inveigled the Bishop into that partnership deal. I want to know so that I don't get into a similar position. Know your enemies!

I've been impressed by being among you these two days with your diversity - the diversity of your people and the marvellous diversity of your ministry. It came out again when we were looking at the visit to your Companion Diocese, Hong Kong, and to Bishop Kwong. It reminded me once again of the global nature of this church, and even beyond the global nature - the global nature of the human family, as your Bishop was enjoying a relationship with a Buddhist community. And then in the midst of those slides there was that marvelous vignette of Jack and the children. And isn't it the children who link us ultimately altogether. And I think there is a secret there about him. There is a secret connection between those children and him in that they bring before us the possibility that are there in new beginnings - which I think is characteristic of this Diocese of Newark.

Now let me make a comment on what had to be the best and the worst - the most wonderful and the most troubling moments you have had with one another. When I got up each morning, I looked out of my window and there are these huge plumes of steam coming out of what looks like a parking garage below. I understand that is a secondary plant for producing electricity. Just volumes of steam rising up. I had that experience I think when you were discussing Canon 9, and that was good. You expressed feelings, many honestly - mostly directly. I heard some of you speaking of feelings of abandonment; I heard deep concerns about power - its appropriate and inappropriate use. I think I heard some confusions about facts and ideas, and I heard a wonderful phrase, a concern for the maintenance of the quality of ministry, which I hope ran through the heart of the concerned. You were talking about the issue of small congregations - Newark is not alone. Every diocese in this Church has that issue of small congregations. You were also talking about the issue of declining congregations; and you're not alone in that either. Every diocese in this church deals with that. I want to make two comments to you, that I see working in and under that discussion; comments that if I think you could begin to see them too, that it may soften and make that discussion more fruitful for you. One is, we are dealing here in our congregations with a paradigm shift. We

still tend to see congregations as a group of people with a full-time priest, whom we call a rector, a secretary - usually part-time, at least a mimeograph machine or maybe now a fax machine - God knows where we're going - but we have a certain paradigm in our heads and that paradigm doesn't work for fully one-third of the congregations of the Episcopal Church anymore. But we still tend to have it in our heads. We have begun to have in our minds a new kind of paradigm, a new kind of pattern of pastoral leadership in congregations which is emerging in places, including the Diocese of Newark, and a few in the Diocese of Delaware as well. Let's be conscious of the fact the paradigm in our heads may not be the one we can keep looking for in our congregations.

The second thing I want to offer you is what happens in systemic stress in churches. Churches that grow very rapidly - and I've got a couple of them -- I love it, I love it, I love it. But guess what - they fall on each other's necks just like you do when you're at the Convention. Growth produces stress; stress produces feelings of dislocation, abandonment. "The church doesn't love me anymore - it's different - the rector doesn't do this or that". And they often get personalized into "they have evil intentions". Decline has the same kind of effect. It produces feelings of abandonment, feelings of somebody is out there to get us. Those feelings are arising, not because there is somebody ill-intentioned, or making it happen, they are rising out of the declining or changing systemic situation. We owe it to each other to recognize that and to align our behavior with the reality of that. And the text for that is "We struggle not against flesh and blood but against principalities and powers". I would encourage you, particularly the clergy, who have pastoral leadership and responsibility to address and be sensitive to the issues of anxiety as congregations are changing, and not to personify them into "enemy this" or "enemy that."

I can tell you one thing; you have a great presiding officer in this diocese. Jack Spong is an extraordinarily good parliamentarian. How many times has the parliamentarian had to make a decision in the last 10 years; I'll bet not many. By God if ever there was a figurehead, there's one right there. He's a great fair and clear presiding officer; you're very fortunate in that. You're a healthy diocese. You're a good diocese. You're a credit to this Church, and I'm proud to serve along side you. Finally, on behalf of David and Nancy Bowman and Hyde and myself, our profound thanks to you for the privilege of sharing a few moments in the story of the Diocese of Newark. Thank you, Jack, and thank you, Good friends.

YOUTH CONSULTATION SERVICE

Youth Consultation Service of the Diocese of Newark, as a private, nonprofit social service organization, is committed to the provision of critically needed programs for children and families at eight sites in Northern New Jersey. Since its founding in 1919, the mission of this Episcopal Church sponsored agency has been the professional and compassionate care of some of the most ignored and troubled members of our society. The program responsibilities of YCS have grown considerably in the past several years and will continue to do so in the effort to combat and remediate some of the grave ills in the larger community. The focus of attention by the organization remains, as from the beginning, abused, neglected, destitute, and emotionally handicapped children and families in crisis. The Venerable Denise G. Haines, Archdeacon for Urban Ministry is Diocesan liaison to YCS and serves on the Board of Trustees.

This organization actively seeks to address critical but inadequately served needs of children. There have been several examples of this in the past year. In April, the State Street School, a facility for autistic children, aged three to fifteen, opened in Hackensack with referrals from local Child Study Teams in Bergen, Essex, and Hudson counties. During the planning stage, YCS was convinced that there were many autistic children in the region who were receiving no education or very limited home instruction. This premise was substantiated when a capacity enrollment of twenty-three children was reached by mid-fall. During the relatively brief period of operation, the youngsters have made great progress in the structured development of language, play, and academic skills, and appropriate social and emotional behavior. The State Street School may well serve as a model for other programs designed to educate autistic children.

The Holley Child Care and Development Center in Hackensack has long had an enviable reputation in the field of residential treatment for emotionally handicapped youngsters. In a secure setting, fifty-five children receive professional and caring attention to their many problems and requirements. I am happy to report that a much needed modern infirmary, within the Center, was completed in May and is a great help in the comprehensive management of the children. At the request of the New Jersey Division of Mental Health and Hospitals, a ten bed Intermediate Care Unit was established in November, as a separate treatment entity housed within Holley Center. The unit serves severely emotionally disturbed children between the ages of five and ten who need three to six months of therapeutic care. This is yet another instance where YCS has quickly and responsibly answered a pressing need.

The After Care Program designed by the Holley Child Care Center staff to permit children who have completed treatment, to be placed with specially recruited and assisted foster parents, has experienced considerable success this year. Ten youngsters, previously at Holley Center, are now in caring homes and doing well while they and the families continue to receive counseling and support from YCS staff members. It is very important that the careful thought which created this model program has enabled these children to enter a new phase in their recovery from great emotional damage. Discussions on the refinement and possible enlargement of the After Care Program are well underway.

The Holley Center and After Care Program youngsters spent the last two weeks of August at Eagle's Nest Camp accompanied by YCS child care personnel and supervised by senior camp staff. The children enjoyed and benefitted from the experience greatly and this initial effort holds promise for future plans.

The George Washington School in Edgewater and the Special Education Center in Union City are providing academic and vocational instruction for one hundred twelve students from Holley Center and local school districts. These are children who require expert guidance from their teachers. The YCS educational and support staff members meet their exacting responsibilities with patience, humor, and the expectation that the youngsters can be prepared for adult life. All of the classes participate in sports and extra-curricular activities.

The third year of YCS administration of the thirty bed Hudson County Youth Residence for teenage children, who are referred by the Family Court for short term care because of parental abuse and neglect or truancy and incorrigibility, continued in impressive fashion. Of the three hundred twenty youngsters served by the residence during 1988, over eighty percent were able to be maintained in regular attendance at their local school. Others attended in-house academic basic skills classes, many had after-school jobs and all received counseling. Extensive and well directed recreation was provided and included excursions and an innovative weekend project at Camp Vacamus. This Teen Opportunity Program emphasizes the development of self-respect, self-discipline, and leadership capability in a challenging environment for urban youngsters. YCS has continued to encounter intractable difficulty in finding a suitable site on which to relocate the Youth Residence from its present housing in the Jersey City Medical Center. The Board and staff are directing every effort toward the resolution of this problem.

The YCS Family Preservation Service in Hudson County concluded the first year of operation in the early fall. This innovative program attempts to prevent out-of-home placement of children to foster care, shelters, and group homes by providing the child and family with therapeutic intervention and intensive counseling. Of the thirty-nine cases referred to the program, all involving children considered at very high risk of placement, only two youngsters were removed from the family. This is an extraordinary achievement despite the difficulty encountered by the staff in obtaining long term social and mental health services for the clients following termination from the three month period of treatment offered through the YCS program.

The Newark Youth and Family Guidance Center is comprised of various therapeutic and remedial programs. Youth-In-Action, a well established after-school program for youngsters aged five to thirteen, provides tutoring, instruction in music, dance, arts and crafts, sports, and recreational activities for seventy neighborhood children. There was a dramatic increase in enrollment in the fall due to the partial occupancy of nearby public housing. YCS is placing great emphasis on homework preparation because so many children come from over-crowded, indifferent homes and some are in truly chaotic situations where it is impossible to find either space or quiet. It is crucial to keep these children interested and progressing in school and prevent their loss to repetitive failure. Over twenty-five of these youngsters are being treated in individual or group therapy by a YCS mental health clinician. Children who began to receive direct intervention in 1988 have already shown measurable improvement in their behavior, concentration, and relationships.

The Family Crisis Intervention Unit provided therapeutic treatment to one hundred twenty families who were experiencing critical runaway, truancy, and domestic violence problems. Some of these children were also referred to other YCS Newark services including Project ADP, the all day treatment program for severely emotionally handicapped adolescents. Four of the ADP teenagers made such progress in their therapy that they were able to spend part of the day in The Institute, which offers training in basic employment skills and the academic work necessary to take the examination for the General Equivalency Diploma. It is especially noteworthy that several graduates of one or both of these programs are now in college and advancing well toward attaining a degree.

The community residents of Newark and Hackensack are aided through the operation of thrift shops which provide them with good seasonal clothing and necessary household items.

Youth Consultation Service continues to respond to the charge of its mission with dedication, competence, and concern for the many children and families it serves.

Stuart Grant
Executive Director

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RESOLUTION I

Participation of Retired and Non Parochial Clergy in the Diocese

Resolved, that the Bishop be asked to appoint a committee to study ways and means to include retired and non-parochial clergy in the structures of our Diocese.

The Rev. Arthur G. Pedersen

Supporting Information

A priest is admonished by the Bishop in the ordination address that he is to take his share in the councils of the Church and the Scriptures tell us that a Priest is a Priest forever. Retired and non-parochial clergy are notable by their absence at Diocesan Conventions. The telephone and address directories of the Diocese segregate the names of retired priests from their peers. Other examples of failure of clergy, of all ages, to participate and of failure of the Diocese to encourage participation might be cited.

(Adopted - Consent Calendar)

RESOLUTION II

Violence in Professional Hockey

Resolved, that the 115th Convention of the Diocese of Newark condemns criminal violence in professional hockey matches as an affront both to our religious tradition of human brotherhood and to law and decency in our society, and as a destructive image for youth and for all sports fans; and be it further

Resolved, that the Convention ask the Christian Social Relations Committee to (A) communicate this position to the New Jersey Devils hockey club and to the National Hockey League, urging them to uphold the rules of their institutions, and (B) communicate this concern to the mayor of East Rutherford and to the Governor of New Jersey, urging them to see that public law is upheld during professional hockey matches.

The Ven. Leslie C. Smith

Supporting Information

The daily media give ample evidence throughout the hockey season that assault and battery occur in most hockey matches. Professional sports analysts such as newspaper and television columnists regularly decry this violence but conclude that little will be done by the hockey establishment to correct the problem. It appears that only public reaction against this violence will change the situation.

(Postponed Indefinitely)

RESOLUTION III

Support of Seminaries

Resolved, that the Diocesan Council survey the various congregations of the Diocese of Newark to determine the level of support to contributing a percentage of their annual budget to the seminaries of The Episcopal Church and report to the 116th Convention.

General Convention Deputies

Marge Christie	Dillard Robinson
E. Joseph Piel	Richard Shimpfky
Audrey King	Elizabeth Maxwell
Michael Rehill	Nancy Wittig

Supporting Information

Both the 1985 and the 1988 General Conventions passed resolutions urging congregations to contribute at least 1% of their NDBI toward the seminary of their choice.

(Adopted - Consent Calendar)

RESOLUTION IV

Canons on Ministry of all Baptized People

Resolved, that the Commission on Ministry (assign) some of its members to (implement) the new Canons relating to the ministry of lay people; the ministry of all baptized people and report progress to the 116th Convention.

General Convention Deputies

Marge Christie	Dillard Robinson
E. Joseph Piel	Richard Shimpfky
Audrey King	Elizabeth Maxwell
Michael Rehill	Nancy Wittig

Supporting Information

Another 1988 General Convention resolution which changed the Title III canons to be more explicit about lay ministry.

Words in parentheses changed.

(Adopted)

RESOLUTION V

Christian Education on Issues of Poverty

Resolved, that the Christian Education Committee of the Diocese of Newark develop and/or obtain materials which present the dilemma of poor and oppressed people and distribute them for use by church schools, confirmation classes, diaconal programs and other church forums. And be it further,

Resolved, that the 116th Convention commend these materials to parishes and missions for study.

General Convention Deputies

Marge Christie	Dillard Robinson
E. Joseph Piel	Richard Shimpfky
Audrey King	Elizabeth Maxwell
Michael Rehill	Nancy Wittig

Supporting Information

Another 1988 General Convention resolution with implications for the diocese. Raising awareness and encouraging responses to the needs of the poor and disadvantaged is one Christian response to the commandment to Love Your Neighbor.

(Adopted - Consent Calendar)

RESOLUTION VI

Grace Church, Newark

Resolved, that this 115th Convention of the Diocese of Newark acknowledge the declared "NATIONAL LANDMARK" status of Grace Church, Newark, NJ and extend congratulations to the rector, wardens, vestry and congregation of Grace Church, Newark, in recognition of this event. And be it further

Resolved, that the 115th Convention request that recognition of this historic parish as covered by the Newark Star Ledger be reprinted in the next issue of "The Voice" or be reprinted and enclosed with the next issue of "The Voice".

The Rev. Jack Salmon
Carol L. Pyne, Deputy
Betty L. Waters, Deputy
Church of the Advent, Bloomfield

Second resolved underlined was deleted.

(Adopted as amended)

RESOLUTION VII

"The Reshaping of New Jersey"

Resolved, that the 115th Convention of the Diocese of Newark asks the Ecumenical and Interfaith Commission to distribute the New

Jersey Council of Churches study on "The Reshaping of New Jersey, the Growing Separation" and assist our congregations to study it and respond to it.

Ecumenical and Interfaith Commission

Supporting Information

(The Ecumenical and Interfaith Commission) of the Diocese of Newark commends the New Jersey Council of Churches for its profound study "The Reshaping of New Jersey, the Growing Separation", which illuminates the distressing, growing chasm between citizens of adequate means and citizens lacking in life supporting means.

Words underlined were added. Words in parenthesis were changed.

(Adopted as amended)

RESOLUTION VIII

"Baptism, Eucharist and Ministry"

Resolved, that the 115th Convention asks the Ecumenical and Interfaith Commission to distribute the document "Baptism, Eucharist and Ministry" and assist our congregations in its study.

Ecumenical and Interfaith Commission

Supporting Information

The Ecumenical and Interfaith Commission joins the 69th General Convention and the Lambeth conference in recognizing the importance of the World Council of Churches' document "Baptism, Eucharist and Ministry", which develops a theological rationale for agreement among churches on the nature of baptism, the Lord's supper and ministry.

(Adopted - Consent Calendar)

RESOLUTION IX

Interim Pastors

Resolved, that this 115th Convention of the Diocese of Newark urges the placement of women and people of color as interim pastors when vacancies occur in the various congregations of the diocese.

General Convention Deputies

Marge Christie	Dillard Robinson
E. Joseph Piel	Richard Shimpfky
Audrey King	Elizabeth Maxwell
Michael Rehill	Nancy Wittig

Supporting Information

This resolution was one of many passed by the 1988 General Convention with implications for the dioceses.

"Many people resist women and people of color as clergy of the Church because of the lack of personal experience with their expressions of ministry. Exposure in a long-term relationship such as the interim pastorate will serve to break down this resistance."

(Adopted)

RESOLUTION X

Enrichment of Public School Education

Resolved, that this 115th Convention of the Diocese of Newark asks the Christian Social Relations Commission to pursue projects and models of individual and congregational involvement in the enrichment of public schools, that periodic reports of such projects be made to Diocesan Council and that encouragement be given to members of the diocese willing to bring enrichment to depressed rural and urban public school systems.

General Convention Deputies

Marge Christie	Dillard Robinson
E. Joseph Piel	Richard Shimpfky
Audrey King	Elizabeth Maxwell
Michael Rehill	Nancy Wittig

Supporting Information

Another 1988 General Convention resolution. Public education has been the major vehicle which has moved generations of children into the main stream. Today many urban and rural schools are in a state of crisis because of a lack of decent resources -- teachers, supplies, buildings. New Jersey is a state with vast inequities between urban and suburban districts in the amount of funding provided for each child. Clearly there can be a role for committed volunteers in addressing this crisis.

(Adopted - Consent Calendar)

RESOLUTION XI

Community Investment

Resolved, that this 115th Convention of the Diocese of Newark urges the establishment of a ministry of community investment and economic justice by:

1. appointment by the Bishop of a committee on community investment to focus on land trusts, housing cooperatives, worker-owned businesses and community development credit unions.
2. requesting that the Treasurer and Chief Financial Officer explore the possibility of investment in the Community Loan Fund of New Jersey or other similar institution.
3. requesting that the committee, Treasurer and Chief Financial Officer report their progress to the 116th Convention.

General Convention Deputies

Marge Christie	Dillard Robinson
E. Joseph Piel	Richard Shimpfky
Audrey King	Elizabeth Maxwell
Michael Rehill	Nancy Wittig

Supporting Information

A commitment to economic justice was a major focus of the recent General Convention. The proposal presented by the Diocese of Michigan was in direct response to the Episcopal House of Bishops document "Economic Justice and the Christian Conscience". In addition Church people in New Jersey have the benefit of a recent study completed by the New Jersey Council of Churches entitled "The Reshaping of New Jersey: The Growing Separation". Taken together both documents underscore the crisis of a widening gulf between the haves and the have-nots, the ramifications of an expanding service industry and the development of a permanent underclass of minorities, women and children. Combining any and all efforts toward responding to these crises under the purview of one committee would serve to focus both our human and financial resources.

Words underlined were added.

(Adopted - Consent Calendar)

RESOLUTION XII

Ministries to Persons with AIDS

Resolved, that the 115th Annual Convention of the Diocese of Newark

---commends those caring for persons with AIDS, ARC and HIV infection;

---calls on all congregations in the Diocese to develop AIDS ministries appropriate to their circumstances;

---supports the action of General Convention calling for AIDS education programs in every congregation by the end of 1989;

---adopts a policy prohibiting discrimination on the basis of AIDS, ARC, or HIV infection effective on both the Diocesan and parish level, in hiring, committee and vestry membership, and all other aspects of church life.

Christian Social Relations Commission
Diocesan AIDS Task Force

(Adopted - Consent Calendar)

RESOLUTION XIII

Awareness and Education about Incest

Resolved, that this 115th Convention urges the congregations of the Diocese to begin the process of educating themselves about the widespread existence of incest, and its effects on survivors and other family members, and be it further

Resolved, that the Christian Social Relations Commission be asked to develop means to assist this educational process.

Christian Social Relations Commission

Supporting Information:

Incest is an ancient and far-reaching problem, found in families (and churches) in every social sector. Its effects can be devastating, not only for the victim but for all family members. The Gospel speaks powerfully about justice, healing and reconciliation, but the church is often the last place where families struggling with this issue can seek help, or where incest survivors can tell their stories. This resolution seeks to break the silence in the church that surrounds the issue of incest, thus beginning to respond to the problem.

(Adopted - Consent Calendar)

RESOLUTION XIV

Hunger Commission

Resolved, that the Bishop be asked to appoint a Hunger Commission to provide coordination for the implementation of all resolutions having to do with hunger, and other such tasks as may seem appropriate.

Christian Social Relations Commission

Supporting Information

At present, members of the CSR Commission are charged to work on hunger issues. It is expected that the new body would work under the auspices of CSR; however, because of the magnitude of the problems of hunger, a separate commission is requested.

(Adopted - Consent Calendar)

RESOLUTION XV

Hunger

Resolved, that this 115th Convention calls upon the congregations of the diocese to increase their support for Food for Friends through increased contributions of food and money. And be it further

Resolved, that this convention, being sensitive to the vast problems of hunger in the world calls upon all Episcopalians in the diocese to increase support for the Presiding Bishop's Fund for World Relief, and calls for in-gathering for the fund on the fourth Sunday of Lent, 1989.

Christian Social Relations Commission

Supporting Information

Food for Friends has struggled to respond to ever increasing needs of people within our diocese for food. The number of people served jumped from 3857 in 1985 to 8142 in 1987, and the need shows no sign of abating.

(Adopted - Consent Calendar)

RESOLUTION XVI

Youth Presence at Convention

Resolved, that the Diocesan Council explore the feasibility of changing the canons to incorporate the inclusion of a youth representative (under age 18) as a member (with seat and voice only) of the deputation from each congregation to the annual diocesan convention. And as an option, the inclusion of seat and voice of two youth representatives (under age 18) from each of the nine convocations.

Marge Christie, Deputy
Christ Church, Ridgewood

Supporting Information

A number of ECUSA dioceses follow this practice as a way to include young people in the democratic process of their church both in the diocese and in congregations.

It is suggested that the nomination and election process be developed by the Diocesan Youth Coordinator and WOODY members.

(Adopted)

RESOLUTION XVII

Ending Use of Styrofoam Cups

Resolved, that the Diocese of Newark discontinue use of styrofoam cups and food containers as a practical way to lessen the level of pollution of God's creation and as a sign of our commitment to a sound Christian doctrine of ecology; and be it further

Resolved, that by means of the publication of this resolution that congregations of the Diocese and related institutions be encouraged to consider the adoption of this policy, and be it further

Resolved, that the 115th Convention encourages the chemical industry to continue its research into making biodegradable products and directs the Secretary of Convention to send a copy of this resolution to the professional associations connected with the industry.

The Ven. Leslie Smith

Supporting Information

Styrofoam products pollute nature, over which we are asked by our scripture tradition to exercise stewardship.

Professional Associations:

Society of the Plastics Industry (SPI)	Plastics Recycling Foundation
1275 K St. NW Suite 400	P.O. Box 189
Washington, D.C. 20005	Kennett Square, PA 19348
Attn: Mr. Larry Thomas, President	Attn: Mr. Wayne Pearson, Ex.Dir.

Committee on Plastics and Packaging Environment (COPPE)	Council for Solid Waste in the Solutions
1275 K St. NW Suite 400	1275 K St. NW Suite 300
Washington, D.C. 20005	Washington, D.C. 20005
Attn: Mr. Ed Stana, Ex. Dir.	Attn: Mr. Don Shea, Ex. V.P.

(Tabled and referred to the Task Force on the Environment)

RESOLUTION XVIII

Shell Oil Company

Resolved, that this 115th Convention of the Diocese of Newark urges each congregation and all members of the diocese to join the boycott of the Shell Oil Company.

General Convention Deputies

Marge Christie	Dillard Robinson
E. Joseph Piel	Richard Shimpfky
Audrey King	Elizabeth Maxwell
Michael Rehill	Nancy Wittig

Supporting Information

This resolution was one of many passed by the 1988 General Convention with implications for the diocese. South Africa does not produce oil of its own; the Shell Oil Company is the largest oil company involved in South Africa; the oil provided by Shell fuels the war in Namibia and assists the police and military in maintaining apartheid.

GENERAL CONVENTION RESOLUTION B-052 Shell Oil Boycott (Amended)

RESOLVED That, in response to the urgent request of Archbishop Tutu, the House of Bishops concurring, that the 69th General Convention adopt as its own resolution the resolution adopted by Executive Council, May 19, 1988:

WHEREAS, the Apartheid government of South Africa continues its brutal oppression as demonstrated in its recent action against 18 political organizations which and individuals who have been effectively banned; and

WHEREAS, Archbishop Desmond Tutu has called foreign countries to enact and enforce comprehensive economic and diplomatic sanctions against South Africa; and

WHEREAS, South Africa does not produce oil of its own; and

WHEREAS, Shell provides oil to South Africa that fuels the war in Namibia and assists the police and military in maintaining Apartheid; and

WHEREAS, the Episcopal Church has divested itself of stock of companies doing business in South Africa, including Shell Oil Company; therefore be it

RESOLVED That, the Episcopal Church join with those churches and others who have endorsed the boycott against Royal Dutch Shell, and be it further

RESOLVED That this action be communicated to the widest membership in the Episcopal Church, encouraging the membership to participate in the boycott;

And be it further

RESOLVED That we call for the expanding of this boycott to include all international oil companies doing business in South Africa: Mobil, Chevron, Texaco, British Petroleum, and Total.

(Adopted)

RESOLUTION XIX

Contributions to Diocese and National Church

Resolved, that in consideration of our history as a tithing Church and recognizing our efforts to promote tithing, no Parish, Mission or Congregation shall be assessed more than ten per cent of its annual budget for support of the Diocese or contribution to the National Church.

Betty L. Waters, Deputy
Church of the Advent, Bloomfield

(Withdrawn)

RESOLUTION XX

Resolved, That in conformity with the Constitution of the Diocese of Newark, the full complement of the elected Deputies to the Provincial Synod shall be sent to the 1989 Provincial Meeting.

Deputies to Synod

Audrey M. King
Marge Christie
Annette Jecker
The Rev. F. S. Cutler

Supporting Information

1. The Constitution states in Article VI.2:
"A full representation of the Diocese at the Provincial Synod shall be secured in the same manner".
2. The Call to Convention 1989 states under the section concerned with election of Deputies to Provincial Synod:
"Required - attendance at two-day overnight meeting (usually held in states of NJ or NY in early June)"
3. In order to begin "to feel an integral part of the Province" the 1988 Convention of the Diocese of the Virgin Islands passed a unanimous resolution endorsing an invitation to the Province to meet in their diocese
4. Encountering church life in the Virgin Islands, experiencing the varied cultures to be found there, building relationships among the clergy and people, are among the goals of the Province II Council in planning the 1989 Virgin Islands meeting
5. In 1984 the Province met in the Diocese of Haiti; the experience was a stunning one. Deputies saw first hand the mission of The Episcopal Church there: to reach out in love with assistance to the needs of the people for education, health care and agricultural development. They returned to their dioceses committed to reporting the dream glimpsed there, a dream of hope rooted in the Gospel.
6. It has never been the policy of the Diocese of Newark to expect its elected deputies to national, provincial or state meetings to raise the funds necessary to carry out their constitutional or canonical responsibilities.

(Referred to Budget Committee)

RESOLUTION XXI

Directive for full Disclosure to Insurance Carrier

Resolved, that the 115th Convention of the Diocese of Newark requests the Department of Missions to direct the Church Insurance

Company upon request to make full disclosure of the terms of the comprehensive insurance policy under which parishes and missions of the Diocese are covered and the history of the development of the terms of said policy to parishes and missions covered by the policy.

The Rev. Jack Salmon
Betty L. Waters, Deputy
Church of the Advent, Bloomfield

Vincent Price, Deputy
Dennis Doran, Deputy
St. John's, Jersey City

Supporting Information

The present carrier has declined to answer questions about changes made in the policy when requested to do so by a parish covered by the policy and paying premiums.

(Adopted - Consent Calendar)

RESOLUTION XXII

Payment of Insurance Claims

Resolved, that this 115th Convention of the Diocese of Newark request the Department of Missions to direct the Church Insurance Company to pay for all losses in accordance with the version quoted below of general endorsement #2 of the master policy covering diocesan and parish owned properties, and be it further

Resolved, that the 115th Convention of the Diocese of Newark request the Department of Missions to direct the Church Insurance Company to notify all parishes and missions of any changes in the terms of the policy under which they are covered.

The Rev. John F. Salmon
Betty L. Waters, Deputy
Carol Pyne, Deputy
Advent, Bloomfield

Vincent Price, Deputy
St. John's, Jersey City

Supporting Information

1. General purpose endorsement #2 state:

A. Losses occurring at or to mission and/or diocesan owned property shall be adjusted with and payable to "The Diocese".

B. Losses occurring at or to all other property shall be adjusted with and payable to the property owner(s) involved.

2. Endorsement #2 calls for full payment of insurance claims by parishes to the parishes and claims by missions to the diocese. There is no mention of co-payment or of co-signing of checks.

(Postponed indefinitely)

RESOLUTION XXIII

School-based Clinics

Resolved, that this 115th Convention reaffirms its support for school-based clinics which provide comprehensive health care for students, including pregnancy tests, prenatal and post-partum exams, contraceptives, and counseling and referral on contraception and abortion, and be it further

Resolved, that the Secretary of Convention is requested to communicate the contents of this resolution to all state legislators whose districts fall within the diocese, and to Governor Kean.

Christian Social Relations Commission

Supporting Information

There are currently school-based clinics in several districts around New Jersey. These services are approved by their local communities, and they have proved effective in lowering the rate of teenage pregnancy, as well as providing health care to youth who otherwise have no access to health services.

A bill currently before the state legislature, A-2709, would disallow any school-based program from providing the above-mentioned services.

(Adopted)

RESOLUTION XXIV

Nestle Company

Resolved, that this 115th Convention of the Diocese of Newark expresses its concern at reports that the Nestle Corporation, a major manufacturer of infant formula, is violating the international accord on the marketing of infant formula in Third World countries, and be it future

Resolved, that the Secretary of this Convention express this concern to Nestle's Board of Directors, and be it further

Resolved, that the Convention calls upon the Christian Social Relations Commission of the Diocese to study the problem and report its findings and recommendations to the next convention.

Christian Social Relations Commission

Supporting Information

In the past, inappropriate marketing of infant formula has led to deaths of many babies from malnutrition, starvation and disease. International pressure (including a boycott, in which the Diocese of Newark participated) has resulted in an infant formula marketing code which was subscribed to by Nestle and other manufacturers. There have been well documented reports that Nestle is again in violation.

(Adopted)

RESOLUTION XXV

Military Spending Study

Resolved, that this 115th Convention of the Diocese of Newark urges the state legislature to conduct a study of the impact of military spending on the New Jersey economy.

Including:

- How much tax money spent for the military budget is drained out of the state.

- What the economic impact would be if that same amount of money were returned to New Jersey as funding for social programs;

- What the economic impact would be if that same amount of money never left the state in the first place, and be it further

Resolved, that a copy of this resolution be sent to the Senate Commerce, Labor and Industry Committee.

Christian Social Relations Commission

Supporting Information

"Where your treasure is, your heart will be also."

In this era of deficits and budget-cutting, it is especially important to develop our spending priorities wisely, and to understand all their implications.

The Senate Commerce, Labor and Industry Committee is considering legislation mandating a study, S-2285.

Information for this resolution came from the N. J. Council of Churches, and they have endorsed this position.

(Adopted)

RESOLUTION XXVI

Minimum Wage

Resolved, that this 115th Convention of the Diocese of Newark urges the State Legislature to increase the New Jersey minimum wage through the passage of S-2621, and be it further

Resolved, that the Secretary of Convention be requested to send copies of this resolution to all State Representatives whose districts fall within the Diocese.

Christian Social Relations Commission

Supporting Information

S-2621, which is now ready for a full senate vote, would raise the minimum wage to \$3.85 on January 1, 1989, to \$4.25 in 1990, to \$4.65 in 1991, and to \$5.05 in 1992. The minimum wage in New Jersey, \$3.35/hour, has not been raised since 1981, while the cost of living has risen about 30%.

(Adopted)

RESOLUTION XXVII

Handgun Ban

Resolved, that this 115th Convention of the Diocese of Newark urges the State Legislature to ban the future sale and ownership of handguns in New Jersey, except those kept by police and military personnel, and be it further

Resolved, that a copy of this resolution be sent to Senate President John F. Russo.

Christian Social Relations Commission

Supporting Information

Senator Russo has introduced Bill S-2282, which does just what this resolution calls for,

Residents who now own handguns would be allowed to keep them until their deaths, when the weapons would have to be surrendered by their heirs for compensation. The bill would not affect ownership of rifles, shotguns, antique guns or target shooting pistols.

Provisions of the bill are as follows:

- The law would completely ban the sale, importation, possession and carrying of handguns except by authorized persons.

- Guns determined to be "collectibles, commemoratives or curios" are exempted.

- Anyone owning a handgun legally prior to the enactment of this bill, for which a permit to purchase was obtained, may retain the gun, but this permit must be renewed every three years.

-Anyone owning a handgun legally prior to the effective date of the law without a permit to purchase will have 120 days after the bill becomes law to obtain a permit, or that handgun must be surrendered.

-The law would require a permit or registration for each handgun owned after the effective date.

-Any person possessing a handgun may surrender it anytime.

-When a gun is surrendered, compensation will be provided to those whose ownership was lawful.

-Notification of the theft of a handgun must be reported by the holder within 48 hours of the theft.

-Under this proposed law, any person illegally possessing a handgun, other than an antique, is guilty of a third-degree crime. Any person illegally carrying a handgun, including an antique, is guilty of a third-degree crime. Such crimes are punishable by three to five years in prison and fines up to \$7500.

The experience of Canada and many European countries suggests that tough gun control legislation reduces the rate of violent crime. Similarly, several U.S. cities have banned handguns with positive results. New Jersey has the opportunity to become the first state in the nation to do so. A few statistics illustrate the urgency of action on this issue:

-The handgun is the preferred method for committing murder, both in New Jersey and nationwide. In 1986, 35% of murders in our state were committed with handguns.

-33% of all suicides in New Jersey involve firearms.

-In 1986, more than 1,000 accidental deaths involving handguns occurred in the United States. 20% of all Accidental firearms deaths involve children playing with loaded weapons; firearms injuries are the fourth leading cause of accidental death for children in the United States.

Supporting information was supplied in part by the New Jersey Council of Churches, which has endorsed this bill.

(Adopted)

RESOLUTION XXVIII

Grape Boycott Resolution

Resolved, that the 115th Annual convention of the Diocese of Newark endorses The Boycott of table grapes grown in California, and urges church members not to purchase such grapes, and where appropriate to urge store owners and or managers not to sell California table grapes, and be it further

Resolved, that the Christian Social Relations Committee be directed to monitor the boycott and report to the diocese in the event that a settlement of the issues regarding use of pesticides is reached.

Christian Social Relations Commission

Supporting Information

One of the most effective boycotts in this century which was organized by Church and secular groups was directed against California Table Grapes and led to legislation providing for collective bargaining, as well as substantial improvements in compensation and working conditions for the largely migrant grape pickers. However, in recent years, owners have begun to use pesticides extensively, several of which have been shown in research to be carcinogenic. Because of this potential danger to the health of its members, the Farm Workers Union has called once again for a boycott of California Table grapes. (It could be added that some of the grapes sold in New Jersey come from Up State New York, and these would not be included in the boycott.)

(Adopted)

RESOLUTION XXIX

Public Education

Resolved, that the 115th Convention of the Diocese of Newark

---make a commitment to educate ourselves and our committees about the education crisis in New Jersey's system of funding urban and poor communities to adequately and effectively meet the educational needs of children.

---support the Abbott v Burke case and the significance of its implications for education and the financing of education in the state of New Jersey, and

---commit to long-term involvement to assure the adoption of funding mechanism that provides both tax equity and pupil education opportunity to all children, be it further

Resolved, that the 115th Convention of the Diocese of Newark petition the New Jersey Commissioner of Education to make a decision to support the findings of the Administrative Law Judge, be it further

Resolved, that the 115th Convention of the Diocese of Newark, for purposes of support when the Abbott v Burke is before the State Supreme Court, become an amicus curiae in Abbott v Burke, be it further

Resolved, that the Secretary of Convention be requested to send a copy of this resolution to New Jersey legislators and that the Christian Social Relations Commission be charged to track ensuing developments.

Christian Social Relations Commission

Supporting Information

In 1980, 20 poor and minority children of four urban districts brought a lawsuit, Abbott v Burke, challenging the school finance statute of New Jersey as being in violation of both the education and equal protection clauses of the N.J. State Constitution. In 1985, the courts

decided that the Abbott children represented all poor and urban children in New Jersey.

On August 25, 1988, Administrative Law Judge Lefelt issued a landmark decision finding that the present formula is unconstitutional for two reasons. It violates the education clause: educational opportunity is determined not by need, but by economic status and geographic situation. It also violates the equal protection clause because the state's interest in local control, which Lefelt found to be eroded, does not vindicate the level of disparity.

The Administrative Law Judge found

1) unmet need in poor urban districts and "vast program and expenditure disparities" in the quality of education in such areas as programs, libraries, sciences and the arts, class size and staffin proportions, pre-school programs, facilities and delivery of special or compensatory education.

2) that the systematic defects in the formula contributed to the vast disparities, that it was not designed to equalize expenditures and that it does not have as its standard the child's education needs.

3) substantial facility needs that cannot be met under the present formula

4) that the definition of "Thorough and Efficient" means much more than certification of a district. The Supreme Court definition requires that the state must assure that educational needs are addressed so that children from property-poor districts are prepared to compete economically, politically and socially with children from property-rich districts.

The judge also noted that there is a long-term expense to society in later compensatory costs; an Ypsilani study shows that one dollar spent in early foundational preparation saves four dollars over the life of the child.

A method of funding that meets the educational needs of children may require disproportionate funding in order to weight aid for categorical needs and sociologically disadvantaging handicaps. It requires funding that is set at a level that equalizes choice of program and educational opportunity, and includes an accountability mechanism and a measurement standard. The present formula equalizes property taxes, but not expenditures.

Abbott v Burke seeks a remedy of the vast disparities that exist between the wealthier suburban and poorer urban school districts that result in unequal educational opportunities. The recommendation is a formula standard that equalizes distribution meets the need for tax and educational equity, and provides an equally high foundation level for all districts. These issues raised by Abbott v Burke will have to be resolved in the legislature.

(Adopted)

RESOLUTION XXX

Affirmation of Title by 115th Convention

Resolved, that we the deputies to the 115th Convention of the Diocese of Newark support the action of the 69th General Convention of the Episcopal Church and the Diocesan Council of the Diocese of Newark in affirming the tithe as the minimum standard of giving for Episcopalians; and be it further

Resolved, that we the deputies to the 115th Convention of the Diocese of Newark do hereby affirm through our signatures that we are tithing, or that we have adopted or will adopt a plan to tithe within the next three years; and be it further

Resolved, that we do call members of the Church in the Diocese of Newark to join us in accepting the tithe as the minimum standard of Christian giving and making a public witness to that commitment; and be it further

Resolved, that the Secretary of Convention be directed to prepare and distribute signatory pages for the members of the 115th Convention of the Diocese of Newark signifying their commitment to the tithe as the minimum standard of giving; and be it further

Resolved, that the Secretary be directed to collect the signatures with this resolution and publish the list of signatures in the Diocesan Journal.

Diocesan Council

Supporting Information

Approval of this resolution will support the action of the last General Convention and the Diocesan Council in making a public witness to the tithe as the minimum standard of Christian giving. Such a public witness will assist stewardship work in this diocese, it says to those who object that tithing is unrealistic that it can be done. This resolution was originally supported by the Stewardship Commission and was adopted by the Diocesan Council. The General Convention Resolution was signed by 860 deputies to General Convention out of a total of 950. The Diocesan Council Resolution was signed by 27 of the 30 Council members.

(Referred back to the Diocesan Council to report back to the 116th Convention)

RESOLUTION XXXI

Attendance at Diocesan Convention of Convention Elected Lay Members of Diocesan Council

Resolved, that the two lay members elected by the Annual Diocesan Convention to be members of the Diocesan Council be given seat and voice at Diocesan Conventions, and be it further

Resolved, that the Secretary of Convention be requested to invite the two lay at-large members of Council to attend Convention and provide them with all Convention materials.

Audrey King, Deputy

Church of the Good Shepherd, Hamburg

Supporting Information

The two at-large clerical members of Council are automatically deputies to Convention. The two at-large lay members are only deputies if also elected by their congregations.

(Adopted)

COMBINING OF ACTS/VIM FUNDING CATEGORIES

Resolved that, on receipt by the ACTS/Vim Campaign of the settlement of \$1,350,000 from the Moore property, the balance of the capital funds designated for Community Outreach, Ministry to the Elderly, and New Ministries be combined and added to the Congregational Revitalization and Enrichment Endowment Fund, and be it further

RESOLVED that grants proposals which formerly would have been reviewed under the Community Outreach, Ministry to the Elderly and New Ministries categories now be considered under the CREF Category and any grants made be from the interest income from the co-mingled Congregational Revitalization and Enrichment Endowment Fund.

DIOCESAN COUNCIL

(Adopted)

STANDING COMMISSION ON CLERGY SALARIES

RESOLUTION I

Resolved, that the 115th Convention of the Diocese of Newark adopt the following minimum salary rates and merit increase scales, effective January 1, 1990:

Minimum Rates

Deacon	\$16,500
Priest	17,600
Priest-in-charge	22,000

Merit Increase Scales

Outstanding	10%
Very Good	7%
Satisfactory	5%

Supporting Information

Since their adoption by the 111th Convention, effective beginning January 1, 1986, the minimum annual salary levels and merit increase scales in effect each year are shown below, together with the proposed rates and scales for 1990:

	<u>1/1/86</u>	<u>1/1/87</u>	<u>1/1/88</u>	<u>1/1/89</u>	<u>1/1/90</u>
Deacon	\$15,000	\$15,000	\$15,750	\$15,750	\$16,500
Priest	16,000	16,000	16,800	16,800	17,600
Priest-in-charge	20,000	20,000	21,000	21,000	22,000
Outstanding	10%	10%	10%	10%	10%
Very Good	7%	7%	7%	7%	7%
Satisfactory	5%	5%	5%	5%	5%

Based on a forecast that the 1989-90 rate of inflation is likely to be at the high end of the 4% to 5% range, SCCS believes that the proposed rates, with approximately a 5% increase in the minimums, are appropriate. We recommend that the merit scales continue unchanged.

(Adopted)

RESOLUTION II

Resolved, that the Standing Commission on Clergy Salaries be dissolved and in its place the Standing Commission on Clergy Compensation be created; and be it further

Resolved, that the Bishop appoint a minimum of six members to the Standing Commission on Clergy Compensation, both clergy and lay, with expertise in benefits, insurance and other aspects of compensation and that the Commission report to the 116th Convention on such matters as may come before it, including the following specific concerns identified by clergy of the Diocese.

.Benefits for spouses or clergy who die in active service

.Disability Insurance, with particular focus on coverage from the second through twelfth months of disability

.Parenting Leave

.Flexible Benefits - choice of benefits from prescribed package;

and be it further

Resolved, that the Standing Commission on Clergy Compensation make annual reports to Convention which shall take into account the provisions of the report of the Task Force on Clergy Development as adopted by the 111th Convention of the Diocese of Newark.

Supporting Information

The Standing Commission on Clergy Salaries was established by Resolution of the 1959 Convention and authorized, in 1962, to continue to serve as a Standing Commission "at the pleasure of the Bishop and Convention." Its primary duties were to make an annual study of clergy salaries and to report to Convention concerning that study.

The proposed action is more than a semantic change. It is intended to broaden the charter of the Commission to enable it to respond to the needs of both the clergy and the Convention with respect to personnel matters affecting clergy and their families.

The Diocese has an Archdeacon for Personnel on staff. The incumbent in that position would be responsible for coordinating the work of the Standing Commission on Clergy Compensation with other committees and entities within the Diocese.

John A. Snyder, Chair
The Rev. Dr. Edward Martin
The Rev. Dr. David St. George
George Christie, Consulting Economist

(Adopted)

CONGREGATIONAL SHARES

Resolved that the 115th Convention of the Diocese of Newark enthusiastically supports proportionate giving as the appropriate method for congregational giving to the Diocese and for Diocesan finances and be it further

Resolved that this Convention endorses the goal of congregations giving \$1 outside the congregation for every \$1 spent inside the congregation (50/50 giving) and be it further

Resolved that of the goal of 50% going outside the congregation the goal is for 1/2 of that amount to be given to the Diocese and be it further

Resolved that this Convention accepts the goal of 50/50 giving for the Unified Budget of the Diocese of Newark and be it further

Resolved that this method of congregational giving to the Diocese will begin with 1990 pledges with each congregation using the following process:

1. The 1989 pledge to the Diocese is divided by 1989 estimated general purpose income to determine the current percentage given to the Diocese.
2. An estimate is made of 1990 general purpose income as calculated for parochial report purposes. Mission churches will reduce this amount by the amount of their diocesan subsidy.
3. The vestry/executive committee chooses a percentage pledge for 1990, this should represent some movement toward the 25% goal.
4. A written pledge is submitted to the Diocesan Finance Office no later than December 1, 1989. The pledge will consist of a firm percentage commitment and a current estimate of what the pledge will be in dollars.
5. Total actual payments to the Diocese will be the pledged

percentage of actual income received, higher or lower.

6. The process outlined in items 1-5 will continue to be the method of determining congregational giving to the diocese unless modified or changed by action of the Diocesan Council or future Diocesan Conventions.

and be it further

Resolved that as churches move toward the goal of 50/50 giving that until giving to the Diocese equals 10% of a church's income the full increase in outside giving should be given to the Diocese.

Supporting Information

This resolution is the result of a study conducted by the Congregational Shares Committee of the Congregational Shares system. This method of giving to the Diocese was approved unanimously by the Diocesan Council at its September meeting.

During 1987 and early 1988 a great deal of concern was expressed about the congregational shares system. This concern lead to a decision by the Congregational Shares Committee, a subcommittee of the Diocesan Council Budget Committee, to conduct a full review of the shares system. To conduct its study the committee obtained input and data in a number of different ways. A mailing was sent to all our churches requesting comments on how the shares formula should be changed. Written responses were received from 20 churches or approximately 15% of the total. This input was complemented by a shares hearing that was held at St. Mark's Church in West Orange on April 14, 1988. At that meeting a number of other churches were also represented and their comments were received at that time. In addition to collecting data within this diocese contact was made with 12 other dioceses to obtain information about their methodology for funding diocesan budgets.

The input collected by the committee could basically be put into two broad categories. One category is that of recommended changes for the existing formula. The other is the only new approach that had any popular support, a stewardship or proportionate giving approach closely linked to the Newark Process of Stewardship. Recommended changes in the existing formula included proposals to allow clergy salary deductions for all parochial clergy, to eliminate the cap on the property insurance deduction and to eliminate the dynamic limit itself. Other suggestions were made to lower the percentage asked of net income and to set both a percentage and a dynamic limit which would then be frozen. This does not list all of the comments that were made, but gives some flavor of those comments. All letters received on this subject are available for inspection in the Finance Office at Cathedral House.

In making its decisions and recommendations the committee felt that it had to first choose between these two broad categories; modifying the existing formula or choosing to go to a stewardship approach to diocesan giving. It was the unanimous decision of the committee to recommend that the Diocese of Newark change to a stewardship approach. The next issue to be resolved was how to implement such a change. This step would represent a dramatic change that should be done consistently by all 128 churches in our diocese. For these reasons the committee believes the adoption of the stewardship approach should receive final approval from our Diocesan Convention.

Because final action is to come from the 1989 Diocesan Convention use of the new system would not begin until 1990. For 1989 the Diocesan Council has adopted an interim step of freezing 1989 shares at their 1988 levels. Subsequent to Diocesan Council approval of this new approach a copy of the original report was circulated to all congregations asking for their input. A minimal number of comments were received and those comments favored the new system.

The stewardship approach calls first for the reaffirmation of the commitment of the 1979 Diocesan Convention calling for each church to set a goal of giving \$1 outside itself for every \$1 spent inside the congregation, 50/50 giving. Every church that works with our stewardship commission is required to accept this goal and the 1985 General Convention of the Episcopal Church adopted this goal for all our congregations.

The 50/50 goal then becomes a goal or standard for congregational giving in the same way that the tithe is a goal or standard for individual giving. This is further refined by a goal or standard of having 1/2 of the 50% going outside a congregation be given to the Diocese with the balance going to other outreach causes. Acceptance of these goals by a congregation completes the same step in the stewardship process that an individual completes by accepting the tithe as the goal for his or her personal stewardship.

Just as most of our members are not yet tithers, few of our congregations are close to the 50/50 goal. Some churches are, however, close to the goal of giving 25% of their income to the Diocese. How we move towards that goal both as individuals and as congregations is through proportionate giving by increasing the percentage of income that is given. Under this approach each church would make its 1990 pledge to the diocese through the stewardship method.

This would start with the vestry or executive committee determining the percentage of its income that is currently given to the diocese. Then the general purpose income, as defined by the parochial report, for 1990 would be estimated. Looking at the current percentage the vestry/executive committee would then decide how to move towards the goal in the coming year. If the church was now giving 5% of its income to the Diocese the decision might be made to increase to 6 or 7% in 1990. The main point is not the rate of increase, but that real intentional growth take place. The church leadership would then make a pledge to the diocese that consisted of a commitment to give a firm percentage of its income and a current estimate of what that would be in dollars. Actual payments could be more or less depending upon actual income.

In order to make a responsible beginning to this approach it is important that each church not reduce its dollar pledge to the diocese. The dollar amount currently being given to the diocese should be the starting point for moving toward the 50/50 goal. It would be reasonable for the dollar amount to decline if the church's income is projected to decline and the percentage given to the diocese is not reduced.

The final section of the resolution calls for churches to give the full increase in outside giving to the diocese until giving to the diocese equals 10% of a church's income. This is not intended to suggest that a church should eliminate other existing outside giving and give that money to the diocese. The intent is to establish that until giving to

the diocese equals 10% of parochial income that the total increase in outside giving should go to the diocese.

The shares committee believes very strongly that this is the direction that should be chosen. Support of this approach was voiced both at the shares hearing and throughout our process. Like any dramatic change there is a certain amount of risk in this recommendation. One risk that concerned some committee members is the possibility that this approach will not result in sufficient pledge income to fund responsible diocesan budgets. The committee believe, however, that it is time to take that risk and any other risks involved in such a change.

The use of a stewardship approach will put giving to the diocese and other outreach on a consistent basis with the stewardship message that is being taught to our people. We cannot ultimately expect our people to accept this message if we say that they should practice stewardship, but the churches and the diocese should not or cannot. The experience of our stewardship process is that the church at every level must provide a leadership example for our people.

A second benefit of this approach is that it establishes a clear relationship between parochial income and the diocesan budget. If churches give a proportion of their income then the diocesan budget will go up and down as parochial income goes up and down. This should provide a cap on diocesan budgets limiting the possibility of diocesan budgets out of touch with the reality of parochial finances. This is a much more responsible way of dealing with this concern than the use of some arbitrary or artificial cap.

This approach also has the benefit of being reasonably simple and understandable. It will result in the doing away with formulas and deductions and should eliminate the endless debate on these subjects. No formula system will ever be seen as fair, a system of proportionate giving basing giving on what each church has is as fair as any system can be. There has been some resistance to the fairness of proportionate giving by individuals, but overall it is hard to think of anything that is fairer.

The final argument in favor of this approach is that it will provide a means for the churches of our diocese to begin to move toward the goal of 50/50 giving. This goal is one that has considerable support throughout the Episcopal Church. Bishop Browning has spoken out very clearly in support of this goal and has criticized the percentage of our resources that we spend on ourselves.

Some will say that it would be impossible for many if not all of our churches to reach such a goal. This is in fact the same argument that is used against tithing, that it is just not realistic. Yet the number of tithers continue to grow both in this diocese and across our church. The only way that we can find out if 50/50 giving is unrealistic is to try it. The experience of individuals is that if we give beyond ourselves there always seems to be enough left over to meet our needs and obligations. It seems hard to believe that something that can work for the people of God individually cannot work for the people of God corporately. For the story of one church that is close to reaching this goal, please see appendix A.

It is the hope of the shares committee that adoption of a stewardship approach for giving to the diocese will assist our churches in realizing the stewardship potential of their members. Recent analysis

of giving patterns in our diocese suggests that stewardship should continue to be a high priority for our churches.

If this resolution is approved there will no longer be a need for a shares committee since there will be no shares or revised shares. The study of the shares formula that was done in 1981 recommended that the existing formula be continued. When the Diocesan Council acted on that recommendation one member of the Council expressed the hope that the formula would be a temporary measure as we developed a greater sense of stewardship at all levels of our diocese. This committee believes that the adoption of this resolution represents a major step in that direction and that the time has come to take that step.

(Adopted)

COMMITTEE ON THE BISHOP'S ADDRESS

(1)

RESOLVED that this 115th Convention of the Diocese of Newark ask the Bishop to appoint a Task Force on the Environment to bring before the 116th Convention a report of its study with appropriate resolutions for action.

(2)

WHEREAS our new President is calling us to be a kinder and more gentle nation and whereas our Bishop has struck a similar note in his address before this Convention, be it

RESOLVED that we affirm as a minimum standard that no person be homeless, no person be hungry, no person be apart from adequate medical care and no person who wants to work be denied a job, and we urge the Christian Social Relations Commission to help keep these issues before the congregations and legislative bodies of this diocese.

(3)

RESOLVED that this convention gives thanks for and prays God's blessings upon the new ministry of the Suffragan Bishop elect of Massachusetts, the Rev. Barbara Harris.

(4)

WHEREAS this 115th Convention rejoices in the news of the great progress made toward the goals of our Church Structures Campaign to establish the Ward J. Herbert Fund, be it

RESOLVED that we give our special thanks to the work accomplished by its leadership team of Ms. Christine Barney, Dr. Joseph Piel and the Rev. Harry Smith.

(5)

RESOLVED that this 115th Convention authorize the Task Force on the Bible, which has been appointed by our Bishop, to make its report available on, or before, December 1, 1989, so that it may be read, debated and acted upon by the 116th Convention of the Diocese of Newark.

(6)

WHEREAS one among us has announced his intention to enter into his second retirement, having served the church nobly in Cuba and in the Diocese of Newark, and having made no less than 175 official Episcopal Visitations; be it

RESOLVED that this diocese give its heartfelt thanks for a job well done to the Rt. Rev. Jose Agustin Gonzalez, and be it further

RESOLVED that the Diocesan Council be asked to honor him in a appropriate fashion at its June 1989 meeting, and Buenas Surte, Vaya con Dios Jose y Graciela

(7)

RESOLVED that this 115th Convention of the Diocese of Newark gives thanks for the continued vision and leadership of our Bishop, John Shelby Spong, as he seeks to live out the mission statement of his seminary, "Seek the truth, come whence it may, cost what it will"; We count it a privilege to have been able to walk with you through "The Valley of the Shadow of Death". God Bless you.

(Adopted)

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DIOCESAN BUDGET
OUTREACH, MISSION AND PROGRAM

Item No.	1988 Approved	1989 Requested	1989 Approved	% of Budget
Outreach				
1. National Church/Exec. Council	\$460,000	\$490,000	\$490,000	
2. N.J. Council of Churches	24,000	25,200	25,200	
3. Outreach Projects	66,800	31,800	31,800	
Total Outreach	550,800	547,000	547,000	25.5
Mission and Ministry				
4. Department of Missions	315,000	316,400	311,400	14.5
5. Commission on Ministry	7,750	7,750	7,750	.3
Program				
6. Department of Program*	89,500	90,500	88,500	4.2
7. The VOICE	35,000	35,000	35,000	1.6
8. Diocesan Clergy Conference	9,000	9,000	9,000	.4
9. Aided Parishes		10,000	10,000	.5
Total Outreach, Mission & Program	1,007,050	1,015,650	1,008,650	47.0

DIOCESAN ADMINISTRATION

Diocesan Staff				
9. Bishop & Staff of 1 1/2	149,600	140,700	140,700	
10. Visiting Bishops	17,000	17,000	17,000	
11. Archdeacon for Missions & Sec.	79,600	81,800	81,800	
12. Archdeacon for Program & Sec.	82,100	84,100	84,100	
13. Archdeacon for Personnel	82,100	84,000	84,000	
14. Admin. Officer & Staff of 2	84,400	87,100	87,100	
15. Chief Fin. Officer & Staff of 3	140,800	144,900	144,900	
16. Director of Maint. & Custodian	43,800	41,800	41,800	
17. Canon Pastor	10,600	10,900	10,900	
18. Clergy Deployment	2,000	2,000	2,000	
19. Pension Expense - Lay Employees	600	600	600	
20. Property Management	21,100	21,700	21,700	
Total Salaries & Benefits	713,700	716,600	716,600	33.4

*Restated to include the Companion Diocese Program as part of the Department of Program.

DIOCESAN UNIFIED BUDGET

Diocesan Administration (continued)

Item No.	Operating Expenses	1988 Approved	1989 Requested	1989 Approved	% of Budget
21.	Utilities, Electric, Water	14,000	12,000	12,000	
22.	Telephone	23,000	24,000	24,000	
23.	Contracted Services & Heat	20,000	18,000	18,000	
24.	Building Maintenance & Repairs*	24,000	24,000	24,000	
25.	Casualty Insurance	10,000	10,000	10,000	
26.	Office Supplies	20,000	19,000	19,000	
27.	Postage	14,100	16,000	16,000	
28.	Office Machines Expense	29,000	17,500	17,500	
28a.	Legal Fees		28,000	28,000	
29.	Miscellaneous Expense	6,000	5,200	5,200	
Total Operating Expense		160,100	173,700	173,700	8.1
General Expense					
30.	Audit	12,000	12,000	12,000	
31.	Bank Custodial Fee	1,000	1,000	1,000	
32.	Fidelity Bond & Worker's Comp.	6,000	6,500	6,500	
33.	Group Life Insurance	37,000	34,000	34,000	
34.	Group Medical Insurance	128,400	105,000	105,000	
Total General Expense		184,400	158,500	158,500	7.4
Conventions & Other Meetings					
35.	Lambeth Conference Expenses	1,000	400	400	
36.	Gen. Convention Assessment	27,300	30,500	30,500	
37.	Gen. Convention Deputies Expense	5,000	7,500	7,500	
38.	Provincial Synod Assessment	3,700	4,200	4,200	
39.	Provincial Synod Dep. Expense	1,500	5,600	5,600	
40.	Diocesan Convention Expense	39,000	35,600	35,600	
41.	Diocesan Journal Expense	8,800	1,300	1,300	
42.	Diocesan Council Expense	2,000	2,000	2,000	
43.	Convocation Expense	450	450	450	
Total Conventions and Other Meetings		88,750	87,550	87,550	4.1
Total Administration		1,146,950	1,136,350	1,136,550	53.0
Total Budget		2,154,000	2,152,000	2,145,000	100.0

*\$24,000 for building maintenance includes \$10,000 for major repairs which requires prior approval of the Diocesan Council.

.DIOCESAN UNIFIED BUDGET

Income	1988 Approved	1989 Approved
Investment Income	\$111,000	\$112,000
Other Income	26,000	26,000
VOICE Appeal	9,000	9,000
Convention & Conference Fees	25,000	26,000
Office Expense Reimbursement	10,000	4,000
Sub Total	180,000	177,000
Prior Year's Surplus	102,000	63,000
Congregational Shares	1,887,000	1,920,000
Reserve for Non Payment	15,000	15,000
Net Pledge Income	1,872,000	1,905,000
Total Income	2,154,000	2,145,000

Detail of Clergy Salaries & Benefits

		1988 Approved	1989 Proposed
Item 9.	Bishop		
	Salary	\$58,600	\$60,300
	Benefits	36,200	39,500
	Total	94,800	99,800
Item 11.	Archdeacon for Missions & Urban Work		
	Salary	28,400	29,200
	Benefits	28,300	28,600
	Total	56,700	57,800
Item 12.	Archdeacon for Program		
	Salary	28,100	28,900
	Benefits	28,200	28,500
	Total	56,300	57,400
Item 13.	Archdeacon for Personnel		
	Salary	28,100	28,900
	Benefits	28,200	28,500
	Total	56,300	57,400

All figures are rounded off to the nearest hundred dollars.

the DIOCESE of NEWARK



JOHN G. ZINN
Chief Financial Officer
January 5, 1989

To: Members of the Diocesan Council

Enclosed with this letter is the financial statement for the year ended December 31, 1988. I am pleased to be able to inform you that the Diocesan Council's financial results will be better than projected for the year. This letter will comment on the major points of the year's financial results.

Income

Pledge income for the month of December was well in excess of budget which is a normal occurrence. Total pledge income for the year is \$1,875,000 or \$3,000 above budget. Included in this total is \$47,000 in pledges receivable that were accrued as income at the end of December creating a receivable of \$47,000. The estimates used in creating this receivable were conservative and it is possible that actual payments might exceed the amount accrued. It should be noted that the amount accrued one year ago was only \$19,000 so that there is a higher degree of uncertainty than a year ago. Any pledge payments received in excess of the receivable will appear as belated pledges on the 1989 statements, but will be included in the 1988 surplus.

All remaining income categories were over budget except for office expense reimbursement which was significantly under budget. This had been expected and an adjustment had been made in the 1989 budget, but it appears that a further adjustment might be necessary. The additional income in the other income category as well as the excess amount of pledge income more than made up for this one negative variance in income. Total income was \$2,058,000, after adjusting for belated pledges, total income was slightly over budget.

Disbursements

Funding for outreach, mission and ministry as well as program was in accordance with funding requests. All of these categories were fully funded except for the Department of Program which was under budget by almost \$4,000. Total funding for the VOICE and other category was only slightly under budget. 1989 funding for the VOICE must be reviewed for the impact of increased postage costs.

Total expenses in the Diocesan Staff category were under budget by \$16,000 due primarily to savings in the line for the Bishop's Office. This was caused by the elimination of a full time secretarial position which was replaced with part time help. The Retired and Visiting Bishop's line was over budget because the cost of visiting bishops exceeded expectations. This line has been consistently under budget in the past and this will be looked at in reviewing the 1989 budget.

Operating expenses were under budget by over \$5,000 in spite of over \$25,000 in unbudgeted legal expenses from the Ascension, Jersey City lawsuit. All budgeted lines were under budget with the largest variance in the office machine rentals line. This variance is to some degree due to the acquisition of a new photocopying machine in the summer of 1988. All of the operating expense lines will be reviewed as part of finalizing the 1989 budget including the provision for legal fees. Claims have been submitted to the insurance company for the paid legal fees and the insurance company has requested more information which has been requested of the law firms.

General expenses were under budget by roughly \$3,000. Almost all of this variance came in the area of auditing expense. In the medical insurance line almost \$40,000 has been reserved pending the final reconciliation with the insurance company. The final reconciliation will take place well into 1989 and there could be additional 1988 expense to the diocese. Once the reconciliation is complete any balance left from the reserve would be returned and included in the 1988 surplus calculation.

Conventions and other meetings were under budget for the year by \$4,600. A negative variance in general convention deputies expense was offset by positive variances in diocesan convention expense and the cost of publishing the diocesan journal. The provision for general convention deputies expense will have to be reviewed as part of the final review of the 1989 budget. Total expenses for the year were \$2,120,000 or \$34,000 less than budget.

Summary

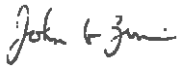
After adjusting for the effect of belated pledges total 1988 expenses exceeded revenue by \$67,000. Included in the 1988 budget was prior year's surplus of \$102,000, after taking account of this the Council came out ahead of budget by \$35,000. This means that \$35,000 of prior surplus was not used in 1988 as expected and is available to be used as income in the 1990 budget. This amount is subject to further adjustment.

1989 Pledges

Through January 3, we have received 115 pledges for 1989. All but three of those pledges are for the full share or more. The remaining 13 pledges plus the final review of expense projections will determine what adjustments must be made to the 1989 budget prior to convention.

Please let me know if there are any questions about this statement.

Sincerely yours,

A handwritten signature in cursive script, appearing to read "John G. Zinn".

John G. Zinn
Chief Financial Officer

DIOCESE OF NEWARK

RUN DATE 1/05/89 8.21.37

**BUDGETED FINANCIAL STATEMENT
FOR ACCOUNTING PERIOD 12 DECEMBER**

**1 DIOCEBAN COUNCIL
100.00 PCT. OF YEAR**

PAGE 1

DESCRIPTION	ANNUAL BUDGET	CURRENT PERIOD			YEAR - TO - DATE			PCT
		BUDGET	ACTUAL	VARIANCE	BUDGET	ACTUAL	VARIANCE	
INCOME								
RELATED PLEDGES	.00	.00	.00	.00	.00	4,941.06	4,941.06	100.00
PLEDGE INCOME CONGREG.	1,872,000.00	156,000.00	302,019.21	146,019.21	1,872,000.00	1,874,967.30	2,967.30	100.00
INVESTMENT INCOME	111,000.00	26,750.00	20,852.31	5,897.69	111,000.00	111,586.88	586.88	100.00
OTHER INCOME	25,000.00	2,083.33	5,860.05	3,776.72	25,000.00	29,266.00	4,266.00	117.00
OFFICE EXPENSE REIMBURSE	10,000.00	833.33	309.41	523.92	10,000.00	1,814.06	8,185.94	18.14
CONVENTION & CONFERENCE	25,000.00	.00	132.00	132.00	25,000.00	25,874.00	874.00	103.00
VOICE CONTRIBUTIONS	9,000.00	1,500.00	909.00	691.00	9,000.00	9,391.00	391.00	104.00
TOTAL INCOME	2,052,000.00	187,166.66	329,981.98	142,815.32	2,052,000.00	2,057,840.30	5,840.30	100.00
DIOCEBAN OUTREACH								
NATIONAL CHURCH	460,000.00	38,333.33	153,332.00	114,998.67	460,000.00	460,000.00	.00	100.00
NEW JERSEY COUNCIL OF CH	24,000.00	2,000.00	2,000.00	.00	24,000.00	24,000.00	.00	100.00
OUTREACH PROJECTS	66,800.00	.00	1,300.00	1,300.00	66,800.00	66,800.00	.00	100.00
TOTAL OUTREACH	550,800.00	40,333.33	156,632.00	116,298.67	550,800.00	550,800.00	.00	100.00
MISSION & MINISTRY								
DEPARTMENT OF MISSIONS	315,000.00	26,250.00	26,250.00	.00	315,000.00	315,000.00	.00	100.00
COMMISSION ON MINISTRY	7,750.00	645.83	.00	645.83	7,750.00	7,750.00	.00	100.00
TOTAL MISSION & MINISTRY	322,750.00	26,895.83	26,250.00	645.83	322,750.00	322,750.00	.00	100.00
DEPARTMENT OF PROGRAM								
DEPARTMENT OF PROGRAM	80,000.00	6,666.67	3,372.25	3,294.42	80,000.00	76,115.44	3,884.56	95.00
TOTAL DEPT. OF PROGRAM	80,000.00	6,666.67	3,372.25	3,294.42	80,000.00	76,115.44	3,884.56	95.00
CLERGY CONFERENCE	9,000.00	.00	.00	.00	9,000.00	9,262.49	262.49	102.00
COMPANION DIOCESE PROGRA	9,500.00	791.67	.00	791.67	9,500.00	9,500.00	.00	100.00
THE VOICE	35,000.00	2,916.67	3,512.60	595.93	35,000.00	34,995.40	4.60	99.00
AIDED PARISHES	10,000.00	833.33	.00	833.33	10,000.00	10,000.00	.00	100.00
TOTAL VOICE & OTHERS	63,500.00	4,541.67	3,512.60	1,029.07	63,500.00	63,757.89	257.89	100.00
DIOCEBAN STAFF								
BISHOP'S OFFICE	139,600.00	11,633.33	17,729.86	6,096.53	139,600.00	130,801.47	8,798.53	93.00
RETIRED & VISITING BISHO	17,000.00	1,416.67	208.15	1,208.52	17,000.00	19,091.68	2,091.68	112.00
ARCHDEACON FOR MISSIONS	79,600.00	6,633.33	7,211.27	577.94	79,600.00	78,901.59	698.41	99.00
ARCHDEACON FOR PROGRAM &	82,100.00	6,841.67	7,410.49	568.82	82,100.00	81,410.88	689.12	99.00
ARCHDEACON FOR PERSONNEL	82,100.00	6,841.67	7,155.34	313.67	82,100.00	79,140.05	2,959.95	96.00
ADMINISTRATIVE OFFICER	84,400.00	7,033.33	8,848.66	1,815.33	84,400.00	84,115.43	284.57	99.00
CHIEF FIN OFFICER & STAF	140,800.00	11,733.33	14,950.89	3,217.26	140,800.00	139,881.61	918.39	99.00
DIRECTOR OF MAINTENANCE	43,800.00	3,650.00	4,327.48	677.48	43,800.00	39,682.89	4,117.11	90.00
CANON PASTOR	10,600.00	883.33	883.33	.00	10,600.00	10,600.00	.00	100.00
CLERGY DEPLOYMENT	2,000.00	166.67	7.00	159.67	2,000.00	1,556.81	443.19	77.00
LAY PENSION	600.00	50.00	.00	50.00	600.00	600.00	.00	100.00
PROPERTY MANAGEMENT	21,100.00	1,758.33	575.00	1,183.33	21,100.00	21,565.00	465.00	102.00
TOTAL DIOCEBAN STAFF	703,700.00	58,641.66	69,307.17	10,665.51	703,700.00	687,347.11	16,352.89	97.00

DIocese of Newark

RUN DATE 1/05/89 8.21.39

BUDGETED FINANCIAL STATEMENT
FOR ACCOUNTING PERIOD 12 DECEMBER

1 DIOCESAN COUNCIL
100.00 PCT. OF YEAR

PAGE 2

DESCRIPTION	ANNUAL BUDGET	CURRENT PERIOD			YEAR - TO - DATE			
		BUDGET	ACTUAL	VARIANCE	BUDGET	ACTUAL	VARIANCE	PCT
EDRAL HOUSE OPERATING EX								
ILITIES	14,000.00	1,166.67	843.16	323.51-	14,000.00	10,012.21	3,987.79-	71.52
LEPHONE	23,000.00	1,916.67	2,141.99	225.32	23,000.00	20,429.19	2,570.81-	88.82
UTRACED SERVICES & H	20,000.00	1,666.67	2,201.66	534.99	20,000.00	15,783.66	4,216.34-	78.92
UILDING MAINTENANCE	24,000.00	2,000.00	3,762.15	1,762.15	24,000.00	20,232.54	3,767.46-	84.30
UALITY INSURANCE	10,000.00	833.33	546.00	287.33-	10,000.00	8,657.04	1,342.96-	86.57
ICE SUPPLIES	20,000.00	1,666.67	1,678.35	11.68	20,000.00	16,441.75	3,558.25-	82.21
STAGE	14,100.00	1,175.00	1,100.00	75.00-	14,100.00	13,190.00	910.00-	93.55
TICE MACHINE RENTALS,	29,000.00	2,416.67	933.85	1,482.82-	29,000.00	19,144.53	9,855.47-	66.02
IAL FEES	.00	.00	13,251.83	13,251.83	.00	25,434.92	25,434.92	.00
ICELLANEOUS OPERATING	6,000.00	500.00	511.00	11.00	6,000.00	4,895.12	1,104.88-	81.59
TOTAL OPERATING EXPENSE	160,100.00	13,341.68	26,969.99	13,628.31	160,100.00	154,220.96	5,879.04-	96.33
GENERAL EXPENSE								
IT	12,000.00	.00	.00	.00	12,000.00	9,000.00	3,000.00-	75.00
IK CUSTODIAL FEE	1,000.00	83.33	.00	83.33-	1,000.00	510.31	489.69-	51.03
ELITY BOND & WORKER'S	6,000.00	500.00	.00	500.00-	6,000.00	5,915.00	85.00-	98.58
UP LIFE INSURANCE	37,000.00	3,083.33	9,216.68	6,133.35	37,000.00	37,034.08	34.08	100.09
PREHENSIVE MEDICAL IN	128,400.00	10,700.00	66,830.47	56,130.47	128,400.00	128,400.00	.00	100.00
TOTAL GENERAL EXPENSE	184,400.00	14,366.66	76,047.15	61,680.49	184,400.00	180,859.39	3,540.61-	98.08
ENTIONS & OTHER MEETINGS								
WITH CONFERENCE	1,000.00	83.33	.00	83.33-	1,000.00	1,000.00	.00	100.00
CONV. AGENT	27,300.00	.00	.00	.00	27,300.00	27,300.00	.00	100.00
EDRAL CONVENTION DEPUT	5,000.00	.00	.00	.00	5,000.00	9,368.80	4,368.80	187.38
UNICIAL SYNOD ASSEMBLY	3,700.00	.00	.00	.00	3,700.00	2,809.00	891.00-	75.92
UNICIAL SYNOD TRAVEL	1,500.00	125.00	.00	125.00-	1,500.00	1,024.60	475.40-	68.31
ICEBAN CONVENTION EXPE	39,000.00	.00	.00	.00	39,000.00	34,103.18	4,896.82-	87.44
ICEBAN JOURNAL EXPENSE	8,800.00	.00	.00	.00	8,800.00	6,980.00	1,820.00-	79.32
ICEBAN COUNCIL EXPENSE	2,000.00	166.67	.00	166.67-	2,000.00	1,571.94	428.06-	78.60
AVOCATION EXPENSES	450.00	37.50	.00	37.50-	450.00	.00	450.00-	.00
TOTAL CONVENTION & OTHER	88,750.00	412.50	.00	412.50-	88,750.00	84,157.52	4,592.48-	94.83
TOTAL EXPENSES	2,154,000.00	165,200.00	362,091.16	196,891.16	2,154,000.00	2,120,008.31	33,991.69-	98.42
REVENUE IN EXCESS OF EXP	102,000.00-	21,966.66	32,109.18-	54,075.84-	102,000.00-	62,168.01-	39,831.99	60.95

the DIOCESE of newark



JOHN G. ZINN
Chief Financial Officer

January 11, 1989

To: Members of the Department of Missions

Attached is the financial statement for the Department of Missions for the month of December and the year end financial statement. This letter will comment on the major points in this statement.

Income

Total income for the year was slightly over budget. This was due, however, to \$7,300 in returned grants which was not budgeted. Two items jubilee ministry grant and investment income were under budget. Some of the investment income will be received in 1989. The \$7,300 in returned grants came from the closing out of the urban training program.

Disbursements

In the congregational subsidy category the only budget variances were for the lines for Hamburg and Newark, St. Barnabas which were under budget for the year. The Hamburg variance is from the provision for debt service which will not begin until some time in 1989. The St. Barnabas variance is due to the handling of the loan payments on the mortgage for the church's vicarage.

The special ministries category is slightly over budget for the year. This is due to a variance in the Korean Missioner account which came from some lease payments that had to be absorbed by the Department.

In the operating expense categories the year ended pretty much as predicted. The taxes and legal line was over budget by \$15,000 due to the problem with the Franklin Lakes property, the 1989 budget should be adjusted to reflect this situation. All other operating expenses were either at budget or below budget for the year.

The cash and equivalent balances for the three funds of the DOM at the end of December are as follows:

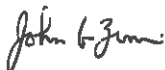
Operating Fund	\$48,001
Capital Fund	177,911
Grant Fund	14,625

Summary

At the end of 1988 the Department of Missions has an operating surplus of just over \$18,000. This balance will be carried forward into the 1989 budget.

Please let me know if there are any questions about this statement.

Sincerely yours,

A handwritten signature in cursive script, reading "John G. Zinn".

**John G. Zinn
Chief Financial Officer**

DEPT OF MISSIONS

RUN DATE 1/05/99 14.26.29

BUDGETED FINANCIAL STATEMENT
FOR ACCOUNTING PERIOD 12 DECEMBER

1 DEPT. OF MISS. OPERATING FUND PAGE 1
100.00 PCT. OF YEAR

DESCRIPTION	ANNUAL BUDGET	CURRENT PERIOD			YEAR - TO - DATE		
		BUDGET	ACTUAL	VARIANCE	BUDGET	ACTUAL	VARIANCE
INCOME							
INVESTMENT INCOME	30,000.00	2,500.00	2,215.82	284.18-	30,000.00	27,233.89	2,766.11-
OTHER INCOME	2,800.00	233.33	.00	233.33-	2,800.00	2,600.00	200.00-
LOAN INTEREST	.00	.00	.00	.00	.00	.00	.00
GAIN/LOSS SALE OF REAL E	.00	.00	.00	.00	.00	.00	.00
GRANTS RETURNED	.00	.00	7,309.98	7,309.98	.00	7,309.98	7,309.98
JUBILEE MINISTRY GRANT	17,000.00	1,416.67	.00	1,416.67-	17,000.00	13,500.00	3,500.00-
DIOCESAN APPROPRIATION	315,000.00	26,250.00	26,230.00	.00	315,000.00	315,000.00	.00
TOTAL INCOME	364,800.00	30,400.00	35,775.80	5,375.80	364,800.00	365,643.87	843.87
DISBURSEMENTS							
CONGREGATIONAL SUBSIDIES							
BOGOTA	11,000.00	916.67	1,020.84	104.17	11,000.00	11,000.04	.04
ST. AGNES, EAST ORANGE	12,500.00	1,041.67	1,041.67	.00	12,500.00	12,500.04	.04
HAMBURG	38,500.00	3,208.33	2,299.24	909.09-	38,500.00	28,499.97	10,000.03-
ST. CYPRIAN'S, HACKENSAC	10,500.00	875.00	875.00	.00	10,500.00	10,500.00	.00
NEW JERSEY CITY, GRACE VAN V	41,600.00	3,466.67	3,466.67	.00	41,600.00	41,600.04	.04
CHESTER/LONG VALLEY	18,000.00	1,500.00	1,500.00	.00	18,000.00	18,000.00	.00
MILTON/OAK RIDGE	5,200.00	433.33	433.33	.00	5,200.00	5,199.96	.04-
KINGWOOD, GOOD SHEPHERD	12,500.00	1,041.67	1,041.67	.00	12,500.00	12,500.04	.04
VERNON	19,000.00	1,583.33	1,128.79	454.54-	19,000.00	19,000.00	.00
NEWARK, ST. ANDREW'S	16,000.00	1,333.33	1,333.33	.00	16,000.00	15,999.96	.04-
NEWARK, ST. BARNABAS	22,000.00	1,833.33	1,699.98	133.35-	22,000.00	20,399.76	1,600.24-
INCARNATION, WEST MILFORD	19,000.00	1,583.33	1,583.33	.00	19,000.00	18,999.96	.04-
TOTAL CONGREGATIONAL SUB	225,800.00	18,816.66	17,423.85	1,392.81-	225,800.00	214,199.77	11,600.23-
SPECIAL MINISTRIES							
BERGEN HILL MISSIONER	11,000.00	916.67	393.94	522.73-	11,000.00	10,995.01	4.99-
JAPANESE MINISTRY	2,000.00	166.67	166.67	.00	2,000.00	2,000.04	.04
HEADLANDS MINISTRIES	10,000.00	833.33	833.33	.00	10,000.00	9,999.96	.04-
KOREAN MISSIONER - HUDSON	32,000.00	2,666.67	1,939.39	727.28-	32,000.00	32,981.03	981.03
GOOD SHEPHERD KINGWOOD	.00	.00	.00	.00	.00	.00	.00
TOTAL SPECIAL MINISTRIES	55,000.00	4,583.34	3,333.33	1,250.01-	55,000.00	55,976.04	976.04
GRANTS	.00	.00	.00	.00	.00	.00	.00
TOTAL SUBSIDIES	280,800.00	23,400.00	20,757.18	2,642.82-	280,800.00	270,175.81	10,624.19-
TAXES & LEGAL							
CONTINGENCIES & MISCELLA	15,000.00	1,250.00	6,067.00	4,817.00	15,000.00	13,987.41	1,012.59-
PROPERTY & MAINTENANCE	19,000.00	1,583.33	9,771.00	8,187.67	19,000.00	11,395.00	7,605.00-
CONSULTANT FEES	10,000.00	833.33	.00	833.33-	10,000.00	10,000.00	.00
OFFICE EXPENSE	4,000.00	333.33	238.00	95.33-	4,000.00	1,270.11	2,729.89-
MOVING EXPENSES	10,000.00	833.33	.00	833.33-	10,000.00	.00	10,000.00-
ARCHDEACON'S DISCRETIONARY	4,000.00	333.33	250.00	83.33-	4,000.00	4,000.00	.00
TOTAL EXPENSES	364,800.00	30,399.98	37,094.51	6,694.53	364,800.00	347,353.72	17,446.28-

DEPT OF MISSIONS

DATE 1/05/89 14.25.34

BUDGETED FINANCIAL STATEMENT
FOR ACCOUNTING PERIOD 12 DECEMBER

1 DEPT. OF MISS. OPERATING FUND PAGE 2
100.00 PCT. OF YEAR

FUNCTION	ANNUAL BUDGET	CURRENT PERIOD			YEAR - TO - DATE			
		BUDGET	ACTUAL	VARIANCE	BUDGET	ACTUAL	VARIANCE	PCT
RES IN EXCESS OF EX	.00	.02	1,318.71-	1,318.73-	.00	18,290.15	18,290.15	.00

Department of Missions -- Operating Statement
Statement of Fund Balances at Dec 30th.1988

	Balance 11/30/88	Dec Addit.	Disb.	Balance 12/30/88
Oper Acct.	59,695	35,776	37,228	58,243
Cap. Fund.	344,224	1,278	—	345,502
Grant Fund	20,063	194	2,500	17,757
Fund Bal	423,982	37,248	39,728	421,502

Summary of Cash and Investments

Checking Accounts	26,537
Moneymarket Account	44,000
Commercial Paper	170,000
Loan Receivables	179,143
D.I.T Dividends Receivable	1,822
Total	421,502

SAMUEL KLEIN AND COMPANY
CERTIFIED PUBLIC ACCOUNTANTS

1190 RAYMOND BOULEVARD
NEWARK, N.J. 07102
(201) 824-8100
(212) 269-8214
TELECOPIER NO
201-733-3520

INDEPENDENT AUDITOR'S REPORT

**Boards of Trustees of the
Diocese of Newark**

We have audited the accompanying combined balance sheet of The Diocese of Newark and related funds as of December 31, 1988 and the related statement of operations and changes in fund balances for the year then ended. These financial statements are the responsibility of the organization's management. Our responsibility is to express an opinion on these financial statements based on our audit.

We conducted our audit in accordance with generally accepted auditing standards. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation. We believe that our audit provides a reasonable basis for our opinion.

In our opinion, the combined financial statements referred to above present fairly, in all material respects, the financial position of The Diocese of Newark and related funds as of December 31, 1988 and its operations and changes in fund balances for the year then ended in conformity with generally accepted accounting principles.



Newark, New Jersey
May 19, 1989

THE DIOCESE OF NEWARK AND RELATED FUNDS

COMBINED BALANCE SHEET

DECEMBER 31, 1988

ASSETS

Cash		\$ 1,002,427
Short-Term Commercial Paper - (at cost which approximates market)		1,938,585
Marketable Securities (Note 2)		11,390,914
Accounts Receivable		22,299
Pledges Receivable		54,994
Interest and Dividends Receivable		178,038
Loans Receivable (Note 5):		
Short-term (due in five years or less from date of note)		84,248
Long-term (due in more than five years from date of note)		746,455
Installment Receivable (Note 6)		1,795,602
Fixed Assets (Note 7)	\$256,371	
Less: Accumulated Depreciation	<u>66,314</u>	190,057
Diocesan Real Estate, at cost (Note 8)		686,149
Prepaid Expenses		<u>9,205</u>
Total Assets		<u>\$18,098,973</u>

LIABILITIES AND FUND BALANCES

Accounts Payable and Accrued Liabilities	\$ 110,730
Dividends Payable	42,673
Undistributed Income	152,115
Investment in Real Estate and Equipment	876,206
Undesignated Fund Balances	587,737
Designated Fund Balances	<u>16,329,512</u>
Total Liabilities and Fund Balances	<u>\$18,098,973</u>

See accompanying notes to financial statements.

THE DIOCESE OF NEWARK AND RELATED FUNDS

COMBINED STATEMENT OF OPERATIONS
AND CHANGES IN FUND BALANCES

FOR THE YEAR ENDED DECEMBER 31, 1988

Revenue:	
Pledges and contributions	\$ 2,098,361
Investment income	942,145
Convention and other fees	102,452
Gain on sale of investments	234,220
Income from and additions to endowments	195,299
Capital share transactions	239,473
Other income	94,846
Total Revenue	<u>3,906,796</u>
Expenses:	
Diocesan outreach	550,800
Mission and ministries	63,726
Diocesan staff compensation	762,217
Diocesan programs	138,301
Insurance premiums	173,544
Grants	320,982
Conventions and other meetings	84,158
Investment expense	62,966
Withdrawal and distribution of principal	244,948
Distribution of income	198,331
Congregational subsidies	214,200
General and administrative	288,064
Operating expenses	84,421
Total Expenses	<u>3,186,658</u>
Excess of Revenue over Expenses	720,138
Fund Balances at Beginning of Year	16,332,493
Dividends Paid During the Year	<u>(135,382)</u>
Fund Balances at End of Year	<u>\$16,917,249</u>

See accompanying notes to financial statements.

THE DIOCESE OF NEWARK AND RELATED FUNDS

NOTES TO COMBINED FINANCIAL STATEMENTS

DECEMBER 31, 1988

1. BASIS OF PRESENTATION

The Diocese of Newark presides over a number of different funds, all of which are included in the accompanying financial statements. Several of the funds have their own Board of Trustees, as follows: The Diocesan Investment Trust of the Diocese of Newark, The Trustees of the Episcopal Fund and Diocesan Properties of the Diocese of Newark, The Department of Missions of the Diocese of Newark and The Diocesan Council of the Diocese of Newark.

The Diocesan Investment Trust of the Diocese of Newark holds money, in trust, for investors and buys and sells both income and growth securities. The Trustees of the Episcopal Fund and Diocesan Properties of the Diocese of Newark is administered by the Trustees for the benefit of parishes, missions, organizations and institutions of the Diocese. The Department of Missions of the Diocese of Newark is used for general administration of the Missions Program and aided parishes. The Diocesan Council of the Diocese of Newark is responsible for and administers the remaining funds presented within the accompanying financial statements.

2. MARKETABLE SECURITIES

Marketable securities are carried at cost, except for securities held by The Diocesan Investment Trust which are carried at market value. The distribution of cost and market value is as follows:

Securities at Cost	\$ 1,841,998
Securities at Market Value (Cost of \$9,306,930)	<u>9,548,916</u>
	<u>\$11,390,914</u>

3. PRINCIPLES OF COMBINATION

The financial statements of the Diocese of Newark and its related funds are combined. Any interfund accounts and transactions are eliminated in this combination.

4. INCOME TAXES

The Diocese of Newark and its various funds are exempt from Federal income tax under Section 501(a) of the Internal Revenue Code.

THE DIOCESE OF NEWARK AND RELATED FUNDS

NOTES TO COMBINED FINANCIAL STATEMENTS

DECEMBER 31, 1988

(Continued)

5. ALLOWANCE FOR DOUBTFUL ACCOUNTS

In the opinion of the management all loans outstanding as of December 31, 1988 are considered collectible and consequently an allowance for doubtful loans is not necessary at that date.

6. MOORE PROPERTY PROCEEDS

The installment receivable of \$1,795,602 at December 31, 1988 consists of an interest in a tract of land and a large residence in Morris Township acquired by the Diocese by bequest in 1980. The tract owned by the Diocese was part of a larger tract that was subject to a sales agreement to a developer contingent upon his obtaining certain zoning variances and site plan approval.

In October 1986, the residence on the tract was extensively damaged by fire and in June 1987 the Fund received a net amount after claim expenses of \$983,806 from the insurer.

In September 1987, under a renegotiated sales agreement with a developer, the sale of the tract was closed and the aforementioned insurance proceeds were designated as a down payment on the 45% interest sold by the Diocese. The balance of the purchase price is to be paid by the developer at the rate of 10.0% of the sales price of each of the properties as they are sold. The contract provides for a minimum purchase price of which proceeds of \$2,779,408 are allocable to the tract sold by the Diocese, less the down payment of \$983,806 as explained above.

The tract sold is collateral for the payment of the balance due on the contract. In the event of default on the contract by the developer, the \$983,806 down payment is to be retained by the Diocese.

The down payment and interest earned thereon are being held in the fund until the Trustees are satisfied that the developer will not default on the contract.

7. FIXED ASSETS

Fixed assets are recorded at acquisition cost and depreciated by the straight-line method based on the estimated useful life of the asset.

THE DIOCESE OF NEWARK AND RELATED FUNDS

NOTES TO COMBINED FINANCIAL STATEMENTS

DECEMBER 31, 1988
(Continued)

8. DIOCESAN REAL ESTATE

The Diocesan real estate is carried at cost or at its assessed value at date of recording, and consists of the following:

Cathedral House, Newark	\$200,000
43 Ogden Place, Morristown	131,240
Land, Primarily Held for Future Use	282,800
33 Grant Street, Newark	62,287
St. James, Newark	<u>9,822</u>
Total	<u>\$686,149</u>

9. CONTINGENCIES

As of December 31, 1988, the standing committee of The Diocese of Newark had guaranteed loans from the Episcopal Church Foundation. The specific loans involved and the outstanding balances at December 31, 1988 are to the Church of the Messiah in Long Valley - \$17,500, Grace Church Van Vorst in Jersey City - \$40,500, St. Peter's in Mountain Lakes - \$45,000 and St. John's in Ramsey - \$45,000.

The standing committee of The Diocese of Newark had also guaranteed loans from the Executive Council of the Episcopal Church to St. John's in Ramsey and Christ Church in East Orange. The outstanding balances on these loans as of December 31, 1988 are \$73,000 and \$98,458, respectively.

10. BENEFIT PLANS

Pensions for clergy (currently the Bishop and three Archdeacons) employed in the Diocesan offices are provided for by payments to The Church Pension Fund which is part of the National Office of the Episcopal Church in New York. Contributions, funding and benefits are prescribed at the national level.

Pensions for lay employees of the Diocese are provided by the Pension Plan of the Diocese of Newark. The plan is non-contributory. Pension benefits are 1.3% of average earnings times the number of years of service.

THE DIOCESE OF NEWARK AND RELATED FUNDS

NOTES TO COMBINED FINANCIAL STATEMENTS

DECEMBER 31, 1988
(Continued)

10. BENEFIT PLANS (Continued)

As of the most recent valuation date, December 31, 1987, the lay pension plan is overfunded as shown by the following:

1. Present value of projected pension liabilities	\$381,540
2. Present value of future normal costs	196,311
3. Accrued liability (past service liability)	185,229
4. Normal cost	15,948
5. Assets	410,596

No contribution was made by the Diocese to the lay pension plan in 1988 and none is anticipated for 1989.

11. INSURANCE PREMIUMS

The medical and life insurance premiums paid by the Diocese are partially reimbursed by the Diocesan Churches.

SUPPLEMENTARY INFORMATION

Our examination was made for the purpose of forming an opinion on the basic combined financial statements of The Diocese of Newark and related funds, taken as a whole. The supplementary information included within is presented for purposes of additional analysis and is not a required part of the basic combined financial statements. Such information has been subjected to the auditing procedures applied in the examination of the basic combined financial statements and, in our opinion, is stated fairly in all material respects in relation to the combined financial statements taken as a whole.

A handwritten signature in cursive script that reads "Samuel Klein and Company". The signature is written in dark ink and is positioned to the right of the date.

Newark, New Jersey
May 19, 1989

SCHEDULE OF BALANCE SHEET ACCOUNTS BY FUND

DECEMBER 31, 1968

ASSETS	Moccasin Council Fund	Bishop's Church Extension and Lending Fund	Trustees of the Fund for Aged Clergymen	Insurance Fund	Episcopal Educational Fund	Camp and Conference Center	ACTS/VTH Fund	Ward J. Herbert Fund	Moccasin Investment Trust	Department of Missions	Trustees of the Episcopal Fund and Moccasin Properties	Eliminations	Total All Funds
Cash	\$ 97,839	\$ 25,251	\$ 2,996	\$24,425	\$ 14,849	\$ 50,849	\$ 24,876	\$137,148	\$ 76,153	\$ 70,237	\$ 471,152	\$	\$ 1,002,427
Moccasin Investment Trust Shares		32,984	216,679		287,373						4,547,046	(5,084,082)	
Short-Term Commercial Paper (at cost which approximates market)		33,000				150,000	115,000		400,000	170,000	1,070,585		1,938,585
Marketable Securities	117,209						1,578,798		9,548,916		145,991		11,390,914
Accounts Receivable	46,927				1		1,398,000	5,567		21,798	500		22,299
Pledges Receivable							2,500						2,500
Interest and Dividends Receivable	19,562					7,522	360		148,773	1,821			54,994
Dividends Receivable from Moccasin Investment Trust		1,461	4,831		4,772						85,170	(96,234)	
Loans Receivable		71,300								179,144	2,500		84,248
Long-term Installment Receivable						81,748					40,369		746,455
Fixed Assets						496,545					1,795,602	(40,903)	1,795,602
Accumulated Depreciation						98,404					137,967		256,371
Moccasin Real Estate (At Cost)						(5,486)					(60,828)		(66,314)
Prepaid Expenses	9,205									354,909	331,240		686,149
Total Assets	\$290,742	\$163,996	\$224,506	\$24,425	\$306,995	\$131,289	\$3,071,174	\$142,715	\$10,173,842	\$798,209	\$8,587,294	\$(6,571,219)	\$18,038,973
LIABILITIES AND FUND BALANCES													
Accounts Payable and Accrued Liabilities	\$ 70,948	\$	\$	\$	\$	\$	\$	\$	\$ 39,782	\$	\$1,350,000	\$ 1,350,000	\$ 110,730
Dividends Payable									138,907		96,234	96,234	42,673
Notes Payable	6,237									34,666	152,115	40,903	152,115
Undistributed Income													
Investment in Real Estate and Equipment						92,910				354,909	428,379		876,206
Undesignated Fund Balance	213,557			24,425	306,995	38,371	5,005		9,995,153	306,379	6,656,800	5,084,082	587,737
Designated Fund Balances		163,996	224,506					142,715		102,225			16,329,512
Total Liabilities and Fund Balances	\$290,742	\$163,996	\$224,506	\$24,425	\$306,995	\$131,289	\$3,071,174	\$142,715	\$10,173,842	\$798,209	\$8,587,294	\$ 6,571,219	\$18,038,973

See supplementary information, page 209.

SCHEDULE OF OPERATIONS BY FUND

DECEMBER 31, 1988

	Bishop's Church Extension Fund	Trustees of the Church Fund for Aged and Infirm Clergy- men	Insurance Fund	Bishop George E. Bath Memori- tional Fund	Camp and Conference Center Fund	Bishopal Capital Loan Fund	ACTS/VIM Fund	Ward J. Herbert Fund	Diocesan Investment Trust	Department of Missions	Trustees of the Bishopal Fund and Diocesan Properties	Total All Funds
Revenue:												
Pledges and contributions	\$1,089,299	\$28,904	\$	\$ 6,608	\$ 32,171	\$	\$ 1,365	\$94,204	\$	\$ 20,810	\$	\$2,098,361
Investment Income	3,836	300	2,119	1,356		44,912	126,601	4,303	732,435	26,283	456,062	942,145
DIY Dividend Income		22,490		20,806	76,578		24,622		193,954		15,644	102,452
Gain on Sale of Investments	25,874											234,220
Income from and Additions to Endowments	111,587				34,848				239,473	23,386	228,299	185,299
Capital Share Transactions					5,316					22,732	29,493	239,473
Other Income	37,305				40,000		108,426			41,369		94,846
Transfer from Funds							30,000			315,000		355,000
Diocesan Appropriation												30,000
ACTS/VIM Distribution												
Total Revenue	2,064,065	39,782	8,727	47,162	188,913	44,912	291,014	98,507	1,165,862	649,600	729,498	3,906,796
Expenses:												
Diocesan Outreach	550,800											550,800
Mission and Ministries	322,750									55,976	(315,000)	63,726
Diocesan Staff Compensation	687,348	7,782			67,087					4,000	(40,000)	762,217
Diocesan Program	139,872				34,429							139,301
Insurance Premiums		12,334	155,999		5,211							173,544
Grants		23,817		19,350			292,884			47,931	(63,000)	320,982
Conventions and Other Meetings	84,158								62,966			84,158
Investment Expense												62,966
Withdrawal and Distribution of Principal												
Distribution of Income												
Congregational Subsidies												
General and Administrative Operating Expenses	166,782	3,242	42	3,521	64,052		6,338	14,885	17,932	214,200	(169,821)	244,948
Transfer to Funds					6,443					11,270		198,331
Total Expenses	1,951,710	27,059	159,520	19,350	177,222	41,389	108,426	14,885	80,898	395,285	629,170	288,064
Excess (Deficiency) of Revenue over Expenses Before Dividends	112,355	12,723	(150,793)	27,812	11,691	3,523	(116,634)	83,622	1,084,964	54,315	100,328	720,138
Dividends Paid During the Year	-	-	-	-	-	-	-	-	(641,782)	-	-	(135,382)
Excess (Deficiency) of Revenue over Expenses	\$ 112,355	\$12,723	\$ (150,793)	\$27,812	\$ 11,691	\$ 3,523	\$ (116,634)	\$83,622	\$ 443,182	\$54,315	\$100,328	\$ 584,756

See supplementary information, page 209.

REPORT OF CONGREGATIONAL SUPPORT
1989 and 1988

	1988		1989		
PARISH/MISSION	SHARE	PLEDGE	PAYMENT	SHARE	PLEDGE
ALLENDAL, Epiphany	1500	1500	1500	1500	1500
ARLINGTON, Trinity	1767	1767	1767	1767	1767
BAYONNE, Calvary	1500	1500	1500	1500	1500
BAYONNE, Trinity	5862	5862	5862	5862	5862
BELLEVILLE, Christ	1576	1576	1576	1576	1576
BELVIDERE, St. Mary	3236	3236	3236	3236	3236
BERGENFLD, All Saints	600	2100	2100	600	600
BLMFD, Advent	2996	3000	3000	2996	3000
BLMFD, Ascension	1500	1500	1250	1500	1500
BLMFD/GR, Christ	17668	17668	17668	17668	17668
BOGOTA, St. Peter	1500	1500	1500	1500	1500
BOONTON, St. John	5235	5235	4172	5235	5235
CHATHAM, St. Paul	33324	33324	33324	33324	33324
CLFSIDE PK, Trinity	1500	1500	1500	1500	1500
CLIFTON, St. Peter	16053	16053	16053	16053	16053
DENVILLE, Saviour	17515	17515	17520	17515	17520
DOVER, St. John	10450	10450	10450	10450	10450
E.O., Christ	9789	9789	9790	9789	9789
E.O., St. Agnes	600	600	600	600	600
E.O., St. Paul	990	990	990	600	600
E. RUTH, Resurrection	600	600	600	600	600
ENGLEWOOD, St. Paul	51546	51546	51546	51546	48146
ESSEX FLS, St. Peter	68482	68482	68482	68482	68482
FAIRLAWN, Atonement	7140	4000	4000	7140	7140
FT. LEE, G. Shepherd	7170	7200	7200	7170	7170
GLEN ROCK, All Sts.	7415	7415	7415	7415	7415
HCKSACK, Christ	6577	6577	6577	6577	6577
HCKSACK, St. Anthony	8810	8810	8810	8810	8810
HCKSACK, St. Cyprian	600	600	600	600	600
HCKSTN, St. James	10832	10832	10832	10832	10832
HALEDON, St. Mary	5487	5487	5487	5487	5487
HAMBURG, G. Shepherd	1930	1930	1930	1930	1930
HGRGTN. PK, St. Andrew	4822	3200	3700	4822	4822
HARRISON, Christ	1500	1500	1500	1500	1500
HSBK. HGTS. St. John	3777	3777	3148	3777	3777
HAWORTH, St. Luke	10860	10860	10860	10860	10860
HAWTHNE, St. Clement	10817	10817	10817	10817	10817
HLSDALE, Hly. Trinity	5420	5420	5420	5420	5420
HBKN, All Saints	1500	3500	3500	1500	1500
HOHOKUS, St. Bart.	21463	21463	21463	21463	21463
HOPE, St. Luke	1647	1647	1647	1647	1647
IRVINGTON, Trinity	2434	2434	2434	1825	1825
J.C., Ascension	4690	3000	3000	4690	4690
J.C., Grace, VV	600	600	600	600	1000

J.C.,Incarnation	5056	5056	5056	5056	5056
J.C.,St.John	900	900	900	900	900
J.C.St.Matthew	600	600	600	900	900
J.C.St.Paul	13475	5500	13475	13475	13475
J.C.,St.Stephen	4853	4980	4980	4853	4980
KINNELON,St.David	19915	19915	19915	19915	19915
LEONIA,AllSaints	6912	6912	5500	6912	6934
LCN.PK.St.Andrew	9862	9862	9862	9862	9862
LTL.FLS.St.Agnes	13947	13947	13947	13947	13947
LVGSTON,St.Peter	13256	13256	13256	13256	13256
LG.VALLEY,Messiah	900	900	900	900	900
LYDHRST.St.Thomas	3425	3425	3425	3425	3425
MADISON,Grace	59568	59568	59568	59568	59568
MPLWD,St.George	29059	29059	29059	29059	29059
MAYWD,St.Martin	10151	10151	10151	10151	10151
MENDHAM,St.Mark	15267	15267	15267	15267	15267
MDLD.PK.G.Shepherd	23662	23662	23662	23662	23662
MLBN.St.Stephen	11898	11898	11898	11898	11898
MLGTN.All Saints	33847	33847	33847	33847	33847
MYOR,St.Gabriel	900	900	900	900	900
MTCLR.St.James	40116	25560	25560	40116	30000
MTCLR.St.John	12571	12571	12571	12571	12571
MTCLR.St.Luke	59685	59685	59685	59685	59685
MTCLR.Trinity	3509	3509	3509	3509	3509
MONTVALE,St.Paul	27301	27301	27301	27301	27301
MRS.PLNS.St.Paul	37996	38000	38000	37996	38000
MRSTWN.Redeemer	19816	19816	19816	19816	19816
MRSTWN.St.Peter	106598	106598	106598	106598	106598
MT.ARLGTN.St.Peter	1500	1500	1500	1500	1800
MT.LKS.St.Peter	20370	20370	20370	16749	16749
NWK.Grace	68562	60407	60407	68562	60407
NWK,Hse.of Prayer	875	875	875	600	600
NWK.St.Andrew	600	600	550	600	600
NWK.St.Barnabas	600	600	550	600	600
NWK.Trinity Cath.	72706	64058	52029	72706	64058
NEWTON,Christ	16002	16002	16002	16002	16002
N.ARLGTN.St.Paul	1190	1190	1190	1190	1190
N.BERGEN,Trans.	1500	1500	1500	1500	1524
NORWD,H.Communion	3497	3497	3497	3081	3081
NUTLEY,Grace	23913	24000	24000	23913	24000
OAKLAND,St.Alban	2400	2400	2400	2400	3600
ORADL.Annunciation	20801	20801	20801	20801	20801
ORANGE,All Saints	10164	10164	10164	10164	10164
ORANGE,Epiphany	4594	4594	4594	4594	4594
PRMS.St.Matthew	8744	6100	6100	6558	6558
PRSP.ST.Gregory	6959	6959	6959	6959	6959
PASSAIC,St.John	7373	7373	6759	7373	7373
PAT,H.Communion	1611	1611	1611	1611	1611
PAT,St.Paul	24500	24500	24500	24500	24500
PAT.Trinity	7100	7100	7100	7100	7100
PHLSP.St.Luke	9862	9862	4932	9862	9862
PTN.LKS.Christ	23397	23397	23397	23397	23397
RAMSEY,St.John	37756	37756	37756	37756	37756
RDGFLD.St.James	11718	11718	11718	11718	11718
RDGFLD PK.St.Mary	6170	6170	6170	6170	6170

RIDGEWOOD,Christ	73044	78600	79800	73044	87128
RDGWD.St.Elizabeth	58430	58430	58430	58430	58430
RINGWOOD,G.Shepherd	600	600	600	600	600
RCHL.PK.St.Peter	2492	2492	2492	2492	2492
RUTHERFORD,Grace	21440	21440	21440	21440	21440
SECAUCUS,Saviour	1500	1500	1800	1500	1800
SHORT HLS,Christ	114935	114935	114935	114935	114935
S.O.St.Andrew/H.C.	40925	30000	27500	40925	30000
SPARTA,St. Mary	21427	21427	21427	21427	21427
STANHOPE,Christ	7151	7151	7151	7151	7151
SUCCASUNNA,St.Dun.	2648	2700	2700	2648	2700
SUMMIT,CaIvary	90437	90437	90437	90437	85000
TEANECK,Christ	7233	6500	2475	7233	6500
TEANECK,St.Mark's	8053	8053	8053	8053	8053
TENAFly,Atonement	39409	39409	39409	39409	39409
TOTOWA BORO,Christ	5506	5506	5506	5506	5506
TOWACO,Transfig.	1622	1622	1622	1622	1622
UNION CITY,Grace	2228	2228	2228	2228	2228
UNION CTY.St,John	1500	1000	1000	1500	1000
VERNON,St. Thomas	900	900	900	900	900
VERONA,Holy Spirit	11404	11404	10537	11404	11404
WASH.,St.Peter's	3539	3539	3539	3539	3539
WAYNE,St. Michael	33460	33460	33460	33460	33460
WEST MILFORD,Inc.	2400	2400	1400	2400	2400
W.O.Holy Innocents	6483	6483	6483	6483	6483
W.O.Holy Trinity	2292	2292	2300	2292	2300
W.O.St.Mark's	900	1000	1000	900	1000
WESTWOOD,Grace	26699	26699	26699	26699	26699
WOOD-RIDGE,St.Paul	6282	6282	6282	6282	6282

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219	DISCRETIONARY FUNDS
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Clergy Deceased

A. D. 1988

March 9 Duncan Allan Easton
April 18 John T. Sanborn
Aug. 17 Frank A. Cheever
Sept. 8 A. Stewart Hogenauer
Nov. 6 Gilbert B. Ayres

Ordinations

A. D. 1988

Jan. 16 Charles Lynvel Rice, Deacon, by Bishop Spong
Church of the Messiah, Chester
Feb. 20 Frank Boyd Crumbaugh III, Deacon, by Bishop Spong,
St. Peter's, Washington
March 12 Anne Elizabeth Cox, Priest, by Bishop Spong for the Diocese
of Michigan, St. Paul's, Englewood
May 28 Mariann Edgar Budde, Deacon, by Bishop Spong
St. Paul's, Chatham
May 28 Kim Fred Capwell, Deacon, by Bishop Spong
St. Paul's, Chatham
May 28 Diana Doyle Clark, Deacon, by Bishop Spong
St. Paul's, Chatham
May 28 Caroline Heath Pearce, Deacon, by Bishop Spong
St. Paul's, Chatham
June 4 Charles Lynvel Rice, Priest, by Bishop Spong
Grace Church, Madison
Sept. 28 Frank Boyd Crumbaugh III, by Bishop Spong
St. Mary's, Belvidere
Dec. 3 Kim Fred Capwell, Priest, by Bishop Spong
Trinity Church, Irvington
Dec. 12 Caroline Heath Pearce, Priest, by Bishop Spong
St. Mary's, Haledon
Dec. 17 Diana Doyle Clark, Priest, by Bishop Spong
St. George's, Maplewood

Candidates for Holy Orders

Carolyn D. Blake
Susan P. Chrystal
Edward M. Hasse III
Albert J. Keeney
Katherine Ragsdale
Mary Ruth Stone
J. Robert Williams
Richard Charles Wrede

Clergy Transferred

A. D. 1988

Feb. 2 James P. Jones to the Diocese of Virginia
Feb. 9 Sharon Lloyd (Sullivan) to the Diocese of Vermont
Feb. 26 Celine M. McGrath to the Diocese of Maryland
March 8 Suzanne L. Harris to the Diocese of New Jersey
March 30 Wilbur H. Edel to the Diocese of South West Florida
May 20 Lynn E. Cunningham to the Diocese of Washington
June 15 Brewster Y. Beach to the Diocese of New York

June 21 Denise P. Mantell to the Diocese of New Jersey
 Aug. 16 Samuel L. Koon, Jr. to the Diocese of Western Michigan
 Aug. 16 Luis Leon to the Diocese of Delaware
 Oct. 28 Joyce Ulrich Tompkins to the Diocese of Massachusetts
 Nov. 6 Nancy H. Wittig to the Diocese of Pennsylvania
 Dec. 7 A. Warren Bridgeman to the Diocese of Long Island

Clergy Received

A. D. 1988

Jan. 1 William R. Coats from the Diocese of Pittsburgh
 Jan. 10 Raymond Lewis Harbort from the Diocese of New York
 Feb. 1 Lauren Ackland from the Diocese of New York
 June 8 Anne E. Cox from the Diocese of Michigan
 June 10 Nicholas Cooke III from the Diocese of Virginia
 Aug. 8 Michael S. Cooper from the Diocese of New York
 Sept. 21 Christopher David from the Diocese of New York

####

CONSENT GIVEN BY THE BISHOP OF NEWARK TO ELECTIONS, ORDINATIONS, RESIGNATIONS OF BISHOPS

A.D. 1988

Jan. 4 Consent for the election of a Suffragan Bishop for the
 Diocese of Massachusetts.
 Jan. 5 Consent to the election of The Very Rev. John Chih-Tsung
 Chien to be Bishop of the Diocese of Taiwan.
 Feb. 4 Consent to the election of The Very Rev. Orris George Walker,
 Jr. to be Bishop Coadjutor of the Diocese of Long Island.
 Feb. 12 Consent to the Resignation of the Rt. Rev. Howard S. Meeks as
 Bishop of the Diocese of Western Michigan
 March 17 Consent to the election of a Bishop Coadjutor for the Diocese
 of Northwestern Pennsylvania.
 March 24 Consent to the election of a Bishop Coadjutor for the Diocese
 of Southern Virginia.
 March 24 Consent to the Resignation of the Rt. Rev. Charles Furman
 Stough as Bishop of Alabama.
 March 28 Consent to the election of a Bishop Coadjutor for the Diocese
 of Western Louisiana.
 April 4 Consent to the election of a Bishop Coadjutor for the Diocese
 of Western North Carolina.
 April 13 Consent to the Resignation of the Rt. Rev. Robert P. Atkinson
 as Bishop of the Diocese of West Virginia.
 April 14 Consent to the election of the Very Rev. Frederick H. Borsch
 to be Bishop of the Diocese of Los Angeles.

- April 20 Consent to the election of The Rev. Luis Caisapanta-Bedon to be Bishop of the Diocese of Litoral.
- April 20 Consent to the Resignation of the Rt. Rev. Harold A. Hopkins, Jr. as Bishop of the Diocese of North Dakota.
- May 28 Consent to the election of a Bishop Coadjutor for the Diocese of Nebraska.
- Nov. 21 Consent to the Resignation of the Rt. Rev. Gerald Nicholas McAllister as Bishop of Oklahoma.
- Nov. 21 Consent to the election of a Bishop Coadjutor for the Diocese of Arizona.
- Dec. 2 Consent to the election of The Rt. Rev. Richard F. Grein to be Bishop Coadjutor of the Diocese of New York.
- Dec. 2 Consent to the Resignation of the Rt. Rev. Richard F. Grein as Bishop of Kansas.
- Dec. 23 Consent to the Resignation of the Rt. Rev. Victor M. Rivera as Bishop of the Diocese of San Joaquin.
- Dec. 23 Consent to the election of The Rev. Dr. John Clark Buchanan to be Bishop Coadjutor of the Diocese of West Missouri.

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Bishop Spong's Discretionary Fund - 1989

	Confirmed	Received	Discretionary Fund
Allendale, Epiphany (Bsp. Spong)	3	8	2,200.00
Bayonne, Calvary (Bsp. Spong)			
Bayonne, Trinity (Bsp. Spong)	2	3	100.00 40.65
Belleville, Christ			
Belvidere, St. Mary's (Bsp. Gonzalez)			
Bergenfield, All Saint's (Bsp. Spong/Gonzalez)	13		273.70
Bloomfield, Advent (Bsp. Spong)	4		75.00
Bloomfield, Ascension (Bsp. Spong)	1		
Bloomfield & Glen Ridge, Christ (Bsp. Spong)			123.66
Bogota, St. Peter's (Bsp. Spong)	13		167.00
Boonton, St. John's			48.00
Chatham, St. Paul's (Bsp. Spong)	12	2	232.95
Cliffside Park, Trinity (Bsp. Saucedo)	5	6	129.00
Clifton, St. Peter's			
Chester, Messiah (Bsp. Saucedo)	7	2	325.00
Denville, The Saviour (Bsp. Saucedo)	8		
Dover, St. John's (Bsp. Gonzalez)	13	4	100.00
East Orange, Christ (Bsp. Saucedo)	17		
East Orange, St. Agnes'			
East Orange, St. Paul's (Bsp. Saucedo/Spong)	8		100.00
East Rutherford, Grace			
Englewood, St. Paul's (Bsp. Gonzalez)	14	1	227.81
Essex Fells, St. Peter's (Bsp. Spong)	21	5	301.00
Fair Lawn, Atonement (Bsp. Saucedo/Spong)	1	2	53.00
Fort Lee, Good Shepherd (Bsp. Spong)	22	3	225.00
Glen Rock, All Saints' (Bsp. Spong)	9	1	50.00
Hackensack, Christ (Bsp. Reus)	2	4	
Hackensack, St. Anthony of Padua (Bsp. Spong)			100.00
Hackensack, St. Cyprian's (Bsp. Saucedo)	1		
Hackettstown, St. James'			
Halldon, St. Mary's			

Hamburg, Good Shepherd			
Harrington Park, St. Andrew's	2	1	200.00
(Bsp. Spong)			
Harrison, Christ	2	1	116.00
(Bsp. Spong)			
Hasbrouck Hgts. St. John the Divine	13	3	183.50
(Bsp. Spong)			
Haworth, St. Luke's	3		92.00
(Bsp. Spong)			
Hawthorne, St. Clement's			
(Bsp. Spong)			
Hillsdale, Holy Trinity	8	1	60.00
(Bsp. Spong)			
Hoboken, All Saints'			
Ho-ho-kus, St. Bartholomew's	1		
(Bsp. Gonzalez)			
Hope, St. Luke's			
Irvington, Trinity	1		
(Bsp. Gonzalez)			
Jersey City, Ascension			68.00
(Bsp. Spong)			
Jersey City, Grace, Van Vorst	9		200.00
(Bsp. Spong)			
Jersey City, Incarnation	9		65.00
(Bsp. Gonzalez)			
Jersey City, St. John's	13	2	48.50
(Bsp. Gonzalez)			
Jersey City, St. Matthew's	5	4	
(Bsp. Annobil/Spong)			
Jersey City, St. Paul's	2	1	140.00
(Bsp. Spong)			
Jersey City, St. Stephen's	4		41.00
(Bsp. Gonzalez)			
Kearny, Trinity	7	1	54.56
(Bsp. Gonzalez)			
Kinnelon, St. David's	1		24.00
(Bsp. Annobil)			
Leonia, All Saints'			
Lincoln Park, St. Andrew's	5		
(Bsp. Annobil)			
Little Falls, St. Agnes'	1	2	140.01
(Bsp. Schofield)			
Livingston, St. Peter's	2		31.00
(Bsp. Gonzalez)			
Lyndhurst, St. Thomas'			121.00
Madison, Grace	8	9	228.00
(Bsp. Spong)			
Maplewood, St. George	6		
(Bsp. Spong)			
Mar Thoma Church			
Maywood, St. Martin's	3		100.00
(Bsp. Ramos)			
Mendham, St. Mark's	2	1	
(Bsp. Reus)			
Midland Park, Good Shepherd	8	3	100.00
(Bsp. Spong)			
Millburn, St. Stephen's	7		
(Bsp. Gonzalez)			
Millington, All Saints'	9	6	
(Bsp. Ramos)			
Milton/Oakridge, St. Gabriel's			

(Bsp. Gonzalez)			
Montclair (Upper), St. James'	7	1	25.00
(Bsp. Peers)			
Montclair, St. John's			
Montclair, St. Luke's	7	5	261.75
(Bsp. Spong)			
Montclair, Trinity	7		60.00
(Bsp. Annobil)			
Montvale, St. Paul's	7		
(Bsp. Gonzalez)			
Morris Plains, St. Paul's	15	4	
(Bsp. Gonzalez)			
Morristown, Redeemer	3	4	131.55
(Bsp. Gonzalez)			
Morristown, St. Peter's	11		360.01
(Bsp. Spong)			
Mt. Arlington, St. Peter's	3		
(Bsp. Gonzalez)			
Mountain Lakes, St. Peter's	15	6	400.00
(Bsp. Spong)			
Newark, Grace	4	1	113.75
(Bsp. Gonzalez)			
Newark, House of Prayer	3		97.00
(Bsp. Spong)			
Newark, St. Andrew's	2		
(Bsp. Annobil)			
Newark, St. Barnabas	5		
(Bsp. Spong)			
Newark, St. Thomas'			
Newark, Trinity Cathedral	5		297.99
(Bsp. Spong)			
Newton, Christ			
North Arlington, St. Paul's			
North Bergen, Transfiguration	7		33.00
(Bsp. Spong)			
Norwood, Holy Communion	2	2	51.00
(Bsp. Gonzalez)			
Nutley, Grace	15	4	173.00
(Bsp. Spong)			
Oakland, St. Alban's	8	1	137.10
(Bsp. Reus)			
Oradell, Annunciation			72.50
(Bsp. Spong)			
Orange, All Saints'			
Orange, Epiphany	2		137.50
(Bsp. Spong)			
Panther Valley Ecumenical Ministry	1		
(Bsp. Spong)			
Paramus, St. Matthew's	3		42.50
(Bsp. Gonzalez)			
Parsippany, St. Gregory's	4		27.50
(Bsp. Gonzalez)			
Passaic, St. John's	3	3	50.00
(Bsp. Spong)			
Paterson, Holy Communion	4		100.00
(Bsp. Wantland/Spong/Gonzalez)			
Paterson, St. Paul's	6	2	100.00
(Bsp. Gonzalez)			
Paterson, Trinity			
Phillipsburg, St. Luke's			26.25
(Bsp. Gonzalez)			

Pompton Lakes, Christ (Bsp. Saucedo)	13		
Ramsey, St. John's (Bsp. Annobil)	2	2	161.00
Ridgefield, St. James			157.00
Ridgefield Pk., St. Mary the Virgin (Bsp. Gonzalez)	1		38.75
Ridgewood, Christ (Bsp. Spong)	18	5	255.50
Ridgewood, St. Elizabeth's (Bsp. Spong)	16		149.75
Ringwood, Good Shepherd (Bsp. Reus-Froylan)	1		
Rochelle Park, St. Peter's (Bsp. Spong)	1		100.00
Rutherford, Grace (Bsp. Spong)	5	1	150.00
Secaucus, Our Saviour (Bsp. Spong)	4		100.00
Short Hills, Christ (Bsp. Spong)	14	3	211.25
South Orange, St. Andrew/Holy Comm. (Bsp. Gonzalez)	4		
Sparta, St. Mary's (Bsp. Annobil)	5		166.00
Stanhope, Christ			
Succasunna, St. Dunstan's (Bsp. Gonzalez)	7		153.00
Summit, Calvary (Bsp. Spong)	13	2	160.00
Teaneck, Christ (Bsp. Gonzalez)	7		55.00
Teaneck, St. Mark's (Bsp. Gonzalez)	3	3	
Tenafly, Atonement (Bsp. Spong)	5		100.00
Totowa Borough, Christ (Bsp. Saucedo)	1		
Towaco, Transfiguration (Bsp. Spong/Gonzalez)	6	1	45.00
Union City, Grace (Bsp. Gonzalez)	1		48.15
Union City, St. John's (Bsp. Saucedo)	3		99.57
Verona, Holy Spirit (Bsp. Gonzalez)	6		
Vernon, St. Thomas' (Bsp. Spong)	2	4	50.00
Washington, St. Peter's			
Wayne, St. Michael's (Bsp. Spong)	7	6	
West Milford, Incarnation			
West Orange, Holy Innocents'			
West Orange, Holy Trinity (Bsp. Spong)	3		50.00
West Orange, St. Mark's (Bsp. Spong)	3	1	64.28
Westwood, Grace (Bsp. Spong)	7	2	59.25
Wood-Ridge, St. Paul's (Bsp. Gonzalez)	4		131.00

LICENSED LAY READERS, CHALICE BEARERS AND LAY EUCHARIST MINISTERS
DIOCESE OF NEWARK
1989

ALLENDALE, EPIPHANY - *Nina P. Anderson, *Edgar O. Curtiss Jr., *Ransom H. Duncan, *Joseph Griswold, *Dana W. Hiscock, *David Ronald Latham, *Geoffrey H. Polglase, *Earl T. Sniffin.

ARLINGTON, TRINITY - *Donald B. Finch, *Fred E. Hall, *George T. Measor, *Carol I. Stec, Janice G. O'Hara, *Frances M. Robbins, Judith H. Scherzo.

BAYONNE, CALVARY - June D. McComb, John Noel, 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 - *Clarence C. Stout, *Ferd Wolfertz.

BERGENFIELD, ALL SAINTS' - *Diane J. Biesel, *David B. Biesel, *Edward Bolce Jr., *John Davies, *Robert C. O'Neill, *John Racich, *Barbara Rhodes, *Laura L. Wells.

BLOOMFIELD, ADVENT - William F. Burrows, Kenneth W. James, Salvatore O. Torrisi, Elizabeth L. Walters.

BLOOMFIELD, ASCENSION - Sharon Arlett, Loretta E. Brown, Mabel Burt, Jennie Stephens.

BLOOMFIELD/GLEN RIDGE, CHRIST - *Douglas W. Archer, *Robert L. Backfisch, *Stewart Carpenter, *Robert Carver, *Agnes Cleary, *Frank Paul Costa, *Cathy L. Deats, *George B. Hallock, *Richard Lamb, *Judith Mack, *Cheryl Edwards Pasteur, *Sharon D. Reed, Sally N. Roddy, *Peter Ross, *Nancy Leigh Stiles, *Curtis Suerth, *C. Denise Turner, *Beryl Wheaton, *Joan Wolfe.

LAY EUCHARISTIC MINISTERS: Cathy Deats, George Hallock, Beryl Wheaton.

BOGOTA, ST. PETER'S KOREAN CHURCH - Stephen Wonchul Lee, Matthew Chung Hwan Kim, Peter Heung Shik Yang, *Kyung Hee Oh Yang.

BOONTON, ST. JOHN'S, - *Richard H. Bernhey, *Barbara Busch, *Robert E. Casparian, *William F. Hoyt, *Ian Moricz, *William A. Muller, *Lily R. Pope, *Robert Stoy.

CHATHAM, ST. PAUL'S - Brenda S. Ash, *John H. Bennett, Charles C. Chose, *Margaret Ann Dengel, *Robert E. Frey, *Nancy S. Foster, Linda M. Keeney, *Thomas V. Kelsey, *Eliot S. Knight, *Preston K. Mears, *James P. Moore, *Richard J. Shook, *Elizabeth B. Stockly, *John G. Stockly, *Philip T. Suraci, *Cynthia G. Wieboldt, *Edward K. Wilcox.

CHESTER, MESSIAH, *Andrew Andreeko, *Barbara J. Barnard, *Robert H. Burnett, Murray Adams Cappers Jr., Terrill L. Cowan, Louis Eward Fifer IV, *Patricia Goffinet, *Valerie Dale Gruner, *Phyllis Heistand, *Cheryl Kasper, *Richard A. Kenney, Judith G. Kilgore, Norman Joseph Marquis, Robert Dutcher Molloy, Dorothy Sanborn Patten, Benjamin Baker Peck, Cynthia Van Norden Peck, *Thomas Osucha, Emilie-elizabeth S.

Peck, Thomas J. Porto, Nelson Gorham Russell, *Thomas Osucha, *Arthur S. Underwood, *Sue Ellen Underwood, *Betty Weaver, *Diann Worthington, *Henry Russell Worthington III, Carrie Lynn Worthington.

CLIFFSIDE PARK, TRINITY - Bradley Box, *Laurence M. Burrow, *Corinne Dyer, *Fred F. Dyer, Hannah Kurzweil, *Lloyd B. Marshall, *Laura E. Marshall, *Patricia K. Marshall, *Patrick Marshall, *Bruno Paul Pizzimentf, *Duncan W. Rawson.

CLIFTON, ST. PETER'S - *James G. Carfora, *Jean A. Clain, *Susan Clarke, *Donald I. Fischer, *Pamela A. Fueshko, *Carolyn T. Guttierrez, Kevin P. Hines, *Loretta Hochmuth, *Keith Kidwell, *James H. Sawyer, *Martha J. Wheehier, Nancy L. Young.

COMMUNITY OF ST. JOHN BAPTIST - *The Rev. Mother Suzanne Elizabeth, *Sr. Barbara Jean, *Sr. Laura Katharine, *Sr. Mary Lynne.

DENVILLE, CHURCH OF THE SAVIOUR - *Judith L. Arnold, Margaret H. Babcock, *Arline O. Cowell, *William S. A. Ford, *Richard Gigerian, *Richard L. Heilman, *Robert V. Hein Sr., *William R. Jensen, *Wayne D. Leatherberry, *John R. Marra, Thomas Schafer, *Robert W. Sommers, *Candace D. Wagoner, *John I. Willard.

DOVER, ST. JOHN'S - *Alvin Brandt, *Mary Grenfell Colby, *Theron Cook, *Maldron L. Coon Jr., *Donald A. Dunsmore, *Raymond Joseph Grant Jr., *Fred Mitton, Nancy E. Neglia, *Lucy-Lee Reed, *Jean D. Reed, *Elise Ryan, *Ralph E. Yearwood.

EAST ORANGE, CHRIST - *Patricia A. Adams, *George W. Ballard, *Oretha I.P. Cole, Arthur B. Fenty, Albert H. Galloway, *Elizabeth C. Humphrey, *Susan E. Kynor, Jacquelyn Elizabeth Lane, *Constance L. Martin, *Charles Stanley Otto, Dennis Rowland, *Kathleen M. Sanders, *Stella I. Thompson, Ladylease White.

EAST ORANGE, ST. AGNES' - Muriel Lois C. Davis, *Leeman Dennis, *Victor E. Ellison, *Ajourie May Henry, Kenneth C. Igwe, Hurlston Delroy Richardson, Valda Elaine Wright.

EAST ORANGE, ST. PAUL'S - *Beverley I. Jones

EAST RUTHERFORD, CHURCH OF THE RESURRECTION - *Varghese K. David, V. I. Itty, K. M. Mathew, P. C. Mathew.

ENGLEWOOD, ST. PAUL'S - *Bing D. Bills, *Elizabeth A. Brownlee, *Constance E. Bryant, *Edna M. Cubberley, *Loretta M. Daniels, *Murray Parsons Dwight, *Lionel B. Garrison, *Kathleen D. Gill, *David B. Kent, *Albert R. Lamb Jr., *Jesse L. Lynn, *Ethel C. Moses, *Marjorie C. Osborne, *Elton Renfro, *Rudolph Guy Thomas, *Walter D. Sumner III, *William J. Taylor III, *Edith Swift Thomas, *William S. Weismann Sr., *Julie Ann Wortman, *Helen Louise Yeisley.

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Rowe, Janet Drake Smith, *Charles T. Summers, *Mary C. Swenson, Stuart L. Wilcox.

FAIR LAWN, ATONEMENT - *Robert E. Archibald, Kim F. Capwell, *Carlton J. McCarter, *Jeanette M. Popielarz, *Stephen F. Potisk, *Hazel Rosen, *Marilyn Williams, *Janet S. Witham.

FORT LEE, GOOD SHEPHERD - Moira Bailis, Lee Jacob Chin-Su, John T. Connors, Joan Gaess, *Michelle Hansen, Elizabeth Kerney, Terry Menner, William Miller, Jr., *James Mion, Donald O'Brien, Janet O'Brien, *Samuel Pleasants, Sandra Ruth Pinkerton, Margaret Ruth von Dohln Quick, Claire Roney, Eugene Sanford, Karen Sanford, Cathy Anne Smith, Larry Sunden, Mary Sunden, *Missy Thomas, *Lynne Tuzik.

GLEN ROCK, ALL SAINTS' - *Catharine Roth Allen, *Karen J. Agnello, *Gregory J. Coram, *Pamela Demarco, *Kornelia M. Dormire, *Lenore Ann Gasparik, *Wynter E. Harper, *John B. McGrath, *Victoria G. McGrath, *James R. Phillips Jr., *Thomas R. Woolley, *Hortense I. Zeller

HACKENSACK, CHRIST - *Mary C. Allan, *Edith Arndt, *Sally Brown, *Punkie Dennis, *Michael Gerhardt, Julia Gleaves, *Jasmin S. Goulbourne, *Marjorie M. Hart, *Victor W. Hart, *Stephen Hopkins, *Ruth LaFrance, Andrew Link, *Richard McFeaters, *Barry Morrison, *Joan Weed, *Lennie Wilson.

HACKENSACK, ST. ANTHONY OF PADUA - *Salvatore Garofalo, *Hernan A. Green, *Geoffrey J. Sadock, Karen Sadock, *John Spraker, *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, *Cheryl Ann S. Fox, *Frederick J. R. Jones, *Richard C. Kramer, *Pamela Laura, *Linda Peacock Pierce, *Robert J. Poetsch, *Edward J. Roycroft Jr.

HALEDON, ST. MARY'S - Linda Susan Berkman, *Donna L.G. Bielauskas, *Luther E. Clifton, *Robert A. Ebersbach, *Edward W. Hausleben, *G. William Metzler, *Barbara M. Mueller, Andrew Joseph Patrizio Jr., *Robert T. Powers, *Nancy Ricca, *Henry Ruitenberg Jr., *Kenneth M. Whalen, *Bernhardt Wuensch.

HAMBURG, GOOD SHEPHERD - *Mildred Dubiel, June Eisenecker, *Patricia A. Hoffman, Catherine R. Klecha, Sharon L. Klecha, *Nancy Claire McKenna, *Joan Lodge, *Edwin C. Selby, Dorothy E. Tanner, Lynn Brooks Tyler, *Marlene Wilbur, *Jean B. Zwirek.

HARRINGTON PARK, ST. ANDREW'S - *Charles Blackington, *John B. Gibbons, *Gerrie H. Jeter, *Ann Olivarius.

LAY EUCHARIST MINISTER: Gerrie H. Jeter

HARRISON, CHRIST - *Dorothy A. Bartkus, *Arthur Cawley Jr., *Raymond B. Graham Jr., *Florence Lillian Green.

HASBROUCK HEIGHTS, CHURCH OF ST. JOHN THE DIVINE - *Ethel S. Ball, James Stephen Curry, Laurence R. Fitton, *Carl W. Haefele, *Janet M. Hager, Roberta A. Jones, Andis I. Kalnins, Ann MacVicar, Lorna H. Prychodski, Cheryl Ann Schmitt, *Joseph L. Solda Jr., *John Telson, *Patricia L. Thomasey.

HAWORTH, ST. LUKE'S - *Shirley F. Brilakis, *Richard Gonci, *Marjorie F. Hartmeyer, *Eliane A. Klie, *Roberta Nobleman, *Andrew Nelson Jr., *Junius W. Stephenson, *Nancy H. Wynn, *Betty-Ann Wilkie, *James Wilkie.

HANTHORNE, ST. CLEMENT'S - *Joseph S. Birch, *Thomas D. Cairns, *William R. DeMyer, *Betty Ann Deren, *Roberta Faust, *Elizabeth Gregg, *Susan Marie Gruenberg, *Suzanne M. Hesse, *Garret C. Merselis, *George Phillips, *John S. Pratt, Donna Ann Sinke, *Andrew E. Souzis.

HILLSDALE, HOLY TRINITY - *Amy Elizabeth Arlin, *Jane C. Arlin, *Patricia G. Arlin, *George Behringer, *Robert F. Browning Jr., *Debra A. Chapman, *Russell Chapman, *Lisa Elaine Ciccone, *Mark C. Didriksen, *Lisa Jo Engkvist, *Paul E. Fitzpatrick, *Brent M. Gallenberger, *Constance Ann Glaysher, Lisa Michele Ianuale, *James D. McCaughey Jr., *Viola G. Meese, *Chris Sieler, *George A. Tashji, *Jane A. Tashji, *Diane Tekirian, *Tracie Verrengia, *Katherine Anne Wigfield.

HO-HO-KUS, ST. BARTHOLOMEW'S - *Susan M. Baker, Margaret J. Barnett, *Elizabeth M. Gregg, Carol Anderson Hart, Francis David Hart, *Francis D. Hanusek, *Elizabeth Ling, *Frankie M. Maass, *Hugh MacDonald, *Marion McNamee, *Nona Paulson, *Garrett H. Replinger, *Leo L. Winiarski, *Harold C. Taylor.

HOPE, ST. LUKE'S - *William R. Albrecht, *Louise Litz, *George Albert Perdue, *Mary P. Woodcock.

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JERSEY CITY, ASCENSION - *John C. Merschtina.

JERSEY CITY, INCARNATION - *C. Hayward Anthony, Jeannete Bovell, Herbert A. Brown, *Daniel Davis, *Harold N. Morris, *Norma Ray, *Eugenia Suthern, Lucien Watkins.

JERSEY CITY, ST. JOHN'S - *Peter Burmeister, *Dennis Dorn, *Stanley Dublin, *Melissa Godwin, *Gail K. Meadows, *Reva Phillips, *Harvey Welch.

JERSEY CITY, ST. MATTHEW'S - Anna Flores, Otis B. Carter, Dorothy M. R. Fowkes, 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 - *Alan R. Bodtmann, *Gustav Collesides, *Magna S. Hadley, *Kathleen Janet O'Brien, *Michael F. Rems.

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LINCOLN PARK, ST. ANDREW'S - *Elizabeth L. Kelly, *Burton H. Lapp, *George Shanoian, *Eleanor D. Tompkins.

LAY EUCHARIST MINISTER: Elizabeth L. Kelly

LITTLE FALLS, ST. AGNES' - *Betty A. Allen, *Leonard Berdan, *Robert Burden, *James C. Chastney, *Joan L. Lofacono, *Robert K. Mayer, *Merrill A. Montgomery, *Robert C. Sylvester, *Gene M. Young.

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LYNDHURST, ST. THOMAS' - *Ruth Dorothy Andrew, *Joseph Buccinio, *Edward A. Colletti, *Faith Colletti, *John C. Garde, Karen M. Holzherr, *Paul Holzherr, *Betty L. Pinto, *Susan Elizabeth Qualls, John Sedlock.

MADISON, GRACE - *Bruce Nicol Bensley, Evelyn Dean, *Harrison Gardner, *Suzanne B. Geissler, *Bruce R. Grob, *Jack Gulisano, *Elizabeth Haeussler, Nancy Virginia Ihloff, *Clifford Johnson, *Howard Kempself, *John W. Kennedy Jr., *Anna Kirby, *Donald R. Marcy, Joan W. Pittis, *Donald Price, *Paul Robert Porter, Michael Rawitz, *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 - *Brian E. Bamforth, *William S. Bigelow, *Ulysses G. Dietz, *Andrew G. Emerson, *Tilly-Jo Emerson, *Caspar Ewig, *John J. Farmer, *T. Carter Hagaman, *Janet R. Hardy, *Lynda Winder Hurley, *Margaret Smithers Koeniger, *Susan O'Hara, *Elizabeth Seward, *Arthur P. West.

MAYWOOD, ST. MARTIN'S - *Norman Leibrock, *Carl A. Rasmussen.

MENDHAM ST. MARK'S - *Carl M. Baumgardner, Amanda L. Beesley, *Gail P.T. Coggin, *Jean A. Day, *Douglas Andres Freer, *William F. Grier III, Charlotte C. Hearn, *Otis J. Hearn Jr., *Carol J. Horton, *Thomas D. Kerr, *Russell Koline, *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, *David Mitchell Sullivan, *Patti French Tegenborg, *Philip S. Pilibostian.

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MILLBURN, ST. STEPHEN'S - Ronald Best, *Carl R. Bottomley, *Mollie H. Hibbard, *Richard B. Cole, Thomas F. Dorn, *David H. Hill, Barbara T. Keller, *Kathryn L. King, *Ashley Neal.

MILLINGTON, ALL SAINTS' - *Stewart A. Cunningham III, *Robert C. Hines, *Stephen D. Hopper, *Walter H. Irvine, *Theodore R. Johnson, *Stanley A. Joy, *William K. Keill, *Stanley A. Mine, *Barbara W. Ritter, *Audrey E. Roller, *Nancy E. Roller, *Martha F. Rosznagel, *Deborah G. Schmidt, William H. Smith, *Janice L. Stoyile, *Martha M. Wyatt, *Perry S. Young Jr.

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MONTCLAIR, ST. JAMES' - *Alice Billmeyer, *Martha R. Boughner, *Joyce M. Casto, *Gloria F. Grosso, *James I. Hargis, *Charles G. Phillips Jr., *Dale C. Snellbaker, *Nancy G. Weidner.

MONTCLAIR, ST. JOHN'S - *Barbara P. Berger, *Dorothy E. DiPaolo, *Ann L. Eustace, Edward W. Eustace, Harold W. Hutchinson III, *Susan Kaighn, *William L. Nikel, *Junius Lev. Powell Jr., *Frederick Trowbridge Drake Sibley, *Phyllis Sturgus, *Roger K. West, *Jacqueline T. Wheelock.

LAY EUCHARIST MINISTERS: Dorothy DiPaolo, Ann Eustace, William Nikel, Jacqueline T. Wheelock

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MONTCLAIR, TRINITY - Ingrid Ren Davis, *Edward M. Jenkins, *Francis T. Morris, *Freida Darleen Smith.

LAY EUCHARIST MINISTER: Edward Jenkins

MONTVALE, ST. PAUL'S - *Elizabeth 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. McEwan, *A. John Moncrief, *Kenneth A. Wilson.

MORRIS PLAINS, ST. PAUL'S - *Jill Alexander, *John F. Beyer, *Susan P. Chrystal, *Stephanie M. Diamond, *Emily M. Doswell, *Audrey R. Glazar, *John H. Gogerty, *Rosemary P. Halstead, *Louise F. Heick, *William L. Heick, *Thomas A. Jacobson, *Thomas M. Jones, Bruce A. Marsland, *David Masheter, *Judith Powell Murphy, *Robert O. Sinclair Jr., *Alan T. Smith, *Mary Lou Strohl, *Glen E. Strohl.

LAY EUCHARISTIC MINISTERS: Thomas Jones, Bruce Marsland, Mary Lou Strohl

MORRISTOWN, REDEEMER - Sarah M. Alliston, *Newell Anderson, Richard Edward Ballard, William Chritzman Brewer, *Mary L. Davis, Bethany Suzanne Dickerson, *Charles W. Dickerson, *Judith A. Dickerson, Joan Elizabeth Escott, Eleanor Veronica Fucci, *Jacqueline I. Gilliam, *Ruth C. Haering, *Bruce Rodney Jenkins, *Karol Johns, AnnMarie Johnson, Stephanie Ann Johns, Joan Frances Nolan, *Joseph Leidy, *Kay D. Leidy, Karol Johns Page, Harold J. Patterson Jr., Carol Marjorie Wolf Prasa, *B. Preston Root, *Carol D. Rossi, Kenneth L. Smith, Muriel Oswald Snyder, *Rudolph D. Waldman.

MORRISTOWN, ST. PETER'S, - *Philip L. Azoy, *William E. Bailey, *Diane Rhodes Baker, *Michel Belt, Betsy-Jane Bramhall, *Erica S. Davis, *John E. Gorecki, *Virginia R. Hoff, Arthur L. James, *Robert Keaten, *Thomas G. King, *Andre J. Mendell, *Edward Probert, Lockwood Rianhard, Mary

Elizabeth W. Rianhard, *Barbara Rosenthal, *Thomas D. Schlabach Jr., *Kay Joan Shumaker, *George D. Wheeler, *Anne B. Yardley.

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NEWARK, HOUSE OF PRAYER - *Michael Carrigan, *Rosalia L. Clegg, *John Mirabella, Stella Morris, *Janice M. Newman, *Esther Roman.

NEWARK, ST. ANDREW'S - *Stanley D. Barclay, *Edna A. Daley, *Kevin M. Davis, *Sebrena Davis, *Leslie C. Hughes, Anthony Pearson, *Rita M. Romain, James L. Jenkins.

LAY EUCHARIST MINISTERS: Sebrena Davis, Rita Romain

NEWARK, ST. BARNABAS' - *Joseph A. Dasent.

NEWARK, TRINITY - *Judith Y. Ashman, *James Churchman Jr., *Harold Esannason, *Lisa Garland, *Yvette Garland, *Alfred Gaymon, *Thomas A. J. Jackson, Isaiah A. Lyman, *Frances Leonard-May, *Charles Nelson, *Whitney Parker, *Ovide Elisee Vital, *Roger Watson.

NEWTON, CHRIST - *Patricia L. S. Behson, *Howard E. Case, *Estelle D. Cutler, *Peter Kerr Hahn, *James Melville Leonhardt, *Kathleen M. C. Marquard, *Robert W. Metsger, *E. Natalie W. Nichol.

NORTH ARLINGTON, ST. PAUL'S - Walter R. Schaufele, Peter L. Thompson, Mary Helen Zook.

NORWOOD, HOLY COMMUNION - *Ann B. Davis, *Jan B. Davis, *Theodore Henry Downing, *William R. Evans, *John Thomas Heslin, *Nelson T. Nordquist, *Eleanor Rymshaw, *Jane Sheehan, *Normae M. Spadaccini, *Polly A. Spadaccini.

LAY EUCHARISTIC MINISTER: John T. Heslin

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OAKLAND/FRANKLIN LAKES, ST. ALBAN'S - *Peggy Beyda, *William DeLorenzo Jr., *Louise Gillard, *Ian Hicks, *Jean La Cass, *George O'Neill.

OAK RIDGE, ST. GABRIEL'S - *Naomi Horsky, Jerrold Sollers, Linda Sollers, *Pat Taylor.

ORADELL, ANNUNCIATION - *Judith Lyn I. Allen, *Ferdinand L. D'Esposito, *Charles H. Dockendorff, *Susan M. Dziemian, *Jeanette M. Hodelin, *Betsy A. M. Jenny, *Gregory Kouletsis, *Charles I. May III, *Craig F.

Mitchell, *Jane Mitchell, *Elaine H. Reno, *Patricia Seitz, *Debra L. Schraer, *Robert M. Sterry.

ORANGE, ALL SAINTS' - *Michael C. Albertis, *Peter W. Albertis, *Dolores A. Boss, *Nicholas O. Bowness, *Marc M. Costa, *Gregory O. Creese, *Elizabeth E. De Groat, *Carol W. Ferrari, *Donald B. Liddle, *Michael C. Nagel, *C. Laurance Piersol Jr., *Grace P. Timmerman.

ORANGE, EPIPHANY - *Winfred S. Gideon III, *Laurie Folkes, *Elsie P. Pilgrim.

PARAMUS, ST. MATTHEW'S - *Evelyn Cheringal, *Barbara Ann Joosten, *William C. Joosten, *Winifred B. Mammina, *Richard Roper, *Rowena Rotolo, *Salvatore Rotolo.

PARSIPPANY, ST. GREGORY'S - *Mark Ashman, *David Battistuta, *Lorraine M. Billinghamurst, Lois D. Cottrill, *Thomas Coulter, *Carol Eddy, *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.

LAY EUCHARIST MINISTERS: Thomas Coulter, Eugene Kelly

PASSAIC, ST. JOHN'S - *Claude Davis, *Marion DeGroat, Lynn S. Freeburger, Vernon Gordon, *Rosemarie Harvey, *James E. Leach, *Marytha Smith-Allen, *Mary Taylor, *James Tons.

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 - Elizabeth Jennie McGinnis, *Robert J. Patrick, Brenda R. Peters, Ethel Peters, *John Peters, *Frank J. Poole, *Joseph Skelton, *Eleanor Wiegand.

PHILLIPSBURG, ST. LUKE'S - *Jean J. Bowden, *Mindy Lea Elledge, *J. Richard Exley Jr., *James Fritz, Stuart J. Ferguson, *Kay L. Oakley, *David E. Olsen, *Bert H. Roling, *Owen M. Snyder, *Russell H. Stewart, Janet N. Stull.

LAY EUCHARISTIC MINISTERS: William Allbee, Mindy Elledge, J. Richard Exley, Kay Oakley, Bert Roling

POMPTON LAKES, CHRIST - *Jana Sue Draper Bogart, *Barry Michael Cusano Jr., *Earnest B. Freeman, *Nanci Gulbrandsen, *June Kaelin, *George K. North, *Janice R. Paxton, *James Peters, Robert G. Schmieder, *Jennifer Joy Sheriff, *Nancy J. Whiting.

LAY EUCHARISTIC MINISTERS: Burgess Freeman, Nancy Whiting

RAMSEY, ST. JOHN'S - *Lloyd E. Antonides, *Tracy H. Bacon, *Elenita E. Brodie, *Cynthia Christensen, *Lisa Christensen, *Carol-Lynn Crawford, *Marianne Crow, *Elaine O. Frost, *Francis T. Giuliano, *Leon C. Longchamp, *Laurel S. Miller, *Jennifer M. Minneker, *Abigail Overton, *MaryAnn Pearson, *Rodman C. Robinson, *Ronald L. Roshong Sr., *George Stata, *Harvey Turer, *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, *Joan F. Roden, *Judith A. Sirrine.

RIDGEWOOD, CHRIST - Linda Ethel Aho, Grace Virginia Alden, *Joan R. Almert, Charles Louis Bertini III, 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, Stephen C. Duggan, *Daniel Eckhardt, *Donald Fish, *Richard C. Freimuth, *Erick Gladston, Richard A. Grimley, Pauline Gross, Perry Van Vliet Hackett, Barry Richard Hamilton, Elizabeth Anne Hamilton, *Conrad R. Hirzel, *Ruth Hook, Patrick A. Hunt, *Charlotte N. Jackson, *Alfred C. Jones, *Sally C. Jones, Charles W. Kinnaird Jr., William H. Kirk, *Marion D. Kortjohn, Lorraine Cubitz, Thomas Alan Martin, Edmund G. McElroy Jr., *Dorothy E. Meyers, Stephen R. Meyers, Susannah Morgan, Nancy Lynn Mulder, *Arthur G. Nylander, *Caroline E. Rawlinson, Audrey Thompson Rielle, *Elizabeth Marie Rile, *W. Howell Rile, *Martha J.S. Rodwick, *Susan Leigh Sherrill Rosasco, Martha A. Rude, *David G. Sayles, *Anita L. Seidler, *David B. Seidler, Jamei K. Shimpfky, *R. Trevor Shimpfky, *Margaret Singer, *Marvin Singer, *John A. Snyder, *Roger Allen Sobeck, Jeffery H. Stallings, *Donald B. Steen, *Margaret Stephenson, Robert W. Stephenson, *Sheila M. Thurau, *Frances E. Tobin, *Jerry C. Tobin, *Susan E. Tobin, *Cecile Wheatley, *Suzanne S. Williams.

RIDGEWOOD, ST. ELIZABETH'S - *Ethel G. Banta, *Pamela Davis Barnett, *June A. Bove, *Bruce K. Byers, *Fairleigh S. Dickinson Jr., *Lynn E. Hammond, *Carol A. Hart, *F. David Hart, *William E. Kuipers Jr., *Joseph W. Leimert, *Evelyn A. Lembo, *Lawrence W. Lembo, *Barbara F. Litten, *Donald R. Mason, *Charlotte Thrall Pope, *Timothy Rogers, *Ralph E. Sanderson, *James R. Scielzo, *Harold W. Smith Jr., *Robert A. Steinbach, *Mark Crandall Throdahl, *Peter H. Tringham, *Martha Jackson White.

RINGWOOD, CHURCH OF THE GOOD SHEPHERD - *Elizabeth Eades

ROCHELLE PARK, ST. PETER'S - Gale Bornkamp, Stewart Arnold Cunningham Jr., *Louise E. Kern, Carol Joan Parkerton, Maryann Parry, Hannah M. G. Schmitt.

RUTHERFORD, GRACE - *Walter I. Anderson, *Christianna R. Martin, *William G. McCoil, *Thomas Piccate, *Robert W. Rawley, *Earl F. Schneider, *Stephen Shepherd.

LAY EUCHARISTIC MINISTERS: Doris Lynyak, Christine Martin, William Muller, Earl Nelson, Tom Piccate, Stephen Shepherd

SHORT HILLS, CHRIST - *Stephen H. Billington Jr., *Douglas G. Brace, *Barton Conchar, *Philip A. Copp, *R. John Cooper III, *John L. Dugan Jr., *Cynthia Q. Fuller, 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, *A. Gary Shilling, *Eric H. Stockholm, *Robert Ransill, *Malcolm R. Warnock.

SOUTH ORANGE, ST. ANDREW/HOLY COMMUNION - *Carolyn O. Brown, *Ann S. Doyle, *Sidney A. Dyar, *Richard B. Grove, *Elizabeth Magnuson, *Norma

S. Nichols, *Michael P. Peinovich, *Gustav A. Quintero, *William Sagosz, *A. Bruce Smith.

SPARTA, ST. MARY'S - Kurt Aschermann, 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, *Virginia-Martin Beattie Royce, David Sielken, David Smith, De Witt Clinton 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, *George N. Wells Jr., *Linda A. Wells, John B. Yourtee, *Sander W. Zulauf.

SUMMIT, CALVARY - Louis L. Allen, 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, *Charles W. Marcy, John K. Mell, W. Ronald Nock, William J. Pyle, Charles Rall, Hans Solmssen, *Edward T. Sullivan, Laurin Wheeler.

TEANECK, CHRIST - *Harriette Ann Bepler, *David O. Bruce, *Joan R. James, *Sheila Jones, *Annie R. Mersereau, *Gail C. Storero, *Harold B. Whitmore.

TEANECK, ST. MARK'S - *John A. Carroll, *Jacqueline Caraway Flowers, *Dorothy L. Hooper, *Eleanor Elizabeth Jordan, *Marilyn Louise Kondel, *Angela MacDonald, *Howard H. Mackey Jr., *Allison M. Moore, *Allen J. Pastryk, *Richard Zimmerman.

TENAFLY, ATONEMENT - *Judith Lynn Brook, Louise Callahan Chambers, Marilyn Ann Croneberger, *Alfred B. Kane, *Lila H. Kane, Barbara Ann Kruse, Alan Lauderdale, *Edith R. Lauderdale, Vance Lauderdale Jr., Carol Ann Petrovich, *Jean L. Silverman, Janice Holland Smith, Josephine Vaughan, Samuel S. Vaughan, *Hosein Zavieth.

TOTOWA, CHRIST - *Randall Bush, *Harry Cooke, *Lucille Gaita, *Shirley Gerhardt, *William Monaghan Jr.

TOWACO, TRANSFIGURATION - *Lester Milward Archambeau Jr., Nicholas Gabriel, *Caryl B. Glaner, David C. Jones, *Mavis Claire Wade O'Rourke.

UNION CITY, GRACE - *Elsie Lubben, *Oscar A. Victorio.

UNION CITY, ST. JOHN'S - *Junié de Georges, Robert de Georges, *Barbara R. Phaire, Lorraine Gerbehy.

VERNON, ST. THOMAS' - *Alexandra J. Diller, *Russell L. Holman Jr., *William R. McGarvey, *Richard E. Poplaski, *Carol Anne Pusztay, *Shirley Ann Solanka, *Nancy C. Wiedbrauk.

VERONA, HOLY SPIRIT - *Gerald J. Evans, *Paul F. Yates, *John G. Zinn.

WASHINGTON, ST. PETER'S - *Byron Foster, *Madeline Helfry, *Walter Opdyke, Anne S. Paul, *Lynn H. Wagner.

WAYNE, ST. MICHAEL'S - *Joel I. Fraites, *Jerald M. Honeycutt, *Daniel F. Kusza, *Robert S. Lanterman, *John Levy, *Edward Mason, *Hubert Mott, *Lois E. Peterson, *Norma T. Snider, *Janet C. Tichansky.

LAY EUCHARISTIC MINISTER: Norma T. Snider

WEST MILFORD, INCARNATION - *Charles F. Ackroyd, Thomas Akos, Maryjoyce Akos, *Larry Bryant, *Susan C. Calcano, *Adelaide Gisler, *Annette Jecker, *Mary Ruth Stone, *Bruce Watts, *Patricia J. Watts.

LAY EUCHARISTIC MINISTER: Adelaide Gisler

WEST ORANGE, HOLY INNOCENTS' - *Harold D. Goulden.

WEST ORANGE, HOLY TRINITY - Walter B. Hall.

WEST ORANGE, ST. MARK'S - *William H. Deerfield, *Mark L. Smith, *Richard V. Werner.

WESTWOOD, GRACE - *Paul Bleier, *S. Tice Chase, *Maureen Adele Damerell, *John Dowdie, *Lyle R. Hatch, *Dana Lyle Heikes, *Russell H. Knutsen, *Peter M. Law, *John L. Martin, *Winifred Louise DeNyse Mueller, *Nancy Louise Mueller, *Theresa Marie Jeanette Peter, *Michael F. Rehill, *John Adrian Schneider, *Paul S. Sobeck, *Lawrence David Sunden, *Mary Elizabeth Sunden.

LAY EUCHARISTIC MINISTER: Janet E. Huntley

WOOD-RIDGE, ST. PAUL'S - Cindy Brummer, *Robert J. Brummer, *Yvonne Cooper, Denice Andrews Drozd, *John Drozd, Suzanne Hausleiter, *Janet E. Huntley, *Lois Link, *Lauri M. Spies, Howard C. Spilker, *Richard C. Wrede.

"Roving Supply" - *Sherida Yoder.

* - Administer the Chalice at Holy Communion.

STATISTICS OF THE DIOCESE	1988
BISHOPS	2
CLERGY CANONICALLY RESIDENT	272
PARISHES AND MISSIONS	132
PARISHES IN UNION WITH CONVENTION	110
MISSION STATIONS	22
SPECIAL MINISTRIES	2
ORDINATIONS - DIACONATE	6
- PRIESTHOOD	6
CLERGY - RECEIVED	7
- TRANSFERRED	13
- DECEASED	5
- RENUNCIATIONS	0
CANDIDATES FOR HOLY ORDERS	8
LAY READERS APPOINTED	1,197
BAPTISMS - CHILDREN	998
- ADULTS	102
CONFIRMED - CHILDREN	423
- ADULTS	165
RECEIVED	156
COMMUNICANTS	28,393
BAPTISED PERSONS	42,668
MARRIAGES	723
BURIALS	1,015
SERVICES - DAILY OFFICES	6,138
- HOLY COMMUNION	25,657
CHURCH SCHOOL - OFFICERS AND TEACHERS	1,359
- PUPILS/BIBLE CLASS MEMBERS	7,209

STATISTICS OF THE DIOCESE

1988

RECEIPTS

OPENING BALANCE - Jan. 1 \$ 1,956,945

General Purposes - Operating Funds 13,520,745

Special Purposes - Endowment/restricted 4,790,383

Non-income receipts 3,153,807

21,464,935

DISBURSEMENTS

Parish Purposes 15,252,399

Church Program (work outside) 2,516,165

Non-expense disbursements 2,256,473

20,025,037

CLOSING BALANCE - Dec. 31 3,408,298

HOUSEHOLDS	PRON BAPTIZED MEMBERS	PRESENT BAPTIZED MEMBERS	PRON CONF COMMUNICAN	PRESENT CONF COMMUNICAN	CHILDREN	ADULTS	CHILDREN	ADULTS	RECEIVED	SUNDAYS	WEEKDAYS	PRIVATE	MARRIAGES	BURIALS	OTHER SERVICES	AV. ATTENDANCE 4 KEY SERVICES	CHURCH SCHOOL	DAY SCHOOL
1 Allendale, Epiphany	54	158	162	154	5	1	1	2	7	104	11	0	3	3	0	89	27	0
2 Arlington, Trinity	89	130	137	95	4	0	2	0	1	90	7	14	5	6	3	78	23	0
3 Bayonne, Calvary	66	129	128	96	3	0	7	0	0	53	11	26	1	4	6	47	23	0
4 Bayonne, Trinity	75	100	103	73	4	2	0	1	0	54	121	24	10	9	18	88	26	0
5 Belleville, Christ	89	148	150	99	10	0	1	0	0	76	14	27	2	17	16	55	12	47
6 Belvidere, St Mary	44	80	101	48	4	0	0	0	0	85	31	4	1	5	21	51	23	0
7 Bergenfield, All Saints	88	203	185	144	6	2	12	1	0	79	63	65	2	8	21	113	52	0
8 Bloomfield, Advent	42	63	62	50	2	0	0	0	0	52	15	2	1	1	4	40	0	27
9 Bloomfield, Ascension	32	29	33	31	1	0	1	0	0	51	2	82	0	0	2	16	0	0
10 Glen Ridge, Christ	270	529	497	495	15	1	0	0	0	100	116	18	11	21	16	158	40	55
11 Bogota, St Peter	57	137	147	98	8	4	6	7	0	60	3	10	1	1	0	78	48	0
12 Boonton, St John	280	518	515	129	10	2	0	0	0	76	62	40	8	12	45	61	25	0
13 Chatham, St Paul	245	700	689	620	12	3	12	0	2	93	111	42	5	5	31	282	94	0
55 Chester, Messiah	89	233	241	128	4	0	5	2	2	86	31	17	2	2	93	115	78	0
14 Cliffside Park, Trinity	119	204	192	135	3	1	1	4	6	128	31	94	11	8	19	123	26	0
15 Clifton, St Peter	112	242	243	202	4	0	0	0	0	102	25	24	6	5	36	116	43	0
16 Denville, Saviour	220	640	617	412	26	0	8	0	0	98	75	68	17	13	77	296	110	0
17 Dover, St John	167	345	246	167	5	0	11	4	4	104	58	20	11	10	4	149	59	0
18 East Orange, Christ	236	251	273	251	13	0	2	0	0	122	38	168	5	8	11	177	65	0
19 East Orange, St Agnes	354	26	78	106	23	0	0	0	0	102	16	27	6	2	4	98	51	0
20 East Orange, St Paul	84	213	223	178	9	0	7	1	0	124	28	27	2	2	0	64	24	0
21 x Rutherford, Resurrection	42	63	68	43	0	0	0	0	0	70	6	10	2	2	3	96	17	0
22 Boglewod, St Paul	580	815	777	407	10	0	11	4	0	88	118	20	9	12	33	236	206	0
23 Essex Falls, St Peter	497	995	970	830	23	1	21	1	5	87	43	37	36	25	102	315	88	100
24 Fair Lawn, Atoneement	118	391	396	205	5	0	1	0	2	88	51	32	1	4	21	81	21	0
25 Ft Lee, St Shirod	187	368	380	253	1	21	5	18	5	128	30	89	13	21	2	198	51	0
26 Glen Rock, All Saints	145	259	288	226	9	0	8	2	4	136	13	9	3	8	21	159	34	40
27 Hackensack, Christ	144	261	248	201	6	0	0	0	1	102	35	35	2	5	26	134	66	0
28 Hackensack, St Anthony	165	322	326	190	3	0	0	0	0	143	209	153	5	6	11	100	10	0
29 Hackensack, St Cyprrian	64	109	110	69	1	0	0	1	0	49	12	5	0	1	4	33	34	0
91 Hackettstown, FVGM	310	647	669	378	5	0	0	2	2	12	2	4	10	5	4	246	213	0
30 Hackettstown, St James	153	252	322	230	14	0	0	0	0	93	10	108	6	4	3	143	63	0

SERVICES OF HOLY COMMUNION

CONFIRMATIONS

BAPTISMS

PUPILS

HOUSEHOLDS	PRIOR BAPTIZED MEMBERS	PRESENT BAPTIZED MEMBERS	PRIOR CONF COMMUNICANTS	PRESENT CONF COMMUNICANTS	CHILDREN	ADULTS	CHILDREN	ADULTS	RECEIVED	SUNDAYS	WEEKDAYS	PRIVATE	MARRIAGES	BURIALS	OTHER SERVICES	AV. ATTENDANCE 4 KEY SERVICES	CHURCH SCHOOL	DAY SCHOOL
145	209	205	148	137	6	1	0	0	0	87	53	15	2	7	37	125	50	0
57	171	141	98	102	1	0	0	0	0	79	5	23	1	5	5	57	10	0
60	145	151	71	77	5	0	2	0	1	102	15	53	3	3	28	64	9	0
57	74	77	44	46	3	0	0	2	0	50	11	30	1	4	8	35	0	0
89	194	212	68	75	7	0	10	3	3	91	24	12	7	11	32	84	37	0
101	204	227	134	138	4	0	3	0	0	90	83	19	6	5	35	103	32	0
123	217	216	209	137	8	0	0	0	0	104	225	10	1	18	10	135	56	0
140	423	387	250	233	8	2	6	1	1	109	65	100	13	12	0	146	57	0
58	114	118	85	81	10	1	0	1	2	84	26	22	3	1	8	109	45	56
114	261	265	215	205	14	1	1	0	0	105	73	50	8	8	82	99	27	0
60	147	135	76	76	9	0	0	0	0	82	631	2	4	2	14	81	33	0
83	164	152	91	92	1	0	0	1	0	98	19	29	2	0	13	64	10	0
55	71	83	45	42	3	0	0	0	0	53	3	12	0	4	0	67	17	0
91	158	179	54	60	2	0	0	1	3	52	0	0	0	1	0	89	27	0
90	172	188	92	122	5	0	8	0	0	93	37	63	3	6	4	101	35	0
61	52	98	36	64	7	3	6	7	2	52	3	0	4	1	7	54	8	0
45	79	91	60	73	3	7	2	1	4	80	4	4	0	0	12	60	41	0
113	181	193	124	133	6	0	0	2	1	82	33	7	3	5	47	103	26	0
72	149	151	132	132	6	0	4	0	0	70	5	25	1	7	25	56	17	0
112	204	247	137	142	15	1	1	0	0	97	40	0	7	2	36	140	105	84
96	186	184	171	155	5	0	0	0	0	101	18	5	5	9	2	91	57	75
120	260	259	215	200	11	1	4	1	0	88	52	7	4	8	24	163	43	0
114	275	266	200	192	5	1	0	1	2	104	12	17	3	6	2	104	22	0
102	177	167	161	158	2	0	2	0	0	91	24	0	3	12	3	68	10	0
87	176	160	135	92	3	0	0	0	2	91	13	24	2	3	7	80	45	0
357	911	849	686	634	5	0	7	0	10	109	135	17	23	13	66	342	163	0
150	418	444	284	284	12	0	4	2	0	94	68	9	4	7	15	167	92	0
95	241	242	138	135	3	0	2	1	0	104	44	29	2	6	9	101	61	0
91	232	229	161	161	1	0	0	2	1	103	94	47	7	5	437	112	74	0
199	635	617	409	408	11	0	8	0	3	85	14	23	2	46	115	115	43	0
152	293	304	146	154	6	0	7	0	0	94	49	10	4	3	0	152	51	0
277	816	126	435	437	22	2	2	8	5	104	58	170	11	4	30	243	174	76

	HOUSEHOLDS	PRIOR BAPTIZED MEMBERS	PRESENT BAPTIZED MEMBERS	PRIOR CONF COMMUNICANTS	PRESENT CONF COMMUNICANTS	CHILDREN	ADULTS	CHILDREN	ADULTS	RECEIVED	SUNDAYS	WEEKDAYS	PRIVATE	MARRIAGES	BURIALS	OTHER SERVICES	AV. ATTENDANCE 4 KEY SERVICES	CHURCH SCHOOL	DAY SCHOOL
64 Oak Ridge, St Gabriel	28	85	77	49	43	4	0	0	0	0	51	9	2	1	0	2	58	21	0
65 Montclair, St James	361	1217	1219	634	633	13	0	7	1	0	93	70	4	9	10	154	240	115	30
66 Montclair, St John	107	216	224	206	205	9	0	0	0	0	93	22	2	5	2	23	104	41	0
67 Montclair, St Luke	403	1366	1356	565	575	9	1	5	2	5	116	74	42	6	13	46	240	88	0
68 Montclair, Trinity	169	234	228	224	223	2	0	7	0	0	97	15	41	2	9	5	111	42	0
69 Montvale, St Paul	224	701	700	282	271	13	0	6	1	0	104	7	15	10	8	2	88	68	0
70 Morris Plains, St Paul	267	800	829	698	707	11	2	11	2	4	150	112	40	10	15	10	365	152	0
71 Morristown, Redeemer	123	164	177	97	104	5	0	2	1	4	104	47	27	5	11	1	128	22	0
72 Morristown, St Peter	500	1197	1039	827	787	19	0	4	7	0	108	67	158	15	15	15	477	158	0
73 Mt Arlington, St Peter	45	148	148	70	65	3	2	0	0	0	104	12	15	8	5	10	70	17	0
74 Mountain Lakes, St Peter	201	548	582	368	378	17	0	14	1	6	91	48	15	8	3	12	266	167	0
75 Newark, Grace	194	292	298	282	285	7	0	2	1	1	104	3178	42	2	4	738	165	33	0
76 Newark, House of Prayer	77	77	82	51	59	1	6	1	2	0	52	16	24	1	3	6	56	28	53
77 Newark, St Andrew	65	135	133	96	13	4	0	2	0	0	59	50	10	2	2	3	69	15	0
78 Newark, St Barnabas	157	172	172	76	79	1	1	2	3	0	54	50	37	2	2	0	52	54	0
81 Newark, Trinity	487	727	752	686	696	19	1	1	4	0	93	66	23	7	16	6	273	35	0
82 Newton, Christ	419	458	457	418	407	13	2	3	2	0	83	54	250	16	17	121	225	45	0
83 N Arlington, St Paul	46	77	69	69	64	2	0	0	0	0	84	62	15	3	3	8	33	3	0
84 No Bergen, Transfigtn	48	106	80	89	74	0	0	0	0	7	51	3	3	1	1	2	294	5	6
85 Norwood, Holy Communion	92	258	260	66	72	4	0	2	0	2	100	23	12	5	4	3	66	16	0
86 Nutley, Grace	232	541	523	328	319	12	1	13	3	1	103	77	160	17	15	396	227	100	0
87 Oakland, St Alban	72	174	182	130	141	4	1	5	3	1	92	29	34	3	5	4	100	46	0
88 Oradell, Annunciation	208	518	508	365	356	6	0	0	0	0	91	105	22	3	10	9	200	100	0
89 Orange, All Saints	98	156	160	114	111	1	1	0	0	0	102	188	15	0	5	113	222	0	0
90 Orange, Epiphany	205	272	291	170	180	10	1	0	2	0	51	49	31	2	8	10	153	18	0
92 Paramus, St Matthew	66	139	128	90	90	1	0	3	0	0	91	23	36	0	5	3	70	19	0
93 Passaic, St Gregory	64	163	167	104	95	9	0	3	1	0	93	10	19	6	3	28	88	66	0
94 Passaic, St John	132	225	221	146	143	6	1	0	3	3	105	5	29	9	5	138	284	8	0
95 Paterson, Holy Communion	72	149	148	83	81	1	0	0	0	0	94	132	34	0	3	299	85	18	0
96 Paterson, St Paul	182	392	384	275	260	13	0	5	1	2	93	56	25	0	9	0	182	67	0
97 Paterson, Trinity	64	133	139	70	72	14	0	0	0	0	90	9	29	2	2	6	65	29	0
98 Phillipsburg, St-Luke	130	253	261	214	211	10	1	0	0	0	89	41	58	7	13	2	110	38	0

HOUSEHOLDS	PRIOR BAPTIZED MEMBERS	PRESENT BAPTIZED MEMBERS	BAPTIZED MEMBERS	PRIOR CONF. COMMUNICANTS	PRESENT CONF. COMMUNICANTS	BAPTISMS			CONFIRMATIONS			SERVICES OF HOLY COMMUNION					PUPILS				
						CHILDREN	ADULTS	ADULTS	CHILDREN	ADULTS	RECEIVED	SUNDAYS	WEEKDAYS	PRIVATE	MARRIAGES	BURIALS	OTHER SERVICES	AV. ATTENDANCE	4 KEY SERVICES	CHURCH SCHOOL	DAY SCHOOL
99 Pompton Lakes, Christ	269	757	763	353	31	1	12	1	0	0	0	103	72	34	29	19	12	203	55	0	0
00 Ramsey, St John	253	700	579	401	15	1	0	2	0	0	2	143	125	12	10	6	2	272	119	0	0
01 Ridgefield, St James	237	512	472	346	11	0	4	0	0	0	6	94	86	79	11	38	26	153	66	0	0
02 Ridgefield Pk, St Mary	115	292	280	135	1	4	0	0	0	0	0	84	67	81	3	10	36	66	10	0	0
03 Ridgewood, Christ	438	1294	1310	1170	22	3	8	8	0	0	7	150	168	48	16	19	133	381	286	0	0
04 Ridgewood, St Elizabeth	267	902	900	715	17	0	16	0	0	0	0	82	49	49	6	6	25	277	325	0	0
05 Ringwood, Good Shepherd	30	45	49	20	19	1	1	0	0	0	0	13	2	14	6	2	43	54	50	0	0
06 Rochelle Park, St Peter	163	214	215	114	4	0	1	0	0	0	0	81	31	24	2	14	140	53	21	0	0
07 Rutherford, Grace	180	463	455	247	235	9	1	0	0	0	1	84	66	32	8	19	55	145	65	0	0
08 Secaucus, Our Saviour	54	98	98	78	81	1	2	0	0	0	0	63	11	34	0	3	9	53	14	0	0
09 Short Hills, Christ	650	1638	1593	499	20	2	13	1	3	0	0	79	46	60	13	38	29	346	200	188	0
10 S Orange, S Andw/Comm	135	390	190	200	128	5	0	0	0	0	0	84	20	10	2	8	160	132	44	0	0
11 Sparta, St Mary	196	540	540	367	11	0	5	0	0	0	1	104	53	13	4	8	3	267	163	0	0
12 Stanhope, Christ	39	90	94	38	0	0	0	0	0	0	0	53	20	10	2	0	2	78	40	0	0
13 Succasunna, St Dunstan	85	295	297	210	202	11	0	0	0	0	0	103	29	20	4	2	83	196	45	0	0
14 Summit, Calvary	488	1739	1738	1719	31	3	11	4	0	0	0	108	58	46	17	21	56	463	269	0	0
15 Teaneck, Christ	112	256	295	195	210	1	3	4	0	0	0	103	42	38	2	4	2	150	43	29	0
16 Teaneck, St Mark	175	387	365	228	12	1	0	0	0	0	0	57	60	29	5	7	15	123	44	0	0
17 Tenafly, Atonement	250	487	480	195	197	12	0	0	0	0	0	104	14	15	15	13	5	169	108	0	0
18 Totowa, Christ	60	98	119	71	74	0	0	0	0	0	1	101	45	39	1	8	16	66	7	0	0
19 Towaco, Transfigrn	46	102	104	61	66	7	1	0	0	0	1	87	5	0	3	0	5	67	21	50	0
20 Union City, Grace	81	202	203	132	122	11	1	1	0	0	0	133	22	27	9	10	16	105	11	0	0
21 Union City, St John	57	67	101	36	32	3	0	2	1	0	0	54	8	15	1	1	26	53	53	139	0
22 Vernon, St Thomas	54	134	160	68	74	10	1	0	0	0	2	103	14	0	4	2	10	110	47	0	0
23 Verona, Holy Spirit	133	285	280	233	232	2	0	2	4	0	0	102	23	27	2	3	3	98	10	0	0
24 Washington, St Peter	48	102	113	77	88	0	0	0	0	0	0	74	20	15	2	10	2	54	20	0	0
25 Wayne, St Michael	296	802	711	631	519	13	1	4	3	6	0	103	75	94	24	15	294	270	144	0	0
26 W Milford, Incrntrn	71	249	194	130	92	4	1	0	1	0	0	100	45	11	4	4	12	73	42	0	0
27 W Orange, H Innocents	101	187	185	102	100	1	0	0	0	0	0	75	20	7	4	7	8	50	8	0	0
28 W Orange, H Trinity	154	258	238	149	134	4	0	0	0	0	0	76	25	54	5	11	26	70	9	0	0
29 W Orange, St Mark	59	113	125	82	90	8	0	3	1	0	0	54	2	0	0	1	0	100	21	0	0
30 Westwood, St Mark	224	521	526	362	370	4	0	3	4	2	0	106	272	164	2	10	308	173	74	0	0
31 Wood-Ridge, St Paul	44	95	81	62	53	1	0	0	2	0	0	51	44	16	1	6	532	45	17	0	0
	19875	43976	42766	29391	28993	998	102	423	165	156	11464	9682	4511	723	1015	6138	17610	7209	1055		

PLEDGING	AMOUNT	PLATE AND	8 PER WEEK	TOTAL	RECEIPTS	DIocese AND	OTHER	PARISH	EXPENSES	TOTAL	RECTOR	OTHERS	NET	DISPOSABLE	PROPERTY	INSURANCE
			PER WEEK													
1 Allendale, Epiphany	80000	69769	24.85	70348	2000	5700	68357	76057	0	0	0	0	70348	1957040	0	0
2 Arlington, Trinity	32000	34828	7.53	74900	1767	55	66957	71114	230	0	0	0	60996	426000	1957040	1957040
3 Bayonne, Calvary	17154	18865	5.50	40200	1500	198	38697	54844	160	0	0	0	38346	426000	426000	426000
4 Bayonne, Trinity	12688	53454	13.71	190944	4674	506	66443	76184	223	0	0	0	58830	0	0	0
5 Belleville, Christ	19400	30698	6.63	59083	1576	551	54751	57878	141	0	0	0	58322	1385500	1385500	1246950
6 Belvidere, St Mary	27 15094	19266	8.42	57401	53489	714	0	56323	65	65	0	0	57401	490000	490000	522700
7 Bergenfield, All Saints	57 23996	25257	5.52	36973	2100	158	52295	67579	210	0	0	0	31661	1737700	1737700	1722700
8 Bloomfield, Advent	27 21700	21481	9.84	30021	2640	1501	27493	32839	76	0	0	0	28608	696545	696545	623665
9 Bloomfield, Ascension	14 7000	8660	5.20	18224	1500	250	16038	18533	0	0	0	0	17721	59431	59431	243035
10 Glen Ridge, Christ	145 105743	107830	7.68	161628	17668	4558	159187	181413	260	0	0	0	131740	0	0	6434300
11 Bogota, St Peter	22 29600	50652	17.09	61652	1632	153	58746	60378	253	0	0	0	50652	0	0	583230
12 Boonton, St John	0 64042	64042	4.40	81116	4171	153	73263	78882	276	0	0	0	75436	648030	648030	583230
13 Chatham, St Paul	176 197000	190525	14.95	248690	33324	7171	183246	224949	335	195	0	0	213020	171735	171735	1533083
55 Chester, Neasiah	65 81912	80453	17.38	117141	900	375	91508	98343	219	0	0	0	96199	316380	316380	524873
14 Cliffside Park, Trinity	54 30075	37625	6.08	86297	1500	1859	76229	83748	265	0	0	0	81199	3139900	3139900	24669
15 Clifton, St Peter	112 80736	76936	13.21	123347	16055	1478	88393	115177	282	0	0	0	110213	1345500	1345500	1345500
16 Danville, Saviour	131 95000	102487	8.96	112816	17520	2744	80029	106400	320	0	0	0	92336	933500	933500	933500
17 Dover, St John	104 63050	70511	8.12	115762	10450	1669	82078	100273	235	0	0	0	1584312	1584312	1584312	1584312
18 East Orange, Christ	113 75535	68332	5.57	127095	5579	594	104149	253220	210	0	0	0	118344	4249000	4249000	4249000
19 East Orange, St Agnes	82 35600	32652	1.77	125113	600	0	76755	125273	221	0	0	0	31679	3103800	3103800	3103800
20 East Orange, St Paul	38 20322	23484	5.38	45102	675	100	52179	92954	219	0	0	0	61799	3103800	3103800	3103800
21 E Rutherford, Resurrection	36 14390	13123	6.01	26532	1745	700	18543	24278	114	0	0	0	25143	0	0	0
22 Englewood, St Paul	245 141000	151752	5.03	279808	51546	3941	178889	347122	366	168	0	0	218500	6873980	6873980	6873980
23 Essex Fells, St Peter	304 230835	248896	9.63	385115	64482	17520	290764	363152	353	198	0	0	309763	4313300	4313300	1055700
24 Fair Lawn, Atonement	60 36041	41462	6.76	53063	4000	78	50541	54619	234	26	0	0	53007	1055700	1055700	1055700
25 Ft Lee, St Ignace	95 58495	58495	6.02	156650	7200	750	110003	122599	270	0	0	0	60784	674500	674500	854900
26 Glen Rock, All Saints	84 72179	61520	8.16	83098	7415	0	71096	78511	210	0	0	0	80120	1161900	1161900	1249100
27 Hackensack, Christ	100 71950	71743	9.58	150009	6577	9466	110239	149959	274	0	0	0	99129	2057300	2057300	2057300
28 Hackensack, St Anthony	81 48950	57072	6.65	61314	8810	1100	64026	73936	0	34	0	0	61314	705000	705000	580000
29 Hackensack, St Cyprrian	40 14100	10626	3.19	26811	600	100	21409	23917	122	0	0	0	14508	130300	130300	130300
91 Hackensack, FWB	190 154774	170135	10.55	238566	5155	29992	152441	199788	324	0	0	0	178774	864730	864730	793000
30 Hackensack, St James	79 73832	74524	9.37	82753	10832	1108	68719	80659	241	0	0	0	82052	0	0	0

PLENDS FOR NEXT YEAR				RECEIPTS		DISBURSEMENTS				CLERGY SALARIES (in \$1000)			PROPERTY	
PLEDGING	AMOUNT	PLATE AND	\$ PER HOUSEHOLD	TOTAL	DIocese AND GEN. CHURCH	OTHER	PARISH	EXPENSES	TOTAL	RECTOR	OTHERS	NET DISPOSABLE BUDGET INCOME	PROPERTY VALUE	INSURANCE
HOUSEHOLDS														
42	28086	39718	5.27	59455	5487	1165	69003	95139	238	0	51266	925362	0	0
31 Haledon, St Mary				74723	1930	174	54675	56779	282	0	36361	165000	151100	151100
32 Hamburg, St Sphred				66098	3700	1989	77718	83622	0	0	45471	1120000	1120000	1120000
33 Harrington Pk, S Andrew				29687	1715	100	19416	32003	0	0	28754	89400	655900	655900
34 Harrison, Christ				68988	3777	11625	50612	64014	80	5	54062	663800	663800	663800
35 Harbrouck Hts, St John				104294	10860	6271	71885	95955	255	0	97218	542000	1016740	1016740
36 Haworth, St Luke				87053	10817	0	85781	96598	232	0	86199	0	0	0
37 Hawthorne, St Clement				76921	5420	0	73170	78590	281	0	76321	520000	621000	621000
38 Hillsdale, Holy Trinity				78346	3500	3050	70058	76608	242	0	78346	4700000	95000	95000
39 Hoboken, All Saints				118483	30358	6328	99525	136211	288	0	114058	602626	697213	697213
40 Hobokus, S Barth				82129	1647	850	57274	68568	190	0	64955	50000	852600	852600
41 Hope, St Luke				56312	2566	0	72191	83478	210	0	54954	0	0	0
42 Irvington, Trinity				9544	3000	0	101608	104608	168	0	8889	116343	116343	116343
43 Jersey City, Ascension				161988	801	1453	108345	164070	256	0	68908	1645292	111124	111124
44 Jersey City, Grace (VV)				94688	5056	8706	69567	121777	220	0	61175	283700	529700	529700
45 Jersey City, Incarnatn				44998	900	144	43902	46661	104	0	44187	4157218	2808543	2808543
46 Jersey City, St John				14729	900	0	13991	94261	0	0	14729	0	0	0
47 Jersey City, St Matthew				91209	13475	2236	72278	94263	210	0	91209	1442800	1442800	1442800
48 Jersey City, St Paul				35437	5520	103	27270	43402	34	0	33047	150000	1642500	1642500
49 Jersey City, St Stephen				121080	19919	2072	87853	110577	274	0	99657	854898	854898	854898
50 Kinnelon, St David				91051	4000	0	95458	99458	260	0	91051	2028076	2028076	2028076
51 Leonia, All Saints				96772	9862	3406	76594	103772	240	0	96585	859200	859200	859200
52 Lincoln Park, St Andrew				103551	13947	1627	76493	97362	308	0	84539	964500	0	0
53 Little Falls, St Agnes				195645	13256	319	77954	91529	230	0	95425	1057239	1057239	1057239
54 Livingston, St Peter				84356	3710	1482	66556	77290	224	0	80295	795814	795814	795814
56 Lyndhurst, St Thomas				381271	59568	14838	249928	549283	380	185	287572	6085431	6085431	6085431
57 Madison, Grace				434026	29059	25219	176674	432439	358	175	162659	2433300	0	0
58 Maplewood, St George				80359	10151	1423	65024	76598	255	0	78017	703248	703248	703248
59 Maywood, St Martin				109004	15267	681	98199	114147	286	0	107527	694200	694200	694200
60 Manham, St Mark				106425	23662	81120	81120	114599	289	0	106225	898000	1380000	1380000
61 Midland Park, St Sphred				129012	11898	4395	87263	139792	308	0	97624	576352	2063100	2063100
62 Millburn, St Stephen				175032	33524	11150	136439	183039	440	0	168610	834216	834216	834216
63 Millington, All Saints														

PLEDGING	AMOUNT	PLATE AND	\$ PER HOUSEHOLD	TOTAL RECEIPTS	DIOCESE AND GEN. CHURCH	OTHER OUTSIDE	PANISH EXPENSES	TOTAL	RECTOR	OTHERS	NET BUDGET INCOME	PROPERTY VALUE	INSURANCE
19	11730	12606	8.66	22575	900	456	18237	19593	66	0	19391	254552	254552
216	211000	204914	10.92	539050	25560	6324	224033	283001	0	320	253605	3177800	3177800
88	88574	96424	17.33	107755	12571	4765	80550	97886	236	0	107755	813200	813200
67	Montclair, St John	189242	9.03	350038	59685	1405	264235	500508	380	157	256234	4859000	4859000
68	Montclair, Trinity	50909	5.79	59069	5216	0	31728	36944	230	0	59069	926200	926200
69	Montvale, St Paul	118241	10.15	158259	27301	2358	112780	143639	268	0	157623	0	0
70	Morris Plains, St Paul	182400	11.83	211888	38003	10173	133742	188490	342	0	186499	1370054	1370054
71	Morrisstown, Redeemer	55630	8.70	164168	19816	2135	141195	194689	262	0	131478	4765700	4765700
72	Morrisstown, St Peter	232002	10.27	2097160	106598	118122	352406	1513168	439	219	450698	15314000	13782600
73	Mt Arlington, St Peter	44670	19.09	73511	1500	0	52259	58252	235	0	62403	531197	531197
138	Mountain Lakes, St Peter	103012	9.86	161474	16749	7254	130845	189691	318	81	147588	2753700	2753700
74	Newark, Grace	51278	5.36	555660	60407	11845	194004	540798	320	0	205096	5857800	5857800
76	Newark, House of Prayer	18783	4.69	75675	875	0	69897	72666	250	0	64433	1590925	1407482
77	Newark, St Andrew	24982	7.39	52493	550	780	48104	49434	236	0	31125	1062100	1062300
78	Newark, St Barnabas	10968	1.34	57850	600	308	57051	64847	242	0	31442	1058475	109705
81	Newark, Trinity	101505	4.01	314392	52029	10403	219069	366607	412	204	270382	3459400	3459400
180	Newton, Christ	84587	3.88	121124	12759	845	90204	107546	290	0	100402	2052231	2051383
83	N. Arlington, St Paul	23924	11.90	43051	1190	220	36016	39453	120	25	39105	625000	625000
84	No Bergen, Transfigtn	46103	18.47	46116	1600	0	46735	48387	195	0	46116	534000	534000
49	Norwood, Holy Communion	37970	7.94	63794	3497	288	64686	82521	235	0	63784	1354797	1384100
158	Nutley, Grace	124470	10.32	127135	24000	8819	96325	129144	310	0	126119	2555900	2555900
55	Oakland, St Alban	49714	13.28	105130	2400	2060	79358	145679	230	0	105130	526000	526000
88	Oradell, Annunciation	90066	8.33	117858	20801	323	90535	118627	355	0	110567	175514	0
79	Orange, All Saints	50630	9.94	99984	11042	1433	87173	98188	240	0	97651	1227000	1378085
90	Orange, Epiphany	67902	6.37	120106	4619	6468	108609	214372	322	0	78145	6162300	6162300
92	Paramus, St Matthew	33855	9.86	54678	6100	465	55284	61849	225	0	54678	0	0
93	Parippanny, St Gregory	54800	16.47	77222	6959	3519	50392	77365	268	0	60785	381785	381785
93	Passaic, St John	55296	8.95	92660	7373	336	67933	95642	158	0	92660	4523380	4523380
94	Passaic, Holy Communion	59766	15.96	74097	1611	100	67157	68868	257	0	71125	1592500	1592500
96	Pateroson, St Paul	71519	7.56	184250	24500	2799	158468	185767	250	175	184250	2790360	2790360
97	Pateroson, Trinity	34539	10.38	73739	7631	1420	44102	75815	116	0	53443	940300	940300
77	Phillipsburg, St Luke	56436	8.35	64917	4931	237	62380	73073	200	0	64571	929100	903699

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indicates incomplete or obsolete data.

PLEDGES FOR NEXT YEAR	PLEDGING HOUSEHOLDS	AMOUNT PLEDGED	PLATE AND PLEDGE	RECEIPTS \$ PER HOUSEHOLD PER WEEK	DISBURSEMENTS				CLERGY SALARIES (in \$100)			NET BUDGET INCOME	PROPERTY VALUE	PROPERTY INSURANCE
					DIOCESAN AND GEN. CHURCH	OTHER OUTSIDE	PARISH EXPENSES	TOTAL	RECTOR	OTHERS				
99 Pompton Lakes, Christ	124	91300	95995	6.86	153936	23397	0	109070	142241	298	0	144162	842800	842800
100 Ramsey, St John	163	158111	169231	12.86	237271	37756	11262	150560	208080	412	0	191824	1539400	1539400
101 Ridgefield, St James	113	43325	47748	3.87	71419	12672	857	58169	90055	297	0	66033	712100	712100
102 Ridgefield Pk, St Mary	45	21089	27100	4.53	53659	6170	879	56506	66685	249	0	47306	352191	281753
103 Ridgewood, Christ	280	400000	380353	16.70	396410	78600	31398	276165	439963	395	220	387308	760000	1150000
104 Ridgewood, St Elizabeth	255	281500	262512	18.91	330981	58430	16727	213287	296656	461	190	303400	155017	155017
105 Ringwood, Good Shepherd	2	620	1520	0.97	14923	600	3044	8847	15420	0	0	1919	0	170739
106 Rochelle Park, St Peter	46	25718	29475	3.48	42940	2492	0	103358	42835	210	0	42940	494400	494400
107 Rutherford, Grace	115	64110	79145	8.46	128749	21440	0	103358	131336	312	0	115611	3458944	3113050
108 Secaucus, Our Saviour	26	25000	28148	10.02	47719	1932	0	895	42085	182	0	44300	320000	320000
109 Short Hills, Christ	494	374209	386051	11.42	659154	114935	19170	442573	587048	312	384	513799	6052500	5447250
110 S Orange, S Andw/Comm	130	83038	89034	12.68	164442	30000	1275	121786	165266	260	0	164067	2747070	2747070
111 Sparta, St Mary	123	139197	146093	14.33	162123	21427	10378	116876	158676	284	0	154083	800600	1610600
112 Stanhope, Christ	29	109500	80317	39.60	352619	6630	1909	73078	85517	400	0	83135	0	0
113 Succasunna, St Dunstan	62	61000	60641	13.72	83029	2700	1523	59268	63491	259	0	62506	0	327100
114 Summit, Calvary	381	376000	381382	15.03	529636	90437	29199	325978	506035	393	405	427505	8647546	8647546
115 Teaneck, Christ	75	48500	47909	8.23	83136	2175	3280	73876	81028	211	0	52115	2930761	2930761
116 Teaneck, St Mark	68	47048	51910	5.70	70886	8100	5425	47822	61347	215	0	57553	552300	1025400
117 Tenafly, Atonement	173	157000	153324	11.79	225095	39410	2286	171517	239013	441	0	212493	2105900	2105900
118 Totowa, Christ	42	41156	55148	17.68	56269	5506	200	47532	53238	230	0	56269	469695	469695
119 Towaco, Transfigtn	36	31690	34181	14.29	64196	1622	307	53351	55280	168	28	49371	732600	732600
120 Union City, Grace	67	27041	30653	7.28	51088	2228	0	48039	50267	218	0	51088	867400	867400
121 Union City, St John	0	0	8336	2.81	45371	991	98	43773	44862	230	0	45371	1957961	1957961
122 Verona, St Thomas	45	41939	38601	13.75	92178	900	629	55000	89632	244	0	51655	835401	835401
123 Verona, Holy Spirit	70	54800	60870	8.80	79381	11404	0	72284	87440	374	0	71872	719900	719900
124 Washington, St Peter	20	15900	20266	8.12	35887	3328	2037	34344	39709	65	65	32936	385843	347037
125 Wayne, St Michael	121	152418	170087	11.05	190928	34456	5500	130029	168985	260	0	188618	1286600	1286600
126 W Milford, Incrtn	42	25191	25446	6.89	67450	2340	0	51124	61361	235	0	36858	126800	126800
127 W Orange, H Innocents	54	40000	40595	7.73	62454	10176	910	45205	70010	0	0	50778	688642	688642
128 W Orange, H Trinity	66	23627	32703	4.08	53990	2300	1442	43106	53067	230	0	49676	1041146	1041146
129 W Orange, St Mark	41	53604	42369	13.81	62809	917	1839	73639	126395	315	0	56144	2149300	2149300
130 Westwood, Grace	109	112861	104916	9.01	134088	26699	2474	101778	130951	279	0	131103	1025500	1025500
131 Wood-Ridge, St Paul	26	24136	37985	16.60	49449	6282	2442	45057	62691	210	0	45947	586865	784856
	11734	9417355	9866504	9.55	18311128	1945819	570346	11914572	17768564	0	0	13221111	192490515	188731480

