

JOURNAL
of the
One Hundred and Seventeenth Convention
January 25-26, 1991
Sheraton International Crossroads Hotel
Mahwah, New Jersey
of the
DIOCESE OF NEWARK
PROTESTANT EPISCOPAL CHURCH

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Listings of Parishes and Missions with Clergy are available in the Diocesan Directory. Reports filed by title are available upon request from the Secretary of Convention.

Due to budget considerations, the 1991 edition of the Journal of the Diocesan Convention is an abbreviated and in-house production. For any information that may be needed and not provided for in this edition, please contact the Secretary of Convention and make that known.

The 1992 Journal will be published in a more complete format on a paid subscription basis at a nominal cost of \$10 per copy. An order form is found on the last page of this journal. Please return the completed form to the Secretary of Convention with a check made payable to the Diocese of Newark by February 28, 1992.

OFFICERS OF THE DIOCESE

THE CONVENTION

PRESIDENT

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

SECRETARY

Mr. Michael Francaviglia, 24 Rector Street, Newark, N.J. 07102

ASSISTANTS TO THE SECRETARY

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

Mrs. Wanda Hollenbeck, 24 Rector Street, Newark, New Jersey, 07102

TREASURER

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

ASSISTANT TREASURER

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

CHANCELLOR

Mr. Michael Rehill, Williamson and Rehill, Sturbridge Commons, 345 Kinderkamack Road, P.O. Box 714, Westwood, New Jersey 07675

CHANCELLOR EMERITUS

The Honorable Ward J. Herbert, McCarter & English, 4 Gateway Center, 100 Mulberry Street, Newark, New Jersey 07102

PARLIAMENTARIAN

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

CONVENTION COMMITTEES 1991

ARRANGEMENTS

Lauren Ackland
Christine Spong
Cynthia Brady
Florence Bustamante
Philip Storm
George Hayman
Sue Hirner
Audrey King
Emily Kittross
Robert Lanterman

Dennis Lodge
Joan Lodge (Chair)
Richard Louis
Doris Mardirosian
Marie Obermann
George Stata
Bruce A. Whitehouse
Virginia Whitehouse
Michael Francaviglia

BISHOP'S ADDRESS

Mark Beckwith
Joyce Fauntleroy
Elaine Kebba (Chair)

Karalene Gayle
Orion Davis
Joyce Fauntleroy

BUDGET

Maurice Bolmer
Jack Croneberger (Chair)
Robert Dendtler
William Heick
Christina Hembree

Elaine Kebba
John Lynch
Antoinette Neals
James Thompson

CERTIFY MINUTES

Donald Baldwin
Marie Obermann (Chair)

Gail Deckenbach

NOMINATING COMMITTEE

George Kyle (E. Bergen)
Marge Hartmeyer (E. Bergen)
Frank Bancroft (Hackensack)
William R. Muller (Hackensack)
Donald Baldwin (Hudson)
Lee Carr (Hudson)
J. Carr Holland (Morris)
William Heick (Morris)
David Crean (North Essex)

James Delaney (Passaic)
Ginny Maiello (Passaic)
William Andersen (S. Essex)
Bonnie Perry (W. Bergen)
Edgar Curtiss (W. Bergen)
Bernard Cunliffe (Western) (Chair)

Michael Francaviglia (Assistant
Secy. Convention)

RESOLUTIONS

Robert Burnett (Chair)
William Coats
Michael Francaviglia
Dana Hiscock
Richard Horsley
Ellie Tapscott

James Jannucci
Audrey King
Richard Louis
Pat Adams
John Mershtina
John Pendleton

Convention Committees 1991

RULES OF ORDER AND ELECTIONS

Will Brinegar
William Carpenter (Chair)
Michael Francaviglia
Ward Herbert

Lucinda Laird
Marie Obermann
Marilyn Robinson

TELLERS

Barbara Barnard
Nancy Blackwell
Cindy Brady
Mary Burnett
Dale Gruner
Andrew Hazelton
Sue Hirner
Ruth Hook
Connie Horsley

Elizabeth Keill
William Keill
Janice Nash
Marie Obermann (Head Teller)
Dot Patten
Rod Robinson
Richard Sheriff
Diane Worthington
Doreen Yates

PAGES

Ralph Annan
Keith Babiarz
Vanessa Bryant
Malkia Crawford
Peter Curley
Danny Doyle
Maureen Gittens
Ruth Harewood
Ray Heatley
Lemar Henderson
Holly Hoffman

John Horsky (Adult Supervisor)
Allyson Hurley
John King
Chris Martin
Chris Perkins
Michele Pickard
Lesley Sanders
Suzanne Spresert
Sarah Sterling
Sloan Williams
Bonnie Magnuson (Adult Supervisor)

RULES OF ORDER
ONE HUNDRED AND SEVENTEENTH CONVENTION

Convention Committees

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

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.

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.

Rules of Order

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 18th 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

Rules of Order

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 pertaining to that committee.

To Certify Minutes

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

On Decorum and Debate

X. Except when in conflict with the Constitution 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.

Rules of Order

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

Rules of Order

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 nondebatable 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.

Rules of Order

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 one complete copy and four synopses shall be in the possession of the Delegations prior to Convention. All other reports submitted to Convention shall be read by title only.

ANNUAL DIOCESAN CONVENTION MINUTES

The 117th Annual Convention of the Episcopal Church in the Diocese of Newark was held on Friday, January 25, and Saturday, January 26, 1991, in the Sheraton International Crossroads Hotel, Mahwah, New Jersey.

Friday Afternoon Session January 25, 1991

The Eucharist was celebrated at 12:30 p.m. at the hotel by the Rt. Rev. Walter C. Righter. The Rev. Jack M. McKelvey, Suffragan Bishop-elect, was the preacher.

The business session was called to order at 2:00 p.m. by Bishop Spong, Chair.

A determination of a quorum in both orders was made and the Convention was declared ready for business.

Attendance cards completed by the deputies indicated that the following were present:

Bishops	2
Presbyters	144
Deacons	5
Lay Deputies	363
Total Deputies	514

Congregations Represented 129

Adoption of Agenda

On motion by the Honorable Ward J. Herbert and seconded, the following agenda was adopted with the addition of a special order on Saturday morning for the recognition to parish status of the Church of the Transfiguration, Towaco:

January 25-26, 1991
PROPOSED AGENDA

FRIDAY, January 25

12:30 EUCHARIST - Ballroom, Sheraton Hotel, Mahwah

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

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

Resolutions of Courtesy

Reports: Rules of Order

Assistant Secretary of Convention

Treasurer of Convention

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Appointment of Parliamentarian

Election: Committee on Rights of Clerical Deputies

Committee on Rights of Lay Deputies

Committee on Elections

Ballot for No Contest Election

Institution of Assistant Secretary of 117th Annual Convention

Appointment of Assistant Secretaries

2:30 ORDER OF THE DAY: 1991 Proposed Unified Budget

Proposed 1991 Budget (for information)

Call for resolutions on budget

3:00 REPORTS

Task Force on the Environment

Companion Diocese Relationship

Committee on Constitution and Canons

Task Force on Episcopal Identity

Committee on Clergy Ethics

Standing Commission on Clergy Compensation

4:30 ADJOURN TO HEARINGS

4:30 - HEARINGS

6:45 4:30 - 5:00 Budget - Sterling Room

5:15 - 6:45 Environment Report - Ramsey Room

4:30 - 6:45 1) Episcopal Identity Report - Tuxedo Room

2) Committee on Constitution & Canons - Ramapo

3) Resolutions - Suffern/Mahwah Room

7:15 DINNER

9:45 CONVENTION PARTY - Crystal Room

SATURDAY, January 26

8:15 EUCHARIST - Ballroom, Sheraton Hotel, Mahwah
- The Necrology will be read

9:30 FIRST BALLOT

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

REPORTS

Relocation Committee

Task Force on Environment

Committee on Constitution and Canons

Task Force on Episcopal Identity

Resolutions Committee

RESULTS OF FIRST BALLOT WILL BE ANNOUNCED BEFORE LUNCH

NOON PRAYERS - Suffragan Bishop-elect Jack M. McKelvey

12:20 SECOND BALLOT

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LUNCHEON

1:30 BUSINESS SESSION

REPORTS CONTINUED

RESULTS OF SECOND BALLOT

2:15 ORDER OF THE DAY: 1991 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
Resolutions of Greeting

4:45 THE RT. REV. RICHARD LESTER SHIMPFKY

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

5:00 Adjournment

Resolutions on New Matters

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

-a resolution presented by the Rev. Louis Braxton, Christ Church, Teaneck, to change the site of the 70th General Convention.

-a resolution from Mr. Michael Nagel, All Saints', Orange, to honor the troops serving in the middle east.

Resolution of Courtesy

Ms. Holly Hoffman presented the following resolution:

RESOLVED, that the courtesy of seat and voice be accorded the following: The Right Reverend Richard Shimpfky; The Right Reverend Walter Righter; Ecumenical guests; The Reverend Joachim Bakey, St. Luke's Phillipsburg; the Sisters of the Community of St. John Baptist; The Reverend Jeanette DeFriest, St. Luke's, Montclair; The Reverend Thomas Laws, St. Paul's, Jersey City; Messrs. Stanley Walcott and Howard Sterling, St. Paul's, Paterson; The Reverend John P. Mathew, Mar Thoma Church; The Reverend Emil Augustine, Panther Valley Ecumenical Ministry; The Reverend John Williams, Church of South India, Tenaflly; The Reverend Jonathan King, St Michael's, Wayne; The Reverend Francis Wynne, Christ Church, Harrison; The Reverend Kent Branstetter, St. Andrew's, Lincoln Park; The Reverend John Fisher; The Reverend William Gannon, St. Andrew's, Harrington Park; The Reverend Anne Wrede, St. Mary's Memorial Church, Haledon; The Reverend Richard Bower, Christ Church, Ridgewood; officers of the Diocese of Newark; members of Standing Committee, Diocesan Council, the Department of

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Missions, Commission on Ministry; members of committees and commissions reporting to the Convention; Mrs. Marie Obermann, Episcopal Church Women; Postulants and Candidates for Holy Orders; Mr. Peter Curley, Mr. Ray Heatley, Ms. Holly Hoffman, Mr. Sloan Williams, WOODY Delegates.

Committee Rules of Order

Mr. Tim Carpenter presented the report.

On motion by Mr. Carpenter and seconded, the following resolution was adopted:

RESOLVED, that the Hare Preferential Ballot System be adopted as the process for electing candidates to diocesan offices for the 1992 Convention and for national offices. For 1991, the former balloting system will be used.

After lengthy discussion and debate, a motion by the Rev. Mark Beckwith to delete paragraph 9, Section XVI, which prohibits a deficit budget, was defeated by both a voice vote and a hand count.

On motion by Mr. Carpenter and seconded, the Rules of Order as presented were adopted.

Report of the Assistant Secretary

Mr. Michael Francaviglia thanked the diocesan staff, his predecessor, Mrs. Christine Spong, and Mrs. Joan Lodge, Arrangements Committee Chair, for their support and assistance.

Treasurer's Report

Mr. John Zinn reported the diocese may break even for the year with a possible surplus for fiscal 1991.

On motion and seconded, the treasurer's report was received and filed for audit.

Parliamentarian

The Chair appointed The Honorable Richard McGlynn as Parliamentarian for the Convention.

Rights of Clerical Deputies

On motion by Mr. Andrew Simms, Holy Communion, Paterson, and seconded, the following persons were elected to the Committee on Rights of Clerical Deputies: The Rev. Robert Mason, Chair, Mrs. Diane Mayo and Mr. James Newell.

Rights of Lay Deputies

On motion by the Rev. Susan Chrystal, St. Elizabeth's, Ridgewood, and seconded, the following persons were elected to the Committee on Rights of Lay Deputies: Mr. William Andersen, Chair, The Rev. Sarah Nelson and The Rev. James Jannucci.

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Committee on Elections

Mr. Tim Carpenter announced the report of the Nominating Committee and the ballot had been distributed to delegates. Three additional nominations were made to the ballot: ACTS/VIM, Class of 1994, Ms. Theresa Russell; Diocesan Council, Class of 1992, The Rev. Henry Mikaya; Trinity Cathedral Chapter, Class of 1994, Ms. Gertrudis Lopez.

Ballot For No Contest

On motion by Mr. Carpenter and seconded, the Rules of Order were suspended and the secretary instructed to cast the vote for the uncontested officers, as follows:

Secretary of The Convention - Mr. Michael Francaviglia,
St. George's, Maplewood
Treasurer of Convention - Mr. John Zinn
St. Paul's, Paterson
Assistant Treasurer of Convention - Mr. William Quinlan,
Calvary, Summit

Institution of the Secretary

The Chair instituted Mr. Michael Francaviglia as Secretary to the Convention. He appointed Mrs. Gail Deckenbach as Assistant Secretary and Mrs. Wanda Hollenbeck as Assistant to the Secretary.

The 1991 Proposed Budget

Mrs. Antoinette Neals, Incarnation, Jersey City, presented the report. On motion by her and seconded, Mrs. Neals presented the budget for a first reading.

The Chair called for resolutions on the budget. The following were submitted:

- motion to restore funding for an archdeacon at \$50,000
- motion to delete the Diocesan Clergy Conference at \$12,100
- motion to reduce outreach to the National Church from \$536,000 to 521,000
- motion to restore Department of Missions budget request to \$411,000
- motion to reduce Operating Expenses by an overall \$10,000
- motion to reduce Diocesan Convention expenses from \$41,000 to \$10,000
- motion to remove from the Department of Program budget the Christian Education Conference
- motion to restore full funding for the Diocesan Journal to \$10,000 from \$1,000

On motion and seconded, further acceptance of resolutions was terminated and the budget referred to the Budget Committee hearings.

Environment Task Force Report

Dr. Michael Otterburn, St. Peter's, Morristown, and The Rev. Albert Jousset, All Saints', Leonia, Co-Chairs, presented the final report of the task force. They introduced the committee members: Ms. Susan Fisher, Mr.

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Robert Burnett, Ms. Nancy Foster, Dr. Arlene Klink, Dr. E. Joseph Piel, Mr. Donald Roberts, Mr. Steve Silverman. Dr. Klink reviewed the church school curriculum. Ms. Fisher presented various aspects of the report. (Copies were distributed to delegations.)

Companion Diocese Relationship

Mrs. Deborah Brown, Epiphany, Allendale, presented the report. (The report was distributed to delegates.)

Committee on Constitution and Canons

Mr. Michael Rehill, Vice Chancellor presented the report. He explained that changes to the Constitution require approval at two consecutive conventions, unlike canonical amendments which take effect immediately following adoption. (See Appendix 2.)

On motion by Mr. Rehill and seconded, the two amendments to the Constitution and the ten changes to the Canons as reported by the Committee were referred to the hearings. (See Appendix 2.)

On motion by the Rev. George Swanson, Ascension, Jersey City, the four amendments to the Canons proposed by him were referred to the hearings. (See Appendix 2.)

Episcopal Identity Task Force

Mrs. Gerrie Jeter, St. Andrew's, Harrington Park, and The Rev. Nicholas Cooke, St. Luke's, Montclair, Co-chairs, presented the interim report and introduced the Committee members. (The report was distributed to delegates.)

The members were: Mr. Michel Belt, St. Peter's, Morristown; The Rev. William Coats, St. Clement's, Hawthorne; Dr. Louie Crew, Grace, Newark; Mrs. Lyn Headley-Moore, Transfiguration, Towaco; Ms. Laurie Matarazzo, St. Mary's, Belvidere; The Rev. Jo-Ann Murphy, Transfiguration, Towaco; The Rev. Steve Steele, St. Thomas', Vernon; and Mr. Philip Storm, St. Paul's, Morris Plains.

The Chair introduced the BBC-Radio producers who were taping the convention for a documentary they were producing on the Anglican Churches' response to the issues of the world it lives in. The producers were the Rev. Norman Winters and Mr. David Edwards.

Clergy Ethics Committee

The Rev. Lucinda Laird, St. Mark's, Teaneck, Chair, introduced the committee members.

On motion by the Rev. Ms. Laird and seconded, the following resolution was adopted (the latter portion moved by the Rev. H. Gaylord Hitchcock):

RESOLVED, that the 117th Convention of the Diocese of Newark extend the life of the Committee on Clergy Ethics for one year, and that the Bishop be asked to restore the numerical balance between parochial clergy and other members on the task force.

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Standing Commission on Clergy Compensation

Mr. John Snyder, Christ, Ridgewood, and Mrs. Linda Curtiss, All Saints', Hoboken, Co-chairs, presented the following resolution:

RESOLVED, that the 117th Convention of the Diocese of Newark adopt the following minimum salary rates and merit increase scale, effective January 1, 1992:

Minimum Salaries:

Deacon	\$17,950
Priest	\$19,125
Priest-in-charge	\$23,925

Merit Increase Scale:

Outstanding	10%
Very Good	7%
Satisfactory	5%

The motion passed.

UTO Ingathering Report

Mrs. Cindy Brady reported on the UTO Ingathering, at the time, 81 churches had donated \$18,422.51.

On motion and seconded, the session adjourned to the open hearings at 4:30 p.m.

Awards and Introductions

The dinner was held in the Ballroom of the Sheraton International Crossroads Hotel. The Rev. Wade Renn was the master of ceremonies.

The Rt. Rev. Walter C. Righter presented the new clergy and clergy who have moved within the diocese:

Robert H. Ripson, Rector, St. Mark's, West Orange
Karen C. Murphey, Assistant, Grace, Madison
Susan P. Chrystal, Assistant, St. Elizabeth's, Ridgewood
Albert J. Keeney, Rector, St. Matthew's, Paramus
Carolyn Lumbard, Assistant, St. Paul's, Morris Plains
Johnson P. Matthew, Mar Thoma Syrian Church, St. Thomas', Newark
Bonnie A. Perry, Assistant, Christ, Ridgewood
Richard C. Wrede, Rector, St. Peter's, Rochelle Park
Ralph E. Smith, Rector, Transfiguration, North Bergen
Anne E. Kersting, Diocesan Youth Ministries Coordinator
Barry E. Stopfel, Assistant, Atonement, Tenafly
Anne C. McR. Wrede, Interim, St. Mary's, Haledon
Brian Laffler, Rector, St. Anthony of Padua, Hackensack
Mary Ruth Stone, Assistant, St. Paul's, Paterson
James G. Gardner, Rector, St. Peter's, Livingston
Theresa A. Wajnert, Assistant, Redeemer, Morristown
David Norgard, Executive Director, The Oasis, Hoboken
Stanley Morgan, Rector, Holy Communion, Paterson
Kent Branstetter, Interim, St. Andrew's, Lincoln Park
Jeannette DeFriest, Assistant, St. Luke's, Montclair
Luke Nelson, Assistant, St. Mary's, Sparta

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John J. William, St. Paul's Church of South India, Tenafly
Isaac Persaud, Incarnation, Jersey City

Mr. Michael Rehill, Vice Chancellor, presented to the Honorable Ward J. Herbert, a resolution of thanks from the diocese for his years of service as Chancellor. A portrait of the Honorable Mr. Ward was unveiled. Mr. Ward expressed his gratitude and well-wishes to the diocese.

Bishop Spong presented the Bishop's Certificate of Merit for outstanding service to the Diocese of Newark to the Rev. Scott A. Kallstrom, Grace Van Vorst, Jersey City, for his effective urban ministry; Mrs. Marie T. Obermann, St. Paul's, Chatham, for her dedicated service to the ECW and the diocese; the Rev. John F. Stanton for his effective work as an interim, especially at St. Gabriels'; Mr. Frederick Philip Storm, St. Paul's, Morris Plains, for his outstanding volunteerism and service to the churches of the diocese, with an emphasis on the ministry of property.

The Canterbury Scholar for 1991 was presented to the Rev. James Jannucci.

The Bishop's Banner for Parochial Excellence was awarded to the Church of the Epiphany, Orange. It recognized the parish's dramatic transformation from deep inner negativity to a positive spirit that looked outward.

The Rev. Wade Renn introduced the Bishop of Newark who addressed the Convention. (See Appendix 1.)

The Rev. Jack M. McKelvey, Suffragan Bishop-elect, pronounced the benediction.

Saturday Morning Session January 26, 1991

The Eucharist was celebrated in the Ballroom of the Sheraton International Crossroads Hotel by the Rev. Jack M. McKelvey, Suffragan Bishop-elect. The necrology was read. The Institution as Chancellor was held for Mr. Michael Rehill. The preacher was the Rt. Rev. Richard Shimpfky, Bishop of El Camino Real.

The session was called to order at 10:25 a.m. by the Chair. Greetings were received from Bishop Rath who was unable to attend.

Postulants and candidates for orders were asked to the stage for self-introductions. They were Stephanie Keith, Ashley Neal, Susan Ciancimino, Kathleen Bobbit and Carol Burnside.

Relocation Committee

Mr. William Heick and members of the committee reviewed the status of the relocation of diocesan offices. On motion by Mr. Heick and seconded, the following was adopted:

RESOLVED, that the 117th Convention of the Diocese of Newark gives the Diocesan Council the authority to make the decisions necessary to ensure an orderly move of diocesan offices to a temporary location preferably in the City of Newark; and be it further

RESOLVED, that the Council be charged also to plan the long-term relocation of the diocesan offices as soon as possible.

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Environment Task Force

The Rev. Albert Jousset and Dr. Michael Otterburn, Co-chairs, moved the Committee's resolutions. (See Appendix 3.)

- Resolution I adopted as presented
- Resolution II adopted with changes
- Resolution III adopted with changes
- Resolution IV adopted as presented
- Resolution V adopted as presented

Special Order - Church of the Transfiguration

On motion by the Rt. Rev. Walter C. Righter and seconded, the following resolution was adopted:

RESOLVED, that the 117th Annual Convention gives thanks to God for the Church of the Transfiguration in Towaco, Morris County, New Jersey; commends the effective proclamation of the Gospel by words and deed by its laity; applauds its mature, effective commitment to stewardship of its financial and physical assets; relishes its warm, infectious Christian fellowship; and recognizes that the Church of the Transfiguration has submitted papers applying for union with this Convention, and that such papers have been found to comply with the Constitution and Canons of this Diocese, and that the application has the recommendation of the Department of Missions, the Standing Committee and Bishop; therefore, be it further

RESOLVED, that this Convention approves the application and welcomes the Church of the Transfiguration as a member parish in union with the Diocese of Newark.

The Rev. Jo-Ann Murphy and enthusiastic members of the parish addressed the Convention.

Committee of Constitution and Canons

Mr. Michael Rehill presented the resolutions from the Committee and those submitted by the Rev. Mr. Swanson.

The two proposed Amendments to the Constitution passed on this first reading.

Actions on the proposed amendments to the Canons were as follows:

- Resolution A - adopted as presented
- Resolution B - adopted as presented
- Resolution C - adopted as presented
- Resolution D - adopted as presented
- Resolution E - adopted as presented
- Resolution F - adopted as presented
- Resolution G - adopted as presented
- Resolution H - adopted as presented
- Resolution I - adopted as presented
- Resolution J - adopted as presented
- Resolution K - failed for lack of a second
- Resolution L - defeated
- Resolution M - defeated

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- Resolution N - defeated

Resolutions Committee

Mr. Robert Burnett, Messiah, Chester, Chair, presented the report. (See Appendix 4.)

Consent Calendar- Resolutions I, V, VI, VII were adopted.

Resolution III, submitted by the Christian Social Relations Committee, was removed from the Consent Calendar and adopted.

Resolution VIII, submitted by The Rev. Alfred Salt, All Saints', Millington, was removed from the Consent Calendar and adopted.

Resolution II A, submitted by Mr. Michael C. Nagel, All Saints', Orange, was removed from the Consent Calendar and adopted with amendments.

Resolution XIII, submitted by the Urban Alliance, was removed from the Consent Calendar and was adopted.

Elections

Mr. Tim Carpenter reported the results of the first ballot. Ballots cast: 465; needed to elected: 233; * = elected. (It was discovered after the first vote the ballot was incorrect for the offices of Provincial Synod, Class of 1993 in clergy and lay orders. Only two candidates in each orders were to be elected, not four).

First Ballot Results (* = elected):

ACTS/VIM BOARD - Class of 1994 - VOTE FOR ONE

164	The Rev. David Brown, St. Mary the Virgin, Ridgefield Park
282*	The Rev. Richard Gressle, Good Shepherd, Fort Lee

ACTS/VIM BOARD - Class of 1994 - VOTE FOR TWO

174	Mrs. Evelyn R. Murphy, All Saints', Millington
234*	Mrs. Marilyn Robinson, St. John's, Ramsey
203	Ms. Eugenia Suthern, Incarnation, Jersey City
214	Mrs. Doreen Yates, Messiah, Chester/Long Valley
52	Ms. Theresa Grimes Russell, Ascension, Jersey City

COMMITTEE ON CONSTITUTION AND CANONS for Convention 1992 - VOTE FOR TEN

219	The Rev. Donald Baldwin, Calvary, Bayonne
200	The Rev. James Delaney, Grace, Westwood
336*	The Rev. Joseph Herring, Christ, Newton
308*	The Rev. Beverly Huck, Trinity, Kearny
179	The Rev. James A. Johnson, All Saints', Bergenfield
271*	The Rev. Donald Kimmick, St. Paul's, Montvale
348*	The Rev. Wade Renn, Grace, Nutley
158	Mr. Norman Espinoza, Ascension, Jersey City
263*	Ms. Suzanne B. Geissler, Grace, Madison
223	Mrs. Marjorie Hartmeyer, St. Luke's, Haworth
319*	Mrs. Christina Hembree, St. Paul's, Montvale
357*	The Hon. Ward J. Herbert, St. Andrew's/Holy Communion, S. Orange

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323* Mrs. Gerrie Jeter, St. Andrew's, Harrington Park
275* Mrs. Antoinette Neals, Incarnation, Jersey City
354* Mr. Michael Rehill, Grace, Westwood
139 Mr. William H. Vogt, All Saints', Millington

DIOCESAN COUNCIL - Class of 1993 - VOTE FOR ONE

144 The Rev. Lauren Ackland, St. Albans, Oakland
229 The Rev. Lucinda Laird, St. Mark's, Teaneck
93 The Rev. John Salmon, Jr., Advent, Bloomfield

DIOCESAN COUNCIL - Class of 1993 - VOTE FOR ONE

275* Mr. Alan Bowen, St. Paul's, Paterson
165 Mr. Bruce Smith, St. Andrew's/Holy Communion, S. Orange

DIOCESAN COUNCIL - Class of 1992 - VOTE FOR ONE

174 The Rev. Francis Bancroft, St. James', Ridgefield
202 The Rev. Geoffrey Curtiss, All Saints', Hoboken
121 The Rev. Henry Mikaya, Christ, East Orange

ECCLESIASTICAL COURT - Class of 1997 - VOTE FOR ONE

321* The Rev. Dr. David Hamilton, St. Paul's, Morris Plains
141 The Rev. James A. Johnson, All Saints', Bergenfield

GENERAL CONVENTION 1991 (SUPPLEMENTARY DEPUTIES) - VOTE FOR TWO

272* The Rev. Christopher David, Good Shepherd, Midland Park
233 The Rev. Dr. Robert Ihloff, Grace, Madison
181 The Rev. Albert Jousset, Jr., All Saints', Leonia
290* The Rev. Lucinda Laird, St. Mark's, Teaneck

DEPARTMENT OF MISSIONS - Class of 1994 - VOTE FOR THREE

264 The Rev. Kim Capwell, All Saints', Glen Rock
375* The Rev. Bernard Healy, House of Prayer, Newark
352* The Rev. Sarah Nelson, St. Gabriel's, Milton/Oak Ridge
294* The Rev. Ralph Smith, Transfiguration, North Bergen

DEPARTMENT OF MISSIONS - Class of 1994 - VOTE FOR THREE

316* Ms. Faith Gideon Brown, St. Andrew's/Holy Communion, S. Orange
260* Ms. Frances Hager, St. John the Divine, Hasbrouck Heights
267* Mr. Daniel Mohan, Resurrection, East Rutherford
248 Ms. Lydia Wells, St. Paul's, Jersey City
206 Mr. Harry Williams, Incarnation, Jersey City

DEPARTMENT OF MISSIONS - Class of 1992 - VOTE FOR ONE

242* The Rev. Anne Cox, St. Paul's, Englewood
197 The Rev. Karen Murphey, Grace, Madison

DEPARTMENT OF PROGRAM - Class of 1994 - VOTE FOR ONE

170 The Rev. Donald Baldwin, Calvary, Bayonne
285* The Rev. Elizabeth Wigg Maxwell

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PROVINCIAL SYNOD DEPUTIES & ALTERNATES - Class of 1993 - VOTE FOR TWO

(The first ballot for the Provincial Synod, Class of 1993, was disregarded because the ballot was in error. The original instructions called for voting for four rather than for two. A second ballot was held for these offices.)

PROVINCIAL SYNOD DEPUTIES & ALTERNATES - Class of 1992 - VOTE FOR ONE

148 The Rev. Donald Baldwin, Calvary, Bayonne
300* The Rev. Anne Cox, St. Paul's, Englewood

STANDING COMMITTEE - Class of 1995 - VOTE FOR ONE

121 The Rev. Robert Dendtler, St. Mary's, Sparta
280* The Rev. Jorge Gutierrez, St. Peter's, Clifton
60 The Rev. James A. Johnson, All Saints', Bergenfield

STANDING COMMITTEE - Class of 1995 - VOTE FOR ONE

107 Mr. Tim Carpenter, St. John's, Montclair
62 Mrs. Ann Doyle, St. Andrew's/Holy Communion, South Orange
55 Mr. Norman Espinoza, Ascension, Jersey City
48 Mr. George Mackey, St. Elizabeth's, Ridgewood
41 Mr. Harold Morris, Incarnation, Jersey City
62 Mr. James Newell, St. Michael's, Wayne
88 Mrs. Juli Towell, Christ, Short Hills

STANDING COMMITTEE - Class of 1994 - VOTE FOR ONE

146 The Rev. David Hegg III, St. Peter's, Morristown
117 The Rev. Elaine Kebba, St. David's, Kinnelon
106 The Rev. Wade Renn, Grace, Nutley
93 The Rev. Katrina Swanson, St. John's, Union City

STANDING COMMITTEE - Class of 1994 - VOTE FOR ONE

136 Mr. Robert Burnett, Messiah, Chester/Long Valley
203 Mrs. Marjorie Christie, Christ, Ridgewood
110 Mrs. Gerrie Jeter, St. Andrew's, Harrington Park

STANDING COMMITTEE - Class of 1993 - VOTE FOR ONE

137 The Rev. Cynthia Black, St. Peter's, Essex Fells
146 The Rev. Gaylord Hitchcock, Grace, Westwood
118 The Rev. Dr. Robert Ihloff, Grace, Madison
61 The Rev. Alex MacDonell, St. Luke's, Haworth

TRINITY CATHEDRAL CHAPTER - Class of 1994 - VOTE FOR ONE

351* The Rev. Gaylord Hitchcock, Grace, Westwood
101 The Rev. Katrina Swanson, St. John's, Union City

TRINITY CATHEDRAL CHAPTER - Class of 1994 - VOTE FOR ONE

111 Mrs. Barbara Barnard, Messiah, Chester/Long Valley
218 Mr. Tim Carpenter, St. John's, Montclair
64 Mrs. Betty Waters, Advent, Bloomfield

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49 Ms. Gertrudis Lopez, Ascension, Jersey City

The session adjourned for lunch at 1:10 p.m. and reconvened at 2:05 p.m.

Episcopal Identity Task Force

Mrs. Gerrie Jeter, Co-chair, moved the three resolutions presented by the task force. (See Appendix 5.)

After debate and discussion, all three resolutions were adopted with changes to the second and third.

Convention Budget Committee Report

The Rev. John Croneberger, Chair of the Committee, presented the Committees' report with the ten resolutions, which proposed changes to the 1991 Budget. (See Appendix 6.)

- Resolution 1 - adopted
- Resolution 2 - adopted
- Resolution 3 - adopted
- Resolution 4 - (Committee substitute) adopted
- Resolution 5 - defeated
- Resolution 6 - defeated
- Resolution 7 - included in Res. 3
- Resolution 8 - included in Res. 3
- Resolution 9 - adopted
- Resolution 10 - defeated

On motion and seconded, the 1991 Diocesan Unified Budget was adopted.

Resolutions

Resolution IV, submitted by Christian Social Relations Committee, was adopted with an amendment.

Resolution IX, submitted by the Diocesan Aids Task Force, was adopted.

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

Resolution XI, submitted by the Urban Alliance, was referred by motion of the Rev. Gaylord Hitchcock and seconded to the Relocation Committee.

Resolution XII, submitted by the Christian Social Relations Committee, was adopted.

Resolution XIV, submitted by the Rev. Louis Braxton, Christ, Teaneck, was defeated.

Elections

Mr. Tim Carpenter announced the results of the second ballot. Ballots cast: 486; needed to elect 244. (* indicates elected)

Second Ballot Results (* = elected):

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ACTS/VIM BOARD - Class of 1994 - VOTE FOR TWO

241* Ms. Eugenia Suthern, Incarnation, Jersey City
228 Mrs. Doreen Yates, Messiah, Chester/Long Valley

DIOCESAN COUNCIL - Class of 1993 - VOTE FOR ONE

187 The Rev. Lauren Ackland, St. Albans, Oakland
285* The Rev. Lucinda Laird, St. Mark's, Teaneck

DIOCESAN COUNCIL - Class of 1992 - VOTE FOR ONE

216 The Rev. Francis Bancroft, St. James', Ridgefield
255* The Rev. Geoffrey Curtiss, All Saints', Hoboken

PROVINCIAL SYNOD DEPUTIES & ALTERNATES - Class of 1993 - VOTE FOR TWO

169 The Rev. Kim Capwell, All Saints', Glen Rock
302* The Rev. J. Carr Holland, St. Mark's, Mendham
224 The Rev. Bonnie Perry, Christ, Ridgewood
245* The Rev. Mark Waldon, Christ, Totowa

(* = elected deputy; the other two candidates are alternates)

PROVINCIAL SYNOD DEPUTIES & ALTERNATES - Class of 1993 - VOTE FOR TWO

109** Mrs. Grace Baldwin, Calvary, Bayonne
155 Mr. Edgar Curtiss, Epiphany, Allendale
102 Mr. Brian Grace, St. Mary's, Sparta
84 Mrs. Ann Johnson, St. Mary's, Sparta
295* Mrs. Audrey King, Good Shepherd, Wantage
162 Mrs. Doris Mardirosian, St. Mark's, Teaneck

(* = elected deputy; ** = elected second alternate on this ballot)

STANDING COMMITTEE - Class of 1995 - VOTE FOR ONE

279* Mr. Tim Carpenter, St. John's, Montclair
184 Mrs. Juli Towell, Christ, Short Hills

STANDING COMMITTEE - Class of 1994 - VOTE FOR ONE

272* The Rev. David Hegg III, St. Peter's, Morristown
197 The Rev. Elaine Kebba, St. David's, Kinnelon

STANDING COMMITTEE - Class of 1994 - VOTE FOR ONE

197 Mr. Robert Burnett, Messiah, Chester/Long Valley
278* Mrs. Marjorie Christie, Christ, Ridgewood

STANDING COMMITTEE - Class of 1993 - VOTE FOR ONE

187 The Rev. Cynthia Black, St. Peter's, Essex Fells
289* The Rev. Gaylord Hitchcock, Grace, Westwood

TRINITY CATHEDRAL CHAPTER - Class of 1994 - VOTE FOR ONE

153 Mrs. Barbara Barnard, Messiah, Chester/Long Valley

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314* Mr. Tim Carpenter, St. John's, Montclair

Committee on the Bishop's Address

The Rev. Elaine Kebba presented the report. On motion and seconded, the resolutions contained in the report were adopted. (See Appendix 7.)

Committee Appointments

The Convention ratified the Bishop's appointments to the Commission on Ministry: Class of 1995 - Mr. William Andersen, St. George's, Maplewood; The Rev. Albert Jousset, Jr., All Saints', Leonia; The Rev. Charles Rice, St. Peter's, Morristown; Anne Strand, Grace, Madison; Mrs. Juli Towle, Christ, Short Hills, and The Rev. Lucinda Laird to the Class of 1992.

The Secretary read the titles of Reports filed (see Appendix 9), and announced the Committee to Certify the Minutes.

Resolution of Greetings and Thanks

On motion by Leslie Sanders, Christ, East Orange, and seconded, the following resolutions were adopted:

RESOLVED, that this 117th Annual Convention of the Diocese of Newark extends warm and affectionate greetings 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 Francisco Reus-Froylan, Diocese of Puerto Rico; to Bishop John Hines and Mrs. Helen Hines, and to Bishop Jose Gonzalez and Mrs. Graciela Gonzalez.

RESOLVED, that this 117th Convention expresses its appreciation to Mr. Philip Storm and Mr. Robert Lanterman, for their 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 Mr. Tim Carpenter, Chair; to the Resolutions Committee and Mr. Robert Burnett, Chair; to the Convention Budget Committee and the Rev. Jack Croneberger, Chair; to the Nominating Committee and Mr. Bernard Cunliffe, Chair; to the Committee on the Bishop's Address and the Rev. Elaine Kebba, Chair; to the Committee to Certify the Minutes and to Mrs. Marie Obermann, Chair; to the Hon. Richard McGlynn, Parliamentarian; to the Tellers and Mrs. Marie Obermann, Head Teller; to the WOODY pages and The Rev. Anne Kersting.

On motion by the Rev. W. Alan King, Good Shepherd, Wantage, and second, the Convention recognized for their service the following clergy who will retire during the year: the Rev. Robert Maitland, Saviour, Denville; and the Rev. Robert Wagner, Holy Spirit, Verona.

The Chair invited the Rt. Rev. Richard Shimpfky and Provost David Edwards to share their reflections of the Convention.

Elections

Mr. Tim Carpenter announced the results of the third ballot. Ballots cast: 439; needed to elected 220.

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Third Ballot Results:

PROVINCIAL SYNOD DEPUTIES & ALTERNATES - Class of 1993 - VOTE FOR TWO

175** Mr. Edgar Curtiss, Epiphany, Allendale
264* Mrs. Doris Mardirosian, St. Mark's, Teaneck

(* = elected deputy; ** = elected first alternate on this ballot)

The Rt. Rev. Walter C. Righter pronounced the benediction.

The Chair adjourned the Convention at 4:48 p.m.

Bishop John S. Spong
Chair/President

Michael Francaviglia
Secretary

117TH DIOCESAN CONVENTION
Bishop Spong's Address

My brothers and sisters in Christ, grace and peace to you in Jesus' name.

If we were ever tempted to believe that history moves in a straight line, the last twelve months would be enough to disabuse our minds of such a notion. The year 1990 began with hopes high for peace and a new world order. We dared to dream that prejudices born out of the ignorance of the past might finally be laid to rest. But the year ended with military solutions back in vogue in the Middle East and threats of a new dictatorship in the Soviet Union.

To justify this shift, we listened to the self-serving propaganda that reached deep into our tribal past. Perhaps the optimism that created our euphoria one year ago was unrealistic, or perhaps it was premature. Time will tell. There were signs on our horizon, even before the Persian Gulf crisis, that all was not well. The bills for the 80s, a decade of incredible greed, were about to come due. Enormous debt, that neither the White House nor the Congress was willing to address, plagued our economy. A crisis in the Savings and Loan industry, rising out of mismanagement at best and criminal behavior at worst, placed a new pressure on the economy greater than the entire cost of the Vietnam war. These realities combined with the Persian Gulf tragedy to create a mood of anxiety, perhaps even depression, across our land.

In the State of New Jersey hard questions about values have been before us politically in 1990. Our governor, elected by a majority of over sixty percent of our citizens in 1989, began to sink out of sight in the polls in 1990. His unpopularity had extensive consequences, almost causing the political defeat of a Senator thought by most to be invulnerable. The rhetoric being used in the present debate across our state is revealing, to say the least. Let me seek to go beneath that rhetoric to confront the issues.

Tax increases are never popular and perhaps the process the governor employed to accomplish his goals may not have been politically wise. But my brothers and sisters, if hope and human dignity are not to continue to be violated in the cities of this state, then priorities similar to those the governor has proposed must be enacted, or disaster will overwhelm us in our affluent selfishness.

Let it be stated clearly that the public school system in the urban areas of New Jersey is in a shameful state. The great hope of public education was to give equal opportunity to all, to provide a means for upward mobility for every citizen and to make level the field on which the game of life is played by every citizen in this nation. That goal is, in my opinion, a higher priority than keeping taxes low for both middle class and rich citizens of this state.

I remind you all that hopelessness in urban New Jersey did not just happen. Political decisions were made immediately after World War II about highway construction, home loans, the place of investment and the availability of capital. Those political decisions combined to create America's rush to suburbia and, in turn, created Newark, Jersey City, Paterson, Camden and Trenton as shells of their former vibrancy. Because poverty, ignorance and powerlessness go together, there were few screams that emanated from the urban voters and tax payers, while their living space was being dismantled. That was to come much later in the rage of irrational urban riots. Long before that, the tax base fled the city. Central city industries were closed down. Jobs were lost and those who were not mobile became unemployed. The need for basic human services

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increased but with no money to pay for them these services declined, creating the blight that is today a sign of urban life.

Arriving on tax-supported super highways and tax subsidized commuter trains and buses, the working business world comes daily to the city. At night this business public retreats, leaving the citizens of the city to cope as best they can with inadequate police, inadequate fire protection and inadequate human services. Supermarkets, with vast parking facilities, began, after the second World War, to make quality food cheaper than ever before for those who had cars to journey to the suburban malls. But the residents in the city, who were not mobile, bought poor quality food at Mom and Pop grocery stores in urban neighborhoods at much higher costs. New Jersey's largest city, Newark, has within its boundaries only one chain-store supermarket, and that was opened this past year.

The only hope children of the city have not to repeat the cycle of despair is the public education system, yet the previous connection between public school funding and local property taxes guaranteed that the best schools would be in the wealthiest school districts and the worst schools would be in the cities, which were the poorest school districts. What values are operative when a society organizes itself so that the least fire protection is available in the cities where the poor cannot afford to keep houses in good, or even safe, repair; or where police protection is the thinnest where the despair that feeds both the use of drugs and the need to steal is the greatest; or when the most disadvantaged children attend the schools that are the most inadequate? When the governor of this state decides to use the political process to address this immoral condition, what does it mean that the people who live in the suburbs, who have profited most from the patterns of the past and who have the political clout to make their voices heard, lead a campaign to defeat and dismantle these priority-changing decisions and to blunt the possibility of hope being born anew in urban New Jersey? Of course it will cost money to restore hope to the children of our cities. That money cannot come from the cities because it is not there. It must come from those who have the ability to pay. And it must be wisely expended so that it accomplishes the purpose for which the increased taxes are levied. I am not prepared to support every tactic of the governor. But the goals of the present administration in this state are the correct ones and I call on the citizens of this state to recognize that these goals must be achieved. The vision is correct. Those critics who focus their complaint solely on the fact that their taxes are being increased must stop ignoring the problems that confront this state. If they can find a better solution that will give hope to the children of our urban areas where hope is scarce, where depression is real, where opportunity is limited and where the escape route of drug use is not just omnipresent but ever so seductive, then let them come forward to offer it. To complain about increased taxes, to organize "Impeach Florio" campaigns without addressing the issues involved, is a morally bankrupt response and not worthy of the support of religious people.

In the Diocese of Newark, 1990 has been an exciting, though not always an easy year. The commitment to being a change agent in either church or society is never easy. But comfort, ease or success is not that to which we have been called. Being faithful to Jesus Christ and the cause of justice is. By God's grace in this past year this diocese has called, and indeed forced, the national church to confront its operative prejudices and to debate issues of human sexuality. That debate continues today, but what the preservers of yesterday's value system do not quite yet recognize is that the debate itself is the victory. When people debate new attitudes toward sexual stereotypes and sexual practices it is because the old consensus has already broken up and is falling apart. Of course such a

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debate looses upon those who force the issues the negative energy of those whose power was based on the status quo that served them well.

The Christian church itself is a preserver and blessing of the status quo far more than even we recognize. Elements of the church see any disturbance of the status quo to be evil. The church seldom honors its change agents and prophets until after they have died. Let me illustrate that by recalling our history for a moment.

When black people demanded full participation in the church they were told to wait, not to upset the status quo. Finally, in 1969, they were willing to wait no longer. At the South Bend Convention black Episcopalians took over the microphones and demanded that the church address their agenda. Many voices condemned them as troublemakers. But the doors were forced open - not widely enough even yet, but open - and those doors could never ever be shut again.

When women demanded full participation in the life of the church the church reacted with equal negativity, very slowly, and usually grudgingly. After World War II, women were allowed to serve on vestries. Women became lay readers and acolytes only in the sixties. General Convention seated women deputies and opened the diaconate to women in 1970. But then the church refused to admit women to the priesthood in 1973, so in 1974 women refused to wait any longer. A non-canonical ordination was held in Philadelphia and the good order of the church was once again disturbed. Typically, the church reacted not to serve truth but to preserve its own power. The offending bishops were censured, not once but twice. The women were castigated for having acted illegally, for refusing to bide their time like good little girls.

Finally, two years later the priesthood and episcopacy were opened to women and today we have over one thousand women priests and one woman bishop. More than twenty women have been nominated for the episcopal office and approximately fifty percent of our seminary students today are women. In 1976 about forty percent of our bishops opposed the ordination of women. Today only five diocesan bishops are all who remain of that once prevailing negativity. These bishops ride their steeds into battle like pathetic Quixotes, tilting at the windmills of the church, asking that their consciences be preserved, that their positions be affirmed, validated and recognized, and threatening to depart from the church unless the church acquiesces to their demands to be given the freedom to disobey the Canons. The structures of the church are bent, twisted and compromised in effort after effort to appease this group while our leaders remain apparently oblivious to the constant insults that women bear when conscience clauses and visiting bishops resolutions are passed to placate the canonically disobedient.

Let there be no mistake, there will be no turning back on this issue. I am confident that there will be only one more male Presiding Bishop after Edmond Browning before a woman occupies that position.

Similarly, as both church and society awaken to our deepseated prejudices against gay and lesbian people, a battle of consciousness is bound to be fought. It is a battle marked in high places within the church by denial, hypocrisy and even overt lies. Homosexual persons have forever been part of this church, serving as popes, bishops, abbots, priests and deacons for two thousand years in numbers far exceeding their numerical strength in the population. But today, when homosexual persons demand to be welcomed openly and honestly by the church that they have until now served secretly, they discover once again how the church winces, turns cowardly, offers ineffective leadership and backs prejudiced words and dishonest phrases in order to keep homophobic people happy, even though such a stance violates our deepest Christian identity.

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If the church is the body of Christ then the church will welcome all whom Christ would welcome. Members of ethnic minorities, women, gay and lesbian people do not have to be voted into the church. They are God's creation. They will not wait patiently outside the doors, begging to come in. The community of faith that is not willing to receive them must not dare to call itself the Holy Catholic Church, or to claim to be the body of Christ. The acceptance of racial minorities, women and gay and lesbian people is not a matter of social justice or legal rights. Their acceptance is a matter of whether or not we are willing to be the church of Jesus Christ.

I am proud of this diocese. I am proud that we have followed our consciences. I am honored to accept on behalf of us all the abuse of the prejudiced persons who think that by oppressing any of God's children they do God service. I would take nothing for the experiences of this past year and I thank God that I have been privileged to be part of the witness for truth and justice that this diocese has made ever so successfully in 1990. The battle is not over and we will be called upon to witness again and again. But the issue has been decided and there will be no backtracking.

To highlight diocesan achievements of this year I must begin by looking at our stewardship program. Many of our churches have been faithful to the ideals of percentage-giving that this Convention adopted two years ago. They have moved conscientiously to achieve the goals of working toward the 50-50 plan. I commend them.

There are others, however, that have not been faithful to that process and the response from these churches has produced a financial shortfall in excess of \$100,000 for the diocese for 1991. This causes me to wonder if all the members of this diocesan family are mature enough to live by grace, or do some congregations and some clergy need the force of law?

I am not impressed by those who believe that the relatively mild economic downturn of this past year is the cause of this shortfall. When I see who the offending churches are, and who the churches are who have been faithful to our stewardship plan, such a rationale becomes clearly an excuse and not a reason. One priest of this diocese, the rector of Trinity Church, Bayonne, has convinced me that the lack of money is never a financial problem, it is always a spiritual problem. It arises from a lack of will, a lack of vision, a lack of commitment.

Let me be very, very clear about diocesan priorities. This diocese will continue to affirm, through its budgetary processes, the stewardship program called 50-50 giving, adopted by this convention. This means that our first budgetary priority will be the acceptance of our full share of the national church's budget. We will do that because we are a loyal part of the Episcopal Church, not because we agree with everything the national church says or does. We will, however, address those issues in the forum of General Convention and in the House of Bishops and we will do it as responsible members of the family who carry our full share of the family's load.

So, our first priority will be outreach. Our commitment to the national church will be the first call on that priority. But with a \$100,000 shortfall of income, coupled with an increase in our commitment to the national church and to outreach, and a thirty percent increase in the medical premiums for which the diocese is responsible for our retired clergy, our mission clergy and our diocesan staff, this diocese must face at this convention significant cuts in vital program areas.

The proposed budget calls for an already overworked and stretched diocesan staff to limp through another year at a reduced level. It calls for drastic cuts in the Department of Missions, putting building programs in Chester, Vernon and Wantage at risk, cutting back our ministries with Chinese people, Korean people and young people in Jersey City. It means

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that salary increases for mission clergy will be nonexistent at worst, negligible at best. It means that our youth program known as WOODY, and our camping program at Eagle's Nest may be in danger.

When our stewardship program was adopted by this convention two years ago its most attractive feature was that our congregations and diocesan structures accepted a common destiny. We would rise together and fall together, for we would be bound not by a dollar figure called a share, but by a percentage of income beginning at whatever point each church was, and working together until the budget of the diocese and the budget of each congregation reflected the ideal of one dollar spent in outreach for every dollar spent on ourselves. The outreach dollar from each congregation's budget was to be divided equally between the diocese and local outreach programs, with the diocese receiving the priority until the outreach budget was fully funded.

The diocesan outreach budget was to be divided equally between the national church and other outreach opportunities presented to us by members of this diocese. This ideal we would hold before ourselves with the hope that we would achieve it by the early years of the 21st century, and certainly by the 150th anniversary of this diocese's founding.

But now I regret to report to you that in the second year of this program a small number of our churches are clearly violating both the spirit and the letter of that approved agreement. They have not only lowered their dollar amount to the diocese, they have also lowered their percentage of total income, making the diocese alone absorb their losses.

Eight congregations have arbitrarily lowered their percentage figures. Every one of them is a suburban church in an affluent community. Two of these churches, by cutting this percentage by more than half, have grossly violated the agreement of our common life in callous disregard for any effect this action has upon our common life. I call to accountability at this convention these congregations who, I believe, are being unfaithful in their financial decision making. I would like to see these churches justify their decision making processes under the challenge of those whose life and ministry they are hurting.

I publicly question the propriety of clergy and laity from these offending churches running for diocesan offices, having the privilege of exercising diocesan leadership on any committees or commissions, or seeking to influence this diocese by speaking on the floor of this convention. I ask these eight churches, who know exactly who they are, to reexamine tonight their values and the decisions that have arisen out of those values, so that the work of this diocese will not be jeopardized by their lack of responsibility. I furthermore will ask the chief financial officer to examine parochial reports in detail and to ascertain whether or not percentage pledges of total income from our churches were in fact honored by our congregations in 1990.

If we are going to live by trust, sharing a common financial destiny at all levels of church life, then absolute honesty must be our standard. I hope that all of you will hear these words not just as criticism of a few, though make no mistake it is certainly that, but as a call to us all to responsibility in fiscal matters.

Let me now move on to other highlights of 1990.

In November, we elected one of our outstanding diocesan priests to serve as Suffragan Bishop and I await his arrival on our staff next week with both joy and anticipation.

We became the first diocese in America where two successive presidents of our Standing Committee were elected to the episcopacy in the same year. We watched in both pride and sadness as our two marvelous archdeacons, Jim Sell and Les Smith, were elected to enormous responsibilities as the rectors of two of America's most distinguished churches. For a year

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longer than we had anticipated we have enjoyed the gentle love and powerful presence of our Assisting Bishop, Walter Righter. He has focused us, again and again, on the future, lest we bog down in the tensions of the present. It is to that future I now turn.

We are building at this moment a staff to lead this diocese into the twenty-first century. Our task as a church is to participate in a new world that is being born. For that task we must retrain our leadership, reassess our structures and redeploy our resources. Our first prerequisite for effective ministry is to recognize that we are a family of churches, not a collection of individual congregations. None of our churches can afford to live in isolation from its region or from the strength of the diocese. No church can live as a vital center of ministry on the basis of nostalgia, or sentimental self-interest.

Today it costs a church more than \$50,000 a year to pay a full time priest at the diocesan minimum salary level, including his or her benefits. This means that the absolute minimum annual income needed for a church to be self-supporting is \$70,000. Many of our congregations fall below that magic line. If they are engaged in vital ministry they can receive aid from our corporate life through the Department of Missions. But how do we define vital ministry? What are its marks?

This year Canon 9 has proved a great asset in this diocese as Christ Church, Belleville; Atonement, Fairlawn; St. Paul's, Wood Ridge; Trinity, Irvington; St. Stephen's, Jersey City; and St. Mary's, Ridgefield Park began the task of coming to grips with their present difficulties. We have begun the process of working with each of these congregations to claim their futures. In some cases, it is a life and death struggle. It becomes increasingly obvious that we need to look at cluster ministries in places as diverse as Warren County, Hudson County and Bergen County. Clustering does not mean closing churches; it means redeploying resources and developing cooperative ministries in partnership with each other and with the diocese. It could be the means for releasing the talents of our professional clergy to work in ways never before contemplated.

As our imagination precedes us into the future, we may need to revision many things. Should we rethink the very shape of parochial priesthood? Should we borrow from our English heritage the post of rural dean and decentralize our ministry into units smaller than a diocese or even a convocation, but larger than a parish? Should we go back to parish-based regional archdeacons? Should we look again at the permanent diaconate, particularly in urban areas where we need ordained persons who are members of various ethnic population groups? Should we yoke churches, combine churches, or regionalize churches? These are questions of enormous importance and before we begin to assume answers we need to move carefully and intelligently.

Planning Task Force

I propose to appoint, with the authorization of this convention, a Planning Task Force to address these issues and to rethink the shape of ministry for this diocese for the balance of this century. I will ask the Suffragan Bishop to work with this task force to bring a pair of fresh eyes to this crucial assignment. I will also ask a member of the Urban Alliance, who developed these ideas with me, to chair this task force. I ask all of our clergy and laity together to cooperate in gathering the data. I ask this task force to bring its findings to the next Diocesan Convention, with any recommendations they might make. Their report should be available no later than December 1, 1991, so that all delegates might be fully informed, and so that any proposals might be fully debated to enable our convention to arrive at proper decisions through the power of their vote.

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Racial Inclusiveness

I endorse the call for this diocese to look at racial inclusiveness being made by the Task Force on Episcopal Identity and I stand prepared to implement that Resolution and to lift the cause of racial inclusiveness into being the highest diocesan priority. I want racial inclusiveness to be a source of pride in this diocese as we move into the twenty-first century. I ask you to endorse their proposal and to mandate a report on this issue from the body I will appoint to implement this abiding concern at our next convention in 1992.

Task Force on the Church and Elderly:

There is one other area of ministry to which the attention of a special task force seems to me to be required next year. It is ministry to those who are known as our aging population.

This issue is of tremendous concern to me and, I presume, to the people of this diocese. Adults fifty years of age and older are rapidly becoming the congregation most of us know. We are living longer and when we retire we do not all move into the sunset. Adults sixty-five and older come in many forms. They are couples, widowed, divorced, single. They love and need their church. They also have skills, knowledge and discretionary time to offer for ministry. It is their frequent fate to experience a shrinkage of social contacts because many long friendships with former colleagues come to an end. Often they do not feel valued.

I propose that a task force be formed under the leadership of the Rev. David Hegg, of St. Peter's, Morristown, to call this diocese to a new assessment of the possibilities of ministry to and with our aging members. This church has spent a great deal of time and money developing programs for children, adolescents, young adults and young families - the first 30 to 35 years of life in which equally significant changes occur. I ask this task force to bring these issues before us for debate and decision in 1992.

Science Theology

We have in this diocese a Commission on Science and Theology, chaired by Dr. Robert Lahita of St. Elizabeth's Church, Ridgewood. This is a group of distinguished scientists who gather monthly to educate each other and to seek the interface between the scientific discipline in which they were trained and the faith tradition by which they live. Once a year they sponsor a public lecture to which the people of this diocese are invited.

This interface of science and theology is the passionate theological interest of my life at this moment and will continue to be for the next decade. I intend to work closely with this group and others like them across the country. From this group I hope will emerge the next issues with which this diocese will confront the whole Christian church, for on this interface resides, I believe, the future of the Christian enterprise.

Finally, allow me a personal word. For me 1990 had a particularly wonderful beginning. On January 1, 1990, in lieu of watching the Cotton Bowl, I married Christine Barney. No decision I have ever made has been so fulfilling and I publicly acknowledge her as both my partner in life and, as most of you know full well, my partner in ministry.

Throughout the year I have responded to invitations that have taken me across this nation, into Canada, and even into the United Kingdom, to carry the message of the Gospel as we seek to live it out in the Diocese of Newark. I am now frequently called to lead clergy conferences, to speak on college campuses, to address church conventions and even to speak to professional associations of teachers and scientists. During 1990 I delivered forty-six prepared lectures at events that were evenly divided between those inside and those outside this diocese.

My books have become major influences in the religious debates in the United Kingdom, and have recently been introduced into Australia, New Zealand and even Poland. Some of my written articles have just been

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translated and published in Germany. My newest book, Rescuing the Bible from Fundamentalism, will be available officially next Friday, February first. Unofficially, it has been available for about two weeks. In this prophetic and teaching vocation, and in the pursuit of truth to which I feel myself passionately committed, I will inevitably be perceived as controversial. For that reason I presented the most provocative parts of my new book to the clergy of this diocese and some lay people at the New Dimensions lectures last December third.

Articles on this book are being planned now and interviews have already been conducted by the Wall Street Journal, the New York Times, the Los Angeles Times and United Press International. Other media attention will surely follow. For some years now my public role as an author has not allowed me to be a private person and this new book will guarantee that the gift of privacy will remain a scarce commodity in my life. There was a time when I resented such infringement on my life, but now I see it as my calling. I believe that my vocation is to be an apostle to those who have given up on the church. I cannot speak to them on Sunday morning because they are not there. I am determined that my Christ will have a public voice other than the voice of fundamentalism, in either its catholic or protestant forms.

I now know that it is my destiny never to escape this public role. I am at peace with that. But I want you to know that behind the public image of the Bishop of Newark there is still a human being, committed to my Lord, sometimes frail and often afraid, but unwilling ever to compromise truth or principle for the sake of peace, desiring above all else to be faithful to the trust you have given to me and to be adequate to the task of ministry we share together in this diocese.

The public man who lives out the role of Bishop of Newark wants to awaken church and society both to the inescapable issues and moral values that the worship of the Christian God demands. I place on no one the requirement to agree with me on any issue - I do insist that integrity, personal and professional, must mark the debate. But as the tensions present in the public role swirl around me, I want you not to forget that the private person who fills the office of Bishop of Newark hopes that he will never be apart from your caring, your friendship and your prayers. I trust that you know full well that the clergy and people of this diocese, have given me these things in enormous measure.

REPORT OF THE COMMITTEE ON CONSTITUTION AND CANONS

Canon 19 provides that all proposed amendments to the Constitution and Canons of the Diocese of Newark shall be considered by the Committee on Constitution and Canons and recommendations made by such Committee prior to action by Convention. Amendments to the Constitution must be approved at two consecutive conventions. Amendments to the Canons take effect immediately following adoption at a single convention.

Following are two (2) proposed amendments to the Constitution and numerous proposed amendments to the Canons, with our recommendations with respect thereto. All of our recommendations are unanimous.

The Committee on Constitution and Canons: The Hon. Ward J. Herbert, The Hon. Michael Rehill, Ms. Christina Hembree, The Rev. Joseph Herring, The Rev. Beverly Huck, Mr. Frank Hutson, Ms. Gerrie Jeter, The Rev. Donald Kimmick, Ms. Antoinette Neals, The Rev. Wade Renn.

I. PROPOSED AMENDMENTS TO THE CONSTITUTION OF THE DIOCESE OF NEWARK

A. The Committee on Constitution and Canons proposed that Section 1 of Article V of the Constitution (Deputies to the General Convention) be amended to provide for the use of the Hare Preferential Ballot System. The section as amended shall read (with deleted words in brackets and added words underlined):

1. At the Annual Convention in the year next before the year in which the triennial General Convention is held, four (4) Clerical and four (4) Lay deputies from the Diocese shall be elected. The voting shall be by ballot utilizing the Hare Preferential System (providing for a single ballot election with candidates ranked in order of preference) in accordance with voting procedures established in the Rules of Order of the Convention, the Clergy and Laity voting by orders and (a) the concurrent prescribed quota (majority of) in both orders shall be necessary to constitute an election. Deputies so chosen shall hold office for three years. A corresponding number of supplementary Deputies in each order shall be elected in like manner, except that (a) the prescribed quota (majority) of the total vote cast shall be necessary to constitute an election.

THE COMMITTEE UNANIMOUSLY RECOMMENDS ADOPTION.

Explanatory Information: This proposed amendment to the Constitution implements a resolution to sue the Hare Preferential Ballot System adopted by the 116th Annual Convention. In order to take effect, all amendments to the Constitution amendment must be adopted by a majority of the members voting by orders at two consecutive conventions.

B. The Committee on Constitution and Canons proposes that Article VI, Section 1 of the Constitution (Deputies to the Provincial Synod) be amended to provide for the use of the Hare Preferential Ballot System. The section as amended shall read (with deleted words in bracts and added words underlined):

1. At each Annual Convention, two (2) Clerical and two (2) Lay Deputies shall be elected to the Provincial Synod for a term of two (2) years. The voting shall be by ballot utilizing the Hare Preferential Ballot System (providing for a single ballot election with candidates ranked in order of

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preference) in accordance with voting procedures established in the Rules of Order of the Convention, and the prescribed quota (a majority) of all votes cast shall constitute an election. A corresponding number of supplementary Deputies of each order shall be elected in like manner, except that in the event there are defeated candidates, such of them as shall have received the highest number of votes shall be supplementary Deputies.

THE COMMITTEE UNANIMOUSLY RECOMMENDS ADOPTION.

Explanatory Information: This proposed amendment to the Constitution implements a resolution to use the Hare Preferential Ballot System adopted by the 116th Convention. In order to take effect, all amendments to the Constitution amendment must be adopted by a majority of the members voting by orders at two consecutive conventions.

II. PROPOSED AMENDMENTS TO THE CANONS OF THE DIOCESE OF NEWARK

A. The Committee on Constitution and Canons proposes that Canon 2, Section 3 (Voting and Elections) be amended to provide for the use of the Hare Preferential Ballot System in all elections in which provision otherwise is not specifically made in either the Constitution or Canons. The Committee recommends that this Canon take effect at the 118th Convention of the Diocese of Newark. The section as amended shall read (with deleted words in brackets and added words underline):

3. In all elections in which provision is not otherwise specifically made in the Constitution or Canons, the vote shall be by ballot (each member having one vote; and those candidates having a majority of the votes cast for the number of vacancies to be filled in each office shall be elected) utilizing the Hare Preferential Ballot System (providing for a single ballot election with candidates ranked in order of preference) in accordance with voting procedures established in the Rules of Order of the Convention, and the candidates receiving the prescribed margin of the votes cast in each office shall be elected, and further provided however, that by unanimous consent, the ballot may in any case be dispensed with and an election made by vote as in paragraph 1 of this Canon or upon such other terms as the Convention may by majority vote determine.

THE COMMITTEE UNANIMOUSLY RECOMMENDS ADOPTION.

Explanatory Information: This proposed Canon implements a resolution to use the Hare Preferential Ballot System adopted by the 116th Annual Convention. The Committee on Rules and Order and Elections has determined that the Hare Preferential Ballot should be utilized for the first time and for all elections at the 118th Annual Convention and thereafter, in order to give the Committee adequate time to obtain the necessary computer program and become comfortable with its use.

B. The Committee on Constitution and Canons proposes that the first paragraph of Canon 5, Section 1 (Composition of the Diocesan Council) be amended to delete the Chancellor from membership on the Diocesan Council, but to afford seat and voice to the Chancellor. The paragraph as amended shall read (with deleted words in brackets and added words underlined):

There shall be a Diocesan Council consisting of the Bishop; The Secretary of the Convention, who shall also be Secretary of the Diocesan Council; The Treasurer of the Convention, who shall also be Treasurer of the Diocesan

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Council; (The Chancellor) and Twenty-six (26) additional members. The Chancellor as legal advisor to the Council shall be afforded seat and voice at all meetings of the Council.

THE COMMITTEE UNANIMOUSLY RECOMMENDS ADOPTION.

Explanatory Information: The Diocesan Council acts for the Convention when the Convention is not in session. The Chancellor is not a member of Convention by virtue of office, although he or she may otherwise be a member. However, the Chancellor is afforded seat and voice at meetings of the Convention as its legal advisor (pursuant to Article III of the Constitution). The proposed amendment makes the relationship between the Chancellor and the Council the same as between the Chancellor and the Convention.

C. The Committee on Constitution and Canons proposes that Canon 9, Section 6, (Qualifications of Officers) be amended to require that any person holding office in the Diocese and the District Convocations (as well as Wardens and Deputies and Alternate Deputies to the Diocesan Convention) shall be a Communicant in good standing in addition to being a qualified voter. The section as amended shall read (with added words underlined):

The persons entitled to hold office in any Parish, Aided Parish, Incorporated Mission or Mission shall be qualified voters of the Parish, Aided Parish, Incorporated Mission or Mission. A person entitled to hold Diocesan office or office in a District Convocation, a Warden, and a Deputy or Alternate Deputy to the Diocesan Convention shall be a Confirmed Communicant in good standing in addition to being a qualified voter.

THE COMMITTEE UNANIMOUSLY RECOMMENDS ADOPTION.

Explanatory Information: Officers of the District Convocations and persons holding Diocesan office, because they act as representatives of the Episcopal Church outside of local congregations, should be communicants in good standing of the Episcopal Church. Such provision will strengthen our Church and the commitment of its leadership.

D. The Rev. George Swanson has proposed an Amendment to Canon 9, Section 9(e) to add the words "or by Diocesan Council or by the Diocesan Convention" after the words "approval of the Bishop and Standing Committee." The Committee proposes the proposal be accepted in part and that Canon 9, Section 9(e) be amended to permit Diocesan Convention (but not Diocesan Council) to restore an Aided Parish to full and regular Parish status. The Paragraph as amended shall read (with added words underlined):

(e) At any time prior to the expiration of three (3) years, an Aided Parish may be restored to full and regular Parish status by approval of the Bishop and Standing Committee or the Diocesan Convention either upon the initiative of the Bishop or upon the petition of the Vestry of the Aided Parish. If an Aided Parish shall remain in such status for a period of three (3) years, then a special meeting of the Aided Parish shall be called, and by majority vote thereof, shall determine to petition for restoration to full Parish status or to be changed to the status of Incorporated Mission.

THE COMMITTEE UNANIMOUSLY RECOMMENDS ADOPTION.

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Explanatory Information: This incorporates into Canon a power already implicit in Canon 9 that the Convention has the power to act to restore an Aided Parish to full and regular Parish status. In the opinion of the Committee, the inclusion of the Diocesan Council would damage the delicate separation of powers built into the Canon 9 process.

E. The Committee on Constitution and Canons proposes that a new section be added to Canon 9, Section 9 to be denominated (f) to clarify the bodies responsible for supervision of Aided Parishes. The new section shall read as follows:

(f) The Department of Missions of the Diocese of Newark shall be responsible for administering all Diocesan financial aid to Aided Parishes, subject to guidelines and procedures adopted by the Diocesan Council. All decisions pertaining to financial aid to Aided Parishes shall require the consent of the Diocesan Council.

THE COMMITTEE UNANIMOUSLY RECOMMENDS ADOPTION.

Explanatory Information: This section provides a canonical basis for the administration of Diocesan financial assistance to Aided Parishes.

F. The Committee on Constitution and Canons proposes that a Canon 10 (Leases) be amended to prohibit residential leases without the consent of the Bishop and Standing Committee. The amended Canon shall read as follows (with added words underlined):

CANON 10 LEASES

A Parish may enter into a lease or leases of Parish-owned property, other than for residential use, without the prior consent of the Bishop and Standing Committee provided the term of such lease does not exceed one (1) year in duration, and the lease does not obligate the Parish to extend or renew the tenancy beyond one year. No Parish-owned property shall be used or leased for residential purposes without the prior consent of the Bishop and Standing Committee, in writing, regardless of the extent of such use and the duration of such lease, except that no such consent shall be required for the occupancy of Parish-owned property by Clergy or lay employee(s) of such Parish.

THE COMMITTEE UNANIMOUSLY RECOMMENDS ADOPTION.

Explanatory Information: Canon 10 was adopted several years ago as a limitation on the scope of review required under the Canons of the General Convention of the Episcopal Church, to avoid the necessity of review of every lease of church property regardless of how short its duration. However, the tenants' rights laws of New Jersey create severe limitations of the use of property once put to residential use, such that all such arrangements should be reviewed. The recent tragedy at St. Barnabas' further accentuates the need for such review.

G. The Ecclesiastical Court has proposed amendment to Canon 17, Section 2, to propose that vacancies in the Court and in the office of Lay Assessor be filled by the Court rather than the Standing Committee. Additional amendments to Canon 17 are suggested by the Committee. Accordingly, the Committee on Constitution and Canons proposes that Canon 17, Sections 1, 2 and 5 (The Ecclesiastical Court) be amended to read (with bracketed words deleted and added words underlined):

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1. COMPOSITION

There shall be an Ecclesiastical Court for the trial of a Presbyter or Deacon which shall be composed of six (6) Presbyters elected by the Convention for a term of six (6) years. The Court shall appoint not less than two nor more than three Lay Persons who are confirmed adult communicants of this Church in good standing, learned in the law, as Assessors. (The Convention shall also elect from among the communicants of the Diocese in good standing, for a term of three (3) years, a Lay Assessor to the Court, who shall be learned in the law.)

2. VACANCIES

Vacancies occurring in the Court with respect to a particular matter or proceeding, by reason of person disqualification, recusal or challenge, shall be filled for that matter or proceeding by the remaining judges of said Court. Other vacancies occurring in the Court (or in the office of Lay Assessor,) when the Convention is not in session (or by reason of personal disqualification,) shall be filled for the interim before the next meeting of the Convention, by the (Standing Committee) Diocesan Council.

5. DUTIES OF THE LAY ASSORS

The Assessors shall sit with the Court to advise it upon questions, not theological, that may arise in connection with its sessions or deliberations, but shall not vote upon any question. If a question shall arise as to whetehr any question is theological, it shall be decided by the Court by a majority of the votes.

THE COMMITTEE UNANIMOUSLY RECOMMENDS ADOPTION.

Explanatory Information: This proposed amendment will in large part bring our Canon into conformity with Canons IV.3.19(1) and IV.3.20 of the General Convention of the Episcopal Church.

H. The Ecclesiastical Court proposes that Canon 18, Paragraph 3 (The Presentment and Trial of a Presbyter or Deacon) be amended to provide for notice to the accused in accordance with the provisions of the Canons of the Episcopal Church. That paragraph, as amended shall read (with deleted words in brackets and added words underlined):

3. The Church Advocate shall then cause a copy of the presentment to be served upon the accused, either personally or by leaving a copy with an adult member of his/her family at his/her residence, together with a citation, requiring the accused to appear in person before the Ecclesiastical Court, at such place as may be fixed by the President of the Court, on a day and at an hour named in the citation which shall not be less than (thirty (30) nor more than) sixty (60) days from the date of service. If the Church Advocate shall show to the President of the Court that by reason of the fact that the accused has no place of abode within the Diocese or that it is impossible to effect service upon him/her as herein before required, the President of the Court may then order the service may be made by registered mail to the accuse at his/her last known place of residence, or by leaving a copy at his/her usual place of abode with the United States. (an address where it is reasonably to be expected that she/he will receive the same (at least thirty (30) days before the day of appearance named therein.)

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THE COMMITTEE UNANIMOUSLY RECOMMENDS ADOPTION.

Explanatory Information: This proposed Amendment will bring our Canon into conformity with the Canons IV.2.2 and IV.2.3 of the General Convention of the Episcopal Church.

I. The Committee on Constitution and Canons proposes that Canon 20 (Service on Multiple Committees) be amended to add the ACTS/VIM Board. The Canon, as amended, shall read (with added words underlined):

No elected or appointed person shall serve as a member of more than one (1) of the following bodies at the same time: the Standing Committee, the Diocesan Council, (and) the Department of Missions, and the ACTS/VIM Board.

THE COMMITTEE UNANIMOUSLY RECOMMENDS ADOPTION.

Explanatory Information: The purpose of this proposed amendment is to bring the Canons of the Diocese into conformity with the established practice. The Canon exists for the purpose of preventing the concentration of power in too few individuals and the inevitable conflicts which can result therefrom.

J. The Committee on Constitution and Canons proposes that a new Canon (to be denominated Canon 20 with existing Canon 20 to be renumberedd Canon 21) be adopted, which Canon shall read as follows:

CANON 20 INTERPRETATION OF CANONS

1. Any person, being either a Presbyter of this Diocese or a member of a congregation of this Diocese, having a bona fide question as to the proper interpretation or application of the Constitution or Canons of the Diocese may pose such question to the Chancellor in writing. The Chancellor shall thereafter render a formal written opinion responding to the question. Such written opinion shall be provided to the person propounding the question, and copies thereof shall be filed with the Bishop, the Standing Committee and the Secretary of Convention, and copies thereof shall be mailed to all Presbyters of the Diocese.

2. All such formal written opinions of the Chancellor shall be submitted by the Secretary of Convention to the Committee on Constitution and Canons within thirty (30) days after filing. Within sixty (60) days of receipt, the Committee on Constitution and Canons shall render an opinion by the affirmative vote of a majority of its members, affirming, rejecting or modifying the opinion of the Chancellor. The opinion of the Committee shall be in writing. Such written opinion shall be provided to the person propounding the questions, and copies thereof shall be filed with the Bishop, the Standing Committee and the Secretary of Convention, and copies thereof shall be mailed to all Presbyters of the Diocese and, prior to the next regular meeting of the Convention of the Diocese, to all lay members thereof. Upon such filing, the decision of the Committee on Constitution and Canons shall have the legal force of Canon until the next meeting of the Diocesan Convention, at which such decision shall be either confirmed or overruled by a majority of members thereof.

3. Upon confirmation by Convention, such rulings shall have the force of Canon until amended or repealed as provided in Canon 19 above.

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THE COMMITTEE UNANIMOUSLY RECOMMENDS ADOPTION.

Explanatory Information: During the course of the ecclesiastical trial last year, it became clear that there was no mechanism within the Diocese for obtaining a formal opinion from the Chancellor as to the interpretation or application of Canon Law, thereby placing presbyters in the untenable position of having to act "at their peril" if they misinterpret or misapply the Canons. This Canon will address that issue, and provide a mechanism for obtaining an opinion of the Chancellor and then for reviewing and affirming, rejecting or modifying any such opinion by the Committee on Constitution and Canons (until the next annual Convention) and then by Convention itself, the body which enacts the Canons.

K. The Rev. George Swanson has proposed an amendment to Canon 9, Section ((a)(2) to insert the words "from the annual pledge receipts (excluding endowment income or bequests)" after the words "no longer able to support," such that Section 9(a)(2) would read:

The parish is no longer able to support from the annual pledge receipts (excluding endowment income or bequests) the necessary operating expenses and indebtedness of the parish.

THE COMMITTEE UNANIMOUSLY RECOMMENDS AGAINST ADOPTING THIS AMENDMENT.

Explanatory Information: The proposed Canon would cause almost every Parish in the Diocese to qualify for reclassification to Aided Parish Status, as almost no church meets its operating budget exclusively from pledge receipts. There is no reason to change the criteria for reclassification.

L. The Rev. George Swanson has proposed an Amendment to Canon 9, Section 9(b)(4) to insert the words "and to the parish" after the words "notice to the members of the Diocesan Council," such that Section 9(b)(4) would 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 and to the parish.

THE COMMITTEE UNANIMOUSLY RECOMMENDS AGAINST ADOPTING THIS AMENDMENT.

Explanatory Information: This proposed Amendment is unnecessary as Notice to the Parish is provided in the prior Section of the Canon.

M. The Rev. George Swanson has proposed an Amendment to Canon 9, Section 9, by adding a new Section to Canon 9 to read as follows:

"Two members of Diocesan Council shall attend one service in each calendar month in each aided parish and shall be available to discuss with the vestry and parishioners such issues as may be of mutual interest."

THE COMMITTEE UNANIMOUSLY RECOMMENDS AGAINST ADOPTING THIS AMENDMENT.

Explanatory Information: In the opinion of the Committee, this provision would serve no constructive purpose and would create an unreasonable burden upon the lay members of the Diocesan Council.

N. The Rev. George Swanson has proposed an Amendment to Canon 9, Section 9 by adding a new section to Canon 9 to read as follows:

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"The Bishop shall make a visit to a service of each aided parish at least every six months to preach the sermon and to be available to confer with the rector, vestry and parishioners following service."

THE COMMITTEE UNANIMOUSLY RECOMMENDS AGAINST ADOPTING THIS AMENDMENT.

Explanatory Information: In the opinion of the Committee, this proposal would violate the traditional policy of the Church. No Bishop should be compelled to exercise his or her Episcopal functions in a way other than that determined by the Bishop.

ENVIRONMENTAL RESOLUTION I

RESOLVED, that this 117th Convention of the Diocese of Newark does strongly urge our Bishop, The Rt. Rev. John S. Spong, to appoint a permanent Diocesan Commission on the Environment, whose members shall consist of members of this Diocese appointed by the Bishop; and be it further

RESOLVED, that this Commission be charged with the continuing education of the parishes and missions of this Diocese on matters of environmental concern including pending legislation, educational materials for children and speakers for adult education; and be it further

RESOLVED, that this Commission explore the depth of these issues so that all parties may fully understand the sacrificial nature of commitment to environmental health and the well being of this planet. And further that this Commission shall provide appropriate resources for the education of this Diocese and shall recommend appropriate action in response to environmental problems.

Environmental Task Force

(Adopted)

ENVIRONMENTAL RESOLUTION II

RESOLVED, that this 117th Convention of the Diocese of Newark does affirm responsible family planning and does support those agencies which educate and supply services to those needing appropriate birth control information and services; and be it further

RESOLVED, that this 117th Convention does re-affirm (conscious pro-creation as theologically sound and spiritually healthy, and endorses and encourages a reassessment of dogmas on pro-creation of any religious body which rejects birth control) the practice of birth control as theologically sound and spiritually healthy; and be it further

RESOLVED, that this 117th Convention reinstate its contributions to the United Nations Fund for Population Activities.

Environmental Task Force

(Adopted as amended. Words underlined were added; words in parentheses were deleted.)

ENVIRONMENTAL RESOLUTION III

RESOLVED, that this 117th Convention of the Diocese of Newark does, by copy of this resolution, strongly encourage our legislators, local, state and federal, to adopt legislation which protects and restores our environment, encourages and provides for environmental improvement and severely penalizes environmental degradation; and be it further

RESOLVED, that the Commission on the Environment identify (major corporations within our Diocese and work with corporate leaders) the sources of environmental degradation, including federal, state and local governments, individual persons and businesses and work with them on our environmental concerns with regard to (their companies and) their

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responsibilities and commend those groups who are making positive steps to protect the environment.

(Adopted as amended. Words underlined were added; words in parentheses were defeated.)

ENVIRONMENTAL RESOLUTION IV

RESOLVED, that this 117th Convention of the Diocese of Newark does designate the Sunday before the Ascension as Environmental Awareness Sunday; and be it further

RESOLVED, that this Convention does encourage the Environmental Commission to provide materials and programs to be used in worship and education on that Sunday and that the clergy of this Diocese be encouraged to use that Sunday for theological reflection on the issues of the environment.

Environmental Task Force

(Adopted)

ENVIRONMENTAL RESOLUTION V

RESOLVED, that each parish and mission within the Diocese of Newark examine its corporate life as it impacts the environment and our call to good stewardship of the created order; and be it further

RESOLVED, that the Environmental Commission make itself available to help parishes and missions with these concerns.

Environmental Task Force

(Adopted)

RESOLUTION I

ADEQUATE FEEDING AND NUTRITION OF CHILDREN

RESOLVED, that the 117th Convention of the Diocese of Newark express its deep concern at the prospect of any reduction of State and Federal funding for the Special Supplemental Food Program for Women, Infants and Children (WIC Program) for fiscal year 1991; and be it further

RESOLVED, that individual members and parishes of this diocese be encouraged to communicate this concern to their U.S. Senators and Representatives, asking that funds for the WIC program be appropriated at levels sufficient to ensure its continued operation at or above current levels during 1991; and be it further

RESOLVED, that Food for Friends, and the Hunger Commission of this diocese be directed to develop programs and materials which will educate and inform parishes about the nutrition of young children and their mothers thereby raising increased food and funds for children and mothers fed through programs already in place in this diocese; and be it further

RESOLVED, that the Secretary of Convention be directed to share copies of this Resolution with the President of the United States, the Secretary of Agriculture, the Governor of the State of New Jersey, the U.S. Senators from this State, the U.S. Representatives from this diocese, and the Public Issues Office of the Episcopal Church.

Christian Social Relations Commission

SUPPORTING INFORMATION

1. The WIC Program, established in 1974, provides low-income families with vouchers to buy foods like milk, cheese, infant formula, cereal, eggs and orange juice. The program is open to "pregnant, postpartum and breast-feeding women, infants and children from low-income families who are determined by a competent professional authority to be at nutritional risk." The program serves about 50% of those eligible or some 4.5 million people: 1 million women, 1.4 million infants in the first year of life and 2.1 million children up to age 5. States can limit eligibility depending on the amount of money available.

The Federal Government is spending \$2.1 billion this year, about double the amount spent in 1982. Federal outlays and the number of beneficiaries increased in the 1980's.

2. Because of inadequate funding and escalating demand, the federal government was faced with imminent closure of the program in May, 1990. The program was kept alive by taking money appropriated for WIC in FY 1991 and applying it to FY 1990. This means that the program could be faced with closure in 1991 as early as the end of February unless action is taken.

3. WIC is cost-effective. Estimates of medical costs saved per dollar spent on the pre-natal WIC program range from \$1.77 to \$3.13. When women receive WIC food packages during pregnancy, Medicaid spending is as much as \$598 less for mother and child in the first 60 days after birth.

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4. From December 1979 to December 1989, according to testimony before the Senate Anti-Trust Committee, food prices rose 51% while milk-based infant formula wholesale prices increased by at least 145%.

5. Food for Friends is examining ways of expanding the amount of food available to mothers and infants through feeding programs in this diocese. More food and money will be needed to fully implement this program.

(Adopted - Consent Calendar)

RESOLUTION IIA

MIDDLE EAST WAR

RESOLVED, that this 117th Convention supports the men and women who are serving in diplomatic, military and humanitarian areas as a result of the crisis in the Middle East; and be it further

RESOLVED, that they be treated with the honor and respect that they deserve; and be it further

RESOLVED, that the Diocese of Newark establish a task force to provide support for all affected by the ongoing events of the Middle East; and be it further

RESOLVED, that we inform the FBI of our concern about the alleged harrassment of the Arab-American community requesting that it cease; and be it further

RESOLVED, that this Convention appeals to leaders on both sides of this tragic conflict, to resolve it quickly and with minimum loss of human life and environmental degradation; and be it further

RESOLVED, that this resolution be made public knowledge by any means possible, and also sent to President Bush and Senators Bradley and Lautenberg.

Michael Nagel,
All Saint's Church, Orange

(Adopted)

RESOLUTION II B

IRAQI INVASION OF KUWAIT

RESOLVED, that this 117 Convention condemns the Iraqi invasion of Kuwait; and calls upon the government of Iraq to withdraw unconditionally from occupied Kuwait; and be it further

(RESOLVED, that the Episcopal Diocese of Newark calls on the United States to cease deployment of military forces to Saudi Arabia and the Persian Gulf, and to withdraw those forces that have already arrived; and be it further)

RESOLVED, that this Convention encourages the United States to work toward an internationally negotiated settlement, addressing both the present crisis and the underlying, unresolved problems that precipitate war; and be it further

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RESOLVED, that the Diocese of Newark shall communicate this resolution to President Bush and Senators Bradley and Lautenberg.

Christian Social Relations Commission

SUPPORTING INFORMATION

Non-violent resolution to conflicts is a paramount imperative for the community of God and for all people (Micah 4:1-5; Matthew 5:38-48). Whereas it is the moral obligation of Christians to defend the sovereign rights of all people and to condemn the violent institution of authority by one nation upon another, the deployment of United States troops in Saudi Arabia and the Persian Gulf has been executed in haste and with no clear goals or purposes other than to keep the flow of oil constant.

The government of Kuwait was not a democracy and it is unclear what type of government would be instituted if and when Iraq withdraws from the country. Instead of U.S. troops and those from other nations, peacekeeping forces under United Nations command should be in the region to facilitate a peaceful resolution. A multilateral effort must involve the Arab nations and the Arab League, and must include the resolution of the dispute between Iraq and Kuwait over oil and their borders.

Further military intervention by the United States or other countries will only lead to bloodshed and to greater tension and violence in that war-torn region.

(Adopted as amended. Words underlined were added; words in parentheses were deleted.)

RESOLUTION III

ANTI-DISCRIMINATION BILL A-634

RESOLVED, that to maintain fidelity and faith with its mission, the Episcopal Diocese of Newark hereby declares that it is a violation of church policy to discriminate in hiring, firing, conditions of employment and salary, deployment, membership and admission, on the basis of affectional and sexual orientation, and calls upon all congregations and members of the diocese to continue, in their daily lives, to support the human rights of all God's people in understanding, public witness, and practice; and be it further

RESOLVED, that the 117th Convention of the Episcopal Diocese of Newark urges congregations to study New Jersey Assembly Bill A-634, an amendment to the state "Law Against Discrimination" and companion laws, which would make it unlawful to discriminate on the basis of affectional or sexual orientation in the areas of employment, housing, public accommodation, and credit or loans; and be it further

RESOLVED, that the Diocese supports the passage of Assembly Bill A-634 and urges all congregations and member of the diocese to encourage and support its passage; and be it further

RESOLVED, that the Secretary to Convention send a copy of this resolution to Governor Florio and all state legislators.

Christian Social Relations Commission

SUPPORTING INFORMATION

The Law against Discrimination would be amended by inserting the words affectional or sexual orientation where it states: "...because of race, creed, color, national origin, ancestry, age, sex, affectional or sexual orientation, marital status, liability for service in the Armed Forces of the United States, or nationality."

"Affectional or sexual orientation is defined as: Male or female heterosexuality, homosexuality, or bisexuality by inclination, practice, identity or expression, having a history thereof or being perceived, presumed or identified by others as having such an orientation."

A-634 is limited in scope as it does not require quotas or affirmative action programs to recruit or employ persons based solely on their affectional or sexual orientation. Also, the bill does not apply to churches or church affiliated institutions.

Supporting civil rights protections by amending the Law Against Discrimination to include lesbians and gay men as a protected category toward the elimination of victimization is inherent to the Church's mission of justice. In enacting these resolutions the Church is breaking no new ground, but simply acknowledging that discrimination exists and is a reality which our court system has begun to recognize:

On August 9, 1990, the governor signed an amendment to the Ethnic Intimidation Law (New Jersey Statutes Annotated 2:12-1, 33-4, 43-7 and 44-3) which recognizes that there exists within our state a significant amount of "ill-will, hatred, or bias toward...individuals because of race, color, religion, sexual orientation or ethnicity."

On September 4, 1990, the N.J. Supreme Court amended both the Rules of Professional Conduct for Attorneys and the Code of Judicial Conduct for Judges to make it an offense to discriminate on the basis of race, color, ethnicity, sexual orientation or economic status, recognizing that within the N.J. court system persons are likely to be treated differently or unfairly because of actual or perceived "differences", such as affectional or sexual orientation.

Supporting Bill A-634 by contacting our legislators by letter, petition and phone, and by claiming as policy the intent of the bill, is a means by which we can live out our mission as a people of faith and love.

(All quotations are the precise statutory language of the proposed bill.)

(Adopted)

RESOLUTION IV

RECONCILIATION

WHEREAS Christ called us to love one another, and as Christ also loves us, and as we commit to in our baptismal vows, "To seek and serve Christ in all persons, loving our neighbors...and striving for justice and peace among all people, respecting the dignity of every human being" (BCP 305), and as "the ministry of reconciliation which has been committed by Christ to the

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Church is exercised through the care each Christian has for other" (BCP page 446); and be it further

RESOLVED, that this 117th Convention of the Diocese of Newark urges each congregation and the diocese itself to examine the conflicts and divisiveness that may separate them from compromise and unity, and each commit to a period of conscious reconciliation both within each parish and convocation and within and throughout the diocese as a whole.

Christian Social Relations Commission

SUPPORTING INFORMATION

In an age where brokenness, injustice, discrimination, pain, and fear abound, the church must witness well to the healing power of God's love both within itself and to the world at large. Ours is a diocese that is on the cutting edge, questioning and confronting many issues, trying to preserve the integrity of our traditions, and seeking God's will for us today. Such stretching results in a need for us to heed Christ's words: "...go apart in a quiet place" and "...be healed."

Our church itself has been pulled apart into factions representing a wide range of vantages concerning important issues of our common life. Just a few of the issues over which division can occur are: sexuality, racism, privilege, 50/50 giving, the ordination process, inclusive language, clericalism, abortion, urban and exurban concerns, AIDS/HIV, use of church resources, tax and educational policy of the state administration, policies of the national administration. Differences in opinion on any of these issues, and as well as many others, each bring the potential for anger, pain, bitterness, division, and discrimination between and among our communities.

It is time for us to embrace one another and the rites of reconciliation and healing, both formally and in continuing dialogue, mediation, and prayerful compromise in order to begin the healing of our souls, our parishes, our communities, and our church. It is appropriate for each parish to set aside a Sunday to seek reconciliation and peace, sitting together with those whom we love easily and with those whom we struggle, speaking aloud the healing words that Christ taught us, using the Rite of Reconciliation in the Book of Common Prayer.

(Adopted as amended. Words underlined were added.)

RESOLUTION V

HEALTH INSURANCE FOR LAY EMPLOYEES

RESOLVED, that the Diocesan Council explore the feasibility of providing health insurance for parochial lay employees and that a report with appropriate recommendations be submitted to the 1992 Diocesan Convention.

West Bergen Convocation

SUPPORTING INFORMATION

While we understand there has been some work done on this issue in the past, we request that the need, availability and cost of coverage be explored.

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(Adopted - Consent Calendar)

RESOLUTION VI

HISTORY OF THE DIOCESE

RESOLVED, that a task force of the Diocesan Council be appointed to explore the gathering and publishing of a history of the Diocese of Newark, including an estimate of costs and possible sources of funding; and be it further

RESOLVED, that the task force confer with The Rev. Barton Brown, the Diocesan Historiographer, and report its recommendations for producing such a history to the next Diocesan Convention.

West Bergen Convocation

SUPPORTING INFORMATION

Many people - both clergy and lay - have expressed interest in learning of the heritage of this diocese.

(Adopted - Consent Calendar)

RESOLUTION VII

BISHOP'S ADDRESS

RESOLVED, that this convention instruct the committee on the Bishop's address to present its report and subsequent resolutions in writing for distribution before the noon break on the second day of convention, with opportunity for formal discussion and action following that noon break, and those responsible for setting the agenda be instructed to note this change.

William Smith,
Deputy, All Saints' Church,
Millington, NJ

SUPPORTING INFORMATION

As a consequence of the Bishop's address, several important resolutions are usually made by the committee appointed to study the Bishop's charge and these resolutions are currently presented in the concluding moments of convention with little or no time for serious reflection and discussion by delegates responsible for making decisions.

(Adopted - Consent Calendar)

RESOLUTION VIII

BILLY GRAHAM CRUSADE

RESOLVED, that the Diocese of Newark in its commitment to Evangelism commend and encourage its congregations to participate in the Billy Graham Crusade to be held in the Meadowlands in September 1991.

Alfred L. Salt,
Deputy, All Saints' Church,

SUPPORTING INFORMATION

Every Episcopalian is called in his/her baptism to "turn to Jesus Christ and accept Him as (his) savior", and "to follow Him and obey Him as (his) Lord", and "to proclaim by word and example the Good News of God in Christ."

The Diocese of Newark at its 1990 convention committed itself to a renewed effort of the "Proclamation of the Gospel of Jesus Christ as Lord and Savior for all people and affirmed its commitment to the Decade of Evangelism."

(Adopted)

RESOLUTION IX

TEN PRINCIPLES FOR THE WORKPLACE

RESOLVED, that the 117th Convention of the Diocese of Newark adopts the following Citizens Commission on AIDS "Ten Principles for the Workplace" as the personnel policy for Parishes, Missions, and Diocesan Administration in the Diocese of Newark.

1. People with AIDS or HIV (Human Immunodeficiency Virus) infection are entitled to the same rights and opportunities as people with other serious or life-threatening illnesses.
2. Employment policies must, at a minimum, comply with federal, state and local laws and regulations.
3. Employment policies should be based on the scientific and epidemiological evidence that people with AIDS or HIV infection do not pose a risk of transmission of the virus to co-workers through ordinary workplace contact.
4. The highest levels of management and union leadership should unequivocally endorse non-discriminatory employment policies educational programs about AIDS.
5. Employers and unions should communicate their support of these policies to workers in simple, clear and unambiguous terms.
6. Employers should provide employees with sensitive, accurate and up-to-date education about risk reduction in their personal lives.
7. Employers have a duty to protect the confidentiality of employees' medical information.
8. To prevent work disruption and rejection by co-workers of an employee with AIDS or HIV infection, employers and unions should undertake education for all employees before such an incident occurs and is needed thereafter.
9. Employers should not require HIV screening as part of general pre-employment or workplace physical examinations.

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10. In those special occupational settings where there may be a potential risk of exposure to HIV (for example, in health care, where workers may be exposed to blood or blood products), employers should provide specific, ongoing education and training, as well as the necessary equipment, to reinforce appropriate infection control procedures and ensure that they are implemented; and be it further

RESOLVED, that Episcopalians throughout the Diocese be asked to share these Ten Principles with the management at their workplace and urge their adoption; and be it further

RESOLVED, that the Secretary of Convention be instructed to submit this resolution in proper form for consideration by the 1991 General Convention.

Diocesan AIDS Task Force

SUPPORTING INFORMATION

As we enter the Decade of Evangelism, the AIDS Task Force asks the Diocese to recognize that the decade will actually be a Decade of AIDS. Evangelism within that context includes taking our standard for an appropriate and loving response to people with HIV/AIDS beyond our own setting and into the secular workplace. This resolution asks us to A) reaffirm our position as Episcopalians and Christians by formal adoption of these Ten Principles; B) initiate dialogue on the parish level regarding these principles; and C) take our position out into a world still fearful about HIV/AIDS.

These Ten Principles build upon the non-discrimination policy which the 1988 General convention and the 1989 and 1990 Diocesan Conventions passed. We believe that they reflect the intent of those policies and offer practical guidelines for parishes and workplace settings throughout the diocese. The Citizens Commission on AIDS is a private, independent group of prominent citizens - including corporate executives, union leaders, and directors of nonprofit agencies - formed in 1987 to stimulate private sector leadership in responding to AIDS. As of December 1, 1990, over 400 national groups, corporations and religious organizations have already endorsed their "Ten Principles."

The agenda of the Commission is concerned with three broad areas: 1) the needs of people with AIDS or HIV infection for medical care, social services, and other forms of assistance and support; 2) prevention and education; and 3) the social impact of AIDS, including discrimination, homophobia, racism and other adverse consequences.

(Adopted)

RESOLUTION X

ABORTION

RESOLVED, that this 117th Convention of the Diocese of Newark expresses its unequivocal opposition to any legislative, executive or judicial action on the part of local, state, or national governments which would abridge the rights of women to an informed decision about the termination of pregnancy, and which would limit the access of women to safe means of acting on their decisions; and be it further

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RESOLVED, that this 117th Convention of the Diocese of Newark expresses its unequivocal opposition to any legislative, executive or judicial action on the part of local, state, or national governments which would abridge the rights of minor women to an informed decision about the termination of pregnancy, and which would limit the access of minor women to safe means of acting on their decisions by requiring parental notification or consent; and be it further

RESOLVED, that the Secretary of Convention send a copy of this resolution to Governor Florio, all state legislators, and Senators Bradley and Lautenberg; and be it further

RESOLVED, that the Secretary of Convention be instructed to submit this resolution in proper form for consideration by the 1991 General Convention.

Christian Social Relations Commission

SUPPORTING INFORMATION

Recent Supreme Court decisions threaten the reproductive freedom won in 1973. The community has deemed this a moral/religious issue and looks to the Churches for leadership. The Diocese of Newark has consistently and strongly supported reproductive choice. This resolution encourages the General Convention to follow this diocese's lead and make it clear that not all moral and religious people oppose reproductive choice.

Some states have limited the rights of minor women to abortions by requiring parental notification and/or consent.

Fact: In any single year more than a million U.S. teenagers become pregnant.

Many of these young women have little or no understanding of their bodies and have begun having sexual intercourse before receiving information or counseling about ways to prevent pregnancy. Some have been raped or sexually abused.

Fact: Forty percent of teenage women who become pregnant choose to have an abortion rather than bear a child at that time.

If they carry to term and keep the baby, they will be much more likely than other young women to drop out of school, develop health problems, have marriages end in divorce, and live in poverty the rest of their lives.

Fact: Restrictive laws do not promote, and may worsen, family communication.

Abortion providers encourage teens to tell a parent or other important family member, and most teens do. Those young women who don't, or can't, tell their parents often have compelling reasons such as a mentally ill or alcoholic parent, or a family history of violence or incest. To involve such parents could invite further abuse to the teen or to other family members. Rather than tell their parents -- for whatever reasons -- some teens resort to illegal abortions, or try to perform their own. In so doing, they risk serious injury and death.

Fact: Restrictive laws endanger teens' health by inhibiting them from seeking safe medical care early in pregnancy.

(Adopted)

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RESOLUTION XI

CATHEDRAL

RESOLVED, that this 117th Convention directs the Diocesan Council that a priority be given to the exploration of a site for (a new) the use and inclusiveness of the cathedral for the Diocese of Newark, this cathedral to be placed in a major metropolitan area; and be it further

RESOLVED, that the placement, design, and program capability of such a center for this diocese would embody the quest for a new vision of witness to Jesus Christ in the modern era; and be it further

RESOLVED, that there be an opportunity for all persons in the diocese to be members of this cathedral, to share in the ministry of the cathedral, and to be inspired by the cathedral; and be it further

RESOLVED, that it is our consensus that such a space reflect our common commitment to inclusiveness, empowerment, liturgy, spiritual formation, and justice.

Urban Alliance

SUPPORTING INFORMATION

This resolution is in response to discussions held at the November meeting of the Urban Alliance, during which time the clergy discussed their vision for a cathedral in the life of the diocese.

(Tabled and referred to the Relocation Committee under the chair of Mr. William Heick. Words underlined were added; words in parentheses were deleted.)

RESOLUTION XII

TAX POLICY

RESOLVED, that the 117th Convention of the Episcopal Diocese of Newark urges congregations and individuals to study, to become fully informed about the social and economic policy objectives, and to debate the theological, community, and justice issues, intent, merit, and impact of Governor Florio's Tax Plan; and be it further

RESOLVED, that the Diocese commit to its own future by supporting all children in the right to equal educational opportunity and preparation for becoming productive citizens, neighbors and stewards of the world.

Christian Social Relations Commission

SUPPORTING INFORMATION

Governor Florio's new tax plan is a complex and controversial one that impacts not only our present tax responsibility, but the future of all of us as well. Personal cost and self-interest are legitimate issues, but also at issue is concern for the common good.

Both the New Jersey Supreme Court and the State legislature have determined that New Jersey's previous method of funding education has resulted in

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inadequate and unjust distribution. Some municipalities have had an abundance of revenue from property taxes to meet their local children's educational needs; many others have not. The future depends upon not just those children whose municipal resources were adequate to prepare them for productive and responsible adulthood, but it also depends upon those for whom such preparation was not available. What we do now, in the way of social and economic policy and justice, will effect each of us.

The Quality Education Act seeks to equalize the foundation level of funding for educational opportunity based on a student's educational needs, rather than economic status, or geographic situation. This act is not perfect, but if we hope to be able to advocate for concerns such as possible increases for those living on fixed incomes in a property and income wealthy community, or how we will prioritize the spending of limited education dollars, we need to be accurately informed and clear about what the QEA and the new tax laws really mean for everyone in New Jersey and how we show our commitment to providing truly equal educational opportunity for all people.

(Adopted)

RESOLUTION XIII

URBAN MINISTRY SUNDAY

RESOLVED, that this 117th Convention request our Bishop to designate Sunday April 14, 1991 (the third Sunday of Easter) as Urban Ministry Sunday in the Diocese of Newark and appoint a member of the Urban Alliance to coordinate an exchange of (pulpits) clergy and laity between urban alliance congregations and interested suburban, rural or exurban congregations.

Urban Alliance

SUPPORTING INFORMATION

The Urban Alliance is a covenanted group of clergy and other persons bound together in purpose and commitment to Urban Ministry in this Diocese and seek to share our stories in the life of congregations throughout our Diocese.

(Adopted as amended. Words underlined were added; words in parentheses were deleted.)

RESOLUTION XIV

CHANGE THE SITE FOR GENERAL CONVENTION

RESOLVED, that this 117th Convention of the Diocese of Newark express its intent to boycott the General Convention of the Episcopal Church in the State of Arizona in July of 1991, unless there is a change in the affirmative for a holiday for Civil Rights and Martin Luther King, or a new site; and be it further

RESOLVED, that the Secretary of Convention send a copy of this resolution to the Most Reverend Edmond L. Browing.

The Rev. Louis Braxton, Jr.
Christ Church, Teaneck

SUPPORTING INFORMATION

At the January 5, 1991, meeting of the Executive Council of the Episcopal Church at a special meeting in response to growing unrest over the site for General Convention, it was decided to have a shortened convention in Arizona. The voters of the State of Arizona have rejected a holiday for Civil Rights and Martin Luther King, the Union of Black Episcopalians in the Diocese of Newark urge the use of a boycott to show the voters of the State of Arizona and the Presiding Bishop, Edmond L. Browning, the wrong mindedness of their position.

(Defeated)

EPISCOPAL IDENTITY TASK FORCE RESOLUTION I

RESOLVED, that the 117th Convention of the Diocese of Newark receive the report from the Committee on Episcopal Identity and recommend that the report be used for discussion in all parishes and missions of the Diocese; and be it further

RESOLVED, that churches be asked to communicate their findings to the Committee by October 1, 1991; and be it further

RESOLVED, that from those communications the Committee be asked to propose a final report to be presented to the Convention of 1992 for debate and adoption.

(Adopted)

EPISCOPAL IDENTITY TASK FORCE RESOLUTION II

RESOLVED, that the Diocese of Newark make the valuing, encouraging and recruiting of black and minority clergy and layleaders a priority (for) beginning in the year 1991; and be it further

RESOLVED, that the 117th Convention (directs the Diocesan Council to appoint a committee) asks the Bishop to appoint a task force on racial inclusiveness and other issues of inclusiveness and to report to the 118th Convention on how black and minority clergy and layleaders may play a larger role in the leadership of the Diocese of Newark.

SUPPORTING INFORMATION

As stated in the Diocese of Newark: A Profile 1990, the Diocese presently does not have a sufficient number of black and minority clergy and lay people involved in the life of the Diocese. This is a complex issue that will require a comprehensive plan on how the Diocese can actively recruit, encourage and support black and other minority participation. We encourage the Diocesan Council to meet with black and other minority clergy and laypeople and present to the 118th Convention a plan that will foster the growth of such leadership.

(Adopted as amended. Words underlined were added; words in parentheses were deleted.)

EPISCOPAL IDENTITY TASK FORCE RESOLUTION III

RESOLVED, that we in the Diocese of Newark steadfastly commit ourselves--our time, our talents, and our dollars--to ministries of justice and compassion, not just toward other Episcopalians and not just towards other Christians, but toward the full human community for whom Christ died and for all creation.

SUPPORTING INFORMATION

As did Jesus, we must not only feed the hungry, shelter the homeless, clothe the naked, and visit those who are alone, neglected, sick or in prison, but we must also vigorously advocate systematic changes.

(Adopted as amended. Words underlined were added.)

CONVENTION BUDGET COMMITTEE RESOLUTIONS

1. With regards to a resolution to increase line 13 - Archdeacon - from 0 to \$50,000.

The committee proposes a substitute Resolution: to increase line 13 -Archdeacon - form 0 to \$29,000.

(Adopted)

2. With regard to a resolution to utilized potential savings from the line item under Transitional Expenses: Consecration Expenses--\$39,000.

The committee proposes a resolution to reduce the line item under Transitional Expenses: Consecration Expenses from \$39,000 to \$20,000. The \$19,000 savings will be applied toward the cost of line 13 listed in #1 above.

(Adopted)

3. With regard to the mandate given by the Convention to present a balanced budget, the committee proposes the following adjustments to the budget in order to provide the remaining funds needed to meet the increased adjustment to the budget in line 13 listed in #1 above:

Reduce line 8: Diocesan Clergy Conference from \$12,000 to \$10,000; savings \$2,000

Reduce line 21: Utilities from \$12,000 to \$11,000; savings \$1,000

Reduce line 22: Telephone from \$23,000 to \$22,000; savings \$1,000

Reduce line 23: Contracted Services and Heat from \$23,000 to \$22,000; savings \$1,000

Reduce line 24: Building Maintenance and Repairs from \$11,000 to \$9,000; savings \$2,000

Increase Income Line: Investment income from \$112,000 to \$115,000; realization of \$3,000

4. With regard to a resolution to reduce line 1 - National Church/Executive Council - from \$536,000 to \$521,000.

The committee proposes a substitute Resolution:

Resolved, that the proposed funding of \$536,000 be maintained in the 1991 budget as 24.7% of total income; and, be it further resolved that beginning in 1992, funding for the National Church will be computed in the Diocesan Unified Budget on a proportionate basis in keeping with our stewardship principles, with a goal of giving a maximum of 25% of total income to the National Church/Executive Council.

(Adopted with Amendment moved by the Rev. Geoffrey Curtiss that income when calculated includes both congregational pledges and investment income.)

5. With regard to a resolution to increase line 4 - Department of Missions - from \$314,000 to \$338,600.

The committee does not recommend this resolution.

Appendix 6

Explanation: The Department of Missions projected a deficit of \$20,000 for its 1990 budget. Fortunately, that deficit has not occurred, and \$20,000 remains available for 1991, which very nearly returns the 1991 proposal to the 1990 budgeted amount, and close to the request of the resolution. Given the position of other budget lines of the Mission and Ministry and Program, this seems to the committee to be equitable.
(Defeated)

6. With regard to a resolution to decrease line 6 - Department of Program - from \$83,000 to \$73,200.

The committee does not recommend this resolution.

Explanation: The Proposed Budget for the Department of Program is already below its 1990 level.
(Defeated)

7. With regard to a resolution to decrease line 8 - the Diocesan Clergy Conference - from \$12,000 to 0.

The committee proposed a substitute resolution found in #3 above, and does not recommend this resolution to delete the entire amount.
(Included in Resolution 3)

8. With regard to a resolution to decrease lines 21-30 - Operating Expenses - from \$147,000 to \$137,000.

The committee does not recommend this resolution.

Explanation: The committee proposed substitute resolutions found in #3 above which reduces particular line items in this category by a total of \$5,000. We believe that amount to be more appropriate.
(Included in Resolution 3)

9. With regard to a resolution to reduce line 41 - Diocesan Convention Expenses - from \$41,000 to \$10,000.

The committee proposes a substitute motion:

Resolved, that the Bishop be asked to request the Steering Committee of the Diocesan Council to examine the expenses of Diocesan Convention, and that alternative means of holding conventions be explored, with the Council being empowered to take action as may be appropriate for the 1991 Diocesan Convention.
(Adopted)

10. With regard to a resolution to increase line 42 - Diocesan Journal Expense - from \$1,000 to \$10,000.

The committee does not recommend this resolution.

Explanation: Given our over-all financial condition, we believe the Budget Proposal for 1991 is appropriate.

Appendix 7

RESOLUTIONS ON BISHOP'S ADDRESS

RESOLVED, that this 117th Convention of the Diocese of Newark affirms the leadership of the Diocese in the commitment to be the body of Christ and to welcome all whom Christ would welcome into the life and ministry of the Church.

RESOLVED, that this 117th Convention commends the Diocese on the stewardship model that it offers to all its member churches and institutions; and reaffirms its commitment to the principle of 50/50 giving.

RESOLVED, that this 117th Convention of the Diocese of Newark authorizes the appointment of a Planning Task Force to study the shape of ministry for this Diocese for the balance of this century, and asks this task force to report not later than December 1, 1991, so that the findings may be presented to the 118th Convention for discussion.

RESOLVED, that this 117th Convention recognizes the urgency of the Task Force on Episcopal Identity's resolution regarding racial inclusiveness and, therefore, mandates a report on this issue by an appointed Task Force on Racial Inclusiveness at our next convention.

RESOLVED, that this 117th Convention acknowledges the increasing importance of ministry to the elderly and, therefore, calls for the appointment of a Task Force on the Church and the Elderly to identify possibilities of ministry to and with our aging members and, to report its findings to the 118th Convention.

RESOLVED, that this 117th Convention of the Diocese of Newark expresses its gratitude to the Right Reverend Richard Shimpfky, Bishop of the Diocese of El Camino Real; and to the Reverend James Sell, rector of Christ and St. Luke's Church, Norfolk; and to the Reverend Leslie Smith, rector of Trinity Church, Princeton, for the leadership that they provided to this Diocese and extends our warmest congratulations to them in their respective new ministries.

RESOLVED, that this 117th Convention of the Diocese of Newark pledges its support to our Suffragan Bishop-elect, The Reverend Jack Marston McKelvey, and anticipates with joy the special gifts of leadership he brings to this new role.

RESOLVED, that this 117th Convention of the Diocese of Newark expresses its gratitude to the Right Reverend Walter C. Righter for his pastoral and loving presence which has so enriched the life of our Diocese.

RESOLVED, that this 117th Convention of the Diocese of Newark recognizes and affirms our Bishop's vocation to be an "apostle to those who have given up on the Church", and pledge our ongoing prayers and support.

(Adopted)

Appendix 8

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

The Rt. Rev. Lyman C. Ogilby, Retired Bishop of Pennsylvania

FROM THE CLERGY FAMILY OF THE DIOCESE

The Rev. Walter A. Bell, Retired
The Rev. Sanford F. Cutler, Retired
The Rev. John L. Denny, Retired
The Rev. Frederick R. Gutekunst, Retired
The Rev. Frederick W. Hillyer, St. Martin's, Maywood
The Rev. Edward K. Hofmann, Retired
The Rev. Richard A. Isaac, Retired
The Rev. George MacNamara, Retired
The Rev. Robert A. Mayo, Non-Parochial Clergy
The Rev. Ray E. Roberts, Rector St. Peter's, Livingston
The Rev. Nelson Thayer, Associate, Grace, Madison
The Rev. Philip S. Watters Jr. Retired
The Rev. William R. Wetherell, Retired
The Rev. James E. Williams, Retired

PERSONS IN THE DIOCESE KNOWN FOR SPECIAL CONTRIBUTIONS

Ruth Claire Adams, Founding member of Church of the Transfiguration
Bisnauth Budhu, Brother of The Rev. Esar Budhu
Dorothy Cutler, Wife of The Rev. Sandy Cutler
Harrison Demarest, Father of The Rev. Richard Demarest
Arthur Dunsmore, Father of the Rev. Carolyn Lumbard
Edward Hegg, Brother of the Rev. David Hegg
Mrs. Grace Hegg, Mother of the Rev. David Hegg
Constant H. Jacquet, National Council of Churches, St. Gregory's Church
Julia Jannucci, Mother of the Rev. James Jannucci
David Masheter, Warden, St. Paul's, Morris Plains
Graciela Ponjuan, Mother-in-Law of the Rev. Oscar Gonzalez
Ruth Povinelli, St. James', Ridgefield, ECW

Appendix 9

REPORTS FILED BY TITLE

ACTS/VIM BOARD
CHRIST HOSPITAL
CLERGY COMPENSATION COMMISSION
CLERGY DEPLOYMENT
CLERGY ETHICS COMMITTEE
COMPANION DIOCESE REPORT - DIOCESE OF HONG KONG AND MACAO
DIOCESAN COUNCIL
ENVIRONMENT TASK FORCE (REPORT AND CHURCH SCHOOL CURRICULUM)
EPISCOPAL CHURCH WOMEN
EPISCOPAL IDENTITY TASK FORCE ("OUR COMMON LIFE")
HEATH VILLAGE
HUNGER COMMISSION
MISSIONS (DEPARTMENT OF)
OASIS
SCIENCE AND THEOLOGY COMMITTEE
STANDING COMMITTEE
YOUTH CONSULTATION SERVICE

(Copies available from Secretary of Convention upon request.)

Acts/Vim Board

In 1990 the Acts/Vim Board received and considered proposals amounting to \$178,000 and granted \$134,500. With the advent of the Ward J. Herbert fund many, but not all, building and construction programs requested funds from the agency. Indeed, many of the funding proposals were for re-vitalization and enrichment of congregations and their communities.

The Acts/Vim board continues to be, ~~themselves~~, encouraged and enriched by the vast array of creative ministries going on in this diocese and would encourage congregations to be creative and innovative in new initiatives for parish re-vitalization and to bring those ideas to the Acts/Vim board for financial consideration. On a personal note, it has been my pleasure to serve as chairman for the past two years with these talented and committed members who give so freely of their time and talent.

Grants made in 1990 and affirmed by Diocesan Council.

June Granting Period:

<u>CREF 89-11:</u>	Episcopal Ministries of of Bergen Hill Youth Leadership Development Project.	<u>\$7,500</u>
<u>CREF 90-3:</u>	Woody - National Episcopal Youth Event.	<u>\$3,500</u>
<u>CREF 90-1:</u>	Parish Administrator - Pilot Project.	<u>\$15,000</u>
<u>CREF 90-2:</u>	South Mountain Counseling Center.	<u>\$1,500</u>
<u>CREF 90-4:</u>	Heath Village	<u>\$8,000</u>
<u>CREF 89-1:</u>	Windmill Supportive Living Project.	<u>\$24,000</u>

December Granting Period

<u>CREF 40</u>	Christ Church Hackensack Parish Missioner	<u>\$4,000</u>
<u>CREF 44</u>	St. Paul's Paterson Drama Club	<u>\$6,000</u>
<u>CREF 45</u>	Messiah, Long Valley Building Program	<u>\$40,000</u>
<u>CREF 90-5</u>	Grace, VanVorst Phillipine Ministry	<u>\$5,000</u>
<u>CREF 90-6</u>	St. Agnes, East Orange Building Repair	<u>\$5,000</u>
<u>CREF 90-7</u>	Episcopal Ministries of Bergen Hill Urban Youth Leadership Project	<u>\$5,000</u>
<u>CREF 90-8</u>	St. Peter's, Morristown Manahan Village Social Wellness Program	<u>\$10,000</u>

Respectfully Submitted,

The Rev. Albert D. Jousset, Chair

The Rev. Michael DuPlessis
Mr. Howard Sterling
The Rev. Robert Maitland
Ms. Marilyn Robinson
Mr. Michael Sutcliff
Mr. Michael Francaviglia

Ms. Christine Barney
Mr. Michael Belt
Ms. Lynn Tyler
Ms. Phyllis Biggs
The Rev. Donald Shearer
Ms. Bonnie Magnuson
Ms. Eugenia Southern



CHRIST HOSPITAL

176 Palisade Avenue, Jersey City, New Jersey 07306-1196 (201) 795-

REPORT FROM THE PRESIDENT

As President and Chief Executive Officer, I am pleased to report that Christ Hospital continued to prosper during 1990, despite operating under a difficult regulatory environment; continuing to cope with a shortage of nursing and other health care professionals; and caring for an older and sicker population. During the past year, Christ Hospital has not only maintained its position as the hospital of choice for Hudson County, but improved its marketshare as well.

Last year, I reported to you several priorities for Christ Hospital during 1990. These included: reorganizing the physical layout of the hospital campus to better accommodate the increased need for outpatient services; establishing a day care center for the children of employees; increasing our obstetric and pediatric admissions; and improving our relationship with our neighbors. I am pleased to report that we have made strides in all those areas.

Some of the highlights of 1990 include:

- o Retention of a planner/architectural firm to provide plant planning activities for the hospital.
- o Opening of a day care center for the children of employees and the surrounding neighborhood; 75 children are currently enrolled in the center.
- o Bestowing of a state grant to provide maternity care to indigent mothers; physician services are provided to clinic and emergency room obstetric patients, as well as around-the-clock house staff coverage for all obstetric patients, which has increased these admissions.
- o Completion of a three-year accreditation visit by the Joint Commission on Accreditation of Healthcare Organizations.
- o Relocation of the outpatient registration area which has streamlined admitting process for these patients.
- o Acquisition of the medical office building and the construction of a new south parking lot.
- o Recruitment of 27 graduate nurses from the Philippines; establishment of a tuition reimbursement program for graduates of our own School of Nursing who agree to remain at Christ Hospital.
- o Expanded the Physician Liaison Program to include seminars and workshops for physicians' staffs.

- o Recipient of a state grant to establish innovative programs to attract and retain nurses; funds will be used to expand the role of the nurse to become planner, initiator, evaluator, coordinator and practitioner.
- o Improved patient relations by introducing a Patient Representative Program for inpatients and their families, establishing a Foster Grandparents Volunteer Program in Pediatrics, and initiating a volunteer health insurance program to assist patients with medical bills.
- o Improved employee relations by continuing administrative rounds within hospital departments, continuing to hold employee breakfasts and brunches, and maintaining an "open door" policy for employees.
- o Improved relationship with the neighbors by hosting various meetings and open houses, continuing a neighborhood newsletter, providing support (xeroxing, mailings, etc.) to several block associations, and appointing neighborhood representative on hospital's Building Committee.
- o Acquired over \$2 million in capital equipment which is designed to improve the hospital's technological capabilities.
- o Continued to provide unique services to cancer patients as the regional oncology center of Hudson County; established the first "Day of Beauty" program in Hudson County for female cancer patients; retained services of a full-time social worker exclusively for cancer patients; developed and aired television commercial featuring hospital's services to cancer patients, aired over WCBS Channel 2 (New York), WWOR Channel 9 (Secaucus); Riverview Cablevision (Union City); Rainbow Cablevision (Bayonne) and Jersey City Cable TV.

In summary, Christ Hospital has continued to respond to emerging trends in the healthcare industry throughout 1990. We're looking forward to facing the challenges of the 1990's together.



Lloyd R. Currier
President

STANDING COMMISSION ON CLERGY COMPENSATION

The Commission presents the following resolution:

RESOLVED, that the 117th Convention of the Diocese of Newark adopt the following minimum salary rates and merit increase scale, effective January 1, 1992:

Minimum Salaries:

Deacon	\$17,950
Priest	\$19,125
Priest-in-Charge	\$23,925

Merit Increase Scale:

Outstanding	10%
Very Good	7%
Satisfactory	5%

Supporting Information

The 111th Convention of the Diocese of Newark adopted a system of minimum salary levels for all full-time clergy serving parishes and missions with the Diocese. Each year, this convention is asked to adopt a new set of minimum salary levels. The table below details these salary levels for each year since 1986:

	<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>	<u>1/1/91</u>	<u>1/1/92</u>
Deacon	\$15,000	\$15,000	\$15,750	\$15,750	\$16,500	\$17,250	\$17,950
Priest	16,000	16,000	16,800	16,800	17,600	18,400	19,125
Priest-In-Charge	20,000	20,000	21,000	21,000	22,000	23,000	23,925

The Commission believes it is important to maintain a balance between salaries which are manageable for congregations and equitable for clergy, while recognizing the realities of inflation. Over the last five years, the average annual rate of inflation has been 4%. In 1990, however, inflation jumped to 5.5%. Assuming a peaceful solution to the current Gulf crisis and a subsequent reduction in the price of oil, inflation is forecast to drop to 4.75% in 1991 and 3.5% in 1992.

The Commission recommends an increase in minimum salaries for 1992 of approximately 4%. Although this is less than the forecast for (and recent reality of) inflation, the commission recognizes that inflationary times are generally hard economic times for congregations and has attempted to balance these two realities. Over the six years since January of 1986, minimum salaries for full-time priests-in-charge have risen at an annually compounded rate of 3%.

For clergy continuing to serve the same congregation, this Diocese recommends an annual review of goals and performance for clergy, congregations, vestries and executive committees. Clergy salary should be increased on merit based on this review in accordance with the merit increase scales, which have remained unchanged since originally adopted for 1986.

The Standing Commission on Clergy Compensation was created by action of the 115th Convention in January, 1989, with a charge to explore four specific concerns of the clergy of the Diocese:

- .. Benefits for spouses of clergy who die in active service
- .. Disability insurance, especially for the first twelve months of disability
- .. Parenting leave
- .. Flexible benefits

The Commission's actions over the past two years have focussed on the need for more information -- the Commission needed more information about current practices within the Diocese and the Diocesan family of clergy and lay leaders needed more information about the policies and recommendations of the Diocese concerning compensation and benefits for clergy. During the last two years, the Commission has undertaken the following actions:

1. A questionnaire was sent to all clergy of the Diocese soliciting information on the implementation of the various compensation policies and recommendations of the Diocese;
2. A total of nine meetings were held on a convocational basis, which all clergy, wardens and treasurers were asked to attend, to present and explain the Diocesan compensation policies and to elicit issues and concerns of the Diocese on these issues;
3. Members of the commission met with the Diocesan Council to present our findings from these convocational meetings;
4. An article was published in The Voice outlining compensation and benefit standards of the Diocese; a second article has been prepared for future publication providing further information about the implementation of those standards;
5. A mini-newsletter, entitled Compensation News has been initiated, to be published periodically and circulated to clergy, wardens and treasurers, as an expected medium for distributing information about current compensation issues.

Furthermore, the Commission intends to schedule annual meetings, to be held throughout the Diocese, to discuss compensation issues of current concern. The 1991 meetings, to address tax-related concerns, are planned for early May.

The fundamental finding from all of the information-gathering of the past two years is the yearning for more knowledge around compensation and benefit issues. Clergy and lay leaders alike are concerned about these issues and want some mechanism established so that they can stay abreast of developments in this area. The Commission is addressing this overwhelming need through the newsletter and scheduled meetings (both the written and the spoken word).

The list of issues to be addressed has now increased from the original four, listed above, to about fifteen, including a variety of insurance questions, retirement benefits, vacation policy, pension comparisons, interim clergy compensation standards, and a full range of issues around clergy couples. The Commission will now address each of these issues during the course of the next year.

Respectfully submitted,

Standing Commission on Clergy
Compensation

Mr. John Snyder, Chair
The Rev. Lauren D. Ackland
Ms. Linda W. Curtiss
The Rev. Dr. Edward E. Martin, Jr.
Mr. George Christie, Consulting
Economist

REPORT OF THE COMMITTEE ON CLERGY ETHICS

January 14, 1991

Introduction

The Committee on Clergy Ethics was formed shortly after the 1990 Convention of the Diocese of Newark. Bishop Spong stated in his 1990 Convention address that, "for the sake of our professional and priestly credibility we clergy need to look closely at the ethics of our profession." This concern about a lack of clear guidelines for clergy in the Episcopal Church is shared by many across the country (see Diocese of Minnesota, "Statement of Ethical Principles and Draft Code of Ethical Conduct"). It is no longer sufficient to rely solely on the Bible and the Book of Common Prayer (Ordination and Baptismal vows) for our guidelines. Our world constantly challenges the way we behave as institutions and individuals. It is incumbent upon the institutional church to state clearly the values and the ethical principles which we all deem vital to the continuing mission of all Christians. (the church)

The Bishop appointed a committee of both lay and clergy persons, chaired by Bishop Righter, and asked them to prepare a report on clergy ethics to be presented to the clergy of the Diocese on fall Clergy Day. A preliminary report, dealing with some aspects of this report, was presented on that day.

The Committee presents the following guidelines for clergy and lay people, in parish ministry. We hope to stimulate discussion in the areas we have chosen to address.

- 1) Confidentiality
- 2) Finances
- 3) Sexual Conduct (Exploitation)
- 4) Professional Conduct

It is our intention to eventually provide clergy and lay people in the Diocese of Newark with a clear and concise set of standards for behavior relating to the areas mentioned above.

We suggest the formation of an Advisory Committee on Ethics created and approved by the Diocesan Convention, whose purpose it would be to continue to raise difficult ethical issues (dilemmas), and to invite, stimulate and encourage discussion. The Advisory Committee would be charged with codifying ethical principles and conduct for the ordained ministers in the Diocese of Newark.

1) CONFIDENTIALITY

"The Seal of Confession is the absolute obligation not to reveal anything by a penitent using the Sacrament of Penance" (Oxford Dictionary of the Christian Church). The rubrics of the Book of Common Prayer (pg. 446) and their supporting canon (Title IV, Canon i, Sec. I 3,6) are clear that in the service of Reconciliation of a Penitent, the confessor is strictly forbidden to violate the secrecy of confession.

Confidentiality is also part of Roman Catholic canon law, and is part of Christian Moral theology, in general. The seal applies to everyone (priest, eavesdropper, etc.) except the penitent. The seal is never to be broken, even in cases of life and death. (See also: Herbert Waddams, A New Introduction to Moral Theology, Seabury, 1965).

Counseling has its roots in the priesthood, in the role of healer, in the role of shepherd, in the role of prophet: all biblical models. In all these models, trust is a basic ingredient, therefore, confidence is necessary or trust cannot exist. The patient/parishioner/client must have confidence/trust, or healing/therapy cannot happen.

Appearance of confidentiality is essential. A counselor must be cautious to avoid comments that would be construed as coming from a confidential session, even if data were obtained elsewhere. Routine procedures, such as record keeping, appointment arrangements need to be kept confidential.

Please note that State and Federal law are at times in conflict with the strict interpretation of confidentiality. All persons may be required by law to report incidents of child abuse and sexual exploitation.

2) FINANCES

A. Audits (suggested for churches with budgets over \$150,000 to \$200,000)

According to our Canons, an audit of financial records should occur every year. This should be done by a CPA or by a method approved of by the Diocesan financial authority (Diocesan Council).

It is suggested that a professional auditor be hired to audit financial records every five years. An internal audit by a committee appointed by the Vestry should be performed every year.

For parishes with budgets under \$150,000, internal audit by a Vestry appointed committee is strongly recommended.

B. Discretionary Fund

Discretionary Funds should not be used for the personal benefit of the rector or vicar. Suggested criteria: they should be used for charitable gifts to others only. A separate checking account, in the name of the rector or vicar, should be used. An informal audit of this account should be performed by a Warden, Administrator, Treasurer, or other trusted person. It is important that the policy be clear and in writing.

C. Expense Account Line Item

Because of the limited purpose of the Discretionary Fund, it is suggested that a separate line item for an expense account be created in the Parish/Mission budget. Some examples of miscellaneous expenses are: donations outside the parish, membership dues in professional

organizations, convention expenses, petty cash, clergy/spouse retreat, or other parish miscellaneous expenses (pizza for a Youth group).

Expense account should be separate from salaried remuneration.

D. Gifts, inheritance

The acceptance of gifts is always left to the discretion of individual clergy persons. We suggest that a Diocesan policy be adopted that encourages the clergy to always recommend that donations be made directly to a parish or mission. The acceptance of large sums in the form of personal bequests invariably has strings attached. We suggest that questions about the motive and reason for the bequest always be raised. It is advisable to suggest that it will be more appropriate to leave a bequest to a church, the diocese or any church-related charity rather than to a person. The Prayer Book directs clergy to counsel individuals about their responsibility to write wills to include family members and church/charity.

3) SEXUAL EXPLOITATION

The Task Force on Changing Patterns of Sexuality and Family Life (report to Convention, January 1989) has thoroughly addressed the issues of the changing sexual ethic as it pertains to individuals (see Appendix).

The Ethics Committee chooses to address the issue of sexuality as it pertains to clergy in a professional situation (priest as confidant/counselor, priest as pastor).

The vows of Baptism and Ordination serve as a foundation for members of the clergy when acting as a confidant/counselor and as a pastor. These vows call clergy to "follow and obey Christ as Lord", "to seek and serve Christ in all persons", and, "to respect the dignity of every human being". They have taken vows "to be a faithful pastor" and "to pattern (your) life in accordance with the teachings of Christ, so that you may be a wholesome example to your people." Upon ordination, clergy are endowed with rather extraordinary power over those they seek to serve, and are given, for the most part, unqualified trust. This unique possession of power and trust carries with it a responsibility not to abuse that trust and power. Sexual exploitation is an abuse of that power and trust.

The Episcopal Church, and the Diocese of Newark, can no longer pretend that instances of sexual exploitation do not exist (pedophilia, molestation, etc.). We must provide a mechanism for dealing with both the victim and the abuser directly and compassionately. We cannot allow the problem to be passed along to another parish/mission or diocese.

We should attempt to provide an institutional vehicle for treatment and healing of the abuser and the victim(s). The Diocese of Minnesota has formed a group of ten to twelve trained individuals, who are able to respond immediately when sexual exploitation has occurred. They are responsible for working with the offending clergy

person and his/her victim whose trust/integrity has been betrayed. They are visible, and can provide immediate intervention.

We, as a Diocese, need to be sensitive to the issue of sexual exploitation and we must also provide for education and for an appropriate response to the problem of sexual exploitation.

4) PROFESSIONAL CONDUCT

Working papers:

1) Notes on professional conduct:

A. Administration/Clergy Ethics as they apply in the area of church administration.

Acceptance of standard employer/employee practices is one policy of the Diocese of Newark.

B. Employment Guidelines

Advertising of vacant position.

Job description

Policy of Diocese/anti-discriminatory clause (sex, color, creed or sexual orientation).

Clear explanation of authority/responsibility should be in writing. Should state the authority (according to canon) of the Rector, Wardens and Vestry regarding employment.

Employment procedures should be in writing.

Evaluation/performance review -- yearly.

Job description update/in conjunction with performance review.

Contracts (Rector/Vestry) should be included in personnel file. If available, contracts with other employees (Parish Administrator, Organist) should also be placed in personnel file.

C. Confidentiality

Parish/Mission policies should exist in writing re: privileged information, public disclosure of financial information/records.

D. Vestry Meetings

It is the Policy of the Diocese of Newark that all meetings are open to the public. The Diocese of Newark adheres to the principles of the Open Public Meetings Act. Executive sessions are appropriate for discussion of personnel matters only.

Treasurer of Parish/Mission (of member of the Finance Committee) should be an invited member of the Vestry. The Treasurer or a representative should attend all Vestry meetings.

APPENDIX

Bible - any version
Book of Common Prayer
Minnesota Report
Enablement, Inc. Interfaith Coalition for Ministry
AMA - Principles of Medical Ethics
ABA - Professional Code of Ethics
Constitutions and Canons of The Episcopal Church 1988
Manual for Accounting Practices of the Episcopal Church
Task Force on Changing Patterns of Sexuality and Family Life;
Diocese of Newark, January 1989
"Is Nothing Sacred?" by Marie Fortune
The Witness, Volume 73, Number 7/8, JULY/AUGUST 1990
"Clergy and Sexual Abuse", Lindsay Hardin
"A Survivor's Journey", Mary Meader
"The Unforgivable Sin", Carter Heyward
"Shameful Secrets", Faith Evans

The Committee on Clergy Ethics

The Rt. Rev. Walter C. Righter, chair
Mrs. Judy Albers, Christ Church, Short Hills
Mrs. Deborah Brown, Epiphany, Allendale
Dr. William Black, Christ Church, Hackensack
The Rev. David Hegg, St. Peter's, Morristown
Mrs. Christina Hembree, St. Paul's, Montvale
The Rev. Lucinda Laird, St. Mark's, Teaneck
Mr. Richard McGlynn, Christ Church, Short Hills

January, 1991

Dear Members of the Diocese of Newark,

1990 was the fourth year of the Companion Relationship between the Dioceses of Newark and Hong Kong and Macao. In June, a delegation from Newark traveled to Hong Kong to further learn of the life of that Diocese. During the visit, interviews were conducted that helped the Newark delegation understand how the Anglican Church viewed the pending takeover of Hong Kong by Communist China in 1997. These interviews also shed light on how the Anglican Church was preparing for its own future and post-1997 ministry. A report on this subject was shared with Bishop Spong.

Attached are two additional reports that were generated from the June visit. The first focuses on the extraprovincial situation of the Diocese of Hong Kong and Macao and the Diocese's unique reasons for wanting to become a Province. The second is a report on the Whitehead Detention Center for Vietnamese detainees. Its purpose is to explain the complexities of caring for the vast numbers of Vietnamese who leave Vietnam and arrive in Hong Kong.

1991 promises to be an interesting year of the exchange between the two dioceses. An exciting parish-to-parish relationship is about to begin among the three Christ Churches of Ridgewood, New Jersey, Kowloon, Hong Kong, and Canton, China. This has the potential of being a fascinating exchange.

In August, 1991, Mr. Michael Lai, Director of Hong Kong's largest outreach program, St. James' Settlement, will be in the Diocese of Newark to talk about the problems social programs are facing in Hong Kong. From his talks, we will learn more about the issues of caring for large populations in transition.

Bishop Spong and the Companion Diocese Committee of Newark have been invited to participate in the Fall in a discussion in Hong Kong concerning the takeover in 1997 of Hong Kong by Communist China and related issues impacting the Anglican Church and Church-State relations, in general. Since Hong Kong's best schools and social programs, servicing hundreds of thousands of people, are managed by Anglicans and Catholics, this should be an important discussion.

It is both interesting and a privilege to be engaged in a Companion Relationship with the Diocese of Hong Kong and Macao as it moves toward 1997. The information we share and studies the two dioceses conduct should prove enlightening to the entire Anglican Communion as well as to all persons interested in the issues of Church and State in a changing global political environment.

Faithfully,

Deborah A. Brown

Deborah A. Brown
Chairperson, Companion
Diocese Relationship - Newark

THE HONG KONG ANGLICAN CHURCH

The Issue of Forming a New Province

Bishop Peter Kwong now presides over a Church that, at large, is attempting to position itself to move into an uncertain future. Hong Kong will become part of Communist China in 1997. Chief among the current issues is whether to restructure the Diocese into a province.

The Anglican Diocese of Hong Kong and Macao in practice is not a part of the Anglican Province in China. The Province of the Chinese Anglican Church (Chung Hua Sheng Kung Hui) was established in 1912, at which time, the Chinese parishes of Hong Kong and Macao became a part of the Diocese of South China. Because of Communist rule, in 1951, the relationship between the Chinese parishes of Hong Kong and Macao and the Chinese Anglican Church came to an abrupt end. The parishes of Hong Kong and Macao then joined to form one diocese.

A common misconception is that since Hong Kong is a British colony, that the 33 churches of the Diocese are under the direct metropolitical authority of the Archbishop of Canterbury. When the precursor to the Diocese of Hong Kong and Macao, the Diocese of Victoria, was established in 1849, this was the case. In 1912, however, this formal relationship ceased when the churches of the region became part of the Diocese of South China.

At present, the Diocese of Hong Kong and Macao is a member of the Council of the Church of East Asia (CCEA), a body created in 1954. The Council is not a metropolitical authority because it does not have ultimate power over its constituent dioceses. In the 1960's, the Archbishop of Canterbury stressed that the ecclesiastical authority of the missionary dioceses of South East Asia should rest with the indigenous Church and not with the Bishop of Canterbury. In practice, however, it has been difficult to establish a governing body since the membership of the Council reflects a wide spectrum of national and cultural backgrounds. It is anticipated that the dioceses in the Council will either form themselves into provinces, as in the case of the Philippines, the Malaysian dioceses, and Singapore, or expand themselves into provinces, as in the case of Korea. Some members of the CCEA already have formed into provinces, for example, Japan and Burma.

The Diocese of Hong Kong and Macao sees three possible courses of action available to it:

1. It can remain in the CCEA. The diocese wants to do this only if the Council's structure and function remain unchanged.

2. It can look for another metropolitan authority. (All dioceses in the Anglican Church are under a metropolitan authority.)
3. It can expand itself into a province and create its own metropolitan authority.

Hong Kong Diocesan leadership feels that it is unlikely that the CCEA structure and functions will remain unchanged. Because member nations are planning or already have formed new provinces, the Diocese believes that option #1 will be foreclosed.

In principle, the Diocese can request the Archbishop of Canterbury to be its active metropolitan authority or it can join another province as a member diocese. It is viewed unlikely, however, that the Archbishop of Canterbury would accept active metropolitan authority. First, he is bound to be sensitive to the previous demands of the Chinese Communist government that all religious institutions in China have totally indigenous leadership. Second, he is apt to follow his government's lead in disassociating itself, in total, from Hong Kong management after 1997. Third, geographic distance would make such a relationship impractical.

According to the Diocese, the option of linking itself with an existing province lacks practicality since geographically-relevant provinces would be significantly different in culture, national background, currency, and most likely, even language. Therefore, to the Diocese, option #2 (above) also seems foreclosed.

The third option of expanding the present Diocese into a province appears the most logical choice to Diocesan leadership. By forming a province, it is felt that the Hong Kong Church can attain ecclesiastical independence with its own metropolitan authority. This means that within the Anglican Communion, it can regulate its own affairs.

A province is a self-governing unit composed of several dioceses that operate under a common constitution and have one supreme legislative body. It is the basic unit of the Anglican Church structure, having an independent ecclesiastical authority in the Metropolitan (or Archbishop), its titular head. A province regulates the standards and rules for the Anglican Church, which take the form of doctrine, worship, ministry, and counsel on matters that concern the well-being of the Anglican Church.

A House of Bishops is an important part of any Anglican Church structure. It is the body that can make pronouncements on doctrine and ministry and give guidance to the faithful. With the creation of a province, the Anglican Church of Hong Kong not only would have a Metropolitan but also a House of Bishops, thus enabling it to ensure a line of succession to the episcopate. (In

the Soviet Union, the line of succession to the Russian Orthodox Church's episcopate was severely threatened, for in 1941, the number of functioning bishops was reduced to fewer than the minimum required by Church law for the consecration of new bishops. The Church as an ecclesiastically-legitimate body would have ceased had it not been for clandestine consecrations and Stalin's release of imprisoned bishops to gain Church support for the war effort.) At present, there is no House of Bishops in the Diocese of Hong Kong and Macao. The Diocese is extraprovincial and has no jurisdictional House of Bishops.

Expansion into a province is seen by the Diocese of Hong Kong and Macao as a means to better fulfill its mission as a body of Christ. Although the Diocese is small in terms of Church members (approximately 20,000), the Diocese considers its scope of work to be large. The Diocese covers 400-plus square miles and administers outreach services to tens of thousands who make up the current population of 5.7 million in Hong Kong and one-half million in Macao. Anglicans now administer 45 kindergartens, 48 primary schools, 33 secondary schools, 32 social welfare service units, as well as 33 parishes.

The Lambeth Conference and the Anglican Consultative Council have established guidelines which encourage formation of a province only if it will encompass four or more dioceses. Hong Kong Anglicans are quick to remind that this prescription is only a guideline and that the Korean Church is in the process of forming a province with only three dioceses. There must be 5-to-6 parishes to form a diocese. Therefore, the Hong Kong Anglican view holds that with its 33 churches, the present Diocese is large enough to constitute a province.¹

As the Anglican Church of Hong Kong and Macao approaches 1997, the problems of having been a missionary diocese become pressing. It is said that local canons are not as sound as they might be because there is no solid historic foundation for them. The missionary Church, can prosper as long as the missionaries are present to conduct training and give support. When missionaries do not provide training or give support, the Church can suffer years afterward. The Archbishop of Canterbury has been Hong Kong's nominal metropolitan, but because Hong Kong's Anglican Church is not part of the Church of England, he exercises no direct authority or guidance over Hong Kong Anglicans. As part of the Church of China, especially during the period of World War II, according to Bishop Kwong, few persons knew much about Church operations. Therefore, Church constitution and structure were not well developed.

1. Background data for this discussion on province formation in Hong Kong was supplied by The Ven. Louis Tsui, Archdeacon of the Diocese of Hong Kong and Macao, on January 18, 1990.

Bishop Kwong believes that expanding the Diocese into a province would strengthen structure, constitution, and canons. He says restructuring also would help with important matters such as stewardship and deployment. Finally, he believes that a provincial structure not only would bring the Church in Hong Kong into full union with the worldwide Anglican Church but also that it would permit the Church to become a member of the World Council of Churches and of the Anglican Consultative Council.

The Hong Kong Diocesan view holds that the formation of a province is an astute strategy to improve the structure of the Church. With strengthened canons and constitution, better administrative development of clerical and lay leadership, and decentralized responsibility in multiple dioceses for local programs, it would be possible for the Church to improve its foundation for the work that lies ahead. This perspective sees the Church, as a diocese without practical metropolitan authority, as being vulnerable to erosion. As a province, the Church, no longer extraprovincial, could legitimately interface with Anglican and other religious bodies, worldwide. The Hong Kong Church regards official channels of communication to international organizations as important since it wishes to move into a secure future with a meaningful place in a world now dependent on international exchange.

WHITEHEAD DETENTION CENTER
The Complexities of the Detention of Vietnamese in Hong Kong

Sporadically, the subject of Hong Kong's Vietnamese detainees surfaces on the pages of American newspapers. The last time significant media attention was focused on the matter was at the time the Hong Kong government decided to return many of the Vietnamese Boat People (VBP's) to Vietnam.

Because the United States is a melting pot of nationalities, because many of our citizens once were economic or political refugees, and because we are a society that believes strongly in personal freedom, it is hard for Americans to accept the long confinement of tens of thousands of Vietnamese in detention centers as reflecting adequate concern for human rights and freedoms.

What the average American reads in domestic publications is a recounting of the thousands of refugees who fled from Vietnam at great personal risk, only to confront hostility, confinement, or rejection by other nations. The American arm-chair distillation of the situation is impersonal since thousands of miles separate Americans from the immediate problems that Asian nations face as a result of the flight from Vietnam.

The purpose of this paper is to highlight the problems of managing a detention center (as told to the Newark delegation by Whitehead's chief officer) so that a more complete understanding may be gained of the complexities of the influx of Vietnamese into Hong Kong.

Diocese of Newark Delegation Visits Whitehead Detention Center

When the Diocese of Newark's delegation traveled to Hong Kong in late June, 1990, special arrangements were made for a visit to the Whitehead Detention Center, located in the New Territories. Since few visitors are allowed inside the Center, it was a rare opportunity for our delegation and our companions from the Diocese of Hong Kong and Macao to confront the momentous challenges Hong Kong authorities handle daily.

Rapid Influx of Detainees

At the end of June, Whitehead, Hong Kong's largest detention center, had 24,600 detainees, nearing its 25,000-person capacity. The Vietnamese are compacted into a concrete and barbed-wired area, two miles in circumference.

Prior to a policy change calling for the return of Vietnamese to their homeland, thousands of VBP's arrived at Whitehead daily and thousands more were transferred into it from other detention areas since Hong Kong, itself, was deluged with new arrivals. Army tents were used for accommodations until huts could be constructed.

The rapid influx of Vietnamese caused fast facilities development but the required haste obviated deliberate planning. Center officials admit that the systems that were established were poor.

The original plan for the Whitehead Center incorporated recreation space, but the rapid influx of VBP's made planned housing inadequate and housing expansion into remaining Center areas, necessary.

Ongoing Problems

The difficulties encountered by Hong Kongans in managing the Center are many. According to the Superintendent, Mr. Tsung Pui-wan, most VBP's are unskilled and difficult to employ. The majority are lower-class farmers and fishermen who left Vietnam without the education necessary for ready employment in other territories. (The most educated left Vietnam in the early waves of emigration.) Further complication is the difficulty of job transference of agrarian backgrounds to the industries of Hong Kong, the world's most densely-populated city. Both farming and fishing are declined industries in Hong Kong.

Schooling is provided at the Center and attendance is encouraged, although by law, education cannot be mandated. Officials feel that education is not a priority for many of the detainees because their backgrounds have not stressed it. Authorities are disappointed with attendance patterns.

Again by law, detainees cannot be required to work. Fifteen percent of the detainees are employed by the Center in domestic services to maintain cleanliness and order. Officials believe the majority of Vietnamese want employment but it is said few work opportunities exist. Some small workshops (e.g., sewing) operate, and some Christian groups and private sector businesses contract work to the Vietnamese. However, space and personnel to supervise work within the Center are both in short supply.

Many frustrated, idle people bide their time inside the Center.

Crime

Mr. Tsung says, "There are many 'unhappy incidents' here." Criminal escapees exist among the Vietnamese population causing ongoing trouble for the authorities. Although the majority of Vietnamese are law abiding, Mr. Tsung says hundreds of crimes are committed, including assault, robbery, and rape.

Accurate rape statistics are hard to discern, says Mr. Tsung, since many "rapes" are reported in order to secure abortions. As illustration, the delegation was told of one youth who claiming rape sought an abortion. She later admitted the pregnancy was not due to rape and married the child's father. The sorting of fact from fabrication is difficult for the authorities.

Center officials say there are detainees who steal and destroy material on a regular basis. They wantonly cut the Center's phone wires, take other detainees' wooden bunk rails for nefarious purposes, and otherwise lift what is attractive, especially items that can be converted into weapons.

Center personnel say that weapons are seized continuously, primarily knives. Metal utensils are kept from the Vietnamese because they melt the metal to fashion weapons. Yet, the plastic utensils with which they eat also are crafted into an amazing variety of assault items. These weapons were shown to the delegation.

The Center's authorities claim that the weapon-making is for offensive purposes. They acknowledge that the detainees fled an environment torn by war for many years and economically destitute. They also understand the frustration of the Vietnamese. These facts, however, do not ease the difficult jobs that the Hong Kongans must perform that are made more dangerous by Vietnamese attacks on officials with hand-crafted weapons.

Authorities say that an element of the crime that exists is generated by a division in the Vietnamese, themselves. Some detainees have no outside support resources. Others have family members abroad who send aid. Center officials encourage detainees to deposit money or valuables in secure Center facilities but most refuse and therefore risk becoming victims of crime.

On May 4th, a search was conducted to remove troublesome persons from the population. Center managers claim that an attempt was made to be objective about the labeling of "bad element," but report that identification was extremely difficult since some Vietnamese made many false accusations about one another.

North Versus the South

Most detainees at Whitehead are from North Vietnam. Because violence erupts between the North and South Vietnamese frequently, officials have found that separating the two groups leads to less conflict. Although some South Vietnamese live successfully among North Vietnamese, most live in a separate area of the Center. The perception is that the North Vietnamese are more "fierce" than their southern countrymen and more inclined to be disruptive.

The Living Conditions

Detainees live in quonset-hut accommodations, 150 persons to a hut. Each family is assigned to a bunk unit and can make use of spartan shower facilities in the hut. Clothes are washed at spigots provided in an outside wash area. From a central source, meals are delivered in large plastic buckets to the huts by hired detainees. No recreation facilities are available. Children had been taken to a beach outside the Center, but they were stoned and harassed by some Hong Kongans, so the program was stopped. Outside the barbed wire there are water and hills in the vista beyond.

Inside, there is only concrete. There is no shade of trees or grass to add an element of life to the bleak surroundings. The heat on the day the delegation visited was stifling as the sun reflected off the barrenness.

Medical Service

The Hong Kong government provides all medical services which includes six day-time doctors and a team of qualified nurses to serve the Center's population. The Center says that the doctor-detainee ratio is better at Whitehead than it is in Hong Kong. Evening emergencies are handled by the nursing staff or by outside facilities. Some Hong Kongans are angry over the number of beds that have been used by Vietnamese in Hong Kong hospitals, designed to serve the citizens of over-crowded Hong Kong.

A Challenged Management

Eight hundred persons operate Whitehead. Leading staff members have been correctional officers for prisons but now find themselves controlling a large detention center submerged in problems for which they have not been trained. The difficulties of language, national relocation, disruptive politics, the need to educate a population both young and adult, and employment abound at Whitehead and require the application of specialized training. Mr. Tsung says the work load, pay, work conditions, and lack of specialized training make it difficult to keep his staff motivated.

The Importance of Volunteers

The Hong Kong government provides staff, medical services, and the detention center facilities. All other services are provided by volunteer groups that have become critical to the detainees' day-to-day living standards. Education, employment beyond limited Center opportunities, recreation, clothing, the Center's canteen, care for female VPB's, family planning, and abortion counseling are some of the services provided exclusively through volunteerism.

International Social Services, Hong Kong Christian Aid, Save the Children Fund, and Family Services International are some of the organizations engaged in work at Whitehead that is aimed at making life tolerable for persons who seem to have arrived at a dead end.

The Policy of Screening

Hong Kong's new screening policy has elicited criticism from some observers who believe that persons who leave Vietnam to seek a better life should be allowed to find it. Hong Kong's view holds that it is impossible for crowded territories and nations to continue to absorb massive influxes of displaced, unskilled aliens who overtax already burdened economies.

All VBP's who arrive in Hong Kong waters are told that if they land in Hong Kong, they will be placed in detention centers. The second option for the Vietnamese is not to land in Hong Kong.

Most VBP's now are not classified as "refugees" because they are fleeing from depressed economic conditions rather than from political persecution. At Whitehead, few persons are classified as refugees. Of those who receive refugee status, many view Hong Kong as a stop-off point, or place of first asylum, hoping to make their way to other countries, most notably, the United States. For Hong Kongans who expend vast resources in coping with the exodus from Vietnam, this is a major frustration. It raises the question of why Hong Kongans are expected to spend vast resources to maintain a population that wants ultimately to move to the West.

At Whitehead, there are detainees who have not yet been screened. In June, 6,000 who had been screened and were not classified as refugees were awaiting their return to Vietnam, some in resignation, most in anger. Mr. Tsung was concerned about the detainees being returned to Vietnam because in June, the terms and conditions under which they would be sent and received were not defined. What Mr. Tsung did know was that the detainees were opposed to Communism and that most did not want to return. The Newark delegation asked why the Vietnamese preferred to stay at the Center rather than to return to Vietnam. The authorities said that the Vietnamese told them that the conditions at the Center were better. For example, at the Center, they have meat in their diet.

Religion and the Family Unit

Center officials say that most detainees are non-religious. Of those who are, the majority are Buddhist or Roman Catholic. There are only a few Protestants. No religious services are provided at Whitehead.

Vietnamese life is based on strong family units. Officials frequently are asked for permission to visit family members in other sections of the compound or in other centers for birthdays or holidays. It seems that what remains of family ties is the bonding thread that holds the lives of these disenfranchised people together.

Toward a Better Understanding

Hong Kong publications sometimes carry articles appealing for better treatment of and more compassion for Vietnamese detainees. However, a visitor in Hong Kong easily can feel the sense of frustration and even resentment that exists for the intrusion of Vietnamese into Hong Kong's already complex political and economic situation, for the cost of support and maintenance of the detainees, for the violence in which Vietnamese engage, for their use of facilities in crowded Hong Kong, and for their use of Hong Kong as only a first asylum in an effort to move to the West.

While the detention centers are frustrating to an American sense of fairness, Americans cannot simply shake their heads in disapproval when they are not responsible for the day-to-day burden nor inclined to relieve Hong Kong by absorbing the detainees. What is needed is an effort for significant parties to understand the legitimate frustrations existing among the detainees, the Hong Kongans, and other burdened Asian nations, some of which turn away fleeing emigres.

The grief of the PLO debacle should be a poignant lesson that instructs that persons cannot remain indefinitely in a state of disfranchisement without ferment that spreads.

The Companion Relationship between Hong Kong and Newark is providing important exposure and discussion which is giving a new dimension to our Christian learning and concern.

Department of Missions

Status Report for 1990

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-one mission congregations and special missions, and through the service of thirty-one 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 bishops, the archdeacon for missions and the diocesan financial officer.

Highlights for 1990 included the establishment of the AIDS Resource Center at St. Barnabas', Newark; the flourishing of the Good Shepherd congregation during their first year in their new church building for Wantage/Wallkill/Hamburg; the construction of a vicarage for St. Gabriel's, Milton/Oak Ridge; the official welcoming of a new mission, St. Paul's, which uses the rite of the Church of South India Rite, at Atonement, Tenafly; the decision of the parish of St. Paul, East Orange, to become a mission congregation; the development of a long-range planning process and instrument projects for the department; development of an area strategy for Jersey City; and departmental reorganization.

New mission work

Chinese, at North Arlington: continuing support of Chinese/American ministry

Oasis: Continuing support of ministry to/with gays and lesbians

Newark: AIDS ministry at St. Barnabas: Department has worked with the AIDS task force to locate AIDS ministry at this mission

Mission work concluded

St. Peter's, Mt. Arlington was welcomed as a parish at the 1990 Diocesan Convention.

Missions considering parish status

(Criteria includes full time ministry and financial self-support)

North Bergen: Transfiguration

Oakland: St. Alban's

Towaco: Transfiguration (to become parish 1/91)

Clergy changes

East Orange, St. Paul's: Stanley Morgan is priest-in-charge

Hackensack, St. Cyprian's: Douglas Reans completed his work; Stanley Morgan is priest-in-charge.

Hoboken: David Norgard is the new director of The Oasis, replacing Robert Williams, who resigned.

Jersey City: Bergen Hill Missioner, Petero Sabune resigned to work in New York.

Milton/Oak Ridge: St. Gabriel's, Sarah Nelson became the first residential vicar in a decade. Jack Stanton completed a successful, long interim service.

Newark: St. Andrew's, Abigail Hamilton resigned to take a rectorship in West Orange

Newark: St. Barnabas, Joanna White was vicar/director for several months; then John Dulfer became interim vicar.

Newark and Teaneck: Johnson Matthew is the new priest at the two Mar Thoma congregations

North Bergen: Ralph Smith is the new vicar of Transfiguration

Tenafly: John William is officially the vicar of St. Paul's, CSI

Property changes

33 Grant Street, East Orange, a house most recently used as the vicarage for St. Barnabas, Newark, was sold to Mr. and Mrs. Samuel Hinds. The plans call for a closing in early 1991.

Property repairs, renovation

The department continued to be benefitted by the excellent work of the Diocesan Property Manager, Robert Lanterman, and the voluntary but extensive services of planner/engineer Philip Storm.

Major work was completed at St. Barnabas', Newark; Resurrection, E. Rutherford; Transfiguration, N. Bergen; St. Matthew's, Jersey City; Grace Van Vorst and Grace Greenville, Jersey City; and St. Paul's, East Orange.

Jersey City: Public School #18, Jersey City Housing corporation continuing plans for low income housing

New Construction

Chester: Messiah, plans continued for education and program wing

Milton/Oak Ridge: St. Gabriel's, vicarage constructed

Newark: site of former St. James, study continued for St. James Square, 45 housing units

Oakland: St. Alban's, study continued on relocation

Vernon: proceeding with plans for relocation/construction

**** In the Fall, Assisting Bishop Walter Righter assumed responsibilities for the urban mission work and for chairing the department. Archdeacon Smith continued as general staff for the department with specific responsibilities for suburban, rural and Asian ministries.

Elizabeth Stone continued her service to the department as secretary to Archdeacon Smith. Gail Deckenbach, Bishop Righter's secretary, began to assume helpful responsibilities.

Leslie Smith, archdeacon

December/17/1990
DOMANR90/TXTSMITH

DIOCESAN COUNCIL

The Diocesan Council met during the months of March, April, May, June, September, October, November and January 1991 to carry out its responsibilities.

Several important decisions and resolutions were passed during the year in addition to the council's regular business.

In March the council authorized the Trustees of the Episcopal Fund to make payment to City Construction Development for demolition work that had been done on Church of the Ascension, Jersey City. This payment was made from the insurance fund held in trust by the Trustees.

During the April council meeting a resolution outlining a process to allocated the outreach funds in the Diocesan budget was approved.

At its June meeting, the council committed to invest \$225,000 of the Bishop Paul Moore Outreach Fund into the Nehemiah II plan being developed in Jersey City. This interest free loan, which is subject to a multiple of conditions, will enable the building of low and moderate income housing.

September brought the approval of the council to implement the Michigan Plan of Ministry in the Diocese of Newark which is also committed to facilitate construction of low and moderate income housing by not for profit developers.

In October the establishment of a relocation committee to identify the scope and problems associated with the relocation of diocesan offices and designation of the cathedral was begun. This committee will ask the convention to authorize the council to act on its behalf regarding decisions on a move, subject to their review in 1992.

During November's meeting the council recommended that House of Prayer, Newark be restored to Parish status from Aided Parish. A resolution was also passed to establish a committee that would develop new proceedings involving aided parishes that would solicit the expertise of the Finance and Strategy committees of the Department of Missions.

Throughout the year various reports were received by the council. The Standing Commission on Clergy Compensation presented an indepth report of compensation policies and issues facing the diocese. Task Force reports on the Environment and on Episcopal Identity were also received at the December meeting.

As you can see the council's work is ongoing and the members are dedicated to carrying out the government of the Diocese in a very responsible way.

Respectfully submitted
The Reverend Beverly J. Huck
Vice President Diocesan Council

EPISCOPAL CHURCH WOMEN ANNUAL REPORT TO DIOCESAN CONVENTION 1990

This was an exciting year for the Episcopal Church Women. For a number of years, we have looked for ways to serve women that met their lifestyle, whether working at home, and or caring for children or elderly. This was the year for a program we called "Today's Woman". Held on a Saturday in the spring, it began with a keynote address by Mary Catherine Bateson and continued all day with workshops oriented to women's concerns. It proved to have a positive reception and will be continued.

Beginning with the fall-winter ingathering at diocesan convention and carrying through to the spring annual meeting and ingathering, we saw United Thank Offering continue to grow. UTO was supported by a record \$41,167.42 from approximately 5500 contributors. This represents 99 churches from this diocese, an increase of four from the year before. Newark Diocese received grants for two projects: \$15,000 to St. Peter's Family Haven, Clifton in order to expand follow-up services and \$25,000 to St. Barnabas Aids Resource Center, Newark to hire support staff and help renovate their undercroft for the volunteer Aids program. This came from a national total of \$3,235,896.95.

Efforts were made on the regional level for addressing women's needs by; Central and West Quiet Days in the spring and an evening potluck supper and speaker in the east region. This fall saw Central and East Regions join forces for a program presentation by Roberta Nobleman, while West held their meeting at Heath Village, our newest ECW group. All parish groups are kept informed by means of flyers and newsletters (4 times a year) concerning diocesan activities and Ecumenical happenings such as Church Women United.

A most successful fall meeting featuring Bishop Spong in discussion of his newest book to be published in the new year. The day's topic-"Finding Your Faith In The Bible" was thought provoking and created a stimulating discussion.

The struggle from lowering revenues continues and has put our programs on a "pay as you go" basis. Outreach has been curtailed, but we have provided alternatives. In the fall, another Jazz Benefit provided about \$1400 support toward the National ECW and National Cathedral. The Diocesan Book of Remembrance read at the spring ingathering service supports the Mary Rankin Scholarship Fund, which distributed 1200 in scholarships to three high school graduates and the Plaskett Memorial at St. Augustine College continues. Over \$1500 was given to camperships for Eagle's Nest Camp.

We accepted the National ECW challenge to provide a dollar per woman to the "Dollar Endowment Fund", and have launched a drive throughout the diocese to meet their goal. This year our SPECIAL PROJECT was and is the Women to Women sponsored by the National ECW. Seed money will be provided for projects for women in developing countries.

During the winter, we had the privilege of welcoming another honorary member to the board. Christine Spong has joined us and is committed to being with us, when possible. We have had various visitors to our board, who have instructed, informed and discussed a variety of subjects - prison ministry and N J Education Funding, for funding.

North Porch continues to be a major piece of our outreach and they expanded to St. Paul's, Paterson this spring with enough volunteers and a special contribution to get it on its way. Jubilee Ministry has given money for a new phase, preparing clients for job-hunting. This program is slowly

moving forward. The North Porch Board has increased to 14 members - a 100% increase and much needed.

NJ Issues and Action 1990, Under One Roof, Church Women United meetings, as well as various committees and commissions in the diocese have kept the board busy. A special project, this fall, was support staff to the Suffragan Bishop Nominating Committee, when needed.

It is my privilege to preside for another term as president, and I look forward to many new and supportive projects going forward from this organization. It is very encouraging to have parish women calling for information and guidance in activating their E C W ' s.

Marie T. Obermann
President



Heath Village is the premier Retirement Community in northern New Jersey with over twenty-five years of quality service. The general purpose of the Village is to provide a living environment of total care services for aging persons so that they can live a meaningful life with dignity, and find mutual fellowship and personal and spiritual fulfillment.

To achieve this general purpose, Heath Village provides aging persons with living accommodations consisting of individual apartments, hotel-style units, a residential health care facility and a 90 bed health care center. We also provide social, recreational, educational and religious programs, as well as any other programs and services, that might help to carry out the purposes of our organization.

The Village is managed by a competent staff. Patrick E. Brady, L.N.H.A., is the Executive Director. He is a Certified Fellow and President of New Jersey Chapter of the American College of Health Care Administrators. He has a B.S. in Education and a Masters in Business Administration. Linda Brobst, R.N., L.N.H.A., is the Administrator of Health Services. She has a B.S. in Human Resources Management, is a graduate of Jersey City Medical Center School of Nursing, and is a member of the Society of Licensed Nursing Home Administrators of New Jersey.

With support from the professional staff, residents are responsible for the clubs and many of the events. There are discussion groups, various committees, the Women's Association and the Men's Club, just to mention a few. Villagers manage the gift shop and also write and edit the quarterly VILLAGE VOICE. An elected Residents' Council advises the Board of Trustees about life in the community.

At Heath Village, people are truly independent. Residents have choices. The leases are renewable on an annual basis; resources have not been committed to life care fees. Unlike Continuing Care Retirement Communities (CCRC's), it is not necessary to prepay health care costs. Health services on site are available for a fee, based on the services utilized.

Heath Village is situated off Schooley's Mountain in Washington Township, western Morris County, New Jersey. Accommodations include 133 Village apartments, 62 Mayflower apartments and 49 Heath House apartments. Our State-licensed Residential Health Care Facility caters to the needs of that

resident who does not require nursing care, but a program of minimal assistance in personal care and specific services. Our round-the-clock staff emphasizes the residents' comfort and safety. The homelike atmosphere in RHC features its own dining room, lounge with TV and piano, parlor, and activity and hobby programs.

The Clarence W. Sickles Health Care Center is a 90-bed nursing facility, providing intermediate and skilled nursing services for convalescing and long-term needs. The facility is Medicare approved for those who meet eligibility requirements. A warm and caring staff promotes a restorative nursing program which develops each person's potential for a maximum level of independence. This program helps convalescent residents to return to independent living and provides long-term care residents with services as needed.

Heath Village is affiliated with the Episcopal Diocese of Newark, and the Diocesan Designees are Christine M. Spong, John E. Lynch and Bruce A. Whitehouse. Bishop John S. Spong is Honorary Chairman of the Board.

"It is a genuine pleasure to be associated with Heath Village. The Diocese of Newark is proud of this facility, proud of the quality of care that it provides, proud of the administration and staff, and proud of our residents. Anyone visiting Heath Village is immediately aware of the spirit, the joy and the sense of belonging that permeates these walls. Heath Village is a symbol of the embracing love that has always been part of the Christian heritage. I commend it to anyone who desires a quality life of independence in a lovely retirement community."

The Right Reverend John S. Spong
Bishop of Newark,
The Episcopal Church



THE OASIS

A Ministry of the Episcopal Diocese of Newark
With Gay and Lesbian People, Their Families and Friends

Report of The Oasis to the Convention of the Diocese of Newark

It is common knowledge that The Oasis began the year in the midst of considerable public controversy. It is critical, therefore, for the Convention to know that The Oasis ends the year in the midst of substantial internal tranquility. This year in the life of The Oasis is a story of hopes dashed and hopes renewed.

The Oasis began the year with the Rev. Robert Williams as its Missioner and Executive Director. Shortly into the new year, however, the Board of Directors received Mr. Williams' resignation. Program plans were postponed and a search for a new director begun.

In June, the search process came to a close with the signing of a contract between the Board of Directors and myself. I began my ministry at The Oasis on August first and was formally instituted as Missioner and Executive Director on the Feast of St. Michael and All Angels. At that time, Members of the Board of Directors were also commissioned for service. The service, indeed, proved to be a genuine celebration of New Ministry.

The Oasis now celebrates Community Eucharists on a regular basis at four regional "Oasis-congregations" throughout the diocese. With the exception of principal feast days and major holidays when services are cancelled, the schedule is as follows:

First Tuesday of each month - All Saints Parish, Hoboken;
Second Tuesday of each month - Grace Church, Madison;
Third Tuesday of each month - Christ Church, Ridgewood;
Fourth Tuesday of each month - Cathedral House Chapel, Newark.

In addition to these regular services, various on-going programs have started in Hoboken, including a Coming Out Group and a Spiritual Journeys Group. Plans for 1991 call for expansion of the program offerings by introducing educational seminars and social functions at the other localities. The long-term goal is a truly diocesan ministry among the lesbian/gay community which comprehends

707 Washington Street, Post Office Box 5149, Hoboken, New Jersey 07030
201-792-0340

educational, social, liturgical, and pastoral elements.

At the same time, however, The Oasis understands itself to have a ministry to all people of the diocese. We intend to serve as a resource center for all who wish to explore the relation of sex/sexuality with spirituality/theology. We also expect to witness to the institutional Church with regard to matters of sexual justice.

In 1990 funding for operation of the mission derived nearly exclusively from official agencies of the diocese. In 1991, we expect to augment that diocesan support through an individual/couple membership campaign, a Church sponsorship campaign, and the collections received from worship services. These represent important aspects of a comprehensive development strategy which we plan to have in place within four years.

The office of The Oasis is located in the Parish House of All Saints Parish in Hoboken. One may reach the office -

-in person: 707 Washington Street

-by mail: P.O. Box 5149
Hoboken, NJ 07030

-by telephone: (201) 792-0340

As Missioner, I am also available to meet persons at the other regional Oasis-congregations, thanks to the generous spirit of hospitality shown by them.

Membership on the Board of Directors is by appointment by the Bishop upon nomination from the majority of seated directors. Directors serve for a term of three years. Officers are elected by the Board for a term of one year. Chairpersons of the standing committees are appointed by the Co-chairpersons. As of this writing, the directors number fourteen; there are four vacancies.

Respectfully submitted,



David L. Norgard
Missioner and Executive Director
The Oasis

REPORT ON SCIENCE AND THEOLOGY COMMITTEE

The Science and Theology Committee will adopt a different posture in 1991. The Committee intends to become active in the Diocese through promulgation of interactive scientific - theology programs which could only foster a better understanding of complex issues of timely matters. These could include the ethics of abortion or life support as well as concerns about the environment.

In the latter regard, Dr. John Hansen of NASA will give the John Hines Lecture on Tuesday evening, April 30, 1991. His topic will be the issue of "The Moral Implications of Global Warning."

Standing Committee

The Standing Committee of the Diocese of Newark, serving as the Advisory Council to our Bishop, has exercised its role in accordance with the Constitution and Canons of the Episcopal Church and the Canons of the Diocese of Newark.

Our Standing Committee members gave much time and effort to meeting with representatives of various congregations in the Diocese and discussing issues of special concern to them. It also provided the necessary consent for many creative plans submitted by them for the expansion of Christ's mission and ministry in our midst.

As the function of the Standing Committee requires, we made recommendations to our Bishop regarding ordinations for the Diaconate and Priesthood in our Diocese as well as provided consent for the election of several individuals elected by their own dioceses to be ordained and consecrated Bishops in the Episcopal Church. The names of all of these individuals for whom recommendations and consents were given or withheld appear in the minutes of the Standing Committee, which will accompany this report in the 1991 Journal of the Diocese of Newark.

Throughout the year, the Standing Committee received reports from the Nominating Committee for the Election of a Suffragan Bishop of our Diocese. Following the election, the Standing Committee sent a letter, signed by all its members, to each person who served on the Nominating Committee, expressing its profound appreciation for a job well done.

We give special thanks to our Bishop, John Spong, for his fine leadership, hard work, and continuing vision. We also gratefully acknowledge the grace, wisdom, and commitment to the work of Walter Righter, our Assisting Bishop. The Standing Committee voices its appreciation to the staff and to both of them for their contributions and help.

This has been a unique year in many respects. The Rev. Jorge Gutierrez, a member of the Committee, has been a nominee for the position of Suffragan Bishop in both the Diocese of Chicago and the Diocese of Newark. Perhaps for the first time in history, two Presidents of a Standing Committee have been elected Bishop in the same year: The Rev. Richard Shimpfky was elected and consecrated Bishop of the Diocese of El Camino Real, and the undersigned was elected Suffragan Bishop of our Diocese. In addition, Mr. Michael Rehill will become the new Chancellor of the Diocese of Newark following the long and distinguished tenure of the Honorable Ward J. Herbert.

Respectfully submitted

Jack M. McKelvey, President

The Standing Committee

STANDING COMMITTEE

Ten regular meetings and one special meeting of Standing Committee were held in 1990.

January 10

It was moved and carried to accept as presented the minutes of the meeting of December 13, 1989.

It was moved and carried to consent to the Rev. Steven T. Plummer, Sr., to be Bishop of the Navajoland Area Mission.

It was moved and carried to consent to a Petition to Mortgage property by Trinity Church, Bayonne, in the amount of \$260,000 with First Fidelity Bank of North Jersey, Totowa, with the condition that Standing Committee receive a written list of current assets and outstanding debts for Trinity Church, Bayonne .

February 14

Upon nomination by the sub committee it was moved and unanimously carried to reelect the slate of officers from 1989 - the Rev. Richard Shimpfky, President and Mrs. Juli Towell, Secretary.

It was moved and carried to accept as presented the minutes of the meeting of January 10, 1990.

It was moved and carried to affirm acceptance of the Letters Dimissory to the Diocese of Newark for the Rev. Karen C. Murphey.

It was moved and carried to recommend the Rev. Karen C. Murphey to Bishop Spong for ordination to the priesthood.

It was moved and carried to consent to the election of a Bishop Coadjutor for the Diocese of Missouri.

It was moved and carried to consent to the election of a Suffragan Bishop for the Diocese of Chicago.

It was moved and carried to consent to the election of a Suffragan Bishop for the Diocese of Los Angeles.

It was moved and carried to consent to the consecration of the Rev. Huntington Williams, Jr., as Suffragan Bishop for the Diocese of North Carolina.

It was moved and carried to appoint Mrs. Deborah Brown of Allendale as Chair of the Search Committee to Elect a Suffragan Bishop for the Diocese of Newark.

It was moved and carried to send letters to a designated representative of the many groups, committees, commissions of this diocese, seeking recommendations of people to serve on the Search Committee to Elect a Suffragan Bishop.

It was moved and carried to accept all recommendations/changes to the Memorandum to Petition for Lease of Space, Mortgages, Sale of Property, as offered by Mr. John Lynch, for incorporation into the Petition.

March 14

It was moved and carried to consent to the election of a Bishop Coadjutor for the Diocese of Northern California.

It was moved and carried to consent to the ordination and consecration of the Rev. Jose N. L. Moreno as Bishop Coadjutor in the Diocese of Ecuador.

It was moved and carried to consent to the election of a Bishop Coadjutor for the Diocese of Mississippi.

It was moved and carried to accept as presented the minutes of the meeting of February 14, 1990.

It was moved and carried to accept the following people as the duly constituted Search Committee for a Suffragan Bishop for the Diocese of Newark: Mrs. Deborah Brown, chair; The Rev. Lauren Ackland, the Rev. Francis Bancroft, the Rev. Gaylord Hitchcock, the Rev. Scott Kallstrom and the Rev. Tracey Lind; Ms. Carlotta Budd, Mr. Robert Burnett, Mr. Winfred Gideon, Mr. Donald Knapp, Mr. Bill Lorentz, Mr. John Lynch, Ms. Lyn Headley-Moore, Mr. James Newall and Mrs. Marie Obermann.

April 9

It was moved and carried to recommend to the bishop Ms. Bonnie Perry for ordination to the diaconate.

It was moved and carried to recommend to the bishop Mr. Richard Wrede for ordination to the diaconate.

It was moved and carried to recommend to the bishop Mr. Albert Keeney for ordination to the diaconate.

It was moved and carried to recommend to the bishop Mr. Barry Stopfel for ordination to the diaconate.
(At the May 9 meeting it was further moved and carried to add these words to the form recommending Barry Stopfel to the bishop for ordination to the diaconate: "We find him fully qualified and do recommend him to the Bishop for Ordination to the Diaconate in June, 1990, unless the Presiding Bishop states to us in writing, upon legal advice of his Chancellor, that such Ordination would violate the Canons of the Episcopal Church.")

It was moved and carried to recommend to the bishop Ms. Susan Chrystal for ordination to the diaconate.

It was moved and carried to recommend to the bishop the Rev. Herbert Tietjen for ordination to the priesthood.

It was moved and carried to consent to the sale of approximately 907 square feet of frontage at St. Thomas' Church, Vernon by the Department of Missions to the Department of Transportation of the State of New Jersey for \$6,000, to allow for widening and improving of state highway 94.

It was moved and carried to consent to the sale of a single family dwelling at 274 Anderson Street, Hackensack by Christ Church, Hackensack to Mr. Richard Gamba for \$185,000.

It was moved and carried to accept as presented the minutes of the meeting of March 14, 1990.

It was moved and carried to consent to the election of a Bishop Coadjutor for the Diocese of Central New York.

April 26 - Special Meeting

It was moved and unanimously carried to support Bishop Spong in whatever decision he might make with respect to the timing of the ordination of Mr. Barry L. Stopfel.

It was moved and carried to reaffirm the Testimonial of Standing Committee for the Ordination to the Diaconate of Mr. Barry L. Stopfel as originally consented at the April 9, 1990 meeting.

May 9

It was moved and, with corrections as noted, carried to accept the minutes of the meeting of April 9, 1990.

It was moved and, with one correction, carried to accept the minutes of the special meeting of April 26, 1990.

It was moved and carried to accept the recommendation of the Rev. Patrick Close to represent the North Essex Convocation on the Search Committee to Elect a Suffragan Bishop.

It was moved and carried to accept as final the approval as given by the sub committee on the recap of the minutes of meetings of the Standing Committee for 1989.

It was moved and carried to recommend the Rev. Maria Isabel Herrera to the bishop for ordination to the priesthood.

With great pleasure, it was moved and carried to consent immediately to the ordination and consecration of the Rev. Richard Shimpfky to be Bishop of the Diocese of El Camino Real.

It was moved and carried to accept the Rev. Richard Shimpfky's resignation from the Standing Committee of the Diocese of Newark, effective at the end of the meeting, May 9, 1990.

Acting as a committee of the whole, it was moved and carried to elect the Rev. Jack McKelvey President of Standing Committee to fill the unexpired term of the Rev. Richard Shimpfky, commencing with the June, 1990 meeting.

It was moved and carried to consent to the lease of space in the parish hall of the Church of the Holy Communion, Paterson to Dorothy R. Williams, doing business as Miss Dot's Small World. Such lease to be in effect from May 1, 1990 to May 1, 1991 for a sum of \$450 per month, with an annual review to continue the lease.

It was moved and carried to recommend Mrs. Carolyn Lumbard to the bishop for ordination to the diaconate.

June 13

It was moved and carried to consent to the lease of space to St. Philip's Academy as approved by Trinity Chapter in January of 1989, contingent upon the final approval of the vice-Chancellor after he has reviewed the written lease.

It was moved and carried to consent to the sale of 309 Kinnelon Road to Wesley and Linda Zabransky, for \$57,000, by rector, wardens and vestry of St. David's, Kinnelon, contingent on the contract of sale stating that the purchase money mortgage must NOT be a non-recourse mortgage.

It was moved and carried to approve, with one addition, the minutes of Standing Committee meeting of May 9, 1990.

It was moved and carried to consent to a two year renewal of contract between The Church of the Saviour, Denville and Devann Corporation, known as Early Years Nursery School and Child Care. Renewal period to run from July 1, 1990 through June 30, 1992.

It was moved and carried to consent to the election of a Bishop for the Diocese of Alaska.

It was moved and carried to consent to the ordination and consecration of the Rev. John Stuart Thornton as Bishop of the Diocese of Idaho.

It was moved and carried to consent to the sale of 52 Carlton Street, East Orange for \$46,000, to Ronald and Claudette Seales by rector, wardens and vestry of Christ Church, East Orange.

By majority vote the Rev. Jorge M. Gutierrez, rector of St. Peter's Church, Clifton, was elected to fill the unexpired term of bishop-elect Richard Shimpfky, only until Diocesan Convention of 1991.

It was moved and carried to consent to the lease of the parish hall of Trinity Church, Bayonne to The WINDMILL Inc., for 99 years, or until such time as that program ceases to use that space, at which time the lease would become null and void.

It was moved and carried to empower the President of Standing Committee working with either the Chancellor or the vice Chancellor to take any actions as might be required over the summer on behalf of the Standing Committee, with any actions that might be approved by them to be ratified by the whole of the Standing Committee at their September meeting.

September 12

It was moved and carried to accept as presented the minutes of the meeting of June 13, 1990.

It was moved and carried to ratify the consent (given in August by phone poll) to guarantee a mortgage by Trinity Church, Bayonne, in an amount not to exceed \$125,000, from MidLantic National Bank/North, of Paterson, NJ at a rate of 1% over prime.

It was moved and carried to ratify the consent (given in August by a phone poll) for the sale of 349 Spring Avenue, Ridgewood, NJ, by Christ Church, Ridgewood to Patrick R. and Laurie R. Wardell for \$430,000.

It was moved and carried that Standing Committee ask Diocesan Council to approve the \$29,500 budget of the Suffragan Bishop Search Committee, and ask that the additional \$10,000 requested by the committee be submitted to the budget process for action at the October meeting of Diocesan Council.

It was moved and carried to consent to the petition for a continuation of an additional ten months on the lease of space already in operation between St. Gregory's Church, Parsippany and Small World Preschool.

It was moved and carried to consent to the consecration of the Rt. Rev. Ronald H. Haines as seventh Bishop of Washington.

It was moved and carried to consent to the election of the Rev. Chester Lovelle Talton to be Suffragan Bishop in the Diocese of Los Angeles.

It was moved and carried to consent to the Ordination and Consecration of the Rev. Frank J. Terry as Bishop Coadjutor of the Diocese of Spokane.

It was moved and carried to accept the request of the rector, wardens and vestry of St. Paul's Church in East Orange and the recommendation by Bishop Spong, that they be reclassified as an Incorporated Mission.

It was moved and carried to consent to the contract for lease of space for parking by Trinity Cathedral, Newark to 10 Park Place, contingent upon the approval of the Chancellor of the Diocese and of Bishop Spong.

October 10

It was moved and carried to accept, with one correction, the minutes of the meeting of September 12, 1990.

It was moved and carried that a letter of thanks from Standing Committee be sent to Mrs. Deborah Brown and the Search Committee for Suffragan Bishop for their fine job in conducting the search and providing an excellent slate of nominees for consideration.

It was moved and carried that Mr. Rehill will rework the draft of the letter to remind parishes about the rules to petition Standing Committee to encumber church property.

It was moved and carried to consent to the petition from St. James' Church, Upper Montclair to accept the payment of \$175,000 in cash, by November 1, 1990, from Mrs. Suzan Schultz in settlement of her promissory note to St. James' for \$233,750, due September, 1993, and to discharge the second mortgage held by St. James' on a parcel of land and building thereon located at 212 Bellevue Avenue, Upper Montclair, securing said note.

It was moved and carried to recommend the Rev. Susan Chrystal to Bishop Spong for ordination to the priesthood.

It was moved and carried to recommend the Rev. Albert Keeney to Bishop Spong for ordination to the priesthood.

It was moved and carried to recommend the Rev. Bonnie Perry to Bishop Spong for ordination to the priesthood.

It was moved and carried to recommend the Rev. Carolyn Lumbard to Bishop Spong for ordination to the priesthood.

It was moved and carried to recommend the Rev. Richard Wrede to Bishop Spong for ordination to the priesthood.

It was moved and carried to recommend Ms. Mary Ruth Stone to Bishop Spong for ordination to the diaconate.

It was moved and carried to send a letter of thanks for his long and loyal service on the DIT to Mr. William C. Young, who is retiring from that board.

November 14

It was moved and carried to recommend to the Bishop that Church of the Transfiguration, Towaco be accepted by him for parish status and that such recommendation be brought for action by the Diocesan Convention in January, 1991.

It was moved and carried to accept as presented the minutes of the meeting of October 10, 1990.

It was moved and carried to accept, as prepared, the letter to clergy of the diocese outlining the requirements to encumber church property with regard to Standing Committee approval.

It was moved and carried to consent to the petition by the Department of Missions to sell that property commonly known as 33 Grant Street, East Orange, to Marva and Samuel Hinds, for \$112,040.

It was moved and carried to grant the request by Bishop Spong for a three month Sabbatical leave for 1992, during May, June and July of that year.

December 12

It was moved and carried to consent to the petition for lease of space by Christ Church, Short Hills to the Winston School for a rental sum of \$45,000 per year, for a term of ten years.

It was moved and carried to consent to a petition to mortgage by Christ Church, Short Hills with Investor's Savings and Loan Association, that property commonly known as the East Lane Buildings, for a sum of \$600,000.

It was moved and carried to accept as presented the minutes of the meeting of November 14, 1990.

It was moved and carried to concur with Bishop Spong's recommendation that Christ Church, Belleville become an Aided Parish, agreeing to wait until the parish held their annual meeting so that they might voluntarily vote to become an Aided Parish.

It was moved and carried to concur with Bishop Spong's recommendation to reclassify St. Paul's Church, Wood-Ridge as an Aided Parish, with such recommendation to be held until the January meeting to be forwarded to Diocesan Council.

It was moved and carried to recommend to Bishop Spong that he accept the request from House of Prayer, Newark that they be reinstated as a full parish.

Mr. Michael Rehill tendered his resignation as a member of Standing Committee, effective with Diocesan Convention, January, 1991.

It was moved and carried to consent to the ordination and consecration of the Rev. Canon Victor Alfonso Scantlebury as Suffragan Bishop of the Diocese of Panama.

It was moved and carried to consent to the ordination and consecration of the Rev. Steven Charleston to be the sixth Bishop of the Diocese of Alaska.

It was moved and carried to consent to the ordination and consecration of the Rev. Hays H. Rockwell as Bishop Coadjutor of the Diocese of Missouri.

It was moved and carried to consent to the ordination and consecration of the Rev. William W. Wiedrich to be Suffragan Bishop of the Diocese of Chicago.

It was moved and carried to consent to the petition for lease of space by Trinity Church, Kearny to YMCA of Newark and Vicinity for that property known as 567-575 Kearny Avenue, Kearny, for \$7,541.60 per year, plus reimbursement of 65 percent of the total cost of utilities. Lease to run from January 1, 1991 for a period of one year with review and renewal on each anniversary date.

It was moved and carried to consent to the request by St. Clement's Church, Hawthorne to provide space, utilities and clean-up for the Hawthorne branch of the Passaic County Nutritional Program for the Elderly, for the sum of \$925 per month, in an ongoing relationship as long as both parties are satisfied.

It was moved and carried to consent to the request by St. James' Church, Upper Montclair to accept a lower final payment of \$160,000, in cash, no later than January 1, 1991, from Mrs. Suzan Schultz in settlement of her promissory note to St. James', due September 1993 in the amount of \$233,750.

It was moved and carried to reaffirm the original guarantee of loan given to MidLantic Bank for a loan to St. John's Church, Ramsey, in the amount of \$200,000. Such reaffirmation of guarantee was required to renegotiate the loan terms.

The Rev. Mr. McKelvey submitted his resignation as a member of Standing Committee, effective with Diocesan Convention, 1991.

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YOUTH CONSULTATION SERVICE

Youth Consultation Service of the Diocese of Newark, founded in 1918, is a private, nonprofit, nonsectarian social service organization serving northern New Jersey from sites in Bergen, Essex, and Hudson counties. It is committed to the specific mission of caring for abused, neglected, abandoned, and emotionally handicapped children and families in crisis. The agency accomplishes this by providing a comprehensive range of residential, mental health, and educational treatment services including, more recently, education for children with autism and pervasive delayed development. The programs include preventive, remedial, and therapeutic measures.

The organization shows a remarkable ability to respond to the critical problems of children and families. The State Street School in Hackensack was organized in 1988 as a facility for autistic children. By the end of 1989, it was filled to capacity with a long waiting list. Recognizing that there were many parents desperate to place their autistic children in an educational and therapeutic setting which offered both promise and performance; YCS created State Street School II and opened it in September 1990. It, too, is filled to capacity and both schools are educating these youngsters with state-of-the-art teaching methods which have won commendation throughout New Jersey.

At the Newark Center, Youth-In-Action, an after school program, has become a model program for all such services and provides homework help, learning centers, field trips, recreation including instructional swimming, and music for fifty North Ward youngsters. It has succeeded in enlisting substantial parent involvement and cooperation with neighborhood schools. Unfortunately, the program has a very long waiting list of children who are in great need of the service it renders. This is a community based program which receives no government funding and operates through the generosity of individuals, churches, foundations, and corporations. The staff of this program are frequently able to identify those children requiring counseling for present or emerging emotional problems and situations where there is serious conflict within the family. These youngsters and parents are then referred to the Youth and Family Guidance Center, also at the Newark site, for clinical and supportive services including psychiatric evaluation and on-going individual and family therapy. YCS believes that these two programs working together provide the opportunity to make a substantive difference in the lives of children aged five to twelve.

For the past ten years, Camp Rainbow, the summer component of Youth-In-Action, has been able to offer an eight week day camp experience for city youngsters with a program of sports, dance, music, arts and crafts, swimming, and educational, cultural, and recreational excursions. This respite from the constant struggle of life in the inner-city is very important to the well-being

of the children. A number of our churches in the Diocese help to support this effort as they also do with two-week camperships to sleep-away camp for YCS youngsters from Holley Center, Fisher Hall, and Davis House.

The YCS Youth Residence in Hudson County reached its fifth anniversary in January of this year and is the busiest facility of its kind in the state. The longevity of staff employment and morale remain at a high level despite the stresses of caring for thirty adolescents at a site not designed for this purpose. For several years I have noted in my report the effort being made, but the many obstacles encountered, in relocating the residence from the Jersey City Medical Center to a more suitable location. The YCS administration is committed to the earliest possible resolution of this difficult problem. The youngsters at the residence receive mental health therapy and participate in structured educational, vocational and recreational programs while continuing to attend school in their district.

The residential facilities, Robert J. Davis House at the Newark Center and Charles R. Fisher Hall at the Holley Child Care and Development Center in Hackensack cared for forty six young children during 1990. They are specifically designed and operated for the intensive short-term psychiatric treatment of seriously emotionally disturbed boys and girls between the ages of five and ten. The involvement of the families in the treatment plan for each child has been a forward looking approach to the perennial problem of effecting some emotional stability in a child who is then returned to a dysfunctional family which has received no counseling or therapeutic intervention. I am particularly gratified with the progress YCS has made in achieving more permanent reunification of families wherever that is possible.

Holley Child Care and Development Center provides very specialized care for forty five children who have been severely traumatized by abuse and neglect. The process of building trusting relationships between staff and youngsters so that healing can begin is often arduous and demands extraordinary patience and compassion. All of the staff, not just the professionals, view this as the most important aspect of their work. Holley Center is an exemplary model of residential care. The dedicated staff is supported by the growing One-To-One Volunteer Program which aims to recruit and train enough interested and caring adults so that each Holley child can have a special friend, advocate, and mentor. That goal has not yet been reached and I commend this program for consideration by those parishes in proximity to the Center.

In recent years, Youth Consultation Service initiated several innovative programs which continue to be very successful. In 1990, the After Care Program changed its name to Specialized Foster Care and Adoption Service and had fifteen youngsters placed with caring families. The children and families are sustained by a full range of support services including on-going individual and group therapy and respite care. Among these children are a brother and sister who are awaiting a court date to finalize adoption by a member of the YCS staff and two others who will be adopted in 1991. The Family Preservation Service, a community based program in Union City, had remarkable success in working intensively with fifty seven families where children were in critical risk of out-of-home placement. This was prevented in 92 percent of the cases.

The educational services of Youth Consultation Service are particularly outstanding. In addition to the two schools designed for the education of children with autism, the George Washington School in Edgewater and the Education Center in Union City provide over one hundred and fifty emotionally handicapped youngsters with a curriculum designed to meet the requirements and abilities of the special education student while implementing the criteria for an excellent education. Some of the children live at one of the YCS residences while others are referred to these facilities by community school districts which cannot adequately meet the particular needs of the youngsters. The staff at the YCS schools recognize that emotionally handicapped and autistic children are severely limited in realizing their full potential because of an inability to respond appropriately in the classroom, at home, and within society. With a program devised to socialize the child, replace inappropriate behaviors with acceptable conduct, and develop self-esteem, most of the students are also able to acquire the basic academic skills so vital for their future.

Some of the programs of this social service agency of the Diocese of Newark are largely funded through state government reimbursement. However, the operating expenses of all of the services are sustained by financial support from the private sector. Youth Consultation Service requires a higher budget each year in order to care for the many troubled children and families it serves. While it is tragic that our society permits the conditions to exist which cause an ever increasing number of those who suffer from abuse, poverty, and extreme emotional problems, I am pleased that this organization so willingly and effectively accepts the responsibility for serving those who are in desperate need of the professional help which is offered to them with compassionate concern.

The Rt. Rev. John S. Spong
Honorary President
Board of Trustees

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 JACK M. MCKELVEY, (1979), Suffragan Bishop of the Diocese; consecrated April 20, 1991. Office: 24 Rector Street, Newark, NJ 07102, 622-4306; Residence: 5 Munson Drive, Pompton Plains, NJ 07444

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), 89 Ridge Avenue, West Orange 07052; Rector, Ascension, Bloomfield. (H) 669-9618 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 07620
Atonement, Tenafly.

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

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

BALDWIN, DONALD B. (1965), 954 Avenue C, Bayonne, 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 07601. Rector, Christ Church, Hackensack. (H) 489-6156 (O) 342-2365

BEERS, DONALD W. (1954), R.D. 3, Box 332, 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.

Canonical List of Clergy

BENNETT, R. DUDLEY (1963), 360 Passaic Avenue, West Caldwell 07006. Director, MCM Consultants, Inc., West Caldwell. (H) 575-8787 (O) 575-8662

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

BIGGIN, HENRY M. (1956), 2206 Heatherwood, Yarmouth Port MA 02675. (H) 508-362-8987 Retired

BOOTH, ERROL KENT (1987), 24800 Nickelby Drive, Damascus, MD 20372.

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

BOWEN, GEORGE H. (1957), 543 Highland Avenue, Newark 07104. Rector, Grace, Newark. (H) 481-5506 (O) 623-1733

BOYLE, PETER (1972), 185 Newman Street, Metuchen 08840. (H) 548-2431 (O) 212-374-2931

BRAMLETT, BRUCE R. (1979), 17724 W. Duncan Drive, Tracy, California, 95376. (H) 415-447-1875

BRANT, G. HARRY (1960), 16-03 Pheasant Hollow Drive, Plainsboro 08536. (H) 609-275-4955 Retired

BRAXTON, LOUIS, JR. (1986), 480 Warwick Avenue, Teaneck 07666. Rector, Christ Church, Teaneck. (H) 833-4283 (O) 833-4502

BROWN, BARTON (1963), 315 Main Street, West Orange 07052. Rector, Holy Trinity, West Orange. (H & O) 325-0369

BROWN, DAVID C. (1982), 150 Preston Street, Ridgefield Park 07660. Rector, St. Mary the Virgin, Ridgefield Park. (H) 641-8331 (O) 440-4343

BRUSCHI, CAROLINE M. (1990), 154 Lincoln Road, Phillipsburg 08865.

BRUSCHI, ROBERT F. (1990), 154 Lincoln Road, Phillipsburg 08865. Rector, St. Luke's (Free) Church, Phillipsburg. (O) 908-859-1479

BUDHU, ESAR (1987), 24 Sherman Avenue, East Orange 07017
Rector, St. Agnes, East Orange. Priest in charge, St. Paul's, East Orange. (H) 673-8919 (O) 672-2585

BURLINGTON, R. CRAIG (1969), 52 Curtiss Place, Maplewood 07040. Rector, St. George's, Maplewood. (H) 763-1172 (O) 762-1319

CANHAM, ELIZABETH J. (1981), Holy Savior Priory, P.O. Box 40, Pineville, South Carolina 29468.

CAPWELL, KIM (1988), 11 Berkeley Place, Glen Rock 07452. Rector, All Saints', Glen Rock. (H) 670-8903 (O) 444-6874

CARLSON, WALTER D. (1967), 6 Hansen Place, Wayne 07470. (H) 616-1130 Retired

Canonical List of Clergy

CARR, FRANCIS W. (1969), RR 1, Box 387, Hamburg 07419. (H) 827-0311. Retired

CHASSE, RICHARD P. (1979), 143 North Mountain Avenue, Montclair 07042. Chaplain, Christ Hospital; Canon Pastor to Clergy and Clergy Families. Interim, St. John the Divine, Hasbrouck Heights. (H) 783-5412 (O) 795-8397

CHRYSTAL, SUSAN P. (1990), 90 Watnong Drive, Morris Plains 07950

CLARK, DIANA DOYLE (1988), 59 Montclair Avenue, Montclair 07042. Rector, St. John's, Montclair. (O) 746-2474

CLARK, DUNCAN N. (1985), 214 Washington Street, Hackettstown 07840. Rector, St. James', Hackettstown. (H) 908-850-4549 (O) 908-852-3968

CLARKE, GERVAIS (1987), P.O. Box 93, Orange 07050. Rector, Epiphany, Orange. (H) 675-1643 (O) 676-8886

CLOSE, PATRICK R. (1986), 221 Boulevard, Mountain Lakes 07046. Rector, St. Peter's, Mountain Lakes. (H) 402-2444 (O) 334-4429

COATS, WILLIAM R. (1988), 275 Lafayette Avenue, Hawthorne, 07507. Rector, St. Clement's, Hawthorne. (H) 427-7484 (O) 427-8118

CONSTANTINOS, Richard P. (1963), 22 Ridge Road, Stanhope 07874. Rector, Christ, Hackettstown. (H) 347-2315 (O) 347-1866

COOKE III, NICHOLAS T. (1988), 75 South Fullerton Avenue, Montclair 07042. Rector, St. Luke's, Montclair. (H) 744-8479 (O) 744-6220

CRANSTON, DALE L. (1972), 21 Stone Fence Road, Mahwah 07430. (H) 825-4490

CRAWFORD, ALAN B. (1970), C/O Dr. James McRoy, 292 Ridgedale Avenue, Madison 07940.

CROMWELL, RICHARD (1972), 61-05 Hunter Glen Drive, Plainsboro 08536. (H) 609-936-8641

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

CRUMBAUGH III, FRANK B. (1988), 408 Third Street, Belvidere 07823. Co-rector, St. Peter's, Washington; St. Mary's, Belvidere. (H & O) 908-475-5494

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

DARKO, DANIEL (1987) 25 Clifton Avenue, Apt. D401, Newark 07104. Episcopal Church Center. (H) 485-5041 (O) 800-334-7626 Ext. 380

DAVID, CHRISTOPHER L. (1988), 11 Baldwin Avenue, Midland Park 07432. Rector, Church of the Good Shepherd, Midland Park. (H) 447-3479 (O) 444-6168

Canonical List of Clergy

DAVID, JACOB (1991), 110 First Street, Wood-Ridge 07075. Vicar, St. Paul's, Wood-Ridge; Vicar, Resurrection, E. Rutherford. (H) 935-2011 (O) 438-8333

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

DAVIS JR., ORION W. (1989), 55 George Street, Box 7, Allendale 07401. Rector, Church of the Epiphany, Allendale. (H) 818-8544 (O) 327-3012

DAWSON, GEORGE R. (1965), 69 Jameson Point Road, Rockland, Maine 04841. Retired

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

DEFRIEST, JEANNETTE (1991), 79 Montague Street, Montclair 07042. Associate, St. Luke's, Montclair. (H) 744-1433 (O) 744-6220

DELO, ARTHUR C. (1972), 88 McAdoo Avenue, Jersey City 07305. (H) 332-1916

DEMAREST, RICHARD H. (1987), 38 Lynn Street, Harrington Park 07640. Rector, St. Andrew's, Harrington Park. (H) 767-6305 (O) 768-0819

DENDTLER, ROBERT B. (1983), 2 St. Mary's Terrace, Box 235, Sparta 07871. Rector, St. Mary's, Sparta. (H) 729-6858 (O) 729-3136

DIXON, Robert K. (1966), 73 Fernbank Avenue, Delmar, NY 12054.

DOUGHERTY, WILLIAM J. (1952), House of the Good Shepherd, 796 Willow Grove Street, Apt. 5A, Hackettstown 07840. Retired

DULFER, JOHN G. (1984), 162 Harris Avenue, Jersey City 07304. (H) 435-5295

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

EADES, CHARLES H., Jr. (1984), 50 Hillcrest Road, Mountain Lakes 07046. Vicar, Church of the Good Shepherd, Ringwood. (H) 334-7927 (O) 962-9510

EARNEST, DAVID B. (1979), Box 541 Fearrington Post, Pittsboro NC 27312 Retired

EDLER, JOHN R. (1951), 3030 Cleaves Point Road, PO Box 239, East Marion NY 11939-0239. (H) 516-477-0111 Retired

EDWARDS, PHYLLIS A. (1980), 4009 Mountain View Road, Bomerton WA 98362.

FISHER, CHARLES R. (1955), River Bend Road, RR#2, Box 727, Wells ME 04090. Retired

FOX, FREDERICK C. III (1963), 48 Belmont Avenue, North Arlington 07032. Rector, St. Paul's, North Arlington. (H) 991-3137 (O) 991-7252

FRANCIS, ELMER F. (1942), 25 West End Avenue, Summit 07901. Priest Associate, Grace, Madison. (H) 273-1866 (O) 377-0106 Retired

Canonical List of Clergy

FREEMAN, LEONARD W. (1991), 9 North Road, Short Hills 07078. Rector, Christ, Short Hills. (H) 467-7981 (O) 379-2898

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

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

GANNON, WILLIAM S. (1991), 45 Woodland Avenue, Glen Ridge 07028. Rector, Christ, Bloomfield/Glen Ridge. (H) 743-4484 (O) 743-5911

GARDNER, JAMES E. (1990), 94 East Mount Pleasant Avenue, Livingston 07039. Rector, St. Peter's, Livingston. (H) 994-3286 (O) 992-1932

GARDNER, JOHN G. (1983), 1 Buena Vista East, San Francisco CA 94117

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

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

GONZALEZ, OSCAR (1970), 3901 Park Avenue, Union City 07087. Rector, Grace, Union City. (H) 863-6334 (O) 867-9412

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

GREEN, JOHN R. (1951), 1132 Brookview Drive #24, Toledo OH 43615. (H) 419 382-2710 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. 1, Post Office Box 2B, Houston DE 19954. (H) 302-422-6112 Retired

GUNNESS, MARGARET B. (1991), 216 West Ridgewood Avenue, Ridgewood 07450. Rector, Christ, Ridgewood. (H) 612-1125 (O) 652-2350

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

HALLGRING JR., LOUIS, PH.D. (1954), PO Box 634, Star Rt. 86, Route 22, Salem NY 12865. (H) 212-858-6461 Retired

HAMILTON, ABIGAIL (1974), 32 Hillview Avenue, Morris Plains 07950. Rector, Holy Innocents, West Orange. (H) 539-1028 (O) 375-3012

HAMILTON, DAVID H., Dr. (1970), 32 Hillview Avenue, Morris Plains 07950. Rector, St. Paul's, Morris Plains. (H) 539-1028 (O) 285-0884

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

HARBORT, RAYMOND L. (1988), 447 Belmont Avenue, Haledon 07508. Rector, St. Mary's, Haledon. (H) 942-3465 (O) 942-4465

HASSE III, EDWARD M. (1989), 46 Montrose Avenue, Verona 07044. Rector, Holy Spirit, Verona. (H) 857-0261 (O) 239-2850

Canonical List of Clergy

HEALY, BERNARD P. (1990), 407 Broad Street, Newark 07104. Rector, House of Prayer, Newark. (H) 792-2520 (O) 483-8202

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

HEGG II, DAVID P. (1982), 16 Miller Road, Morristown 07960-5293. Rector, St. Peter's, Morristown. (H) 267-4761 (O) 538-0555

HERRERA, Marisa (1990), 62 Burnham Parkway, Morristown 07960. Assistant, St. Peter's, Morristown. (H) 644-3396 (O) 538-0555

HERRING, JOSEPH D. (1960), P.O. Box 146, Newton 07860. Rector, Christ Church, Newton. (H) 383-2225 (O) 383-2245

HINMAN, ALLEN A. (1970), 149 Pennington Avenue, Passaic 07055. Rector, St. John's, Passaic. (H) 778-5618 (O) 779-0966

HITCHCOCK, H. GAYLORD, JR. (1979), 122 Harrington Avenue, Westwood 07675. Rector, Grace, Westwood. (H) 664-7450 (O) 664-0407

HOLLAND, J. CARR III (1977), 9 East Main Street, Mendham 07945. Rector, St. Mark's, Mendham. (H) 543-9163 (O) 543-4471

HUCK, BEVERLY J. (1984), 575 Kearny Avenue, Kearny 07405. Rector, Trinity Church, Kearny. (H) 991-6433 (O) 991-5894

HUMMEL, THOMAS C. (1972), 44B Park Town, Oxford OX265L, England

HUNT, PAUL S. (1991), 107 Terrace Parkway, Lincoln Park 07035. Rector, St. Andrew's, Lincoln Park. (H) 694-6383 (O) 694-5915

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

ISAAC, RICHARD A. (1974), 227 Fifth Street, Palisade Park 07650. Retired

JANNUCCI, JAMES F. (1978), 74 Oakdene Avenue, Cliffside Park 07010. Rector, Trinity, Cliffside Park. (H) 941-3240 (O) 943-1034

JENKINS, HEDLEY P. (1956), 7100 Sorensen Drive, Boise ID 83709. Retired

JOUSSET, ALBERT D. JR. (1978), 157 Highwood Avenue, Leonia 07605. Rector, All Saints', Leonia. (H) 947-4139 (O) 947-1233

JUDD, ALBERT O. (1949), 161 East Third Street, Peru IN 46970. Retired

KALLSTROM, SCOTT A. (1984), 39 Erie Street, Jersey City 07302. Vicar, Grace Van Vorst, Jersey City. (H) 795-9050 (O) 659-2211

KEBBA, ELAINE M.B. (1985), 90 Kiel Avenue, Kinnelon 07405. Rector, St. David's, Kinnelon. (H) 492-5812 (O) 838-6696

KEENEY, ALBERT J. (1990), 19 Hobart Court, Rochelle Park 07662. Rector, St. Matthew's, Paramus. (H) 712-9438 (O) 262-5286

Canonical List of Clergy

KELLER, C. EDWARD JR. (1959), 75 Union Avenue, Little Falls 07424. Rector, St. Agnes, Little Falls. (H) 256-1674 (O) 256-5020

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

KIMMICK, DONALD W. (1957), 2116 Hilltop Road, Mahwah. Director Pastoral & Social Services, The Seamen's Church Institute of NY and NJ. (H) 934-1139 (O) 212-269-2710

KING, W. ALAN (1964), 5 Estate Drive, Sussex 07461. Rector, Church of the Good Shepherd, Wallkill Valley. (H) 875-7108 (O) 875-0919

KIRCHGESSNER, ROBERT F. (1951), 309 New Jersey Avenue, Point Pleasant Beach 08742. (H) 899-1472 Retired

KRELLER, DANIEL W. (1984), 210 Sheridan Avenue, Ho-Ho-Kus 07423. Rector, St. Bartholomew's, Ho-Ho-Kus. (H) 652-6704 (O) 444-5025

KRUG, PHILIP S. (1976), 20 Maple Avenue, Montvale 07645. Rector, St. Paul's, Montvale. (H) 391-6086 (O) 391-3181

KYLE, GEORGE A. (1983), 66 Summit Avenue, Norwood 07648. Rector, Holy Communion, Norwood. (H) 784-8676 (O) 768-0634

LAFFLER, BRIAN (1990), 72 Lodi Street, Hackensack 07601. Rector, St. Anthony of Padua, Hackensack. (H) 489-4728 (O) 489-3286

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

LEE, HOSEA (1985), 1600 Parker Avenue, Apt 30, Fort Lee 07024. (H) 592-1179

LEVY, HAYWARD L. JR. (1962), 224 Ventura Road, St. Augustine, Florida 32084. (H) 904-471-2411 Retired

LEWIS, WALTER E. (1972), 2 Erwin Park, Montclair 07042. (H & O) 783-6157

LINCOLN, THOMAS C. (1966), 566 Ridgewood Avenue, Glen Ridge 07028. (H) 783-9166 (O) 212-696-0144

LIND, TRACEY (1987), 61 East 39th Street, Paterson 07514 Rector, St. Paul's, Paterson. (H) 684-1342 (O) 278-7900

LONG, FREDERICK L. (1956), 893 Windsong Lane, Port Richey FL 34668. Retired

LOUIS, RICHARD M. (1971), 284 North Island Avenue, Ramsey 07446. Rector, St. John's, Ramsey. (H) 327-0897 (O) 327-0703

LUMBARD, CAROLYN D. (1990), 10 Logan Place, Morristown 07960. Associate, St. Paul's, Morris Plains. (H) 538-6744 (O) 285-9884

LYDECKER, WILLIAM J.F. (1962), Box 148, Ashland NY 12407-0148

Canonical List of Clergy

MACBETH, WILLIAM (1958), 320 Hilltop Drive, Apt. 223, Redding CA 96003
Retired

MACCRAY, GEORGE W.R. (1962), Arcadia #730, 1434 Punahou Street,
Honolulu, Hawaii 96822 Retired

MACDONELL, ALEXANDER H. (1980), 43 Massachusetts Avenue, Haworth
07641. Rector, St. Luke's, Haworth. (H) 384-0196 (O) 384-0706

MACKNIGHT, JEFFREY B. (1986), 30 Reynolds Avenue, Parsippany 07054.
Rector, St. Gregory's, Parsippany. (H) 503-1350 (O) 887-5879

MACNEICE, A. DONOR (1983), 135 Main Street, Millburn 07041. Interim,
St. Stephen's, Millburn. (h) 376-0809 (O) 376-06880

MAITLAND JR., ROBERT H. (1955), Memorial Drive, PO Box 544, Winthrop ME
04364. (H) 207-377-2162 Retired

MARTIN JR., EDWARD E., D.D. (1978), 138 West Passaic Avenue, Rutherford
07070. Rector, Grace, Rutherford. (H) 939-4549 (O) 438-8623

MARTIN, WILLIAM L. (1989), Post Office Box 292, Hope 07844. Rector, St.
Luke's Church. (H) 908-459-4117 (O) 908-459-4340

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

MASON, ROBERT T. JR. (1965), 4 Cedar Lane, Succasunna 07876. Rector,
St. Dunstan's, Succasunna. (H & O) 584-4233

MILLIGAN, RALPH R. (1950), 976 Georgia Avenue, Macon, GA 32021.
Retired.

MOCKRIDGE, OSCAR A. III (1965), 48 Warren Place, Montclair 07042.
Interim Rector, St. Matthew's, Jersey City. (H) 783-7003 (O)
212-274-5105

MOL, NORMAN (1987), 300 Forest Avenue, Lyndhurst 07071-2395. Rector,
St. Thomas, Lyndhurst. (H) 935-2699 (O) 438-5668

MORGAN, STANLEY (1991), 99 Pearl Street, Paterson 07501. Rector, Holy
Communion, Paterson. (H) 279-6355 (O) 742-5553

MORRIS, ROBERT V. (1969), 422 Clark Street, South Orange 07079.
Director, Interweave, South Orange. (H) 763-0416 (O) 763-8312

MURPHEY, KAREN C. (1990), 5 Surrey Lane, Madison, 07940. Associate
Rector, Grace, Madison (H) 765-9258 (O) 377-0106

MURPHY, JO-ANN R. (1988), 11 Two Bridges Road, Towaco 07082. Rector,
Church of the Transfiguration, Towaco, (H) 316-6673 (O) 334-2882

NARVAEZ, ALFONSO A. (1985), 22 Prospect Terrace, Montclair 07042.
Vicar, Trinity Church, Paterson. (H) 744-3982 (O) 956-9718

NEAL, ASHLEY C. (1991), 310 South Pleasant Avenue, Ridgewood 07450.
Associate, St. Elizabeth's, Ridgewood. (H) 612-8469 (O) 444-2299

Canonical List of Clergy

NEGLIA, DWIGHT L. (1981), 61 Baker Avenue, Dover 07801. Rector, St. John's, Dover. (H) 361-5970 (O) 366-2772

NEGROTTA, JOHN J. (1972), 88 Trinity Place, Hillsdale 07642. Rector, Holy Trinity, Hillsdale. (H) 664-3158 (O) 664-2428

NELSON, CARL E. (1957), P.O. Box 153, Cocolalla, ID 83813-0153. Retired

NELSON, LUKE R. (1991), RD #2, Milton Road, Oak Ridge 07438. Assistant, St. Mary's, Sparta. (H) 208-9146 (O) 729-3136

NELSON, SARAH L. J. (1989), RD #2, Milton Road, Oak Ridge 07438. Vicar, St. Gabriel's, Milton/Oak Ridge. (H) 208-9146 (O) 697-5688

NESKE, ROBERT N. JR. CH. CAPT. (1972), 4125 Westmeadow Drive, Apt. 2289, Colorado Springs CO 80906

NORGARD, DAVID L. (1990), 520 West 112th Street, Apt. 11-B, New York NY 10025. Executive Director, The OASIS, Hoboken; Associate, All Saints', Hoboken. (H) 212-678-4461 (O) 792-0340

OH, DAVID YONG SAM (1990), 160 Palisade Avenue, Bogota 07603. Vicar, St. Peter's, Bogota. (H) 488-8470 (O) 342-7910

OWENS, JOHN C. (1965), Route 7, P.O. Box 46B, Arcadia FL 33821-9807. (H) 813-993-2739 Retired

PARTRIDGE, EDMUND B. (1971), 156 Small Avenue, West Caldwell 07006. Interim Dean, Trinity Cathedral, Newark. (H) 228-4262 (O) 622-3505

PARTRIDGE, IVAN H. (1953), P.O. Box 235, Cotuit MA 02635. (H) 617-477-6694 Retired

PEARCE, CAROLINE H. (1988), 1 Zeal Street, Brunswick West 3055, Australia

PEASE, RICHARD N. (1945), 11 Sylvan Circle, Kennebunk ME 04043. Rector Emeritus, Grace, Rutherford. (H) 207-985-6692 Retired

PEDERSEN, ARTHUR G. (1961), 8 White Cap Way, Bricktown 08723. (H) 255-2122 Retired

PERCIVAL, JONATHAN B. (1988), 116 Turrell Road, South Orange 07079. Rector, St. Andrew & Holy Communion, South Orange. (H) 763-3754 (O) 763-2355

PERRY, BONNIE A. (1990), 396 Clifton Avenue, Clifton 07011. Interim, St. Peter's, Clifton. (H) 340-5431 (O) 546-5020

PERSAUD, ISAAC A. (1991), 68 Storms Avenue, Jersey City 07304. Rector, Incarnation, Jersey City. (H) 451-7139 (O) 433-6604

PICKARD, JOSEPH S. (1986), R.D. Two, P.O. Box 955, Chester 07930. Vicar, Church of the Messiah, Chester (H) 908-879-2942 (O) 908-879-7208

PISANI, GERARD A. JR. (1966), 141 Broadway, Bayonne 07002. Rector, Trinity, Bayonne. (H & O) 858-4460

Canonical List of Clergy

POLGLASE, KENNETH A. (1960), 102 Rock Road, Long Valley 07853. (H) 850-3514 (O) 779-0966

POWERS, HENRY (1954), 417 S. Washington Street, Easton MD 21601. (H) 301-822-8206 Retired

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

REANS, DOUGLAS J. McF. (1983), 463 Mountain Avenue, North Plainfield, 07062. (H) 755-3861

RENN, WADE A. (1964), 204 Highfield Lane, Nutley 07110. Rector, Grace, Nutley. (H) 235-1010 (O) 235-1177

RETZLAFF, GEORGE (1980), 325 Harrison Avenue, Hasbrouck Heights 07604.

RICE, CHARLES (1988), RD 1, Box 1279A1, Bangor PA 18013. Drew Theological School, Madison; Assistant, St. Peter's, Morristown. (H) 215-588-7561 (O) 408-3272

RICE, MARSHALL T. (1959), 40 Boulder Avenue, Charlestown RI 02813.

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

RIPSON, HARRY ROBERT (1990), 45 Main Street, West Orange 07052. Rector, St. Mark's, West Orange. (H) 736-0212 (O) 736-0212

ROBINSON, DILLARD III (1967), Post Office Box 925271, Houston Tx 77292-5271 Retired

RODGER, ALEXANDER M. (1945), 2655 Nebraska Avenue, Apt. 627, Palm Harbor FL 34684. (H) 813-785-2576 Retired

ROLLINS, JOHN A. (1969), 413 Lincoln Avenue, Pompton Lakes 07442. Rector, Christ, Pompton Lakes. (H) 835-5122 (O) 835-2207

SALMON, JOHN F. JR. (1965), 15 Williams Street, Bloomfield 07003. Rector, Church of the Advent, Bloomfield; Crisis Counselor, East Orange. (H & O) 338-6968

SALT, ALFRED L. (1972), 15 Cross Hill Road, Millington 07946. Rector, All Saints', Millington. (H) 908-647-5042 (O) 908-647-0067

SCHENK, JOHANN (1954), 4748 Canterbury Court, Oceanside CA 92056. Retired

SCHOOLMASTER, RICHARD H. (1961), 22 Yale Terrace, Montclair 07042. (H) 746-1894 Retired

SCHWAB, A. WAYNE (1956), Lower Station Rd. Box 115, Garrison NY 10524. Executive Officer, Evangelism, Episcopal Church Center, 815 Second Avenue, New York, NY 10017. (H) 914-424-3943 (O) 212-867-8400

SCOTT, NORVAL (1972), 14 Espy Road, Caldwell 07006. (H) 226-1587 Retired

SEABROOK, JOHN H. (1966), 300 Tuttle Parkway, Westfield 07090.

Canonical List of Clergy

SEXTON, LEWIS R. JR. (1961), 2608 No. 152nd Avenue, Holland MI 49423.
(H) 616-399-3497

SHAFFER, HAROLD F. (1954), 104 Arbutus Trail. Mail: PO Box 1225 West
Chatham MA 02669 (H&O) 508-945-1225 Retired

SHEARER, DONALD R. (1975), 438 Valley Street, P.O.Box 678, Orange
07051-0678. Rector, All Saints'; Chaplain, House of The Holy
Comforter, Orange. (H & O) 674-4366

SHIKE, C. WESLEY (1952), Box 135A, Route 4, Pound Ridge NY 10576. (H)
914-424-3107

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

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

SMITH, RALPH E. (1990), 403 79th Street, North Bergen 07047. Vicar,
Transfiguration, North Bergen. (H) 869-8357 (O) 869-0769

SMITH, ROBERT J. (1969), 1705-a Hobart Street N.W., Washington D.C.
20009.

SMITH, SUSANNAH R. (1989), 403 79th Street, North Bergen 07047. (H)
869-8357

SNYDER, ROGER C. (1981), 33 Kadel Drive, Mt. Arlington 07856. Rector,
St. Peter's, Mt. Arlington. (H) 770-0572 (O) 398-1890

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

SPICER, NORMAN R. (1951), 556 Northeast 57th Street, Miami FL 33137.
(H) 305-757-7834 Retired

ST. GEORGE, DAVID (1958), 290 Roseland Avenue, Essex Fells 07021.
(H) 228-2423 Retired

STANTON, JOHN F. (1962), 447 West Anderson Street, Hackensack 07601.
Interim, Christ, Belleville. (H) 489-7817 (O) 212-460-8840

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

STOCKS, WILLIAM (1951), 135C Hudson Parkway, Crestwood Village IV,
Whiting 08759. (H) 333-6788 Retired

STONE, JOHN C. (1986), 253 Marshall Hill Road, West Milford 07480.
Vicar, Church of the Incarnation. (H) 728-7457 (O) 728-3771

STONE, MARY RUTH (1990), 253 Marshall Hill Road, West Milford 07480.
(H) 728-7457

Canonical List of Clergy

STOPFEL, BARRY L. (1990), 229 Hillside Avenue, Apt. 1, Leonia 07605. Associate Rector, Atonement, Tenafly. (H) 592-8805 (O) 568-1763

STRAIN, WILLIAM H. (1957), 41 Woodland Avenue, Summit 07901. Rector, Calvary, Summit. (H) 908-273-3874 (O) 908-277-1814

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), Health Care Center, Room 25, Heath Village, Route 24, Hackettstown 07840-4099. (H) 908-813-0766

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

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) 587-8764 (O) 843-5360

THORN, JACK H. (1963), 234 Cornelia Street, Box 58, Boonton 07005. Rector, St. John's, Boonton. (H) 335-5710 (O) 334-3655

TREMAINE, CHRISTINE C. (1983), 150 Orton Road, West Caldwell 07006.

TREMAINE, GORDON H. (1981), 150 Orton Road, West Caldwell 07006. Rector, St. Peter's, Essex Fells. (O) 226-6500

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

VEST, SUSAN R. (1989), 113 Park Street, Montclair 07042. (H) 744-0604

VILAS, FRANKLIN E. (1991), 94 Chatham Street, Chatham 07928. Rector, St. Paul's, Chatham. (H) 635-8211 (O) 635-8085

WAGNER, ROBERT G. (1956), One Thelbridge Street, Madison CT 06443. (H) 203-245-1861 Retired

WAJNERT, THERESA A. (1990), Young Road, Bernardsville 07924. Assistant, Redeemer, Morristown. (H) 766-6843 (O) 539-0349

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

Canonical List of Clergy

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

WARD, ROBERT C. W. (1960), 9B Nasturtium Court, Orange City FL 32763.
Retired

WARDROP, ROBERT B. (1967), PO Box 956, East Orleans MA 02643. (H)
508-255-2225 Retired

WARRINGTON, JAMES M. (1963), 2849 Meadow Lane, Falls Church, VA 22042.

WEST, ANNE (1990), Diocesan Youth Ministry Coordinator. (H)
212-620-4118 (O) 622-5886

WHITLEY, HARRY B. (1966), 528 Wellington Drive, Wyckoff 07481. (H)
891-7575

WIGG MAXWELL, ELIZABETH (1987), 44 Pittsford Way, New Providence 07974.
(H) 908-771-0207

WILLARD, WILLIAM H. JR. (1983), St. Jude's Ranch, Good Shepherd Campus,
7000 North Jones Boulevard, Las Vegas, NV 89131.

WILSON, PHILLIP D. (1987), 30 Ogden Place, Morristown 07960. Rector,
Redeemer, Morristown. (H) 993-9724 (O) 539-0703

WITTE, WALTER W. JR. (1969), 5 Auburn Street, Charleston MA 02129.

WONG YAU MING, PHILIP (1989), 147 Bathurst Avenue, North Arlington
07032. Chinese Missioner, St. Paul's Church, North Arlington, (H)
998-7934 (O) 991-7252

WOODRUM, L. PAUL (1969), 100 Lexington Avenue, Apt. 1-L, Brooklyn NY
11238 (H) & (O) 718-398-2877

WREDE, ANNE MCRAE (1991), 7 Becker Avenue, Rochelle Park 07662. (H)
845-5088

WREDE, RICHARD C. (1990), 7 Becker Avenue, Rochelle Park 07662.
Rector, St. Peter's, Rochelle Park. (H) 845-5088 (O) 845-6710

WYNNE, T. FRANCIS (1990) 169 Charlton Avenue, South Orange 07079.
Vicar, Christ, Harrison. (H) 762-6481 (O) 483-1260

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

ZIMMERMAN, GRETCHEN D. (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), 211 Pyle Street, Oradell 07649.
Assisting, Grace, Westwood. Perpetual Deacon. (H) 261-2926 (O)
664-0407

Canonical List of Clergy

COLYER, ROBERT L. SR. (1972), 110 Lee Avenue, Hawthorne 07506. Assisting, Christ Church, Pompton Lakes. Perpetual Deacon. (H) 427-2483 (O) 835-2207

COURSEN, WALLACE M. JR. (1972), 180 Walnut Street, Apt. A-31, Montclair 07042. Perpetual Deacon. (H) 783-4078 Retired

DELANEY, JAMES W. (1975), 26 Prescott Road, Ho-Ho-Kus 07423. Assisting, Grace, Westwood. Perpetual Deacon. (H) 652-8797 (O) 664-0407

JACOBITTI, 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) 407-391-2752 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, Grace, Madison. 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

TIETJEN, HERBERT B. (1972), 64 Harrison Brook Drive, Basking Ridge 07920-2415. Assistant, St. Mary's, Belvidere. Perpetual Deacon. (H) 908-604-2168 (O) 908-689-1019

1991

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

(Diocese of canonical residence in parentheses)

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

CHANG, RICHARD S.O. (Hawaii), 815 Second Avenue, New York NY 10017.

Canonical List of Clergy

ESPINO, CORNISH G. (Independent English Church of the Philippines, Manila), Grace Van Vorst, 39 Erie Street, Jersey City 07302.

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

LAMBELET, CLARENCE A. (New Jersey), 36 E. Main, Flemington 08822.

LLOYD, JOHN (Bethlehem), St. James the Less, Church Lane & Crane Road, Scarsdale, New York 10583.

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

MCGLAUGHON, KING (Eastern North Carolina), Grace Church, 950 Broad Street, Newark 07102

WILLIAMS, HOWARD (Upper South Carolina), St. Andrew's & Holy Communion, 160 West South Orange Avenue, South Orange 07079.

WILLIAMS, JOHN J. (Church of South India, Diocese of Madhya, Kerala), 52 Juniper, Bethel CT 06801.

(As of September 30, 1991)

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The Rev. Richard Louis, St. John's, Ramsey

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The Rev. Geoffrey Curtiss, All Saints', Hoboken
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St. Andrew's Church
Lynn Street & La Roche Avenue, P.O. Box 161
Harrington Park, New Jersey 07640
201-768-0819

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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
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Teaneck, St. Mark's
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Hackensack, St. Anthony of Padua
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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

Mr. John Merschtina, President
The Rev. Donald Baldwin, Vice President
Calvary Church
954 Avenue C, Bayonne, New Jersey 07002
339-3112

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Jersey City, Incarnation

Jersey City, St. John's
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Jersey City, St. Paul's
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Church of the Redeemer
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201-539-0703

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Millington, All Saints'
Morris Plains, St. Paul's

Morristown, Redeemer
Morristown, St. Peter's
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The Rev. Michael DuPlessis, President
Trinity Church
19 North Willow Street, P.O. Box 361, Montclair, New Jersey 07042
201-783-9050

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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

District Convocations

SOUTH ESSEX

The Rev. Jonathan Percival, President
St. Andrew's & Holy Communion Church
160 West South Orange Avenue, South Orange, New Jersey 07079
201-763-2355

Belleville, Christ Church
East Orange, St. Agnes'
Harrison, Christ Church
Irvington, Trinity
Kearny, 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. Thomas/Mar Thoma
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. Christopher David, Vice President
Church of the Good Shepherd
497 Godwin Avenue, P.O. Box 326, Midland Park, New Jersey 07432
444-6168

Allendale, 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

Mrs. Annette Jecker, President
The Rev. Jo-Ann R. Murphy, Vice President
Transfiguration, Nine Two Bridges Road, Towaco, New Jersey 07082
201-334-2882

Belvidere, St. Mary's
Boonton, St. John's
Budd Lake, Christ Church
Denville, The Saviour
Dover, St. John's
Hackettstown, St. James'
Hope, St. Luke's
Kinnelon, St. David's
Milton/Oak Ridge,
St. Gabriel's
Mount Arlington, St. Peter's

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