

JOURNAL

of the

One Hundred and Twentieth Convention

February 4-5, 1994

Hanover Marriott Hotel
Whippany, New Jersey

of the

DIOCESE OF NEWARK
PROTESTANT EPISCOPAL CHURCH

with

Constitution and Canons - 1994

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DIOCESAN STAFF

Cathedral House
24 Rector Street
Newark, New Jersey 07102
201-622-4306

Fax Number: 201-622-3503

The Rt. Rev. John Shelby Spong
Bishop of Newark
201-622-3876

Lynn Conrad, Executive
Secretary (622-3876/3877)
Lucy Sprague, Secretary (622-5886)

The Rt. Rev. Jack Marston McKelvey,
Suffragan Bishop
201-622-3870

Gail Deckenbach, Executive Secretary
(622-3870/3871)

The Very Rev. Petero Sabuna
Dean, Trinity & St. Philip's Cathedral
201-622-3505

Renee Sparks, Administrator
(622-3505)

John G. Zinn
Chief Financial Officer
201-622-3875

Patricia McGuire, Financial
Administrator (622-5877)
Barbara Lescota, Financial
Assistant (622-5876)
Rupert Cole, Financial Assistant
(622-5878)

Dale Gruner
Deployment Officer, VOICE Editor
201-622-3873

Elizabeth Stone, Secretary
(622-3873/3874)

Michael P. Francaviglia
Administrative Officer
201-622-3881

Joyce Riley, Secretary (622-5874)
Teresa Wilder, Receptionist
(622-4306/3509/3510)

The Rev. Margaret Gat
Director Bishop Anand Resource Center
& Director of Program
201-622-3511

Brad Moor, Youth Ministries Coordinator
201-622-3886

Robert S. Lanterman, Property Manager
201-622-5879

Cecil Broner, Building Supervisor
201-622-5885

OFFICERS OF THE DIOCESE

THE CONVENTION

PRESIDENT

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

VIC. PRESIDENT

The Right Reverend Jack Marston McKelvey, 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. Ruth Sezer, 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

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

VICE CHANCELLOR

Mrs. Allison Garde, 23 Noe Avenue, Madison, New Jersey 07940.

CHANCELLOR EMERITUS

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

PARLIAMENTARIAN

Ms. Janice Newman, 115 Sunset Terrace, P.O. Box 6070, Newark, New Jersey 07106

ASSISTANT PARLIAMENTARIAN

Mr. Alan Stephens, 30 Draper Terrace, Montclair, New Jersey 07042

1994 Convention Committees

Bishop's Address

David Norgard (Chair)
 Gregory Cole
 Evelyn Shedd
 Rudy Knolker

Lyn Headley-Moore
 Mark Lewis
 Wade Renn
 Lucinda Laird

Resolutions

Sarah Alliston
 E. Kim Byham
 William Coats
 Louie Crew
 Ray Harbort

Dana Hiscock
 James Janucci
 Jill McNish (Chair)
 B. John Pendleton
 A. Bruce Smith

Rules of Order

Will Brinegar
 Michael Francaviglia
 Dennis Lodge

Dot Patten
 Marie Obermann
 Roger Watson (Chair)

Arrangements

Lauren Ackland
 Cynthia Brady
 Ann Doyle
 George Haymen
 Sue Hirner
 Audrey King
 Robert Lanterman

Doris Mardirosian
 Marie Obermann
 Philip Storm
 Lynn Tyler (Chair)
 John Tyler
 Virginia Whitehouse

Budget Committee

Bruce Bensley
 William Heick
 Gordon Tremaine
 John Zinn

Louie Crew
 Tracey Lind
 Peter Van Brunt (Chair)

Nominations Committee

Kenneth Near (E. Bergen)
 Mary Sunden (E. Bergen)
 Edward Jenkins (N. Essex)
 Christopher David (W. Bergen)
 Emily Kittross (W. Bergen)
 Dale Gruner (Morris)
 Fred Magnuson (Morris)
 Frank Bancroft (Hackensack - Chair)

William Coats (Passaic)
 Claudia Lomicky (Passaic)
 William Andersen (S. Essex)
 George Bowen (S. Essex)
 William Hermann (Western)
 W. Alan King (Western)
 William R. Muller (Hackensack)

Tellers

Barbara Barnard
 Cindy Brady
 Leal Brinegar
 William Brinegar
 Florence Bustamante
 Sue Hirner
 Connie Horsley

Lorraine Jones
 William Keill
 Janice Nash
 Fred Obermann
 Marie Obermann (Head Teller)
 Dot Patten
 Russ Worthington

Pages

Alex Deats
 Melissa Dunsmore
 Stephanie Blair
 Stephanie Kota
 Leah Tyler
 Brenda Urban
 Kate Minnock
 Veena Hopson
 Bill Neary
 Christine Wescott
 James Palmer
 Courtney Pearson
 John Horskey (Adult Sponsor)
 Bonnie Magnuson (Adult Sponsor)

Kanya Williams
 Eve-lyn Nixon
 Megan Lawrence
 Megan Moore
 Mike Peinovich
 Richard Williams
 Dale Ellis
 Stacy Johnson
 Sara Sterling
 Marsha Lewis
 Gretchen Blair
 Daniel Doyle
 John King (Adult Sponsor)
 Debbie Costello

COMMITTEES, BOARDS, INSTITUTIONS, ORGANIZATIONS, TRUSTEES

ACTS/VIM BOARD

Michel Belt
Phyllis Biggs
Constance Bryant
Alberto Caballero
The Rev. Jeannette DeFriest
Barbara Deneka

Juliette Graham-Hayes
The Rev. Richard Gressie
Marjorie Jingo
The Rev. Tracey Lind (Chair)
Dennis Lodge
Lynn B. Tyler

AIDS RESOURCE CENTER AT ST. BARNABAS'

Joyce Dennison, Executive Director
The Rev. Judith Baldwin, Pastoral Counselor

BISHOP ANAND RESOURCE CENTER

The Rev. Margaret Gat, Director

CAMP BOARD (DIOCESAN)

The Rev. Judith Baldwin
The Rev. John P. Croneberger
The Rev. Edward M. Hasse, III (Chair)
George Hayman
John Horsky
Bonnie Magnuson

The Rt. Rev. Jack McKelvey
Brad Moor
The Rev. Joseph S. Pickard
Irene Sterling
Eugenia Suthern
John G. Zinn

CAMP AND CONFERENCE CENTER COMMITTEE (JOINTLY WITH DIOCESE OF NEW JERSEY)

Alan Bowen
Deborah Brown
The Rev. Orion Davis
Ann Doyle
Tilly-Jo Emerson
The Rev. David Hamilton

Adrienne Lockett
Jack Lynch (Chair)
Marsha Mackey
Bonnie Magnuson
The Rt. Rev. Jack M. McKelvey
Brad Moor
The Rev. Anne M. Wrede

CATHEDRAL CHAPTER OF TRINITY & ST. PHILIP'S

Adrienne Lockett, Dorothy Gould, Wardens
Frances May, Clerk
Edith Gallimore, Treasurer
Tim Carpenter, Chancellor

Class of 1995

Kathleen Ballard
The Rev. William A. Beckles

The Rev. James F. Jannucci
Leal Brinegar

Class of 1996

The Rev. Francis Bancroft
Nancy Coiner

The Rev. Bernard Healy
Edward Jenkins

Class of 1997

The Rev. John Hartnett
William Heick

The Rev. Robert Ihloff
John Zinn

Committees, Boards, Institutions, Organizations, Trustees

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 Mr. John G. Zinn, Senior Vice Chair
 Mr. Daniel Scott, Vice Chair
 Mrs. Jacqueline Connors, Vice Chair
 Mr. Elsworth C. Salisbury, Jr., Secretary
 The Rev. Geoffrey Curtiss, Assistant Secretary

CHRISTIAN EDUCATION COMMITTEE

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The Rev. Gregory Cole (Co-Chair)	Louise Kalemkarian
Beth Crippen	Joan Kirkland
Ann S. Doyle	Martha Lashbrook
The Rev. Frederick Fox	Bonnie Magnuson
The Rev. James E. Gardner	Brad Moor
The Rev. Margaret Gat (Co-Chair)	Kathy Yomaoka

CHRISTIAN SOCIAL RELATIONS COMMISSION

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The Rev. Christopher David	Carol Martin
Stacey Duval	Molly Masland
Martha Shaughnessey Gardner	Dr. Richard Masland
Carole Friedman	Fran Wilson
The Rev. Edward M. Hassa, III	

CLERGY COMPENSATION COMMISSION

The Rev. Lauren Ackland	The Rev. H. Gaylord Hitchcock
Carlotta Budd	The Rev. Stephanie Keith
George Christie	Mardi Mauney
The Rev. Canon Gervais Clarke	John Snyder (Chair)
Linda Curtiss	

CLERGY ETHICS COMMISSION

The Rev. Dr. Franklin E. Vilas, Jr. (Chair)	The Rev. Canon George Bowen
The Rev. Diana D. Clark	George Mackey
Karalene Gayle	The Rev. Susannah Smith

COMMISSION ON AGING

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Jonathon Bell	F. Philip Storm
The Rev. David P. Hegg II (Chair)	Patricia H. Wheeler

COMMISSION ON CHILDREN AND YOUTH

Ann S. Doyle, The Rev. Paul Hunt, Co-Chairs

COMMISSION ON EVANGELISM

Tom Idenden	David Vess
Joan Lodge	The Rev. Susan R. Vest
The Rev. John A. Rollins	The Rev. Mark Waldon (Chair)
Caron Van Dyck	The Rev. Walt Zeiley, Jr.

Committees, Boards, Institutions, Organizations, Trustees

COMMISSION ON MINISTRY

Class of 1995

William Andersen	Anne Strand
The Rev. Albert Jousset, Jr.	Juli Towall (chair)
The Rev. Charles L. Rice	

Class of 1996

The Rev. Michael du Plessis	Paul Hiromura
The Rev. Margaret Gunness	The Rev. Lucinda Laird
Carolyn Haies	The Rev. Phillip Wilson

Class of 1997

Richard Horsley	Hattie Stone
Russell Murphey	The Rev. Richard Wade
The Rev. David Norgard	

Class of 1998

The Rev. William Coats	The Rev. Carolyn Lumbard
The Rev. Edward M. Hasse, III	Nesta Stephens
Joseph Leidy	

COMMISSION ON RACISM

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Kenyon C. Burke	The Rev. Ken Near (Co-Chair)
Charles W. Dickerson	Bruce Nelson
Forrest B. Drennen	The Rev. Mark B. Pendleton
Alfred C. Jones III	Muriel Reed
Gregory Kouletsis	Janet Scott
Amy M.O. Lau	Alfred A. Siocum (Co-Chair)
Meredith Lloyd	Cliff L. Wood
Adrienne Lockett	Gwen Nurse Wright

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 The Rt. Rev. John S. Spong, Vice President
 Michael Francaviglia, Secretary
 Rupert Cole, Treasurer

CURSILLO

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DEAF MINISTRY

Cliff Rowley (Chair)	The Rev. Patrick R. Close
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 The Rt. Rev. Jack M. McKelvey, Vice President
 John Zinn, Treasurer
 Robert Lanterman, Secretary

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The Rev. John Negrotto	Sidney King
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The Rev. Susannah Smith	Laurence Tabor
The Rev. Steven Steele	Peter Van Brunt
Class of 1997	
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The Rev. Carolyn Lumbard	Joan Lodge

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The Rev. Barry L. Stopfel, Faith Development/Christian Education Commission
The Rev. Gordon H. Tremaine, Finance Committee Chair
The Rev. Mark W. Waldon, Parish Development Commission Chair
Margaret Gat, Staff Coordinator

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Gerrie Jeter, Vice President
Michael Francaviglia, Secretary
John Zinn, Treasurer
William Quinlan, Assistant Treasurer
Michael F. Rehill, Chancellor
The Honorable Ward Herbert, Chancellor Emeritus

Convocation Representatives

EAST BERGEN

Gerrie Jeter, St. Andrew's Church, Harrington Park
The Rev. Ken Near, St. Pauls' Church, Englewood

HACKENSACK

Mary Beth King, St. Martin's Church, Maywood
The Rev. Frederick Fox, St. Paul's Church, North Arlington

MORRIS

Nancy Colner, St. Peter's Church, Morristown
The Rev. Anne McRae Wrede, All Saints', Millington

NORTH ESSEX

Diane Mayo, Christ Church, Bloomfield/Glen Ridge
The Rev. Edward Hasse, Church of the Holy Spirit, Verona

PASSIAC

Claudia Lomicky, Christ Church, Totowa
The Rev. John Rollins, Christ Church, Pompton Lakes

SOUTH ESSEX

Louie Crew, Grace Church, Newark
The Rev. Barry L. Stopfel, St. George's Church, Maplewood WESTERN

Committees, Boards, Institutions, Organizations, Trustees

WESTERN

Bernard Cunliffe, St. Mary's Church, Sparta
The Rev. Jo-Ann Murphy, Church of the Transfiguration, Towaco

WEST BERGEN

Edgar O. Curtiss, Jr., Church of the Epiphany, Allendale
The Rev. Mark Lewis, Christ Church, Ridgewood

Elected by Convention

Alan W. Bowen, St. Paul's Church, Paterson
The Rev. William Coats, St. Clement's Church, Hawthorne
Edward Jenkins, Trinity Church, Montclair
The Rev. David Norgard, The Oasis, Newark
(The Rev. William Gannon, Christ, Glen Ridge - Norgard replacement 5/94)

Appointed by the Bishop

The Rev. Esar Budhu, St. Agnes'/St. Paul's Church, East Orange
The Rev. Orion Davis, Church of the Epiphany, Allendale
The Rev. Canon Leonard Freeman, Christ Church, Short Hills
Charles Hayes, Grace Van Vorst Church, Jersey City
William Heick, St. Paul's Church, Morris Plains

DIOCESAN INVESTMENT TRUST OF THE DIOCESE OF NEWARK

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William P. DuBose, Vice President
Bruce N. Bensley, Treasurer
John G. Zinn, Secretary/Assistant Treasurer

Linda Curtiss
Sandra Johnson
William Keiter
Joseph Leidy

The Rev. Ashley Neal
Thomas Mack
Howard Mackey
Samson Wang

ECCLESIASTICAL COURT

The Rev. Francis Bancroft - 1995	The Rev. George Kyle - 1998
The Rev. Canon George Bowen - 1996	The Rev. Ray Harbort - 1999
The Rev. Dr. David Hamilton - 1997	The Rev. Margaret Guinness - 2000

ECUMENICAL COMMISSION

The Rev. David C. Brown
Marjorie Hartmeyer
Elizaeth Jordain
The Rev. Lucinda Laird

The Rev. Robert T. Mason
The Rev. Ashley Neal (Chair)
John A. Snyder

Committees, Boards, Institutions, Organizations, Trustees

ENVIRONMENTAL COMMISSION

Elise Adams
Alice J. Belling
Lynda Bradley
Robert Burnett
Decker Carnes
Jane Dobosh
Susan Fisher
Nancy Foster
Paul Hausman
Collin Hintz

The Rev. Albert Jousset, Jr.

Barbara Keller
Cynthia Kellogg
Angela MacDonald
Hely Perez
The Rev. Isaac Persaud
E. Joseph Piel
Donald Roberts
Audrey Spencer
The Rev. Barry L. Stopfel
The Rev. Franklin Vilas (Chair)

EPISCOPAL CAPITAL LOAN FUND

The Rt. Rev. John S. Spong, Chair
John Zinn, Administrator

The Rev. Lauren Ackland
Ray Anderson
The Rev. Francis Bancroft
The Rev. Michael duPlessis
Robert Ewing
James Grimstead

The Rev. Richard Gressle
Gerald Harvey
The Rev. Raymond Harbort
Richard Horsley
The Rev. Beverly Huck
Whitney Parker

EPISCOPAL COMMUNITY DEVELOPMENT

Barbara Wright Bell
James Grimstead
Lorraine Jones
Elliot Lee
The Rev. Tracey Lind

Carla Lerman, Executive Director
Marsha Mackey
Catherine McFarland
Ronald Rayevich
The Very Rev. Peter Sabuna
Peter Van Brunt
John Zinn

GERTRUDE BUTTS MEMORIAL HOME ASSOCIATION

The Rt. Rev. John S. Spong, Honorary President
The Honorable Ward Herbert, President
Juli Towell, Vice President
The Rt. Rev. Jack M. McKelvey, Executive Secretary
John Zinn, Treasurer

Trustee Members

The Rev. Esar Budhu
Gerald Harvey
The Rev. Richard Louis

Whitney Parker
James Pruden
Jose Torres

HUNGER COMMISSION

Mr. George R. Hayman, Chair

JEWISH/CHRISTIAN TASK FORCE

The Rev. Robert T. Mason, Jr., Chair

Committees, Boards, Institutions, Organizations, Trustees

REFUGEE RESETTLEMENT TASK FORCE
(Director position vacant at journal press time)

THE STANDING COMMITTEE

Class of 1995

The Rev. Canon Elaine Kebba
Tim Carpenter

Class of 1996

The Rev. John P. Croneberger
Christina Hambree

Class of 1997

The Rev. H. Gaylord Hitchcock
John Lynch

Class of 1998

The Rev. David P. Hegg, II
Marjorie Christie

The Rt. Rev. Jack M. McKelvey
Michael F. Rehill, Chancellor

STEWARDSHIP COMMISSION

Ray Anderson
Robert Burnett
The Rev. Orion Davis, Jr. (Chair)
The Rev. Dwight Neglia
James Newell

Margy Newell
E. Joseph Piel
A. Bruce Smith
John Zinn

SUBSTANCE ABUSE COMMISSION

The Rev. Ralph Smith, Chair

TASK FORCE ON INTERFAITH RELATIONS

The Rev. Robert C. Morris, The Rev. Tracey Lind, Co-Chairs

TRUSTEES OF THE EPISCOPAL FUND AND DIOCESAN PROPERTIES

The Rev. Canon George H. Bowen
Carlotta Budd
The Rev. Dr. David H. Hamilton
The Hon. Ward Herbert
The Rev. H. Gaylord Hitchcock
Eliot S. Knight

Robert S. Lanterman
Richard B. McGlynn
Michael F. Rehill
The Rt. Rev. John S. Spong
John G. Zinn

WARD J. HERBERT FUND

The Rev. Lauren D. Ackland
James Caputo (Chair)
The Rev. William Coats
Nancy Colner
Charles Hayes
Dana Hiscock

Richard Horsley
Robert S. Lanterman
Howard Mackey
The Rev. Ashley Neal
The Rev. Ken Near
The Rev. Steven L. Steele

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Marjorie Christie
The Rev. Jeanette Defriest
Lynn Headley-Moore
The Rev. Barnard P. Healy
A. Lorraine Jones
The Rev. Stephanie Keith

The Rev. Lucinda R. Laird
The Rev. Jo-Ann Murphy (Chair)
The Rev. Ashley C. Neal
Marie T. Obermann
Sandra Pinkerton
Frances Trott

Committees, Boards, Institutions, Organizations, Trustees

YOUTH COMMISSION

Daniel Doyle
Melissa Dunsmore
John Horsky
Bonnie Magnuson
Brad Moor
Bill Neary

Courtney Pearson
Mike Peinovich
Sarah Sterling
Emily Wallingford
Christine Wescott
Kanya Williams

DISTRICT CONVOCATIONS

EAST BERGEN

The Rev. Fletcher Harper, President
 Episcopal Joint Ministry of All Saints' Church & St. Luke's Church
 12 West Central Avenue
 Bergenfield, New Jersey 07621
 201-384-0286 (Bergenfield)
 201-384-0706 (Haworth)

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

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

HACKENSACK

The Rev. Donald Baldwin, President
 Calvary Church
 954 Avenue C, Bayonne, New Jersey 07002
 201-339-3112

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

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

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

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

District Convocations

MORRIS

The Rev. Franklin E. Vilas, President
 St. Paul's Church
 200 Main Street, Chatham, New Jersey 07928
 201-635-8085

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

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

NORTH ESSEX

The Rev. Carol Burnside, President
 St. Mark's Church
 45 Main Street, West Orange, New Jersey 07052
 201-736-0212

Bloomfield, Advent
 Bloomfield, Ascension (closed 5/94)
 Bloomfield/Glen Ridge, Christ
 Church
 East Orange, Christ Church
 East Orange, St. Agnes' & St. Paul's
 Essex Falls, St. Peter's
 Montclair, St. John's

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

PASSAIC

The Rev. Raymond Harbort, President
 St. Mary's Memorial Church,
 447 Belmont Avenue, Haledon, New Jersey 07508
 201-942-4465
 Jenifer Lewis, Vice President

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

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

District Convocations

SOUTH ESSEX

The Rev. Cornelius Tarplee, President
St. Stephen's Church

119 Main Street, Millburn, New Jersey 07041
201-376-0688

Belleville, Christ Church
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

The Rev. Lynne B. Weber, President
St. Elizabeth's Church

169 Fairmount Road, Ridgewood, New Jersey 07450
201-444-2299

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. Naomi Horsky, 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
Kinneton, 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

CANONICAL RESIDENCE

BISHOPS

1976 - John S. Spong, D.D. June 12 Consecrated
 1991 - Jack M. McKelvey, D.D. April 20 Aug 20, 1979, Delaware
 1964 - George E. Rath, S.T.D. Mar 6 July 24, 1941, New York

PRESBYTERS AND DEACONS

(in order of canonical residence)

1945 - Alexander M. Rodger Jan 15 Pennsylvania
 1945 - Richard N. Pease Aug 1 Long Island
 1949 - Paul E. Healy Jan 24 Colorado
 1949 - Albert O. Judd Sept 16 Pennsylvania
 1951 - Trevor E. G. Thomas Mar 24 Ordained
 1951 - John R. Edler Sept 21 Long Island
 1951 - John R. Green Sept 27 Ohio
 1951 - Robert F. Kirchgessner Oct 5 East Carolina
 1951 - Norman Spicer Oct 6 New York
 1952 - William J. Dougherty Apr 5 Ordained
 1952 - C. Donald Beisheim June 15 Ordained
 1952 - John E. Solaau June 15 Ordained
 1953 - Addison K. Groff Feb 1 Erie
 1953 - Ivan H. Partridge June 13 Ordained
 1953 - C. Wesley Shike Aug 1 Washington
 1953 - Clarence W. Sickles Dec 15 New Jersey
 1954 - Donald C. McEwan June 6 Ordained
 1954 - Donald W. Beers June 12 Ordained
 1954 - Paul C. Deckenbach June 12 Ordained
 1954 - Harold F. Shaffer July 2 Ordained
 1954 - Henry Powers Sept 1 South Carolina
 1954 - Benedict H. Hanson Sept 20 Lexington
 1954 - Louis Hallgring, Jr., Ph.D. Oct 30 Ordained
 1955 - Frederic A. Ailing, M.D. June 11 Ordained
 1955 - Robert H. Maitland, Jr. June 11 Ordained
 1955 - Harris E. Baldwin, Jr. July 21 Pennsylvania
 1955 - Charles R. Fisher Dec 18 Maine
 1956 - A. Wayne Schwab Mar 1 Washington
 1956 - Frederick L. Long Apr 28 Ordained
 1956 - Henry M. Biggin June 9 Ordained
 1956 - Robert G. Wagner June 9 Ordained
 1956 - Hedley P. Jenkins Sept 1 New York
 1957 - Carl E. Nelson Feb 18 Atlanta
 1957 - George H. Bowen June 15 Ordained
 1957 - Donald W. Kimmick June 15 Ordained
 1957 - William H. Strain June 15 Ordained
 1958 - John T. Mason, Jr. Jan 10 New York
 1958 - S. Hughes Garvin Apr 28 Kentucky

1958	- David St. George.....	Sept 30.....	Eastern Oregon
1959	- Francis S. Bancroft, III.....	May 23.....	Ordained
1959	- Charles Edward Keller, Jr.....	May 23.....	Ordained
1959	- Marshall T. Rice.....	May 23.....	Ordained
1959	- Irwin L. Simon.....	Dec 15.....	Long Island
1960	- Robert C. W. Ward.....	Feb 29.....	Michigan
1960	- Kenneth A. Polglase.....	May 9.....	Long Island
1960	- Joseph D. Herring.....	June 11.....	Ordained
1960	- Robert K. Lampton, Ph.D.....	Sept 11.....	Ordained
1961	- Arthur Gotfred Pedersen.....	Feb 6.....	Western New York
1961	- Lewis Roper Saxton, Jr.....	May 1.....	Chicago
1961	- Richard H. Schoolmaster.....	June 1.....	Washington
1961	- Hayward L. Levy, Jr.....	Apr 18.....	Ordained
1962	- Alton Homes Taylor.....	June 9.....	Ordained
1962	- George B. Davidson.....	Sept 1.....	Bethlehem
1962	- John F. Stanton.....	Oct 6.....	Ordained
1962	- William J. F. Lydecker.....	Oct 9.....	Panama Canal Zone
1962	- George W. R. MacCray.....	Dec 5.....	Massachusetts
1963	- Richard P. Constantinos.....	June 18.....	New York
1963	- R. Dudley Bennett.....	Sept 2.....	New York
1963	- James Malcolm Warrington.....	Sept 24.....	Virginia
1963	- Frederick Carl Fox, III.....	Oct 1.....	New York
1963	- Jack H. Thorn.....	Nov 1.....	New York
1964	- Charles H. Eades, Jr.....	June 13.....	Ordained
1964	- Kenneth F. Baer.....	July 11.....	Ordained
1964	- W. Alan King.....	Oct 1.....	Louisiana
1964	- Wade A. Renn.....	Oct 8.....	Washington
1965	- John F. Salmon, Jr.....	Feb 3.....	New Jersey
1965	- George Robert Dawson.....	Feb 18.....	Central New York
1965	- Donald B. Baldwin.....	June 1.....	Erie
1965	- Oscar A. Mockridge, III.....	June 12.....	Ordained
1965	- Robert T. Mason, Jr.....	Sept 1.....	Ohio
1965	- John C. Owens.....	Nov 22.....	Virginia
1966	- Thomas C. Lincoln.....	June 11.....	Ordained
1966	- Gerard A. Pisani, Jr.....	June 11.....	Ordained
1966	- Harry B. Whitley.....	Aug 1.....	Connecticut
1966	- John H. Seabrook.....	Aug 15.....	Dallas
1966	- Robert K. Dixon.....	Sept 21.....	New York
1967	- Dillard Robinson, III.....	Jan 1.....	West Texas
1967	- Richard B. Andersen.....	Jan 8.....	Ordained
1967	- Robert B. Wardrop.....	Apr 1.....	Connecticut
1967	- Walter D. Carlson.....	June 10.....	Ordained
1967	- John Eric Hayden.....	June 10.....	Ordained
1967	- William L. Rawson.....	June 10.....	Ordained
1967	- Ernest S. Young.....	Oct 23.....	Bethlehem
1967	- Coval T. Grater.....	Dec 5.....	Rochester
1968	- Helmer C. Lundquist.....	June 8.....	Ordained
1968	- Adam J. Walters, Jr.....	June 8.....	Ordained
1968	- Robert E. Steele, PhD.....	Nov 30.....	Ordained

1969	- John A. Rollins.....	Mar	26.....	Ordained
1969	- Robert J. Smith.....	June	9.....	West Missouri
1969	- George Harry Brant.....	Sept	1.....	Mexico
1969	- Walter W. Witte, Jr.....	Sept	1.....	Missouri
1969	- Joaquin Valdes.....	Sept	5.....	South Florida
1969	- Robert V. Morris.....	Nov	1.....	Michigan
1969	- Francis Willard Carr.....	Nov	7.....	Dallas
1969	- L. Paul Woodrum.....	Dec	31.....	Erie
1970	- Alan B. Crawford.....	Jan	1.....	England
1970	- David H. Hamilton, D.Min.....	June	13.....	Ordained
1970	- Allen Arthur Hinman.....	July	5.....	Ordained
1970	- Oscar Gonzalez.....	Sept	2.....	Cuba
1970	- Walter W. Lee, Ph.D.....	Sept	13.....	Ordained
1971	- Donald H. Allen.....	May	10.....	Michigan
1971	- David Bruce Rickey.....	June	12.....	Ordained
1971	- Edmund Bruce Partridge.....	July	31.....	Kansas
1971	- Richard Mortimer Louis.....	Sept	27.....	New York
1972	- Alfred Lewis Salt.....	Feb	29.....	Quebec
1972	- Peter Boyle.....	June	10.....	Ordained
1972	- Dale Lawrence Cranston.....	June	10.....	Ordained
1972	- John Joseph Negrotto.....	June	17.....	Canon III, 12
1972	- Arthur Charles Delo.....	June	24.....	Ordained
1972	- Wallace Melville Coursen, Jr.....	June	25.....	Ordained
1972	- Walter England Lewis.....	Sept	1.....	Washington
1972	- Thomas C. Hummel.....	Sept	10.....	Ordained
1972	- Herbert B. Tietjen.....	Sept	17.....	Ordained
1972	- Robert Norman Neske, Jr.....	Oct	28.....	Ordained
1972	- Edmund E. Jacobitti, M.D.....	Nov	11.....	Ordained
1972	- Clarence Searles.....	Nov	30.....	Ordained
1972	- Robert Lester Colyer, Sr.....	Dec	9.....	Ordained
1973	- Richard Cromwell.....	June	9.....	Ordained
1973	- David Rhys Thomas.....	June	15.....	Bethlehem
1973	- Frederick L. Redpath.....	Oct	21.....	Ordained
1974	- Harry Ellsworth Smith.....	May	1.....	Chicago
1974	- Abigail J. W. Hamilton.....	June	8.....	Ordained
1975	- Donald R. Shearer.....	Apr	15.....	Pennsylvania
1975	- Geoffrey B. Curtiss.....	June	14.....	Ordained
1975	- James W. Delaney.....	Dec	21.....	Ordained
1976	- Philip Sinclair Krug.....	Jan	1.....	Massachusetts
1976	- Fred C. Magnuson, Jr.....	Jan	31.....	Ordained
1976	- John S. Spong.....	June	12.....	Consecrated
1976	- William Alfred Butz.....	July	17.....	Ordained
1977	- George Gaines Swanson.....	May	31.....	West Missouri
1977	- Katrina Martha Swanson.....	May	31.....	West Missouri
1977	- Denise G. Haines.....	June	11.....	Ordained
1977	- Jule Carr Holland, III.....	Sept	30.....	Western North Carolina
1978	- James Francis Jannucci.....	June	10.....	Received
1978	- Donald A. Walk.....	Sept	5.....	Bethlehem
1978	- Edward E. Martin, Jr.....	Sept	26.....	Delaware

1978	- Albert D. Jousset, Jr.....	Dec	5.....	New Hampshire
1978	- James H. Gambrill.....	Dec	6.....	Rhode Island
1979	- Richard P. Chasse.....	Jan	17.....	Virginia
1979	- H. Gaylord Hitchcock.....	Mar	16.....	Pennsylvania
1979	- Bruce R. Bramlett.....	Apr	18.....	Western Massachusetts
1979	- Jack M. McKelvey.....	Aug	20.....	Delaware
1979	- E. John Gwynn.....	Sept	1.....	Chicago
1979	- Joseph O. Gross.....	Nov	15.....	Pennsylvania
1979	- David B. Earnest.....	Dec	15.....	Ohio
1980	- Alexander H. MacDonell.....	May	1.....	Pittsburgh
1980	- Phyllis A. Edwards.....	June	4.....	Chicago
1980	- John P. Croneberger.....	Sept	1.....	Bethlehem
1980	- David P. Kern.....	Sept	16.....	New York
1980	- Richard L. Gressle.....	Sept	19.....	Pittsburgh
1980	- George C. Allen, II.....	Dec	12.....	West Virginia
1980	- Georg Retzlaff.....	Dec	31.....	Massachusetts
1981	- Dwight L. Neglia.....	Apr	1.....	Pittsburgh
1981	- Gordon H. Tremaine.....	June	13.....	Ordained
1981	- Roger C. Snyder.....	Nov	2.....	Southern Virginia
1981	- Michael du Plessis.....	Dec	31	Port Elizabeth, So Africa
1982	- David P. Hagg.....	Feb	28.....	Missouri
1982	- Stephen C. Galleher.....	Mar	15.....	Virginia
1982	- David C. Brown.....	Oct	12.....	New York
1983	- Christine C. Tremaine.....	Jan	31.....	Western Massachusetts
1983	- William H. Willard.....	Apr	1.....	Pennsylvania
1983	- George A. Kyle.....	Oct	11.....	New Jersey
1983	- Douglas McF. Reans.....	Nov	4.....	Minnesota
1984	- Daniel W. Kreller.....	May	29.....	New Jersey
1984	- Beverly Jean Huck.....	June	9.....	Ordained
1984	- Anne Trott Talmage.....	June	9.....	Ordained
1984	- John G. Dulfer.....	Sept	1.....	London, United Kingdom
1984	- Scott A. Kallstrom.....	Sept	30.....	Florida
1985	- Duncan N. Clark.....	Apr	1.....	Southern Ohio
1985	- Hosea Mun-Yong Lee.....	June	8.....	Ordained
1985	- Mark W. Waldon.....	Oct	9.....	Florida
1985	- Elaine M. B. Kebba.....	Oct	18.....	Washington, D.C.
1986	- John C. Stone.....	Sept	1.....	Missouri
1986	- Frederick P. Boswell, Jr.....	Sept	8.....	Northwestern Pennsylvania
1986	- Joseph S. Pickard.....	Oct	11.....	Virginia
1986	- Patrick R. Close.....	Oct	21.....	Virginia
1986	- Lucinda R. Laird.....	Nov	4.....	New York
1986	- Louis Braxton, Jr.....	Nov	5.....	North Dakota
1987	- Robert W. Ihloff.....	Jan	10.....	Massachusetts
1987	- Gervais A. M. Clarke.....	Feb	26.....	Jamaica
1987	- Esar Budhu.....	March	15.....	Guyana, South America
1987	- Tracey Lind.....	June	24.....	New York
1987	- James W. Thompson.....	July	14.....	Southern Virginia
1987	- Steven L. Steele.....	Sept	1.....	Virginia
1987	- Mark C. M. Chang.....	Oct	14.....	Saskatchewan

1987	- Phillip D. Wilson.....	Dec	10.....	Delaware
1988	- William R. Goats.....	Jan	1.....	Pittsburgh
1988	- Raymond L. Harbort.....	Jan	10.....	New York
1988	- Charles S. Rice.....	Jan	16.....	Ordained
1988	- Lauren D. Ackland.....	Feb	1.....	New York
1988	- Kim F. Capwell.....	May	28.....	Ordained
1988	- Diana D. Clark.....	May	28.....	Ordained
1988	- Caroline H. Pearce.....	May	28.....	Ordained
1988	- Nicholas T. Cooke, III.....	June	10.....	Virginia
1988	- Christopher L. David.....	Sept	21.....	New York
1989	- Jonathan B. Percival.....	Aprl	20.....	Connecticut
1989	- Edward M. Hasse, III.....	June	3.....	Ordained
1989	- Marisa Herrera.....	June	3.....	Ordained
1989	- Susannah R. Hobbs.....	June	3.....	Ordained
1989	- Jo-Ann R. Murphy.....	July	30.....	Virginia
1989	- Sarah J. Nelson.....	Aug	2.....	Virginia
1989	- Orion Woods Davis.....	Sept	15.....	West Tennessee
1989	- Susan Robb Vest.....	Oct.	28.....	Minnesota
1989	- Philip Y. M. Wong.....	Dec.	20.....	Taiwan
1989	- William L. Martin.....	Dec.	31.....	Virginia
1990	- Harry Robert Ripson.....	Jan.	22.....	Fort Worth
1990	- Karen C. Murphey.....	Feb.	1.....	Pennsylvania
1990	- Caroline M. Bruschi.....	Feb.	9.....	Vermont
1990	- Robert F. Bruschi.....	Feb.	9.....	New York
1990	- David Yong Oh.....	Feb.	21.....	Pusan, Korea
1990	- Susan P. Chrystal.....	June	2.....	Ordained
1990	- Albert J. Keeney.....	June	2.....	Ordained
1990	- Carolyn D. Lumbard.....	June	2.....	Ordained
1990	- Richard C. Wrede.....	June	2.....	Ordained
1990	- Ralph E. Smith.....	June	12.....	Michigan
1990	- Anne E. (Kersting) West.....	Aug.	7.....	West Virginia
1990	- Barry Lee Stopfel.....	Sept	30.....	Ordained
1990	- Brian H. Laffler.....	Oct.	16.....	Long Island
1990	- Mary Ruth Stone.....	Oct.	27.....	Ordained
1990	- James G. Gardner.....	Nov.	14.....	Central Pennsylvania
1990	- Bernard P. Healy.....	Dec.	20.....	New York
1990	- Theresa A. Wajnert.....	Dec.	21.....	New Jersey
1990	- David L. Norgard.....	Dec.	27.....	New York
1991	- Stanley E. Morgan.....	Jan.	1.....	Panama
1991	- Isaac Persaud.....	Apr.	4.....	Trinidad & Tobago
				Province of West Indies
1991	- Franklin E. Vilas, Jr.....	Apr.	16.....	Connecticut
1991	- Jacob T. David.....	May	1.....	Karnataka Central Diocese
				Church of South India
1991	- Margaret B. Gunness.....	May	17.....	Massachusetts
1991	- Anne McR Wrede.....	June	8.....	Connecticut
1991	- Ashley C. Neal.....	June	8.....	Ordained
1991	- Jeannette DeFriest.....	July	9.....	Vermont
1991	- Paul S. Hunt.....	Aug	11.....	Rhode Island

1991 - Leonard W. Freeman.....	Aug 13.....	Washington
1991 - William S. Gannon.....	Sept 30.....	New York
1991 - Mark A. Lewis.....	Nov 1.....	Virginia
1991 - Ellen A. Donnelly.....	Dec 1.....	Connecticut
1991 - John A. Donnelly.....	Dec 1.....	Connecticut
1991 - Kenneth M. Near.....	Dec 30.....	Colorado
1991 - Elizabeth M.C. Kaeton.....	Dec 31.....	Maryland
1991 - Kent A. Branstetter.....	Dec 31.....	San Diego
1992 - Carol Burnside.....	June 6.....	Ordained
1992 - Petero A.N. Sabuna.....	Sept 1.....	New York
1992 - William A. Guthrie.....	Oct 15.....	California
1992 - William A. Beckles.....	Oct 26.....	Barbados
1992 - Cornelius C. Tarplee.....	Dec 31.....	New Hampshire
1992 - Rodney B. Whiting.....	Dec 31.....	Dunedin, New Zealand
1993 - Fletcher Harper.....	Jan 20.....	New York
1993 - John G. Hartnett.....	Feb 12.....	New York
1993 - Gregory A.M. Cole.....	Mar 24.....	Washington
1993 - Kathleen M. Bobbitt.....	June 5.....	Ordained
1993 - Martha L. Dyson.....	June 5.....	Ordained
1993 - Stephanie L. Keith.....	June 5.....	Ordained
1993 - Katherine H. Ragsdale.....	June 5.....	Ordained
1993 - Lynne B. Weber.....	June 5.....	Ordained
1993 - John S. Nieman.....	Sept 20.....	Maine
1993 - Judith McC Baldwin.....	Nov 1.....	New Hampshire

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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 MARSTON MCKELVEY, D.D., (1979), Suffragan Bishop of the Diocese; consecrated April 20, 1991. Office: 24 Rector Street, Newark, NJ 07102, 622-4306; Residence: 3 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, FREDERIC A., M.D. (1955), Box 424, Alpine 07620. Assistant, Atonement, Tenafly.

ANDERSEN, RICHARD B. (1967), 275 East Franklin Turnpike, Ho-Ho-Kus 07423. (H) 444-8075. Retired

AUGUSTINE, EMIL (1992), Panther Valley Ecumenical Ministry, 1450 Route 517, Hackensack 07640. (H) 908-850-1778 (O) 908-832-5444.

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

BALDWIN, JUDITH M. (1993), 135 Main Street, Millburn 07041. Chaplain, St. Barnabas' AIDS Resource Center, Newark. (H) 376-8218

BANCROFT, FRANCIS S., III (1959), 528 Morse Avenue, Ridgefield 07657. Rector, St. James', Ridgefield. (H) 941-0422 (O) 943-0079

BECKLES, WILLIAM A. (1992), 42 Myrtle Avenue, Irvington 07111. Rector, Trinity, Irvington. (H) 374-9634 (O) 375-3012

BEERS, DONALD W. (1954), R.D. 3, Box 332, Belvidere 07823. (H) 475-5063 Retired

Canonical List of Clergy

- BEISHEIM, C. DONALD (1952), 109 Park Place, Bogota 07603.
- BENNETT, R. DUDLEY (1963), 360 Passaic Avenue, West Caldwell 07006. (H) 575-8787 (O) 575-8662 Retired
- BIGGIN, HENRY M. (1956), 2206 Heatherwood, Yarmouth Port MA 02675. (H) 508-362-8987 Retired
- BOBBITT, KATHLEEN (1993), 5921 Reservoir Heights Avenue, Alexandria VA 703-998-7741
- BOSWELL, FREDERICK, JR. (1986), 79B Brookdale Gardens, Bloomfield 07003.
- 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, CA 95376. (H) 415-447-1875
- BRANT, G. HARRY (1960), 16-03 Pheasant Hollow Drive, Plainsboro 08536. (H) 609-275-4955 Retired
- BRANSTETTER, KENT A. (1991), 2-06 31st Street, Fair Lawn 07410. Interim Rector, Atonement, Fair Lawn. (H) 796-4991 (O) 797-0760
- BRAXTON, LOUIS, JR. (1986), PO Box 594, West Englewood 07666. 833-4283
- 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. Priest-in-Charge, St. Peter's, Washington. (H) 908-859-5369
- BRUSCHI, ROBERT F. (1990), 154 Lincoln Road, Phillipsburg 08865. Rector, St. Luke's (Free) Church, Phillipsburg. (H) 908-859-5369 (O) 908-859-1479
- BUDHU, ESAR (1987), 206 Renshaw Avenue, East Orange 07017. Rector, St. Agnes/St. Paul's, East Orange. (H) 677-1317 (O) 678-6716
- BURNSIDE, CAROL (1992), 45 Main Street, West Orange 07052. Vicar, St. Mark's, West Orange. (H) 669-3833 (O) 736-0212
- CAPWELL, KIM (1988), 33 Kadel Drive, Mt. Arlington 07856. Rector, St. Peter's, Mt. Arlington. (H) 398-3618 (O) 398-1890
- CARLSON, WALTER D. (1967), 6 Hansen Place, Wayne 07470. 616-1130 Retired
- CARR, FRANCIS W. (1969), 37 Duncan Avenue, Jersey City 07304. 434-5726 Retired
- CHANG, MARK (1987), 11 Foakes Drive, Ajax, Ontario, Canada W1T 3K5
- CHASSE, RICHARD P. (1979), 143 North Mountain Avenue, Montclair 07042. Chaplain, Christ Hospital; Canon Pastor to Clergy and Clergy Families. (H) 783-5412 (O) 795-8397; Interim, Christ Church, Teaneck.

Canonical List of Clergy

CHRYSTAL, SUSAN P. (1990), 90 Watnong Drive, Morris Plains 07950. Assistant, St. Paul's, Morris Plains. (H) 292-2280 (O) 285-0884

CLARK, DIANA DOYLE (1988), 59 Montclair Avenue, Montclair 07042. Rector, St. John's, Montclair. (H) 746-9004 (O) 746-2474

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

Note: The Rev. Duncan Clark moved to Diocese of Olympia, 5/94.

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, 07506. Rector, St. Clement's, Hawthorne. (H) 427-7484 (O) 427-8118

COLE, GREGORY A.M. (1993), 39 Woodland Avenue, Summit 07901. Assistant, Calvary, Summit. (H) 908-277-1124 (O) 908-227-1814

CONSTANTINOS, RICHARD P. (1963), 22 Ridge Road, Stanhope 07874. Rector, Christ, Budd Lake. (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) 568-3610 (O) 568-1763

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

DAVID, CHRISTOPHER L. (1988), 11 Baldwin Avenue, Midland Park 07432. Rector, Church of the Good Shepherd, Midland Park. (H) 447-3479 (O) 444-6168

DAVID, JACOB T. (1991), 110 First Street, Wood-Ridge 07075. Vicar, Church of St. Paul's & Resurrection, Wood-Ridge. (H) 935-2011 (O) 438-8333

DAVIDSON, GEORGE B. (1962), 12 Longwood Drive, Whiting 08759. (H) 908-350-7606 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

Canonical List of Clergy

DECKENBACH, PAUL C. (1954), 1551 26th Avenue, San Francisco CA 94122-3217.
(H) 415-731-9899 Retired

DEFRIEST, JEANNETTE (1991), 50 Route 24, Chester 07930. Priest-in-charge,
Messiah, Chester. (O) 908-879-7208

DELO, ARTHUR C. (1972), 88 McAdoo Avenue, Jersey City 07305. (H) 332-1916
Retired

DIXON, ROBERT K. (1966), 73 Fernbank Avenue, Delmar, NY 12054.

DONNELLY, F. ELLEN A. (1991), 11 Hinchman Avenue, Wayne 07470. Rector, St.
Michael's, Wayne. (H) 696-1980 (O) 694-1026

DONNELLY, JOHN A. (1991), 11 Hinchman Avenue, Wayne 07470. Rector, St.
Michael's, Wayne. (H) 696-1980 (O) 694-1026

DOUGHERTY, WILLIAM J. (1952), House of the Good Shepherd, 796 Willow Grove
Street, Apt. 5A, Hackettstown 07840. Retired

DULFER, JOHN G. (1984), 162 Harrison Avenue, Jersey City 07304. (H) 435-5295

du PLESSIS, MICHAEL (1981), 296 Ridgewood Avenue, Glen Ridge 07028. Rector,
Trinity Church, Montclair 07042. (H) 743-8110 (O) 783-9050

DYSON, MARTHA L. (1993), 125 Summit Avenue, Summit 07901. Assistant, St.
George's, Maplewood. (H) 908-598-0862 (O) 762-1319

EADES, CHARLES H., Jr. (1984), 50 Hillcrest Road, Mountain Lakes 07046.
Retired (H) 334-7927

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 G. III (1963), 48 Belmont Avenue, North Arlington 07031.
Rector, St. Paul's, North Arlington. (H) 991-3137 (O) 991-7252

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. (H)
861-3159

GAMBRILL, JAMES H. (1978), Box 1929, York Beach ME 03910

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

Canonical List of Clergy

GARVIN, S. HUGHES (1958), R.D. 1, Box 113, Pleasantville Road, Basking Ridge 07920. (H) 539-3438 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 (H) 804-642-5726

GREEN, JOHN R. (1951), 2765 Pince Trace Drive, Maumee OH 43537-1544. (H) 419-863-6200 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

GROSS, JR., JOSEPH O. (1979), 173 Killarney Drive, Schenectady, NY 12309. Retired

GUNNESS, MARGARET B. (1991), 216 West Ridgewood Avenue, Ridgewood 07430. Rector, Christ, Ridgewood. (H) 612-1125 (O) 652-2350

GUTHRIE, WILLIAM A. (1992), 8 Rosemont Court, West Orange 07052. (H) 731-4828; Rector, Christ Church, East Orange. (O) 678-1160

HAINES, DENISE G. (1977), 180 Summit Avenue, Jersey City 07304. (H) 431-5044

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) 731-0259

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 07308. Rector, St. Mary's, Haledon. (H) 942-3465 (O) 942-4465

HARPER, FLETCHER (1993), 28 Ralph Street, Bergenfield 07621. Rector, All Saints', Bergenfield & St. Luke's, Haworth (Joint Episcopal Ministry) (H) 384-0653 (O) 384-0286 & 384-0706

HARTNETT, JOHN G. (1993), 207 Fairmount Road, Ridgewood 07430. Rector, St. Elizabeth's, Ridgewood. (H) 444-8269 (O) 444-2299

HASSE III, EDWARD M. (1989), 46 Montrose Avenue, Verona 07044. Rector, Holy Spirit, Verona. (H) 857-0261 (O) 239-2850

HEALY, BERNARD P. (1990), 407 Broad Street, Newark 07104. Rector, House of Prayer, Newark. (H) 483-3289 (O) 483-8202

Canonical List of Clergy

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), St. Margaret's Vicarage, Lynn, Norfolk, UK

HERRING, JOSEPH D. (1960), 14 Liberty Street, Newton 07860. Rector, Christ
Church, Newton. (H) 383-2225 (O) 383-2245

HINMAN, ALLEN A. (1970), 149 Pennington Avenue, Passaic 07035. 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), 155 Morris Avenue, Denville 07834. Rector, The
Church of the Saviour, Denville. (H) 586-3214 (O) 627-3304

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

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

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

KAETON, ELIZABETH M.C. (1991), 33 Grant Street, East Orange 07017. Vicar,
St. Barnabas', Newark. (H) 678-2481 (O) 482-3132

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

KEITH, STEPHANIE (1993), 62 Burnham Parkway, Morristown 07960. Assistant,
St. Peter's, Morristown. (H) 285-1432 (O) 538-0555

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), Box 1703, North Eastham MA 02651. Retired

KIMMICK, DONALD W. (1957), 321 Chadbourne Drive, Winston-Salem NC 27104.
919-768-3257. Retired

Canonical List of Clergy

KING, W. ALAN (1964), 5 Estate Drive, Sussex 07461. Vicar, Church of the Good Shepherd, Wantage. (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) 444-3023

KRUG, PHILIP S. (1976), 20 Maple Avenue, Montvale 07645. Rector, St. Paul's, Montvale. (H) 391-6086 (O) 391-3181

KYLE, GEORGE A. (1983), 38 Duncan Avenue, Jersey City 07304. Rector, St. Paul's, Jersey City. (O) 433-4922

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, MARK A. (1991), 107 Cottage Place, Ridgewood 07451. Assistant, Christ, Ridgewood. (H) 447-2480 (O) 625-2350

LEWIS, WALTER E. (1972), 2 Erwin Park, Montclair 07042. Interim, St. Andrew's, Newark. (H & O) 783-6157

LINCOLN, THOMAS C. (1966), 566 Ridgewood Avenue, Glen Ridge 07028. Interim Rector, St. Thomas', Lyndhurst. (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), 393 Washington Avenue, Belleville 07109. Priest-in-Charge, Christ Church, Belleville. (H) 450-0429 (O) 751-0616

LYDECKER, WILLIAM J.F. (1962), Box 148, Ashland NY 12407-0148

MACCRAY, GEORGE W.R. (1962), Arcadia #730, 1434 Pumahou Street, Honolulu, Hawaii 96822 Retired

MACDONELL, ALEXANDER H. (1980), 301 Clairmore Avenue, Lanoka Harbor 08734. 609-971-6757 Retired

MAGNUSON, FRED C. JR. (1976), 268 West Walnut Tree Drive, Blandon PA 19510. (H) 215-926-1867 Retired

Canonical List of Clergy

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), P.O. Box 292, Hope 07844. Rector, St. Luke's Church, Hope. (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

MOCKRIDGE, OSCAR A. III (1965), 48 Warren Place, Montclair 07042. 783-7003

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

NEAL, ASHLEY C. (1991), 310 South Pleasant Avenue, Ridgewood 07430. Priest-in-Charge, All Saints', Glen Rock. (H) 612-8469 (O) 444-6874

NEAR, KENNETH M. (1991), 130 Winthrop Place, Englewood 07631. Rector, St. Paul's, Englewood. (H) 569-1316 (O) 586-3276

NEGLIA, DWIGHT L. (1981), 61 Baker Avenue, Dover 07801. Rector, St. John's, Dover. (H) 361-5970 (O) 366-2772

NEGROTTO, JOHN J. (1972), 88 Trinity Place, Hillsdale 07642. Rector, Holy Trinity, Hillsdale. (H) 664-3158 (O) 664-2428

NELSON, CARL E. (1957), 425 Lakeview Blvd, Sandpoint ID 83864. Retired

NELSON, SARAH L. J. (1989), c/o St. John's Church, Box 66, Concordville PA

NESKE, ROBERT N. JR. CH. CAPT. (1972), PSC 41, PO Box 6318, APO AA 34004

NIEMAN, JOHN S. (1993), 85 Conestoga Trail, Sparta 07871. Rector, St. Mary's, Sparta. (H) 729-6858 (O) 729-3136

NORGARD, DAVID L. (1990), 520 West 112th Street, Apt. 11-B, New York NY 10025. Executive Director, The OASIS, Newark. (H) 212-678-4461 (O) 621-8151.

Note: The Rev. David Norgard moved to California, 4/94.

OH, DAVID YONG SAM (1990), 4812 Skyway Drive, Fair Oaks CA 95628.

Canonical List of Clergy

- 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 Rector, Holy Trinity, West Orange. (H) 228-4262 (O) 323-0369
- 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
- PERSAUD, ISAAC A. (1991), 68 Storms Avenue, Jersey City 07306. Rector, Incarnation, Jersey City. (H) 451-7139 (O) 433-6604
- PICKARD, JOSEPH S. (1986), 206 Hurd Street, Mine Hill 07801. Interim Rector, St. Gregory's, Parsippany. (H) 442-1318 (O) 887-5879
- PISANI, GERARD A. JR. (1966), 141 Broadway, Bayonne 07002. Rector, Trinity, Bayonne. (H & O) 858-4460
- 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
- RAGSDALE, KATHERINE H. (1993), 90 Hutchinson Road, Arlington MA 02174.
- 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, GEORG (1980), 325 Harrison Avenue, Hasbrouck Heights 07604.
- RICE, CHARLES (1988), RD 1, Box 1279A1, Bangor PA 18013. (H) 215-588-7561 (O) 408-3272; Assistant, St. Peter's, Morristown.
- 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), 243 Birch Lane, Forked River 08731. 609-971-0822 Retired

Canonical List of Clergy

ROBINSON, DILLARD III (1967), Post Office Box 925271, Houston Tx 77292-5271
Retired

RODGER, ALEXANDER M. (1945), 2655 Nebraska Avenue, Apt. 626, 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

SABUNE, PETERO A.N. (1992), 515 Parker Street, Newark 07104. Dean, Trinity & St. Philip's Cathedral, Newark. (H) 484-3280 (O) 622-3505

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), 4429 Gratiot Avenue, Ft Gratiot MI 48059. 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

SEABROOK, JOHN H. (1966), 300 Tuttle Parkway, Westfield 07090.

SEXTON, LEWIS R. JR. (1961), 320 W 20th Street, Holland MI 49423-3914. (H) 616-399-3497

SHAFFER, HAROLD F. (1954), 104 Arbutus Trail. Mail: PO Box 1225 West Chatham MA 02669 (H) 508-943-1225 Retired

SHEARER, DONALD R. (1975), 438 Valley Street, P.O.Box 678, Orange 07051-0678. Rector, All Saints', Orange; Chaplain, House of The Holy Comforter, Orange. (H & O) 674-4366

SHIKE, C. WESLEY (1952), 2 Parade Hill Road, New Canaan, CT 06840-4124.

SICKLES, CLARENCE W. (1953), 321 Washington Street, Hackettstown 07840. (H) 908-852-2839 Retired

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

SMITH, HARRY E. (1974), Suite 71-256, 9051-C Siempre Viva Road, San Diego CA 92173. Retired

SMITH, RALPH E. (1990), 396 Clifton Avenue, Clifton 07011. Interim Rector, St. Peter's, Rochelle Park. (H) 478-6953 (O) 845-6710

SMITH, ROBERT J. (1969), 1705-A Hobart Street N.W., Washington D.C. 20009. (O) 202-667-5484

SMITH, SUSANNAH R. (1989), 396 Clifton Avenue, Clifton 07011. Rector, St. Peter's, Clifton. (H) 478-6953 (O) 546-5020

Canonical List of Clergy

- SNYDER, ROGER C. (1981), 13 Partlow Street, Staunton, VA 24401. Retired.
(H) 703-885-6440
- 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), 8 Binney Road, Old Lyme CT. Retired
- STANTON, JOHN F. (1962), 447 West Anderson Street, Hackensack 07601.
Interim, St. Matthew's, Paramus. (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
- STONE, JOHN C. (1986), 71 Crawford Avenue, Shrewsbury Twp 07724.
908-542-2898
- STONE, MARY RUTH (1990), 71 Crawford Avenue, Shrewsbury Twp 07724.
- STOPFEL, BARRY L. (1990), 52 Curtiss Place, Maplewood 07040. Rector, St.
George's, Maplewood. (H) 762-4139 (O) 762-1319
- STRAIN, WILLIAM H. (1957), 314 Buttonwood Lane, Boynton Beach FL 33436
Retired
- SWANSON, GEORGE G. (1977), PO Box 1143, Union City 07087-1143. (H) 963-8819
Retired
- SWANSON, KATRINA M. (1977), PO Box 1143, Union City 07087-1143. 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. Priest Associate, St.
Dunstan's, Succasunna. (H) 908-813-0766
- TARPLEE, CORNELIUS C. (1992), 135 Main Street, Millburn 07041. Rector, St.
Stephen's, Millburn. (H) 376-8218 (O) 376-0688
- TAYLOR, ALTON H. (1962), 25 Nairn Place, Nutley 07110. (H) 667-5922 Retired
- THOMAS, DAVID R. (1972), 22 Pearl Street, Passaic 07055. Interim, St.
Cyprian's, Hackensack. (H) 773-2613 (O) 470-3025
- THOMAS, TREVOR, E. G. (1951), Shelter Harbor, Westerly RI 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 07003. Rector,
St. John's, Boonton. (H) 335-5710 (O) 334-3655
- TIETJEN, HERBERT B. (1972), Lake Seneca, 348 Hall Road, Himrod NY 14842.
Retired

Canonical List of Clergy

TREMAINE, CHRISTINE C. (1983), 150 Orton Road, West Caldwell 07006. (H) 403-7867

TREMAINE, GORDON H. (1981), 150 Orton Road, West Caldwell 07006. Rector, St. Peter's, Essex Fells. (H) 403-7867 (O) 226-6500

VALDES, JOAQUIN (1969), 1340 Edington Lane, Mundelein IL 60060. 708-566-5147 Retired

VEST, SUSAN R. (1989), 403 79th Street, North Bergen 07047. (H) 295-1878; Interim, Transfiguration, North Bergen (O) 869-0769

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

WAGNERT, 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

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 936, East Orleans MA 02643. (H) 508-255-2225 Retired

WARRINGTON, JAMES M. (1963), 2849 Meadow Lane, Falls Church, VA 22042.

WEBER, LYNNE B. (1993), 25 Heights Road, Ridgewood 07450. Assistant, St. Elizabeth's, Ridgewood 07450. (O) 444-2299 (H) 612-9474

WEST, ANNE (1990), 175 Ninth Avenue, NY, NY 10011. (H) 212-620-4118

WHITING, RODNEY B. (1992), 333 Franklin Avenue, Hasbrouck Heights 07604. Rector, St. John the Divine, Hasbrouck Heights. (H) 288-1824 (O) 288-0002

WHITLEY, HARRY B. (1966), 528 Wellington Drive, Wyckoff 07481. (H) 891-7575 Retired

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.

Canonical List of Clergy

WONG YAU MING, PHILIP (1989), 147 Bathurst Avenue, North Arlington 07032. Chinese Missioner, Department of Missions, (H) 998-7934 (O) 235-1177

WOODRUM, L. PAUL (1969), 100 Lexington Avenue, Apt. 1-L, Brooklyn NY 11238 (H) & (O) 718-398-2877

WREDE, ANNE MCRAE (1991), 37 Northfield Road, Millington 07946. (H) 908-903-0559

WREDE, RICHARD C. (1990), 37 Northfield Road, Millington 07946. Rector, All Saints', Millington. (H) 908-903-0559 (O) 908-647-0067

YOUNG, ERNEST S. (1967)

DEACONS

BUTZ, WILLIAM ALFRED (1976), 211 Pyle Street, Oradell 07649. Assisting, Grace, Westwood. Perpetual Deacon. (H) 261-2926 (O) 664-0407

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. Associated with Holy Trinity, West Orange. (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), 436 Oak Avenue, Maywood 07607. Assisting, St. Martin's, Maywood. (H) 843-3997 (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

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

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

Canonical List of Clergy

1993/4

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

(Diocese of canonical residence in parentheses)

BELL, EMILY S.R. (Nevada), 253 Marshall Hill Road, West Milford 07480.
(5/11/93 - June 30, 1994)

AGNEW, CHRISTOPHER M. (Delaware), The Episcopal Church Center, 815 Second Avenue, New York, New York, 10017-4594.
(7/16/92 - Advent, 1993)

ALFORD, JOSEPH S.T. (West Tennessee), The General Theological Seminary, 175 Ninth Ave., New York, New York, 10011-4924.
(6/2/92 - June 30, 1993)

CHANG, RICHARD S.O. (Hawaii), 815 Second Avenue, New York NY 10017.
(12/27/91 - Advent, 1994)

FREEMAN, LINDSAY H. (Minnesota), 9 North Road, Short Hills 07078.
(11/22/91 - Advent, 1993)

GONZALEZ, Jose A. (Bishop of Cuba, Retired), 2611 Newkirk Avenue, Apt. B., North Bergen 07047.
(2/11/91 - unlimited)

JOHN, MATHEW (Mar Thoma Church of Kaerela, South India), 1710 Van Ness Terrace, First Floor, Union 07083
(7/27/93 - July 30, 1994)

KING-SMITH, PHILIP HUGH (aka Brother Robert Hugh S.S.F., Diocese of California), 573 Dolores Street, San Francisco CA 94110
(12/6/93 - Advent 1994)

LAWS, THOMAS R. (New York), 11 Harvard Street, Montclair 07042.
(1/1/91 - Advent, 1994)

MERCHANT, WILMOT T., II (Liberia, Church of the Province of West Africa), St. Paul's Church, 451 Van Houten Street, Paterson 07501
(9/4/93 - Advent, 1994)

NINAN, THOMAS K. (Diocese of Madhya Kerala, Church of South India), 68 Tulip Street, Bergenfield, New Jersey 07621.
(4/1/92 - April 1, 1993)

RAMSTAD, PHILIP R. (Minnesota), PO Box 240, 82 West Main Street, Mendham 07945
(8/12/93 - Advent 1995)

(As of May 24, 1994, 02:32:58 PM)

CANLIST/TXTJOUR4

PARISHES AND MISSIONS WITH CLERGY, OFFICERS AND DEPUTIES

Missions and Chapels are indicated by Asterisk (*). Dates in parentheses indicate date of ORGANIZATION/INCORPORATION. Note refers to status as of June 1, 1994.

ALLENDALE, Bergen Co., CHURCH OF THE EPIPHANY (1872/1958). 55 George St., 07401, Tel. #327-3012. The Rev. Orion W. Davis Jr., Rector; Bernie Milano, William Viggiani, Wardens; Doug Cooper, Treasurer. Deputies: Ed Curtiss, Robert Mitchell.

BAYONNE, Hudson Co., CALVARY (1859). 954 Avenue C, 07002, Tel. #339-3112. The Rev. Donald B. Baldwin, Rector; John Kuchler, Belinda Bellia, Wardens; John Kuchler, Treasurer. Deputies: Grace Baldwin, Belinda Bellia, John Kuchler.

BAYONNE, Hudson Co., TRINITY (1859). 141 Broadway, 07002, Tel. #858-4460. The Rev. Gerard A. Pisani, Jr., Rector; Joseph Hanley, Vincent Dittrich, Wardens; Dwight Tintle, Treasurer. Deputies: Charlotte Dittrich, Carol Ventura.

BELLEVILLE, Essex Co., CHRIST CHURCH (1746/1846). 393 Washington Av., 07109, Tel. #751-0616. The Rev. Carolyn Lumbard, Rector; John E. Idenden, Richard Drake, Wardens; Richard Drake, Treasurer. Deputies: Richard Drake, Maria Drake.

BELVIDERE, Warren Co., ST. MARY'S (1833). 408 Third St., 07823, Tel. #908-475-3494. (Cure vacant) Ivez H. Rosser, Laura Matarazzo, Wardens; Elizabeth Dinger, Treasurer. Deputies: Fred Williams, Sandee Williams.

BERGENFIELD, Bergen Co., ALL SAINTS' (1951). 12 W. Central Ave. 07621, Tel. #384-0286. The Rev. Fletcher Harper, Rector; David Biesel, Jack Racich, Wardens; Robert Bauhofer, Treasurer. Deputies: Ed Bolce, Karen Prescott, Barbara Rhodes. (Joint Ministry with St. Luke's, Haworth)

BLOOMFIELD, Essex Co., CHURCH OF THE ADVENT (1928/1955). 498 Watchung Av., 07003, Tel. #338-6968. The Rev. John F. Salmon, Jr., Rector; Betty L. Waters, Kenneth W. James, Wardens; Emma-Louise Czarnacki, Treasurer. Deputies: William Burrows, Emma-Louise Czarnacki, Dorothy Johnson.

BLOOMFIELD, Essex Co., CHURCH OF THE ASCENSION (1902). 352 Berkeley Av., 07003, Tel. #669-9618. The Rev. Donald H. Allen, Rector; Helen LeDoux, Beverly Roth, Wardens; Jennie Stephens, Treasurer. Deputies: Helen LeDoux, Jennie Stephens. (Church closed 5/21/94.)

BLOOMFIELD/GLEN RIDGE, Essex Co., CHRIST CHURCH (1858). 74 Park Av., 07028, Tel. #743-5911. The Rev. William S. Gannon, Rector; Barbara Humphrey, John Leaity, Wardens; James Smith, Treasurer. Deputies: George Hallock, Barbara Humphrey, Isabel Smith.

BOONTON, Morris Co., ST. JOHN'S (1859). 236 Cornelia St., P.O. Box 58, 07003, Tel. #334-3655. The Rev. Jack H. Thorn, Rector; William Muller, Leah Siegfried, Warden; Leah Siegfried, Treasurer, Deputies: Alberta Morciz, William Muller.

BUDD LAKE, Sussex Co., CHRIST CHURCH (1865). 369 Sand Shore Road, 07828, Tel. #347-1866. The Rev. Richard P. Constantinos, Rector; Frank Koenig,

Parishes and Missions with Clergy, Officers and Deputies

Carole Kane, Wardens; Mrs. F.A. Cade, Treasurer. Deputies: Ronald L. Cape, Maria Koenig, Joan Mazalatis.

CHATHAM, Morris Co., ST. PAUL'S (1909/1915). 200 Main St., 07928, Tel. #635-8085. The Rev. Dr. Franklin Vilas, Rector; Bryan Shelby, Laurie DeBiasse, Wardens; Pauline Wang, Treasurer. Deputies: Peg Dengel, Susanne Okey, Bryan Shelby.

*CHESTER/LONG VALLEY, Morris Co., CHURCH OF THE MESSIAH (1980). Rt.24, R.D. #2, Box 956, 07930. Tel. #908-879-7208. The Rev. Jeannette DeFriest, Priest-in-charge; Dorothy Patten, Wardens; Dennis J. Parker, Treasurer. Deputies: Tom Osucha, Dot Patten, Arthur Underwood.

CLIFFSIDE PARK, Bergen Co., TRINITY (1908/1920). 555 Palisade Av., 07010, Tel. #943-1034. The Rev. James F. Jannucci, Rector; Alberto Caballero, Joseph C. Woodcock, Wardens; Paul Barila, Treasurer. Deputies: Juanita Barrow, Anna Harris.

CLIFTON, Passaic Co., ST. PETER'S (1896/1921). 380 Clifton Av., 07011. Tel. #546-5020. The Rev. Susannah Smith, Rector; Scott MacArthur, Susan Clarke, Wardens; Debbie Ceglarski, Treasurer. Deputies: Susan L. Clarke, Donald Fischer, Pamela Fueshko.

DENVILLE, Morris Co., THE CHURCH OF THE SAVIOUR (1955/1979). 135 Morris Av., 07834, Tel. #627-3304. The Rev. Beverly Huck, Rector; Ross Mangina, Margaet Babcock, Wardens; thomas Gilson, Treasurer. Deputies: Elise Adams, Pat Hodde, John Marra.

DOVER, Morris Co., ST. JOHN'S (1849/1852). 11 So. Bergen St., 07801, Tel. #366-2772. The Rev. Dwight L. Neglia, Rector; The Rev. Clarence Sickles, Pastoral Associate; Dennis Bissig, Carrie Stein, Wardens; Kurt Gruenberg, Treasurer. Deputies: Theron Cook, Susan Gruenberg, J. William Hermann.

EAST ORANGE, Essex Co., CHRIST CHURCH (1868). 422 Main St., 07018, Tel. #678-1160. The Rev. William Guthrie, Rector; Charles Otto, Clara Horsley, Wardens; Robert Simmons, Treasurer. Deputies: Kathleen Ballard, Clara M. Horsley, Susan Kynor.

*EAST ORANGE, Essex Co., ST. AGNES & ST. PAUL'S (1876). 206 Renshaw Av., 07017, Tel. #678-6716. The Rev. Esar Budhu, Vicar; Selwyn Joseph, Alvin Barratt, Wardens; Pauline Holder, Treasurer. Deputies: Leslie Hayles, Ken igwe, Peggy Kenyon.

*EAST RUTHERFORD, Bergen Co., CHURCH of the RESURRECTION (1905). 144 Boiling Springs Av., 07073, Tel. #935-2011. The Rev. Jacob T. David, Vicar; Varghese K. David, Bryan Marshall, Wardens; P.C. Mathew, Treasurer. Deputies: Mercy David, Varghese David, Bryan Marshall.

Note: Joined with St. Paul's, Wood-Ridge, to form St. Paul's and Resurrection Church, 4/94.

ENGLEWOOD, Bergen Co., ST. PAUL'S (1864/1865). 113 Engle St., P.O. Box 84, 07631, Tel. #568-3276. The Rev. Kenneth M. Near, Rector; Azim Mayadas, Bing Bills, Wardens; Ivan Martin, Treasurer. Deputies: Mabel Allen, Ken Barrow, Helen Yeisley.

ESSEX FIELDS, Essex Co., ST. PETER'S (1893/1896). 271 Roseland Av. P.O. Box 96, 07021, Tel. #226-6500. The Rev. Gordon Tremaine, Rector; Thomas

Parishes and Missions with Clergy, Officers and Deputies

McCrann, Tim Cutting, Wardens; Julien Mason, Treasurer. Deputies: Tim Cutting, Katherine Haga, Thomas McCrann.

FAIR LAWN, Bergen Co., CHURCH OF THE ATONEMENT (1942/1964). 1-36 30th St., P.O. Box 2363, 07410, Tel. #797-0760. The Rev. Kent Branstetter, Interim Priest-in-charge; Donald Smith, Kenneth Taryla, Wardens; Paula Taryla; Treasurer. Deputies: Harold Krieger, Sheila Lucas, Ed Sakelian.

FORT LEE, Bergen Co., CHURCH OF THE GOOD SHEPHERD (1858/1953). 1576 Palisade Av., 07024, Tel. #461-7260. The Rev. Richard L. Grassle, Rector; E. Kim Byham, Gillian Newell, Wardens; Scott Helsel, Treasurer. Deputies: E. Kim Byham, R. Scott Helsel, Lillian Smith.

GLEN ROCK, Bergen Co., ALL SAINTS' (1914/1940). 40 Central Av., 07452, Tel. #444-6874. The Rev. Ashley Neal, Priest-in-charge; Robert DeSteno, Ray Anderson, Wardens; Albert Marboth, Treasurer. Deputies: Ray Anderson, Robert Mansfield.

HACKENSACK, Bergen Co., CHRIST CHURCH (1863). 251 State St., 07601, Tel. #342-2365. The Rev. William Parnell, Rector; Mikel Gittens, Ann Hirsh, Wardens; Marjorie Jingo, Treasurer. Deputies: Marjorie Jingo, Michael Gerhardt, Laurie Spees.

Note: The Rev. Ralph Smith served as interim 3/93 - 3/94.

HACKENSACK, Bergen Co., ST. ANTHONY OF PADUA (1925/1978). 72 Lodi St., 07601, Tel. #489-3286. The Rev. Brian H. Laffler, Rector; Robin Hollis, S. Michael Scalato, Wardens; Donald Morris, Treasurer. Deputies: Fatima Pisco, Kathy Pisco, John Pollard.

*HACKENSACK, Bergen Co., ST. CYPRIAN'S (1926). 269 First St., 07601, Tel. #342-5560. The Rev. David Thomas, Supply; George Clark, Mary Ennon, Wardens; Lucy Francis, Treasurer. Deputies: Mary Ennon, Daniel Hughes.

HACKETTSTOWN, Warren Co., ST. JAMES' (1859). 214 Washington St., 07840, Tel. #908-832-3968. The Rev. Duncan Clark, Rector; Gerald Sheard, Joseph Wnuck, Wardens; Ellen Nerak, Treasurer. Deputies: Erica Frank, Carolyn Gurnowski, Gerald Sheard.

Note: The Rev. Duncan Clark left 5/94 for the Diocese of Olympia.

HALEDON, Passaic Co., ST. MARY'S MEMORIAL CHURCH (1866/1873). 447 Belmont Av., 07508, Tel. #942-4465. The Rev. Raymond L. Harbort, Rector; Andrew Patrizio, Judy Joeb, Wardens; Gail Abbott, Treasurer. Deputies: Linda Berkman, Florence De Blieck, Judy Loeb.

HARRINGTON PARK, Bergen Co., ST. ANDREW'S (1925/1963). Lynn St. & La Roche Av., P.O. Box 161, 07640, Tel. #768-0819. The Rev. Marie Eddy, Rector; Paul Shackerford, Gerri Jeter, Wardens; Valere Churchill, Treasurer. Deputies: Cooper Conway, Barbara Hassa, Gerrie Jeter.

Note: The Rev. Anne McRae Wrede served as interim 9/93 - 4/94.

*HARRISON, Hudson Co., CHRIST CHURCH (1852/1919). 100 Frank E. Rodgers Blvd. North, 07029, Tel. #483-1260. (Cura vacant); Arthur Cawley, Betty Mulgrew, Wardens; Dorothy Bartkus, Treasurer. Deputies: Dorothy Bartkus, Robert Bartkus, Jane Mahr.

Note: The Rev. Mary Ruth Stone, Supply.

Parishes and Missions with Clergy, Officers and Deputies

HASBROUCK HEIGHTS, Bergen Co., CHURCH OF ST. JOHN THE DIVINE (1893/1919). Terrace & Jefferson Ave., P.O. Box 128, 07604, Tel. #288-0002. The Rev. Rodney B. Whiting, Rector; Frances Hager, Gertrude Raufaste, Wardens; Thomas Marrie, Treasurer. Deputies: Frances Hager, Dorothy Kainines, Pat Manley.

HAWORTH, Bergen Co., ST. LUKE'S (1921/1966). 43 Massachusetts Av., 07641, Tel. #384-0706. The Rev. Fletcher Harper, Rector; Jack Chamberlain, Janet Spieth, Wardens; George Stubbs, Treasurer. Deputies: Jack Chamberlin, Marjorie Hartmeyer, Katherine Lynch. (Joint Ministry with All Saints', Bergenfield)

HAWTHORNE, Passaic Co., ST. CLEMENT'S (1896/1932). 271 Lafayette Ave., 07506, Tel. #427-8118. The Rev. William R. Coats, Rector; Joan Van Ry, Betty Kregg, Wardens; Betty Ann Deren, Treasurer. Deputies: Ed Deren, Patricia Huber, Joan Van Ry

HILLSDALE, Bergen Co., HOLY TRINITY (1889/1945). 326 Hillsdale Av., 07642, Tel. #664-2428. The Rev. John J. Negrotto, Rector; Diane Tekirian, Valerie Robinson, Wardens; Elizabeth DeLaura, Treasurer. Deputies: Paul Fitzpatrick, Sarah Kelly, John Tekirian.

HOBOKEN, Hudson Co., ALL SAINTS' PARISH AND SCHOOL (1983). 707 Washington Street, P.O. Box 5149, 07030, Tel. #792-3563. The Rev. Geoffrey B. Curtiss, Rector; Caron Van Dyck, Stephan Nuding, Wardens; Barnett, Treasurer. Deputies: Kathleen Ganim, Rudy Knolker, Barbara Phaire.

HO-HO-KUS, Bergen Co., ST. BARTHOLOMEW'S (1904/1914). 70 Sheridan Av., 07423, Tel. #444-3025. The Rev. Daniel W. Kreller, Rector; Leo Winlarski, Thomas Motamed, Wardens; Roger Prior, Treasurer. Deputies: Bill Smethurst, Harold Taylor, Marjorie Taylor.

HOPE, Warren Co., ST. LUKE'S (1828). Main St., P.O. Box 292, 07844, Tel. #908-439-4340. The Rev. William L. Martin, Rector; Joan Albrecht, Paul Smith, Wardens; Betsy Peterson, Treasurer. Deputies: David Brown, Don Woodcock, Mart Pat Woodcock.

IRVINGTON, Essex Co., TRINITY (1841/1912). 36 Myrtle Av., 07111, Tel. #372-6095. The Rev. William Beckles, Priest-in-charge; Victor Petsch, Winifred Kelly, Wardens; Chairmain Clarke, Treasurer. Deputies: Coghlan Abraham, Flora Hunter, Winifred Kelly.

***JERSEY CITY, Hudson Co., GRACE VAN VORST, (1847).** 39 Erie St., 07302, Tel. #659-2211. The Rev. Scott A. Kallstrom, Vicar; The Rev. Cornish Espino, Assistant; Charles Hayes, Jackie Cadiou, Wardens; Diane Maxon, Treasurer. Deputies: Fran Burch, Charles Hayes, Juliette Graham-Hayes.

JERSEY CITY, Hudson Co., CHURCH OF THE INCARNATION (1910/1971). 68 Storms Av., 07306, Tel. #433-6604. The Rev. Isaac Persaud, Rector; Harold Morris, Thornton Redman, Wardens; Lydia Threatt, Treasurer. Deputies: Sydney King, Eugenia Suthern.

***JERSEY CITY, Hudson Co., ST. MATTHEW'S (1915).** 1944 Kennedy Boulevard, 07305, Tel. #332-3696. (Cure vacant) ; Jesse Brown, Fred Gratiot, Wardens; Nathalie Carter, Treasurer. Deputies: Dorothy Fowlkes, Frederick L. Gratiot.

Parishes and Missions with Clergy, Officers and Deputies

JERSEY CITY, Hudson Co., ST. PAUL'S (1861/1886). 38 Duncan Av., P.O. Box 4176, 07304, Tel. #433-4922. The Rev. George Kyle, Rector; William Young, Carola Labata, Wardens; William E. Reiser, Treasurer. Deputies: Sarah Cooper, Patricia Duncan, Jennifer Wilson-Pines.

JERSEY CITY, Hudson Co., ST. STEPHEN'S (1906/1911). 326 Union St., 07304, Tel. #333-6159. The Rev. David Waweru, Interim; Paul Gobie, Magna Hadley, Wardens; Magna Hadley, Treasurer. Deputies: Paul Gobie, Raymond Satter, Christine Waweru.

KEARNY, Hudson Co., TRINITY (1887/1909). 575 Kearny Av., 07032, Tel: #991-5894. The Rev. Anne West, Interim; William Connell, Sharon Hall, Wardens; Donald Finch, Treasurer. Deputies: Sharon Hall, Fran Robbins, Judy Scherzo.

KINNELON, Morris Co., ST DAVID'S (1960/1972). 91 Kinnelon Road, 07405, Tel. #838-6696. The Rev. Canon Elaine M. Kebba, Rector; Patricia Crane, Alfred Joseph, Wardens; Mary-Esther Arther, Treasurer. Deputies: David Carpenter, Pat Carpenter, Joan Ludwig.

LEONIA, Bergen Co., ALL SAINTS' (1893/1926). Park Av. & Orchard Pl., 07605, Tel: #947-1233. The Rev. Albert D. Jousset, Jr., Rector; John Cavada, Russ Blauvelt, Wardens; Renee Johnson, Treasurer. Deputies: John Cavada, Nancy Hawkins, Stuart Ravnik.

LINCOLN PARK, Morris Co., ST. ANDREW'S (1917/1971). 211 Main St., 07035, Tel. #694-5915. The Rev. Paul S. Hunt, Rector; Janet Brocklesby, Richard Parcells, Wardens; Cheryl Atwan, Treasurer. Deputies: Janet Brocklesby, Frances Trott, Joanne Foster.

LITTLE FALLS, Passaic Co., ST. AGNES' (1896/1926). 65 Union Av., 07424, Tel. #256-5020. The Rev. C. Edward Keller, Jr., Rector; Thelma Mathews, Robert Mayer, Wardens; James Bray, Treasurer. Deputies: Robert Burden, Jack Davdt, Gene Young.

LIVINGSTON, Essex Co., ST. PETER'S (1916/1978). 94 E. Mt. Pleasant Av., 07039, Tel. #992-1932. The Rev. James E. Gardner, Rector; Ann Petras, June Behn, Wardens; Robert Behn, Treasurer. Deputies: Evalyn Bennington, Jean Brown, Elizabeth Wills.

LYNDHURST, Bergen Co., ST. THOMAS' (1888/1945). 300 Forest Av., 07071-2395, Tel. #438-5668. The Rev. Thomas Lincoln, Rector; John Garde, Anthony Porcellii, Wardens; Marion O'Neill, Treasurer. Deputies: Helene Chimento, Kathryn Peaks.

Note: The Rev. Henry Dwyer called as Rector, 6/1/94.

MADISON, Morris Co., GRACE (1854). Four Madison Av., 07940. Tel: #377-0106. The Rev. Dr. Robert W. Ihloff, Rector; The Rev. Karen C. Murphey, Associate; Richard Warburton, Hester B. Wharton, Wardens; Laurence Taber, Treasurer. Deputies: Bruce Bensley, Suzanne Geissler, Todd Shipman.

MAPLEWOOD, Essex Co., ST. GEORGE'S (1894/1905). 550 Ridgewood Rd., 07040, Tel. #762-1319. The Rev. Barry L. Stopfel, Rector; Gail Austin, Patti Savoulidis, Wardens; Robert Holmes, Treasurer. Deputies: Richard Berggren, Kent D. Fairfield, Nancy Overheim.

Parishes and Missions with Clergy, Officers and Deputies

MAYWOOD, Bergen Co., ST. MARTIN'S (1926/1954). 29 Parkway, P.O. Box 807, 07607, Tel. #843-5360. The Rev. James W. Thompson, Rector; The Rev. Edmund Jacobitti, Deacon; Delbert Coonce, William Dorn, Wardens; William Dorn, Treasurer. Deputies: Geln Boulding, Barbara Hillyer, Mary Beth King.

MENDHAM, Morris Co., ST. MARK'S (1873/1957). Nine E. Main St., 07945, Tel. #543-4471. The Rev. J. Carr Holland, III, Rector; Dave Sullivan, Ian McLean, Wardens; Joyce Edgeworth, Treasurer. Deputies: Doug Hager, Ian McLean, Dave Sullivan.

MIDLAND PARK, Bergen Co., CHURCH OF THE GOOD SHEPHERD (1906/1971). 497 Godwin Av., P.O. Box 326, 07432, Tel. #444-6168. The Rev. Christopher L. David, Rector; Alfred Schmalfuhs, Barbara Neil, Wardens, Eleanor Dallal, Treasurer. Deputies: Richard Cooper, Barbara Neil.

MILLBURN, Essex Co., ST. STEPHEN'S (1851). 119 Main St., 07041, Tel. #376-0688. The Rev. Cornelius C. Tarplee, Rector; Robert Marshall, Paul Boegershausen, Wardens; Thomas Moore, Treasurer. Deputies: Karen Bonacorda, Nancy Sieffert, Tom Sieffert.

MILLINGTON, Morris Co., ALL SAINTS' (1904/1949). 15 Basking Ridge Rd., 07946, Tel. #908-647-0067. The Rev. Richard Wrede, Rector; Steve Allen, Geoffrey Kimak, Wardens; Joseph D'Angerio, Treasurer. Deputies: Joan Braly, William Vogt.

Note: The Rev. Fred Magnuson served as Interim prior to Wrede.

*MILTON/OAK RIDGE, Morris Co., ST. GABRIEL'S (1968). R.D. 2, Milton Rd., 07438, Tel. #697-5688. The Rev. Thomas Laws, Interim; Steven Grieshaber, Bob Pettitt, Wardens; Lynn Caruso, Treasurer. Deputies: Roberta Brantley, Naomi Horsky, Patricia Taylor.

MONTCLAIR, Essex Co., ST. JOHN'S (1899/1902). 55 Montclair Av., 07042, Tel. #746-2474. The Rev. Diana D. Clark, Rector; Dennie Bennett, Alix Ross, Wardens; Mary Marshall, Treasurer. Deputies: Mary Marshall, Jackie Wheelock, Sarah Williams.

MONTCLAIR, Essex Co., ST. LUKE'S (1846/1860). 73 So. Fullerton Av., 07042 #744-6220. The Rev. Nicholas T. Cooke III, Rector; The Rev. Michael Neufeld, Assistant; The Rev. Ellen Neufeld, Assistant; Mardi Mauney, Teddy Hawkins, Wardens; Chris Landua, Treasurer. Deputies: Janet Chisholm, Mardi Mauney, Patricia Read.

MONTCLAIR, Essex Co., TRINITY (1916/1959). 19 N. Willow St., P.O. Box 361, 07042, Tel. #783-9050. The Rev. Canon Michael du Plessis, Rector; Frieda Smith, Dwight Jackson, Wardens; Pansy Swan, Treasurer. Deputies: Pearl Anderson, Edward Jenkins, Frieda Smith.

MONTVALE, Bergen Co., ST. PAUL'S (1895/1953). W. Grand Av & Woodland St., 07645, Tel. #391-3181. The Rev. Philip S. Krug, Rector; Bruce Hackett, Kathleen Winslow, Wardens; Dorothy Waldt, Treasurer. Deputies: Alan Litke.

MORRIS PLAINS, Morris ST. PAUL'S (1920/1955). Hillview Av. at Mountain Way, P.O. Box 104, 07950, Tel. #285-0884. The Rev. Dr. David H. Hamilton, Rector; The Rev. Susan Chrystal, Assistant; Diane Kaczmarek, Dennis Cannella, Wardens; Ronald Diamond, Treasurer. Deputies: Valentine Armstrong, William L. Heick, Ewing Williams.

Parishes and Missions with Clergy, Officers and Deputies

MORRISTOWN, Morris Co., CHURCH OF THE REDEEMER (1852). 36 South St., 07960, Tel. #539-0703. The Rev. Phillip D. Wilson, Rector; The Rev. Theresa A. Wajnert, Associate Rector; Ajorie Henry, Cliff Wood, Wardens; James Gauff, Treasurer. Deputies: Peter Arney, Ajorie Henry, Helen Kennedy.

MORRISTOWN, Morris Co., ST. PETER'S (1827). 70 Maple Av., 07960-5293, Tel. #538-0555. The Rev. David P. Hegg II, Rector; The Rev. Stephanie Keith, Assistant; The Rev. Dr. Charles L. Rice, Associate; Charles Trillich, Frank Failla, Wardens; Clarence Eich, Treasurer. Deputies: Michel Balt, Nancy Coiner, Vertnon Rowe.

MOUNT ARLINGTON, Morris Co., ST. PETER'S (1894/1990). 50 Edgemere Av., P. O. Box #403, 07856, Tel. #398-1890. The Rev. Kim Capwell, Rector; Barbara Deneka, Dorothy Gutwein Wardens; Robert Hart, Treasurer. Deputies: Dorothy Gutwein, Vincent Gutwein, Margo McClary.

MOUNTAIN LAKES, Morris Co., ST. PETER'S (1923). 215 Boulevard, 07046, Tel. #334-4429. The Rev. Patrick Close, Rector; Stephen Shaw, John Garrison, Wardens; William Headden, Treasurer. Deputies: Laura Dorer, David Fisher, John Pendleton.

NEWARK, Essex Co., GRACE (1837). 950 Broad St., 07102, Tel: #623-1733. The Rev. Canon George H. Bowen, Rector; Bruce E. Ford, Hyacinth McCaulay, Wardens; Michael Lindstrom, Treasurer. Deputies: Louis Craw, Hyacinth McCaulay, John Quartey.

NEWARK, Essex Co., THE HOUSE OF PRAYER (1847/1849). 407 Broad St., 07104, Tel. #483-8202. The Rev. Bernard Healy, Rector; Janice Newman, Junia Wilson, Wardens; David Yamoah, Treasurer. Deputies: Douglas Eldridge, Yowanda Herring-Cooper, Lucyo Millerand-Herrera.

*NEWARK, Essex Co., MAR THOMA SYRIAN CHURCH OF MALABAR (1982). 272 Roseville Av., 07107. Tel. #914/376-6530. The Rev. Mathew John, Vicar; Warden; Treasurer. Deputies: Alice Koshy, T.M. John.

*NEWARK, Essex Co., THE OASIS, c/o 24 Rector Street, 07102. Tel. #201/621-8151. The Rev. David Norgard, Missioner and Executive Director; Ulysses Dietz, Gerrie Jeter, Vice Presidents; Michel Balt, Treasurer. Deputies: Ulysses Dietz, Lynn Headly-Moore, Tyler Miller.

Note: The Rev. Mr. Norgard left 4/94 for the Diocese of San Francisco.

*NEWARK, Essex Co., ST. ANDREW'S (1902/1913). 933 S. 17th St., 07108, Tel. #375-3012. The Rev. Walter Lewis, Interim; Edna Daley, Anthony Pearson, Wardens; Sebrana Davis, Treasurer. Deputies: Sebrana Davis, Rita Romain, Anthony Pearson.

*NEWARK, Essex Co., ST. BARNABAS' (1852/1867). 505 W. Market St., Box 7178, 07107, Tel. #482-3132. The Rev. Elizabeth Kaeton, Vicar; Deputies: Tammy Leon, Ellen Moore..

NEWARK, Essex Co., TRINITY & ST. PHILIP'S CATHEDRAL (1732/1746). (Incorporated as the Cathedral 1944). 608 Broad St., Office: 24 Rector St., 07102, Tel. #622-3505. The Very Rev. Petero Sabune, Dean; Adrienne Lockette, Dorothy Gould, Wardens; Florence Bustamante, Treasurer. Deputies: Andrienne Lockett, Frances L. May, Jessie Smallwood.

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NEWTON, Sussex Co., CHRIST CHURCH (1769). 62 Main St., P.O. Box 146, 07860, Tel. #383-2245. The Rev. Joseph D. Herring, Jr., Rector; George Green, Warren Fisher, Wardens; Robert Dobson, Treasurer. Deputies: Gus Costa, Bonnie Herring.

NORTH ARLINGTON, Bergen Co., ST. PAUL'S (1914/1954). 11 York Road, 07031, Tel. #991-7252. The Rev. Frederick C. Fox III, Rector; Walter Schaufala, Helen Zook, Wardens; Genevieve Jenny, Treasurer. Deputies: Harriet Gilfedder, George Knaggs, Kathy Remarzowski.

*NORTH BERGEN, Hudson Co., CHURCH OF THE TRANSFIGURATION (1919). 79th St. & Palisade Av., 07047, Tel. #869-0769. The Rev. Susan Vest, Vicar; Margaret McGill, Joseph Lyew, Warden; William Markowski, Treasurer. Deputies: Joanna Kubik, Joseph Lyew, James Vest.

NORWOOD, Bergen Co., CHURCH OF THE HOLY COMMUNION (1876/1877). 66 Summit Av., 07648, Tel. #768-0634. The Rev. Curtis Hart, Interim; William Evans, J. Lanier Davis, Wardens; Clifford Lamb, Treasurer. Deputies: J. Lanier Davis, Marian Piehler.

NUTLEY, Essex Co., GRACE CHURCH (1873/1887). 200 Highfield Lane, 07110, Tel. #235-1177. The Rev. Wade A. Renn, Rector; Frances Bouton, Thomas Peters, Wardens; Evelyn Davis, Treasurer. Deputies: Nonie Gilbert, Martha Rainer, Pat Russo.

*NUTLEY, Essex Co., CHINESE MINISTRY, c/o GRACE CHURCH. 200 Highfield Lane, 07110. Tel. #235-1177. The Rev. Philip Wong, Missioner & Chairperson; Sunny Hsu, Chia-Hwei Chen, Wardens; Nancy Wang Blair, Treasurer. Deputies:

*OAKLAND, Bergen Co., ST. ALBAN'S (1939). Church Lane, Box 35, 07436, Tel. #337-4909. The Rev. Lauren D. Ackland, Vicar; Robert Barker, Marsha Maletta, Wardens; Lorraine Murray, Treasurer. Deputies: Marsha Maletta, Dagmar Murphy, John Murphy.

GRADELL, Bergen Co., CHURCH OF THE ANNUNCIATION (1901/1945). 343 Kinderkamack Rd., 07649, Tel. #262-7222. The Rev. George C. Allen II, Rector; Charles Woehrle, Andrea Conklin, Wardens; Anne Reineking, Treasurer. Deputies: Harold Bartels, Elaine Reno, H. Smith.

ORANGE, Essex Co., ALL SAINTS' (18766/1885). 438 Valley St., P.O. Box 678, 07051-0678, Tel. #674-4366. The Rev. Donald R. Shearer, Rector; Gladys Stumpf, C. Lawrence Piersol, Wardens; Donald Basile, Treasurer. Deputies: John Brisco, Fred Habgued, Ed Robinson.

ORANGE, Essex Co., CHURCH OF THE EPIPHANY (1901/1905). 105 Main St., P.O. Box 93, 07050, Tel. #676-8886. The Rev. Canon Gervais A. M. Clarke, Rector; Ray Campbell, George Harewood, Wardens; Harry E. Smith, Treasurer. Deputies: Raymond Campbell, Regina Di Pasalagne, Claudette Thomas.

*PANTHER VALLEY, Warren Co., COVENANT EPISCOPAL MISSION (Ecumenical Ministry). Route 517, Box 337A, Hackettstown, 07840, Tel. #908-852-5444. The Rev. Emil Augustine, Pastor; Suzanne Jordan, Warden; Millard Branch, Treasurer. Deputies: Marjorie Elmquist, Sue Jordan, Julianne Lynch.

PARAMUS, Bergen Co., ST. MATTHEW'S (1950/1976). 167 Spring Valley Rd., 07652, Tel. #262-5286. The Rev. John Stanton, Interim; Edward Johnson, Sal

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Rotolo, Wardens; Judy Corino, Treasurer. Deputies: Judy, Corino, Edward Johnson, David Mertens.

PARSIPPANY, Morris Co., ST. GREGORY'S (1964/1982). 480 So. Beverwyck Rd., 07034, Tel. #887-5879. The Rev. Joseph Pickard, Interim; Eugene Kelly, Thomas Coulter, Wardens; Jack Baka, Treasurer. Deputies: Thomas Coulter, Eugene Kelly, Rudi Nuissl.

PASSAIC, Passaic Co., ST. JOHN'S (1859/1902). 215 Lafayette Av., 07035, Tel. #779-0966. The Rev. Allen A. Hinman, Rector; James Tons, Roy Bloom, Wardens; Marion DeGroat, Treasurer. Deputies: Vincent Place, Ernesto Munoz.

PATERSON, Passaic Co., CHURCH OF THE HOLY COMMUNION (1856/1866). 99 Pearl St., 07501, Tel. #742-5553. The Rev. Stanley E. Morgan-Higgins, Rector; Andrew Sims, Edward Johnston, Wardens; Richard McDowell, Treasurer. Deputies: Betty Head, Jocelyn Irving, Lillian Ordonez.

PATERSON, Passaic Co., ST. PAUL'S (1817/1825). 451 Van Houten St., 07501, Tel. #278-7900. The Rev. Tracey Lind, Rector; The Rev. Wilmot Merchant, Associate; Alan Bown, Patsy Brooks, Wardens; Rosie Grant, Treasurer. Deputies: Doris Pagan, Joseph Phillips, John Zinn.

*PATERSON, Passaic Co., TRINITY (1879/1881). 84 Marion St., 07502, Tel. #936-9718. The Rev. Margaret Gat, Vicar; Robert Patrick, John Peters, Wardens; John Patrick, Treasurer. Deputies: Elizabeth McGinnis, Robert Patrick, Ethel Peters.

PHILLIPSBURG, Warren Co., ST. LUKE'S (FREE) (1856). 300 Hillcrest Blvd., 08865, Tel. #908-859-1479. The Rev. Robert F. Bruschi, Rector; David Exley, Shirley Koch, Wardens; Robert Exley, Treasurer. Deputies: Pat Hladky, Shirley Kochi, Jean Wadnik.

POMPTON LAKES, Passaic Co., CHRIST CHURCH (1798). 400 Ramapo Av., 07442, Tel. #835-2207. The Rev. John A. Rollins, Rector; The Rev. Clarence Searles, The Rev. Robert Colyer, Deacons; George Bogart, Ronald Higgins, Wardens; Gail Schwarz, Treasurer. Deputies: Katherine Goodwin, Ronald Higgins, Joseph Stewart.

RAMSEY, Bergen Co., ST. JOHN'S MEMORIAL CHURCH (1906/1951). E. Main St. & Franklin Turnpike, 07446, Tel. #327-0703. The Rev. Richard M. Louis, Rector; Susan Brewster, John Lumis, Wardens; Bonnie Chambers, Treasurer. Deputies: Barry Hardy, Emily Kittross.

RIDGEFIELD, Bergen Co., ST. JAMES' (1872/1968). 514 Abbott Av., 07637, Tel. #945-0079. The Rev. Francis S. Bancroft, III, Rector; Robert Williams, Sr., Roy Hoffmann, Wardens; E. Joyce Knapp, Treasurer. Deputies: Glenda DeKruif, Robin O'Neil, Harriet L. Van Dyke.

RIDGEFIELD PARK, Bergen Co., ST. MARY THE VIRGIN (1906/1957). 139 Preston St., 07660, Tel. #440-4343. The Rev. David C. Brown, Rector; C. Robert Jacob, Dorothy McCarroll, Wardens; Patrick Jacob, Treasurer. Deputies: C. Robert Jacob, Patricia Jacob, Mary Sue Kaplow.

RIDGEWOOD, Bergen Co., CHRIST CHURCH (1864/1865). 105 Cottage Pl., Box 764, 07451, Tel. #652-2350. The Rev. Margaret B. Gunness, Rector, The Rev. Mark A. Lewis, Assistant Rector; The Rev. Harry Whitley, Priest Associate;

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John Snyder, David Sayles, Wardens; Janice Lusk, Treasurer. Deputies: Richard Grimley; Sue Morgan.

RIDGEWOOD, Bergen Co., ST. ELIZABETH'S (1923/1926). 169 Fairmount Rd., 07450, Tel. #444-2299. The Rev. John G. Hartnett, Rector; The Rev. Lynne S. Weber, Associate; Raymond Gilmartin, Ronald Rayevich, Wardens; William Maletz, Treasurer. Deputies: Hilary Jones, George Mackie, Myles Williamson.

*RINGWOOD, Passaic Co., CHURCH OF THE GOOD SHEPHERD (1901). 80 Margaret King Av., 07456, Tel. #962-9510. (Cure vacant); Maryland Milligan, Sylvia Rivera, Wardens; Essie Van Dunk, Treasurer. Deputies: Maryland Milligan, Adelaide Gisler, Carl Van Dunk.

ROCHELLE PARK, Bergen Co., ST. PETER'S (1909/1959). 100 Rochelle Av., 07662, Tel. #845-6710. (Cure vacant); Charles O. Sontag, Barbara Hinckley Wardens; Norma Sontag Treasurer. Deputies: Gale Bankamp, Louise Kern, Carol Merital.

RUTHERFORD, Bergen Co., GRACE (1869). 128 W. Passaic Av., 07070, #438-8623. The Rev. Dr. Edward E. Martin, Jr., Rector; John Fitzgibbon, William Muller, Wardens; Richard Erickson, Treasurer. Deputies: Eleanor Hudak, Christiana Martin, Ann Rayot.

*SECAUCUS, Hudson Co., CHURCH OF OUR SAVIOUR (1924). 191 Rte. 153, 07094, Tel. #863-1449. (Cure vacant); Eleanor Reuther, Edna Mondadori Wardens; Donald Roberts, Treasurer. Deputies: Marc Mitchell, Edna Mondadori, Donald Roberts.

SHORT HILLS, Essex Co., CHRIST CHURCH (1882/1883). Highland Av. & Forest Dr., Box C., 07078, Tel. #379-2898. The Rev. Canon Leonard Freeman, The Rev. Victoria McGrath, Deacon; Douglas A. Yorke, David G. Vickroy, Wardens; Stover Babcock, Treasurer. Deputies: Tom Mack, Sandra Marshall, Sandra Taylor.

SOUTH ORANGE, Essex Co., CHURCH OF ST. ANDREW & HOLY COMMUNION (1859). 160 W. South Orange Av., 07079, Tel. #763-2355. The Rev. Jonathan B. Percival, Rector; Faith Brown, Richard Grove, Wardens; Barbara Van Doren, Treasurer. Deputies: Faith Brown, Gloria Klucznik, Ford Livengood.

SPARTA, Sussex Co., ST. MARY'S (1919/1978). 85 Conestoga Trail, Box 235, 07871, Tel. #729-3136. The Rev. John Nieman, Rector; Jack Lynch, Gary Templeman, Wardens; Richard Stone, Treasurer. Deputies: Bernard Cunliffe, John Lynch, Hattie Stone.

SUCCASUNNA, Morris Co., ST. DUNSTAN'S (1963/1980). 179 S. Hillside Av., 07876, Tel. #584-4233. The Rev. Robert T. Mason, Rector; The Rev. Nancy Talmage, Priest Associate; Scott Sargent, Donna Esposito, Wardens; George Caras, Treasurer. Deputies: Kathy Jones, Barbara Piccirillo, Margaret Prodden.

SUMMIT, Union Co., CALVARY (1854/1861). 31 Woodland Av., 07901, Tel. #908-277-1814. The Rev. Charles J. Minifle, Interim; The Rev. Gregory A.M. Cole, Assistant Rector; Bruce Rosborough, Susan A. Watts, Wardens; Noel T. Carey, Treasurer. Deputies: Sally Cerny, Marilyn Devroye, Susan Watts.

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TEANECK, Bergen Co., CHRIST CHURCH (1914). 480 Warwick Av., 07666, Tel. #833-4302. The Rev. Richard Chasse, Interim; Beryl Bryant, William Madison, Wardens; Swithin Kwemena-Poh, Treasurer. Deputies: Claudette Belnavis, Emilio Larrier, Ethel Reynolds.

*TEANECK, Bergen Co., MAR TOMA SYRIAN CHURCH OF MALABAR. c/o Christ Church, 480 Warwick Av., 07666. The Rev. Mathew John, Vicar; Deputies: T.M. John

TEANECK, Bergen Co., ST. MARK'S (1925/1963). 118 Chadwick Road, 07666, Tel. #836-7275. The Rev. Lucinda R. Laird, Rector; Kathy Pastryk, Doris Mardirosian, Wardens; Inez Saley, Treasurer. Deputies: Karen Booth, Richard Dobson, Charelle Hanley.

TENAFLY, Bergen Co., CHURCH OF THE ATONEMENT (1868/1871). 97 Highwood Av., 07670, Tel. #568-1763. The Rev. John P. Croneberger, Rector; The Rev. Dr. Fred Alling, Associate Rector; Audrey Spencer, Alfred Kane, Wardens; Erich Herz, Treasurer. Deputies: Kathleen Shiota, Dirk Watson, Dean Weber.

*TENAFLY, Bergen Co., ST. PAUL'S CHURCH OF SOUTH INDIA (1989). c/o Church of Atonement, 97 Highwood Av., 07670, Tel. #568-1763. The Rev. Thomas Ninan, Vicar; Daniel David, Mammen Matudi, Wardens; Kurien Kochy, Treasurer. Deputies: Maj. Daniel David

TOTOWA Borough, Passaic Co., CHRIST CHURCH, (1921/1962). 329 Totowa Rd., 07512, Tel. #595-0349. The Rev. Mark W. Waldon, Rector; Lee VanDenburgh, Judith Provenzale, Wardens; Shirley Gerhardt, Treasurer. Deputies: Shirley Gerhardt, Claudia Lomicky, Lee VanDenburgh.

TOWACO, Morris Co., CHURCH OF THE TRANSFIGURATION (1921/1991). 9 Two Bridges Rd., 07082, Tel. #334-2882. The Rev. Jo-Ann R. Murphy, Rector; Ned Peirce, Lisa Hempelman, Wardens; Bob Perkins, Treasurer. Deputies: Lisa Hemplemann, Dave Jones, Barbara Schulien.

UNION CITY, Hudson Co., GRACE (1884/1893). 3901 Park Av., 07087, Tel. #867-9412. The Rev. Oscar Gonzalez, Rector; Patricia Patterson, Francisco Ross, Wardens; Bernardo Valdes, Treasurer. Deputies: Aldo Seonane, Leonor Seonane, Lilliam Gonzalez.

UNION CITY, Hudson Co., ST. JOHN'S (1846). 16th St. & Palisade Av., 07087, Tel. #348-3966. The Rev. Katrina M. Swanson, Rector; Anthony LoBue, Pauline Luton, Wardens; Wilbur Kaufer, Treasurer. Deputies: Joseph Annillo, Lorraine Gerbehy, Larry Mikuta.

UPPER MONTCLAIR, Essex Co., ST. JAMES' (1887/1888). 581 Valley Road, 07043, Tel. #744-0270. (Cure vacant); Bard Langstaff, Sharon Snead, Wardens; Sarah Eggleston, Treasurer. Deputies: Wanda Kloza, Nancy Thalmann

*VERNON, Sussex Co., ST. THOMAS' (1981). 307 Rt. 94, 07462, Tel. #764-7306. The Rev. Steven L. Steele, Vicar; Nancy Wiedbrauk, Bill Schulien, Wardens; Johanna Kelter, Treasurer. Deputies: Kathleen Moore, Carol Stromeck, Nancy Wiedbrauk.

VERONA, Essex Co., CHURCH OF THE HOLY SPIRIT, (1929/1957). 36 Gould St., 07044, Tel. #239-2850. The Rev. Edward Hasse III, Rector; Richard Ames, Marion Lawrence, Wardens; Frances Patton, Treasurer. Deputies: Edith Ewing, Marian Lawrence, Brian Selleck.

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*WANTAGE, Sussex Co., CHURCH OF THE GOOD SHEPHERD (1871). 200 Route 23, Tel. #875-0919. The Rev. W. Alan King, Vicar; Donald Larson, John Tyler, Wardens; Bea Kota, Treasurer. Deputies: Audrey King, Joan Lodge, Dennis Lodge.

WASHINGTON, Warren Co., ST. PETER'S (1881/1964). 127 Broad St., 07882, Tel. #908-689-1019. The Rev. Carolyn Bruschi, Interim; Patrick McCormick, Jayne Garretson, Wardens; Bob Garretson, Treasurer. Deputies: Jayne Garretson, Tom McGill.

WAYNE, Passaic Co., ST. MICHAEL'S (1957/1986). 1219 Ratzer Rd., 07470, Tel. #694-1026. The Rev. John A. Donnelly, Rector; The Rev. Ellen A. Donnelly, Rector; James Newell, Patricia Vine, Wardens; Kenn Chadwick, Treasurer. Deputies: Tom Fisher, James Newell, Jan Tichansky.

*WEST MILFORD, Passaic Co., CHURCH OF THE INCARNATION (1951). 253 Marshall Hill Rd., 07480, Tel. #728-3771. (Cure vacant); Wade Cory, Bill Calcagno, Wardens; Frank Fleet, Treasurer. Deputies: William Calcagno, Patricia Watts, John Wojcik.

WEST ORANGE, Essex Co., CHURCH OF THE HOLY INNOCENTS' (1871/1935). 681 Prospect Av., 07052, Tel. #731-0259. The Rev. Abigail Hamilton, Rector; William Mollard, Linda Lukasik, Wardens; Virginia Smith, Treasurer. Deputies: Ann Frechette, Michael Lukasik, Linda Lukasik.

WEST ORANGE, Essex Co., CHURCH OF THE HOLY TRINITY (1907). 315 Main St., 07052-5703, Tel. #325-0369. The Rev. Edmund Partridge, Interim; The Rev. Wallace Coursen, Deacon; Edith Wilson, Robert Garvey, Wardens; Lillian Ferrie, Treasurer. Deputies: Frances Creech, Robert Gray, Edith Gray.

WEST ORANGE, Essex Co., ST. MARK'S (1827). 45 Main St., 07052, Tel. #736-0212. The Rev. Carol Burnside, Vicar; Phyllis Biggs, John Meehan, Wardens; Richard Werner, Treasurer. Deputies: Leslie Jones, Daphne McClellan, Valda Wright.

WESTWOOD, Bergen Co., GRACE (1906/1925). Nine Harrington Av., 07675, Tel. #664-0407. The Rev. H. Gaylord Hitchcock, Jr., Rector; The Rev. William A. Butz, The Rev. James W. Delaney, Deacons; Anne Moore, Lawrence Sunden, Wardens; Anne Tait, Treasurer. Deputies: John Dowdie, Michael Rehill, Anne Tait.

*WOOD-RIDGE, Bergen Co., ST. PAUL'S (1913/1952). Center & Humboldt Sts., 07075, Tel. #438-8333. The Rev. Jacob David, Vicar; August Brummer, Ruth Polifronio, Wardens; Carol Christensen, Treasurer. Deputies: August Brummer, Hazel Klein, Howard Wrede.

Note: Joined with Resurrection, East Rutherford, to form St. Paul's and Resurrection Church, 4/94.

(Information as of the Convention, February 4, 1994, except where noted.)

ANNUAL DIOCESAN CONVENTION MINUTES

The 120th Annual Convention of the Episcopal Church in the Diocese of Newark was held on Friday, February 4, and Saturday, February 5, 1994, in the Hanover Marriott Hotel, Whippany, New Jersey.

FRIDAY AFTERNOON SESSION

February 4, 1994

The Eucharist was celebrated at 12:30 p.m. at the hotel by The Right Rev. Jack M. McKelvey, Suffragan Bishop of the Diocese of Newark. The Right Rev. Chester L. Talton, Suffragan Bishop of the Diocese of Los Angeles, was the preacher. The Right Rev. John S. Spong presided.

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

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	130
Deacons	4
Lay Deputies	368
Total Deputies	504

Congregations Represented 128

ADOPTION OF AGENDA

On motion by Mr. Michael F. Rehill and seconded, the agenda was adopted as follows:

AGENDA

FRIDAY, February 4

12:00 EUCCHARIST - Ballroom, Hanover Marriott Hotel;
 The Rt. Rev. Chester L. Talton, Preacher;
 The Rt. Rev. Jack M. McKelvey, Celebrant

2:00 BUSINESS SESSION - Ballroom, Hanover Marriott Hotel

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

Resolution of Courtesy

Minutes of the One Hundred and Twentieth Convention

Reports: Rules of Order Committee
 Secretary of Convention
 Treasurer of Convention
 Appointment of the Parliamentarians
 Appointment of the Chancellor
 Election: Committee on Rights of Clerical Delegates
 Committee on Rights of Lay Delegates
 Committee on Elections & Ballot
 Ballot for Uncontested Elections
 Institution of Secretary of 120th Annual Convention
 Appointment of Assistant Secretaries

2:30 ORDER OF THE DAY: 1994 Proposed Unified Budget
 Proposed 1994 Budget (for information)
 Call for resolutions on budget

3:00 **REPORTS**
 Committee on Constitution and Canons
 Convocation Restructure Committee
 Task Force on Children and Youth
 Commission on Aging
 Camp and Conference Center Committee

UTO INGATHERING REPORT

4:30 - **HEARINGS** - All hearing rooms are on the third floor.
 6:45

4:30-5:45 Budget - Ballroom Salons A & B
 4:30-5:15 Constitution & Canons - Mt. Tabor Room
 5:15-6:00 Convocation Restructure Committee - Mt. Tabor Room
 5:30-6:45 Task Force on Children & Youth - Garden State Suite
 5:45-6:45 Resolutions - Skylands Suite
 6:00-6:45 Camp & Conference Center Committee - Mt. Tabor Room

7:00 **DINNER**

9:45 **CONVENTION PARTY** - Assembly Area Around Ballroom

SATURDAY, February 5

8:15 **EUCHARIST** - Ballroom, Hanover Marriott Hotel;
 The Rt. Rev. Jane H. Dixon, Preacher;
 The Rt. Rev. John S. Spong, Celebrant
 - The Necrology will be read

10:30 **BUSINESS SESSION** - Ballroom, Hanover Marriott Hotel

REPORTS
 Camp and Conference Center Committee
 Standing Commission on Clergy Compensation

10:45 **SPECIAL ORDER** - Task Force on Children and Youth

REPORTS (cont'd)

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- Task Force on Interfaith Relationships
- Committee on the Status of Churches
- Reclassified Parishes/Missions
- Resolutions Committee

EPISCOPAL COMMUNITY DEVELOPMENT

ELECTION RESULTS WILL BE ANNOUNCED WHEN KNOWN

NOON PRAYERS - The Rt. Rev. Chester L. Talton

12:15 LUNCHEON

1:30 BUSINESS SESSION

STEWARDSHIP COMMISSION

CONSTITUTION & CANONS

CONVOCATION RESTRUCTURE COMMITTEE

REPORTS (cont'd)
Resolutions Committee

2:15 ORDER OF THE DAY: 1994 Proposed Unified Budget

3:15 REPORTS:
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 Greetings & Thanks

4:40 THE RT. REV. JANE H. DIXON & THE RT. REV. CHESTER L. TALTON

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

5:00 Adjournment

RESOLUTIONS ON NEW MATTERS

The President received the following resolution that was referred to the Committee on Resolutions:

- a resolution presented by the Diocesan Council ad hoc committee on the Boy Scouts of America calling for churches to enter into a dialogue with local scout troops regarding BSA policy on sexual orientation and scouting.

RESOLUTION OF COURTESY

Ms. Sarah Sterling, WOODY representative, presented the following resolution:

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RESOLVED, that the courtesy of seat and voice be accorded the following: The Right Reverend Jane Holmes Dixon; The Right Reverend Chester Talton; The Right Reverend Jose Gonzalez; Ecumenical guests; the Mother Superior and Sisters of the Community of St. John Baptist; The Reverend Emily S. Bell, Incarnation, West Milford; The Reverend Kathleen Bobbitt; The Reverend Junius Carter, Trinity, Montclair; The Reverend Martha Dyson, Deacon, St. George's, Maplewood; The Reverend Thomas Laws, St. Gabriel's, Milton/Oak Ridge; The Reverend Wilmot Merchant, St. Paul's, Paterson; The Reverend Kathleen Hancock Ragsdale, Deacon; The Reverend Philip R. Ramstad, Convent of St. John Baptist; The Reverend Lindsay Freeman; The Reverend Curtis W. Hart, Holy Communion, Norwood; The Reverend Charles Minifie, Calvary, Summit; The Reverend Mathew John, Mar Thoma Church; The Reverend Thomas Ninan, Church of South India, Tenafly; The Reverend Kenrick Lewis, Trinity & St. Philip's Cathedral; The Reverend David Waweru, St. Matthew's, Jersey City; The Reverend Lynne Weber, Deacon, St. Elizabeth's, Ridgewood; Decker Carnes, Lay Pastor, Trinity & St. Philip's Cathedral; Margaret Gat, Lay Pastor, Trinity, Paterson; Karen Eberhardt, Lay Pastor, Redeemer, Morristown; Anne Strand, Special Ministry of Pastoral Counselors; officers of the Diocese of Newark; members of the Standing Committee, Diocesan Council, Commission on Ministry; members of the Department of Missions and representatives from the ministries of The Oasis and the Chinese Mission; members of committees and commissions reporting to the Convention; Mr. Philip Greven, Rutgers University, New Brunswick; Mrs. Kay Noonburg, Episcopal Churchwomen; Postulants and Candidates for Holy Orders; and Ms. Meg Bottomley, Ms. Jennifer Close and Mr. Stephen Nuzzo, WOODY Delegates.

RULES OF ORDER COMMITTEE

Mr. Roger Watson, Chair, presented the report from the committee. He explained the two proposed changes that would take effect for the 121th Convention. The first deleted the reference to a specific number of members on the Convention Nominations Committee because of the probable change in the number of convocations. The second was to instruct the Secretary of Convention to mail the report from the Resolutions Committee to all deputies by the first of January.

On motion by Mr. Roger Watson and seconded, the Rules of Order as distributed and changed were adopted.

On motion by Mr. Roger Watson and seconded, procedures used for the manual counting of votes by the Hare Preferential System were adopted for use at the 120th Convention.

REPORT OF THE SECRETARY

Mr. Michael Francaviglia thanked the diocesan staff and, in particular, Mrs. Joyce Riley and Ms. Teresa Wilder, and the members of the Arrangements Committee and Ms. Lynn Tyler, for their support and assistance. He welcomed the delegates to the new location.

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TREASURER'S REPORT

Mr. John Zinn presented the report. On motion by Mr. Zinn and seconded, the treasurer's report was received and filed for audit.

ELECTION OF THE VICE PRESIDENT

On motion by Bishop Spong and seconded, the Right Rev. Jack M. McKelvey was elected Vice President of the Convention.

PARLIAMENTARIANS

The President appointed Ms. Janice Newman as Parliamentarian and Mr. Alan Stephens as Assistant Parliamentarian for the Convention.

CHANCELLOR AND VICE CHANCELLOR APPOINTMENTS

The President appointed Mr. Michael F. Rehill as Chancellor and Mrs. Allison Garde as Vice Chancellor.

RIGHTS OF CLERICAL DEPUTIES

On motion by Ms. Meg Bottomley, St. George's, Maplewood, and seconded, the following persons were elected to the Committee on Rights of Clerical Deputies: The Rev. Dan Kreiler, Chair, The Rev. Jeannette DeFriest, and Ms. Ajourie Henry.

RIGHTS OF LAY DEPUTIES

On motion by The Rev. Karen Murphy, Grace Church, Madison, and seconded, the following persons were elected to the Committee on Rights of Lay Deputies: Mrs. Shanta David, Chair, Mrs. Florence DeBliack and The Rev. Richard Constantinos.

COMMITTEE ON ELECTIONS

Mrs. Marie Obermann, Co-Chair of Elections and Head Teller, and Ms. Dot Patten, Co-Chair, gave instructions on the preferential balloting system. The President thanked Mrs. Obermann for her many years of service as chair of the Elections Committee.

BALLOTS FOR NO CONTEST

On motion by the President and seconded, the Rules of Order were suspended and the Secretary instructed to cast the vote for the uncontested offices, as follows:

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

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- ACTS/VIM Board, Class of 1997 - The Rev. Richard Gressle
Good Shepherd, Fort Lee
- Standing Committee, Class of 1998 - Marjorie Christie
Christ Church, Ridgewood
- Committee on Constitution and Canons
 - Marjorie Hartmeyer, St. Luke's, Haworth
 - Edgar Kim Byham, Good Shepherd, Fort Lee
 - The Rev. Joseph Herring, Christ Church, Newton
 - The Rev. Stanley E. Morgan, Holy Communion, Paterson
 - The Rev. Christopher David, Good Shepherd, Midland Park
 - Michael F. Rehill, Grace Church, Westwood
 - The Rev. H. Gaylord Hitchcock, Grace Church, Westwood
 - Gerrie Jeter, St. Andrew's, Harrington Park
 - John E. Lynch, St. Mary's, Sparta
 - George F. Mackey, St. Elizabeth's, Ridgewood

INSTITUTION OF THE SECRETARY

The President instituted Mr. Michael Francaviglia as Secretary to the Convention. He appointed Mrs. Gail Deckenbach as Assistant Secretary and Mrs. Ruth Sezer as Assistant to the Secretary.

THE 1994 PROPOSED BUDGET

Mr. William Heick presented the report. On motion by Mr. Heick and seconded, the budget was presented for a first reading and referred to the Convention Budget Committee.

The President called for resolutions on the budget. There being no resolutions, the budget was adopted without need for the hearing.

COMMITTEE ON CONSTITUTION AND CANONS/CHANCELLOR'S OPINIONS

Mr. Michael F. Rehill, Chancellor, presented the report. The Committee recommended two amendments to the Constitution and amendments to Canons 2, 8, 9 and 19. The amendments to the Constitution would eliminate the use of the Hare Preferential System in the election of General Convention Deputies and Deputies to the Provincial Synod. The canonical amendments would (1) eliminate the use of the Hare Preferential System in all Diocesan elections; (2) increase the number of members elected by Convention to Diocesan Council and maintains the balance of representation on the Council when the district convocations are realigned; (3) establish a uniform set of By-laws for all convocations; (4) clarify the interpretation of reclassification for aided parishes; and (5) establish the Chancellor as a member ex officio and chair of the Committee on Constitution and Canons.

The amendments were referred to the open hearing.

TASK FORCE OF CHILDREN AND YOUTH

The Rev. Edward Hasse, Chair, introduced members of the task force who were present: Rebecca Branstetter, Johanna Kelter, The Rev. Carolyn Lombard, Ann MacVicar, Bonnie Magnuson, Diane Mayo, The Rev. Sarah Nelson, Marie

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Obermann, Kathy Shlota, Christine Spong, The Rev. Barry Stopfel. Also introduced was Mr. Philip Greven, Rutgers University professor.

The report and its resolutions were referred to the open hearing.

TASK FORCE ON AGING

The Rev. David Hegg announced that the Task Force on Aging had received a grant to establish a Resource Center for Aging Information and Referral. Work continued to implement the goals of the task force on issues of ministering to the elderly.

CAMP AND CONFERENCE CENTER

Mr. Alan Bowen, member of the Camp and Conference Center Task Force, presented an update on the planning process for the realization of a camp and conference center to be sponsored by the Dioceses of Newark and New Jersey. The use of endowment money was sought to fund phase two of the project that included the hiring of a Project Development Manager.

On motion by Mr. Bowen and seconded, the report and the resolution were referred to the open hearing.

Mr. Bowen introduced Mrs. Peggy Mellors, Eagle's Nest Camp Director, who announced that a new facility was rented for the summer as the location for ENC. The camp site was a modern, well-maintained facility owned by the Morris Area Girl Scout Council and located on the Delaware River in Glen Spey, New York.

COMMITTEE ON THE STATUS OF CHURCHES

The Right Rev. Jack M. McKelvey presented the report. The following Aided Parishes at their request had been granted Incorporated Mission status by the Bishop and Standing Committee on January 27, 1994: St. Mary's, Belvidere; Church of the Atonement, Fair Lawn; Trinity, Irvington; and, St. Stephen's, Jersey City.

On January 27, 1994, St. Matthew's, Paramus, had been reclassified from Parish to Incorporated Mission. The reclassification was to allow the congregation to call a part time clergy person.

Resurrection in East Rutherford, previously known as Grace Chapel, and St. Paul's, Wood-Ridge, had entered into a new phase of worshipping and formed a new congregation called St. Paul's and Resurrection, under the direction of the Rev. Jacob David. It would be located in Wood-Ridge.

A policy and procedures manual on sexual misconduct had been developed by the Standing Commission on Clergy Ethics with the help of the Christian Social Relations Commission and the Newark Clergy Association. A series of workshops were planned for the spring and fall.

Consultation training in Congregational Renewal and Development had begun with a committed group of people, both clergy and lay. The eighteen month program would provide the diocese some resources that were needed.

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STEWARDSHIP COMMISSION

The Rev. Orion Davis, Chair, introduced members of the Commission who were in attendance. He reported on the continuing work of the Stewardship Commission in the diocese. That work included consultations with individual congregations and providing diocesan wide conferences on the many issues of stewardship.

INTRODUCTION OF THE SEMINARIANS

The seminarians were introduced to the convention: Martha Wheeler, St. Peter's, Clifton; Punkie Dennis, Atonement, Tenafly; Rosemary Lillis, Grace, Madison; Cathy Deats; Vicky McGrath, Christ, Short Hills; Virginia Hummel, St. Peter's, Morristown; Glenn Libby, St. Gregory's, Parsippany; Jane Tomaine, St. Peter's, Morristown; Peggy Hodgkins, All Saints', Hoboken; Abby Serck, St. John's, Montclair; Louise Kalemkerian, Christ, Ridgewood; John Quatrej, St. Barnabas', Newark; Emory Byrum, St. Luke's, Phillipsburg; and, Maggie Gat, Trinity, Paterson. John King made an appearance on behalf of his sister, Kathryn King.

UTO INGATHERING REPORT

Mrs. Lorraine Jones reported on the UTO Ingathering -- 69 parishes had donated \$18,089.52.

On motion and seconded, the session adjourned to the open hearings at 3:30 p.m.

AWARDS AND INTRODUCTIONS

The dinner was held in the Ballroom of the Hanover Marriott Hotel, Whippany. Ms. Dale Gruner was the Master of Ceremonies. The Rev. Canon Michael du Plessis gave the invocation.

Bishop Spong presented the Bishop's Certificates of Merit for Outstanding Service to the Diocese of Newark to the following individuals: Bonnie Magnuson for her years of service to the youth in the diocese; The Rev. Bernie Healy for his work to people with HIV/AIDS and to urban ministry in Newark; Dorothy Gould for her work with St. Philip's Academy and Trinity and St. Philip's Cathedral; The Rev. Robert Ihloff for his leadership of the Commission on Ministry.

The Canterbury Scholarship for 1994 was presented to The Rev. Tracey Lind, St. Paul's Church, Paterson.

The Bishop's Banner for Parochial Excellence was awarded to Church of the Epiphany, Allendale. It recognized the church's work in stewardship, educational ministry, strong lay leadership and its strength in the face of adversity.

Bishop McKelvey presented the new clergy and the clergy who have moved within the diocese:

Emily S. Bell, Vicar-in-charge, Incarnation, West Milford

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Kathleen M. Bobbitt, non-parochial ministry
 Carol Burnside, Vicar, St. Mark's, West Orange
 Jeannette DeFriest, Priest-in-charge, Messiah, Chester
 Martha L. Dyson, non-parochial ministry
 Fletcher Harper, Rector, Joint Ministry of Haworth and Bergenfield
 Mathew John, Mar Thoma Churches, Newark and Teaneck
 Stephanie L. Keith, Assistant, St. Peter's, Morristown
 George Kyle, Rector, St. Paul's, Jersey City
 Carolyn D. Lombard, Rector, Christ, Belleville
 Wilmot Merchant, Assistant, St. Paul's, Paterson
 Ashley Neal, Priest-in-charge, All Saints', Glen Rock
 John S. Nieman, Rector, St. Mary's, Sparta
 Edmund Partridge, Interim, Holy Trinity, West Orange
 Joseph S. Pickard, Interim, St. Gregory's, Parsippany
 Katherine H. Ragadale, non-parochial ministry
 Philip R. Ramstad, Chaplain, Convent of St. John Baptist
 Ralph E. Smith, Interim, Christ Church, Hackensack
 Barry L. Stopfel, Rector, St. George's, Maplewood
 Susan R. Vest, Vicar-in-charge, Transfiguration, North Bergen
 Lynne B. Weber, Assistant, St. Elizabeth's, Ridgewood

Ms. Dale Gruner introduced The Right Rev. John S. Spong, Bishop of Newark who addressed the Convention. (See text of Address elsewhere in Journal.)

At the conclusion of Bishop Spong's address, Bishop McKelvey pronounced the Benediction.

SATURDAY MORNING SESSION

February 5, 1994

The Eucharist was celebrated in the Ballroom of the Hanover Marriott Hotel. The Necrology was read. The Right Rev. Jane H. Dixon, Suffragan Bishop of the Diocese of Washington, was the preacher. The Right Rev. John S. Spong was the celebrant.

The session was called to order by the President at 10:50 a.m.

CAMP AND CONFERENCE CENTER TASK FORCE

On motion by Mr. Alan Bowen and seconded, the report from the task force and the resolutions presented at the open hearings were adopted. (See Reports to Convention in this Journal.)

STANDING COMMISSION ON CLERGY COMPENSATION

Mr. John Snyder, Chair, and Mrs. Linda Curtiss presented the report. On motion by Mrs. Curtiss and Mr. Snyder and seconded, the report and resolutions were adopted. There were several new appointments to the Commission. The membership now included: John Snyder, Chair; Linda Curtiss; the Rev. Lauren Ackland; Carlotta Budd; the Rev. Canon Gervais Clarke; the Rev. Gaylord Hitchcock; The Rev. Stephanie Keith; and, Mardi Mauney. Mr. Snyder thanked George Christie for his advice and assistance given to the commission. (See Reports to Convention in this Journal.)

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ORDER OF THE DAY: TASK FORCE ON CHILDREN AND YOUTH

The membership of the Task Force presented a service based on the liturgy format that included readings and prayers of inspiration that addressed the theme, God Heard the Cry of the Child.

On motion by the Rev. Mr. Hasse and seconded, the following resolutions from the Task Force report were presented:

- #1: Requested the Bishop to appoint a commission on children and youth. The motion was adopted.
- #2: Called for the end of corporal punishment. After lengthy debate, the resolution was amended and the motion adopted.
- #3: Urged that Hymn 574 no longer be used in our churches. The motion was defeated.
- #4: Called for a study on the effects of divorce and separation on our children. The motion was adopted.
- #5: Urged the U.S. Senate to ratify the U.N. Convention on the Rights of the Children. The motion was adopted.
- #6: Encouraged participation in WOODY and Eagle's Nest Camp. The motion was adopted.
- #7: Mandated participation in child abuse courses for youth workers. The resolution was amended and the motion was adopted.
- #8: Directed the Youth Ministries Board and the Commission on Children to develop programs and curriculums designed to enable teenagers to interact with positive teen and adult gay and lesbian role models. The motion was adopted.
- #9: Urged church Sunday schools to incorporate a family life education curriculum. The motion was adopted.
- #10: Called for career alternatives to military service for high school students. The resolution was amended and the motion was adopted (*after a body count to determine accuracy of the vote).

SATURDAY AFTERNOON SESSION

ELECTION RESULTS

Mrs. Marie Obermann announced the results of the elections and thanked the tellers for their assistance.

(* = elected)

SECRETARY OF CONVENTION

*Michael Francaviglia, St. George's, Maplewood

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TREASURER

*John Zinn, St. Paul's, Paterson

ASSISTANT TREASURER

*William Quinlan, Calvary, Summit

ACTS/VIM BOARD : LAY CLASS OF 1997 (2 for 3 year term)

*Marjorie Jingo, Christ Church, Hackensack

*Constance Bryant, St. Paul's, Englewood

Barbara Deneka, St. Peter's, Mt. Arlington

ACTS/VIM BOARD : CLERGY CLASS OF 1997 (1 for 3 year term)

*The Rev. Richard Gressle, Good Shepherd, Fort Lee

COMMITTEE ON CONSTITUTION AND CANONS (10 for 1 year term)

*Marjorie Hartmeyer, St. Luke's, Haworth

*Edgar Kim Byham, Good Shepherd, Fort Lee

*The Rev. Joseph Herring, Christ Church, Newton

*The Rev. Stanley E. Morgan, Holy Communion, Paterson

*The Rev. Christopher David, Good Shepherd, Midland Park

*Michael F. Rehill, Grace Church, Westwood

*The Rev. H. Gaylord Hitchcock, Grace Church, Westwood

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

*John E. Lynch, St. Mary's, Sparta

*George F. Mackey, St. Elizabeth's, Ridgewood

DIOCESAN COUNCIL: LAY CLASS OF 1996 (1 for 2 year term)

*Edward Jenkins, Trinity, Montclair

Dorothy Gutwein, St. Peter's, Mt. Arlington

DIOCESAN COUNCIL : CLERGY CLASS OF 1996 (1 for 2 year term)

The Rev. Brian Laffler, St. Anthony of Padua, Hackensack

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

ECCLESIASTICAL COURT : CLASS OF 1995 (1 for 2 year term)

CLASS OF 2000 (1 for 6 year term)

*The Rev. Francis Bancroft, III, St. James', Ridgefield (Class of 1995)

*The Rev. Margaret Gunness, Christ Church, Ridgewood (Class of 2000)

DEPARTMENT OF MISSIONS :

LAY CLASS OF 1995 (1 for 1 year term)

LAY CLASS OF 1996 (1 for 2 year term)

LAY CLASS OF 1997 (3 for 3 year term)

*Fran Hager, St. John the Divine, Hasbrouck Heights (Class of 1997)

*Faith Gideon Brown, St. Andrew's/Holy Communion, So. Orange (Class of 1997)

*Joan H. Lodge, Good Shepherd, Wantage (Class of 1997)

*Laurence G. Taber, Grace Church, Madison (Class of 1996)

*Robert F. Bartkus, Christ Church, Harrison (Class of 1993)

Richard Drake, Christ Church, Belleville

Patrick McCormick, St. Peter's, Washington

DEPARTMENT OF MISSIONS :

CLERGY CLASS OF 1995 (1 for 1 year term)

CLERGY CLASS OF 1996 (1 for 2 year term)

CLERGY CLASS OF 1997 (3 for 3 year term)

*The Rev. Bernard Healy, House of Prayer, Newark (Class of 1997)

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- *The Rev. Carolyn Lumbard, Christ Church, Belleville (Class of 1997)
- *The Rev. Kim Capwell, St. Peter's, Mt. Arlington (Class of 1997)
- *The Rev. Ralph Smith, Christ Church, Hackensack (Class of 1996)
- *The Rev. John Negrotto, Holy Trinity, Hillsdale (Class of 1995)
- The Rev. Fletcher Harper, All Saints', Bergenfld & St. Luke's, Haworth
- The Rev. Paul Hunt, St. Andrew's, Lincoln Park
- The Rev. John Hartnett, St. Elizabeth's, Ridgewood

DEPUTIES TO PROVINCIAL SYNOD : LAY CLASS OF 1996 (4 for 2 year term - 2 delegates/2 alternates)

- *Michael F. Rehill, Grace Church, Westwood (First Deputy)
- *Peg Dengel, St. Paul's, Chatham (Second Deputy)
- *Edward Jenkins, Trinity, Montclair (First Supplementary)
- *Doris Mardirosian, St. Mark's, Teaneck (Second Supplementary)

DEPUTIES TO PROVINCIAL SYNOD : CLERGY CLASS OF 1996 (4 for 2 year term - 2 deputies/2 alternates)

- *The Rev. Ashley C. Neal, All Saints', Glen Rock (First Deputy)
- *The Rev. Patrick Close, St. Peter's, Mountain Lakes (Second Deputy)
- *The Rev. John J. Negrotto, Holy Trinity, Hillsdale (First Supplementary)
- *The Rev. Jacob David, St. Paul's/Resurrection, Wood-Ridge (Second Suppl.)

THE STANDING COMMITTEE : CLERGY CLASS OF 1998 (1 for 4 year term)

- The Rev. Beverly Huck, Church of the Saviour, Denville
- *The Rev. David P. Hegg, III, St. Peter's, Morristown
- The Rev. Dwight Neglia, St. John's, Dover
- The Rev. Patrick Close, St. Peter's, Mountain Lakes

STANDING COMMITTEE : LAY CLASS OF 1998 (1 for 4 year term)

- *Marjorie Christie, Christ Church, Ridgewood

TRINITY & ST. PHILIP'S CATHEDRAL CHAPTER : CLERGY CLASS OF 1997 (1 for 3 year term)

- *The Rev. Robert Ihloff, Grace Church, Madison
- The Rev. Stanley E. Morgan, Holy Communion, Paterson

TRINITY & ST. PHILIP'S CATHEDRAL CHAPTER : LAY CLASS OF 1997 (1 for 3 year term)

- *William Heick, St. Paul's, Morris Plains
- George Hayman, St. Alban's, Oakland

TASK FORCE ON INTERRELIGIOUS RELATIONS AND CHRISTIAN MISSION

The Rev. Robert Morris, Interweave, and The Rev. Tracey Lind, St. Paul's, Paterson, co-chairs of the Task Force, presented an interim report. A questionnaire was distributed to the delegates for completion. It was part of a survey by the Task Force.

Delegates were asked to check one of the following comments:

(A) Jesus Christ is the only real and true way to know God; the only way to know and serve God in the right way is by being Christian.

(B) Jesus Christ is the only real and true way to know God, but the grace that comes through Christ is also at work in other religions.

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(C) Jesus Christ is the way Christians know God, but others know and serve God by other pathways.

(D) Jesus Christ is the prime sacred symbol of the Christian faith experience; Christians ought not assert its superiority over the sacred symbols and experiences of others.

RESOLUTIONS

Ms. Jill McNish, Chair, presented the report. (See Resolutions section in this Journal for complete texts.)

Consent Calendar - Resolutions 3 and 10 were adopted.

Resolution 1 - "Inclusion of Bishop Paul Jones in the Church's Calendar" - submitted by The Rev. Duncan Clark and Eleanor Kleinhaus, St. James', Hackettstown, was adopted.

Resolution 2 - "Celebration of a Creation Cycle in the Pentecost Season" - submitted by the Environmental Commission was retitled and replaced with a substitute as a result of the open hearing. It was adopted after a vote by orders was taken.

Resolution 4 - "General Convention Resolution on Lesbian and Gay Youth" - submitted by Louie Crew, Grace, Newark; Edgar Kim Byham and Scott Helsel, Good Shepherd, Fort Lee, was adopted.

Resolution 5 - "Violence Against the Women of Bosnia-Herzegovina" - submitted by the Christian Social Relations Commission was adopted.

Resolution 6 - "General Convention Resolution on Federal Civil Rights Act" (to include sexual orientation) - submitted by Edgar Kim Byham and Scott Helsel, Good Shepherd, Fort Lee; Louie Crew, Grace, Newark, was adopted.

Resolution 7 - "Memorial to General Convention on the Reapportionment of the House of Deputies" - submitted by Edgar Kim Byham and Scott Helsel, Good Shepherd, Fort Lee; Louie Crew, Grace, Newark, was adopted.

Resolution 8 - "Amendment of the Constitution of the Episcopal Church of the Issue of Votes By Order" - submitted by Edgar Kim Byham, Good Shepherd, Fort Lee, was adopted.

Resolution 9 - "General Convention Resolution on the Preparation of Liturgical Forms for the Celebration of a Commitment to Life Together" - submitted by Edgar Kim Byham and Scott Helsel, Good Shepherd, Fort Lee; Louie Crew, Grace, Newark, was adopted.

Resolution 10 - "Working Group on Faith, Science and Technology for the National Church" - submitted by the Science and Theology Committee was adopted.

Resolution 11 - "Haiti" - submitted by the Christian Social Relations Commission and the Very Rev. Petero A.N. Sabune was indefinitely postponed.

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Resolution 12 - "The Diocese of Newark and the Boy Scouts of America" - submitted by the Diocesan Council Ad Hoc Committee on the Boy Scouts was adopted.

COMMISSION ON RACISM

The Rev. Ken Near, Co-Chair of the Commission, addressed the Convention on a variety of issues that the group had concerned itself with during the past year.

CONSTITUTION AND CANONS

Mr. Michael F. Rehill, Chancellor, presented the two proposed amendments to the Constitution for the first reading and the amendments to the Canons for adoption.

Both amendments to the Constitution were passed on the first reading regarding the elimination of the Hare Preferential System for the elections of Deputies to General Convention and Provincial Synod. A second reading before final adoption would take place at the next convention.

The amendment to Canon 2 was postponed and referred back to the Committee on Constitution and Canons pertaining to the use of the Hare Preferential System for all other diocesan elections.

The amendment to Canon 5 was adopted and the composition of Diocesan Council was changed in preparation for changes to the alignment of district convocations.

The amendment to Canon 8 was adopted, and Diocesan Council permitted to establish uniform By-laws for district convocations.

The amendment to Canon 9 was adopted, and the anniversary date was clarified for reclassification of aided parishes.

The amendment to Canon 19 was adopted. The Chancellor was made a member ex officio and chair of the Constitution and Canons Committee.

COMMITTEE ON THE BISHOP'S ADDRESS

The Rev. David Norgard, Chair, presented the report. He introduced the members of the committee: Lyn Headley-Moore, The Rev. Mark Lewis, The Rev. Wade Renn, The Rev. Lucinda Laird, Rudy Knolker, The Rev. Greg Cole and Evelyn Shedd.

On motion by the Rev. Mr. Norgard and seconded, the ten resolutions contained in the report were adopted. (Resolution #4 regarding the stewardship of local church assets was adopted after a vote by division.) (See Resolutions section in this Journal for the complete texts.)

The President announced that the offerings from the two worship services totaled \$3218 and would be divided equally between the scholarship fund of St. Philip's Academy, Newark, and the Family Resource Center of the St. Barnabas' AIDS Resource Center, Newark. He thanked the members of the

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Worship Committee for their talent and efforts in providing meaningful worship for the delegates.

BISHOP'S APPOINTMENTS

The Bishop named his appointments to the Commission on Ministry, Class of 1998: The Rev. Carolyn Lumbard, The Rev. Edward Hasse, The Rev. William Coats; Nesta Stephens, Joseph Leidy. The leadership was: Julie Towell, Chair; The Rev. Margaret Gunness, Vice Chair; The Rev. Albert Jousset, Screening Chair; and The Rev. Richard Wrede, Screening Vice Chair.

The President invited The Right Rev. Chester Talton and The Right Rev. Jane Dixon to address the Convention delegates.

RESOLUTIONS OF GREETINGS AND THANKS

Ms. Brenda Urban, WOODY Representative, presented two resolutions:

RESOLVED, that this 120th Annual Convention of the Diocese of Newark extends warm and affectionate greetings to Mrs. Kenneth Anand, widow of our late Assistant 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 and Mrs. Reus-Froylan, Diocese of Puerto Rico; to the Honorable Ward J. Herbert and Mrs. Isabel Herbert to Bishop John Hines and Mrs. Helen Hines; and to Bishop Jose Gonzalez and Mrs. Graciela Gonzalez as they prepare to celebrate his 80th birthday, their 49th wedding anniversary, and his 50th anniversary to the priesthood.

RESOLVED, that this 120th Convention expresses its appreciation to Mr. Robert Lanterman and Mr. Philip Storm, for their assistance in the communications and recording of this Convention; to the Arrangements Committee and Ms. Lynn Tyler, Chair; to the Committee on Rules of Order and Mr. Roger Watson, Chair; to the Resolutions Committee and Ms. Jill McNish, Chair; to the Convention Budget Committee and Mr. Peter Van Brunt, Chair; to the Nominations Committee and the Rev. Francis Bancroft, Chair; to the Bishop's Advisory Worship Committee and the Rev. Philip Krug, Chair; to the Committee on the Bishop's Address and the Rev. David Norgard, Chair; to the Committee On Elections and Mrs. Maria Obarmann and Ms. Dot Patten, Co-Chairs; to Ms. Janice Newman, Parliamentarian; Mr. Alan Stephens, Assistant Parliamentarian; to the Tellers and Mrs. Marie Obermann, Head Teller; and to the WOODY pages and Mr. Brad Moor.

The President pronounced the benediction. The convention was adjourned at 5:40 p.m.

The Right Reverend John S. Spong
President

Michael Francaviglia
Secretary

120TH DIOCESAN CONVENTION

DIOCESE OF NEWARK

Address

by

The Right Reverend John S. Spong, Bishop
Hanover Marriott Hotel, Whippany, New Jersey
February 4, 1994

Bishop McKelvey - Bishop Talton - Bishop Dixon - Ecumenical Visitors - Honored Guests - clerical and lay deputies in the Diocese of Newark: Grace and peace to you in the name of Christ.

Twenty times now in my Episcopal career the leadership of the Diocese of Newark has gathered as the body of Christ in convention to speak our corporate word to the world. We have debated real issues, made wrenching and difficult decisions and revealed in the process that the body of Christ includes a wide variety of opinions. Above all, this diocese has indicated that it is not afraid to take a stand for what we corporately have come to believe is the truth of God. We have stretched our boundaries to new levels of inclusivity. We have been willing to stand on our convictions sometimes at great price. In the process we have become known as a powerful and thus feared, misunderstood yet admired, hated even while acknowledged as competent, but above all as an exciting part of the Anglican communion. Together we have defined the gospel in a way that has allowed our impact to be world wide. It is a rare privilege to serve a faith community like the Diocese of Newark.

When I look out at the world during the past year from the vantage point of these early days of 1994, I see a titanic struggle going on as a new human consciousness seeks to be born. The dark side of that struggle was apparent in the mighty resurgence of ancient tribal divisions in the past year as unnatural nations like the Soviet Union, Yugoslavia and Czechoslovakia have broken apart, giving birth to violent threats and blood-curdling rhetoric like "ethnic cleansing."

The bright side of this same struggle, however, was apparent when the leader of the Palestine Liberation Organization and the Prime Minister of Israel shook hands and in that simple gesture shoved the whole world forward toward a new understanding of our common destiny. It was also apparent when the congress of the United States weighed short-term national vested interest against long-term international well being, and in the year's most dramatic vote affirmed the North Atlantic Free Trade Agreement. Next came the General Agreement on Tariffs and Trade, a treaty that seeks to link the economies of the world in a more dramatic and even more fearful interdependence than any statesman a decade ago could have imagined. Above all else these decisions mean that national boundaries are fading the world over. Within the next century a world economy will have been established and that world economy will inevitably create a new world consciousness. The peoples of all nations are destined to be bound together in a new vision of humanity. The price of survival in the future will be the human ability to adjust to the reality of radical interdependence.

A new humanity cannot emerge if half of the world is dieting while the other half is starving. A new humanity cannot survive unless limits are placed on the growth of the human population of the world. A new humanity must assert the equality of men and women and build a social order where that equality is practiced through equal opportunity. This

new humanity must not and will not tolerate racism, homophobia or second-class citizenship for anyone. In tomorrow's radically interdependent world, prejudice in any form will be seen as a dagger aimed at the heart of our human survival.

If Christianity is to continue as a living force in this world, then we Christians must participate now in the building of that new order and in the creation of that new humanity. From out of our religious past the sources of our prejudice must be purged. We can no longer picture God as rejoicing that the Egyptians have drowned in the Red Sea. We can no longer tolerate those religious groups that delight in quoting Leviticus to justify continued abuse of gay and lesbian people. We can no longer read without embarrassment the passion story of our Lord that still blames the Jews for Jesus' death.

The Christianity of the 21st century must surrender all of its imperialistic claims. Christianity in any of its forms does not now and never has possessed the ultimate truth of God. The idea that any church possesses inerrant scriptures, or infallible popes or that there is such a thing as the one true church will have to be sacrificed. A dialogue based on the mutuality of both truth and respect must be entered and it must stretch beyond the various Christian bodies to engage the other great faith traditions of the world.

The last vestiges of yesterday's Christian triumphalism linked to the church's connection with the economically and militarily powerful nations of the west must be loosened dramatically. Those religious bodies who cannot make these sacrifices will simply cease to live. Whether Christianity can survive in a recognizable way apart from those aspects of power and privilege that have marked our journey through history since the days of Constantine is still uncertain. But that is where the theological task for the next century will lie. I am pleased that a task force in this diocese is already hard at work on these issues. I am further pleased that the Regis Professor of Divinity at Christ Church, Oxford, Dr. Keith Ward, will be in this diocese in April to address those very issues.

Moving quickly from world concerns to the state of New Jersey, I would like to welcome on behalf of the Episcopal Diocese of Newark our new Governor. I assure Governor Whitman of our pride in her election as New Jersey's first woman in this office, and we wish her every success. But let me also make a single critical observation. In 1991 a veto-proof Republican legislature was swept into office with the promise of rolling back the tax increases of the Florio administration. Yet, despite their substantial majorities, they managed to remove only one cent from the state sales tax. Now our new governor has run on a promise of a 30% decrease in state taxes over the next four years. This pledge has been repeated, not just in the heat of the campaign when oratory is not always expected to be grounded in reality, but also in the warm glow of victory. I want Governor Whitman to succeed, but I remind you and her that New Jersey is the second wealthiest state in per capita income in the United States, trailing only Connecticut. But New Jersey also possesses some of America's poorest and most blighted urban areas, with high crime, high unemployment, high drug use, and some of this nation's most disastrous public school systems. It is for this reason that I want to state quite publicly that any reduction of taxes must not be accomplished on the backs of the powerless children who are numbered among our urban poor. Tax reduction must not kill their hopes or their future. Somehow those of us who represent New Jersey's affluence must say loudly and clearly that we

do not want our taxes lowered to achieve short-term political gain if it destroys the social fabric of our fragile cities and costs us or our children far more tomorrow. So, Governor Whitman, use our tax resources efficiently; save wherever you can; but do not cut our state taxes if that means throwing the burden of taxation back on the localities, where the poor communities of this state will be severely penalized and where the educational opportunities, on which the hopes of the children of our cities are riding, will become a casualty. To keep that precious educational doorway into equal opportunity open to every citizen of New Jersey the people of this state must be willing to assume any burden or pay any price.

Focusing now on the Diocese of Newark, 1993 was a year of contrasts. Four of our priests were official nominees in other dioceses for the office of bishop: Jack Croneberger and David Hegg were nominated for the coadjutorship of New Jersey, Robert Ihloff for Bishop of Ohio, and Lucinda Laird for Bishop of North Carolina. We are proud of their achievements and of the recognition that has come their way.

Under the leadership of Bishop McKelvey, this diocese has conducted training sessions and put into practice procedures to deal with issues of sexual harassment and sexual abuse that have gripped organized Christianity in the last few years.

We have rejoiced that the barriers of prejudice continue to fall in the choice of rectors in our parishes.

At major institutions of the diocese we have had leadership changes. Paul Hoyt replaced Lloyd Currier as CEO of Christ Hospital. The Rev. Donald Shearer was elected to head the board of trustees of the House of the Holy Comforter in West Orange. That institution must change dramatically or it will die. The new board is now exploring those possibilities.

The success achieved by Episcopal Community Development under the leadership of John Zinn, Eliot Lee and Carla Lerman has been incredible. At our vestry dinners last fall, I watched the faces of our clergy and elected lay leadership alike come to a startled attention as John Zinn and Eliot Lee described their housing initiatives. When our work through Episcopal Community Development is added to the Ministry of Youth Consultation Services and the senior citizen housing, developed primarily through the work of Michael Rehill, the impact of our diocese on northern New Jersey has been substantial and it has only just begun.

We continued to make progress toward a joint camp and conference center with our sister diocese of New Jersey. We fully expect that final decision to be before this convention in 1995 and, if so, we will ask the fall vestry dinners of 1994 to look at this major initiative as their primary agenda so that we will be ready to make this decision once and for all next January.

Before this convention too is a dramatic and powerful report from our task force on children. I expect this report to achieve national attention. I commend the Reverend Edward Hasse and the members of his task force for their work, and I also commend their report in its entirety to you for your consideration.

Stewardship continues to be a major issue in the life of our diocese. We have had no assigned quotas or shares now for 5 years. Every year the total incomes of our churches and their pledges to the diocese have grown. Yet some danger signs are on the horizon. Four of our parishes, this year, proposed a cut in their percentage giving in

violation of our common understanding. A dialogue with the leadership of those churches has been initiated.

Another ominous sign is that more and more of our congregations are being supported by larger and larger percentages of rental income. Twenty five years ago, our buildings were by and large made available free of charge to community groups and activities as part of our outreach ministry. Today at least forty of our churches would be close to bankruptcy without this income paid by outside groups for the use of our buildings. Another danger signal becomes apparent when a church reaches the place that paying for a priest and keeping up their buildings is all they can afford to do. At that moment the road to death has been entered. Churches sometimes walk that path to death very slowly and some do not finally die until they have consumed all of their capital assets. That is probably the most overwhelming tragedy a bishop has to watch. Until this convention is willing to address the issue of a proper deployment of our corporate assets including the capital value of church property occupied by slowly dying congregations then we cannot adopt or implement a proper overall strategy for ministry and mission. Are we for example bound forever to the concept that every congregation must have its own priest? Should some of our churches be consolidated? Should some congregations be closed now rather than waiting slowly to watch the life expire over decades? Should the resources of dying churches be redeployed to those congregations where life and ministry are thriving? Is this convention willing to face these issues? Are we willing to authorize the selection of a group of people who would be empowered to make overall long term strategic life and death recommendations to a future convention about every church in this diocese? Would you be willing to mandate that the Standing Committee appoint or that the Diocesan Council elect such a committee? Be assured that if this convention decides not to face this issue head on, we will in fact be announcing our intention to face it piece meal. For the next ten years will surely reveal that an increased number of churches that are today borderline will sink in a not too distant tomorrow below the level of viability, and, even more tragically, those places where life is today vital and healthy will be penalized and thwarted because assets needed for expansion of buildings and programs that could turn them into being roaring successes are being dissipated in the wasteful activity of slowing but not stopping the inevitable death process. Our task force entitled Ministry 2000 outlined the signs of life and death in a congregation quite overtly. But this task force stopped short of the painful responsibility of making specific parochial recommendations. I ask this convention to decide whether or not you think that the time has come to take this critical next step? For one vital part of effective stewardship is to make sure that those places where we allow the gifts of our people to be spent must be deemed worthy of the investment of these gifts. Stewardship must not only be operative in our giving, but it must also be operative in our spending.

The most difficult moments of the year in our diocese came in terms of staff changes or staff sickness. I am not sure I know how to be the Bishop of Newark without Wanda Hollenback, who retired on December 31st. I hope this convention will recognize her contribution with an appropriate resolution. Karen Lindley also left our staff after only three years to assume the executive directorship of a Delaware foundation. Then our Dean was forced by ill health to take a medical leave for three months. I hope

you will add to your prayers a resolution expressing our concern for Petero and Maureen Sabune.

As with every departure, there is always a new arrival. Ruth Sezer is now the bishop's executive secretary. Please introduce yourselves to her. Dale Gruner, a communicant of Messiah Chester-Long Valley, has accepted our call to be deployment officer, staff person for congregational development, public relations officer, and editor of the VOICE. Canon Michael duPlessis has, with the consent of his vestry, taken a leave of absence from the rectorship of Trinity, Montclair to be the acting dean of Trinity and St. Philip's Cathedral until April 1, and Canon Junius Carter, a retired priest from the Diocese of Pittsburgh, who now lives in New Jersey, has agreed to become priest-in-charge of Trinity, Montclair until Canon duPlessis returns. I am deeply grateful to the Wardens and Vestry of Trinity Montclair for their willingness to help me and the cathedral church of the diocese in this crises moment.

The one staff function of the diocese needing to be newly located lies in the area of program, most especially in our concern for the Christian education of adults and children in all of our churches and in the parochial resourcing functions of the diocese, such as the Bishop Anand Center, the diocesan bookstore, and the various diocesan public lectures. I intend to locate this educational function among my own primary responsibilities for the next years of my Episcopal career. The soon-to-be-Reverend Maggie Gat will be my part-time assistant in this area as the head of the Bishop Anand Resource Center.

I am deeply concerned about the inadequacy of the educational ministry of our church at every level, national, diocesan and local. Our national church seems obsessed with preserving something called the unity of the church. For this reason every crucial issue that comes before this church is seen not as an opportunity to bear witness to Christ, but as a threat to our institutional survival. My friends, the only way for the church to avoid division is to become irrelevant. We do not seem to understand that people seldom leave the church because of conflict, if the conflict is honest, if it is over great issues, and if it is debated with integrity. People rather leave the church because they are bored - they leave because the church still tries to enforce medieval attitudes about women, birth control, abortion or homosexuality. They leave because the church's leadership has not embraced the revolution in knowledge that renders so much of our faith understanding to be senseless piety or unreal superstition. How long, for example, will people respond to stories out of a pre-Copernican world that portray camels as capable of following a roving star? How long will people take seriously a Bible that still asserts that sickness is the result of sin, or that epilepsy and schizophrenia are caused by demon possession? How long will people listen to the story of the cross when it is interpreted to portray God as guilty of human sacrifice? Perhaps we ought to listen to the sound of our own words in a world that no longer thinks that such words are quite so holy as once they were thought to be. These are the issues that the church must face. Because the church nationally has demonstrated neither the willingness nor the capacity to address these issues, I hope we will begin to do so in this diocese.

For several years in this address I have spoken about the plight of Christian education in our parish churches. I have argued that churches which offer an 8:00 and 10:00 Sunday worship schedule inevitably compromise their educational ministry. I have watched one of our better

adult classes that once draw up to 100 people a week die when that church collapsed its three service program into the deadly 8:00 and 10:00 Sunday morning schedule.

I am pleased that some churches have responded to this challenge and have begun to stretch their service schedule and move into effective Sunday morning educational programs. I was thrilled to be greeted by 65 adults at a 9:00 a.m. adult forum recently in St. David's Church, Kinnelon.

But as important as the time schedule is, the demise of the educational phase of a church's Sunday life cannot be attributed solely to that. We must also face the fact that the Episcopal church nationally does not provide adequate resources for the Christian education program of either its children or its adults. On the back of the local priest rests most of the responsibility for undergirding and resourcing the Sunday school and adult education program of our church. That is sometimes the straw that breaks the camel's back for our overextended clergy. One priest of this diocese, The Reverend Wade Renn, facing this absence of competent resources, has undertaken the task of writing an entire church school curriculum. It is quite good and should be shared with other congregations. But most clergy do not have either the time or the inclination to undertake so great a task, and Wade Renn could not do it without sacrificing other vital activities. So for many of our churches, the sole content of ongoing Christian education remains limited to the 10-20 minute sermon delivered at the major worship hour on Sunday morning. Clergy are finding the number of pupils in their church schools diminishing and the recruitment of their teachers harder and harder. It will be my ambition and hope, as the person holding the program function of this diocese on our diocesan staff to address that situation powerfully and consistently.

As most of you are aware, I have had a second career, an avocation if you will, as an author and a lecturer in the area of Christian education. Prior to my election as bishop in 1976, I had for 12 years in Lynchburg and Richmond, Va. been the teacher of an adult Bible class attended by upwards to 300 people a Sunday and broadcast over an FM station to a much wider Sunday morning audience. Every book I had written prior to my election was a result of that class. I stated in the election process in this diocese that I would not be interested in the office of bishop unless I could make it primarily a teaching office. I considered my election as bishop as a mandate to do just that. I still consider that to be both my mandate and the primary skill I have to give to the church. I have in the course of my Episcopal career done teaching missions at some twenty-five of our congregations. I inaugurated the New Dimensions lecture series and for seventeen years have cast myself into that format as a means of continuing my teaching ministry. For ten years, I have met with a small group of clergy in a study format where each was responsible for presenting a major paper once every two years. Some thirty of our clergy are alumni of that study group. In my attempt to call the whole church to an educational ministry, I have responded to teaching opportunities that have come to me in conference centers in both this nation and Canada. I have led clergy conferences across this nation and around the world. I have accepted whenever possible invitations of secular and religious groups of homosexual persons who yearn to hear a word of love and welcome from an official of the church. In my effort to call the secular world back to its religious roots, I have lectured in

great universities and in theological centers of learning in the United States, Australia, New Zealand, Canada and in the United Kingdom. I have used my vacations for the past three years and plan to do so again this year and next to conduct extended lecture tours. In these activities I have lived out what I believe to be my primary vocation as a bishop. I have felt compelled, above all other things, to try to keep those I identify as my audience from joining the ranks of church dropouts and to call those who have dropped out back to new religious possibilities. My audience has included primarily, the marginalized or alienated Christian, the educated but religiously disenfranchised young adults, among whom are listed many of our own sons and daughters.

This teaching ministry has expanded as my books have grown in popularity. Invitations to lecture or to lead conferences have become close to excessive. The opportunity to speak to groups like the lawyers of the state of Ohio or the National Conference of High School Science Teachers places me in situations where religious leaders are seldom invited. Today I accept no more than one out of ten outside invitations. Even doing this I have been forced, in order not to neglect my primary responsibilities as bishop of this diocese, to work exceedingly long hours on weekends, in the evenings, and on the days when I was supposed to have a day of rest. The pace has sometimes been killing. The election of Bishop McKelvey was a Godsend to me, both personally and professionally, and because of his presence I have been able to turn this emphasis of my ministry even more specifically toward our diocese of Newark. I have added Diocesan Lenten lectures and Diocesan Fall Lectures to our corporate program life.

But last year, as a result of three contiguous events - one in Wilmington, Delaware, one in St. Paul's, Englewood, and one in Richmond, Virginia, a new idea was born. The lectures I was giving in Wilmington to a lay audience at Christ Church, Christiana Hundred exceeded the expected attendance by 200%. Some noonday lenten lectures in Richmond averaged 600 people a day in the downtown business district of that city. Out of these two experiences it was suggested that by video taping these presentations we might provide adult education materials to churches of many denominations across the English-speaking world. It would also serve to spread the message of this bishop without spreading this bishop beyond his limits. I dismissed that thought, however, as impractical because it was, first, too expensive and, secondly, I did not have the time to take on one more thing.

But at St. Paul's Englewood, the same issue came up once more in the question period during the Diocesan Lenten Lectures last March. I responded that inquiries like that had been made both in Richmond and Wilmington but I had dismissed them as too expensive. Before that night was over I had a commitment of \$20,000 to start this project someone in that Englewood audience. The donors were a physician and his wife. The physician was raised a Roman Catholic; his wife was raised a Congregationalist. Today both are ex members of their former traditions. These two people, who attend the Unitarian Fellowship once in a while, had, completely unknown to me, begun to attend various lectures around the diocese during the last three years. They are guests at this banquet tonight.

Because of that monetary gift a non-profit corporation has been formed called "Christianity for the Third Millenium." A board of trustees has been chosen from among those who expressed the interest. The Reverend

Adam Lewis, Rector of Christ Church, Christiana Hundred, Delaware is the president. Two residents of Brooklyn Heights - one a lapsed Presbyterian and the other a lapsed Roman Catholic, who attend a summer chapel where I have been a guest preacher for 15 years, heard about this project and came on board. John Pendleton, the Senior Warden of St. Peter's Mountain Lakes, and a member of the law firm of McCarter & English, drew up the articles of incorporation. The state of New Jersey has now recognized "Christianity for the Third Millenium" as a non-profit corporation and has thus enabled it to receive tax deductibile contributions. The treasurer of the corporation is the Unitarian doctor who now administers the total assets of this company which consist of his own gift of \$20,000, plus one other contribution of \$500 from a lay woman in this diocese. This doctor's wife and my wife also serve as two of the six Vice Presidents. This board, please note, other than Adam Lewis, Christine Spong and John Pendleton, are all lapsed Christians, who somehow believe that a new presentation of Christianity can be offered that will enable them and people like them to come back into an open, honest, journeying, questing church. They are drawn to this enterprise, deeply enough to invest their time, and in some cases their money, in it. They, like me, believe that we are in a battle for the soul of Christianity as a living force in the 21st century. They, like me, do not intend to allow conservative, evangelical fundamentalists or conservative Roman Catholics who discipline and remove their own most creative scholars to define Christianity in our generation for everybody. "Christianity for the Third Millenium" will attempt to present a version of the Christian faith to the thinking world. The first and primary audience that we will seek to reach will be those who might attend adult Sunday school classes in the churches of the English-speaking world stretching we hope far beyond the boundaries of the Anglican communion. We hope our product will be professionally done videos of 30 minutes duration in which the people in the pews will receive the same education that potential priests receive today in the great theological centers of learning around the world. We want to narrow the gap between the seminary and the pew. At this moment we have four video presentations in various stages of preparation. One is complete. It was done by Anglican Videos of Canada and features a debate between Dr. John Stott, a leading English Evangelical, and the Bishop of Newark at Christ Cathedral, Vancouver, on sexual ethics and the Bible. It is on a VCR in continuous presentation for you to glimpse at this convention. Two video tapings for a second series were done at St. Clement's Church, Hawthorne during Advent of 1993 and are at this moment being edited for church use by September of 1994. This series focuses on the Advent and Christmas themes of the Bible. The third series will be three videos that will be made of the diocesan Lenten Lectures that will be presented at Grace Church in Rutharford in February and March of this year. The theme of this series will be the Resurrection Narratives of the New Testament. This series will be available for congregational use by January 1 of 1995. The fourth is a televised debate of an event staged just last month at Yale University between the Bishop of Newark and a former associate of Pat Robertson on the authority of scripture. That video should be available by the summer. Harper Collins, my publisher has agreed to prepare study guides on my books which undergird these videos and they will assist in the marketing of these products nationally through their division known as Torch Publications. After my work gets "Christianity for the Third Millenium" launched, the board of this company will move on to

try to engage the outstanding teachers from seminary faculties from around the world for additional video presentations so that churches even in remote areas of this land may have quality adult education programing, and the local pastor can have the support he or she needs to do a quality educational ministry. The study guides that will accompany the videos will cast the local pastor in the roles of introducer, study leader and facilitator, but in recognition of the time demands already on that person, not as the primary teacher. It will be a resource that will undergird his or her ministry.

The goal of this company is not to make a profit. Indeed, to do only what I have outlined will cost much more money than we now have. By the first of June, this company will be \$15,000 in debt. We do hope rather to create an educational resource for our people that in time will break even. The costs of the products from this enterprise will be kept at a minimum to achieve maximum availability for church budgets. If this project ever makes a profit, it will accrue solely to corporation and will be used to cover the production costs of making even more videos. Our dream is to present many of the creative scholars we have hosted in this diocese at New Dimensions so that through the miracle of a video they may appear in the adult forums of the churches of this diocese, throughout this nation, and across the world on a typical Sunday morning. Already we have agents in Australia and New Zealand ready and willing to market our products in those countries. Canada and England are next on our agenda.

The goal of Christianity for the Third Millenium is simple. We want to proclaim Christ in such a way that 20th and 21st century people, can make him their Lord without sacrificing their minds. We want to rescue the Bible from the clutches of those media happy fundamentalists who violate our intelligence and who use this sacred text to justify their prejudiced agenda.

We want to invite people of this world into a journey marked by integrity that will lead us ultimately into the mystery of God. We will seek to accomplish this by deliberately expanding the boundaries in which that journey may take place from the narrow orthodoxies of yesterday into the inclusive spiritualities of tomorrow without sacrificing the treasures of our sacred past. It is our hope that this diocese will be our pilot diocese to demonstrate that effective adult education programming in our churches can draw modern men and women back to Christ and back to the Christian church.

This is a daunting task which I cannot undertake without the support of both this diocesan family and my staff. The leadership of this diocese must value this effort and affirm this ministry as a part of our gift to the wider church world or it will not work. Our clergy and our congregations must be willing to work at this educational task with me. I need the members of this convention to indicate publicly whether you are willing to walk down this path with me and whether you are willing to see the energy of your bishop going in this direction for at least the next eighteen months. By September of 1995 this program will either be launched and will have moved beyond my major participation in it or it will have failed to achieve its purpose and will have to be disbanded. The worst that can happen is that we will have seven or eight adult education videos that we can pass around this diocese. The best that can happen is that this diocese might become once more an agent in the revival of Christianity and a leader in equipping Christians everywhere for their ministry at the dawn of a new century. Please speak to this issue by

resolution so that I will know whether or not I work with your mandate and that I will have your help in this bold new venture in my Episcopal life.

Now, allow me to add a personal word. This year which saw the loss of our parking at Cathedral House, the dislocation brought about by new construction, and the loss of staff people through departure or sickness has not been easy but into that stress bright moments have certainly emerged. When our staff was shorthanded, we watched our Suffragan Bishop, Michael Francaviglia and David Norgard all shoulder new responsibilities with enormous grace. Four of our priests - David Hegg, Robert Ihloff, Elaine Kebba and Jack Croneberger, agreed to assist in some of our vacancy consulting. Bill Coats assumed the responsibility for publishing the VOICE when we had no editor. Various members of the VOICE board stepped forward to manage each monthly issue until the new editor was chosen. The talent in this diocese is matched by the willingness of our people to keep our corporate ministry alive and well. So I express my thanks to so many.

Finally, I want to thank my wife, Christine, who took over much of my office work in the transition between Wanda Hollenbeck and Ruth Sezer, and who has, almost single handedly, pushed me to investigate and enter the enterprise known as "Christianity for the Third Millenium." Despite the busyness and dislocation of the year, she and I have not forsaken our favorite hobby as cooks, wine stewards and servers, and it has been our pleasure to host more than 200 clergy and lay leaders of our diocese for dinner in our home this year. My favorite menu of the past year was a whole salmon deboned and stuffed with spinach, then baked at 300 degrees for about an hour in vermouth with capers and garlic. This was served with red potatoes split and basted with olive oil, then sprinkled generously with fresh rosemary and slowly roasted to a golden brown. The meal was topped off by a pear and cranberry pie. Full recipes are available upon request. On these wonderful occasions in our home over good food, good wine and good fellowship, relationships in this diocese have been deepened, lives shared, visions stretched, and people including Chris and me have experienced the care and love that bind so many of us together as one family in Christ. Our lives are daily blessed and deeply enriched by the people of this diocese. God Bless you all.

RULES OF ORDER

ONE HUNDRED AND TWENTIETH CONVENTION

Convention Committees

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

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

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

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

Arrangements

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

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

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

Rules of Order

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

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 shall be elected by the convocations consisting of:

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

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

Rules of Order

Order and Elections by November 30th for distribution with the pre-convention mailing at the end of December. Any nominees not accepted by the Nominating Committee shall be informed in writing by November 30th in order to allow for nomination through other methods.

2. In addition to the slate presented by the Nominating Committee, additional nominations will be received 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.

b. Late nominations will continue to be accepted up until the close of business on the Friday preceding the start of the annual Convention.

E. By the close of the opening session the Nominating Committee shall report to the Convention in the form of an official ballot the names listed by contest. The arrangement of such names received by January 18th will be determined by lot in each order. Names received through late nominations shall be added in order of receipt. On the ballot in those contests which require candidates for more than one class, all candidates will be listed as a group by order and length of terms will be determined by ranking of the vote results.

F. Only official ballots may be used in elections, except when otherwise ordered by the Convention. The number of vacancies to be filled shall be printed on each ballot. Only valid ballots shall be counted in the whole number of votes cast.

G. Convention Tellers will examine each official ballot submitted for the sole purpose of determining the validity of the votes cast before accepting the ballot.

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.

Rules of Order

B. The Committee shall publicize at least eighty-five (85) days prior to Convention dates, place, and time of its meeting, inviting submitters of all resolutions to attend. The committee shall collate all resolutions dealing with obviously similar subjects and shall discuss such collation with the submitters.

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

D. Resolutions will be permitted from the floor only when they carry a clear statement in writing of the circumstances that lead to the request for their consideration and only by a two-thirds vote. Such resolutions should be duplicated in advance by the presenter(s) with sufficient copies available for distribution to all convention delegates (650) copies needed.

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

On Dispatch of Business

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

Rules of Order

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

XIII. No member shall speak more than twice in the same debate without leave of the Convention (except the mover who is entitled to reply).

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

XV. The following motions have priority in order listed.

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

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

On The Budget

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

- 1. The tentative budget be adopted by the Diocesan Council and proposed to the Convention.
- 2. Copies of said budget to be sent to convention deputies - available for discussion at January convocation meetings.

Rules of Order

3. That the Bishop appoint a Convention Budget Committee, the majority of which is not comprised of Diocesan Council or Diocesan staff membership, to function during the life of the Convention only.

4. That the proposed budget be presented by the Treasurer, the Chairperson of the Diocesan Budget Committee, or a member of the Diocesan Council to the Convention on the first day.

5. Upon presentation of the budget, proposed changes will be in order. These changes should be of four varieties, submitted in writing, and must be seconded:

- a. To add an additional line item
- b. To delete a line item
- c. To increase a line item
- d. to decrease a line item

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

6. Proposed changes will be referred without debate to the Convention Budget Committee.

7. Line items about which no proposed change is offered will be considered 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.

Rules of Order

2. ONE HOUR shall be allotted to the debate, divided equally by the number of resolutions to be considered with a maximum of one hour.
3. Of the time allotted to the consideration of each resolution, the recommendation of the Convention Budget Committee concerning the resolution shall be limited to ONE MINUTE or less.
4. During the debate on each resolution each speaker shall be limited to ONE MINUTE and no speaker shall speak more than once.
5. To the extent possible, the Chair shall recognize speakers of opposite views in alternate succession.
6. No motion to lay on the table or otherwise to terminate debate on each resolution shall be entertained during the allotted time period.
7. After the consideration of all the resolutions and the termination of debate TEN MINUTES shall be allotted for the Budget Resolutions as finally perfected by the Convention to be considered and adopted as a unit.

Committee of the Whole

XVII. On motion duly moved and adopted, the Convention may go into Committee of the Whole for the consideration of any matter. The President shall designate some member of the Convention to act as Chairman of the Committee, which, when in session, shall be governed by these rules.

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

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

C. No motion to lay on the table shall be entertained.

Reports

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

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

Rules of Order

XX. All reports requiring Convention action shall be in writing and, at least, one complete copy and, if available and appropriate, 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.

REPORT OF THE COMMITTEE ON RULES OF ORDER AND ELECTIONS

The Committee on Rules of Order and Elections met on December 9, 1993. It reviewed the Rules of Order adopted by the 119th Convention and received a report from the Nominating Committee elected under the terms of those Rules of Order. It received from the Secretary of Convention procedures used for the manual counting of votes by the Hare Preferential System. A copy of same is included with this report.

The Nominating Committee worked to fulfill its mandate of providing more candidates than vacancies and submitted its list of candidates for consideration by the 120th Convention.

In reviewing the report made by the Rules of Order Committee to the 119th Convention, the Committee wrote into Section VI, ELECTIONS, paragraph D. 2 and paragraph E, the modifications accepted and adopted by last year's convention.

This year, the Committee on Rules of Order recommends that the Rules of Order adopted for the 119th Convention be adopted for the 120th Convention along with the changes that were recommended and accepted at last year's convention.

For the 121th Convention, the Committee recommends the following changes:

1. That in the Elections Section VI, paragraph A, to read as follows:

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

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

Committee members.....

Explanation: This will be in keeping with changes made in the number of convocations planned by the Diocesan Council and the annual convention.

2. Under Resolutions paragraph C, it be amended to read as follows (additions underlined, deletions slashed):

C. The Committee shall submit its report to the secretary sixty (60) days before the date of Convention with its recommendations for action upon each resolution as proposed or as amended or collated by the committee. This report shall be mailed by the Secretary to each Deputation by the first of January /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.

Explanation: Resolution II was adopted at the 1992 Convention that called for the mailing of resolutions to parishes and missions by January 1, a date that sets a more workable and realistic schedule.

Roger Watson, Chair
Committee on Rules of Order and Elections

PROCEDURES USED FOR THE MANUAL COUNTING OF VOTES BY THE HARE PREFERENTIAL SYSTEM

Use one color paper for ballots to be used by clergy and another for those by laity. Voters should put "1" in front of their first choice, "2" in front of their second choice, "3" in front of their third, and so on for as many choices as they wish to express. Do NOT put the same figure in front of more than one name on the same ballot. Do NOT use "x".

Definitions:

A "Count" is all the operations involved in (a) counting the first choices for candidates, (b) transferring the votes of an excluded candidate.

A "continuing candidate" is one not elected and not excluded from the poll at any given time.

The "next available choice" on a given ballot is the next preference in numerical order for a continuing candidate.

A "non-transferable" ballot is one which has no next available choice.

The "lowest candidate" is the one with the fewest votes in each Order.

Procedure:

1. Prepare premarked spaces with each candidate's name across the top on a long table.

Have a Tally Sheet ready with the candidates' names, "non-transferable", "invalid", and "total" listed in the left-hand column. The next columns progressing to the right should be labeled "1st count", "2nd Count Transfers", "2nd Count Total", "3rd Count Transfers", "3rd Count Total", etc., for as many columns as needed.

2. Then, sort each ballot to the space of the candidate marked first choice. A ballot is "invalid" if it does not clearly show a first choice. Count the ballots piled on each space, and enter the number to each candidate on the Tally Sheet in the "1st Count" column. This column must add up to the total of valid votes cast. Invalid votes should also be recorded.

3. The number of votes needed for election is the "quota". Divide the total valid votes cast by the number of positions to be filled plus one. Disregard any fractional remainder, and add one; this result will be the "quota". (E.g., 250 valid votes, 3 people to be elected, 250 divided by 4 = 62 and 1/2, quota is 63.)

4. Declare "elected" any candidate who has received the quota or more at this count, or any subsequent count. On the Tally Sheet circle the number of his/her votes on this and all later counts to show "elected".

After this and every subsequent count move all the ballots from the bottom to the top of each pile, so ballots received later by transfer will not be confused with those already received, before they have been counted. Also, after any count at which a candidate is elected or excluded, turn the top ballot so no ballots will be transferred to her/him later.

5. If any positions remain to be filled, exclude the "lowest candidate" and sort his ballots to the next available choice. Decide ties by excluding the candidate who had the smaller number of votes at the first preceding count at which they were not tied. If they were tied at all counts, decide by lots.

6. Continue, repeating as appropriate, steps 4, 5, and 6 until the needed number of persons can be declared elected. If the exclusion of a candidate reduces the number of continuing candidates to the number remaining elected, declare these continuing candidates to be "elected", if they have received the quota.

(HAREREGS/TXTJOUR4)

THE COMMITTEE ON CONSTITUTION AND CANONS

The Committee on Constitution and Canons met on December 13, 1993 at Cathedral House in Newark and determined to recommend two amendments to the Constitution (to Articles V and VI) and amendments to Canons 2, 5, 8, 9 and 19. The text of each of the proposed amendments is annexed hereto.

Michael Rehill, Esq., Chancellor
William J. Albinger, Esq.
Ms. Peg Dengel
Mrs. Marjorie Hartmeyer
The Rev. Joseph Herring
The Rev. H. Gaylord Hitchcock
Mrs. Gerrie Jeter
Mr. John Lynch
The Rev. Stanley Morgan
George Mackey, Esq.

Dated: December 21, 1993

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

The Committee on Constitution and Canons proposes two amendments to the Constitution pertaining to the use of the Hare Preferential System in the election of General Convention and Provincial Synod Deputies.

A. It is proposed that Article V, Section 1 pertaining to Deputies to General Convention be amended to read as follows:

1. At the Annual Convention in the calendar 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 ~~the concurrent prescribed quota~~ a majority 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 ~~the prescribed quota~~ a majority of the total vote cast shall be necessary to constitute an election.

...

Explanatory Information: This amendment will eliminate the use of the Hare Preferential System in the election of General Convention Deputies and Supplementary Deputies and restore election by a majority of votes cast. Amendments to the Constitution require adoption at two successive conventions. This is proposed for a first vote in 1994. If passed it would be before the 1995 Diocesan Convention for final action. The Committee on Constitution and Canons unanimously recommends this amendment.

B. It is proposed that Article VI pertaining to Deputies to the Provincial Synod be amended to read as follows:

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 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.

...

Explanatory Information: This amendment will eliminate the use of the Hare Preferential System in the election of Deputies and Supplementary Deputies to the Provincial Synod and restore election by a majority of the votes cast. This amendment is proposed for a first vote in 1994. If passed it would be before the 1995 Diocesan Convention for final action. The Committee on Constitution and Canons unanimously recommends this amendment.

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

The Committee on Constitution and Canons proposes amendments to Canons 2, 5, 8, 9 and 19.

A. It is proposed that Section 3 of Canon 2 pertaining to elections be amended to read as follows:

3. In all elections in which provision is not otherwise specifically made in the Constitution or Canons, the vote shall be by ballot 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 ~~a majority~~ 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 be by majority vote determine.

Explanatory Information: This amendment will eliminate the use of the Hare Preferential System in all elections at Diocesan Convention and restore election by a majority of the votes cast. This amendment is proposed for an action in 1994 but not to take effect until the 1995 Diocesan Convention. This amendment was recommended by the Committee on a vote of 4-3.

B. It is proposed that Section 1 of Canon 5 pertaining to the Composition of Diocesan Council be amended to read as follows:

There shall be a Diocesan Council consisting of the Bishops; 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 Council; and ~~twenty-six (26)~~ up to thirty-six (36) additional members. The Chancellor as legal advisor to the Council shall be afforded seat and voice at all meetings of the Council.

Of the twenty-six (26) members, half shall be clergypersons and half laypersons. There shall be elected by the Annual Convention ~~two (2)~~ four (4) members of each order who shall take office upon adjournment of the Annual Convention, provided however that the initial election by the Convention under this provision ~~one (1)~~ two (2) members of each order shall be elected only for a half-term of one (1) year. Up to eighteen (18) ~~twenty-four (24)~~ additional Council members shall be elected by the District Conventions, the number of such members to be set by Diocesan Council. Each District Convocation shall elect an equal number of representatives to the Council, half of which shall be clergypersons and half lay persons. Each District Convocation may fill vacancies among its representatives to the Council. The remaining number shall be appointed by the Bishop.

The term of any additional member shall be two (2) years, and no person shall be reelected or reappointed at the expiration of two (2) consecutive complete terms. The Council shall have the authority to establish classes so that a representative from each district and half of the membership in each order will be elected each year.

Explanatory Information: It is presently contemplated the the Convocations will be realigned so that there will be only six districts. If this canon were not amended, the number of Diocesan Council members elected by the Convocations would decrease from 18 to 12 and the number appointed by the Bishop would increase from 4 to 10. This proposed amendment increases the number of members elected by Convention from 4 to 8; maintains appointments by the Bishop at 4 and permits the Council (which will establish the number of Convocations) to increase the number of members elected by each convocation from 2 to 4 (two clergypersons and two laypersons). This amendment has the support of the Diocesan Council Committee on Convocations, and the Committee on Constitution and Canons unanimously recommends its adoption.

C. It is proposed that Canon 8 pertaining to District Convocations be amended to read as follows:

1. The Diocesan Council shall divide the Diocese into geographical districts in each of which there shall be a Convocation.

2. Each Convocation shall be composed of:

(i) Every Clergyperson canonically resident or licensed to officiate in the Diocese, who regularly serves a Parish, Aided Parish, Incorporated Mission or Mission in the district as an officiating clergyperson.

(ii) Four Laypersons (not less than two of whom shall be a Warden, Treasurer, Clerk or member of the Executive Committee) from each Parish, Aided Parish, Incorporated Mission or Mission in the district, elected at an annual or special meeting of the Parish, Aided Parish, Incorporated Mission or Mission.

3. Each Convocation shall elect its own presiding officer and shall establish its own rules and procedures in accordance with By-Laws adopted by Diocesan Council.

4. The Convocations shall have the following functions and powers:

(i) to elect their representatives to the Diocesan Council;

(ii) to participate in the process of allocating funds and determining program for the District;

(iii) to interpret the Diocesan program;

(iv) to promote planning for the District;

(v) to provide communication between the local congregations and the Diocese; and

(vi) to initiate collaborative programs of evangelistic and social outreach within the District.

(iii) to provide a network of support for parish life and development, clergy collegiality and lay leaders.

They shall also have further functions and powers as may be assigned or delegated

to them by the Convention, the Ecclesiastical Authority or the Diocesan Council.

Explanatory Information: The proposed amendment to Paragraph 3 will establish a uniform set of By-laws (rules and procedures) throughout all of the Convocations. The proposed amendment to Paragraph 3 was recommended by the Diocesan Council Committee on Convocations. Both amendments are unanimously recommended by the Committee on Constitution and Canons.

D. It is proposed that Canon 9, Section 9 pertaining to Aided Parishes be amended to read as follows:

(d) No congregation may maintain the status of Aided Parish for more than three (3) consecutive years except as herein provided. At the third Diocesan Convention following the expiration of the third year of such reclassification to Aided Parish status, such congregation shall be (a) restored to full Parish status; or (b) reclassified to Incorporated Mission status, effective on the third anniversary of reclassification to aided parish status. The Bishop and Standing Committee may, at the request of a majority of the members of the Vestry of an Aided Parish, delay action on reclassification to incorporated mission status to the the fourth Diocesan Convention following reclassification to Aided Parish status.

Explanatory Information: The amendments to the first two sentences merely reflect prior interpretations of this Canon as approved by Diocesan Convention and are included herein for ease of understanding of this Canon. The last sentence would establish a mechanism for delaying a vote on reclassification for one year at the request of the Aided Parish with the consent of the Bishop and Standing Committee. Such a provision might prevent premature reclassification to mission status of an aided parish which is making demonstrable progress but is not yet ready for restoration to parish status. This amendment is unanimously recommended by the Committee on Constitution and Canons.

E. It is proposed that Section 1 of Canon 19 pertaining to the Committee on Constitution and Canons be amended to read as follows:

The Committee on Constitution and Canons shall consist of ten (10) members elected at each Annual Convention ~~there shall be elected a Committee on Constitution and Canons consisting of ten (10) members, who shall serve from the adjournment of said Annual Convention until the adjournment of the next Annual Convention, and the Chancellor who shall be a member ex officio and shall serve as its chair.~~ Vacancies in the interim shall be filled by the Ecclesiastical Authority.

Explanatory Information: This amendment was proposed by the Secretary of Convention. It would have the effect of making the Chancellor a member and chair of the Committee on Constitution and Canons without standing for election, and would increase the membership of the Committee from 10 to 11 to maintain 10 elected members. The Committee on Constitution and Canons unanimously recommends this amendment.

God Heard the Cry of the Child

Abraham rose early in the morning, took some food and a waterskin full of water and gave it to Hagar; he set the child on her shoulder and sent her away, and she went and wandered in the wilderness of Beersheba. When the water in the skin was finished, she thrust the child under a bush, and went and sat down some way off, about two bowshots away, for she said, 'How can I watch the child die?'

So she sat some way off, weeping bitterly.

*God heard the cry of the child,
and the angel of God called from heaven to Hagar, "What is the matter, Hagar? Do not be afraid:*

God has heard the child crying where you laid him.

Get to your feet, lift the child up and hold him in your arms, because I will make of him a great nation."

Genesis 21:14-18 The New English Bible

PREFACE

We learn best through experience — through combining what we know and what is familiar to us with what is new and challenging and provocative. The Order for Celebrating the Holy Eucharist takes its structure from the familiar: the re-telling of God's loving plan of salvation for us. The Task Force on Children and Youth of the Diocese of Newark uses this form as a vehicle to relate the story of children and their families in the world about us today.

This interpretive Eucharist is both the written format as well as the basis for our convention presentation. Hopefully, the diversity in the order of service will allow the variety of the task force's areas of interest to be addressed. For example, *To Gather in The Lord's Name* is a restatement of the bishop's original charge to the task force: our reason for being. *The Old Testament* is the history of children. *Prayers for the People* address real concerns of children, the narrative information gathered from the statistics and reports of children's material, physical and spiritual needs. *Preparing the Table* is a place to name those individual elements which feed and nourish the people of God — what supports and nourishes children and families. *Breaking the Bread* is an opportunity to discuss diocesan initiatives that can provide ministry to, for and by children and youth.

We hope that this report will provide you with insight into the lives of the children of our diocese and inspire you to minister faithfully to the children, youth and families in your church and communities.

The Rev. Ed. Hasse, III, Chair
Rebecca Branstetter

Diane Mayo

Stuart Grant

The Rev. Sarah Nelson

Johanna Kelter

Marie Obermann

Glenda Kirkland

Kathy Shiota

The Rev. Carolyn Lumbard

Christine Spong

Ann MacVicar

John Tardy

Bonnie Magnuson

The covers of this report were individually designed by children in Sunday schools and parochial schools in the diocese. We hope you enjoy your original work of art.

GATHER IN THE LORD'S NAME

Our biblical mandate, charge and purpose

"The way a society treats its young says much about how that society values the future." So begins the charge given by Bishop John S. Spong to the Task Force on Children and Youth. At the convention of the diocese in 1992 the charge was a call "to examine the problems and attitudes plaguing children and youth today and to find ways the church and its members can take meaningful action to improve the lives of children in our families, churches, communities, the Diocese and the world."

It is said that it takes an entire village to raise a child. This proverb points to the fact that the effort of the entire society is crucial: each must be aware, concerned and pro-active in the care and nurture of each and every child — not only within our own families, churches, and communities, but throughout this country and the world. The task force sought to educate itself and to "identify the points of contact between the Christian Gospel and the world of the child and young adult." In addition, the task force has attempted to develop concrete recommendations and actions as well as a guide to available resources for the churches and committees of this diocese.

Opening hymn:

Refrain:

I want to walk as a child of the light.

I want to follow Jesus.

God set the stars to give light to the world.

The star of my life is Jesus.

I want to see the brightness of God.

I want to look at Jesus.

Clear sun of righteousness, shine on my path,
and show me the way to the Father.

Refrain

In him there is no darkness at all.

The night and the day are both alike.

The Lamb is the light of the City of God.

Shine in my heart, Lord Jesus.

Refrain

I'm looking for the coming of Christ.

I want to be with Jesus.

When we have run with patience the race,
we shall know the joy of Jesus.

Refrain

Hymn #490 Words and Music Celebration

PROCLAIM AND RESPOND TO THE WORD OF GOD

4 lesson from our history

"The entire human race that was to pass through women into offspring was contained in the first man when that married couple received the divine sentence condemning them to punishment."

Augustine, Bishop of Hippo

In medieval times large families, and the cost of feeding and caring for them, caused many children at age nine or ten to be sent to monasteries and convents. Here they were expected to follow the same rigid regimen as prescribed for the adults, including fasting and solitary confinement for extended periods. Many monasteries were less than holy places, and the sexual abuse of children was common.

In peasant families children at an early age were forced to work the same long hours as their parents. It was not until the nineteenth century that significant changes in these patterns began to be made in response to the excesses and abuses of the Industrial Revolution. Children in this period were sent to work in the factories of the new cities, in mines and as chimney sweeps. If the owners or managers chose to work the children until they dropped, few in society or the church spoke out against these practices. Children were also in some instances forced into being prostitutes and thieves.

It was a common parental practice in this period to treat crying babies with alcohol and, as a result, alcoholism among children as well as adults was common. It was not until 1871 that laws were finally passed making it illegal to sell liquor to children under sixteen.

In the eighteenth century childhood gradually came to be differentiated from adulthood, and a concept of adolescence began to be defined. Through the centuries children from age six or even had been held fully accountable for their acts and subjected to the same punishment as adults.

With the view that children are born in sin being commonplace, it should come as no surprise that physical discipline was standard. What we today would call psychological abuse was also a normal part of life in most families. Shame was used as a tool for controlling children's behavior. Breaking the will of the child was seen as necessary to force the child to bend to the will of God. Few people before the eighteenth century thought these harsh practices afflicting children were wrong.

At this time there was a gradual return to Jesus' teaching that children were to be thought of as innocent and good. Jean Jacques Rousseau believed that children were born good and only needed to have their virtue brought forth. This idea began to grow until it challenged deeply the child rearing patterns of the past. These patterns, involving a heavy use of corporal punishment validated by biblical injunctions, still play a major role in child rearing practices espoused by right wing Christian groups. The writings of Dr. James Dobson, Jack Hyles and Barry Christen are representative of this style. As adolescence came to be seen as a separate age in children's development, corporal punishment beyond the age of eleven or twelve began to be thought of as inappropriate, save as a last resort.

Hymn of Reflection:

God, remember the time we played together;

you were a rainbow and I slid down your colors.

I danced beneath your brilliant light,
and that night you covered me with your colors,
and I was safe.

Today, however, I feel that you are a dark forest.

Although you surround me, I still feel lost and alone.

God, I'm scared.

I wish we could go back to playing,
but first I want us to be a tree.

You can be the trunk and I the branches.

Together we will stand,
you holding and supporting me.

And I will spread my branches over you,
reaching out with my love.

Together we can never fall.

Kristine Minione

*Presentation High School, San Jose, CA
from Dreams Alive: Prayers of Teenagers*

Our own process of learning

They brought children for Jesus to touch. The disciples rebuked them but when Jesus saw this he was indignant, and said to them, "Let the children come to me; do not try to stop them; for the kingdom of God belongs to such as these. I tell you whoever does not accept the kingdom of God like a child will never enter it." And Jesus put his arms around them, and his hands upon them, and blessed them.

Mark 10: 13-15.

From the members of the Task Force on Children and Youth, commissioned by the will of the Diocese of Newark, to the people of the Diocese of Newark, believers and champions of God's children.

Grace to you and peace from God, Creating Presence; Christ, Redeeming Sovereignty; and the Holy Spirit, Sustaining Power in all walks and works of our lives and ministry.

The task force met for the first time at the Church of the Holy Spirit, Verona. The wealth of experience and knowledge that had come together was amazing. But how could the diversity of information, experience, foci, concerns, dreams draw itself into unity: into directness of purpose, singleness of task?

A myriad of topics arose: young people and their ministry in/to the church, social injustices, issues facing children and youth, the gap between inner city kids concerned with survival and the stereotypical Episcopalian kids who have much materially but are lacking spiritually.

Perhaps the best place to begin is: What does it mean to be human? How do we minister to children in a human way? How do children learn to become racist, bigoted, materialistic? With these questions came a beginning to our focus. We should use children themselves as the resource for the task force: talk to the young people, get their answers.

What questions should we ask? What do we need to know from our children? Places of genesis came from past discussions: Who loves you? Who are you? Who do you wish that you were? What is the most important thing to you?

In true church form a sub-committee was formed to develop a questionnaire so that we could talk with and learn from the children.

Child expert and Coordinator of Children's Ministries for the Episcopal church Howard Williams came to share another perspective. In his opinion the primary task of the church was to *share the faith not teach the faith*.

The Church traditionally looks at the spiritual needs of its people, but the brutal statistics of *Kids Count*, a statewide research report, revealed that many children in our state struggle for daily survival. If there is no shelter above their heads or food in their stomachs, if drugs and gangs and violence make up their daily lives then where indeed do God and faith fit?

Another sub-committee is formed to learn what diocesan churches had to offer children and families -- and what they hoped and dreamed for their ministries to them.

Churches were visited, children talked with, a parish survey was born and circulated. *The Voice* became our vehicle to keep others abreast of the process and what we were learning.

A video, "The Mouths Of Babes," allowed us to watch and laugh as children were interviewed. Your faith is not complete without listening and watching a five year old describe being saved through an elaborate story of space aliens and lizards, and of course the ten commandments recited including, "Not taking the covers from your neighbors wife." We did learn how much parental values and language influence children's thoughts and ideas. The children as we all well know imitate their parents' behavior much more than their parents' words. Contemporary culture from action heroes to toys to current trends seem to be the mode which children often employ to speak of their faith.

Back to our task, our questions, our children. Back to the bishop's charge: can we effect society? What are the points of contact between the Christian Gospel and the world of children?

We oscillated between children's "inner world" and the "real world." We heard presentations on incest, on the plight of homeless women, the lasting effect of society's ills on our children. How will the task force be responsive to these real and concrete needs? How will we re-educate ourselves? How can we be part of a solution?

Ms. Richmond Rabinowitz from the N.J. Department of Corrections-Juvenile Services presented a cold hard look at the realities of the state's juvenile detention systems with startling statistics such as 84 % of the incarcerated youth are children of color, yet the majority of those arrested are not! From her perspective those involved in the juvenile detention system have "no positive vision, no positive adult role models . . . and most expect to be dead by the time that they are 26 years old." What the children really need is "individual attention. Hope and spirituality are key for helping these kids."

Anthony Yancey, a youth psychologist working with UMDNJ described his work with children and the need to see the child in relation to the entire family system. Employment is central not only to the family's survival but also to its identity and self esteem. If there is no work, then the family often reflects this lack of self esteem, becoming dysfunctional. When family problems are addressed, the children's difficulties also diminish.

Christine Spong presented us with a clear, concise and insightful look at the history of childhood. Our history has not been particularly kind to children. Only recently have children been seen as anything other than small adults. Instead children have been commodities to support the family system. How we parent and how we learn to parent seem important foci. As families become more and more isolated and as families struggle to make it financially, children suffer. The church could be a community to reinforce and duplicate the support system that the extended family once occupied. Respecting and relearning to appreciate the nurture, care and dignity of everyday life, relearning the value of each individual, are places where the church may help.

Philip Greven, author of *Spare the Child*, continued the conversation about children in history. Mr. Greven highlighted some important connections between proponents of religious apocalyptic thinking and corporal punishment. He spoke of the connection between corporal punishment and the violence in our society and urged the task force to condemn the use of physical punishment and focus on ways to teach parents about alternative and more effective means of discipline.

Children and adult parishioners in churches are surveyed. More information gathered. The list of resources and bibliography grows. Now what form — what manner of presentation, of coalescing, of product — will this all take?

Tasks are divided: worship, the written report, editing. What do we have? What are we still lacking? This litany would be great, so would this hymn. And children's art, children's voices, children's thoughts. Oh yes, the children, the children, the children.

Reflection:

For a child has been born for us, a son given to us; authority rests upon his shoulders; and he is named Wonderful Counselor, Mighty God, Everlasting Father, Prince of Peace.

Isaiah 9:6

We must turn our attention to childhood ... for it is the little ones who are building our future.

Maria Montessori

The Good News

"Is not this the fast that I choose: to loose the bonds of injustice, to undo the thongs of the yoke, to let the oppressed go free, and to break every yoke? Is it not to share your bread with the hungry, and bring the homeless poor into your house; when you see the naked, to cover them, and not to hide yourself from your own kin?"

"Then your light shall break forth like the dawn, and your healing shall spring up quickly; your vindicator shall go before you, the glory of the Lord shall be your rear guard.

Then you shall call, and the Lord will answer; you shall cry for help, and he will say, 'Here I am.'"

Isaiah 58: 6-9a

The Church: A Survey of Programs and Ministries for Children, Youth and their Families in The Diocese of Newark.

The Scope of the Inquiry: We set out to determine the breadth and depth of programming for children, youth and families throughout the Diocese of Newark utilizing a questionnaire which was widely distributed to all Diocesan churches. We received a total of 51 responses representing programming in 42 churches. The responses included churches in inner cities, suburban and rural areas. As best as we can determine, the questionnaires were completed by clergy, independently by lay parishioners as well as lay parishioners in consultation with clergy.

The Greatest Need Among Families and Children: Many respondents identified the most pressing need in very concrete terms, identifying specific problems and or programs. Most common among these responses were the need for day care, after-school "latch-key" activities and other evening, weekend and weekday supervised recreational, cultural, and educational programs including teen drop-in centers. Many called attention to the need for literacy, pre-vocational, vocational and job skills training programs to combat high levels of unemployment. Drugs, alcoholism, crime and violence, and the lack of high quality public and religious educational instruction were identified as key problems warranting address. One inner-city church summarized the prevalent needs: "Newark? You Name It!" Some observed that children were not seen as a high priority in this country, that we needed to pay more attention to them.

The need for more inter-generational, cross-cultural, cross-racial (rainbow) and whole family programming was noted, including exposure to alternative family structures and life styles.

On quite a different level, many respondents identified the need for spiritual growth and development, for the instillation of Christian values, for the teaching of faith, ethics, and respect, the establishment of a moral compass, and the adoption of a compassionate and concerned world view. Understanding our responsibility for each other, our need for love, for a caring, safe and nurturing environment, for feeling that we belong and that we need to feel welcomed were all identified as most critical needs.

The Best Parish Program for Children, Youth and Families: Many respondents identified a broad and diversified range of specific "hard" programs within the church that served infants, children, teens, and their families. Such programming included infant and baby nurseries, day care centers, after-school tutorial and recreational programs, non-athletic junior and senior youth groups, as well as feeding and clothing programs for the needy and home-bound visitation services. One innovative program in the process of development is described as a "formula pantry" a kind of soup kitchen for the infants of needy parents. Many programs were directly operated by the parish, others were church-sponsored, and still others were independently administered by organizations leasing church space.

Church space was also used by boy and girl scout troops, by Alcoholics Anonymous and other self help groups, big brothers/big sisters, rape and crisis counseling centers, AIDS resource centers, adult (senior) day care, community activities, dances, little league, etc.

In a more traditional sense, many respondents identified the best programs as those that emphasized Christian education and bible study, church school, separate youth worship and chapel services, boys' and girls' choirs.

Still other respondents described as "best", those cross-generational, family programs which provide an opportunity to gather, an opportunity for fellowship, a place to worship and feel welcomed. Some respondents took pride in the fact that there were specialized programs exclusively for children while others indicated that everything they did was open to families as a unit.

It was noted by almost all respondents that programming was open to all in the community but, as one might expect, the more religious the program content, the less the non-church community was likely to participate.

Barriers and Obstacles to Programming: Time! Time! Time! It was observed by most that the major obstacle to youth and family participation in church-based activities stemmed from the competition with community-sponsored programs, most particularly athletic events and other recreational activities. The lack of volunteer parental involvement, commitment, dedication and support was identified as a critical factor in discouraging initiative for the creation of innovative programs. In many cases, the economic climate is such that both parents (where there are two parents) must work to make ends meet, thus precluding the active participation in and support for parish-based programs. When both parents work, and particularly in suburban and rural areas, after-school transportation becomes an issue. "People (including children) are just too busy."

\$ \$ \$! ! ! The lack of money and trained personnel were also seen as prime determinants in discouraging new and continued programming. Other barriers included racism, AIDS-phobia, fear of change, and the lack of available, code-compliant space. The transiency of clergy, the lack of vision about the vital role of youth in the future of the church and, in some isolated cases, the intentional refusal to program (a form of NIMBY-ism) were noted as obstacles.

Help from the Diocese: When asked what the Diocese of Newark could do to help facilitate the continuation of current programs and stimulate the creation of new innovative projects, respondents applauded the WOODY program and urged its expansion to include younger children. There was a similar level of enthusiasm for Eagles Nest with expressions of hope that the camping experience could be extended to more inner-city and needy youngsters. Indeed, the need for the Diocese to own and operate its own camp and conference center was identified. The Anand Center was widely endorsed as an important diocese-wide resource. Many respondents recommended that the Center be expanded to include additional publications, increased workshop and other professional development opportunities.

Widely noted were the needs for ongoing funding to sustain existing initiatives, seed money to encourage new programming, and capital dollars to renovate existing space and to enable construction of new facilities. There was strong support for increasing the diocesan capacity to provide "how-to" technical assistance and consultation as well as for the appointment of a Standing Commission on Children to help assure continued priority and attention to the needs of children and families and to help with common problems.

A need for stronger, more challenging, more age-relevant and appropriate curricula for younger children and teens for church schools, for confirmation classes and worship services was emphasized. Improved textbooks and audiovisual materials are needed, along with a list of volunteer "guest speakers" on such subjects as racism, gay and lesbian issues, alternative life styles, etc.

Additional comments included the hope that the diocese could heighten the visibility of children's issues, help with diocese-wide skilled volunteer recruitment, and challenge local churches to focus more on meeting the needs of children and families.

Ministries Offered by Children and Youth: Respondents were asked to identify those ministries in which youth in the parish have been engaged. The responses reflected the fact that under parish auspices, youth are involved in an incredibly broad and diverse range of church-related and community service activities. In direct service to the church, children and teens are "utilized" as acolytes, ushers, torch bearers and as readers/lectors in worship services, in Sunday schools, in confirmation classes, in vacation bible schools and in deaf bible clubs and deaf youth groups. They serve as choir members and in other music ministries, and help at church based events and functions such as holiday celebrations and special dinners. They are involved in stewardship, help to maintain and repair church facilities, publish newsletters and help baby sit during worship services.

Youngsters are involved in a plethora of community service activities far too numerous to list here. Examples include volunteering to work in homeless shelters, soup kitchens, church-based nurseries and day care centers. They visit hospitals, nursing homes and shut-ins. They raise money for church projects and events, volunteer to work on environmental programs and issues, and countless other outreach ministries. They participate in CROP Walks and Habitat for Humanity, volunteer at Youth Consultation Service, Apostle's House, Good Shepherd, etc.

The mere presence and active participation of youth in the church life was described as inspirational: they bring with them a high level of energy, optimism and idealism. They challenge us to bring about change in the church and in the community, they ground us as to what is really important, and they provide a context for the focus of ministry and a real check and balance. They offer good insight, keep the parish alive, and represent our collective hope for the future.

What treasures have been uncovered? What pearls of great price have been found? What small seeds planted where now great bushes are thriving? Let's look at a few.

World of our Diocesan Youth, WOODY, and the Eagles Nest Summer Camp Program must be lauded as treasures. WOODY boasts participation from nearly 50% of diocesan churches. It is a program designed to provide spiritual and educational opportunities for people in the junior and senior high throughout the diocese. The ever popular "lock-ins", overnight and weekend retreats, mission trips and *Happenings* are the regular fare of WOODY participants.

Eagles Nest Camp has long been part of the Diocese of Newark, beginning on a site located on the Delaware River then moving to a YMCA site in Branchville and to Glen Gray Boy Scout Camp in Oakland. For years campers throughout the diocese have met to learn, play and grow in a Christian atmosphere. Each summer nearly 300 campers enjoy Eagles Nest Camp. Children of many races and backgrounds come together to share life among God's glorious creation. One of the greatest joys and assets of Eagles Nest is the active participation of lay and ordained, young and somewhat older people of the diocese, who form the leadership for this exciting summer program.

RESPONSE TO THE WORD

CREED

A profession of our belief in word and action

Do you promise to respect children and youth? Do you promise to seek out these young people of God both in your own home and in the larger community? Do you promise to spend time with the children, to give them your attention, so that they might learn from your example how to act with stature and grace in a difficult and confusing world?

I will with God's help.

Do you promise to be inquiring and diligent on your own path toward self-discovery? Will you seek to learn about the reasons and beliefs behind your own parenting skills and practices? Will you seek to continue to learn about the various and fulfilling ways in which you can talk, play, and be with children? Will you ponder, reflect and pray about the impact that you have on their lives?

I will with God's help.

Do you promise to work within your church to provide programs and services which allow children to grow and mature in the way that God intended?

I will with God's help.

Will you be by word and example a guiding force in your community to devote yourself to making children and families a priority? Will you seek to provide an environment where children are safe, protecting them emotionally, physically and spiritually? Will you seek to encourage children to become the best that they can be?

I will with God's help.

Will you take action as an individual; a member of your church, and a member of your community to act on larger societal issues such as drug and alcohol abuse, crime and incarceration, public schools, changing attitudes among teenagers towards sex and reproduction and other necessary topics? Will you pledge yourself to an interest in changing these broad, far-reaching concerns so that together we might begin to change a drift from hopelessness and fear to optimism and self-value?

I will with God's help.

Concluding Collect:

If children live with criticism, they learn to condemn. If children live with hostility, they learn to fight. If children live with ridicule, they learn to be shy. If children live with shame, they learn to feel guilty. If children live with tolerance, they learn to be patient. If children live with encouragement, they learn confidence. If children live with praise, they learn to appreciate. If children live with fairness, they learn justice. If children live with security, they learn to have faith. If children live with approval, they learn to like themselves.

*Adapted from Dorothy Law Nolie,
Baptist leader July 1972*

PRAY FOR THE WORLD AND FOR THE CHURCH

A litany of hope and thanksgiving

Each child is a unique and priceless gift of God. In their innocence and trust, children teach us how to live as children of God. When we reach out to comfort or protect, to love or to embrace a child, we live in the image of God our Father and Mother.

For the Universal Church, its members and mission

Our Savior came into this world as a helpless infant, showing us that in every child we should recognize the real presence of God.

Give us grace, O God, to honor and protect the dignity and worth of every child;
That they will recognize us as their brothers and sisters in you.

Jesus of Nazareth grew up in a family. In every culture, the family is acknowledged as the natural environment for the nurture and development of children. In the best interests of children, we must respect and uphold the responsibilities, rights and duties of parents and families.

Grant us, O God, an appreciation for all families, acknowledging that there are differences in families and many good ways to be a parent;
That our churches may become places where all families find acceptance, encouragement and support.

Families throughout our diocese and families throughout our world are under increasing stress. This stress undermines family stability and creates ever-decreasing time for family togetherness. The competing demands of attention from jobs, spouses, parents and children are becoming more and more difficult to meet. Time for church and parish activities is disappearing from many homes and many parishes have found it necessary to reduce or eliminate programs of ministry for children and families.

Help us, O God, to create in our churches ministries that build in families a joy and enthusiasm to work and play together;

That they will find strength and renewal to reflect your love and patience in their lives and in their homes.

Too many children are left on their own. Safe, high quality child care is expensive and difficult to locate. Working parents must make the agonizing choice of whether to leave their child poorly supervised or even unattended while they work to feed, clothe and house their children. Other parents endure the hardships of unemployment, destroying their own self-esteem and straining their abilities as parents and spouses.

Grant us, O God, in your compassion, to help us understand the hardships of others and to find effective ways to help one another in your name;

That meeting the daily needs of families might become a central mission of our church.

In an uncertain, confusing and dangerous world, our children need sanctuary: a place where they will always be welcome, where they can feel safe, where they are appreciated and needed. Our children need a sanctuary where they may gather in a peaceful atmosphere, where they do not feel the need to compete or prove themselves, where they can build a social and supportive community. A place, O God, where your kingdom reigns.

Send your peace, O God, to our churches, parish halls, and homes. Open our minds and our hearts to creative and helpful uses of the spaces to which we have been entrusted;

That our children might find your house to be their home.

There are occasions when our common worship can seem boring and even alienating to our children. Often it is difficult for young people to relate the church to their own developing sense of spirituality and their everyday lives. There are times when parents feel unwelcome in our churches because their children behave like children, noisy and wiggly.

Grant, O God, that we would open our hearts and our corporate worship to suffer the children to come unto you;

That our children's spiritual needs might be honored and we might feed their hunger for spirituality, providing a stronger foundation for our churches.

For concerns of the local community

In our communities we see a breakdown of communication. There is a growing lack of understanding for the needs of all people and of our common responsibility for each other. There is an increasing lack of respect for one another and for the rules which allow us to live together. Much of the energy and creativity of our youth is being squandered in isolation, substance abuse and boredom, gangs and crime, materialism, immature and uninformed sex, and unhealthy behaviors. Our children are in need of a moral compass.

Inspire us, O God, in our lives and in our churches to reclaim the energy and vitality of our children. Restore in all children a respect for all life that you have created;

That we may live according to your will and teach them by our example that your way is the way of abundant life.

In every parish, in every city and town, children and families suffer. Yet individuals have the power to make positive change. In our churches we can volunteer to help a struggling parent or a troubled child. In our cities and towns we can work to support local schools and programs that help children and their families.

Give us vision O God, to see and respond to the needs of the children and families that are all around us, in our churches, in our neighborhoods, in our communities;

That in our word and action we might keep your commandment to love our neighbors as ourselves.

There are problems facing children and families that do not present simple or obvious solutions. The breakdown of moral restraint, the resigned acceptance of violence, the devaluing of human life are all broad challenges before us.

Give us patience and compassion, O God, even when we do not understand our children; give us sympathy where we lack empathy;

That we might persevere in our prayer for our children and their future and that in coming together across the lines that divide us, we might discover answers in you.

For the nation and all in authority

The challenges facing our children and our families are great. These needs exceed the abilities of individuals or single parishes. Some challenges must be addressed by our society. Our local, state and national leaders need our support and response in order to give every child the opportunity to live, to grow and to become productive, responsible citizens.

Grant, O God, to our President, our Congress, our Governor, our Legislature and to all our elected officials the will and the courage to make children and the needs of families of greatest importance in the conduct and strategy of our government;

That our children would enjoy their birthright as Americans to life, liberty and the pursuit of happiness.

In a democracy when we turn to government we turn to ourselves. Our individual acts of advocacy on behalf of a single child do not go unheard. Our individual vote can represent the vulnerable children who themselves are without voice.

Drive far from us, O God, the apathy, resignation and fear that prevent us from exercising our rights and responsibilities as citizens;

That the example of Jesus Christ as our Mediator and Advocate would inspire us to take action on behalf of the children of our state and our nation.

For the welfare of the world

Throughout the world children are subject to discrimination because of their own or their families' race, color, sex, language, religion, sexual orientation, political or ideological persuasion, national, ethnic or social origin, disability, birth or other status. Children in minority groups are often denied the right to enjoy their own culture, profess and practice their

own religion, even to use their own language. Mentally and physically disabled children are often refused the opportunity to live full and decent lives in conditions which foster dignity, promote self-reliance and facilitate active mutual participation in the world.

You have promised, O God, that as we care for the least of our brothers and sisters, we care for you. Remind us daily as we come into contact with these vulnerable children that they, like ourselves, are loved and valuable children of God;

That we would treat them with the dignity, respect and love they deserve as your children.

All around the world, from our own churches in suburban neighborhoods to the teeming inner cities to the vast plains of third world nations, children are subject to exploitation and abuse. Children need our protection from physical and mental violence, injury, neglect, maltreatment and exploitation. Children need our protection from economic and sexual exploitation and from abuse. Children need our protection from the illicit use of drugs and alcohol and from being used in the production and trafficking of such substances.

Inspire in us, O God, a sense of your righteousness and justice for these abused little ones;

That we would work diligently to end child exploitation in any form in any place at any time.

Many children live in miserable, subhuman conditions. All children everywhere require a basic standard of living for normal physical, mental, spiritual, moral and social development. Children need access to health care and medical treatment. Children need us to protect their rights.

You gave your own child for us, O God. Give us grace to honor your sacrifice by caring for these children;

That we would not crucify you again in our neglect of them.

For those who suffer and those in any trouble

Around our own diocese, children face pain and delight, struggle and comfort, fear and security:

In the City of Newark, the See of our Diocese, some 2400 children were abused or neglected last year.

Less than 8 miles up Bloomfield Avenue, middle school girls were sexually assaulted by a gang of middle school boys.

In the City of Irvington, some 6 miles away, nearly two-fifths of the children have to rely on food stamps for nourishment.

Nearby, in East Orange, 6.5% of all babies born come into the world with no prenatal care whatsoever.

A few miles up Route 287, deaf children in Mountain Lakes received their first Christian education in a bible class.

Back in Jersey City, one in three children has to depend on welfare for a check which pays less than half the minimum cost of living in our state.

Just up the road in Union City, there were no deaths among children between the ages of 15 and 19.

Over in Paterson, 16 of every 1000 babies born died before their first birthday.

Bergen, Morris, Sussex and Warren Counties are incarcerating fewer of their children, finding other ways to help those in trouble with the law.

Children in Essex, Hudson and Passaic Counties are at high risk of malnourishment, poor health, poverty and inadequate education. They need extra help.

Give us grace, O God, to encourage the individuals and communities who support their children;

And grant us the resolve prayerfully to use our own time, talent and treasure to help those children who need us the most.

For the departed

Children die needlessly each day. Some are children that we know. Some are children we can only know through the grim statistics of infant mortality and child and teen death rates. Some children die at the hands of abusive adults. Some are neglected to death. Some children die violently as the victims of angry and misguided children. Some are victims of alcohol or drugs. Some children are killed by war. Some die in famine, some from disease. All of these children are precious in the sight of God.

Give rest, O Christ, to these children with your saints;

Where sorrow and pain are no more, neither sighing, but life everlasting.

Closing Collect

Almighty God, you created us in your image and entrusted to us the care and nurture of children. We thank you for the gift of children, for in them we see the promise of your new creation. Give us grace to honor you as our loving parent. Inspire in us the strength and will to fulfill our promise to you to be faithful protectors and providers. Reflect in us your love of children. Awaken in us an understanding that every child is our own child, too. Create in us the faithfulness to recognize in each child a unique and priceless gift from you. In the name of your own precious child, Jesus Christ our Lord, we pray. *Amen.*

EXCHANGE THE PEACE

The following vignettes of reconciliation reflect the essence of sharing God's peace:

"I turn to you in need."

"I reach out to you in love."

Scott is a young man who lives in a home where alcohol is abused:

Kathy is present for Scott in his everyday life, offering him the hope that he can grow up healthy and true to himself.

The children of Isaiah House prepare to return to school.

The people of Christ Church in East Orange adopt a family to provide the necessary school supplies to begin a successful academic year.

Babies are born to indigent mothers who can't afford to feed them.

St. Luke's Church hosts an infant formula party where each guest brings formula to give to those in need.

Older people who are confined to their homes are lonely and need help taking care of their houses.

Youth from neighboring parishes come to rake leaves, put up storm windows, cut grass and be a friend.

Many children in Newark are afraid and illiterate.

St. Barnabas Church opens an after school literacy program, a safe haven where they can learn to read.

A family in need comes to St. Mark's Church on a stormy Sunday to worship and have a hot lunch at the soup kitchen.

Rebecca gives them her umbrella to shelter them from the rain.

Bobby's parents are divorced.

When Timmy's parents divorce a year later, Bobby helps his friend by listening and offering advice that helped him through.

Crystal is a 10 year old disabled child:
Crystal is welcomed into confirmation class.

Mary is shy and a new member at St. Peter's Church:
Joan calls her to ask how things are going and offers to take her to the Wednesday Bible Study.

Judy is a very good violin player:
St. Mary's Church asks her to share her talent during worship one Sunday.

PREPARE THE TABLE

As we prepare to make holy those things which are brought before us, we offer the basic elements which truly help children and their families.

Wholesome nutrition

Adequate shelter

Physical safety

Freedom from physical, emotional and sexual abuse

Optimal educational opportunities

A proper environment in which to learn

Emotional nurture

A sense of self-esteem

Adequate medical and dental care

All childhood immunizations

Adequate supervision

Opportunities to learn values and common sense from the experiences of caring adults

A sense of permanence and belonging

Awareness of personal spiritual connection

Awareness of who you are and whose you are

MAKE EUCHARIST

Changing the common elements into what is holy

And here we offer and present unto thee, O Lord, our selves, our souls and bodies, to be a reasonable, holy, and living sacrifice unto thee; humbly beseeching thee that we, and all others who shall be partakers of this Holy Communion, may worthily receive the most precious Body and Blood of thy Son Jesus Christ, be filled with thy grace and heavenly benediction, and made one body with him, that he may dwell in us, and we in him.

Book of Common Prayer, Rite I

Sanctify us also that we may faithfully receive this holy Sacrament, and serve you in unity, constancy, and peace; and at the last day bring us with all your saints into the joy of your eternal kingdom.

Book of Common Prayer, Rite II

Hymn of Eucharist:

Lord, make us servants of your peace:
where there is hate, may we sow love;
where there is hurt, may we forgive;
where there is strife, may we make one.

May we not look for love's return,
but seek to love unselfishly,
for in our giving we receive,
and in forgiving are forgiven.

Where all is doubt, may we sow faith;
where all is gloom, may we sow hope;
where all is night, may we sow light;
where all is tears, may we sow joy.

Dying, we live, and are reborn
through death's dark night to endless day:
Lord, make us servants of your peace,
to wake at last in heaven's light.

*Hymn # 593 Words: James Quinn
Music: Dickinson College*

Jesus, our Lord, may we not seek to be
consoled,
but to console,
nor look to understanding hearts,
but look for hearts to understand.

And be it further resolved, that this Convention urges the General Convention of the Episcopal Church to resolve to work in their own dioceses for ratification of the U. N. Convention on the Rights of the Child by the U.S. Senate.

Supporting Information: The United Nations Convention on the Rights of the Child seeks to encourage nations throughout the world to recognize and protect the human and civil rights of children. Among the rights enumerated in the Convention are the right to intellectual freedom, respect for the rights of parents to rear their children in accordance with their religious and cultural heritage, the right to a name, freedom from illegal transport across national frontiers, freedom of religion, the right to a decent standard of living, freedom from abuse, equal protection for disabled children, the right to the highest attainable standard of health, the right to an education, equal protection for minority children, freedom from economic and sexual exploitation, freedom from torture, and exemption for children under 15 from serving in the armed forces or participating in direct hostilities in an armed conflict.

As of December 1, 1993, the S.70 had 48 of the required 51 co-sponsors. Upon the President's presentation of the Convention to the U.S. Senate for ratification, a two-thirds majority, or 66 votes, will be required for ratification.

(A copy of the U.N Convention on the Rights of the Child is on file at the Anand Center.)

/I

Resolved, that this 120th Convention of the Diocese of Newark urges each parish and mission to support the youth ministry programs of Eagles Nest Camp and WOODY (World Of Our Diocesan Youth) by encouraging youth and adult participation and looking at ways to provide scholarship funds.

And be it further resolved, that this Convention commends Brad Moore, Coordinator, Margaret Mellors, Camp Director, and the Rev. Edward Hasse, Chair of Youth Ministries, for their work with our children and youth.

Supporting Information: These programs continue to provide excellent opportunities for youth involvement and education. Adult volunteer participation is critical to the smooth functioning of camp and WOODY programs, in particular as Christian Education staff at camp and as adult leaders and chaperons for year-round WOODY events. As well as being critical to the program, for the adults it is rewarding and fun to be with our children and young people.

Scholarship and scholarship funds are needed if many of the young people who attend Camp and WOODY are to be able to continue to come.

/II

Resolved, that this 120th Convention of the Diocese of Newark mandates that any person who works with children in any diocesan ministry or program be required to complete a course on child abuse.

And be it further resolved, that this convention urges parishes and missions of the diocese to provide volunteers with the same opportunity.

And be it further resolved, that the Youth Ministries Board and the Standing Commission on Children be asked to facilitate and approve these courses.

Supporting Information: These educational programs will provide education, supplies and protection for volunteers and will be beneficial both to the volunteers and to our children.

VIII

Resolved, that this 120th Convention of the Diocese of Newark directs the Youth Ministries Board, the Standing Commission on Children and the Christian Education Commission to explore ways in which diocesan programs, including WOODY and Eagles Nest Camp, and church programs and curriculums could be designed to enable teenagers, of every sexual orientation, to interact with positive teen and adult gay and lesbian role models.

Supporting Information: The relation of sexual orientation to suicidal behavior is just beginning to be studied, but it is believed that a significant percentage of suicides and suicide attempts is linked to children's sexual orientation. Diocesan programs can provide supportive forums for teenagers struggling to understand their sexuality and to discuss the resulting life decisions.

IX

Resolved, that this 120th Convention of the Diocese of Newark urges every parish and mission of the diocese to incorporate a multi-generational family life education curriculum in its Sunday school and youth group programs to include, among others, issues of birth control, parenting, same sex relationships, AIDS.

And be it further resolved, that the Standing Commission on Children be directed to provide the necessary resources for this education.

Supporting Information: Although many schools provide this curriculum, it is not done within a Christian ethical framework. If we wish our children to adopt moral values consistent with the Christian faith, values that we affirm, then we need to provide learning opportunities for the children to do so in the context of our families and churches.

X

Resolved, that this 120th Convention of the Diocese of Newark calls upon the parishes and missions of this diocese to contact and/or meet with local public school officials and guidance counselors, for the purpose of encouraging them to consider inviting organizations representing alternatives to military careers to present their program to the students;

And be it further resolved, that the parishes and missions, as well as the Youth Ministries Board of the Diocese, will consider including curricula and representatives from groups which promote non-violent career choices as a part of the ongoing program offerings for young people.

Supporting Information: The many pressures on high school students include drugs, a fear of AIDS, the need for money and material possessions, sexual opportunities, crime and violence. In addition, young people face an uncertain future — no job, low-paying job or little job choice. Since it is increasingly difficult for youth to obtain financial assistance for education or to find meaningful employment, regardless of socio-economic background, a military career may appear to be the best or only option available. There is an increasing military presence in high school programs, exerting a strong influence on vocation decisions. By pursuing an active role in high schools, the military continues to influence the career choices of many youth. In contrast, the church is often uninvolved and silent about the value it places on vocation. It is the responsibility of the Body of Christ to actively promote attitudes of peace and non-violence in our young people. Alternative career choices need to be represented by organizations which promote non-violence. (STOP - Students and Teachers Opposed to War, Educators for Social Responsibility, Physicians for Social Responsibility, The Central Committee for Conscientious Objectors [CCCO], Greenpeace, Peace Action, Veterans for Peace, Vista Volunteers, Peace Corps).

BENEDICTION

Almighty and most merciful God, we ask for your guidance and wisdom as we address so many critical issues about children and youth in our communities and in our country today.

We know that correcting the wayward actions of our children can be done in a positive and loving way. Open us, O Lord, to new alternatives and possibilities for helping our children to grow up as capable and compassionate people.

We sense that language has hidden power and may quietly convey a hostile attitude towards our children. Help us, O Lord, to be sensitive to the nuances of the words that children may hear.

We know from your teachings, O Lord, that we must not remain isolated in our confining pain and confusion, but instead we must reach out to join others in difficult endeavors. Guide our hearts, give us ears to hear and learn, O Lord, from our earthly teachers those things that will truly lift our children up in their daily lives.

We feel that our diocese is called to reach out to children who are disadvantaged or discouraged. We feel ourselves called to reach out spiritually and physically and help these children in their time of need. We believe that each child truly contributes and is of lasting value to our communities, our society, our lives.

We believe that families need church life to grow and change together. We believe that churches must support family life in order for people to change and for the church to remain relevant in families' lives. Help us O Lord, to be creative and appropriate in designing and implementing programs in our churches which can meet the real needs of families today.

We sense in this time of fast-paced change and social flux that there are compelling forces which promote isolation, fragmentation and fear. Help us, O Lord, to provide a firm spiritual foundation which helps us each to persevere against social pressure: a base which encompasses a diverse and varied community; a view that welcomes all children; a focus for our lives which is committed to building up the community; an outlook which accepts and embraces differences. Help us provide a foundation in your teachings which supports with love and compassion all people: the weak, the strong, the old, the young, the privileged and those less fortunate. Help us achieve a spirituality from which we all can live and learn and grow.

We ask your blessing, O Lord, to guide and direct us. Help us to use our knowledge and resources to support all children and their families in this diocese to grow in your ways.

We ask for your compassionate arm in being a day to day presence in the lives of all children, nurturing and helping them to grow.

We now ask your loving presence to be with us as we go forth in peace, calling to action all of your faithful people on behalf of children, young people and their families. Our greatest gift is the time we give to them and the depth to which we value and care for them as people.

Make us open, loving and committed, O Lord — a spiritual people called by your name: Children of God. *Amen.*

Go out into the world in peace; have courage; hold on to what is good; return no one evil for evil; strengthen the fainthearted; support the weak, and help the suffering; honor everyone; love and serve the Lord, rejoicing in the power of the Holy Spirit.

*1 Cor. 16:13 II Tim 2:2 Eph. 6:10 I Thess 5:13-22 I Peter 2:17
Taken from The Service for the Lord's Day, Joint Office of Worship
Presbyterian Church (USA)*

Hymn of Commission:

For the beauty of the earth, for the glory of the skies,
For the children ev'rywhere with their sad or joyful
cries,

God of All, to thee we raise this our hymn of
grateful praise.

For the hungry, homeless ones seeking life despite
despair,

For the nations buying guns while the children wait
for care,

God of All, this prayer we raise: Let us bring forth
better days.

For the beauty of the earth, for the glory of the skies,
For each child whose life of worth may be missed
by human eyes,

God of All, to thee we raise this our hymn of
grateful praise.

Thanks for gifts that children bring: Love and trust
and open hands.

Help us give them songs to sing, meet their needs as
love commands.

God of All, this prayer we raise: Let us bring forth
better days.

*Virginia Sargent
American Baptist Churches in the USA*

Dismissal

Gracious God, send us anywhere in this world you would have us go -- only go Thou with us.

Place upon us any burden you desire -- only stand by us to sustain us.

Break any tie that binds us -- except the tie which binds us to Thee.

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CHARGE TO THE TASK FORCE ON CHILDREN
BY
THE RIGHT REVEREND JOHN S. SPONG
December, 1991

The way a society treats its young says much about how that society values the future. When we use that lens to view society both in the United States and in the world, the data is frightening. While conservative politicians rail against welfare cheats, the fact is that the majority of welfare recipients are women and children. The use of drugs and alcohol is so obvious among young people today that it is considered almost normal. Drugs and alcohol are substances that destroy life. Their prevalent use among young people is a symbol of hopelessness and of self destruction.

Suicide is the third highest killer of young people in this nation, following accidents and leukemia. Many of the accidents may turn out to be disguised suicides. The relationship of sexual orientation to suicide is just now beginning to be studied, twenty-five percent is a figure one hears frequently. Statistically, black males growing up in this nation have a better chance of going to jail than they do of going to college.

Anyone who still believes that marriage inaugurates sexual activity is simply out of touch with today's young people. The argument used by traditional moralizers that birth control devices and sex education encourage sexual activity are naive. All that the absence of birth control and sex education increases is ignorance and death.

Public schools are in disarray. The traditional way out of poverty has been education, but those who most need this doorway today have the most inadequate public schools. There is a mood abroad to begin the federal funding of private or parochial schools. Although well-intentioned and seeking to address a specific unfairness, this proposal carries with it the very death knell of the public school system.

I want the Task Force on Children to address these issues and to focus on the plight of young people in the whole socio-economic range of this society. Problems exist everywhere but specific levels of hopelessness exist among the poor. "Somehow", to quote former Governor Kean, "the playing field of opportunity must be made as equitable as possible." What would it take to do that?

Can this diocese, by addressing these issues, bring about change in our society? Should we begin our own program of sex education in the communities where our churches are at work, bypassing the political process that hamstring public education? Should we devise a program to encourage gay and lesbian role models to come out of the closet to be of help to those kids wrestling with their sexual identity and unable to see any adult who has successfully navigated those waters?

one-half million more people in the world today than there were when Mr. Reagan first took office. Family planning information has been curtailed under the dubious political posture that these funds might be used to fund abortions. The battle to reclaim effective family planning and safe birth control is a matter today of human survival. Perhaps the time has come to identify the absence of birth control with the creation of a right to die without dignity and that this be named for what it is - immorality. Forty thousand children die each day of malnutrition and related diseases.

Finally, I ask this task force to identify the points of contact between the Christian Gospel and the world of the young adult. I hope you will do this by serious dialogue. Do not give us pious words but concrete plans - actions to be taken based on hard data. We ask you to call our churches and to engage our young people honestly and effectively.

You may take the time you need, within limits. We seek a report with Resolutions no earlier than the Diocesan Convention of 1993 and no later than the Diocesan Convention of 1994. The talent on this task force is outstanding. I know you can do the job.

I also remind you that task force reports from this diocese three times in the last six years have set the agenda for the National Episcopal Church and spilled beyond that into other denominations and other world communions. Do not dissipate that heritage. We at 24 Rector Street will support you with staff and budget, which will be determined when you outline the scope of your work.

I wish you well. I shall watch you with interest and anticipate your report with eagerness.

Sincerely,

John S. Spong,
Bishop

Deadlines: If the report is to the Diocesan Convention of 1993, then the report must be in the hands of diocesan officials by December 1, 1992; if to Diocesan Convention of 1994, report must be in diocesan hands by December 1, 1993.

the
DIOCESE
of
newark



Diocesan Task Force on Children and Youth

Survey of Children's Programs and Ministries

The Task Force on Children and Youth was commissioned by the Diocesan Convention to study the problems, needs and opportunities facing children in our diocese and to discover ways in which the Diocese of Newark, and the Church at large, can minister to those needs and problems and maximize those opportunities.

In order to assess where we stand with our children as a diocese, the Task Force needs facts and opinions from as many people in our diocese as possible. Please help us by making copies of this survey and distributing it to any and all parishioners who have an opinion on children's needs and programming in your church and community.

Please return the survey by January 1, 1993, to the Rev. Ed Hasse at the address on the back of this form.

If you have any questions please call one of the Task Force members listed below:

The Rev. Ed Hasse, Chair
201/239-2850

The Rev. Carolyn Lumbard
201/285-0884

John Tardy
201/796-8591

Rebecca Adams Branstetter
201/796-4991

our parish: _____

City: _____

How would you describe your parish? (Check as many as apply.)

	AND		AND	
<input type="checkbox"/> wealthy		<input type="checkbox"/> professional		<input type="checkbox"/> families whose kids have left home
<input type="checkbox"/> upper middle class		<input type="checkbox"/> white collar/mgmt		<input type="checkbox"/> families whose kids are home
<input type="checkbox"/> middle class		<input type="checkbox"/> blue collar		<input type="checkbox"/> single-parent families
<input type="checkbox"/> lower middle class		<input type="checkbox"/> retired		<input type="checkbox"/> younger singles
<input type="checkbox"/> poor		<input type="checkbox"/> high unemployment		<input type="checkbox"/> older singles

AND our parish has ☐ fewer than 20 children.
☐ more than 20 children.

How would you describe the community your parish serves? (Check as many as apply.)

	AND		AND	
<input type="checkbox"/> wealthy		<input type="checkbox"/> professional		<input type="checkbox"/> families whose kids have left home
<input type="checkbox"/> upper middle class		<input type="checkbox"/> white collar/mgmt		<input type="checkbox"/> families whose kids are home
<input type="checkbox"/> middle class		<input type="checkbox"/> blue collar		<input type="checkbox"/> single-parent families
<input type="checkbox"/> lower middle class		<input type="checkbox"/> retired		<input type="checkbox"/> younger singles
<input type="checkbox"/> poor		<input type="checkbox"/> high unemployment		<input type="checkbox"/> older singles

What is the greatest need among children and families in the community your parish serves?

What is the best thing your parish does for children/families? Is it restricted to parishioners?

Specifically, what ministries do children and youth offer to your parish? its community?

J. How would you like to see their ministries expanded? What resources would you/they need to expand their ministries to your parish? its community?

Thank you for your time and concern about the children in our diocese. Please return your survey to Ed at the address below. You don't need an envelope.

**The Rev. Ed Hasse
Chair
Diocesan Task Force on Children and Youth
Church of the Holy Spirit
36 Gould Street
Verona, NJ 07044**

HEARING THE VOICES OF CHILDREN THROUGH THE CENTURIES

By
Christine Spong

"The entire human race that was to pass through women into offspring was contained in the first man when that married couple received the divine sentence condemning them to punishment."

-- Augustine, Bishop of Hippo

Introduction

Original Sin, defined by Augustine in the fifth century in the act committed by Adam and Eve, was seen as being passed on to each succeeding generation through childbirth. "Born in sin", unable on their own to measure up to God's standards, human beings were assumed to be doomed to hell and damnation without divine intervention. Christ was thought of as that saving divine intervening person. But the gift of salvation, which this Christ brought, could only be mediated through the church which was called the Body of Christ. This salvation came through baptism in Christ's name for original sin and through the regular acts of confession and the giving of penances for sins of commission and omission when the baptized one slipped back into his or her sinful state. Church prelates, who were said to be divinely appointed by the Holy Spirit, decided on and carried out God's judgement on earth. All of this was at the core of Augustine's theology which was and to a large degree still is the major influence on how we have acted out our Christian vocation in the world for the last fifteen hundred years. The Bible has been the standard by which God's will was interpreted by these "divinely" appointed masters. It was, of course, a Bible written and interpreted by the patriarchal and hierarchical society which, not coincidentally, was also itself validated by appeals to this book.

Since Augustine the view that creation was God's blessing has been relegated to an undercurrent in the stream of history. With that relegation the idea that all people were created in God's image and were meant to be called, nurtured and encouraged to be all that they could be was all but lost. Even the words of Jesus with his message of love and caring have largely been ignored or have been used in a distorted way to validate such things as corporal punishment -- "I am only doing this because I love you," is still a familiar statement to many children. Through the centuries this positive theme, so blunted in church circles, has been kept alive in the subterranean writings of Hildegard of Bingen, Julian of Norwich, Jean Jacques Rousseau and in recent years, by such people as Matthew Fox. In his book, ORIGINAL BLESSING, Fox has mounted a deliberate attack on Augustine's theory of Original Sin. He has reopened the

discussion and a theology of caring and nurturing, rather than power and violence, is once again being celebrated and more importantly it is being legitimized.

By the Middle Ages the church's control over the lives of people had become all but total and it was based primarily on the Augustinian model. Since the desires of the flesh were thought to result from the Fall- the married status was defined as fundamentally inferior to celibacy and the only reason for marriage was said to be the procreation of children. Listen to this creed when articulated by a seventeenth century divine named Lewis Bayley. "The child is conceived in sin. He is born unregenerate, redeemed only by the grace of whole baptism, likely always to lapse and fall. Wast thou, being an infant, but a brute having the shape of man? Was not thy body conceived in the heat of lust, the secret of shame and stain of original sin." Such statements were typical and can be found in protestant writings on both sides of the Atlantic until the early part of the twentieth century.

This all pervasive, over-arching religious context has diminished gradually in people's lives from the Middle Ages through today, with the speed of its disappearing increasing sharply in recent decades. Yet in looking at the history of childhood in the development of family structures, child rearing practices and education, the influence of religion on society remains extensive and often unconsciously still underlies much of what is done both negatively and positively even in the secular society of today.

Family Structures

Family structures have changed dramatically from the informal common law marriages of the first few centuries until the Reformation, when marriage registrations with witnesses were first noted in church records, and then onto the wide variety in today's relationships. The way marriage was viewed also began to change at the Reformation when Luther's ideas of mutual affection, companionship and respect began to be adopted. Attitudes toward divorce and annulment also changed, but very slowly for until the twentieth century, women continued to be subject to the male as it was proscribed in the Bible. Yet there was much other that shaped the family due to natural causes. Since the early death of one partner was commonplace, second marriages were frequent. Under the strictures of the church prohibiting birth control, many women died in childbirth. Disease and sickness ravaged the general population. It was the law of primogeniture that enabled the "nuclear family" to emerge as early as the sixteenth century. With inheritances going to the oldest son, the money and power went into the families established by this heir and there was a decline in the ability to marry of younger children now without money. Single women, who in earlier times went into nunneries, became maiden aunts beholden to their siblings' generosity. In the case of widows, children were often seen as obstacles to remarriage and, however young, were frequently sent away to schools or to be cared for by other family members. Orphaned children were at the mercy of their relatives or the chancery courts and their property could be taken without challenge leaving them penniless. Where blended families came together in second marriages, it was no easier then than it is today to make it work.

Until well after medieval times children were defined as small adults as well as the property of their fathers. Boys were favored over girls, a view that has predominated until this day. Infanticide was a common occurrence and continued into the twelfth century before it was opposed by state and church as wrong. The reasons justifying it included: the child was of the wrong sex, a bastard child with the associated shame, a deformed child who was seen as God's punishment, and the sheer number of children with too few resources to cope adequately.

Children were cared for inside their own tribal configurations, but in times of war they would be brutalized, abused sexually and physically, in fact suffering the same fate as their parents.

Child Rearing

Child rearing practices from ancient times included swaddling of babies. Certainly by the Middle Ages this was done because it was believed that the child needed to be kept rigid or the limbs would grow bent and distorted. Sometimes a board was also placed down the child's back to keep it rigid. Often the child was swaddled for long periods of time without being changed and in quarters with very little ventilation. Fresh air and particularly night air were believed to be harmful. Standing stools were used in order to stop babies crawling, again because crawling was believed to cause the limbs to be distorted, and even to encourage the animal nature of the child. Up to the age of seven in the western world boys as well as girls were clothed in smaller versions of their mothers' dresses. This was also done to control and restrict the children's movements. After seven boys were dressed in male clothing and were encouraged to participate in all the male activities. Their discipline now became part of the father's domain because women were thought to be too gentle to administer corporal punishment. Girls continued to be clothed like their mothers and were expected to take an active role in household duties with their mothers.

In medieval times large families and the cost of feeding and caring for them, caused many children at age nine or ten to be sent to monasteries and convents. Here they were expected to follow the same rigid regimen as prescribed for the adults, including fasting and solitary confinement for extended periods. Many monasteries were less than holy places and the sexual abuse of children was common.

In peasant families children at an early age were forced to work the same long hours as their parents. It was not until the nineteenth century that significant changes in these patterns began to be made in response to the excesses and abuses of the Industrial Revolution. Children in this period of history were sent to work in the factories of the new cities, in mines and as chimney sweeps. If the owners or managers chose to work the children until they dropped, few in society or the church spoke out against these practices. Children were also in some instances forced into being prostitutes and thieves. It was a common parental practice in this period to treat crying babies with alcohol and, as a result, alcoholism among children as well as adults was common. It was not until 1871 that laws were finally passed making it illegal to sell liquor to children under sixteen.

During the eighteenth century childhood gradually came to be differentiated from adulthood and a concept of adolescence began to be defined. It should be noted that through the centuries children from age six or seven have been held fully accountable for their acts and subjected to the same punishment as adults.

With the view that children were born in sin being commonplace, it should come as no surprise that physical discipline has been standard. What we today would call psychological abuse today was also a normal part of life in most families. Shame was used as a tool for controlling children's behavior. Breaking the will of the child was seen as necessary to force the child to bend to the will of God.

Few people before the eighteenth century thought these harsh practices afflicting children were wrong. At this time there was a gradual return to Jesus' teaching that children were to be thought of as innocent and good. Jean Jacques Rousseau, one in the line of advocates for changing the Augustinian model, believed that children were born good and only needed to have their virtue brought forth. This idea began to grow until it challenged deeply the child rearing patterns of the past. These patterns, involving a heavy use of corporal punishment, that was validated by biblical injunctions, still play a major role in child rearing practices espoused by right wing protestant Christian groups. The writings of Dr. James Dobson, Jack Hyles and Larry Christen currently are representative of this style. As adolescence came to be seen as a separate stage in children's development, corporal punishment beyond the age of eleven or twelve began to be thought of as inappropriate save as a last resort even among these groups.

Education

Until medieval times education occurred primarily in the home. Sons of nobles and wealthy families might be sent at age six or seven to other families where they were taught the skills considered necessary for that life style. These would include such things as court manners, sword play and music. Later, subjects such as Latin, Greek and math were taught by a tutor, who would be in most instances the local priest or A monk from a nearby monastery. As this style of education evolved, boys from the surrounding families began to go daily to the priest's home. Soon boys from longer distances started to board and from this beginning came the development of formal schools.

Colleges and universities also developed out of the religious communities. Far more than most of us recognize today the church was the major influence on the development of educational standards and curriculum in the growing educational system. By the eighteenth century academies and public schools were in place and provided education to the sons of the nobility and to the growing professional and merchant middle class. In these schools, shaped by the same theology as the church, corporal punishment and rigid discipline continued to be enforced by the teachers. They devised systems of control that used seniors to monitor, discipline and tutor children at the lower levels in the schools. Abuses in this system were common. By the late part of the eighteenth century these abuses were recognized and could no longer be tolerated. When the way in which children were valued changed, the educational methods had to change.

The church's definition of girls meant they stayed at home and learned domestic skills. It was not until the nineteenth century that girls in upper class families studied academic subjects. Even then the curriculum was organized to provide women with an education that would complement their life styles as supportive wives and mothers. A profession outside the home for girls from the middle class and above was not a choice until the mid nineteenth century, but until very recently that education was firmly directed at the three careers — nursing, teaching and secretarial — which continued to provide in the workplace the same kind of support to men that they received at home.

For poor children education was not even an option until the late nineteenth century. Whether male or female, children went from working on the land in earlier days to working in the factories of the Industrial Revolution. If they were lucky they might become servants in large households. Whatever they did there was little free time and in Europe certainly little opportunity to change status. Universal education has dramatically changed this. "A mind is a terrible thing to waste" recognizes not only the value of every child, but the potential resource each one offers to our society.

Parenthetically, it is interesting to note that as education for children has become more and more universal, recreational games which once were played by children and adults alike became the province of children alone. In his book CENTURIES OF PLAY, Phillippe Aries says: "The cause was a change in the conception of play and the function of games which developed during the early stages of the Industrial Revolution. It was at this stage that the value of play, amusement and recreation began to disappear. Work became the essential value of a capitalistic society and play occupied a humble position at best. Only when reserved for the young was it accepted as an activity that was useful and respected. Games were no longer semi-sacred rituals involving the entire community." Perhaps we need to look at what we as adults have lost.

Conclusion

When we look at how we treat children, it is essential to remember that cruelty has been and continues to be an abiding part of the history of human beings. It has been justified by our prejudices and reinforced by reference to the Bible. Only as we legitimize particular groups by enacting and enforcing laws which protect their rights, can cruelty and abuse of basic rights be controlled in any meaningful way.

Through the centuries a minority voice has recognized and affirmed the value of each individual in God's sight and has been a force through which change has occurred. History shows that this legitimization has occurred regularly and ever more inclusively in the Western World. With the shift of power from the divinely appointed king to the barons in the Magna Carta we came eventually to universal suffrage for white males. The abolishment of slavery in 1866 and in this century the enactment of the amendment to give women the vote in 1922, have allowed African Americans and women to deal with issues of oppression in many areas including property ownership, divorce, domestic violence and sexual harassment. In another context, the establishment of Israel in 1948 has given Jews a legal voice and recognition in a way they have

not had for the last two thousand years. Suffrage for South African blacks in 1991 now gives them a voice to claim legitimately the right for a decent life.

But what is the status of children? Through the ages fathers have had total authority over their families. Children became beneficiaries of positive changes for adults only as they were seen as small adults. It was not until the nineteenth century, that separate laws were made which directly affected the lives of children. In England, Parliament passed laws to protect children from abuse in 1889 after the Society for the Prevention of Cruelty to Animals declined to receive complaints about cruelty to children ~ Presently parents are the primary advocates for children with their actions governed by the laws of society.

We must ask will the voices of children be heard more clearly in this generation? And how can we give their voices increasing legitimacy?

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Traits of a Healthy Family, Dolores Curran, Harper Books, NY, 1985.

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Welcome the Child provides practical steps to involve individual members and congregations in child advocacy. It offers biblical meditations on children to initiate, prayer and study about the needs of children, step-by-step methods to raise awareness among congregations and to turn study into action and advocacy, and resources to help congregations help children.

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Women Who Do Too Much, Patricia H. Sprinkle, Zondervan Press, 1992.

You Have the Right! Your Rights as a Young Person in New Jersey, Cecilia Zalkind, Association for Children of New Jersey, 35 Halsey Street, Newark, NJ 07102, 1990.
 Written in language understandable to adolescents and useful to adults who work with children, *You Have the Right!* describes children's legal rights in the community, in the family, in school, in foster care, in institutions and in the courts. It explains what children's legal rights are, the source of those rights and how far those rights go. There is also a special section on where to go for help.

Other Sources

The Bishop Anand Center at Cathedral House contains a wealth of information and resources about children and families, including books, tapes, curricula, etc. The Task Force highly recommends these resources and encourages congregations to take advantage of the services of the Anand Center.

Episcopal Church, Province II, MA, Strategies for Children (within and outside the church.)

Presbyterian Bookstore, Atlanta, GA, attn: Barbara Palmer, 1-800-828-1805.

PCAN - The Presbyterian Child Advocacy Network, attn: Bonnie MacDonald, 100 Witherspoon Street, Louisville, KY 40202.

CHRISTIANITY AND OTHER FAITHS

Which of the following statements comes closest to your own feelings?

This is not a vote, but part of a survey by the Commission on Interreligious Relations and Christian Mission.

Please check one -- and/or add additional comments.

- A. ☐ Jesus Christ is the only real and true way to know God; the only way to know and serve God in the right way is by being Christian.

- B. ☐ Jesus Christ is the only real and true way to know God, but the grace that comes through Christ is also at work in other religions.

- C. ☐ Jesus Christ is the way Christians know God, but others know and serve God by other pathways.

- D. ☐ Jesus Christ is the prime sacred symbol of the Christian faith-experience; Christians ought not assert its superiority over the sacred symbols and experiences of others.

- E. ☐ Other: (please state briefly)

Commission on Interreligious Relations and Christian Mission

**DIOCESE OF NEWARK
CAMP AND CONFERENCE CENTER TASK FORCE
REPORT TO THE 120TH CONVENTION OF THE DIOCESE OF NEWARK**

RESOLUTION
TO THE 120TH DIOCESAN CONVENTION
DIOCESE OF NEWARK

REPORT OF THE RESOLUTIONS COMMITTEE
JOINT CAMP AND CONFERENCE CENTER

WHEREAS, the 119th Convention of the Diocese of Newark (and the 208th Convention of the Diocese of New Jersey) passed identical resolutions that:

- Endorsed the concept of developing a Joint Camp and Conference Center with the Diocese of New Jersey
- Approved the establishment of appropriate committees to further develop and implement the Project
- Established the following timetable for Project Development:

Phase I (1993) - Establish committees to further develop the concept of a Camp and Conference Center

Phase II (1994) - Diocesan Convention would be requested to authorize the hiring of a Project Development Manager

Phase III (1995) - Diocesan Convention would be requested to authorize specific Plans/Programs together with initiation of construction of a Camp and Conference Center once funding criteria had been achieved

WHEREAS, during 1993 the committees have functioned to enhance joint participation in Camp Conference programs of the respective Diocese.

WHEREAS, the Committees have established conceptual criteria for all aspects of a Joint Camp and Conference Center.

WHEREAS, there is growing enthusiasm for a Joint Camp and Conference, and

WHEREAS, special funds have been identified for funding the next phase of the Project.

WHEREAS, the 209th Convention of the Diocese of New Jersey called for additional study within their Diocese in order to achieve consensus about the Project.

THEREFORE, be it resolved that the 120th Convention of the Diocese of Newark agree to provide time for additional study prior to implementing Phase II of the project: and be it further

RESOLVED that all other appropriate activities related to Joint Development of a Camp and Conference Center will continue: and be it further

RESOLVED that the 120th Convention of the Diocese of Newark authorize the use of \$30,000 from the Camp Endowment Fund in order to fund the Diocese of Newark's share for Phase II of the Project.

Diocese of Newark
Camp and Conference Center Task Force
Report to the 120th Convention of the Diocese of Newark
February 4, 1994

SUMMARY

At the 118th Diocesan Convention the Task Force was formed and charged with the responsibility of evaluating the concept of a Diocesan Camp and Conference Center and to present to the 1993 Diocesan Convention a resolution to:

- Authorize the development of a specific plan/program for the creation of a Diocesan Camp and Conference Center, or
- Authorize the development of a specific plan/program for the creation of a Diocesan Camp, or
- Authorize the development of a specific plan for the creation of a Diocesan Conference Center, or
- Recommend that the Diocese not proceed with the concept of a Diocesan Camp, Conference Center, or a Camp and Conference Center

Based on the Task Force's analysis of existing Diocesan Camp and/or Conference Centers; the estimated financial magnitude of such a project; and the degree of priority/commitment required, it was believed that it would be difficult and risky for the Diocese of Newark to pursue such a venture. However, it was agreed that the vision and rationale in support of a Diocesan Camp and Conference Center was valid and that such a facility would provide a positive contribution to the Educational, Ministerial and Outreach programs of the Diocese. In trying to reconcile the Task Force's assessment of the potential difficulty entailed in the Diocese of Newark pursuing this project, together with the stated need/desirability of a Camp and Conference Center, the Task Force identified what is believed to be a unique and timely opportunity.

Based on discussions/meetings with the Diocese of New Jersey, it was found that they were interested in the same concept and were also struggling with the reality of how to achieve it. It, therefore, appeared that the optimum alternative would be the Joint Evaluation/Development/Operation of Camp and Conference Center by the Dioceses of Newark and New Jersey. The Task Force believe that this would be both a viable and synergistic approach and the rationale in support of such a strategy would be as follows:

- The geography of the state of New Jersey is such that a reasonably central site would provide easy access to both dioceses.
- Together, the two dioceses would have at least twice the resource base to utilize in creating and supporting such a project/program.

--The Diocese of Newark has a long camping tradition and the Diocese of New Jersey has an active conferencing program. Together, this would allow us to capitalize on the individual strengths and established capabilities of each diocese.

--Based on progress to date, there is enthusiasm for this approach both in the Diocese of Newark and in the Diocese of New Jersey.

Based on the above, it was agreed that the Task Force would develop a strategic plan with the Diocese of New Jersey because such strategy would be realistic, viable, and achievable since it would accomplish the following:

- There would be a specific "action plan" to both move toward the objective and also allow for validation of the cooperative concept.
- There would be minimal risk since major commitments are sequential and will not be initiated until programs have demonstrated operational feasibility and established targets attained.
- It allows the time necessary to develop broad diocesan confidence and the levels of support necessary for such a major undertaking.
- It would provide an ongoing example of optimum utilization of resources and cooperation within the church.

At the 119th convention of the Diocese of Newark and the 208th Convention of the Diocese of New Jersey identical resolutions were passed THAT AUTHORIZED the concept and established a committee structure/Program Timetable for implementing the development of the project. (See Attachments I and II).

During 1993, the Joint Committee structure was implemented and the first year objectives were achieved. Also, the Diocesan Council and the Trustees of the Episcopal Fund and Diocesan Properties unanimously approved (subject to Convention approval) the use of up to \$30,000 from the Camp Endowment Fund in order to finance the Diocese of Newark's share of the estimated cost of Phase II of Project Development.

During Phase II, a Project Development Manager will be hired to quantify conceptual criteria for the Project (developed during 1993) for a final recommendation to Convention. Project Development activities during Phase II would include developing definitive plans for:

- * Site
- * Type of facility
- * Program(s)/objectives
- * Estimated project cost
- * Financing/Fundraising Proposals
- * Project timetable(s)
- * Operational/Management criteria

However, the Diocese of New Jersey believes that in order to achieve final consensus, they proposed and their Convention adopted, a resolution providing for additional study and authorized up to \$50,000 to fund the study(s). (See Attachment III)

Therefore, based on the above, the Diocese of Newark Camp and Conference Task Force has proposed that our 120th Convention recognize in the AUTHORIZED Program Development Timetable the additional study time requested by the Diocese of New Jersey. The Diocese of Newark will work closely with them and provide whatever assistance we can. Also, all other aspects of the Project will continue and Phase II will be implemented as soon as possible.

However, it should be emphasized that our Diocesan Camp and Conference Task Force continues to give their full and enthusiastic support to the Resolution passed by the 119th Convention of the Diocese of Newark authorizing our pursuing the proposed Joint Strategy with the Diocese of New Jersey. On this Joint basis we have available the combined resources that will allow us to develop a comprehensive and imaginative Camping Program for the 21st Century. Also, with the major issues facing the Church today, we will be able to develop an exciting and relevant conferencing program that could allow us to become a "Kanuga of the Northeast". We believe that the vision, the timing, the resources and now the potential capability are coming together and that we should continue to aggressively pursue what can be a very unique opportunity for the Episcopal Church in the state of New Jersey.

John E. Lynch, Chair
Diocesan Camp and Conference Center

RESOLUTION
TO THE 119th DIOCESAN CONVENTION
DIOCESE OF NEWARK

WHEREAS, dozens of conferences, retreats, and meetings occur in the Diocese of New Jersey and the Diocese of Newark each year throughout the state, and

WHEREAS, the Diocese of Newark maintains a summer camping program and there is attendance from the Diocese of New Jersey and,

WHEREAS, together the two dioceses would have at least twice the resources available to create a joint camp and conference center, and

WHEREAS, contact and discussion between the two dioceses indicate enthusiasm and promise for such a project, and

WHEREAS, we are called to be one body gathered in the life and ministry of Christ.

THEREFORE, BE IT RESOLVED, that the 119th Convention of the Diocese of Newark endorse the concept of developing a joint camp and conference center between this Diocese and the Diocese of New Jersey: and be it further

RESOLVED, that appropriate committees be appointed to develop and implement this project subject to approval by future Conventions: and be it further

RESOLVED, that this project for the development of a joint camp and conference center follow this tentative timetable:

1993 - Establish committees to develop the concept of a camp and conference center and the 1993 program.

1994 - Based on the outcome and success of committee work, the 1994 Diocesan Convention would authorize the hiring of a Program/Project manager to oversee the plans and estimates for a facility and fund-raising efforts.

1995 - Diocesan Convention would be asked to authorize the program and initiate acquisition and construction of a camp and conference center as funding criteria is achieved.

RESOLUTION
TO THE 208th DIOCESAN CONVENTION
DIOCESE OF NEW JERSEY

- WHEREAS, dozens of conferences, retreats, and meetings occur in the Diocese of New Jersey and the Diocese of Newark each year throughout the state, and
- WHEREAS, the Diocese of Newark maintains a summer camping program and there is attendance from the Diocese of New Jersey and,
- WHEREAS, together the two dioceses would have at least twice the resources available to create a joint camp and conference center, and
- WHEREAS, contact and discussion between the two dioceses indicate enthusiasm and promise for such a project, and
- WHEREAS, we are called to be one body gathered in the life and ministry of Christ.
- THEREFORE, BE IT RESOLVED, that the 119th Convention of the Diocese of Newark endorse the concept of developing a joint camp and conference center between this Diocese and the Diocese of New Jersey: and be it further
- RESOLVED, that appropriate committees be appointed to develop and implement this project subject to approval by future Conventions: and be it further
- RESOLVED, that this project for the development of a joint camp and conference center follow this tentative timetable:
- 1993 - Establish committees to develop the concept of a camp and conference center and the 1993 program.
 - 1994 - Based on the outcome and success of committee work, the 1994 Diocesan Convention would authorize the hiring of a Program/Project manager to oversee the plans and estimates for a facility and fund-raising efforts.
 - 1995 - Diocesan Convention would be asked to authorize the program and initiate acquisition and construction of a camp and conference center as funding criteria is achieved.

RESOLUTION
of the
JOINT CAMP AND CONFERENCE CENTER COMMITTEE
to the
209TH CONVENTION OF THE DIOCESE OF NEW JERSEY

WHEREAS, the 208th Convention of the Diocese of New Jersey endorsed the concept of developing a Joint Camp and Conference Center and approved the establishment of appropriate committees to further develop and implement the project.

WHEREAS, the Camp and Conference Center Committee of the Diocese of New Jersey recognizes the need for further study in the diocese in order to have consensus about this project.

WHEREAS, this committee will consider possible alternatives such as:

- the development of a Camp and Conference Center in the Diocese of New Jersey
- a Joint Camp and Conference Center with the Diocese of Newark
- a separate camp in either of the dioceses to be shared by both dioceses
- a regional Camp and Conference Center
- a national Conference Center or
- other possibilities which may be discovered in the process of the study

THEREFORE, BE IT RESOLVED, that the 209th Convention of the Diocese of New Jersey charge the Camp and Conference Center Committee of the diocese to engage in a process of further study and

THEREFORE, BE IT FURTHER RESOLVED, that the 209th Convention of the Diocese of New Jersey authorize that a sum no greater than \$50,000 be used to make this study and that such funds not be included in the diocesan budget but obtained from other sources.

THE STANDING COMMISSION ON CLERGY COMPENSATION

The Commission presents the following resolutions:

RESOLUTION I:

RESOLVED, that the 120th Convention of the Diocese of Newark adopt the following minimum salary rates, effective January 1, 1995:

Minimum Salaries

Deacon	\$19,930
Assisting Priest	21,220
Priest-in-charge	26,550

Supporting Information:

The Diocese of Newark, at its 111th convention in 1985, adopted a system of salary administration for clergy, based upon the report of the Task Force on Clergy Development. That system included minimum salary levels for all full-time clergy serving parishes or missions in the Diocese. Each year, the Commission reviews these salary levels and makes recommendations to Convention for such changes, if any, deemed appropriate. The minimum salaries mandated by Convention since 1985 are as follows:

	Deacon	Assisting Priest	Priest-in-charge
Effective 1/1/86	\$15,000	\$16,000	\$20,000
Effective 1/1/87	15,000	16,000	20,000
Effective 1/1/88	15,750	16,800	21,000
Effective 1/1/89	15,750	16,800	21,000
Effective 1/1/90	16,500	17,600	22,000
Effective 1/1/91	17,250	18,400	23,000
Effective 1/1/92	17,950	19,125	23,925
Effective 1/1/93	18,700	19,900	24,900
Effective 1/1/94	19,350	20,600	25,775
Proposed 1/1/95	19,930	21,220	26,550

Considering the current economic environment (lingering recession, though showing signs of potential economic growth in some areas), and the consensus forecast for inflation to remain in the 3% range for the next few years, the Commission attempts to balance these factors with the commitment to both clergy and congregations to present fair and equitable recommendations for the compensation of deacons and priests in the Diocese of Newark. Accordingly, the Commission recommends increasing minimum salary levels for 1995 by approximately 3%, as indicated above.

RESOLUTION II:

RESOLVED, that the 120th Convention of the Diocese of Newark recommends the following scale, effective January 1, 1995, for annual merit increases in salaries paid to clergy in the Diocese:

Merit Increase Scale

Outstanding	8%
Very Good	5%
Satisfactory	3%

Supporting Information:

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 scale. The Commission recommends that a true merit increase would exceed the rate of inflation, projected at between 3 and 3.5 percent over the next two years.

NEW RECOMMENDATION:

The Standing Commission on Clergy Compensation recommends that each parish and mission, along with other Episcopal employers within the Diocese of Newark, adopt a tax-advantaged Flexible Spending Account for its salaried employees.

Supporting Information:

Through a provision in the Internal Revenue Code (Section 125), any employer can make available what has come to be called a Flexible Spending Account (FSA) through which medical costs which are not covered by insurance can be paid with pre-tax dollars. Each employee decides how much to have deducted from his/her pay and deposited in the FSA. This amount is deducted before taxes are calculated. Therefore, taxable income is reduced which lowers income taxes owed. When an eligible medical expense is incurred, the individual pays the bill and is reimbursed from his/her FSA. The expense must have been incurred after the FSA is established in order to qualify under the IRS code. Eligible medical expenses include deductibles,

copayments, coverage reductions because of reasonable and customary allowances, vision care, routine medical exams, immunizations and other medical, dental, or optical expenses not covered by health insurance. A list of most allowable expenses is attached.

Participation in this plan is at the employee's option. Each individual must take great care in determining the amount to place in his/her own FSA. The IRS has placed restrictions on FSA use by enforcing a forfeiture policy. Individuals must decide in advance how much to put in the account, and any amount remaining in the account at the end of the year is forfeited to the employer. This is the Use It or Lose It rule and demands that each person plan carefully. When in doubt, be conservative!

Advise regarding implementation of an FSA is available from any member of the ICC.

ADDITIONAL NOTES:

1. At the 119th Convention last year, the Diocese passed a resolution which recommended \$3,500 as the minimum amount for reimbursable business expenses for full-time clergy serving parishes or missions in the Diocese. All expenses would be items deductible under Internal Revenue Code Section 162 and should be administered under an accountable plan. Examples of expenses include automobile, continuing education, entertainment, books and periodicals, religious supplies and materials, and dues and conferences for professional organizations.

Supporting Information:

Most clergy are given automobile allowances by their churches. Beginning in 1989, the Internal Revenue Service put restrictions on the deductibility of automobile and other employee expenses. These expenses are no longer deductible on Page 2 of the 1040 form as an adjustment to income. All employee business expenses are only deductible on Schedule A of the clergyperson's 1040 as a miscellaneous deduction. Miscellaneous deductions are only deductible to the extent that they exceed 2% of a taxpayer's adjusted gross income. This is sometimes referred to as the "2% floor." This reduces (and, in some cases may eliminate) the ability of a clergyperson to write off the automobile allowance (or other expense allowance) paid to him or her by the parish or mission. All expense allowances are supposed to be included on the clergyperson's W-2 form in the year of receipt. Often the expenses are not deductible but the reimbursement is includable income!

It is possible to avert the loss of this deduction if the church sets up an accountable plan regarding reimbursement of business expenses. This plan must be in writing. It must require the clergyperson to substantiate his or her business expenses. It must require that any amount in excess of the substantiated expenses

covered by this arrangement be returned. If the plan conforms to all of the above, the reimbursed funds do not have to be included on the clergyperson's W-2 and, therefore, never have to appear on his or her tax return at all.

A sample resolution, supplied last year, is available from any member of the SCCC on request.

2. At the 118th Convention of the Diocese of Newark, a resolution was passed to increase the recommended Social Security offset guideline for full-time clergy serving parishes or missions in the Diocese from the then-current 30% to 50% over the next five years. Accordingly, the Commission reminds all parishes and missions of this recommendation and the scheduled implementation:

**Diocesan Standard for Social Security Offset
as a Percentage of Total Social Security (Self-employment) Tax**

<u>1992</u>	<u>1993</u>	<u>1994</u>	<u>1995</u>	<u>1996</u>
30%	35%	40%	45%	50%

Submitted by the Standing Commission on Clergy Compensation:

	<u>Office</u>	<u>Home</u>
John Snyder, chair	800-223-6602	652-8572
The Rev. Lauren Ackland	337-4909	337-6018
Carlotta Budd	822-3778	822-3649
Linda Curtiss	800-223-6602	983-6378

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 Right Reverend Alfred Lothian Banyard, retired bishop of New Jersey
 The Right Reverend William Jones Gordon, Jr., retired bishop of Alaska
 Bishop George Browne, bishop of Liberia and Archbishop of the Church
 of the Province of West Africa

FROM THE CLERGY FAMILY OF THE DIOCESE

George C. Allen, father of The Rev. George Allen
 Frederick P. Boswell, father of The Rev. Frederick Boswell
 Pearl Casseday, mother-in-law of The Rev. Edward Martin
 Obulia Cooper, widow of the late Rev. Fred Cooper
 Dorothy Galleher, mother of The Rev. Stephen Galleher
 The Rev. John M. Geene, Jr., retired
 Ralph E. Renn, father of The Rev. Wade Renn
 John Samaras, father-in-law of The Rev. Ken Near
 Phyllis Stark, widow of Bishop Stark
 Sister Susinne Paula, retired
 The Rev. Francis Wynne, priest-in-charge, Christ Church, Harrison

PERSONS IN THE DIOCESE KNOWN FOR SPECIAL CONTRIBUTIONS

Evelyn Attridge, Grace, Union City
 Elaine Benenati, Trinity, Cliffside Park
 George A. Clark, St. Cyprian's, Hackensack
 Albert Desmond Adams, brother of Patricia Adams
 Betty Dolan, diocesan representative to the National Cathedral Fund
 Edward Dobkowski, father-in-law of John Zinn
 Sophie Dobkowski, mother-in-law of John Zinn
 Esman James, Trinity & St. Philip's Cathedral
 Alden G. Lambert, father-in-law of Robert Lanterman
 Alice Lunsbery, mother of Marge Christie
 Alan Leslie Smith, father of Bruce Smith
 Emilia Bruce Smith, mother of Bruce Smith
 Sarah E. Voorhees, Trinity & St. Philip's Cathedral
 Paul L. Walters, organist and choir master
 John Werishing, Christ Church, Ridgewood
 George Wiedenmayer, former treasurer of the diocese
 Rachel Wright, organist & music director, All Saints', Glen Rock

CONVENTION ATTENDANCE RECORDS

The Right Rev. John Shelby Spong
The Right Rev. Jack M. McKeivey

Ackland, Lauren
Allen, Donald H.
Augustine, Emil
Baldwin, Donald
Baldwin, Judy
Beckles, William
Beers, Donald
Bowen, George H.
Branstetter, Kent A.
Brown David C.
Bruschi, Caroline M.
Bruschi, Robert F.
Budhu, Esar
Burnside, Carol
Butz, William A.
Capwell, Kim
Carter, Junis
Chasse, Richard P.
Chrystal, Susan
Clark, Diana
Clark, Duncan
Clarke, Gervais A.
Close, Patrick
Cole, Gregory
Constantinos, Richard P.
Cooke, Nicholas
Croneberger, John P.
Curtiss, Geoffrey
Cranston, Dale
David, Christopher L.
David, Jacob
Davis, Orion W.
DeFriest, Janet
Delaney, James W.
Donnelly, Ellen
Donnelly, John
du Plessis, Michael
Dyson, Martha
Fox, Frederick C. III
Freeman, Leonard W.
Gardner, James E.
Gressle, Richard
Gonzalez, Oscar
Groff, Addison K.
Gunness, Margaret B.
Guthrie, William
Hamilton, Abigail W.
Hamilton, David

Harbort, Raymond
Harper, Fletcher
Hartnett, John G.
Hasse, Edward
Healy, Bernard
Hegg, David P. II
Herring, Joseph D.
Hinman, Allen
Hitchcock, H. Gaylord
Holland, J. Carr III
Huck, Beverly
Hunt, Paul
Ihloff, Robert
Jacobitti, James F.
Jannucci, Edmund F.
John, Mathew
Jousset, Albert D.
Kaeton, Elizabeth
Kallstrom, Scott
Kebba, Elaine M.
Keeney, Albert D.
Keith, Stephanie
Keller, Edward
King, W. Alan
Kreller, Daniel W.
Krug, Philip S.
Kyle, George A.
Laffler, Brian H.
Laird, Lucinda
Laws, Thomas
Lewis, Mark A.
Lincoln, Thomas C.
Lind, Tracey
Louis, Richard
Lumbard, Carolyn
Magnuson, Fred C.
Martin, Edward E. Jr.
Martin, William
Mason, Robert T.
Merchant, Wilmot
Minifee, Charles
Murphey, Karen
Murphy, Jo-Ann
Neal, Ashley G.
Near, Kenneth
Neglia, Dwight L.
Negrotto, John J.
Norgard, David L.

Partridge, Edmund
 Percival, Jonathan
 Persuad, Isaac A.
 Pickard, Joseph
 Pisani, Gerard A.
 Renn, Wade A.
 Rice, Charles
 Rollins, John A.
 Salmon, John F.
 Searles, Clarence
 Smith, Ralph E.
 Susannah R.
 St. George, David
 Stanton, John F.
 Steele, Steven L.
 Stone, Mary Ruth
 Stopfel, Barry
 Strain, William H.
 Swanson, Katrina
 Tarplee, Cornelius

Thomas, David
 Thompson, James W.
 Thorn, Jack H.
 Tremaine, Gordan
 Vest, Susan
 Vilas, Franklin E.
 Wajnert, Theresa
 Waldon, Mark
 Waweru, David
 Weber, Lynne
 Whiting, RodneySmith,
 Wilson, Phillip
 Wong, Philip
 Woodrum, L. Paul
 Wrede, Anne McRae
 Wrede, Richard C
 Vest Susan
 Vilas, Franklin

94CONATT/TXTTERES

date revised: March 23, 1994

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120TH ANNUAL CONVENTION
RESOLUTIONS

1. BISHOP PAUL JONES COMMEMORATION
 2. CELEBRATION OF A CREATION CYCLE
 3. NATIONAL CONFERENCE ON ENVIRONMENTAL STEWARDSHIP
 4. GENERAL CONVENTION RESOLUTION ON GAY & LESBIAN YOUTH
 5. VIOLENCE AGAINST WOMEN IN BOSNIA-HERZEGOVINA
 6. GENERAL CONVENTION RESOLUTION ON FEDERAL CIVIL RIGHTS ACT FOR GAYS & LESBIANS
 7. MEMORIAL TO GENERAL CONVENTION ON REAPPORTIONMENT OF THE HOUSE OF DEPUTIES
 8. AMENDMENT TO THE CONSTITUTION OF THE EPISCOPAL CHURCH OF VOTE BY ORDERS
 9. GENERAL CONVENTION RESOLUTION ON LITURGICAL FORMS FOR THE CELEBRATION OF A COMMITMENT TO LIFE TOGETHER
 10. WORKING GROUP ON FAITH, SCIENCE AND TECHNOLOGY FOR THE NATIONAL CHURCH
 11. HAITI
 12. BOY SCOUTS OF AMERICA
- RESOLUTIONS ON THE BISHOP'S ADDRESS

RESOLUTION #1INCLUSION OF BISHOP PAUL JONES IN THE CHURCH'S CALENDAR

RESOLVED, that the Secretary of this 120th Convention of the Diocese of Newark shall submit to the Secretary of the House of Deputies of the 71st General Convention of the Episcopal Church the following resolution on behalf of the Diocese of Newark:

RESOLVED, the House of _____ concurring that the Standing Liturgical Commission shall issue suitable propers for the commemoration of Paul Jones on September 4 and that trial use shall be so authorized until the General Convention of 1997; and be it further

RESOLVED, that the Secretary of Convention is instructed to send a true copy of this resolution to the Executive Officer of the General Convention and the Secretary of the Standing Liturgical Commission within thirty days of the close of this Diocesan Convention.

- submitted by The Rev. Duncan Clark and Eleanor Kleinhaus, St. James' Episcopal Church, Hackettstown

Supporting Information

The Venerable Paul Jones was elected Bishop of the Missionary District of Salt Lake City, now the Diocese of Utah, in 1914 by the House of Bishops. At a meeting of the Fellowship of Reconciliation in Los Angeles in 1917 Bishop Jones expressed his belief that "war is unchristian" for which he was pilloried with banner headlines in the Utah press.

A committee of the House of Bishops, appointed to investigate Bishop Jones as a result of that speech and the disturbance in Utah, concluded that it could not agree with Bishop Jones's statement that "war is unchristian" and recommended that "the Bishop of Utah ought to resign his office." In so doing they rejected Paul Jones's right to object to war on grounds of conscience. Bishop Jones was indeed forced to resign in the spring of 1918.

Paul Jones continued a ministry within the church, as chaplain at Antioch College, until his death on September 4, 1941, emphasizing the importance of conscience in the life and witness of all Christians. He was a long-time member of the Fellowship of Reconciliation and a founder of the Episcopal Peace Fellowship, for which he served as a sort of traveling secretary and on the governing council.

In his farewell to the Missionary District of Salt Lake City in 1918 Paul Jones said: "Where I serve the Church is of small importance, so long as I can make my life count in the cause of Christ....Expediency may make necessary the resignation of a Bishop at this time, but no expediency can ever justify the degradation of the ideals of the episcopate which these conclusions seem to involve."

(Adopted)

RESOLUTION #2 - SUBSTITUTE**CELEBRATION OF A CREATION CYCLE IN THE PENTECOST SEASON**

RESOLVED, that this 120th Convention of the Diocese of Newark commends to the parishes and missions of the diocese the celebration of a Creation Cycle in the Season of Pentecost, during autumn; and be it further

RESOLVED, that the Convention requests the Environmental Commission to develop and make available to interested parishes and missions materials and resources to facilitate the establishment of such a Creation Cycle; and be it further

RESOLVED, that the Convention supports the Environmental Commission, the Episcopal Environmental Coalition and the nation-Environment Stewardship Team in its efforts to carry this recommendation for the establishment of a Creation Cycle in the Season of Pentecost to the General Convention of the Episcopal Church meeting in Indianapolis in 1994.

- submitted by The Environmental Commission

SUPPORTING INFORMATION

In 1991, the Church of the Redeemer in Morristown in the Diocese of Newark initiated a "Creation Season" extending from St. Francis Day in October until the Sunday before Advent. The congregation developed a special liturgy with music, readings and scriptures related to the Creation and the role of humankind.

In subsequent years, other parishes have followed the example of the Church of the Redeemer. St. Gregory's in Parsippany, and St. Paul's in Chatham, St. George's in Maplewood, St. Peter's in Mountain Lakes and Trinity and St. Philip's Cathedral have developed their versions of a Creation Cycle. The observance of a Creation Cycle has also spread to other dioceses of the Episcopal Church.

Further, the Orthodox Ecumenical Patriarch has invited the Church to celebrate September 1st as the Feast of Celebration. Judaism commemorates Rosh Hashanah (the Creation) in the months of September or October. Following our Jewish forbears most Christian lectionaries focus on the themes of Creation during this same period.

Many national thanksgiving festivals (Michaelmas in England, Octoberfest in Germany, Canadian Thanksgiving, Israel's Succoth and Thanksgiving in the United States) are celebrated in the autumn.

(Adopted)

RESOLUTION #3**NATIONAL CONFERENCE ON ENVIRONMENTAL STEWARDSHIP**

RESOLVED, that this 120th Convention of the Diocese of Newark commends the Presiding Bishop and Executive Council of the Episcopal Church,

U.S.A., for their intention of making the issue of the environment one of the major emphases of the 1994 General Convention in Indianapolis; and be it further

RESOLVED, that the Convention endorses the plans for a National Conference on Environmental Stewardship to be held in Kansas City, Kansas in April of 1994, under the sponsorship of the Diocese of Kansas, the National Environmental Stewardship Team, the Episcopal Environmental Coalition and the Office of Stewardship of the National Church; and be it further

RESOLVED, that the Diocese of Newark urges its representatives at both the 1994 Kansas Conference and the General Convention at Indianapolis to support measures to deepen the understanding and involvement of the Episcopal Church, U.S.A., in the crucial issues of global environmental degradation and ecojustice.

- submitted by The Environmental Commission

SUPPORTING INFORMATION

Delegates from the Diocese of Newark have been instrumental in establishing the Episcopal Environmental Coalition, which now has representatives throughout the United States, and has organized by Provinces. The Coalition played a key role at the 1991 General Convention at Phoenix in establishing a National Environmental Stewardship Team, which has been working for the past several years under a mandate from the Presiding Bishop and the Convention.

Susan Fisher, Vice Chair of the Environmental Commission of the Diocese of Newark, has represented Province 2 on the Environmental Stewardship Team, which is currently preparing their report to the General Convention.

The Team, along with the Coalition and the Diocese of Kansas, have collaborated with the Stewardship Office of the National Church in planning for a major conference in Kansas in April. The Presiding Bishop has requested all dioceses to send delegates to the Kansas conference. The Rev. Franklin Vilas, Chair of the Newark Commission, has served on the planning committee for the conference.

It is hoped that the problems of environmental degradation and ecojustice will be addressed by the Episcopal Church at its next General Convention. The Diocese of Newark is asked to continue its cutting edge leadership on this issue by formally endorsing these national efforts.

(Adopted - Consent Calendar)

RESOLUTION #4

GENERAL CONVENTION RESOLUTION ON LESBIAN AND GAY YOUTH

RESOLVED, that the Secretary of the 120th Convention of the Diocese of Newark shall submit to the Secretary of the House of Deputies of the

71st General Convention of the Episcopal Church the following resolution on behalf of the Diocese of Newark:

RESOLVED, the House of _____ concurring, that the Department of Education for Mission and Ministry be directed to prepare educational materials directed at the parents of Lesbian and Gay youth which will assist them in understanding and accepting their children's sexual orientation; and be it further

RESOLVED, that the Department of Education for Mission and Ministry, through the Youth Ministries Office, be directed to prepare educational materials directed at Lesbian and Gay youth which will assist them in understanding and accepting their sexual orientation, particularly with an aim to preventing youth suicide and runaway/throwaway youth.

- submitted by Louie Crew, Grace, Newark; Edgar Kim Byham, R. Scott Helsel, Good Shepherd, Fort Lee

SUPPORTING INFORMATION

Suicide is the second leading cause of death after accidents among persons between the ages of 15 and 24. While adult suicide rates have declined in the last 35 years, the rate for young persons has tripled in the same period. In response to this crisis, the Secretary of Health and Human Services in May, 1985, appointed a Task Force on Youth Suicide. Their 1989 report concluded that lesbian and gay teens account for 30% of the suicide among all teens. The issue of suicide by lesbian and gay youth was the subject of Resolution D132a in 1988, which was concurred.

In addition, there is an increasing problem in large cities with runaway and "throwaway" youth. A disproportionate percentage of those youth in the "throwaway" category are lesbians or gay children. The "throwaway" phenomenon also occurs in families that are members of this Church.

The church has largely ignored these issues affecting many of its own children. The problem will not be solved until parents and children can be educated in a loving way.

(Adopted)

RESOLUTION #5

VIOLENCE AGAINST THE WOMEN OF BOSNIA-HERZEGOVINA

Resolved, that this 120th Convention of the Episcopal Diocese of Newark abhors the deliberate and systematic genocidal campaign of mass rape and forced pregnancy being carried out in the former republics of Yugoslavia to destroy the sexuality, the family structure, the lives and the spirits of women living in those republics, particularly those women in Bosnia-Herzegovina; and be it further

RESOLVED, that as a people of faith we have the moral obligation to raise our voices against these violations of the most fundamental of human rights and therefore request that a copy of this resolution be sent to the Senators and Congresspeople of New Jersey, Secretary of State Warren Christopher, President Clinton, U.S. Representative to the United Nations Madeline Albright and United Nations Secretary General Boutros Boutros-Ghali with the expectation asking that they seek an immediate and compassionate end to the atrocities being committed against the women of Bosnia-Herzegovina; and be it further

RESOLVED, that the Christian Social Relations Commission on behalf of the Episcopal Diocese of Newark, so as to go on record in support of the women of Bosnia-Herzegovina, be authorized to become Amicus Curiae in the case of S. Kadic, on her own behalf and on behalf of her infant sons Benjamin and Ognjen, Interacionalna Iniciativa Zena Bosne I Hercegovine "Boser", and Zena Bosne I Hercegovine, Plaintiffs, against Radovan Karadzic, Defendant, provided that nothing contained herein shall be construed as to authorize an expenditure on the part of the Diocese of Newark.

- submitted by the Christian Social Relations Commission

SUPPORTING INFORMATION

The current brutalization of the women of Bosnia-Herzegovina is analagous to the genocide that took place against the Jewish people of World War II. Testimony after testimony by women confirm that mass rape and forced pregnancy are part of the Serbian genocidal "ethnic cleansing" policy which is being carried out under orders as part of official Serbian military policy. Analagous to World War II also is the silence of the world as we stand by and allow these atrocities to continue.

Feryal Gharahi, a Muslim lawyer and Vice-Chair of Equality Now, travelled to Croatia and Bosnia-Herzegovina in February and June of 1993 to assess the situation. What follows is some of findings from her June trip:

Since my last visit in February, the situation has become worse for women in Bosnia-Herzegovina. In response to the international outcry against rape, the Serbian military forces in Bosnia have made efforts to diminish the visibility of rape. The strategy has not changed, only the tactics. Rather than several hundred women in one rape camp, now there are much smaller groups of women in many more rape camps. After a year of raping women routinely, Serbian soldiers have become professional rapists. They are cold and mechanical, impervious to the desperate cries and pleas of women which previously on occasion had the effect of dissuading an individual soldiers from carrying out his orders to rape. The women too have changed, in part as a result of the media stampede earlier this year. I sensed shame turning to anger, as women realize

that although the atrocities they suffered have been exposed internationally, no action is being taken to stop these crimes against humanity. The women feel betrayed and abandoned. Now they speak much more openly but, ironically, no one is listening to them. I left with a terrible sense of hopelessness.

As a people of faith it is incumbent upon us to demand an immediate end to these atrocities being committed against the women of Bosnia-Herzegovina. Both as individuals, and collectively as a diocese, we must ask our legislators and policymakers to do all within their power to stop this genocide.

This resolution also asks that the Christian Social Relations Commission be authorized on behalf of the Diocese to become a friend of the court in an action which asks for injunctive relief and compensatory and punitive damages for personal injury to the Plaintiffs. (Civil Action No. 93-CN-1163, US District Court, Southern District of New York) The Plaintiffs are a Croatian Muslim woman and her twin sons and two organizations of Muslim and Croatian women, citizens of Bosnia-Herzegovina, who seek damages for genocide through rape, forcible impregnation, prostitution, other forms of torture, and the torture and murder of their children and other family members, in violation of customary international law, humanitarian law, human rights law, the laws of war, the laws of the the United States, the laws of the State of New York and the laws of Bosnia-Herzegovina. Plaintiffs initiate this action against Radovan Karadzic, President of the presidency of the self-proclaimed Serbian Republic of Bosnia-Herzegovina and high commander of the insurgent Serbian military forces against its elected government, which declared its independence from Yugoslavia on March 6, 1992. In these official capacities, and in concert with the Serbian regime in Belgrade, Yugoslavia, Defendant Karadzic designed, ordered, implemented, and directed a program of genocide for the systematic violation of the human rights of plaintiffs.

(Adopted)

RESOLUTION #6

GENERAL CONVENTION RESOLUTION ON FEDERAL CIVIL RIGHTS ACT

RESOLVED, that the Secretary of this 120th Convention of the Diocese of Newark shall submit to the Secretary of the House of Deputies of the 71st General Convention of the Episcopal Church the following resolution:

RESOLVED, the House of _____ concurring, that the 71st General Convention endorses an amendment to the 1964 Civil Rights Act (or similar federal legislation that may be proposed) which would outlaw discrimination against persons on the basis of their sexual orientation; and be it further

RESOLVED, that the Washington Office of the Episcopal Church be directed to work vigorously on behalf of such a bill.

EXPLANATION (To Be Attached to Resolution)

The Episcopal Church has been on record as supporting the civil rights of lesbians and gays since the 65th General Convention in 1976, which support has been restated by General Conventions in 1979, 1982, 1985, and 1988. A bill is now before the Congress which would include lesbians and gay men within the protected categories established by the Civil Rights Act of 1964.

- submitted by Edgar Kim Byham, R. Scott Helsel, Good Shepherd, Fort Lee; Louie Crew, Grace, Newark

SUPPORTING INFORMATION

At its 1993 Convention, the Diocese of Newark endorsed the following:

RESOLVED, that this 119th Convention of the Episcopal Diocese of Newark endorses an amendment to the 1964 Civil Rights Act which would outlaw discrimination against persons on the basis of their sexual orientation: and be it further

RESOLVED, that the Secretary communicates to the New Jersey congressional delegation and the Washington Office of the Episcopal Church this resolution and that the Office be encouraged to work vigorously on the behalf of such and amendment.

This resolution calls for the National Church to do likewise.

(Adopted)

RESOLUTION #7

MEMORIAL TO GENERAL CONVENTION ON THE REAPPORTIONMENT OF THE HOUSE OF DEPTUIES

RESOLVED, that the Secretary of this 120th Convention of the Diocese of Newark shall submit to the Secretary of the House of Deputies of the 71st General Convention of the Episcopal Church the following Memorial of behalf of the Diocese of Newark:

Any reorganization of the House of Deputies should improve the representative nature of the House of Deputies. While preserving representation in each order from each diocese, such reorganization should recognize the great diversity in the numbers of members and communicants among the various dioceses and should reflect, as nearly as practicable, proportional representation of the dioceses relative to the number of baptized members/communicants.

- submitted by Louie Crew, Grace, Newark; R. Scott Helsel, Edgar Kim Byham, Good Shepherd, Fort Lee

SUPPORTING INFORMATION

At the present time, each diocese is entitled to four clerical and four lay deputies to General Convention. There is one deputy for each 300 communicants from our smallest dioceses, while from our seven largest dioceses, each deputy represent over 6,000 communicants. This has resulted in greatly inflated influence for rural and conservative areas and has helped reduce the representation of women clergy and minorities who tend to be disproportionately located in large dioceses. Conservative elements in the Episcopal Church are suggesting changes in the structure of the church designed to make it less and not more democratic. The Diocese of Newark would not be directly affected by this change; it would still be entitled to eight deputies, and thus it is in a strong position to memorialize General Convention with the concept that more representative governance is to be commended.

(Adopted)

RESOLUTION #8

ADMENDMENT OF THE CONSTITUTION OF THE EPISCOPAL CHURCH OF THE ISSUE OF VOTES BY ORDERS

RESOLVED, that the Secretary of this 120th Convention of the Diocese of Newark shall submit to the Secretary of the House of Deputies of the 71st General Convention of the Episcopal Church the following on behalf of the Diocese of Newark:

that Article 1., Section 5. of the Constitution be amended as follows:

Unless a greater vote on any question is required by this Constitution or by the Canons in case not specifically dealt with this Constitution or unless a vote by orders is required, the affirmative vote of a majority of all of the Deputies present and voting shall suffice to carry any question. A vote by orders on any question shall be taken if required for that question by this Constitution or by the Canons or if the Clerical or Lay representation from three or more separate Dioceses shall so request at the time of the call for the vote on that question. In all cases of a vote by orders, the vote of each order, Clerical and Lay, shall be counted separately, each order in each Diocese shall have one vote, and a vote in the affirmative by an order in the Diocese shall require the affirmative vote of a majority of the deputies present in that order in that Diocese.

To carry in the affirmative any question being voted on by orders requires concurrence in the affirmative by a majority of all of the Deputies present and voting in both orders, unless a greater vote is required by this Constitution or by the Canons in cases not specifically dealt with by this Constitution, concurrence in the affirmative by an order requires the affirmative vote in that order by a majority of the Dioceses present in that order.

EXPLANATION (To Be Attached to Resolution)

The Vote by Orders maintains the requirement that legislation be approved by the majority of both orders. It also imposes a super-majority requirement which is not directly related to the concept of a majority in each order. As now written, as few as 12 1/2% of the Deputies could block legislation from passing. While this would require a perfect and therefore impossible distribution of delegates in opposition to a matter, a somewhat larger percentage in opposition need not be perfectly distributed to block legislation. If the proposed revision is adopted (it requires the approval of two consecutive General Conventions), it will raise the minimum number to block legislation to 25% and the actual number somewhere between that and 50%, depending on the distribution of the deputies. While the concept of a limited super-majority and the requirement of approval of controversial legislation by both order is a sound one, there is a profound sense in the church that a minority is permitted to control the direction that the church is taking. This revision, while a minor streamlining of the process, will help to make the House of Deputies more representative of the majority of lay and clerical members of the Episcopal Church.

- submitted by Edgar Kim Byham, Good Shepherd, Fort Lee

(Adopted)

RESOLUTION #9

GENERAL CONVENTION RESOLUTION ON THE PREPARATION OF LITURGICAL FORMS FOR THE CELEBRATION OF A COMMITMENT TO LIFE TOGETHER

RESOLVED, that the Secretary of this 120th Convention of the Diocese of Newark shall submit to the Secretary of the House of Deputies of 71st General Convention of the Episcopal Church the following resolution on behalf of the Diocese of Newark:

RESOLVED, the House of _____ concurring, that the 71st General Convention direct the Standing Liturgical Commission to prepare and present to the 72nd General Convention proposed supplementary rites and ceremonies for celebrating the commitment of gay and lesbian couples who are members of this church to life together to be used under the direction of the diocesan bishop; and be it further

RESOLVED, that the House of Bishops' Committee on Theology be directed to assist the Standing Liturgical Commission on this endeavor.

EXPLANATION (To Be Attached to Resolution)

Although the Book of Common Prayer authorizes bishops to set forth such forms as are fitting to the occasions "when no service or prayer has been provided in this Book" (Prayer Book Page 13), if such events become more than occasional the church customarily

acknowledges a pastoral need and seeks to regularize its worship by providing appropriate supplementary forms of worship. The occurrence of services celebrating the commitment of life together on the part of baptized members of our church who are gay men or lesbians is such that the entire church would benefit from the availability of appropriate forms for such services.

- submitted by R. Scott Helsel, Edgar Kim Byham, Good Shepherd, Fort Lee; Louie Crew, Grace, Newark

SUPPORTING INFORMATION

Substantially the identical resolution was approved by the Dioceses of Massachusetts and Rhode Island in November, but this version corrects the omission of the Bishops' Committee on Theology.

(Adopted)

RESOLUTION #10

WORKING GROUP ON FAITH, SCIENCE, AND TECHNOLOGY FOR THE NATIONAL CHURCH

RESOLVED, that this 120th Convention of the Diocese of Newark submit the following resolution to the House of Deputies of the 71st Convention of the Episcopal Church to establish a Working Group on Faith, Science, and Technology; and be it further

RESOLVED, that this Convention forward the same resolution for consideration at the Spring 1994 meeting of Province II.

RESOLVED, that the House of _____ concurring this Episcopal Church recognize the critical importance of the interactions of conversations among faith, theology, science and technology; and be it further

RESOLVED, that this Episcopal Church appoint and empower a Working Group on Faith, Science, and Technology to carry out the following charges:

- (1) to consider how our Church might enter the conversations;
- (2) to gather, generate, and disseminate information that will assist clergy and parishes in helping people to make life-decisions at the interface of faith, science, and technology that are theologically and ethically informed;
- (3) to serve as a resource for other commissions and committees of the Episcopal Church, and for the House of Bishops;
- (4) to send an official delegation of the Episcopal Church to the annual meeting of the Ecumenical Roundtable on Science and Technology; and
- (5) to report annually to the Executive Council, to the House of Bishops, and to the 1997 General Convention; and be it further

RESOLVED, that this Episcopal Church provide from the expense budget the sum of \$7000 each year of the triennium, to cover the expenses of the Working Group.

- submitted by The Science and Theology Committee

SUPPORTING INFORMATION

The Ecumenical Roundtable in Science and Technology was formed in 1989. It has met annually since then and has been a fruitful partnership in moving beyond the duality to bridging the disciplines of theology and science. The Roundtable consists of official delegations from the Evangelical Lutheran in America, the Presbyterian Church (USA), the United Church of Christ, the Anglican Church of Canada, and the Lutheran Church of Canada. Unofficial delegations attend from the Episcopal Church and the United Methodist Church. The participants are knowledgeable in theology and/or science, and the Roundtable provides a forum for them to share with each other what they are doing to help members of their denominations understand the issues better, for example, by developing preaching, worship, and educational resources.

The Episcopal Church has no official delegation. A group of individuals has attended for the past four years, contributing much and bringing back to their own church settings many ideas and resources. The Working Group called for in this resolution could provide this link.

A similar resolution was passed by the Diocese of Massachusetts at their November 1993 convention.

(Adopted - Consent Calendar)

RESOLUTION #11

HAITI

RESOLVED, that this 120th Convention of the Episcopal Diocese of Newark gives its support to sanctions against the military police state in Haiti continue and increase until power is restored to the legitimately elected Armistice government; and be it further

RESOLVED, that support for the Aristide government by the American people and government is moral and absolute; that once restored to legitimate power, the way it should leave power is the way of Bush, Florio, and Dinkins--only by being voted out; and be it further

RESOLVED, that until legitimacy is restored in Haiti proper, all so-called boat people be afforded the status of "temporary political immigrant," with the same rights as any Cuban leaving Cuba; that none be stopped on the high seas on the high seas and that none be forcibly returned to Haiti; and be it further

RESOLVED, that until legitimacy is restored to Haiti proper, immigrants reaching our shores be transported by the INS to other parts of the country (such as unclosed military facilities) so that weight of the immigration won't fall so heavily on Florida.

- submitted by Christian Social Relations Commission and the Very Rev. Petero A.N. Sabune

SUPPORTING INFORMATION

While it is undeniable that the 119th Convention passed a resolution about Haiti that sounds similar the CSRC maintains that last year's resolution, as amended, unnecessarily diluted any impact it may have had, and was appealing to the very forces of evil it was supposed to annoy. Furthermore, that resolution was aimed at a new administration whose election year rhetoric gave hope for an end to the Bush's administration premeditated apathy and perversion of our immigration laws.

Unfortunately, the Clinton administration swiftly abandoned all its campaign rhetoric, increased harassment of Haiti's boat people, and soothingly sought to arrange a political settlement with a government in Haiti that had long since degenerated into cheap thuggery. Proof of the folly inherent in this policy was amply demonstrated in the month of October, when the much trumpeted return of President Aristede was backed up only by an arsenal of hot air.

There is no more graphic evidence of how much lower things have sunk in Haiti than the PBS Frontline television program, "Showdown in Haiti", which first aired in the week before the recent October 30th deadline. Frontline went there to report on the return of the Aristede government. By the time they leave, along with all the U.N. human rights workers, the landscape is littered with corpses, the streets overflowing with incited bloodthirsty mobs, and the victims of Haiti, its people, reduced to quivering despair. The CSRC, at its display table, will be showing this program throughout the Convention, for its pictures are worth many many thousands of our words.

Since the October agreement fell apart, it has come out that American intelligence had recruited the present Haitian leadership to be a bunch of latter day little noriegas. It is time for America to get off that kick everywhere. And how come we never train any Haitian "contras"? And what would be the harm if General Cedras and General Biamby and Colonel Francois were chased into the hills for a little soul searching?

The fact is that Haiti is like South Africa - very close to real peace and real democracy. Unfortunately, where the whole world is bending over backward to encourage South Africa down its proper paths, poor Haiti is lucky if it even gets benign neglect. The U.N. has set out upon a course of tough sanctions, but this course must be stayed (and if need be, backed up with force) or else the harvest reap will be as abundant as Neville Chamberlain's famous piece of papar. And the poor people of Haiti will be right where they are today, under thumb and under foot and nearly underground.

(Indefinitely Postponed)

RESOLUTION #12

THE DIOCESE OF NEWARK AND THE BOY SCOUTS OF AMERICA

RESOLVED, that all Episcopal congregations in the Diocese of Newark which now sponsor or provide space to Boy Scout troops (1) review the terms of sponsorship or affiliation, (2) meet with local Boy Scout Councils to explore collegial and non-adversarial ways to end the Boy Scouts of America's policies of official discrimination and, (3) at the same time, review and assess the extent to which such Boy Scout troops in our churches practice discrimination based on race, color, actual or perceived physical handicap actual or perceived AIDS status, familial status, national origin, ancestry, or actual or perceived affectional or sexual orientation; and be it further

RESOLVED, that the clergy and lay leadership shall file a report of these reviews and negotiations with the Diocesan Council on or before June 1, 1994, and the Diocesan Council shall issue a final report to Convention in 1995; and be it further

RESOLVED, that this Diocese does herewith reaffirm our support for legitimate legal and moral limitations and restrictions designed to protect children from all forms of predatory or abusive behavior or misconduct, sexual or otherwise, and without regard to the sexual orientation of the predator or the victim.

- submitted by the Diocesan Council Ad Hoc Committee on the Boy Scouts: The Rev. Edward M. Hasse, III, Chair; Edgar Kim Byham; The Rev. Geoffrey Curtiss; William H. Lorentz; The Rev. Ashley Neal

SUPPORTING INFORMATION

Many congregations in the Diocese of Newark sponsor Boy Scout troops affiliated with the National Boy Scouts of America (hereafter "Boy Scouts") as part of their mission and ministry to our youth and to inculcate the religious, ethical and moral values which are consistent with our beliefs as Episcopalian Christians.

The Boy Scouts have an official policy, expressed in two recent lawsuits, one of which is pending in the State of New Jersey under the New Jersey Law Against Discrimination (LAD) (Dale v. The Boy Scouts of America), wherein they deny membership and leadership positions to persons who are honest, out and self-affirmed gay boys or men. Apparently, there is no stated policy with respect to those who remain "in the closet." Disclosures emanating from discovery proceedings in a similar California case showed that upwards of 1,800 scoutmasters have been removed nationwide, or just transferred, due to allegations of child sexual abuse. There have been none so reported regarding open gay men.

In New Jersey, James Dale was an Eagle Scout with a 12-year unblemished and outstanding, indeed "exemplary" record of commitment and leadership starting at the age of eight. He was removed from his position as an Assistant Scoutmaster when it was reported that he had participated in a workshop for educators on the problems of gay and lesbian youth and,

in the same newspaper article, he was also described as a leader of the Lesbian and Gay Alliance at Rutgers University and an open and out gay man.

The Boy Scouts do not dispute that there is such an official policy and that it is based upon status and stereotypes rather than behavior, personal morality or individualized criteria, a policy which conflicts with both Diocesan policy and State law. However, in the New Jersey suit, the Scouts claim individual troops are not covered public accommodations but bona fide clubs which are "distinctly private" and, further, that they are not covered employers but rather religious organizations and ones standing in loco parentis. They also rely on a claimed First Amendment right to "exclude individuals whose ideologies or philosophies are different from those of its existing members" (Brief in Dale v. The Boy Scouts at p. 14) based upon the stereotyped assertion that all "avowed homosexual(s) in the role of a Boy Scout leader would model and advocate the morality of homosexual conduct" (Id. at 17), presumably as a universal choice for everyone rather than the immutable and exclusive mode of sexual expression (if any) of a discrete minority. Relying on a gross generalization, it thus denies the possibility of individuality, i.e. that gay people, like most heterosexuals, view life as more than just a sexual adventure and are capable of contextual and moral decision-making. For all of these reasons, they claim to be exempt from the entire New Jersey Law Against Discrimination, which prohibits discrimination on the basis of, among others, race, creed, color, national origin, ancestry, handicap, atypical hereditary cellular or blood trait, familial status, AIDS status and affectional or sexual orientation. Because of the broad justice issues implicated by this stance, the Diocese of Newark has been invited to join with other religious denomination and organizations who will be filing a brief amicus curiae in support of James Dale.

The Scouts exist to inculcate, uphold and reinforce important family and religious values, most of which are consistent with the same or similar values embraced by Christians generally and the Diocese of Newark particularly. Among them are honesty or truthfulness, integrity, honor, self-respect and, importantly, respect for the dignity of every other human person. Similarly, the baptismal covenant of every Episcopalian enjoins us to "respect the dignity of every human being," meaning it requires us to judge others, if at all, not on the basis of group stereotypes but on individual qualities and characteristics.

Yet our common values and the Scouts' discriminatory policies work at cross-purposes, and with destructive consequences. For example, the Scouts have a strict honor code, part of which requires that a scout be honest or truthful, with himself and others. Gay men often discover that they are gay ("come out") during the teen years, at about the same time when scouting and the Church should be most influential and vital in developing important values. To suggest that "silence is golden," lest a young gay scout be ostracized, mistreated or expelled from the ranks is tantamount to saying he will be welcome in a group with a strict honor code only if he lies, thus practicing fragmentation by leaving him to engage in self-oppression merely to accommodate the

prejudices of others. The teen years are usually difficult at best for even the most "conventional" of children. Ostracism based upon how one is created or constituted only compounds the struggle for discovery and acceptance of self. Hence, it is no wonder that a recent government study concluded that gay youth are 30% more likely to commit suicide than are their heterosexual peers. An important Christian value is thus implicated lest we be complicit in this suffering and possible death: As Jesus made clear, "It is better that a millstone be hung about our necks and that we be cast to the bottom of the sea than we should harm one of the least of God's little ones."

Good moral theology is often found in tandem with important secular legal and justice issues. A recent informal opinion of the Chancellor explored the implications for Church liability arising out of our parishes' relationships with the Scouts, and concluded that liability could flow only from negligence in supervision or for intentional injury and, "based upon the case law in this State, found "no precedent for the assertion of such a right (to sue on the basis that "the exclusion of such persons from membership violates a right of such persons to membership") or for the imposition of damages for violation thereof." Memo from the Chancellor, dated November 10, 1993. Although there are no cases yet reported under its aegis, the LAD was amended in early 1992 by adding "affectional or sexual orientation" as a protected category, thereby creating a statutory cause of action respecting this type of discrimination for damages, penalties and attorneys fees. Proof of actual damages is not a requisite to establishing a violation. Even before these 1992 amendments, all the other listed categories with the exception of familial (late 1992) and AIDS (Also early 1992) status were protected. Denial of admission or membership by a covered public accommodation or employment by a covered employer are such violations. N.J.S.A. 10:5-1 et. seq. Its application to a church-sponsored or affiliated group which is otherwise a public accommodation or covered employer is unclear. Key factors may be the relationship terms, knowledge, acquiescence or condonation of unlawful discrimination. The fact that a suit is pending under these amendments in which the Boy Scouts claim to be a religious organization, when coupled with the uncertainty of the outcome of that suit, is enough to suggest some inquiry, if only self-protective or prophylactic.

Also because of the open question of liability under the LAD, it is suggested in this resolution that the same assessment determine, if not for moral reasons than also for self-protective ones, the extent to which our scout troops practice other pertinent forms of discrimination which may or may not be violative of State law.

In any event, whether the law applies specifically to churches and its sponsored Boy Scout troops or whether such troops are merely renters of space are less important than the moral issues presented by unjust discrimination and the denial of important rights. As the 118th Convention of the Diocese of Newark (1991) by Resolution III stated: "The Diocese of Newark hereby declares that it is in violation of church policy to discriminate in hiring, firing, conditions of employment and salary, deployment, membership and admission on the basis of affectional or sexual orientation."

In sum, there would appear to be a fundamental conflict between the religious, ethical and moral values of the Episcopal Diocese of Newark and policies and practices of discrimination resting on stereotypes, based as they are solely on the status of persons who fall into particular groups or categories rather than representing judgments of individuals using criteria of individual and personal worth, abilities, behavior, morality or ethics, but which nonetheless result in denials of admission, membership, employment and important opportunities. Simply put, it is wrong to judge based on who someone is rather than what someone does.

Finally, the intent of this resolution is not that the Diocese withdraw from the Boy Scouts. Indeed, we support the high ideals of scouting. In large measure, this resolution was prompted by some of those same ideals: truth, honor, integrity, self-esteem, honesty, helping others rather than hurting them and, finally, "to do my duty to God." We applaud families and individual scouts for their commitment to the scouting program. We would like to see all qualified, interested people in, not the Diocese out. But the Diocese would like to see parishes remain as thoughtful sponsors, insisting on dialogue, thus enabling the Boy Scouts to disentangle themselves from a bigoted and prejudiced exclusionary policy which violates our common values. We honor our calling to leaven the loaf.

(Adopted)

RESOLUTIONS BASED ON BISHOP SPONG'S ADDRESS

1. Resolved, this 120th Convention commends to the Honorable Christine Todd Whitman, Governor of the State of New Jersey, that portion of the Bishop's address pertaining to affairs of the state, particularly underscoring the portions concerning the plight of New Jersey's children, and hereby requests the Secretary of this Convention to deliver the same, along with a copy of the report of the Commission on Children and Youth, to her executive offices in Trenton.
2. Resolved, that this 120th Convention gratefully acknowledges the work of the Episcopal Community Development Corporation, its officers, board, and staff, and be it further resolved that this Convention recognizes the projects in which the corporation is engaged as exemplary of Christian discipleship in the city.
3. Resolved, that this 120th Convention expresses its greeting of welcome to the Rt. Rev. Joe Morris Doss, Bishop Coadjutor of the Diocese of New Jersey, and also its earnest desire and hope for a growing spirit of partnership between the dioceses, especially with respect to the joint efforts currently underway on a camp and conference center.
4. Resolved, that this 120th Convention requests Diocesan Council to examine the principles and manner by which decisions are made regarding the stewardship of local church assets, both liquid and real; and be it further resolved that this Convention requests Council to bring to the 121st Convention a report of its findings

together with recommendations as to how, in the future, such decisions may be made in the broader interest of the mission of the Diocese overall, giving due consideration to alternative strategies for mission and ministry.

5. Resolved, that this 120th Convention expresses its deep gratitude to Wanda Hollenbeck for the years of skilled and devoted service she gave to the Diocese of Newark; and furthermore, be it resolved that this Convention convey to her warm wishes for a long and happy retirement.
6. Resolved, that this 120th Convention expresses its sincere appreciation to Karen Lindley for both her service and her model of lay ministry and leadership; and, furthermore, be it resolved that this Convention convey wishes for success in her new endeavor.
7. Resolved, that this 120th Convention sends greetings to the Very Rev. Petero Sabune, Dean of Trinity and St. Philip's Cathedral, and to Dr. Maureen Fonseca and all the Dean's family, expressing our corporate desire for his full and quick recovery from his present illness and for his return to the Cathedral at Easter.
8. Resolved, that this 120th Convention recognizes the urgency of the Rt. Rev. John Shelby Spong's call to a renewed commitment to Christian education and be it further resolved that this Convention requests that the Director of the Anand Resource Center, the Program Board and the Commission of Christian Education work with the Bishop to further the efforts of the Diocese and its congregations in this regard.
9. Resolved, that this 120th Convention gratefully acknowledges the ministry of the Rt. Rev. John Shelby Spong to countless searching people beyond the Diocese of Newark, the Episcopal Church and, indeed, beyond the Christian tradition and recognizes the unique teaching and advocacy opportunities afforded the Diocese through his outreach; and further be it resolved that this Convention, being desirous of sharing the good gifts which he has given the Diocese, expresses its full support of the Bishop in his steadfast commitment to this calling and affirms this ministry as an important part of his proper and fitting execution of this office of Bishop of this Diocese.
10. Resolved, that this 120th Convention recognizes and applauds the concepts of Christianity for the Third Millennium as a visionary advance in the field of Christian education and its aim to present a new version of Christian faith to the thinking world.

(All were adopted.)

**ACTS/VIM
Annual Diocesan Report
Funding Period 1993**

The ACTS/VIM board received 19 requests for the calendar year 1993. These requests totalled \$238,650. The funding decisions reached by the board were particularly difficult for the Fall funding period, as Diocesan investment returns were significantly below expectations. The board had \$114,000 available for grant requests, with the majority of the funds available for the Spring funding period.

Requests for the Spring term which were considered and the funding as approved includes:

<u>Number</u>	<u>Request/Requestor</u>	<u>Requested</u>	<u>Granted</u>
AV-93-01	The OASIS Diocese of Newark	18,200	13,000
AV-93-02	Interfaith Hospitality Network St. Stephen's, Millburn	25,250	12,000
AV-93-03	HIV/AIDS Center: Dir. of Vol. Church of the Good Shepherd, Ft. Lee	34,660	30,000
AV-93-04	Rector Salary Subsidy Christ Church, Belleville	12,000	0
AV-93-05	Chinese Ministry Diocese of Newark	14,000	11,000
AV-93-06	Episcopal Community Development Diocese of Newark	15,000	12,000
AV-93-07	Interfaith Community Organization Grace Van Vorst, Jersey City	10,000	6,000
AV-93-08	Summer Day Camp Program Trinity, Irvington/St. Andrews, Newark	Withdrawn	
AV-93-09	Summer Camp Program (BALC) Incarnation, Jersey City	6,000	6,000
AV-93-10	Feed My Sheep Trinity & St. Phillips, Newark	Withdrawn	
TOTAL		135,110	90,000

continued...

Requests for the Fall term which were considered and the funding as approved includes:

<u>Number</u>	<u>Request/Requestor</u>	<u>Requested</u>	<u>Granted</u>
AV-93-11	Windmill Center - Parish Hall Trinity Church, Bayonne	2,540	0
AV-93-12	Ridge Area Ministry St. Thomas, Lyndhurst	15,000	5,000
AV-93-13	The Soul to Soul Connection St. Barnabas AIDS Res. Ctr., Newark	10,500	0
AV-93-14	The Pastoral Care Connection St. Barnabas AIDS Res. Ctr., Newark	25,500	11,000
AV-93-15	Downtown Newark Summer Day Camp House of Prayer, Newark	8,000	2,000
AV-93-16	Housing for PWA/PWHIV Corpus Christi Ministries, Newark	4,000	4,000
AV-93-17	Chinese Ministry Diocese of Newark	3,000	2,000
AV-93-18	Stewardship Consultant St. Barnabas, Newark	10,000	0
AV-93-19	The Sandy Cutler Justice Center Christian Social Relations Comm.	25,000	0
TOTAL		103,540	24,000

The board anticipates a more consistent funding level, although still significantly reduced during the 1994 term, based on anticipated changes in Diocesan investments. The board plans on updating its grant guidelines to more accurately reflect Diocesan goals, and continues to invite grant requests from all interested organizations.

Rev. Ms. Tracy Lind
Chair

Michel Belt
Vice Chair

St. Peter's Episcopal Church

70 Maple Avenue
Morristown, NJ 07960-5283
201 538-0555

David P. Hegg II, D. Min.
Rector

REPORT BY THE TASK FORCE ON AGING, THE EPISCOPAL DIOCESE OF NEWARK

The Task Force on Aging has applied for and received a grant to establish a Resource Center for Aging Information and Referral to the members of this Diocese. The grant will provide the salary for a qualified person to develop the office, manage the program, and work with the Task Force to further ministry to and with the aging.

We are requiring a BA Degree, and would prefer someone who also has an MSW, with experience in the field of Aging. Because much of the work will be by telephone and correspondence, the person must have good communication skills both in speaking and writing.

The actual site of the Resource Center is still being negotiated, and we hope to announce that site by the time of Convention.

The grant will allow us to pay between \$15.00 and \$20.00 per hour, for 15 hours per week (3 days), 50 weeks per year.

For inquiries, call The Rev. David P. Hegg, Chair
St. Peter's Episcopal Church
Morristown, New Jersey 07960
(201) 538 - 0555

Bishop Anand Resource Center
Annual Report to Convention

After three years Virginia E. Maiella resigned as Director of The Bishop Anand Resource Center in June 1993. Margaret A. Gat became the Director in September. The Center continues to offer human, print and video resources to assist all churches within the diocese to develop effective programs for their congregations.

In addition to maintaining its current resources, the Bishop Anand Resource Center staff, with the assistance of the Diocesan Program Board and the Commission on Christian Education, is reevaluating how the Center can best meet the resource and program needs for the Diocese.

The Director is expanding The Center's outreach by exporting the resources via personal delivery, UPS and US Mail and becoming more accessible to churches in the various convocations of the Diocese. The Director is also continuing to expand connections with other resources regionally and nationally to further develop a network of human resources available to the diocese.

Respectfully submitted,

Margaret A. Gat
Director

1/94



CHRIST HOSPITAL

176 Palisade Avenue, P.O. Box J-1
Jersey City, New Jersey 07306-1196
(201) 795-8400 • Fax (201) 795-8796

OFFICE OF THE
PRESIDENT

REPORT FROM THE PRESIDENT

When I assumed the position of President and Chief Executive Officer at Christ Hospital this past September, I was asked what I perceived my greatest challenge to be. After giving the matter serious consideration, I discovered the greatest challenge that confronted me in 1994 -- providing the highest quality of medical, surgical and obstetric services to our community -- was the same challenge our founding fathers faced in 1874, when they established Christ Hospital.

In order to provide the highest quality of care, we have to establish a set of priorities that ensure we meet that challenge. These priorities include: maintaining a modern physical plant, investing in state-of-the-art technology, and recruiting and retaining an experienced staff. This final priority, the human component, is our most crucial. From the beginning, Christ Hospital's strength has been derived from the expertise of its medical, nursing, professional and ancillary staffs, and that remains the cornerstone of our success.

In order to survive in the healthcare industry, we must adjust our provisions of service to the managed care environment. This is an essential part of our agenda since our services must be appropriately financed. During 1993, we have made significant strides in this area, and more specifics concerning managed care appear in our highlights listed below.

As in the past, uncompensated care remains a significant concern for many of our physicians as the number of our indigent patients continues to increase. Many of the people we now serve have fewer resources, which includes a personal physician. Because of this, these patients will appear in our emergency room when they are ill, and their immediate complaints will be relieved. However, this process leaves them without continuous, coordinated medical care. In 1992, we began to address this need by establishing a follow-up care clinic for patients discharged from the hospital, where these patients can be seen by physicians, and the physicians, in turn, can be compensated for their services. This service continued to thrive in 1993.

The state-regulated hospital billing system, which was declared invalid in 1992, continues to cause concern and confusion among all hospitals in New Jersey. Referred to as "the Wolin Decision," the ruling declared that the state can no longer set hospital rates. As you might expect, the result left hospitals struggling with an uncertain financial future, and an inability to make needed rate adjustments.

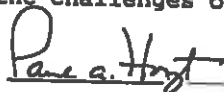
As 1993 draws to a close, I am pleased to report that Christ Hospital has achieved several milestones during the past 12 months. Some of the highlights of 1993 include:

Affiliated with the Episcopal Church in the Diocese of Newark

- o Inclusion in over a dozen managed care organizations; these include the following HMO and PPO carriers: Aetna, Blue Cross/Blue Shield of New Jersey, Consumer Health Network, Cost Care/Tri-State, First Option, Focus Health Care, MetLife, Multi-Plan, Oxford Health Plan, Premier Preferred Care, Private Health Care Systems, Prucare, and Sanus; in addition, negotiations are currently underway with Med-Choice and U.S. Healthcare.
- o Plans for the formation of an Independent Practice Association (IPA) for Christ Hospital physicians and a Physician/Hospital Organization (PHO) for both Christ Hospital physicians and Christ Hospital.
- o Renovation and modernization of the same day surgery unit, hospital lobby, coffee and gift shop, and staff room.
- o Establishment of a 25-bed inpatient oncology unit, and dedication of that unit to John R. O'Brien, M.D., a member of our medical staff for 44 years, who had served as Vice President of Medical Affairs, at the time of his death.
- o Launching of a Total Quality Management program with four multi-disciplinary teams, seeking to improve service in these areas: Emergency Department, Patient Charges, Storeroom Procedures, and Operating Room Charge Process.
- o Continuation of implementing a comprehensive Management Information System (MIS) throughout the hospital; during 1993, the following areas: Nursing, Materials and Laboratory, were included.
- o Achieved a major reduction in the accounts receivable and accounts payable areas, which resulted in greater cash reserves and an improved financial position.
- o Acquisition of several state-of-the-art pieces of equipment, including the Picker 2000 C-T Scanner in the Radiology Department; the Hitachi 911 Chemistry analyzer in the Laboratory; and Body Plethysmography in Respiratory Therapy.
- o Continued revitalization of the Christ Hospital Auxiliary which began an evening division, resulting in 90 new members.
- o Installation of the new President and Chief Executive Officer; recruitment and installation of the new Senior Vice President and Chief Operating Officer; recruitment of the new Vice President of Medical Affairs.
- o Improved pre-admission testing service to include patient education and scheduling.

- o Sponsorship of a variety of health screenings for the community, including: first-ever skin cancer screenings, prostate screenings for men over 40; blood pressure and cholesterol screenings; eye examinations for those over 40; breast screenings and mammographies for women over 35; several hundred people participated in these events during the past year.
- o Establishment of a formalized patient-centered care unit on the 7 Tower unit.
- o Development of a clinical pathway for joint replacements, which reduced the length of stay for those patients by four days; in addition, an inter-departmental team committee was established to examine ways to reduce the length of stay for all patients .
- o Renaming of the Community Mental Health Center to the Christ Hospital Counseling and Resource Center to better reflect the community services offered by that department to the public; in addition, the Center collaborated with the Mental Health Association of Hudson County to sponsor the first annual community mental health conference for professionals in the area.
- o Achievement of a 100 percent passing rate of the New Jersey State Board of Nursing Examination by the Christ Hospital School of Nursing's Class of 1993; in addition, the School Currently has 141 students enrolled in both its day and evening divisions.
- o Sponsorship of the first networking luncheon for Hudson County Business Women; 250 professionals in the area attended the event to hear Mary Higgings Clark, award-winning author; event gained state-wide recognition for the hospital and raised \$3,000 for the Foundation.
- o Dedication of the Learning Resource Center (computer laboratory) in the Christ Hospital School of Nursing.
- o Recognition as the top corporate sponsor in Hudson County for the 1993 "Heart Walk," for the American Heart Association; and the 1993 "Making Strides" (move-along-athon) for the American Cancer Society.

In summary, Christ Hospital has continued to respond to emerging trends in the healthcare industry throughout 1993. We're looking forward to continue to face the challenges of this decade together.



Paul A. Hoyt
President

REPORT TO THE 120TH CONVENTION OF THE EPISCOPAL DIOCESE OF NEWARK

from the Christian Social Relations Commission

Although the mandate from convention was specifically for CSRC to study sexual harassment, the commission found it impossible to study harassment as an issue isolated from other issues of sexual misconduct, namely, sexual abuse and sexual exploitation. Consequently, our studies of the last year and a half have included the larger area of sexual misconduct. Our recommendations apply to the diocesan manual on policy and procedures for sexual misconduct.

Many of our recommendations, including definitions, have been incorporated into the early stages of the manual being created here in the diocese under the direction of the Commission on Clergy Ethics. Our recommendations in this report focus primarily on the importance and attention that we believe should be given to the pastoral, advocacy, and educational role that the manual can and should serve.

Our study in this area has repeatedly focused us on the perspectives of the survivor, the families, and the congregation community, as well as that of the offender or accused. We have concluded that a manual on policy and procedure for sexual misconduct needs to be written first from the perspective of the survivor(s). We believe that it is very important to create a policy that serves all who may be involved with justice, compassion, confidentiality, and a recognition that lives can be shaped, destroyed, or salvaged, based on how all the involved individuals are treated from beginning to end of the process.

It is very important to protect the accused until guilt or innocence is determined from wrongful and harmful treatment, public exposure, and judgement that could damage or destroy the accused's life, vocation or career. It is critical to provide a context in which a victim can come forward, be heard and understood, and be assured of appropriate and helpful treatment, voice, and a fair process of adjudication, all without bias or indifference. Procedure must protect the rights, the privacy, and the interests of both the complainant and the accused by providing steps that are reasonable, fair, and known, i.e. due process.

A manual of policy and procedures on sexual misconduct is needed not only because it is required by the Church Pension Group or Insurance Corporation, but because it is our responsibility as the church to protect one another and to provide safe environments for life and ministry together. Policy and procedure for sexual misconduct need to be centered in compassion and justice-making.

Our manual on policy and procedure needs to address liability issues to the satisfaction of the church insurance company and the manual needs to inform, protect, and provide guidelines for an acceptable range of behavior and responses. Policies (and their attendant procedures) are moral statements of who we are, what we believe, who we value and what we support or consider unacceptable. Policy and procedures need to provide an equal and consistent response to equal situations and a pattern of response that is not variable by whim or the exercise of an individual's power, rather by the nature and intensity of each offense.

Policy needs to provide definition and serve as the standard for determining the nature and degree of the offense. As such, a policy must clearly define the unacceptable behavior, the process by which it will be determined and investigated, and firmly and clearly state that it is both unacceptable and punishable.

CSRC has based much of its approach on the advice of the Center for the Prevention of Sexual and Domestic Violence (Director, Marie Fortune) because of their expertise and leadership in the field. CPSDV has approached the study and instruction of sexual misconduct from a broad theological perspective on behalf of people of many faiths and traditions. Their test: "How will this action/inaction affect the victim? How will it make justice? How will it bring healing?" Rather than reinvent the wheel, CSRC accepts many of the guidelines of the CPSDV; we also researched the policies and procedures of 15 dioceses, several seminaries, and other denominations.

A great concern that was raised as CSRC studied and prepared to make recommendation is that the church as an institution too often and too easily victimizes and isolates afresh those who are already experiencing abuse and alienation as it focuses on protecting itself and its systems. The policy and procedure that the diocese adopts must put in place a process that will not further victimize the victim(s) or create a new victim(s) as a result of the process of adjudication or lack of a sufficiently comprehensive and compassionate one.

CSRC recommends a specifically appointed and trained "Response Team" (basic recommended profile attached) for the process for reporting, response, investigation, assessment, and recommendation for action. The existence and preparation of a response team would mean simply that we care about the people in any problem circumstances that may exist or occur and that as a diocese we wish to be prepared to respond to those among us in need. The existence of a team need not imply that sexual misconduct is rampant or occurring in enormous numbers.

However, many people who experience victimization, particularly laity, and those who are not quite clear as to how to label what they may have experienced, would be fearful to report to a group or authority (such as the bishop) that is not clearly identified and defined as trained to be helpful with the particular problem associated with boundaries and sexual misconduct.

A trained response team, specifically selected and appointed, accessible and identified in advance of need, has several advantages. For one thing, the team needs to be recognized as independent, unbiased, and supportive of the victim's right to complaint and process.

Given the nature of the offense, a victim may not take action if they are required to go to the diocese, the bishop, or a person merely identified as a member of a standing commission. This is not to be taken personally. Traditionally, certain roles of authority are more difficult to approach with some offenses than others. Some individuals may feel safer and a greater level of trust making a complaint if they believe the person with whom they are making the charge/complaint is one who they believe will take the charge seriously, is one who is trained to understand the nature of the complaint, how the complainant is feeling, can answer questions and knows the next steps and resources to suggest.

While the original and primary focus of CSRC was not on clergy and was focused on sexual harassment and abuse, we believe the policy and procedure needs to be comparable for anyone ministering in the church. A equal standard can and should be applied to lay employees and volunteers. CSRC recommends that lay ministers and professional church employees be added (or included in the definition) where the term clergy is used. Pastoral relationships, for the purpose of the manual, would best be expanded to read "pastoral, professional, and/or ministerial relationships" and for the policy to apply to all church agencies, institutions, and missions, where the word congregation would be used.

An comprehensive and detailed set of procedures (some recommendations attached) should be included in the manual (and updated, reformed and refined in the first year of use until they are fully viable, satisfactory and complete) because the information on the process should be available to everyone in advance of any decision-making regarding behavior or complaints.

Additionally, CSRC respectfully submits that the national church and diocese need to participate cooperatively in a process that informs new congregations about the offender. The process needs to include a method for expungement of a false or unsubstantiated accusation. Each congregation needs process for hiring that includes disclosure of previous substantiated complaints, consequences, and findings of investigation/hearing.

For an offender to be considered rehabilitated and ready to return to a position in the church or organization CSRC recommends the following guidelines of the Center for the Prevention of Sexual and Domestic Violence:

"For a clergyperson (or professional church employee) to be considered for restoration of credentials or position.

*For an abusing pastor to be **CONSIDERED** for restoration to ministry, these minimal conditions should be met:*

- a) unequivocal acknowledgement of responsibility for harm done to victim(s) with a letter of apology;*
- b) genuine remorse for harm done;*
- c) repentance -- fundamental change in behavior and understanding, which may be accomplished through appropriate therapy;*
- d) offering of restitution to victim(s).*

The way in which an abusing minister responds to the accountability process is the clearest indicator of his/her potential for the restoration to ministry. Resistance, minimization, rationalization, etc. are indicators that the minister will not be able to return to an effective ministry.

In considering a request for restoration to ministry, the judicatory leader (bishop) or committee should consider:

Can you assure the church that this person will not again violate the boundaries of the ministerial relationship through sexual abuse?

If they cannot (and this is very hard to ensure), the minister should not be placed in a position of trust again because the risk to the church is so great. The legal liability for allowing a known abuser to minister again is enormous, should he/she abuse again."

Christian Social Relations Commission is committed to working with the Commission on Clergy Ethics and other diocesan representatives in the testing and completion of the manual in 1994.

CSRC Recommendations for a RESPONSE TEAM PROFILE

1. *The team should be comprised of individuals chosen for the team, not the members of an already exist committee although members of the team may come from a standing pastoral commission such as the Commission on Clergy Ethics. The response team could serve through and report to the commission together with the bishop.*
2. *The team should be specially trained (by a group such as the Center for the Prevention of Sexual and Domestic Violence, Executive Director the Rev. Marie Fortune), thoroughly and specifically to respond, and knowledgeable in procedures, confidentiality, the issues of boundaries, ethics, pastoral care, risk, vulnerability, and referrals. Ideally, one or more members or consulting associates will have clinical training and experience in this area.*
3. *The team should be appointed by the bishop and have the bishop's wholehearted support.*
4. *Team members must be identified and designated in advance of any incident as the person(s) to contact; their names and contact numbers should be circulated and accessible without necessary contact with a diocesan office or local clergy. Their names and contact numbers should be noticeably posted in every congregation and office in the diocese.*
5. *The team should be representative, offering a choice for contact and rapport. Membership should include: not only core diocesan staff, survivors, clergy and laity, men and women, a range of sexual orientation, ethnicity, race, color, language, and national origin where possible.*
6. *A requirement of participation the team should be that a core team is prepared to gather and respond at short notice and in a timely fashion.*
7. *The team must be equipped to be and offer advocacy and a range of referrals to the victim(s).*
8. *The team must be available to receive and register complaints and calls for clarification and categorization.*
9. *The policy and procedure to be followed by the team should have clear enough guidelines and methods in place that sets a standard for response and discipline so that the bishop or a diocesan commission or committee would not be required to make all determinations alone and inconsistently case by case.*
10. *Ideally, the team should include a paid position that guarantees easier accessibility, direct contact, a consistent response. Also, a trained clinical consultant would be helpful.*
11. *Team would be responsible for preserving privacy of all individuals involved, keeping accurate and thorough records throughout proceedings of meetings, actions, conversations, etc., making sure the diocese is kept informed throughout the process. Team will operate by agreed upon procedures — in other words, no deal or "quiet settling off the record".*
12. *The team could have as many as twelve trained individuals. In the case of a complaint, the member receiving the report would implement the response process, calling together a "core" team of three to five team members to do the investigation. In this way, it will be possible to put a team together to respond quickly and, hopefully, not overburden the members.*

PROCEDURE — CSRC recommends the following as a guideline for a delineated procedure:

- There should be a "Response Team", the names and numbers of the members of which are designated, posted, and available in each congregation and office.
- Member of response team receives complaint and calls together core team.
- The team reports any charge of sexual abuse to law enforcement and the bishop.
- The response team notifies bishop of charges of sexual harassment and/or exploitation.
- Core team assigned the case hears allegations of complainant. Requests written complaint, permission to use name and statement of complainant, willingness to proceed with further meetings. Team outlines process that will be followed.
- Team notifies accused and meets with the accused within 48 to 72 hours. Presents complaint, requests written response to be received within 48 to 72 hours, outlines process, emphasizing presumption of innocence.
- Team gives copy of accused's response statement to complainant within 48 to 72 hours.
- Team does not schedule meeting between accused and complainant unless complainant requests.
- Team determines if accusation is to be investigated further — valid or invalid complaint.

If not, the accused's credibility must be intentionally restored and the accused should make the decision about a public exoneration.

If complaint is considered valid, accused is suspended with pay and without prejudice during the investigation process.

9. Congregation or agency is notified that a complaint has been reported, the process, and the timing. Process is begun for congregation's healing. Later, the team will notify the congregation of the results of the investigation and the actions being taken.

1. Referral for psychological evaluation and counseling should be required for accused and complainant, and available for the families, because the experiences involved are traumatic.

2. Team actively investigates and assesses evidence relevant to complaint specific nature and degree of offense.

3. If complaint is substantiated, team recommends means of discipline to Bishop, providing a tiered system of discipline appropriate to the offense and circumstances. Offer and define an appeals process for offender.

4. Bishop and standing committee make final decision regarding discipline to include restitution to victim, protection and restoration of victim, care and restoration of congregation and its ministry.

5. Team and diocese have the responsibility of facilitating financial assistance or arrangements for victim, offender, and families of both IMMEDIATELY.

Report to Convention
Commission on Christian Education

This is a transition year for the Commission. While our mission of promoting quality Christian education in the Diocese of Newark remains the same, we believe that the methods for carrying out this goal must be reevaluated.

Traditionally, the Commission has focussed its efforts around a series of seminars or thematic workshops. We plan to continue to offer workshops from time to time but to move our focus from teaching to facilitating the Christian education process. We will offer ourselves as consultants to parishes that desire to improve their education programs and stand ready to assist any of the other diocesan commissions or taskforces who wish to take their materials out to the parishes. In addition we intend to work more closely with parish Directors of Religious Education in the sharing of resources and ideas.

At this point in our process we stand ready to respond to the needs of the Diocese regarding Christian education and invite input from those who are interested.

DEAF MINISTRY - ANNUAL REPORT 1993

This year saw the creation of the beautiful new four color brochures. Special thanks to Robert McClurkin and James Wigdahl for their editing skills.

We were delighted to receive a donation of \$2,000 from the ECW and a grant from the Wilks Fund of \$2,600 to help pay Bible Club teachers. The Bible Club has eight members this year. All the children are 7 or 8 years old so they work as one group rather than the two we used when we had older students. Our excellent teacher Mrs. Lisa DeMarco had to resign because of family conflicts. Her last effort was the December 20th Christmas pageant of sign and song. Mrs. Nancy Rowley and Mrs. Anne Clark will team teach for the rest of the year ably assisted by volunteer aides. The children of the Bible Club made 14 pies as a thanksgiving gift to Faith Kitchen. The Bible Club children have been invited to attend the 1994 Diocese of Newark Convention. They plan to sign The Lord's Prayer and a song.

The Christmas Eve services were interpreted for the first time. Father Close signed a wedding service for the first time! We participated in "Deaf Fest" a cultural celebration in September.

We are always happy to have interested church members ask questions about the personal needs of our students, equipment for hearing impaired, etc. and/or to attend our meetings.

Respectfully submitted,

Sheila Shuford

DIOCESAN COMMISSION ON THE ENVIRONMENT

Diocese of Newark

1993 Annual Report

The Commission on the Environment of the Diocese of Newark met seven times during 1993. Volunteers from the Commission staffed the display booth at the 119th Annual Convention of the Diocese. Resources on environmental issues that had been purchased and donated to the Annand Center were on display, as were vestments created by Colleen Hintz, a member of the Commission. Posters of the Planet Earth which had been printed for the Rio Earth Summit were distributed to delegates.

Two resolutions-- one on Environmental Education and the other on Eco-Justice were passed by the Convention. Debate on the second resolution, on the extent of culpability of corporations in the chromium contamination of Jersey City, brought ten minutes of discussion and debate to the floor.

The Environmental Commission joined with A.C.E.S. and Inter-weave in sponsoring a seminar on "Environmental Care and Education" for Christian educators and clergy at St. Peter's, Mountain Lakes on April 22nd. The seminar, along with two informational mailings to the clergy and parish environmental contacts, represented the task of the Commission to provide resources and educational opportunities for the people of the Diocese of Newark.

Also in April, the Commission joined with the Metrowest United Jewish Federation and the interfaith, statewide group "Partners for Environmental Quality" in presenting an evening forum entitled "Is Living In New Jersey Hazardous To Your Health?"

In January, the Diocese of Newark was represented by three persons at the first national organizing meeting of the Episcopal Environmental Coalition at the United Nations Church Center in New York City. Over thirty persons from dioceses around the country attended the meeting, which was coordinated by Dr. Vilas, the Chairman of the Newark Commission. The meeting established a Coalition agenda for the 1994 General Convention of the Episcopal Church.

A steering committee for the Coalition, with representatives from each of the nine provinces of the Episcopal Church was convened in June in San Francisco, again under the leadership of Dr. Vilas. Specific recommendations were made in preparation for the General Convention, including the support of a national conference on environmental stewardship to be held in Kansas City, Kansas in the Spring of 1994.

Susan Fisher, Vice Chair of the Commission, has represented Province 2 on the National Environmental Stewardship Team, created

- 2 -

by the General Convention in 1991. The Team has met during the year, and Susan has been in charge of developing an adult education resource for the Episcopal Church. The seminar program, which was tested in Christ Church, Ridgewood, during the Fall of 1993, will be available for the Church at the 1994 Convention.

Nancy Foster, a member of the Commission and the official lobbyist in Trenton for the Diocese of Newark on environmental matters, also represented the Diocese of New Jersey this year, and her work strengthened the ties between the committees of the two dioceses.

The establishment of a "Creation Season" stretching from St. Francis' Day in October to the Sunday before Advent was the idea of the clergy and laity of the Church of the Redeemer in Morristown. Now in its fourth year, the Season was observed by eight congregations of the Diocese of Newark-- and also by other parishes around the Nation. The vestments and altar hangings created by Colleen Hintz for the Season will be on display at the Kansas Conference in April of 1994.

In September, members of the Commission joined with others from the dioceses of Province 2 for a regional meeting in Princeton of the Episcopal Environmental Coalition. Many parishes and dioceses are following the lead of the Diocese of Newark in creating environmental committees or task forces.

Dr. Vilas continues to represent the religious institutions of New Jersey on the State Environmental Education Commission, established by Executive Order by Governor Florio. We look forward to continued enlightened leadership on environmental issues by Governor Whitman.

The Environmental Commission will continue its work of education, net-working and advocacy in 1994.

Commission Members

Elise Adams
Dr. Alice Belling
Lynda Bradley
Robert Barnett
Decker Carnes
Jane Dobosh
Susan Fisher (Vice-Chair)
Nancy Foster (Lobbyist)
Paul Hausman
Colleen Hintz
Rev. Franklin Vilas (Chair)

Rev. Albert Joussett, Jr.
Barbara Keller
Cynnie Kellogg
Angela MacDonald
Dr. Hely Perez
Rev. Isaac Persaud
Joseph Piel
Don Roberts
Audrey Spencer
Rev. Barry Stopfell

Evangelism Consultants, Report to 1994 Diocesan Convention

We provide programs, conferences, and consultations for the Diocese. Short programs and articles in *The Voice* provide information and get Episcopalians used to the idea that Evangelism is an essential part of Christianity.

One of the most **creative events** we sponsored this last year was to organize a meeting to establish ongoing networking among St. Mary's-Sparta, Messiah-Long Valley, St. Thomas-Vernon, & Good Shepherd-Wantage. It is hoped that they will continue learn from and support each other in evangelist efforts.

Three or so times **each month** we receive calls from congregations requesting information, retreats, or programs. Often all that people need is referrals to books, literature, or conferences. Eight of these calls resulted in one or more Consultants going to a congregation or convocation to make a presentation.

Our **conferences** have provided a well-rounded view of Evangelism. The variety insisting that proclamation move to incorporation and result in transformation. Simply telling the Good News is sentimentalism. Merely bringing people to church is head-hunting. Being & doing good alone is self-righteousness. In 1992 Hugh Magers laughed us into an awareness of how to share the story of our faith. Our 1993 conference with Bishop Ray focused on how we might organize our congregations for every member ministry. In 1994 **The Oasis** and we will co-sponsor a conference with Andrew Weeks on Nov. 4-1. Mr. Weeks will offer practical and caring tips on how to welcome people into our midst.

We believe our most important work involves an intense 1 or 2 year **consultation with congregations** helping them develop their own system for Evangelizing. We are currently involved in negotiations with two congregation considering consultations.

For more information telephone the Rev'd Mark Waldon at 201/595-0349.

ANNUAL REPORT OF THE COMMISSION ON MINISTRY DIOCESE OF NEWARK - 1993

The Commission on Ministry, composed of twenty persons, equally divided between lay and clergy, appointed by the Bishop, is responsible both for lay ministry and its enhancement and for the process toward ordained ministry and the nurture of those in it. Each member of the Commission serves additionally on either the Lay Ministry Committee or the Screening Committee, and most additionally serve on one of these Task Forces: Racial Inclusiveness, Ethics, and Creating New Models (involved with developing new models for testing aspirant's vocations). 1993 has been a most busy year for all aspects of the Commission's work.

Through the winter and spring a very fine one-day conference, "Ministry of the Baptized," was planned for June 12. Marge Christie and the dedicated members of the Lay Ministry Committee planned an excellent informational and educational conference, but unfortunately pre-registration was extremely low and at the last minute the conference had to be canceled in order to save expense. It is our hope to offer this conference for the Diocese in the near future, using our previously planned model.

On November 20, the Ethics Task Force held a workshop on sexuality for all aspirants and persons in the ordination process. Attendance was good (about fifty people), and the emphasis was on persons understanding their own sexuality as well as respecting boundaries. The workshop was led by Anne Strand, a psychotherapist and member of the COM, and The Rev. Timothy Barrett, Executive Director of Grace Counseling Center in Madison.

The Task Force on Racial Inclusiveness met and planned a program which we hope will be an integral part of future Diocesan camp sessions wherein clergy of color share informally with children at camp what they do as clergy and the joys of ministry. In this way it is hoped a seed will be planted so that as these young people grow, some may be open to hearing a call to priesthood. The Task Force is also responsible for recruiting minorities for the ordination process.

The Creating New Models Task Force in conjunction with the Screening Committee have worked hard on a pilot program wherein aspirants would serve in a parish other than their home parish for a period of supervised ministry and learning. During this time such aspirants would go through a discernment process helping them and the community identify their call. Only then would such persons be invited to a pre-Postulancy Conference. Recently there have been a series of informal meetings with clergy and lay leaders within the Diocese to get their responses to this model. The emphasis of this newly proposed program is to enable discernment to take place in a ministry setting before the person begins the ordination process.

Each aspirants met with a small committee of members of the Screening Committee, and from those preliminary meetings, eighteen persons were invited to the pre-Postulancy Conference in early March. The results of that screening were that ten of the eighteen were recommended for Postulancy, four were given specific areas in which they needed to work prior to their coming back for consideration at another time, and four were not accepted into the ordination process. Later in the year, the COM decided that any person who comes to a pre-Postulancy Conference and is not accepted (because the Commission did not sense a call to ordained ministry or because the person manifested qualities which would not be acceptable in an ordained person) cannot be reconsidered by the COM for a minimum of five years.

Two Candidacy Conferences were held and eight persons were approved for Candidacy in 1993. In addition, five Candidates were approved and ordained Deacon in the Cathedral on June 5; one of these was ordained priest before the end of the year.

Respectfully submitted

Robert W. Ihloff, Chair of the COM

Report of the Diocesan Council 1993

The Diocesan Council meets every month from March to January. The Council continues its program of meeting at various churches in each of the Convocations during the year. This gives the leadership of the Diocese the opportunity to see their responsibilities in a larger context. Since the Standing Committee decided to move their meeting time to 4:00 p.m. on the same Wednesday the Council meets, members of the two groups have had the opportunity to get to know one another.

At the March meeting the various committee assignments were made by the Bishop. During the year the Council received monthly reports from the Treasurer, from both Bishops, from the Deployment Officer, from the ECW President. Other Diocesan organizations and task forces, such as the Episcopal Community Housing Development, Eagle Nest Camp, and other groups periodically report to the Council.

Many important issues came before the members of the Council. This year resolutions dealing with health care issues, an additional senior housing project, membership of homosexual persons in the Boy Scouts of America, and other concerns were debated and voted.

The Council acted on behalf of the Jersey City Episcopal Housing Corporation, the Essex County Housing Corporation, the Hillsdale Housing Corporation. The Council voted to place the ACTS/VIM AND Ward J. Herbert funds under the direction of the Investment Committee of the DIT Board.

The Council ratified recommendations from the Acts/Vim and Ward J. Herbert committees and voted on the allocation of monies from those funds.

On March 2, the Steering Committee of Council charged the Council Convocation Committee to review and make recommendations on the restructure of the District Convocations and establish by-laws for the Convocations consistent with the Canons. A proposed plan changing the number of Convocation from eight to six was presented to the Council and will be on the agenda for the Annual Convention.

The Council spent considerable time on the issues of investment of the Acts/Vim and Ward Herbert Fund and in December adopted an investment policy.

The Diocesan Council carried out its responsibilities in 1993 in a responsible manner.

Respectfully submitted.

Garris Jeter
Vice-President
Diocesan Council

ECW PRESIDENT'S ANNUAL REPORT TO DIOCESAN CONVENTION

This year we compiled an Episcopal Church Women's folder for new clergy. When a priest arrives in the diocese, a member of the ECW Diocesan Board visits to deliver the folder. Included is a personal letter explaining our programs, the "ECW Handbook," our "Opportunities for Service" booklet and brochures of affiliated organizations. This contact is an opportunity to personally introduce the resources that the ECW provides.

Our special missionary project in 1993 was a \$500 contribution to the Episcopal Legacy Fund honoring Dr. Martin Luther King. We contributed \$250 to the Bishops' Discretionary Fund and \$150 to the Presiding Bishop's Fund. The board awarded two \$400 Mary G. Rankin Scholarships and a \$250 scholarship to St. Augustine's College from the Plaskett Memorial. Our North Porch Women and Infants' Center is concluding its ninth year. Emergency assistance is provided at our centers in Newark and Paterson to mothers for their infants when public assistance is not readily available.

Blue Box thanksgiving offerings totaled \$41,717.47 at the Spring and Winter United Thank Offering Ingatherings. St. James Square in Newark was the recipient of a UTO Grant in 1993. The award of \$30,000 is to be used for purchase of property to create affordable family housing.

Four delegates represented us at the Province II ECW annual meeting. Our members attended Provincial Synod as Province II ECW President and UTO Representative and as Diocesan Deputy. We are also represented at ecumenical meetings. Our budget includes contributions to National and Province II ECW, N. J. Council of Churches and National and N. J. Church Women United.

While over two-hundred (200) registered for our Today's Woman III Conference, eighty (80) people braved the Blizzard of the Century last March to attend. Keynote speaker, The Rt. Rev. Barbara C. Harris, was there as were two workshop leaders. The registrants not attending received a video taped that day. Their meals were donated to a community shelter.

The current program that the ECW Diocesan Board provides for the parishes is entitled "Sharing our Spiritual Journey." Its emphasis is on sharing our stories, our history, while looking to the future.

Plans have been finalized to sponsor an Episcopal Women's History Project Conference on Saturday, March 12, 1994. The conference will include keynote speaker Mary S. Donovan, speaker Marge Christie and a Living History Panel of four prominent women of our diocese. The aim is to introduce the project so as to raise the consciousness of the historic role of women in the Episcopal Church. Our intent is to transcribe and record oral histories of notable women for inclusion in the Archives of the Episcopal Church.

Kay S. Noonburg
 Kay S. Noonburg
 President

HEATH VILLAGE REPORT

1993 was a busy and productive year for Heath Village. Renovations and improvements were made to existing apartments, amenities and services were added, and plans to expand and enhance our licensed areas were finalized.

The original campus continues to be updated with new appliances, carpeting, heating systems, window replacements and painting. On the outside we have added a three-hole "pitch and putt" golf course, a croquet court and a horseshoe pit.

Our Outpatient Department in the Clarence W. Sickles Health Care Center opened a whole new area of services for our residents. They have the convenience of physical and occupational therapy and the professional treatments from a podiatrist, optometrist, audiologist, and a dermatologist.

Transportation within the community is now possible via our new "club cart". Residents can call ahead to be transported anywhere on the campus whether it be for business or pleasure.

The opportunity to participate in the charitable Gift Annuity Program was offered to residents and friends of Heath Village this past year. The program serves the dual purpose of increasing the income of the donor and insuring the growth of the Friendship Fund account which will benefit residents needing financial assistance.

The Fifth Annual Benefit Dinner that also raised funds for the Friendship Fund was a huge success again in 1993. The gala affair included distinguished guests Celeste Holm and her husband Wesley Addy, Rosetta LeNoire, and our very special guest speaker, Kitty Carlisle Hart.

Groundbreaking for the expansion of our Residential Health Care facility took place in early December. Plans include the addition of ten rooms in our Residential Health Care facility and the enlargement of the Dining/Social Room in our Health Care Center.

The Friendship Center at Schooley's Mountain has an enrollment of more than forty children. Many residents volunteer at the Center and the children are frequent visitors at Heath Village. The interaction seems to have a positive effect on both generations.

Administration was pleased to announce to the residents that for the second year in a row there was no increase in rental fees.

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Heath Village is a full service retirement community featuring four distinct types of living accommodations. We offer studio, one and two bedroom apartments in our independent areas, studio units in the hotel style living section, and private and semi-private rooms in our Residential Health Care and full service nursing care in our comprehensive Heath Care Center. Individuals may apply for any of these types of living without first being an independent apartment dweller.

For additional information or a tour of the facility, please call (908) 852-4801.

DEPARTMENT OF MISSIONS
1993

"To help congregations and ministries (new, old, beginning, established, struggling or dying), carry out their own unique ministries as communities of faith in the ministry of Jesus Christ. This includes helping the congregations or ministries accept ownership of its future (to become self-supporting; remain a Mission; or to parish) and to bring this process (via intentional efforts, stewardship, evangelism, ministry and education) to fruition."

During 1993, the Department of Missions had several highlights which are shared in this report.

St. Thomas, Vernon. has entered into a covenant with the DOM for long-awaited assistance in building a new church adjacent to the existing chapel. In essence, the DOM will contribute a matching \$150,000 to the building fund subject to the church obtaining a construction loan. The DOM has also covenanted to contribute \$35,000 per annum in debt service for ten years.

Messiah, Chester. 1993 has been a year of transition from a period of church building to congregation and program building. As 1993 has been a year of consolidation, we project that 1994 will be a year of growth for Messiah. As the co-signatory of Messiah's debt, the DOM has established a fund of \$90,000 as a reserve to ensure that no loans will be in default.

Good Shepherd, Ringwood. With nearly a year and a half in this new ministry model experiment, the results are very positive. The congregation is stabilized and becoming empowered. The people of Ringwood are beginning to participate in the greater Diocesan life and are feeling far more "connected" to the rest of the Diocese. The concept of financial stewardship was introduced to the congregation for the first time, resulting in eleven pledging units. Good Shepherd is ready for the "next step"--some modest growth.

Resurrection, East Rutherford and St. Paul's, Wood-Ridge. Final plans were made to close Resurrection, and to develop a new congregation with St. Paul's, Wood-Ridge. Proceeds from the sale of the Resurrection property will follow to the new congregation after former debts are satisfied. This will create the financial stability which should lead to parish status in the near term.

St. Barnabas, Newark. Three years ago, this was a dying congregation with a part-time Vicar/Executive Director of the newly created St. Barnabas AIDS Resource Center. Today, the congregation at St. Barnabas is thriving and growing with full-time clergy, and Saint Barnabas AIDS Resource Center is also thriving and able to support a full-time Executive Director.

Jersey City. A concerted effort, under the leadership of Bishop McKelvey, has been undertaken to form a new Jersey City Initiative to

resolve the property and congregational issues surrounding the churches, aided parishes and missions located in Jersey City. The DOM expects this to continue as a key strategic planning effort in 1994.

Christ Church, Belleville. The Aided Parish appears to be solidly on its way to regaining parish status. To avoid a set-back to this track, the DOM has awarded a grant of \$12,500 to Christ Church to make up a one-time shortfall in 1993.

Incarnation, West Milford, continues to gain strength. The congregation has not sought mission investment funds from the DOM for the second year, and it continues to repay its DOM loans.

St. Alban's, Oakland/Franklin Lakes. Dedicated efforts were made in 1993 to begin plans to build a new Vicarage on the site of the present church. This should allow for consolidation of church property and release the congregation from some of its tax burden.

Trinity, Paterson. This congregation began a new model for ministry leadership when it called a lay pastor to serve in a professional capacity. Priests were hired for regular celebrations of the Eucharist while the lay pastor carried out her ministry. The lay pastor is culturally and linguistically fluent in Spanish which has helped to solidify this Hispanic and Anglo congregation.

Vicarage Inspection Program. A program was begun with the help of our property manager, Mr. Robert Lanterman, to survey the Vicarages of our Mission congregations on a regular basis. These surveys will be conducted by DOM team members, Vicars, and Wardens. The purpose is to provide good housing to our clergy, to assess property needs and to protect the DOM's investment before repairs become too costly.

MISSION WORK CONCLUDED

- * Ascension, Jersey City, was officially closed on February 28, 1993.
- * The yoked ministry with St. Andrew's, Newark and Trinity, Irvington was disbanded
- * The yoked ministry with St. Mary's, Belvidere and St. Peter's, Washington was disbanded

CONGREGATIONS CHANGING STATUS

The following congregations, by Vestry action, requested that their status be changed from Aided Parish to Incorporated Mission. The reason for the change was because none of them was able to reclaim parish status in accordance with the Canons of the Diocese of Newark.

- * St. Mary's, Belvidere
- * Atonement, Fair Lawn
- * Trinity, Irvington
- * St. Stephen's, Jersey City
- * St. Matthew's, Paramus
- * Christ Church, Teaneck

CONGREGATIONS CONSIDERING PARISH STATUS

- * Christ Church, Belleville
- * St. Agnes and St. Paul's, East Orange
- * Atonement, Fair Lawn
- * St. Alban's, Oakland/Franklin Lakes
- * St. Paul's and Resurrection, Wood-Ridge

CLERGY CHANGES

- Chester, Church of the Messiah:** The Rev. Joseph Pickard resigned and the Rev. Jeannette DeFriest was called to be a priest developer and Priest-in-Charge.
- East Rutherford, St. Paul's:** The Rev. Jacob David resigned in November 1993 as Vicar and will become Vicar of the newly forming congregation of St. Paul's and Resurrection, Wood-Ridge.
- Harrison, Christ Church:** The Rev. Francis Wynne, Vicar, died February 22, 1993 and the Rev. Mary Ruth Stone has served as a supply priest.
- Jersey City, St. Matthew's:** The Rev. Oscar Mockridge finished his ministry there and the Rev. David Waweru is currently serving at St. Stephen's and St. Matthew's, Jersey City as a supply priest.
- Milton/Oak Ridge, St. Gabriel's:** The Rev. Sarah Nelson moved to Pennsylvania with her family and the Rev. Thomas Laws was called as Interim.
- Newark, St. Andrew's:** The Rev. William Beckles work ended and the Rt. Rev. Rigal Elisee served as supply.
- Newark, St. Thomas:** The Rev. John P. Mathew returned to India and the Rev. Mathew John was appointed to serve in St. Thomas' (Newark) and St. Paul's (Teaneck) Mar Thoma congregations.
- North Bergen, Transfiguration:** The Rev. Ralph Smith moved to become Interim at Christ, Hackensack and the Rev. Susan Vest was called as Priest-in-Charge.
- Paterson, Trinity:** The Rev. Alfonso Narvaez was called to West Texas and Maggie Gat was called to be Lay Pastor.
- Secaucus, Church of Our Saviour:**
- Meadowlands Ministry:** The Rev. David Kern retired and the Rev. Jack Stanton was called as Interim at Church of Our Saviour.
- Teaneck, Christ:** The Rev. Louis Braxton resigned and the Rev. Richard

Chasse was called as Interim.

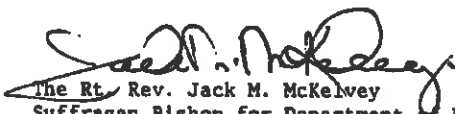
West Milford, Incarnation: The Rev. John Stone resigned to begin graduate studies at General Seminary and the Rev. Emily Bell was called as part-time Vicar.

West Orange, St. Mark's: The Rev. Robert Ripson resigned and the Rev. Carol Burnside was called as part-time Priest-in-Charge.

Special thanks and gratitude are to be given this year to the Vicar, Wardens and lay leadership of St. Agnes, East Orange, who have contributed to the work of the Diocese through the Department of Missions a tithe of the sale price of their former church building. The Vicar and lay leadership of the newly forming St. Paul's and Resurrection have committed themselves to do the same.

As has previously been the case, those who have served as members of the Department of Missions have given marvelously of their resources and their being. It is truly a wonderful experience to be able to work with them. I thank them and am proud of their commitment and concern for the life of our Diocese.

Respectfully submitted,


The Rt. Rev. Jack M. McKelvey
Suffragan Bishop for Department of Missions

Ms. Dale Gruner
Strategy



The Oasis

A Mission and Ministry of the Episcopal
Diocese of Newark with gay and lesbian
people, our family and friends

The Rev. David L. Nongard
Executive Director

ANNUAL REPORT

1993

A Retrospective

1993 proved to be another year of growth for The Oasis, in ways both tangible and intangible. A great many newcomers attended social events such as our Halloween Party and Fall Gala. A steady stream of visitors also graced us with their presence at our Tuesday community Eucharists, particularly at such special services as the Requiem (11/2) and Candlemas (2/2). Meanwhile, our ministry touched even more people through church visitations on Sundays, both within and beyond the diocese.

The success of these various occasions is not simply a matter of adept programming on our part however. It seems our organization has become a community of faithful friends — an occurrence for which we did not plan but are very grateful. We are pleased not only for the joy these friendships offer in and of themselves but also because they point to the essence of all true community, i.e., God.

With regard to the ministry's organization and development, strides have also been made. Lay leadership continues to mature in several areas, especially lay chaplaincy and fund-raising. New by-laws now provide for more efficient methods of operation.

A Vision

All that has happened in 1993 places the ministry on a solid footing to meet the special challenges of the new year. 1994 is again a General Convention year and in anticipation of that triennial meeting of church leadership, we are launching at this time "Oasis Congregations Network." Announced last year in this report, we now have ready a curriculum which is available to any Episcopal congregation which asks for it. This curriculum is designed to help a given congregation move from fears about lesbian/gay people to a faithful stance of genuine and full inclusion of them in their community's life. Churches which complete the curriculum and endorse the Affirmation of Welcome contained therein will then be registered as Oasis Congregations and become a member of the Network.

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For us who work and worship regularly at The Oasis, it is profoundly inspiring to see our ministry with congregations achieve this next level of impact. Please pray that God may prosper this work. It is a sign of hope to many who live in more isolated, less enlightened parts of the church than we have been privileged to inhabit.

An Information Summary:
Programs and Events Offered in 1993

- Festival Eucharists for Epiphany, Presentation, Holy Cross, and our Fourth Anniversary
- "Dialogues on Human Sexuality" - a diocesan response to General Convention Resolution 104s/a
- Socials marking Valentine's Day and Halloween
- Representation at the National March on Washington for Equal Rights and The New York Lesbian and Gay Pride March
- Workshops on Worship Leadership and Liturgy and Community
- Conversations with the Rev. Richard Kirker, General Secretary of the Lesbian/Gay Christian Movement (London)
- A Seminar Series entitled "And Justice for All: The Rights and Remedies of Gay Men and Lesbians," led by Marc Weiner, Esq.
- A retreat at Kirkridge led by the Rev. Martin Smith, SSJE
- The Fall Gala with entertainment by The Outskirts
- Church Visitations (including sermon and forum) throughout the diocese and beyond it

This report is respectfully submitted to the 1994 Convention of the Diocese of Newark meeting in Whippany on 4-5 February.

The Reverend David L. Norgard
Missioner & Executive Director

ST. BARNABAS AIDS RESOURCE CENTER
NEWARK, NJ

The ACTS/VIM Grant of \$12,825.00 for the year 1992-93 was used to provide the St. Barnabas AIDS Resource Center SBARC with a financial bridge during its critically important year of transition.

It would have been difficult to forecast the rapidity with which SBARC achieved organizational growth and development. In one year the personnel roster moved from one full time and one part-time employee to eight full time employees to support a 100% increase in the provision of direct emergency "survival needs" to people with AIDS in the federally designated E.M.A. (Emergency Metropolitan Area) of Newark. This growth is but one of the indications of the severity of the problems of poverty, hunger and disease (in general) and AIDS (in particular) in the inner city.

At the time of the ACTS/VIM grant proposal, it was very clear that SBARC had become an important ministry of the Episcopal Diocese of Newark. Concurrently, it had also become an agency which was integral to the City of Newark and its efforts to mount an effective battle against the devastation of AIDS. The real challenge of organizational development was at this point of tension between "walking" like a ministry and "talking" like an agency. The time had come to move from the model of Vicar / Executive Director to the deployment of a full-time Executive Director.

The time-table for the cycle of funding became an important factor to achieve this transition in organizational structure. We were confident that we could achieve a major portion of funding for the Executive Director position from federal grants. The "catch 22", however, was that the Executive Director needed to be already in place on a full time basis. Enter: ACTS/VIM.

In October 1992, Ms. Joyce I. Dennison began her duties as the first full-time Executive Director of SBARC. Since that time, more than \$7,000 of the grant has found direct application in her salary package. Another \$1,250 was used to provide a professional audit report required by federal granting agencies as well as the ACTS/VIM Board. The balance of the ACTS/VIM grant was utilized to provide organizational support such as general office supplies and utilities which are not funded by federal grants.

As we begin fiscal year 1994, SBARC now enjoys greater organizational stability and growth which could not have been achieved without the skilled leadership of a dedicated Executive Director. Grant management activities with the City of Newark occupy an inordinate amount of the Executive Director's time and energy (due to the peculiarities of the city's bureaucracy), as well as personnel management and the development of a solid fund-raising strategy to secure funding for the less dramatic but none-the-less critically important organizational support of "general office supplies".

SBARC's Food Connection Program currently delivers 85 hot, nutritious meals daily as well as a weekly delivery of 30-45 supplementary food boxes and personal hygiene items. Our Vivian's Place Program continues to provide social work services as well as education, empowerment, support and sanctuary to people with AIDS.

Without the financial bridge provided by the ACTS/VIM grant, we would not be the credible, professional agency nor the viable ministry which is known as the St. Barnabas AIDS Resource Center.

STANDING COMMITTEE REPORT - 1993

In 1993, the Standing Committee of the Diocese of Newark continued to focus on three major areas of responsibility: the review of applicants at various stages toward Holy Orders; review of the sale, lease or encumbrance of property; and review of the health and viability of individual parishes upon the recommendation of Bishop John S. Spong through a process required by Canon 9.

Mr. Jack Lynch chairs a sub-committee that continues to work with the Commission on Ministry on refining and clarifying the process for individuals who wish to pursue Holy Orders. Recommended for ordination to the priesthood were the Rev. Kathleen Bobbitt and the Rev. Stephanie Keith. Two applicants for candidacy were recommended to Bishop Spong in June, 1993. They are Ellen Neufeld and Michael Neufeld. Six applicants for candidacy were recommended to Bishop Spong in November. They are: Emory Byrum, Margaret Gattilivictoria McGrath, Gladys Dennis, Rosemary Lillis, and Jane Tomaine. In June, 1993, the Standing Committee gave consent to the deposition from the sacred ministry of the Rev. Peter Henry VanNess.

Mr. Tim Carpenter chairs a sub-committee on Encumbrance of Property. The sub-committee has concentrated its efforts on negotiations with the New Jersey Arts Center concerning the property at 24 Rector St. and the rear parking lot. The Standing Committee gave its consent in March, 1993 to the sale of the Cathedral parking lot to the Arts Center. The Standing Committee looks forward to the relocation of Diocesan offices, hopefully in 1994.

The Rev. Gaylord Hitchcock chairs the sub-committee on Congregational Relations. In January, the Standing Committee recommended that the Church of the Ascension, Jersey City, be reclassified to Mission status. The Department of Missions, with the agreement of the Standing Committee and Diocesan Bishop, closed and deconsecrated the building of the Church of the Ascension, Jersey City with a service of Thanksgiving and Hope for Resurrection of our Witness on Sunday, February 28, 1993. In June, the Standing Committee gave consent to the dissolution of the Mission Church of the Ascension, Jersey City. The Standing Committee also gave consent to a request of the Vestry of St. Mark's West Orange to become a mission.

The Standing Committee learned of the resignation in October of staff member Karen Lindley. We thank her for her superior service to the Diocese of Newark, and wish her well in her new professional venture.

We would like to give special tribute to Mrs. Wanda Hollenbeck, Secretary to Bishop Spong and the Standing Committee, who retired at the end of December. We shall miss her professionally and personally and send her our love and best wishes for a happy and health retirement.

Christina G. Hembree

President, Standing Committee

THE STANDING COMMITTEE

There were eleven regular meetings of the Standing Committee in 1993.

January 13

It was moved, seconded, and carried to accept, with correction as noted, the minutes of the meeting of December 9, 1992.

It was moved, seconded, and following discussion, carried to approve the recommendation to reclassify Church of the Ascension, Jersey City to Mission status.

It was moved and carried to adopt as presented the Biographical Information form to be used when interviewing potential Candidates for Holy Orders.

It was moved, seconded, and following discussion, carried to take no action on the Petition from Christ Church, East Orange at this time because additional supporting documentation has not been received.

It was moved and carried to Consent to the lease of church hall space at Trinity Church, Irvington, to Henry and Linda Bennett for the operation of a day care center, subject to verification of having all the proper licenses and the required liability insurance coverage.

It was moved and carried to Consent to the Ordination and Consecration of the Rev. James Monte Stanton to be sixth Bishop of the Diocese of Dallas.

It was moved and carried to Consent to the election of a Bishop Coadjutor for the Diocese of Ohio.

February 10

It was moved, seconded, and following discussion, carried to Consent in principle to the sale of 24 Sherman Street, East Orange, for \$105,000, subject to the approval of the Chancellor to the final signed contract

It was moved and carried to accept as presented the minutes of the meeting of January 13, 1993.

It was moved and carried to Consent to the Petition to Elect a Bishop Coadjutor for the Diocese of Massachusetts.

It was moved and carried to consent to the Ordination and Consecration of the Rev. Jean Zache Duracin as Bishop Coadjutor, Diocese of Haiti.

It was moved, seconded, and following discussion, carried to authorize and approve the recommendation from the Department of Missions to close and deconsecrate the building of Church of the Ascension, Jersey City, having first assured that all canonical requirements have been met.

It was moved and carried to elect Ms. Linda Curtiss to the Diocesan Investment Trust, Class of 1997.

March 17

It was moved, seconded, and following discussion, carried to consent to give permission to the Rev. George Swanson to engage in secular employment, contingent specifically upon his acceptance of the termination agreement as offered by the Department of Missions.

It was moved and carried to accept as presented the minutes of the meeting of February 10, 1993

It was moved and carried to consent to the sale of 139 Preston St., Ridgefield Park (inherited) by St. Mary the Virgin Church, to Joseph Sikora and Steven Schneider for \$125,000.

It was moved and carried to Consent to the election of a Bishop Coadjutor for the Diocese of Texas.

It was moved and carried to Consent to the election of a Bishop Coadjutor for the Diocese of West Texas.

It was moved and carried to Consent to the Ordination and Consecration of Very Rev. Bertram N. Herlong as Bishop of the Diocese of Tennessee.

It was moved, seconded and, following discussion, carried to Consent to the sale of Cathedral parking lots to the New Jersey Performing Arts Center, contingent upon satisfactory agreement to all conditions and the final approval by the Cathedral and the Chancellor.

April 14

It was moved and carried to accept as presented the minutes of the meeting of March 17, 1993.

It was moved, seconded and carried to Recommend Kathleen Bobbitt for Ordination to the Diaconate.

It was moved, seconded and carried to Recommend Martha Dyson for Ordination to the Diaconate.

It was moved, seconded and carried to Recommend Stephanie Keith for Ordination to the Diaconate.

It was moved, seconded, and following discussion, carried to Recommend Katherine Ragsdale for Ordination to the Diaconate.

It was moved, seconded and carried to Recommend Lynne Weber for Ordination to the Diaconate.

It was moved and carried to Approve the request from the County of Woodford for cession from the Diocese of Chicago to the Diocese of Quincy.

It was moved and carried to Consent to the sale of property at 156 and at 166 Palisades Avenue, by the Department of Missions to the Fort Lee Japanese Christian Church for \$490,000, less 8% realtor commission, contingent upon acceptance of final details by the Chancellor.

It was moved, seconded, and following discussion, carried to Consent to the sale of three grave sites, as bequeathed to St. Mary the Virgin Church, Ridgefield Park.

May 12

It was moved, seconded and carried to accept as presented the minutes of the meeting of April 14, 1993.

It was moved, seconded, and following lengthy discussion, carried to receive the draft, with one small addition, and to recommend it be incorporated into the final agreement.

It was moved, seconded, and following discussion, carried to Consent to the Petition from All Saints', Leonia to mortgage their church, parish house and rectory to Midlantic Bank in the amount of \$125,000 (and not to exceed \$250,000), for long-range renovation plans. Motion carried.

It was moved, seconded, and following discussion, carried to Consent to the Petition from Church of the Redeemer, Morristown, to enter into a ten year lease of their rectory facility to the AIDS Residence Coalition of Morris County, dba Eric Johnson House, for an initial sum of \$19,000 per year.

June 9

It was moved, seconded and carried to consent to the admission to candidacy for Holy Orders for Ellen Neufeld.

It was moved, seconded and carried to consent to the admission to candidacy for Holy Orders for Michael Neufeld.

It was moved, seconded and carried to consent to the deposition from the sacred ministry of The Rev. Peter Henry Van Ness.

It was moved, seconded and carried to consent to St. Mark's Church, West Orange, becoming a mission, the Vestry thereof having requested such action.

It was further moved, seconded and carried to consent to the Department of Missions placing a mortgage on the Rectory to settle the obligation to Father Ripson.

It was moved, seconded and carried to withhold objection to the use of \$60,000 of endowment principal by St. James' Church, Upper Montclair, subject to the understanding that the Committee's action did not constitute "approval" of such use, nor did it constitute any immunization of the parish from the operations of Canon 9 should

financial instability become chronic, and subject further to the following conditions:

1) St. James' will operate with one full time priest until the endowment funds are replenished.

2) The aforesaid replenishment will not adversely affect St. James' commitment to proportional giving and support of the diocese, and

3) Counsel to the parish's Vestry will review the endowment instrument and certify that its terms do not forbid the use of principal for these purposes. In the event that the instrument does forbid such invasion, the Standing Committee would reserve the right to take appropriate action.

It was moved, seconded and carried to consent to the dissolution of the Mission Church of the Ascension in Jersey City.

It was moved, seconded and carried to accept as presented the minutes of the meeting of May 12, 1993.

It was moved, seconded and carried to allow Christ Church, Belleville, to use up to \$13,000 of endowment funds to pay clergy salaries, with the proviso that the congregation will not be returned to full parish status until the endowment funds are restored.

It was moved, seconded and carried to consent to the ordination and consecration of The Rev. Frank Clayton Matthews as Bishop Suffragan of Virginia.

It was moved, seconded and carried to consent to the ordination and consecration of The Rev. James Louis Jelinek as Bishop of Minnesota.

July 14

It was moved, seconded and carried to Consent to a mortgage on Christ Church, Teaneck property in the amount of \$120,000.00, by Westwood Savings Bank, Westwood, New Jersey.

It was moved, seconded and carried to consent to the Ordination and Consecration of the Rev. Joe Morris Doss as Bishop Coadjutor in the Diocese of New Jersey.

It was moved, seconded and carried to Consent to the Ordination and Consecration of the Rev. Mary Adelia Rosamond McLeod as the ninth Bishop of the Diocese of Vermont.

It was moved, seconded and carried to Consent to the Ordination and Consecration of the Rev. James Malone Coleman as Bishop Coadjutor of the Diocese of West Tennessee.

It was moved, seconded and carried to Consent to the Ordination and Consecration of the Rev. Claude Edward Payne as Bishop Coadjutor of the Diocese of Texas.

September 8

It was moved, seconded, and carried to accept, with corrections as noted, the minutes of the meeting of July 14, 1993. Corrections are:

- #3: amount of mortgage should read \$43,000.00;
- #13: delete this item.

It was moved and carried to accept as presented the recap of Standing Committee minutes for 1992, for inclusion in the Diocesan Journal.

It was moved and carried to ratify the action taken by phone poll over the summer to Consent to a Petition from Grace Church, Madison to sell 176 Green Ave., Madison to Pat W. De Biasse and Carmela D. De Biasse for \$345,000.

It was moved and carried to Consent to the installation of the Rt. Rev. Clarence Nicholas Coleridge as Bishop, Diocese of Connecticut.

It was moved and seconded to Consent to the Petition from the DOM to sell 307 Route 94, Vernon, commonly known as the Card Property, for \$100,000. Chancellor Rehill spoke to the Petition and following discussion it was carried to Consent to the sale subject to the Chancellor's approval of the final contract.

It was moved and seconded to Consent to the Petition from the DOM to sell 24 Sherman Street, East Orange for \$91,000.00. Bishop McKelvey spoke to the petition and following discussion it was carried to Consent to the sale subject to the Chancellor's approval of the final contract.

It was moved and carried to approve the request for the cession of Woodford County from the Diocese of Chicago to the Diocese of Quincy pursuant to the provisions of Article V, Section 6 of the Constitution for the Government of the Protestant Episcopal Church in the United States of America.

It was moved, seconded and, following discussion, carried to give approval for the rental of the rectory of Christ Church, Teaneck, subject to the Chancellor's final approval.

October 13

It was agreed to carry forward to the November agenda any consideration of reclassification of Calvary Church, Bayonne.

It was moved and carried to accept as presented the minutes of the meeting of September 8, 1993.

It was moved and carried to recommend the Rev. Kathleen M. Bobbitt to Bishop Spong for ordination to the Priesthood.

It was moved and carried to recommend the Rev. Stephanie L. Keith to Bishop Spong for ordination to the Priesthood.

It was moved and carried to consent to rental for three months of the entire church premises of the Church of the Ascension, Bloomfield, to

the First Baptist Church, Bloomfield, subject to the Chancellor's approval of the final written contract.

November 10

It was moved, seconded and following discussion, carried, with one abstention, to recommend all six postulants to Bishop Spong for Candidacy. Those so recommended are:

Emory E. Byrum	Gladys I. Dennis
Margaret E. Gat	Rosemary H. Lillis
Victoria G. McGrath	Jane A. Tomaine

It was moved and carried to recommend Ellen C. Neufeld to Bishop Spong for Ordination to the Diaconate.

It was moved and carried to Consent to the Ordination and Consecration of the Rev. James E. Folts as Bishop Coadjutor in the Diocese of West Texas.

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

It was moved and carried to request from Calvary Church the standard letter of agreement to not invade endowment funds or capital assets for any purpose without the express Consent of the Bishop and the Standing Committee.

It was moved and carried to accept as presented the minutes of meeting of October 13, 1993.

It was moved and carried to consent to the Petition by the DOM to lease the church space known as Church of the Transfiguration, North Bergen to The Beautiful Evangelical Church (BEC), for the sum of \$500.00 per month, with certain limitations as outlined in the terms of agreement. Such Consent is contingent upon the approval of the Chancellor of the Diocese to the final contract.

It was moved and carried to Consent to the Petition from DOM on behalf of Christ Church, Teaneck, to lease the rectory located at 333 Warwick Avenue, Teaneck to Mr and Mrs. Beresford Irish for the sum of \$1,500.00 per month, subject to the Chancellor's approval of the final contract.

It was moved and carried to Consent to the DOM for the renewal of the lease of parking spaces to YCS at the former St. John Church site, Summit Street in Jersey City, contingent upon Chancellor's approval of the final contract.

It was moved and carried to Consent to the DOM for the renewal of the lease of parking spaces to Jersey City Health Care Corp at the former St. John's Church site, Summit Street in Jersey City, contingent upon Chancellor's approval of the final contract.

It was moved and carried to Consent to the DOM for the lease of the vicarage of the former Church of the Ascension, Jersey City to the Rev. Robert Rea for \$600.00 per month per the terms of the agreement, and contingent upon Chancellor's approval of the final contract.

December 8

It was moved and carried to accept as presented the minutes of the meeting of November 10, 1993.

It was moved and seconded to recommend Ms. Sandra Johnson to Bishop Spong for appointment to the board of the DIT, to fill the unexpired term of Mr. Alfred C. Jones, III. Motion was carried, contingent upon there being no requirement for parochial membership in a church of this diocese.

It was moved and carried to recommend Mr. Michael J. Neufeld to Bishop Spong for ordination to the Diaconate.

It was moved and carried to consent to the Ordination and Consecration of the Rev. J. Clark Grew, II as the Bishop of Ohio.

It was moved and carried that a Resolution of thanks and good wishes to Wanda Hollenbeck be noted in the minutes, to mark the occasion of her retirement. A gift of a Steuben "hand warmer" turtle was presented on behalf of the entire committee.

WARD J. HERBERT FUND BOARD REPORT

For the twelve month period ending December 31, 1993 the Ward J. Herbert Fund Board received a total of 8 grant requests. Upon review it was agreed that each of the said requests were in order and conformance with Convention established criteria.

The total of the grants that were requested was \$85,738. for both Spring and Fall granting periods. The Board reviewed each request very deliberately as the amount of available funds this past year was substantially lower than previously.

We are pleased to report however that we were able to award grants totaling \$30,100. for the year amongst the 8 applicant parishes. These funds were used for various projects, such as plumbing, electrical, boilers/furnaces, roofs, and drainage problems, etc. In one instance also the WJH grant was put to use for structural repairs and restoration of a church tower.

As has been reported before, the Ward J. Herbert Fund has become established as one of the major diocesan sources for funds needed for the specific purpose of often postponed building repairs. In each instance the awarded funds must be matched by the applicant parish. Many thousands of dollars in repairs to church structures have been accomplished therefore since the creation of the Fund by Convention in 1989. It will continue to assist in qualified award grant requests in the future.


William L. Heick, Chair

1993 COMMISSION ON WOMEN'S ISSUES AND MINISTRIES

The Commission on Women's Issues and Ministries is a diocesan commission with six lay and six clergy members appointed by the bishop. The Commission on Women's Issues and Ministries is committed to raising issues which especially affect women. It shares its mission statement with the National Episcopal Women's Caucus:

REJOICING IN THE VAST DIVERSITY OF CREATION,
THE DIOCESAN COMMISSION ON WOMEN'S ISSUES AND
MINISTRIES STRIVES TO CALL THE CHURCH IN THE
DIOCESE OF NEWARK TO FULL IMPLEMENTATION OF
THE BAPTISMAL COVENANT BY:

1. empowering women and men to challenge oppressive structures in the global community, nation, diocese, and church;
2. modeling non-hierarchical ways -- shared leadership and decision-making, womanist and feminist theology and spirituality;
3. giving visibility and respect to women's perspectives and actions in the work and struggle for justice, peace, and the integrity of creation;
4. enabling the church to free itself from racism, sexism, clericalism, heterosexism and from teachings and practices that sustain and reinforce power inequities.

In 1992 the Women's Commission presented a one-day educational program about the issue of clergy sexual exploitation and abuse. "Overstepping Pastoral Boundaries" was led by the Rev. Kathie Ragsdale. This workshop raised an important issue and called much-needed attention to the problem of clergy sexual misconduct. Throughout the year we continued our support of educational efforts about clergy sexual harassment, exploitation, and abuse, working in concert with other diocesan bodies and diocesan officials.

In January we wrote to the Standing Committee of the Diocese of Newark objecting to that body's ratification of the election of the Reverend Jack Iker as bishop coadjutor of the diocese of Fort Worth. In April at the Cathedral of Trinity and Saint Philip in Newark, we held a quiet protest of Bishop Iker's consecration.

The Commission presented two inclusive liturgies for the diocese in 1993. The first was at the conclusion of the ECW-sponsored Today's Woman III in March. The second was on October 15 at St. Gregory's, Parsippany. The preacher at the October 15 service was Dr. Mary Chilton Callaway of Fordham University. The offering collected was donated to WomenFirst, a center for low income and aid-receiving women in Paterson.

Representatives of the Commission attended the November 1 consecration of the Reverend Mary Adelia McLeod as Diocesan Bishop of Vermont, and made a donation to her discretionary fund. Also, a member of the Commission attended Re-Imagining, a global theological conference by women for women and men, held in Minneapolis, November 4-7.

In November of this year the Women's Commission edited an issue of "The Voice," our diocesan newspaper. The theme of this issue was a reinterpretation of the eight Episcopal Church Mission Imperatives of 1988 presented to the General Convention by the Presiding Bishop and the Executive Council of the Episcopal Church. Each of the eight imperatives was a springboard for an article. We emphasized that women's concerns for relational theology and justice and freedom in Christ are identical with the mission of the church.

It was with great pride that we supported one of our members, the Reverend Lucinda Laird, in her nomination for Bishop of North Carolina.

Current members of the Commission include: the Revs. Jo-Ann Murphy, rector of Church of the Transfiguration, Towaco, chair, Emily Bell, vicar of Church of the Incarnation, West Milford, Jeannette DeFriest, priest-in-charge, Church of the Messiah, Chester/Long Valley; Bernie Healey, rector, House of Prayer, Newark, Lucinda Laird, rector, St. Mark's Church, Teaneck, and Ashley Neal, priest-in-charge, All Saints' Church, Glen Rock; and, Mss. Marge Christie, Christ Church, Ridgewood, Lorraine Jones, Epiphany, Orange, Lyn Headley-Moore, executive director, St. Peter's Haven, Clifton, Maria Obermann, St. Paul's, Chatham, Sandra Pinkerton, Good Shepherd, Fort Lee, and Fran Trott, St. Andrew's, Lincoln Park.

In 1994 we plan a liturgy for May 13 in commemoration of the 50th anniversary of the priesthood of Florence Li Tim Oi, the first woman ordained in the Anglican Communion. That service will be held at Christ Church, Ridgewood. The preacher will be Dr. Pamela Chinnis, president of the House of Deputies. As always, the entire diocese -- men and women, adults and children -- is invited.

We will be supporting the ordination to the priesthood of the first women in Great Britain, certainly with our prayers and cheers, also with our presence, if possible. Members of Convention are encouraged to participate in our fund raising efforts. Stop by our booth and make a donation and receive a bright pink "NEWARK GOES TO ENGLAND" button.

YOUTH COMMISSION

The Youth Commission is the appointed body of youth and lay adult volunteers who serve together to oversee the WOODY program and make decisions concerning our life together. The commission meets twice a year and is hosted by one of the members at his/her parish. This body brings the concerns and ideas of the larger diocesan youth community to discussions and seeks to answer those needs through the themes of events. Members are urged to serve on design teams to help plan and implement WOODY retreats.

WOODY

'93 WORLD OF OUR DIOCESAN YOUTH '94

OCT. 1-3 HARVEST OF HOPE
Painted Post, NY

NOV. 5-7 PROVINCE 2 YOUTH NETWORK
Stony Point, NY

NOV. 13 HAPPENING REUNION
St. Andrew/Holy Communion, S. Orange

DEC. 3-5 WOODY/Senior High
"SPIRITUAL GIFT MAPPING: COPING WITH CRISIS"
Camp Hoover, Swartswood, NJ
Grades 9-12 (Apply early)

DEC. 20 CONVENTION PAGE APPLICATIONS DUE

DEC. 28 EAGLE'S NEST CAMP REUNION

DEC. 30 STUFFING PARTY for CONVENTION PAGES
Cathedral House, Newark
10am-2pm
Lunch is provided

JAN. 7-8 WOODY/Junior High
"THAT'S THE SPIRIT!"
Grades 6-8 (Apply early)
(Location to be announced)

JAN.13-16 PRE-HAPPENING #6
(Location to be announced)

FEB. 4-5 DIOCESAN CONVENTION PAGES
Marriot Hotel, Whippany
Limited space for 25 youth to work at convention.

FEB. 18-20 HAPPENING #6
Grades 10-12 Apply early
(Location to be announced)

APRIL 8-10 WOODY/Senior High
Camp Hoover, Swartswood, NJ
Grades 9-12 (Apply early)

MAY 6-7 WOODY/Junior High
(Location to be announced)

LOOK FOR REGISTRATION FORMS FOR
THESE EVENTS AS THEY
APPROACH. ANY
QUESTIONS, COMMENTS OR
SUGGESTION SHOULD BE DIRECTED TO
THE OFFICE OF YOUTH MINISTRIES.

MR. BRADLEY MOOR
24 RECTOR STREET
NEWARK, NEW JERSEY 07102
(201) 622-5886

OFFICIAL ACTS**Clergy Deceased****Ordinations****Candidates for Holy Orders****Clergy Transferred/Deposed/Received****Consents Given By Bishop****Bishops' Visitations****Confirmations****Receptions**

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CLERGY DECEASEDA. D. 1993

January	11	William Stocks
February	22	T. Francis Wynn
November	4	John M. Geene, Jr.

ORDINATIONSA. D. 1993

January	9	Fred Magnuson, Priest, by Bishop Spong, Grace, Madison
June	5	Kathleen Bobbitt, Deacon, by Bishop McKelvey, Trinity & St. Philip's Cathedral, Newark
June	5	Martha Dyson, Deacon, by Bishop Spong, Trinity & St. Philip's Cathedral, Newark
June	5	Stephanie Keith, Deacon, by Bishop McKelvey, Trinity & St. Philip's Cathedral, Newark
June	5	Katherine H. Ragsdale, Deacon, by Bishop Spong, Trinity & St. Philip's Cathedral, Newark
June	5	Lynne Weber, Deacon, by Bishop Spong, Trinity & St. Philip's Cathedral, Newark
December	4	Stephanie Keith, Priest, by Bishop Spong, St. Peter's, Morristown

CANDIDATES FOR HOLY ORDERS

Emory E. Byrum
 Gladys Inez (Funkie) Dennis
 Margaret A. Gat
 Virginia Hummel
 Rosemary H. Lillis
 Victoria G. McGrath
 Ellen C. Neufeld
 Michael J. Neufeld

CLERGY TRANSFERREDA. D. 1993

March	24	Robert B. Dendtler to the Diocese of Atlanta
April	1	Mark M. Beckwith to the Diocese of Western Massachusetts
April	5	Donor MacNaice to the Diocese of Hawaii
April	20	Bonnie A. Perry to the Diocese of Chicago
June	30	Alfonso A. Narvaez to the Diocese of West Texas
August	20	Luka R. Nelson to the Diocese of Pennsylvania
September	1	Barton Brown to the Diocese of New Jersey
September	1	Ledlie I. Laughlin, Jr., to the Diocese of Connecticut
October	9	Jeffrey B. MacKnight to the Diocese of Washington
November	11	Richard A. Demarest to the Diocese of Pittsburgh
December	1	Mark Bruce Pendleton to the Diocese of Connecticut

CLERGY DEPOSED

June	19	Peter Henry Van Ness, under Title IV, Canon 8, Section 1
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CLERGY RECEIVEDA. D. 1993

January	20	Fletcher Harper from the Diocese of New York
February	12	John G. Hartnett from the Diocese of New York
March	24	Gregory A.M. Cole from the Diocese of Washington
September	20	John S. Nieman from the Diocese of Maine
November	1	Judith McConnell Baldwin from the Diocese of New Hampshire

CONSENTS GIVEN BY THE BISHOP OF NEWARK TO
ELECTIONS, CONSECRATIONS, RESIGNATIONS OF BISHOPS

A. D. 1993

Jan	18	Consent for the election of a Bishop Coadjutor for the Diocese of Massachusetts
Feb	10	Consent to the election of The Rev. Jack L. Iker as Bishop of the Diocese of Fort Worth
Feb	10	Consent to the election of The Rev. James M. Stanton as Bishop of the Diocese of Dallas
Feb	18	Consent for the election of a Bishop Coadjutor for the Diocese of West Texas
Feb	19	Consent for the election of a Bishop Coadjutor for the Diocese of Texas
Mar	8	Consent to the election of The Rev. Jean Zache Duracin as Bishop Coadjutor of the Diocese of Hawaii
Apr	13	Consent to the election of The Very Rev. Bertram N. Herlong as Bishop of the Diocese of Tennessee
Jul	22	Consent to the cession of Woodford County from the Diocese of Chicago to the Diocese of Quincy
Aug	12	Consent to the election of The Rev. Canon F. Clayton Matthews as Suffragan Bishop of the Diocese of Virginia
Sep	7	Consent to the election of The Rev. Claude Edward Payne as Bishop Coadjutor of the Diocese of Texas
Oct	12	Consent to the election of The Rev. James L. Jelinek as Bishop of the Diocese of Minnesota
Nov	8	Consent for the election of a Suffragan Bishop for the Diocese of Southeast Florida
Nov	29	Consent to the election of The Rev. James E. Folts as Bishop of the Diocese of West Texas
Dec	27	Consent for the election of a Suffragan Bishop for the Diocese of Southern Ohio

Bishops' Visitations - 1993

	Confirmed	Received
Allendale, Epiphany (Bsp. McKelvey)	4	
Bayonne, Calvary (Bsp. Spong/McKelvey)	7	1
Bayonne, Trinity (Bsp. McKelvey)	2	1
Belleville, Christ		
Belvidere, St. Mary's (Bsp. McKelvey)	5	
Bergenfield, All Saint's (Bsp. Spong)	1	
Bloomfield, Advent		
Bloomfield, Ascension (Bsp. Spong)		
Bl'field/Glen Ridge, Christ (Bsp. Spong/Ray)	12	18
Boonton, St. John's (Bsp. McKelvey)	5	
Budd Lake, Christ (Bsp. McKelvey)	2	3
Chatham, St. Paul's (Bsp. McKelvey)	5	
Chester, Messiah (Bsp. Spong)	6	
Cliffside Park, Trinity (Bsp. Spong)	7	8
Clifton, St. Peter's (Bsp. Spong)	6	
Denville, The Saviour (Bsp. Spong)	12	3
Dover, St. John's (Bsp. Spong)	6	
East Orange, Christ (Bsp. McKelvey)	10	
East O. St. Agnes' & St. Paul's (Bsp. McKelvey)	10	2
Englewood, St. Paul's (Bsp. Spong)	9	2
Essex Fells, St. Peter's (Bsp. McKelvey)	11	1
Fair Lawn, Atonement (Bsp. McKelvey)	3	1
Fort Lee, Good Shepherd (Bsp. Spong/McKelvey)	4	6
Glen Rock, All Saints'		
Hackensack, Christ (Bsp. Spong)	9	
Hackensack, St. Anthony (Bsp. McKelvey)	10	14
Hackensack, St. Cyprian's (Bsp. Spong)	1	
Hackettstown, St. James (Bsp. McKelvey)	1	5

Bishops' Visitations - 1993

Haledon, St. Mary's (Bsp. Spong/McKelvey)	4	1
HarringtonPark, St. Andrew's (Bsp. Spong)	4	
Harrison, Christ (Bsp. McKelvey)		1
Hasbrouck Hgts., St. John (Bsp. McKelvey)	7	
Haworth, St. Luke's (Bsp. Spong)	4	
Hawthorne, St. Clement's (Bsp. McKelvey)	5	
Hillsdale, Holy Trinity (Bsp. McKelvey)	3	
Hoboken, All Saints'		
Ho-Ho-Kus, St. Bartholomew's (Bsp. Spong)	3	
Hope, St. Luke's (Bsp. Spong)	3	
Irvington, Trinity		
Jersey City, Grace, Van Vorst (Bsp. McKelvey)		
Jersey City, Incarnation (Bsp. Spong/Elisee)	6	2
Jersey City, St. Matthew's		
Jersey City, St. Paul's (Bsp. Spong/McKelvey)	6	2
Jersey City, St. Stephen's		
Kearny, Trinity (Bsp. McKelvey)		
Kinnelon, St. David's (Bsp. McKelvey)	4	
Leonia, All Saints' (Bsp. Spong)	6	4
Lincoln Park, St. Andrew's (Bsp. Spong)		
Little Falls, St. Agnes' (Bsp. Spong)		
Livingston, St. Peter's (Bsp. McKelvey)	3	2
Lyndhurst, St. Thomas' (Bsp. Spong)	2	
Madison, Grace (Bsp. Spong)	12	6
Maplewood, St. George's (Bsp. Spong)	2	5
Maywood, St. Martin's (Bsp. Spong)	4	
Mendham, St. Mark's (Bsp. Spong)	8	1
Midland Park, Good Shepherd (Bsp. Spong)	1	
Millburn, St. Stephen's (Bsp. Spong)	1	1
Millington, All Saints' (Bsp. Spong)	13	

Bishops' Visitations - 1993

Milton/OakRidge, St. Gabriel's (Bsp. Spong)	2	
Montclair, St. John's (Bsp. McKelvey)	2	
Montclair, St. Luke's (Bsp. McKelvey)	11	2
Montclair, Trinity (Bsp. Spong)	5	1
Montvale, St. Paul's (Bsp. McKelvey)	5	2
Morris Plains, St. Paul's (Bsp. Spong)	10	8
Morristown, Redeemer (Bsp. McKelvey)	4	10
Morristown, St. Peter's (Bsp. Spong)	11	
Mt. Arlington, St. Peter's (Bsp. McKelvey)		1
Mountain Lakes, St. Peter's (Bsp. McKelvey)	5	
Newark, Grace (Bsp. Spong)	1	1
Newark, House of Prayer (Bsp. McKelvey)	3	
Newark, Mar Thoma		
Newark, St. Andrew's	7	
Newark, St. Barnabas' (Bsp. Spong)	8	
Newark, Trinity Cathedral		
Newton, Christ (Bsp. Spong)	11	
North Arlington, St. Paul's (Bsp. McKelvey)		
North Bergen, Transfiguration (Bsp. McKelvey)		
Norwood, Holy Communion (Bsp. Spong)	3	3
Nutley, Grace (Bsp. McKelvey)	12	2
Nutley, Chinese Ministry (Bsp. McKelvey)	6	8
Oakland, St. Alban's		
Oradell, Annunciation (Bsp. Spong)	6	2
Orange, All Saints' (Bsp. McKelvey)	4	
Orange, Epiphany (Bsp. McKelvey)	3	
Panther Valley Eucmenical Min. (Bsp. Spong)		
Paramus, St. Matthew's (Bsp. McKelvey)		
Parsippany, St. Gregory's (Bsp. Spong)	5	
Passaic, St. John's (Bsp. Spong/McKelvey)	6	

Bishops' Visitations - 1993

Paterson, Holy Communion (Bsp. Spong)	4	
Paterson, St. Paul's		
Paterson, Trinity		
Phillipsburg, St. Luke's (Bsp. McKelvey)	8	
Pompton Lakes, Christ (Bsp. Spong)	13	2
Ramsey, St. John's (Bsp. Spong)	10	
Ridgefield, St. James'		
Ridgefield Pk., St. Mary (Bsp. McKelvey)	4	
Ridgewood, Christ (Bsp. McKelvey/Thauner)	9	2
Ridgewood, St. Elizabeth's (Bsp. Spong)	10	
Ringwood, Good Shepherd (Bsp. Spong)	1	
Rochelle Park, St. Peter's (Bsp. McKelvey)	2	2
Rutherford, Grace (Bsp. McKelvey)	6	5
Secaucus, Our Saviour (Bsp. Spong)		
Short Hills, Christ (Bsp. McKelvey)	12	9
S. Orange, St. Andrew/H. Comm. (Bsp. Spong)		2
Sparta, St. Mary's (Bsp. McKelvey)	10	1
Succasunna, St. Dunstan's (Bsp. Spong)	4	
Summit, Calvary (Bsp. Spong)	8	
Teaneck, Christ (Bsp. Spong)	7	
Teaneck, Mar Thoma		
Teaneck, St. Mark's (Bsp. Zabriskie)	6	2
Tenafly, Atonement (Bsp. Spong)	1	
Totowa, Christ (Bsp. Spong)	1	
Towaco, Transfiguration		
Union City, Grace		
Union City, St. John's		
Upper Montclair, St. James' (Bsp. Spong)	4	3
Vernon, St. Thomas' (Bsp. Spong)		1
Verona, Holy Spirit (Bsp. Spong)	5	1
Wantage, Good Shepherd (Bsp. McKelvey)	5	
Washington, St. Peter's (Bsp. Spong)		1

Bishops' Visitations - 1993

Wayne, St. Michael's		
West Milford, Incarnation		
West Orange, Holy Innocents		5
(Bsp. McKelvey)		
West Orange, Holy Trinity	4	
(Bsp. McKelvey)		
West Orange, St. Mark's	4	
(Bsp. Spong)		
Westwood, Grace	2	2
(Bsp. McKelvey)		
Wood-Ridge, St. Paul's & Resur	3	
(Bsp. Spong)		

the DIOCESE of NEWARK



JOHN C. ZINN
Chief Financial Officer

January 10, 1994

To: The 120th Convention of the Diocese of Newark

Enclosed with this letter is the financial statement for the month of December and all of 1993. The purpose of this letter is to comment on the major points of the statement.

Income

The financial statement reflects \$45,000 in belated pledges which are from 1992, represent the 1992 surplus and appear as an income line in the 1994 budget. This amount is not part of 1993 finances, but appears on the 1993 statement since the money was received in 1993.

Pledge income is projected to be over budget for the year. Included in this figure is an accrual of \$162,000 which represents the best estimate of pledge income receivable as of the date of this letter. All other income is firm, any amount collected above the \$162,000 would be a surplus barring any 1993 additional 1993 expenses.

Disbursements

The financial statement reflects full payment to the National Church of 25% of pledge and investment income. As of the date of this letter, about 50% of the obligation has been accrued, but not paid. Some portion of this will be paid prior to Convention and the balance should be paid within the first quarter depending in large measure on the receipt of outstanding pledge payments. Other outreach lines were on budget, while mission and program lines were funded to the extent requested.

Diocesan Staff lines were under budget with only a few minor negative variances. The most significant negative variance in 1993 was in the operating expense category. We have taken steps to control costs in this area and have tried to be more realistic in budgeting for 1994. The other major negative variance was the Diocesan Convention line which was partially due to the Special Convention held in 1993. As with operating expenses steps have been taken to control expenses and this line was very carefully reviewed for 1994.

CATHEDRAL HOUSE • 24 RECTOR STREET • NEWARK, NEW JERSEY • 07102
PHONE (201) 622-4306 FAX (201) 622-3503

Summary

The financial statement reflects a deficit of \$20,000, which must be increased by the \$45,000 in belated pledges resulting in a negative bottom line of \$65,000. This is the amount of the 1991 surplus that was an income line in the 1993 budget resulting in a break even result for 1993. This is still, of course, subject to the collection of the pledges receivable.

Sincerely yours,

A handwritten signature in cursive script, appearing to read "John G. Zini". The signature is written in dark ink on a white background.

DIOCESE OF NEWARK

RUN DATE 1/10/94 10.31.26

BUDGETED FINANCIAL STATEMENT
FOR ACCOUNTING PERIOD 12 DECEMBER

1 DIOCESAN COUNCIL
100.00 PCT. OF YEAR

PAGE 1

DESCRIPTION	ANNUAL BUDGET	CURRENT PERIOD		YEAR - TO - DATE				
		BUDGET	ACTUAL	VARIANCE	BUDGET	ACTUAL	VARIANCE	P
INCOME								
RELATED PLEDGES	.00	.00	4,765.00	4,765.00	.00	45,120.29	45,120.29	
PAUL MOORE FUND INCOME	11,000.00	963.33	3,010.93	3,993.76	11,000.00	11,041.97	759.73	93.
PLEDGE INCOME COMING	2,041,000.00	170,003.33	401,344.03	231,842.70	2,041,000.00	2,051,700.78	10,700.78	100.
INVESTMENT INCOME	155,000.00	12,916.67	15,707.04	2,771.17	155,000.00	144,440.73	10,559.27	93.
OTHER INCOME	32,000.00	2,666.67	15,000.39	13,123.72	32,000.00	30,093.44	1,906.56	94.
OFFICE EXPENSE REIMBURSE	5,000.00	916.67	1,225.90	808.23	5,000.00	9,148.67	4,148.67	182.
CONVENTION & CONFERENCE	20,000.00	2,333.33	.00	2,333.33	20,000.00	27,113.75	800.25	101.
VOICE CONTRIBUTIONS	4,500.00	375.00	126.00	249.00	4,500.00	2,378.00	2,122.00	52.
TOTAL INCOME	2,277,300.00	189,775.00	435,959.73	246,104.73	2,277,300.00	2,321,076.95	43,776.95	101.
DIOCESAN OUTREACH								
NATIONAL CHURCH	544,000.00	45,750.00	274,725.00	228,975.00	544,000.00	544,225.00	225.00	100.
NEW JERSEY COUNCIL OF CH	24,400.00	2,200.00	2,200.00	.00	24,400.00	24,400.00	.00	100.
OUTREACH PROJECTS	40,300.00	3,358.33	.00	3,358.33	40,300.00	41,207.34	907.34	100.
TOTAL OUTREACH	615,700.00	51,308.33	276,925.00	228,616.67	615,700.00	616,232.34	532.34	100.
MISSION & MINISTRY								
DEPARTMENT OF MISSIONS	366,000.00	30,500.00	30,500.00	.00	366,000.00	366,000.00	.00	100.
COMMISSION ON MINISTRY	5,000.00	416.67	.00	416.67	5,000.00	5,000.00	.00	100.
TOTAL MISSION & MINISTRY	371,000.00	30,916.67	30,500.00	416.67	371,000.00	371,000.00	.00	100.
DEPARTMENT OF PROGRAM								
DEPARTMENT OF PROGRAM	40,600.00	4,050.00	2,379.37	1,670.63	40,600.00	37,733.75	2,866.25	77.
TOTAL DEPT. OF PROGRAM	40,600.00	4,050.00	2,379.37	1,670.63	40,600.00	37,733.75	2,866.25	77.
YOUTH MINISTRY	30,800.00	2,546.67	5,000.00	2,433.33	30,800.00	25,000.00	5,800.00	81.
THE VOICE	30,400.00	3,200.00	5,573.26	2,373.26	30,400.00	30,492.51	7,092.51	79.
TOTAL VOICE & OTHERS	69,200.00	5,746.67	10,573.26	4,806.59	69,200.00	55,492.51	13,707.49	80.
DIOCESAN STAFF								
BISHOP'S OFFICE	176,500.00	14,700.33	12,376.91	2,323.42	176,500.00	170,123.13	6,376.87	96.
SUFFRAGAN BISHOP	134,700.00	11,225.00	9,017.62	2,207.38	134,700.00	131,098.17	3,601.83	97.
URBAN MINISTRY	10,500.00	1,541.67	.00	1,541.67	10,500.00	10,799.98	299.98	101.
DEPLOYMENT OFFICER	80,200.00	7,350.00	7,066.76	283.25	80,200.00	83,867.58	3,667.58	95.
ADMINISTRATIVE OFFICER	101,300.00	8,441.67	4,176.96	4,264.71	101,300.00	100,916.24	383.76	99.
CHIEF FIN OFFICER & STAF	106,000.00	15,500.00	13,609.55	1,890.45	106,000.00	103,793.13	2,206.87	98.
DIRECTOR OF MAINTENANCE	22,300.00	1,050.33	1,004.70	45.63	22,300.00	23,777.84	1,477.84	106.
CLERGY DEPLOYMENT	1,000.00	83.33	.00	83.33	1,000.00	910.29	89.71	91.
LAY PENSION	.00	.00	.00	.00	.00	159.36	159.36	.00
PROPERTY MANAGEMENT	26,200.00	2,183.33	2,183.33	.00	26,200.00	26,199.96	.04	100.
TOTAL DIOCESAN STAFF	784,700.00	62,091.66	62,235.02	10,505.04	784,700.00	749,395.72	35,304.28	98.

DIOCESE OF NEWARK

RUN DATE 1/10/94 18.31.28

BUDGETED FINANCIAL STATEMENT
FOR ACCOUNTING PERIOD 12 DECEMBER1 DIOCESAN COUNCIL
100.00 PCT. OF YEAR

PAGE 2

DESCRIPTION	ANNUAL BUDGET	CURRENT PERIOD			YEAR - TO - DATE			
		BUDGET	ACTUAL	VARIANCE	BUDGET	ACTUAL	VARIANCE	PCT
UTILITIES	11,000.00	916.67	.00	916.67-	11,000.00	12,497.81	1,097.81	109.92
TELEPHONE	18,000.00	1,560.00	1,971.27	471.27	18,000.00	21,669.19	3,669.19	123.36
HEAT AND OTHER SERVICES	22,000.00	1,833.33	3,839.90	2,006.57	22,000.00	24,781.73	2,781.73	112.64
BUILDING MAINTENANCE	23,400.00	1,950.00	2,992.50-	1,042.50-	23,400.00	24,676.65	1,276.65	105.44
CASUALTY INSURANCE	13,000.00	1,083.33	.00	1,083.33-	13,000.00	12,173.00	827.00-	93.64
OFFICE SUPPLIES	18,000.00	1,500.00	4,341.38	2,861.38	18,000.00	24,495.82	6,495.82	136.09
POSTAGE	20,600.00	1,716.67	1,841.58	124.91	20,600.00	19,231.63	1,368.37-	93.34
OFFICE MACHINE RENTALS	31,000.00	2,583.33	2,489.67	93.66-	31,000.00	37,371.91	6,371.91	120.55
MISCELLANEOUS OPERATING	6,000.00	500.00	666.94	166.94	6,000.00	6,774.71	774.71	112.91
TOTAL OPERATING EXPENSE	163,000.00	13,583.33	12,117.74	1,465.59-	163,000.00	183,271.90	20,271.90	112.44
GENERAL EXPENSE								
AUDIT	5,900.00	491.67	1,600.00-	2,091.67-	5,900.00	5,900.00	.00	100.00
FIDELITY BOND & WORKER'S	6,300.00	525.00	.00	525.00-	6,300.00	4,655.00	1,645.00	105.62
GROUP LIFE INSURANCE	35,000.00	2,916.67	.00	2,916.67-	35,000.00	38,725.08	3,725.08	110.48
COMPREHENSIVE MEDICAL IN	144,000.00	13,666.67	.00	13,666.67-	144,000.00	145,357.11	1,357.11	100.82
TOTAL GENERAL EXPENSE	211,200.00	17,600.01	1,600.00-	19,200.01-	211,200.00	216,637.19	5,437.19	102.57
VENTIONS & OTHER MEETINGS								
ANNUAL CONFERENCE	400.00	33.33	400.00	366.67	400.00	400.00	.00	100.00
EM. CONV. ASST	40,200.00	3,350.00	.00	3,350.00-	40,200.00	40,200.00	.00	100.00
GENERAL CONVENTION DEPUT	10,000.00	833.33	10,000.00	9,166.67	10,000.00	10,000.00	.00	100.00
PROVINCIAL SYNOD ASSESSN	3,500.00	291.67	.00	291.67-	3,500.00	3,450.00	50.00-	98.57
PROVINCIAL SYNOD DEPUT.	2,000.00	166.67	.00	166.67-	2,000.00	1,350.00	650.00-	67.50
DIOCESAN CONVENTION EXPE	50,000.00	4,166.67	.00	4,166.67-	50,000.00	59,713.70	9,713.70	119.42
DIOCESAN JOURNAL EXPENSE	1,200.00	100.00	1,075.55	975.55	1,200.00	1,439.55	239.55	119.94
DIOCESAN COUNCIL EXPENSE	2,300.00	191.67	714.81	523.14	2,300.00	3,227.85	927.85	140.34
TOTAL CONVENTION & OTHER	109,600.00	9,133.34	12,190.36	3,057.02	109,600.00	119,781.10	10,181.10	109.29
TOTAL EXPENSES	2,343,000.00	195,250.01	395,421.55	200,171.54	2,343,000.00	2,391,144.51	48,144.51	102.57
REVENUE IN EXCESS OF EXP	65,700.00-	5,475.01-	40,538.18	46,013.19	65,700.00-	20,067.50-	45,632.50	30.57

DIOCESE OF NEWARK



PROPOSED BUDGET

1994

The budget committee of the Diocesan Council is pleased to present the proposed 1994 Diocesan budget to the Diocesan Council and the Diocesan Convention. The 1994 budget marks the fifth budget prepared under the 50/50 giving system.

The 1994 budget process was extremely difficult due to the fact that the total budget is actually smaller than the 1993 budget. This was caused by lower income, although not lower pledge income. In fact pledge income is projected to increase by \$49,000 or 2.4%, the pledge increase is the major reason that there are no substantial cuts in the proposed budget. The income problems are in the area of the prior year's surplus and investment income. Diocesan Convention has directed that operating surpluses become income lines two years later, for example the 1992 surplus is an income line in the 1994 budget. There is little or no control over this item and the amount is \$20,000 lower than in 1993. Investment income is lower for several reasons that will be discussed later.

While the increase in pledge income is a positive factor it remains painfully clear that parochial stewardship continues to be a major problem in the Diocese of Newark. The wide disparity in stewardship results, frequently between similar congregations, reinforces the belief that the most important factor is the commitment of the clergy and lay leadership to stewardship. Ultimately the long term viability of all congregations and our diocese itself depends upon the quality of the parochial stewardship program. If the situation does not change then the time will certainly come when a major item or items will have to be cut from the budget.

Income

Total income is projected to decline slightly by \$7,000 or less than 1/2 of 1%. Only two income lines are projected to decline, the prior year's surplus and investment income. Unfortunately the three lines projected to increase, pledge income, convention fees and office expense reimbursement, will not increase by enough to completely offset this decline.

Investment income is projected to decline by \$52,000 or about 50%. This is due to the continuing decline in interest rates and a lower level of capital gains used as income in 1994. It will be recalled that the 1993 budget included some \$74,000 in actual capital gains. Realizing that such capital gains can and should be part of investment income over the long term, the Diocesan Council has been asked to approve guidelines for 1994 and beyond. These guidelines limit the amount to a percentage of the per share value including actual dividend income. Ultimately the percentage will be reduced to 6%, but this will be done gradually by 1% per year from a high of 9% in 1994. This will allow the use of a portion of a reasonably high level of accumulated capital gains, but in a way that will prevent excessive use.

The projected 2.4% or \$49,000 increase in pledge income is almost exactly the same as the 1993 increase in pledge income. The percentage of churches increasing the percentage pledge increased slightly from 30% to 34%, about 2/3's of our churches continued the percentage pledge at the 1993 level. Some churches have not increased the percentage

pledge for several years. It should be noted that the spirit of the 50/50 giving system is to gradually increase the percentage pledge while moving towards the goal of 50/50 giving.

Disbursements

The percentage of income going to outreach remains at 27.5% of pledge and investment income. This is the first year that the percentage has not increased which is due to the income situation. The percentage given to the National Church remains at 25% of pledge and investment income which is projected to be \$25,000 less than the amount assigned by the National Church. The National Church is studying its apportionment system and seems headed towards changing its formula from a percentage of total parochial income to a percentage of diocesan income, which is more consistent with our approach.

Funding for the New Jersey Council of Churches remains at 1.2% of income, the Council is in the process of searching for a new executive director. In 1993 other outreach projects consisted of 1.3% of income plus the income from the Paul Moore Fund which is designated for outreach. The 1994 budget proposes that \$11,000 of that income be designated by the Convention for the Oasis and Episcopal Community Development. More will be said about Oasis under the Department of Missions, Episcopal Community Development or ECD is the Diocese of Newark's community development agency serving disadvantaged communities in our diocese. In making a budget request ECD's most important priority is to have a line in the diocesan budget which the proposed budget accomplishes.

There is no question that designating \$11,000 of outreach funding limits the outreach funding to be allocated by the Diocesan Council. However, both ECD and Oasis have received outreach grants before and would not be eligible for that process so that the reduction is not a 100% dollar for dollar reduction.

As part of the 1994 budget process the budget committee received a request for \$411,000 from the Department of Missions and a \$53,000 request from the Oasis which had previously been funded under the DOM. The Oasis request is for the compensation package of the missionary with the board to raise the necessary program funding. There was a great deal of discussion about where the Oasis should appear in the diocesan budget, but it was mutually agreed that it should remain in the DOM for at least for one more year. The budget committee does support the ultimate goal of having the Oasis appear as a separate line in the budget. The total funding for the Oasis between the \$10,000 under outreach and the amount designated under the DOM appropriation is about \$10,000 short of the funding requested. This reduction is due to the overall constraints on the budget.

The Department of Missions request of \$411,000 included increased funding for repairs and renovations for mission churches and aided parishes as well as increased funding for aided parishes and consultants. In working with the DOM on its request it was determined that a large portion of the repair funding could be obtained from an ECLF loan and a restructuring of the DOM's endowment could significantly increase its investment income. These steps dramatically

reduce the 1994 diocesan funding needed by the DOM, the overall situation required another \$12,000 cut in the DOM's request. It is believed that the DOM can absorb this cut and still achieve its 1994 goals.

Funding for the Commission on Ministry was cut back based upon the financial situation, the commission's balance forward and concerns about some items in the commission's budget. The proposed level of funding plus the balance forward should allow the commission to meet its canonical responsibilities. The clergy conference proposal for \$9,000 in funding is towards 50% of the cost of what is intended to be an annual clergy conference to foster clergy development. This should not be confused with the clergy partner conference which was discontinued a few years ago.

The Department of Program is in an interim period in 1994 as it works on a new model for diocesan program beginning in 1995. The request of \$36,000 was to continue the work of existing commissions. However, actual spending in 1993 was well below budget, the proposed spending for 1994 is above the level of actual 1993 spending. The youth ministry line represents the diocesan contribution towards the camping program and the diocesan youth ministry program. This program had a surplus in 1993 and that surplus in addition to the proposed 1994 level of funding will be equal to the requested 1994 funding. Proposed funding for the VOICE is higher than the actual expenses for 1993 plus some additional margin.

Total funding for the diocesan staff will decrease slightly in 1994. This is due to the elimination of the urban ministry line plus the reduction of some expenses in relation to actual experience. A budgeted salary increase of 4% was requested, but this was reduced to 2% for the Bishops and the core staff and 4% for the support staff. Support staff salary increases are based upon performance evaluation and are not automatic. Medical insurance rates are projected to increase by 20% due primarily to poor claims experience in 1993.

Operating expenses are projected to increase by \$16,000 or almost 10%. Compared to actual 1993 expenses the proposed 1994 funding is almost exactly the same. There is a new line for debt service which proposes funding of \$5,000, this would be in the event that the diocese moves to 10 Washington Place in 1994 and incurs a mortgage as part of that move. The remaining operating expenses have been reviewed very carefully and are believed to be the best projections at this time. This area will be watched very closely during 1994.

The major change in the medical insurance category reflects the 20% increase mentioned earlier for the basic diocesan group and a 15% increase of the separate medigap program for retired clergy. It will be recalled that the actual 1993 medical insurance cost was less than budget so that the budget to budget increase is less than 20%. The conventions and other meetings category is basically the same as in 1993. The costs of diocesan convention have been reviewed very carefully and the actual cost should come in with the proposed amount.

DIOCESAN UNIFIED BUDGET

Income	1993 Approved	1994 Proposed
Investment Income	\$155,000	103,000
Other Income	32,000	33,000
VOICE Appeal	4,500	5,500
Convention & Conference Fees	28,000	38,500
Office Expense Reimbursement	5,000	10,000
Paul Moore Fund Income	11,800	11,000
Sub Total	236,300	201,000
Prior Year's Surplus	65,700	45,000
Congregational Pledges	2,052,000	2,100,000
Reserve for Non Payment	11,000	10,000
Net Pledge Income	2,041,000	2,090,000
Total Income	2,343,000	2,336,000

DIOCESAN BUDGET
OUTREACH, MISSION AND PROGRAM

Item No.	1993 Approved	1994 Requested	1994 Proposed
Outreach			
1. National Church/Exec. Council	\$549,000	573,000	548,250
2. N.J. Council of Churches	26,400	26,300	26,300
3. Oasis		10,000	10,000
4. Episcopal Community Development		23,000	1,000
5. Outreach Projects	40,300	28,600	28,600
Total Outreach	615,700	660,900	614,150
6. Department of Missions	366,000	453,475	370,700
7. Commission on Ministry	5,000	4,600	1,000
8. Clergy Conference		9,000	6,000
9. Department of Program	48,600	56,057	40,000
10. Youth Ministry	30,800	30,800	24,800
11. The VOICE	38,400	38,100	30,000
Total Outreach, Mission & Program	1,104,500	1,252,932	1,086,650

DIOCESAN ADMINISTRATION

Diocesan Staff

12. Bishop & Staff of 1 1/2	176,500	178,400	169,300
13. Suffragan Bishop & Sec.	134,700	139,000	133,500
14. Urban Ministry	18,500	0	0
15. Deployment Officer & Sec.	89,200	92,900	90,100
16. Admin. Officer & Staff of 2	101,300	121,200	108,300
17. Chief Fin. Officer & Staff of 3	186,000	196,700	193,200
18. Director of Maint.	22,300	24,200	24,200
19. Property Management	26,200	27,200	27,200
Total Salaries & Benefits	754,700	779,600	745,800

DIOCESAN UNIFIED BUDGET

Diocesan Administration (continued)

Item No.	Operating Expenses	1993 Approved	1994 Requested	1994 Proposed
20.	Debt Service		5,000	5,000
21.	Utilities, Electric, Water	11,000	13,000	13,000
22.	Telephone	18,000	21,000	21,000
23.	Contracted Services & Heat	22,000	24,000	24,000
24.	Building Maintenance & Repairs	23,400	21,000	21,000
25.	Casualty Insurance	13,000	16,000	16,000
26.	Office Supplies	18,000	20,000	20,000
27.	Postage	20,600	20,600	20,600
28.	Office Machines Expense	31,000	32,000	32,000
29.	Miscellaneous Expense	6,000	6,000	6,000
Total Operating Expense		163,000	178,600	178,600
General Expense				
30.	Audit	5,900	5,300	5,300
31.	Fidelity Bond & Worker's Comp.	6,300	6,450	6,450
32.	Group Life Insurance	35,000	30,000	30,000
33.	Group Medical Insurance	164,000	172,000	172,000
Total General Expense		211,200	213,950	213,950
Conventions & Other Meetings				
34.	Lambeth Conference Expenses	400	400	400
35.	Gen. Convention Assessment	40,200	41,200	41,200
36.	Gen. Convention Deputies Expense	10,000	7,800	7,800
37.	Provincial Synod Assessment	3,500	5,600	5,600
38.	Provincial Synod Dep. Expense	2,000	1,500	1,500
39.	Diocesan Convention Expense	50,000	51,000	51,000
40.	Diocesan Journal Expense	1,200	1,200	1,200
41.	Diocesan Council Expense	2,300	2,300	2,300
Total Conventions and Other Meetings		109,600	111,000	111,000
Total Administration		1,238,500	1,283,150	1,249,350
Total Budget		2,343,000	2,536,002	2,336,000

Detail of Clergy Salaries & Benefits

	1993 Approved	1994 Proposed
Item 12. Diocesan Bishop		
Salary	\$72,200	\$73,700
Benefits	48,600	47,200
Total	120,800	120,900
 Line 13 Suffragan Bishop		
Salary	49,200	50,200
Benefits	51,200	48,600
Total	100,400	98,800

All figures are rounded off to the nearest hundred dollars.

LICENSED LAY LEADERS
(Lay Readers, Chalice Bearers, Eucharist Ministers)

ALLENDALE, EPIPHANY - *Nina P. Anderson, *Edgar O. Curtiss Jr.,
*Joseph Griswold, *Dana W. Hiscock, *Earl T. Sniffin,
*William Viggiani.

ARLINGTON, TRINITY - *Fred E. Hall, *George T. Measor, Janice
G. O'Hara, *Frances M. Robbins, Judith H. Scherzo, *Carol I.
Stec.

BAYONNE, CALVARY - June D. McComb, Harriet L. Weening,
Robert E. Winthrop.

BAYONNE, TRINITY - *Charlotte T. Dittrich, *Joanne P.
Warwick, Bernadette V. White, *Eleanor Wilson

BELLEVILLE, CHRIST - Doris Cxypoliski, *Richard Drake, *Elaine
Idenden, *John E. Idenden, *Thomas Idenden, *Thomas Lumbard,
Raymond Mertz.

BELVIDERE, ST. MARY'S - **Linda M. Beal, *Gail H. Marin,
**Laurie Matarazzo, **Clarence C. Stout, **Frederick E.
Williams, Sr., **Sandra L. Williams

BERGENFIELD, ALL SAINTS' - **David Biesel, **Diane J. Biesel,
**Edward L. Bolce Jr., ** Patricia D. Greenspan, **Robert C.
O'Neill, *Laura Oostendorp, **John Racich, **Barbara Rhodes.
LAY EUCHARISTIC MINISTERS - Laura Wells, Douglas Wingerath.

BLOOMFIELD/GLEN RIDGE, CHRIST - *Lioeni Ali, *Gerard Amirault,
*Douglas W. Archer, Stewart Carpenter, *Frank P. Costa,
**Cathy L. Deats, *Domenic DiStefano, *Betty C. Felice,
*Barbara G. Gannon, **Bonnie A. Gustafsson, **George B.
Hallock, *Thomas E. Harney, *Barbara C. Humphrey, *Sharon L.
Kimmel, *Jill Knapp, *Richard Lamb, *Alan E. Lawrence, *Jay
Littman, *Judith Mack, * Diane L. Mayo, *Ronald F. McGrail,
*Marjorie E. Nicol, *J. Brian Selleck, *Holly Trunley,
**Denise Y. Turner.

BOONTON, ST. JOHN'S - *Barbara Busch, *Ian Moricz, *William
A. Muller, *Lily R. Pope.

BUDD LAKE, CHRIST - **William Coleman, **Shirley DuBois, **Ann
B. Edgar, **Sharon Kovach, **Maria Koenig, **Joan C.
Mazalatis, **Yvonne McCarthy.

CHATHAM, ST. PAUL'S - *Jessie R. Cochran, Ginger Dellenbaugh,
 *Joanna C. Dellenbaugh, Marianne H. Felch, Jeffrey E. Fleming,
 **Nancy S. Foster, **Robert E. Frey, Everett J. Fuller,
 *Thomas V. Kelsey, Joseph A. LaVela, *Douglas E. Miles, *James
 P. Moore, Jr., *Jane W. Orenstein, Patricia A. Rossmann,
 *Rudolph R. Savory, *Elizabeth B. Stockly, **John G. Stockly,
 *Edward K. Wilcox, Jr.

CHESTER, MESSIAH, *Andrew Andreeko, Nancy Andreeko, *Margaret
 J. Armstrong, *Mary B. Aromin, **Barbara J. Barnard, Robert H.
 Burnett, *Murray A. Cappers, Jr, *Louis E. Fifer IV, *Patricia
 A. Goffinett, **V. Dale Gruner, *Stephen W. Harvey, *David P.
 Heistand, *Phyllis H. Heistand, **Cheryl A. Kasper, *Judith G.
 Kilgore, *Kathryn L. King, Marcia A. Lloyd, Norman J. Marquis,
 Laura L. McAuliffe, *Robert D. Molloy, Thomas D. Osucha,
 **Dorothy S. Patten, *Bernadette Russell, *Nelson G. Russell,
 *Arthur S. Underwood, *Sue F. Underwood, **Betty L. Weaver,
 *Carrie L. Worthington, *Diann L. Worthington, **H. Russell
 Worthington III, *Doreen S. Yates.
 Lay Eucharistic Minister: Hardee Kilgore

CLIFFSIDE PARK, TRINITY - *Fred F. Dyer, *James B. Froscio,
 *Charles W. Gilchrist, *Judith A.E. Hishikawa, *Ellen L. King,
 *Hannah Kurzweil, *Lloyd B. Marshall, *Patricia K. Marshall.

CLIFTON, ST. PETER'S - *Jean A. Clain, *Susan Clarke, *Donald
 I. Fischer, *Pamela A. Fueshko, *Loretta Hochmuth, Robert J.
 Masiello, *James H. Sawyer, *Martha J. Wheehler, Nancy L.
 Young.

COMMUNITY OF ST. JOHN BAPTIST - *The Rev. Mother Suzanne
 Elizabeth, *Sr. Barbara Jean, *Sr. Laura Katharine, *Sr. Mary
 Lynne.

DENVILLE, CHURCH OF THE SAVIOUR - Margaret H. Babcock,
 *Arlene O. Cowell, **Richard Gigerian, *Richard L. Heilman,
 *Robert V. Hein Sr., *William R. Jensen, *Lee Kaywork, *Wayne
 D. Leatherberry, **John R. Marra, Thomas Schafer, **Arlene B.
 Sealey, *Candace D. Wagoner, Barbara J. Whitehead.

DOVER, ST. JOHN'S - *Alvin Brandt, Diane E. Clifton, Mary G.
 Colby, **Theron Cook, *Waldron L. Coon Jr., *Francine Day,
 *Raymond J. Grant Jr., *Susan Gruenberg, *Fred Mitton, Nancy
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 *Kathleen Ballard, *Oretha E.P. Cole, Albert Galloway, Durrant
 K. Hart, *Elizabeth C. Humphrey, **Susan E. Kynor, *Jacquelyn
 E. Lane, *Charles S. Otto, Jose Reyes, Dennis Rowland,
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FAIR LAWN, ATONEMENT - *Rebecca Branstetter, *Jeanette Popialarz, *Virginia Stafford, *John Tardy, *Marilyn Williams.

FORT LEE, GOOD SHEPHERD - *Harriet Ahrens, *Moira Bailis, *Edgar K. Byham, *Scott Helsel, *Johanna Jensen, *Ellen Karr, *Lisa Mangini, *Bill Miller, *Sandra Pinkerton, *Sam Pleasants, *Susan Porco, *Claire Roney, *Eric Rose, *Joe Santi, *Lynne Tuzik, *Connie Viola, *Anita Williams, *Richard Williams.

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LAY EUCHARISTIC MINISTER - Walter Sumner.

HACKENSACK, CHRIST CHURCH - **Sarah Brown, Elizabeth Chance, *Michael Gerhardt, Marjory Jingo, Julia Gleaves, *Jasmine Sterling-Goulbourne, William Greville, Pamela Kuttner, Ruth LaFrance, Elaine Leslie, Andrew Link III, *Richard McFeaters, James Millar, Bernice Moran, *Barry Morrison, Karen Sabur, Sarah Savoye, Eileen Smithes, Jeffrey Spies, Kathleen Stanton, Lorraine Sudol, Janice Turner, *Joan Weed, *Donna Williams.
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 *Cheryl Ann Fox, Erica Frank, *Frederick J.R. Jones, *Robert
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 *Edward W. Hausleben, *Judith A. Loeb, Patricia McLean,
 *Barbara M. Mueller, Andrew J. Patrizio Jr., *Robert T.
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 Hebert, *John Hebert, *Irene Jackson, **Gerrie H. Jeter, *Ann
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 *Joseph L. Solda Jr., Cathie Studwell, *John Telson,
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 *Marjorie F. Hartmeyer, *Tamera Lynch, *Roberta Nobleman,
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 *Valerie Robinson, *George A. Tashji, *Jane A. Tashji, *Diane
 J.A.L. Tekirian, *Dayle Verrengia
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 Ganim, Fran Henderson, Leland Hodgkins, *Peggy Hodgkins, Sean
 Kelly, Attienette Knapp, *Rudy Knolker, Doris Martin, Ed
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LAY EUCHARISTIC MINISTER: Elizabeth S. S. Hae

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NEWARK, GRACE - *Walter M. Koenig, Michael Lindstrom, *Samuel D. Moore, Jr., *Chief John Quartey, *Charles E. Turner.

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ORANGE, EPIPHANY - *Winfred S. Gideon III, *Lauria Folkes, *Elsie P. Pilgrim.

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 **Alan Bowen, *Robert Briggs, Blossom Cole, **Patricia
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 *Curtis Gaston, Rosie Grant, *Mary Ann Gloriande, *Wynter
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 *Stuart J. Ferguson, James Fritz, Louise Handelong, *Alecia
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ROCHELLE PARK, ST. PETER'S - *Gale Bornkamp, Stewart A. Cunningham, Jr., *Louise E. Kern, *James H. Macardell, Curtis E. Ochocki, *Carol J. Parkerton.

RUTHERFORD, GRACE - *Walter I. Anderson, *Deborah Rucki-Drake, *Marc LaBella, **Christianna R. Martin, *William G. McColl, **Thomas Piccate, *Earl F. Schneider.
LAY EUCHARISTIC MINISTERS: Doris Lynyak, Earl Nelson, Steven Shepherd.

SHORT HILLS, CHRIST - *Judy H. Albers, *Douglas G. Brace, *R. John Cooper III, *Cynthia Q. Fuller, *Gretchen L. Hamilton, Oliver H. Havens, *W. Owen Lampe, *Thomas H. Mack, *Sandra V. Marshall, *Samuel A. McKeown, Peter Prowse, *Jane C. Riedel, *Benita D. Rountree, *A. Gary Shilling, *Robert Tansill, *A.L. Thomas, *Juli S. Towell, *Malcolm R. Warnock, *Eve C. Yorke, *Michael D. Youngblood, Charles Ziese.

SOUTH ORANGE, ST. ANDREW/HOLY COMMUNION - *Phillip A. Copp, *Ann S. Doyle, *Sidney A. Dyar, *Richard B. Grove, *Joan McGullough, *Norma S. Nichols, *Michael P. Feinovich, *A. Bruce Smith, *Neville Sutherland.

SPARTA, ST. MARY'S - *Louise A. Clarke, *Judith K. Dorhout, *Emily L. Johnson, *Matthew T. Jones, *John Lynch, *Terence T. McGreevy, *Elizabeth V. Meier, *Norman J. Meier, Jr., *Richard E. Mericle II, *Virginia Martin-Royce, *D. Clinton Smith, *Richard C. Stone Jr., *J. Michael Sutcliffe, *Bruce A. Whitehouse, *Peter Wikander.
Lay Eucharistic Minister: Richard C. Stone, Jr.

* = Lay Reader and Chalice Bearer

** = Lay Reader, Chalice Bearer and Lay Eucharistic Minister

SUCCASUNNA, ST. DUNSTAN'S - *Rose Barrett, *Arthur Bounds, *Nancy D'Albis, *Penelope Gordon, *Robert Klein, *Constance Lane, *Tracy Myer, *Louis Pecora, *Barbara Piccirillo, *Dennis Piccirillo, *Margaret Prudden, *Craig Reges, *Karen Reges, *George Wells, *Linda Wells, *Sander Zulauf.

SUMMIT, CALVARY - **Katherine W. Anderson, *A. David Bennett, *Ernest C. Biglow, *Frank W. Botthoff, *Cheryl Bowman, Lorelei Burns, Adelaide P. Bull, *Barbara U. Cady, H.W. William Caming, *Stuart Cook, *Jacqueline Landwehr, *Mary Liz Lewis, *Kathleen N. Locke, *Marie C. Mason, *John K. Mell, Margaret Mitchell, *W. Ronald Nock, *JoAnn Perry, William J. Pyle, *Charles S. Rall, *Louise Schuit, *Peter H. Schult, *Hans J. Solmsen, Ursula M. Sommer, Meredith Taylor, *Susan A. Watts, *Katherine M. Webster, *Laurin Wheeler.

TEANECK, CHRIST - *Beatrice Castaneda, *Carmen D. Brown, *David O. Bruce, *Rodger J. Carey, Jr, *Emilio A. Larrier, *Beatrice Murray, *Gail C. Storero.

LAY EUCHARISTIC MINISTERS: Carol Huntington

TEANECK, ST. MARK'S - **Karen Booth, *John A. Carroll, *Jacqueline C. Flowers, *Robert Gillespie, *Eleanor E. Jordain, *Angela MacDonald, *Howard H. Mackey, Jr, *Marsha V. Mackey, *Ellen Neufeld, *Michael Neufeld, *Allen J. Pastryk, *James W. Warnke, *Richard Zimmerman.

TENAFLY, ATONEMENT - *Louise C. Chambers, *Marilyn A. Croneberger, *Alfred B. Kane, *Lila H. Kane, *Alan Lauderdale, *Edith R. Lauderdale, *Vance Lauderdale, Jr, *Carol Ann Petrovich, *Janice H. Smith, *Josephine Vaughan, *Samuel S. Vaughan, *Dean Weber, *Lynne Weber.

TOTOWA, CHRIST - *Randall Bush, *Lucille Gaita, *Shirley Gerhardt, *William Monaghan, Jr, *Lee VanDerburgh.

TOWACO, TRANSFIGURATION - *Munhui L. Glaner, *William Grouke, *Linda Janowitz, *Virginia Maiella, *Susan Meyer, *Mavis C.W. O'Rourke, *Ned Peirce, *Sally Stevralia.

UNION CITY, GRACE - *Elsie Lubben, *Oscar A. Victorio.

UNION CITY, ST. JOHN'S - *Lidia Faria, *Lorraine Gerbehy, *Sonia Martinez, *Victor Pin.

UPPER MONTCLAIR, ST. JAMES' - Kermit Angstadt, Charles Atherton, Pam Atkins, *Martha Boughner, *Michael Bowden, Nan Day, Carole Henkoff, Walter Kirkland, *Pat Kirkwood, Wanda Kloza, *Bard Langstaff, *Sharon Snead, *Adrienne Thomas.
CHALICE BEARERS - Joni Bakum, Susan Cancelosi, Joyce Casto, Nat Cheney, Sam Snead, Nancy Weidner, Gloria Grosso, Al Sagosz.

* = Lay Reader and Chalice Bearer

** = Lay Reader, Chalice Bearer and Lay Eucharistic Minister

VERNON, ST. THOMAS' - *Joanne M. Hammons, *William R. McGarvey, *Kathleen Moore, *Carol L. Nystrom, *Carol Poplaski, *Richard E. Poplaski, *Ellen J. Shapiro, *Shirley A. Solanka, *J. Carol Stromeck, *Michael Wiedbrauk, *Nancy C. Wiedbrauk.

VERONA, HOLY SPIRIT - *Gerald J. Evans, *Edith Ewing, *Steve Foster, *David Patton, Sr.

WANTAGE, GOOD SHEPHERD - *Mildred Dubiel, June Eisenacker, *Patricia A. Hoffman, Catherine R. Klecha, Sharon L. Klecha, *Joan Lodge, *M. Scott Lodge, *Nancy C. McKenna, *Kenneth E. Meredith, *Lynn B.J. Tyler, *Linda C. Vickery, *Jean B. Zwirek.

WASHINGTON, ST. PETER'S - **Jayne Garretson, **Robert Garretson, **Sandra Oatley, **Janet B. Rutan, *Stephanie P. Tettemer, *Elizabeth J. Uporsky

WAYNE, ST. MICHAEL'S - **Debra J. Elmora, *Jerald M. Honeycutt, **Daniel F. Kuzma, **Robert S. Lanterman, *John Levy, **Edward Mason, **Audrey Nieman, *Lois E. Peterson, **Niles D. Ring, **Norma T. Snider, *Janet C. Tichansky.

WEST MILFORD, INCARNATION - *Susan C. Calcagno, *Donna Cory, *Wade Cory, *Ray Edler, *Tom Fowler, **Adelaide Gisler, *Christine Marston, *Marty Tabaka, *Bruce Watts, *Patricia J. Watts.

WEST ORANGE, HOLY INNOCENTS' - *Linda Lukasik, *Michael Lukasik, *Rhona Mollard, *William Mollard, *Claire Scott, *Virginia Smith, *Beverly Wapshare.

WEST ORANGE, HOLY TRINITY - Winston Smith.

WEST ORANGE, ST. MARK'S - *Andrew Belgrave, *Gerald Belgrave, *Albert Jones, *John Meehan.

WESTWOOD, GRACE - *Thomas A. Bisdale, *S. Tice Chase, *Maureen A. Damarell, *James M. Davidson, *John E. Dowdie, *Dana L. Heikes, *Russell H. Knutsen, *Benjamin E. Martin, *John L. Martin, Sr., *John S. Martin, Jr., *Nancy L. Mueller, *Winifred L.D. Mueller, *Theresa M.J. Peter, *Michael F. Rehill, *John A. Schneider, *Andrew W. Smethurst, *Paul S. Soback, *Lawrence D. Sunden, *Mary E. Sunden, *Joseph F. Whall, *Kathleen H. Whall.

WOOD-RIDGE, ST. PAUL'S - *Edith Becker, Cindy Brummer, *Robert J. Brummer, Carol Cristensen, *Frank Hopkins, Ruth Plifronio, Evelyn Shedd. *Varghese K. David, *V.I. Itty, *P. C. Mathew, Mercy Varghese.

LAY EUCHARISTIC MINISTER: Janet Huntley

* = Lay Reader and Chalice Bearer

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CONSTITUTION
AND
CANONS

THE DIOCESE OF
NEWARK

Revised: March 1994

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CONSTITUTION

ARTICLE I ACCEDING TO THE GENERAL CONSTITUTION

The Church in the Diocese of Newark, as a constituent part of the Protestant Episcopal Church in the United States of America, accedes to the Constitution and Canons of that Church, and acknowledges their authority.

ARTICLE II THE DIOCESAN CONVENTION

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

2. SPECIAL CONVENTIONS

The Bishop, or if the Episcopate be vacant or the Bishop be incapacitated from acting, the Standing Committee shall have the power when it appears requisite for the good of the Church in this Diocese to call a Special Convention. No business shall be transacted at any such meeting other than that stated in the notice.

3. NOTICE OF CONVENTION

Written notice of every Convention shall be given by the Secretary of the Convention by mail at least four (4) weeks previous to the date of the Convention, stating the time and place. Such notice shall be given to all Clergy entitled to seat in the Convention, every Parish and Aided Parish in union with the Convention, and every Incorporated Mission and Mission. In the case of a Special Convention the notice shall specify the purpose for which the Convention is called.

4. MEMBERS OF THE CONVENTION

The Convention shall be composed of:

(i) The Bishops:

(ii) Every Presbyter and Deacon canonically resident in the Diocese on the first day of January immediately preceding the meeting of the Convention, except that a vote shall not be accorded to Deacons having fewer than two years in holy orders or to retired priests whose service in the Diocese was fewer than five years prior to retirement; and

(iii) Three (3) Lay Deputies from each Parish and Aided Parish in union with the Convention and from each Incorporated Mission and Mission.

5. EXCLUSION OF LAY DEPUTIES FROM VOTING IN CERTAIN CASES

Lay Deputies shall not be entitled to seat, voice or vote at any session of the Convention of this Diocese in any of the following circumstances:

(i) In case the Parish, Aided Parish, Incorporated Mission, or Mission sending such Deputies shall for the two (2) years immediately preceding have failed to report to the Bishop as required by Canon.

(ii) In case the Parish, Aided Parish, Incorporated Mission or Mission sending such Deputies, having been for the two (2) years immediately preceding without a Minister, and not having provided for regular services, shall have failed to notify the Bishop thereof, and to request that a Minister be assigned to it.

(iii) In case the Parish, Aided Parish, Incorporated Mission, or Mission sending such Deputies shall for one year immediately preceding willfully refuse to comply with any provision of this Constitution or the Canons after having been duly notified by the Ecclesiastical Authority of its failure to comply.

6. PRESIDENT OF CONVENTION

The President of the Convention shall be such one of the following as shall be present, and in the order named: the Bishop; the Bishop Coadjutor; the Suffragan Bishop; and the President of the Standing Committee.

7. QUORUM AND MANNER OF VOTING

Subject to the provisions of this Constitution pertaining to election of a Bishop, the Presbyters entitled to vote who may be present at the time of meeting, with the Deputies from ten (10) Parishes, Aided Parishes, Incorporated Missions, and Missions shall constitute a quorum.

On the demand of five (5) Presbyters entitled to vote, or of five (5) Lay Deputies each from a different Parish, Aided Parish, Incorporated Mission, or Mission, the vote upon any question shall be by orders, each Clerical and each Lay Deputy voting individually; and, when a vote is thus taken, a concurrent majority in both orders shall be necessary to carry any measure.

8. SECRETARY OF THE CONVENTION

At each annual Convention a Secretary shall be elected. The person elected shall be a communicant of the Diocese in good standing. The Secretary shall give notice of all Conventions as required by the Constitution, take Minutes of the proceedings, preserve the journals and records, attest the public acts of the Convention, and perform such other services as may from time to time be prescribed by the Canons or by the Convention. At the commencement of the term of office of a successor, the outgoing Secretary shall deliver to his/her successor all books and papers relating to the concerns of the Convention and to the office of Secretary.

The term of a Secretary shall commence at the adjournment of the Convention at which the Secretary was elected and shall continue until the adjournment of the next Annual Convention.

9. ASSISTANT SECRETARIES

The Secretary shall appoint a sufficient number of Assistant Secretaries not exceeding three, to assist in performing the duties of the office. In the event of a vacancy in the office of Secretary, the senior Assistant Secretary in point of service shall be acting Secretary. If no one of the

Assistant Secretaries is able or willing to act as Secretary, the Secretary of the Standing Committee shall act until a Secretary is elected.

10. SECRETARY TO PREPARE REPORT

The Secretary shall prepare, immediately after the adjournment of the Diocesan Convention next preceding the regular meeting of every General Convention, and forward forthwith to the Secretary of the House of Deputies of the General Convention, a report in the form and containing the information required by the Canons of the General Convention.

11. TREASURER AND ASSISTANT TREASURER OF THE CONVENTION

At each Annual Convention a Treasurer and Assistant Treasurer shall be elected to serve until the next Annual Convention. Each shall give satisfactory security for the faithful performance of his/her duties. The Treasurer shall be entitled to a seat in the Convention and shall submit a statement of the accounts to each Annual Convention. The Assistant Treasurer shall perform such duties as may be assigned by the Treasurer of the Convention.

In case the Treasurer should die, resign, move from the Diocese or otherwise be incapable of acting, the Assistant Treasurer shall on certification of the Ecclesiastical Authority, assume all of the duties and powers of the Treasurer, until such time as the Treasurer shall resume his/her duties or a successor be elected or appointed. The Ecclesiastical Authority may fill a vacancy in the office of Treasurer or Assistant Treasurer.

ARTICLE III CHANCELLOR

There shall be a Chancellor appointed by the Bishop for a term of three (3) years. The Chancellor shall be a communicant of the Diocese in good standing and learned in the law. He/she shall be the legal advisor of the Ecclesiastical Authority and the Convention and shall be entitled to a seat in the Convention.

ARTICLE IV THE STANDING COMMITTEE

The Standing Committee shall consist of four (4) Presbyters entitled to vote in the Convention and four (4) Lay Communicants of the Diocese who shall be elected by the Convention for a term of four (4) years, provided that no person shall be elected to serve more than two (2) full terms in succession. As soon as convenient after each election, the Standing Committee shall organize and choose a President from among its members and a Secretary. During the intervals when the Convention is not in session, the Standing Committee may fill vacancies in its membership.

ARTICLE V DEPUTIES TO THE GENERAL CONVENTION

1. At the Annual Convention in the calendar 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 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 of the total vote cast shall be necessary to constitute an election.

2. The Deputies-elect shall signify to the Bishop at least thirty (30) days before the meeting of General Convention their intention to perform their duties as such: in default of which the Bishop shall designate so many of the supplementary Deputies, in the order of their election, as may be necessary to insure a full representation of the Diocese. If such representation cannot be obtained from among the Deputies and supplementary Deputies, the Bishop shall appoint, with the consent of the Standing Committee, sufficient individuals to achieve such representation. Supplementary Deputies so designated and other individuals so appointed shall have the same power and authority as Deputies elected by Convention. In case of a vacancy in the Episcopate, the power conferred in this section upon the Bishop, shall be exercised by the Standing Committee.

ARTICLE VI DEPUTIES TO THE PROVINCIAL SYNOD

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 preference) in accordance with voting procedures established in the Rules of Order of the Convention, and the prescribed quota 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.

2. A full representation of the Diocese at the Provincial Synod shall be secured in the same manner as provided with respect to Deputies to General Convention.

ARTICLE VII ELECTION OF A BISHOP

1. Election of a Bishop shall be made at an Annual Convention or at a Special Convention duly summoned as provided in this Constitution.

2. The voting shall be by ballot, the Clergy and Laity voting by orders and a concurrent majority of both orders shall be necessary to constitute an election. A quorum for the election of a Bishop shall be at least a majority of the Presbyters entitled to vote and Lay Deputies from a majority of Parishes, Aided Parishes, Incorporated Missions and Missions.

ARTICLE VIII ADMISSION OF NEW PARISHES

A new Parish may be admitted into union with this Convention by a majority of votes provided it shall have submitted:

(i) Satisfactory evidence of the consent of the Bishop upon advice of the Standing Committee, or if the Episcopate is vacant, of the consent of the Standing Committee;

(ii) Authenticated copies of the proceedings of its organization;

(iii) A copy of its Certificate of Incorporation; and

(iv) An authenticated copy of a resolution of its incorporators, Wardens, and Vestry promising conformity and obedience to the Doctrine, Discipline and Worship of the Protestant Episcopal Church in the United States of America and to the Constitution and Canons of that Church and of this Diocese.

ARTICLE IX AMENDMENTS

This Constitution may be amended in the following manner only:

The proposed amendment or amendments having been submitted to the Convention and approved by a majority of the members voting by orders shall lie over until the next Convention; and then if approved by a majority of the members voting by orders shall thereupon stand adopted. The second Convention at which such amendment or amendments are voted shall not be held less than four (4) months later than the prior Convention.

ARTICLE X INCLUSIVE LANGUAGE

The language of this constitution shall be inclusive.

CANONS

CANON 1 THE CONVENTION

1. THE ROLL OF CLERGY

The Bishop, or in the case of a vacancy in the Episcopate, the Standing Committee, shall on or before January 25th in each year, or one (1) week before the day of meeting of a Special Convention, cause to be delivered to the Secretary of the Convention a certified list of all Clergy canonically resident in the Diocese, together with the names of their respective cures or other stations or assignments. In the case of Clergy who have been ordained or received into the Diocese within the year immediately preceding, the date of their ordination or reception shall also be given. From the list so furnished, the Secretary shall prepare the roll of Clergy entitled to votes or seats in the Convention. The roll thus prepared shall be prima facie evidence of the rights of clerical members. Should any dispute arise, it shall be referred to a committee of two Presbyters and one Layperson appointed by the Convention, who shall decide and report on each case as early as may be; and the decisions thus made, if accepted by the Convention, shall not be called in question again during the same session.

2. THE TESTIMONIAL OF LAY DEPUTIES

Lay Deputies to the Convention shall present certificates of their election in the following form:

(Name of the Church, the Place, and Date)

This certifies that at a meeting of the Congregation of this Church, held for the purpose of electing Church Officers and Deputies and Alternate Deputies to the Diocesan Convention (or, for the purpose of electing Deputies and Alternate Deputies to the Diocesan Convention, if the meeting be for that object alone), A.B., C.D., and E.F., being Communicants of the Church in good standing, and qualified voters in this Parish (Aided Parish, Incorporated Mission, or Mission), were chosen as Deputies; and B.C., D.E., and F.G., also being Communicants in good standing, and qualified voters in this Parish (Aided Parish, Incorporated Mission, or Mission), were duly chosen as Alternate Deputies to represent the Parish (Aided Parish, Incorporated Mission or Mission), in that body for the year ensuing.

In testimony of which I have hereunto set my hand (or if two Wardens subscribe, we have set our hands), the day or year above written.

This certificate in the case of a Parish or Aided Parish shall be signed by the Rector, or the Secretary or Clerk of the Vestry, or by the Wardens; and in the case of an Incorporated Mission or Mission by the Minister in charge, or by the Clerk, or by the Wardens, and transmitted to the Secretary of the Convention, within thirty (30) days after the election.

3. If any of the Deputies elected be unable to attend the Convention, the Rector, or the Minister in charge of an Incorporated Mission or Mission, or if there be no Rector, then the Wardens, or if it be an Incorporated Mission or Mission, the Wardens, may designate so many of the Alternate Deputies, in order of their election, as may be necessary to insure a full representation of the Parish, Aided Parish, Incorporated Mission or Mission.

4. THE ROLL OF LAY DEPUTIES

From the said certificate of Lay Deputies, the Secretary of the Convention shall prepare a roll of the Lay Deputies entitled to seats and vote in the Convention.

The roll thus prepared shall be prima facie evidence of the rights of the Lay Deputies. But should any dispute arise, it shall be referred to a committee of one (1) Presbyter and two (2) Laypersons appointed by the Convention, who shall decide and report on each case as early as may be; and the decisions thus made, if accepted by the Convention, shall not be called in question again during the same session.

5. ATTENDANCE OF MEMBERS OF CONVENTION

It shall be the duty of every Clergyperson and Layperson having a seat in the Convention, to attend every meeting thereof.

6. OPENING OF CONVENTION

Every Convention shall be opened with the celebration of the Holy Communion. The Bishop's Address and Episcopal Charge, if any, shall be published in the Journal.

CANON 2 VOTING AND ELECTIONS

1. Upon any question for which provision is not otherwise specifically made in the Constitution or Canons, a voice vote shall be taken by "ayes" and "nays", all members present being entitled to vote. The President shall forthwith announce the result. But, if the President is in doubt or for other good cause or upon appeal from his/her announcement of the result, the vote shall be taken either by a standing vote or by a show of hands in which case each member shall have one vote.

2. If any of the Deputies elected be unable to attend the Convention, the Rector, or the Minister in charge of a Parish or an Aided Parish, or if there be no Rector, then the Wardens, or if it be an Incorporated Mission or Mission, the Wardens, may designate so many of the Alternate Deputies, in order of their election, as may be necessary to insure a full representation of the Parish, Aided Parish, Incorporated Mission, or Mission.

3. In all elections in which provision is not otherwise specifically made in the Constitution or Canons, the vote shall be by ballot 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.

4. Where the Constitution or Canons provide for the filling of vacancies in the interim between Conventions, a person so chosen shall hold office only until the following Annual Convention.

3. Except in cases of death or incapacity, no individual elected or appointed pursuant to the Constitution or Canons may be relieved of his/her duties until a successor assumes such duties.

CANON 3 THE REGISTRAR

There may be appointed by the Convention a Registrar of the Diocese, whose duty it shall be to collect and preserve papers, files, reports, journals, records and other documents relative to the history of the Church, the same to be kept in some safe and accessible place, where the members of the Convention can inspect them.

CANON 4 THE COMMISSION ON MINISTRY

COMPOSITION

There shall be a Commission on Ministry consisting of the Bishop together with nine (9) Clergy and nine (9) Laypersons, who shall be appointed by the Bishop with the concurrence of the Convention. The appointed members shall serve for a term of four (4) years but no such member shall be eligible for reappointment until a year shall have elapsed after the completion of any two (2) terms of service. Vacancies may be filled by the Ecclesiastical Authority until the next Annual Convention.

DUTIES AND FUNCTIONS

The Commission on Ministry shall perform such duties and in such manner as prescribed by the Canons of General Convention and as directed by the Ecclesiastical Authority.

CANON 5 THE DIOCESAN COUNCIL

1. COMPOSITION

There shall be a Diocesan Council consisting of the Bishops; 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 Council; and up to thirty-six (36) additional members. The Chancellor as legal advisor to the Council shall be afforded seat and voice at all meetings of the Council.

Of the twenty-six (26) members, half shall be clergypersons and half laypersons. There shall be elected by the Annual Convention four (4) members of each order who shall take office upon adjournment of the Annual Convention, provided however that the initial election by the Convention under this provision two (2) members of each order shall be elected only for a half-term of one (1) year. Up to eighteen (18) additional Council members shall be elected by the District Convocations, the number of such members to be set by Diocesan Council. Each District Convocation shall elect an equal number of representatives to the Council, half of which shall be clergypersons and half laypersons, who shall take office upon adjournment of the Annual Convention. Each District Convocation may fill vacancies among its representatives to the Council. The remaining number shall be appointed by the Bishop.

The term of any additional member shall be two (2) years, and no person shall be reelected or reappointed at the expiration of two (2) consecutive

complete terms. The Council shall have the authority to establish classes so that a representative from each district and half of the membership in each order will be elected each year.

2. PURPOSE

The Diocesan Council shall act for the Convention in the interim between meetings, and working with the Bishops and staff, shall be responsible for long-range planning and determining program priorities, presenting them clearly to the Convention for consideration. The Council acting for the Convention, shall from time to time review and evaluate the program approved by the Convention. The Council shall have all power necessary to carry out its functions and duties subject to law, the Constitution and Canons of the General Church, and the Constitution and Canons of this Diocese.

3. ORGANIZATION

The President of the Convention shall preside over the Council, and the Council shall have power to enact By-laws and Regulations for the performance of its duties not inconsistent with the Constitution and Canons of General Convention and of this Diocese.

4. DUTIES

- a. Analyze needs, determine primary concerns and program priorities, and develop goals and policy for the Diocese.
- b. Review and evaluate the program of the Diocese, set standards, gather and analyze data, and compare results with goals and policy.
- c. Establish such planning groups as the Council may deem appropriate to carry out its purposes and duties.
- d. Engage consultants and utilize resources sufficient to accomplish the planning process.
- e. Supervise the financial affairs of the Convention, including budgetary matters.
- f. Submit annually to the Convention a unified budget for the ensuing year to provide for the total operation of the Diocese.
- g. Adopt a working budget annually.
- h. Provide for the maintenance of sound and accepted business practices in the affairs of the Diocese, its institutions, organizations, and agencies, and its Parishes, Aided Parishes, Incorporated Missions, and Missions. To accomplish this duty the Council shall be empowered to make regulations concerning the investment of trust funds, the bonding of treasurers and custodians, methods of keeping books of account, provisions for auditing and reporting thereof, maintenance of insurance, and such other matters consistent with this Canon, provided that all such regulations shall be subject to review, alteration, or amendment by Convention.
- i. Give recognition to accredited organizations, institutions, and other activities of the Diocese and provide regulations whereby such recognition can be given. No such organization, institution, or other activity shall

receive financial support from the budget for the program of the Diocese or shall be permitted to use in its title any designation indicating it to be affiliated with the Diocese or in any other way hold itself out as a Diocesan organization, institution, or agency without first having received recognition from the Diocesan Council. The Diocesan Council shall have the further power of establishing standards, requiring reports, and the like in connection with all such organizations, institutions, and activities.

CANON 6 DEPARTMENT OF FINANCE

A Department of Finance is hereby provided for as required by Title 1, Canon 6, Section 2 of the Canons of the Protestant Episcopal Church in the United States of America. Said Department shall be headed by a Chief Financial Officer, who shall be appointed by the Bishop. The Convention, the Diocesan Council or the Bishop may delegate to said Department matters relating to the financial affairs of the Diocese. The Chief Financial Officer shall have the authority to act in the name and on behalf of the Department of Finance in all matters not inconsistent with the Constitution and Canons of the Protestant Episcopal Church in the United State of America or of this Diocese. Said Department and the Chief Financial Officer, as may be appropriate in the circumstances, shall report to the Convention, the Diocesan Council or the Bishop with regard to matters it has considered and actions taken.

CANON 7 DIOCESAN ADMINISTRATION

1. The Bishop shall be responsible for the administration and implementation of all programs and functions adopted by the Convention.
2. The Bishop may allocate responsibilities for the program of the Convention among designated departments, commissions, and committees as necessary, which shall be subject to his/her regulation and control.
3. The Bishop shall be responsible for coordination of the various Diocesan activities, organizations, and institutions, among themselves and with their counterparts in the General Church.
4. The Bishop may determine the manner and composition of each department, commission or committee, whether by the Bishop's own appointment, by Convention election, or otherwise subject to the provisions of such departments, etc., as may be incorporated, etc.
5. The Bishop shall have authority to employ and supervise such staff as may be necessary to administer the affairs of the Diocese within the limits of the administrative and program budget.
6. The Bishop shall assist the Diocesan Council in its function of review and evaluation.
7. The Bishop and staff shall participate in the planning process as necessary and as requested.

CANON 8 DISTRICT CONVOCATIONS

1. The Diocesan Council shall divide the Diocese into geographical districts in each of which there shall be a Convocation.

2. Each Convocation shall be composed of:

(i) Every Clergyperson canonically resident or licensed to officiate in the Diocese, who regularly serves a Parish, Aided Parish, Incorporated Mission or Mission in the district as an officiating clergyperson.

(ii) Four Laypersons (not less than two of whom shall be a Warden, Treasurer, Clerk or member of the Vestry or Executive Committee) from each Parish, Aided Parish, Incorporated Mission or Mission in the district, elected at an annual or special meeting of the Parish, Aided Parish, Incorporated Mission or Mission.

3. Each Convocation shall elect its own officers in accordance with By-laws adopted by Diocesan Council.

4. The Convocations shall have the following functions and powers:

(i) to elect their representatives to the Diocesan Council;

(ii) to provide communication between the local congregations and the Diocese; and

(iii) to provide a network of support for parish life and development, clergy collegiality and lay leaders.

They shall also have further functions and powers as may be assigned or delegated to them by the Convention, the Ecclesiastical Authority or the Diocesan Council.

CANON 9 PARISHES AND MISSIONS

1. CLASSIFICATION OF CONGREGATIONS

(a) All congregations which are a part of the Diocese of Newark shall be classified in one of the following categories:

- (1) Parish
- (2) Aided Parish
- (3) Incorporated Mission
- (4) Mission

2. CREATION OF PARISHES

Parishes shall be created as provided by the laws of the State of New Jersey and the Constitution of this Diocese.

3. CREATION OF MISSIONS

(a) Missions shall be created by the Bishop who shall be ex-officio the rector thereof and who may appoint a Vicar to be in charge of each Mission and to serve during the pleasure of the Bishop. No termination of such appointment shall be made except on one (1) month's notice.

(b) The temporal affairs of a Mission shall be in charge of an Executive Committee which shall be elected at an organization meeting.

(c) Such organization meeting shall be held on the call of the Bishop, or at his/her direction of the Archdeacon having jurisdiction. The meeting shall be presided over by the Bishop or such Archdeacon, or by a priest designated by the Bishop. At the organization meeting such persons shall be entitled to vote as shall sign an application for the establishment of the Mission in such form as the Bishop shall require.

(d) The Bishop may appoint one (1) or two (2) Wardens and a Treasurer for the Mission. There shall also be an Executive Committee consisting of the Vicar, the Wardens, the Treasurer, and not less than three (3) nor more than nine (9) additional persons who shall be elected at the organization meeting. The terms of such elected members shall continue until the next Annual Meeting. The Executive Committee shall elect one of their number as Clerk.

(e) The annual election of members of the Executive Committee shall be held on the Monday following the first Sunday in Advent or such other day as the Bishop shall appoint. At the first annual election the notice of the annual election or of any special meeting shall be given as provided in the case of Parish meetings. The Vicar, or such persons as may be designated by the Bishop, shall preside at all meetings of the Mission or Incorporated Mission and of the Executive Committee.

(f) The Bishop shall have the power to set aside any election, to suspend the annual election and to remove from office any and all officers and members of the Executive Committee of a Mission.

(g) Title to all real and personal property of a Mission, excepting funds received for the current expenses thereof, shall be vested in the Department of Missions of the Diocese of Newark, a New Jersey corporation, or another corporation designated by it. Upon the Mission becoming an incorporated Parish in union with the Convention, the said Department, or such corporation, shall with the consent of the Bishop and Standing Committee transfer all such property to the Parish.

(h) All powers and authority given by the preceding subsections of this section to the Bishop shall in the event of vacancy in the Episcopate be exercised by the Standing Committee.

4. REGISTERS AND REPORTS

(a) In every Parish, Aided Parish, Incorporated Mission and Mission there shall be maintained a register in which shall be recorded under the appropriate date the names of all persons baptized, confirmed, married or buried. In the case of baptism of children, the names of the parents and sponsors also shall be recorded. Each entry shall be signed by the person performing the action.

(b) Every Parish, Aided Parish, Incorporated Mission and Mission shall maintain such other records and make such reports as may be provided by General Convention or by or pursuant to authority of the Convention of this Diocese.

5. QUALIFICATION OF VOTERS

The Persons entitled to vote at any meeting of a Parish, Aided Parish, Incorporated Mission or Mission shall be:

- (a) Baptized;
- (b) At least 16 years of age;
- (c) Of good moral character;
- (d) Adherents of the Protestant Episcopal Church;
- (e) Regular attendance at the services of the Parish, Aided Parish, Incorporated Mission or Mission for six (6) calendar months before the meeting; and
- (f) Regular contributors for the same period of time to the current expenses of the Parish, Aided Parish, Incorporated Mission or Mission. A record of the regular contributors for the support of the Parish, Aided Parish, Incorporated Mission or Mission shall be maintained by the Treasurer, with the dates of their contributions. Such records shall be sufficient evidence as to the qualification of a voter with respect to the last preceding requirement.

6. QUALIFICATIONS OF OFFICERS

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.

7. BOUNDARIES OR PARISHES, AIDED PARISHES, INCORPORATED MISSIONS AND MISSIONS

In any case where it shall be expedient, the Bishop, upon the advice of the Standing Committee, or if the Episcopate be vacant the Standing Committee may establish the boundaries of Parishes, Aided Parishes, Incorporated Missions and Missions of this Diocese. An opportunity to be heard shall first be granted to the various representatives of any Parish, Aided Parish, Incorporated Mission or Mission which may be affected by the establishment of such boundaries. Boundaries thus constituted shall be valid for all canonical purposes, and also for fixing Parochial connection of all persons desiring, or entitled to, the ministrations of this church, who have not by some act of their own become attached to a congregation and for defining for each Rector or Vicar the extent of his/her responsibility for the cure of souls.

8. CLERGY COMPENSATION

(a) All Parishes, Aided Parishes, Incorporated Missions and Missions within the Diocese of Newark shall provide their full-time clergy with not less than the minimum stipend and other perquisites established by Diocesan Convention, except with the consent of the Bishop and the Standing Committee. Nothing herein shall prevent the acceptance of voluntary service by nonstipendiary clergy. The provisions of this paragraph shall not apply to Clergy holding cures within the Diocese at the time of its adoption with respect to such cures.

(b) Any Parish which is unable to pay the minimum compensation to its Rector may notify the Diocese of its need for financial assistance. During any period of Diocesan assistance, it shall continue to function as a Parish of the Diocese in all respects except that during such temporary status, no

assets or endowment funds of the Parish shall be expended without notification to the Finance Office of the Diocese.

9. AIDED PARISHES

(a) A Parish may be reclassified to Aided Parish status if:

- (1) The Parish requests reclassification; OR
- (2) The Parish is no longer able to support the necessary operating expenses and indebtedness of the parish; OR
- (3) The Parish is so diminished in numbers that it is no longer viable as a Parish; OR
- (4) The Parish fails to elect officers in compliance with its corporate charter; OR
- (5) The Parish persistently fails to comply with the constitutional and canonical requirements for Parish status; OR
- (6) The Parish fails to hold its assets in accordance with the Canons of the Episcopal Church.

(b) A Parish may be reclassified to Aided Parish status as follows:

- (1) Report by the Bishop to the Standing Committee with recommendation of reclassification; AND
- (2) Concurring action by the Bishop and the Standing Committee recommending reclassification to the Diocesan Council; AND
- (3) Written notification by the Standing Committee to the Rector and Vestry advising of recommendation of reclassification and of their right to appear before the Diocesan Council to oppose reclassification, such notice to be given not less than thirty (30) days prior to the hearing before the Diocesan Council considering such recommendation; AND
- (4) 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
- (5) The affirmative vote of not less than two-thirds of the members of the Diocesan Council present and voting.

(c) An Aided Parish shall continue to function as a Parish of the Diocese in all respect as follows:

- (1) It shall be eligible to apply for financial assistance from the Diocese;
- (2) Title to all real and personal property and endowment funds shall immediately be transferred to the Trustees of the Episcopal Fund and the Diocesan Properties of the Diocese of Newark, in trust for that church until subsequently reclassified.

(d) No congregation may maintain the status of Aided Parish for more than three (3) consecutive years except as herein provided. At the third Diocesan Convention following reclassification to Aided Parish status, such congregation shall be (a) restored to full Parish status; or (b) reclassified to incorporated Mission status, effective on the third anniversary of reclassification to aided parish status. The Bishop and Standing Committee may, at the request of a majority of the members of the Vestry of an Aided Parish, delay action on reclassification to incorporated mission status to the fourth Diocesan Convention following reclassification to Aided Parish status.

(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 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 an Incorporated Mission.

(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.

10. INCORPORATED MISSIONS

(a) An Aided Parish may be reclassified to Incorporated Mission status as follows:

(1) Certification by Bishop that Aided Parish is no longer viable to the Rector, Wardens and Vestry of the Parish concerned;

(2) Report by Bishop to an annual or special Convention of the Diocese together with his/her recommendation that the Parish be reclassified; and

(3) Adoption by Convention of the recommendation of the Bishop.

(b) The failure of Convention to adopt the recommendation of the Bishop for reclassification to Incorporated Mission status will have the effect of restoring the Aided Parish to full Parish status.

(c) If a Parish or an Aided Parish requests reclassification to Incorporated Mission in writing signed by a majority of all current members of the Vestry, the Bishop may present such request before Standing Committee which may act on such request and reclassify.

(d) The Ecclesiastical status of an Incorporated Mission shall be that of a Mission, and it shall be governed by all of the provisions of these Canons applicable to Missions, except as otherwise specifically provided herein.

(e) Upon reclassification to Incorporated Mission status, the Rector relinquishes tenure, except Rectors in cures at the time of adoption of this canon. Any such Rector will retain tenure notwithstanding reclassification; but upon vacancy in the office of Rector, the Incorporated Mission loses the right to call a successor while so classified. A Rector retaining tenure under this section shall become the Vicar of the Incorporated Mission, and shall act at all times under the authority of the Bishop who shall be the ex-officio Rector of such Incorporated Mission and President of the corporation.

(f) An Incorporated Mission shall retain the corporate structure it had as a Parish and shall elect officers and conduct its business in accordance with the provisions of its corporate charter, subject to the provisions of these Canons.

(g) An Incorporated Mission may be reclassified to Mission status upon the approval of the Bishop, the Standing Committee, and a majority of the

deputies to an annual or special Convention of the Diocese voting by orders. In addition, if an Incorporated Mission requests such reclassification in writing signed by a majority of the qualified voting members of congregation, an Incorporated Mission may become a Mission with the consent of the Bishop and Standing Committee.

(h) Upon reclassification to Mission status, the church continues to function as a Mission of the Diocese, but the Parish corporation shall be dissolved.

11. AREA MINISTRIES

Two or more Parishes may choose to enter into a compact to establish an Area Ministry with the prior consent of the Bishop and the Standing Committee. Similarly, one or more Parishes may choose to enter into a compact to establish an Area Ministry with one or more Incorporated Missions or Missions operating under the authority of the Department of Missions. The terms and conditions of such compact shall be as are agreed upon by the respective Rectors, Wardens and Vestries (in the case of Parishes), the Department of Missions and respective Executive Committees (in the case of Missions and Incorporated Missions) and approved by the Bishop and Standing Committee. Those terms and conditions shall include the following:

- (1) Provisions for the selection, term and compensation of clergy serving the Area Ministry;
- (2) Provisions for the administration of such Area Ministry;
- (3) Provisions for withdrawal from any Area Ministry by any member church; and
- (4) Provisions for the dissolution of the Area Ministry.

12. EMERGENCY POWERS

(a) In the event that the capital assets of a Parish are in imminent danger of being transferred, expended or dissipated in violation of the Canons of the Episcopal Church, the Bishop, with the consent of three-fourths (3/4) of the members of the Standing Committee, may direct that no such transfer or expenditure be made pending a determination by the Diocesan Council as to whether reclassification to Aided Parish Status is appropriate.

(b) In the event that the Treasurer of any Parish fails to act in accordance with his or her duties or engages in acts which are contrary to his or her duties or the Canons of the Episcopal Church, and the Vestry having failed to secure the Treasurer's compliance with his or her duties or the Canons, the Bishop, with the consent of three-fourths (3/4) of the members of the Standing Committee, may temporarily suspend such Treasurer and appoint a temporary replacement until the Treasurer either resigns from that office or agrees to comply. Such action may be appealed to the Diocesan Council, which may over-rule the suspension.

13. DISSOLUTION OF MISSIONS

The Bishop and Standing Committee in any case where they deem it be in the best interests of the Church to terminate a Mission may declare such Mission to be dissolved.

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 (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.

CANON 11 PLEDGE TO BUDGET

It is the responsibility of every congregation in the Diocese of Newark to make a financial pledge to the Unified Budget of the Diocese of Newark. Written pledges, in accordance with the approved system of diocesan giving, for each calendar year are due in the Diocesan Finance Office by December 1 of the preceding year.

CANON 12 ARCHDEACONS

The Bishop shall appoint such Archdeacons, assign them such jurisdiction and impose upon them such duties as is deemed expedient.

CANON 13 COMMITTEE ON THE CHURCH PENSION FUND.

1. The Bishop shall appoint annually a Committee on the Church Pension Fund whose duties shall be to implement the participation of the Diocese in that Fund by obtaining and transmitting such information, rendering such reports and taking such other action as may be required or appropriate on the part of this Diocese.
2. It shall be the duty of the person charged with paying the compensation of any clergyperson in the Diocese to submit all information in connection therewith as may be required by the Church Pension Fund, and to pay to that Fund all premiums which may become due with respect to such compensation.
3. It shall be the duty of every clergyperson canonically resident in or serving in this Diocese to inform the Church Pension Fund promptly of such facts, as dates of birth, or ordination, or reception, of marriage, births of children, deaths and changes in cures or salaries, as may be necessary for its proper administration and to cooperate with said Fund in such other ways as may be necessary in order that said Fund may discharge its obligations in accordance with the intention of the General Convention in respect thereto.

CANON 14 INSURANCE

The Diocese of Newark shall obtain a group policy or group policies which will provide life and health insurance coverage for the clergy of the Diocese. Participation by Parishes, Aided Parishes, Incorporated Missions and Missions is mandatory. The premium cost attributable to insurance coverage for clergy employed by a Parish, Aided Parish, Incorporated Mission

or Mission shall be paid by that Parish, Aided Parish, Incorporated Mission or Mission. The effective date of this shall be January 1, 1985.

CANON 15 TRUSTEES OF THE FUND FOR AGED AND INFIRM CLERGY

1. The Trustees of the Fund for Aged and Infirm Clergy consisting of the Bishop and the members of the Standing Committee, shall administer the several funds committed to their care pursuant to the trusts upon which they were established.

2. THE AUTOMATIC PENSION FUND

In the case of the Automatic Pension Fund the Trustees shall annually divide as of May first the income received on the Fund during the preceding year among those Clergy who:

- (a) have attained the age of sixty-five (65) years and have notified the Trustees of that fact prior to May first of the year in question; and
- (b) were canonically resident in the Diocese for the five (5) years immediately preceding such notification; and
- (c) were for at least five (5) years of their last term of canonical residence settled Ministers or Missionaries duly appointed by the Ecclesiastical Authority; and
- (d) have retired on account of age or disability.

No such clergyperson shall receive in excess of \$1,000.00 from this fund in any one (1) year and all surplus of income, if any, and gifts and donations to the Automatic Pension Fund shall be added to the principal of the Fund.

3. FUND FOR THE RELIEF OF CLERGY AND THEIR DEPENDENTS.

In the case of the Fund for the Relief of Clergy and Their Dependents, the Trustees shall at their discretion annually as of May first appropriate the estimated income of the Fund during the current year for:

- (a) the relief of disabled clergy canonically resident in the Diocese;
- (b) the relief of the widows, widowers, and children and the defraying of the funeral expenses of deceased clergy who were canonically resident in the Diocese at the time of their demise.

Unappropriated income shall in the discretion of the Trustees be reserved as a contingency fund for the foregoing purposes or may be added to the principal of the Fund.

CANON 16 THE DIOCESAN INVESTMENT TRUST

The management of the Diocesan Investment Trust shall be under the control of the Bishop of the Diocese, who shall be President thereof, and ten (10) other Trustees who shall be elected by the Bishop and the Standing Committee for terms of five (5) years. In the case of a vacancy in the Episcopate, the election shall be by the Standing Committee. If a trustee leaves office without having served the full term for which he or she was elected, a successor shall be elected for the unexpired term.

Initially, trustees may be elected for terms of less than five (5) years, but only for the purpose of establishing a program whereby the terms of two (2) trustees shall expire each year.

CANON 17 THE ECCLESIASTICAL COURT

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.

2. VACANCIES

Vacancies occurring in the Court with respect to a particular matter or proceeding, by reason of personal 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 when the Convention is not in session shall be filled for the interim before the next meeting of the Convention, by the Diocesan Council.

3. ORGANIZATION

The Court shall convene upon the call of the President of the Convention and shall organize itself to include the election of a President from among its members. They shall also choose a Clerk who shall keep a record of all proceedings of the Court.

4. QUORUM

Four (4) members of the Court shall constitute a quorum.

5. DUTIES OF THE LAY ASSESSOR

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 whether any question is theological, it shall be decided by the Court by a majority of the votes.

CANON 18 THE PRESENTMENT AND TRIAL OF A PRESBYTER OR DEACON

The mode of procedure for the presentment and trial of a Presbyter or Deacon in this Diocese shall be as follows:

1. If an accusation of an offense under any Canon of the General Convention or of this Diocese by such a Clergyperson be made to the Ecclesiastical Authority in writing over the signature of (a) a majority of the Vestry or Executive Committee of the Parish, Aided Parish, Incorporated Mission or Mission served by the accused as Minister, (b) two (2) Presbyters of this Diocese, or (c) in the case of an alleged offense committed outside of this Diocese, the Ecclesiastical Authority having jurisdiction in the place where the alleged offense was committed, or if by reason of public rumor or otherwise the Bishop shall have reason to believe that any

Presbyter or Deacon may be guilty of such offense and that the interest of the Church requires that the matter be investigated, she/he shall appoint three (3) Presbyters not members of the Ecclesiastical Court or of the Standing Committee to investigate the facts and to report in writing the results, in detail of such investigation.

2. If upon consideration of such report the Bishop deems the facts to be sufficiently established to prove a prima facie case against the accused, she/he shall forthwith appoint a Layperson who shall be a communicant of the Diocese in good standing and learned of the law, as Church Advocate. It shall be the duty of the Church Advocate to prepare forthwith a presentment in writing charging the accused with the offense or offenses set forth in the report of investigation, and stating particularly the Canon or Canons alleged to have been violated, and the details of the acts of the accused alleged to constitute such violation. The Church Advocate shall then deliver the presentment to the Bishop to be forwarded by him/her to the President of the Ecclesiastical Court. The Church Advocate shall also be responsible for conducting the trial on the part of the Diocese.

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 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 that service may be made by registered mail to the accused at his/her last known place of residence, or by leaving a copy at his/her usual place of abode within the United States.

4. The accused, hereafter referred to as the defendant shall be entitled to be represented by counsel learned in the law, or otherwise of his/her own choosing.

5. If the defendant shall make default in appearance at the day and hour named in the citation, or fail to show to the Court sufficient reason for such failure to appear, the Court may nevertheless proceed as if she/he were present.

6. If the defendant shall by his/her plea or answer confess his/her guilt, and submit him/herself to the godly judgement of the Bishop, the Court shall so certify to the Bishop, and the Bishop shall, in his/her discretion, impose sentence.

7. The Court may establish rules of procedure not inconsistent with the Constitution and Canons of General Convention, with the power to alter or rescind the same, including the power of taking the evidence of witnesses whose attendance in person cannot be procured. Until, and unless otherwise provided, the rules of procedure on the trial shall be the same, *mutatis mutandis*, as provided by the Canon relating to the trial of a Bishop.

8. The Church Advocate and the defendant, each or either of them, shall be entitled to challenge for cause any member of the Court.

9. If by reason of such challenge, or from any other cause, a vacancy shall occur in the membership of the Court during the course of the trial, the trial shall proceed, provided the Court shall not be reduced to less than four (4) members. In the latter event the vacancy shall be filled as provided by Canon, and the trial shall begin de novo.

10. The Court, having fully heard the allegations and proofs of the parties, and having considered the same, every member of the Court sitting in the cause shall declare whether in his/her opinion the defendant is guilty or not guilty with respect to each particular charge and specification contained in the presentment, and the defendant shall be deemed not guilty upon every charge and specification upon which she/he shall not be pronounced guilty by a majority of the members of the Court sitting in the Cause.

11. The Decision of the Court as to all charges and specifications shall be reduced to writing, and signed by all those who assent to it, and this decision so signed, shall be the judgement, together with the record of the case, and the recommendation of the Court as to the sentence, if any, to be imposed upon the defendant, shall without delay, be transmitted to the Bishop.

12. If the Court find a judgement of Guilty, the Bishop shall not pronounce sentence upon the defendant until after the expiration of thirty (30) days from the date of service of the notice of judgement upon the defendant. If at the expiration of said thirty (30) days the defendant shall have failed to serve notice of appeal from the finding of the Trial Court, as provided by Canon, the Bishop shall within six (6) months pronounce such canonical sentence as shall appear to him/her to be proper; provided the same shall not exceed in severity the sentence recommended by the Court. If the court shall have failed to recommend any specific sentence, the Bishop shall impose such sentence as she/he may deem fit in accordance with Canons; and when a specific sentence other than that of deposition be recommended, the defendant shall not be deposed for the cause for which she/he has been tried, even though said defendant ask for deposition.

13. Whenever the office of Bishop is vacant, the Functions of the Bishop under this canon shall be performed by a Bishop to be selected by the Standing Committee.

14. The expenses accruing in the trial and authorized by the Court, shall be paid out of the funds of the Diocese upon the order of the President of the Court.

CANON 19 AMENDMENTS

1. COMMITTEE ON CONSTITUTION AND CANONS

The Committee on Constitution and Canons shall consist of ten (10) members elected at each Annual Convention, who shall serve from the adjournment of said Annual Convention until the adjournment of the next Annual Convention, and the Chancellor who shall be a member ex officio and shall serve as its chair. Vacancies in the interim shall be filled by the Ecclesiastical Authority.

2. ADOPTION OF AMENDMENTS TO CONSTITUTION AND CANONS

Unless unanimous consent be given by the Convention for the introduction of amendments to the Constitution or the introduction of amendments to the Canons, no such Amendment shall be considered unless it be submitted by its proponents seventy-five (75) days before the Convention meets. The Committee shall transmit a copy of such proposed amendment to the Secretary of Convention and may recommend to the Convention that the amendment be adopted or that it be rejected. A proposed amendment may also be submitted by the Committee without recommendation. The Committee may suggest however to the proponent of an amendment changes which, if made in the proposed amendment, would secure the Committee's favorable recommendation. If the proponent does not accept the Committee's proposed change or changes, the Committee may transmit to the Secretary of the Convention both the proponent's original proposed amendment and the substitute amendment as recommended by the Committee. The Secretary of the Convention shall distribute copies of all proposed amendments to each person entitled to receive notice of the meeting of the Convention.

3. EFFECTIVE DATE OF AMENDMENTS

All amendments to the Canons shall take effect immediately upon their adoption unless otherwise provided.

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 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 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 the 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.

CANON 21 SERVICE ON MULTIPLE COMMITTEES

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, the Department of Missions, and the ACTS/VIM Board.

END

PRIMA FACIE	- on the first appearance
MUTATIS MUTANDIS	- with the necessary changes having been made
DE NOVA	- again

(revised May 26, 1994)
CONG:CAN4/TXTJOUR4

Episcopal Diocese of Newark
Vital Statistics
Year 1993

	Reg. Memb.	Reg. Memb.	Comm. Memb.	Comm. Memb.	Baptisms	Confirmations	Sacraments of Holy Communion	Mar.-Bur.- Other	Average Attendance	4th Church Day
Allendale, Epiphany	174	179	163	102	0	2	4	0	0	0
Arlington, Trinity	111	115	78	78	0	1	0	0	0	0
Bayonne, Calvary	126	123	99	61	0	1	1	2	12	42
Bayonne, Trinity	127	126	103	126	0	3	2	4	11	38
Belvidue, Christ	78	105	101	101	0	0	0	6	5	83
Belvidue, St. Mary	106	112	68	68	0	0	0	1	19	68
Bergenfield, All Saints	169	172	122	95	0	3	1	3	74	6
Bergenfield, Advent *	68	68	65	58	0	0	0	0	0	0
Bloomfield, Ascension	44	34	34	34	0	0	0	0	1	10
Bloomfield, Gloria Ridge, Christ	378	402	362	268	-	0	5	6	13	7
Bloomfield, St. Peter *	138	138	0	110	0	0	0	2	63	102
Bloomfield, St. John	525	522	192	161	1	6	3	15	10	74
Budd Lake, Christ	115	122	79	46	1	5	0	0	74	21
Chatham, St. Paul	532	545	497	390	0	11	1	6	13	2
Chester, Messiah *	287	317	232	184	1	6	0	1	8	136
Cliffside Park, Trinity	186	206	134	77	0	3	2	1	6	114
Cifton, St. Peter	281	286	155	146	0	3	1	5	9	30
Denville, Our Saviour	596	605	391	190	1	13	0	4	11	105
Dover, St. John	195	222	190	190	1	11	0	6	16	73
East Orange, Christ	384	418	251	289	3	27	7	5	22	192
East Orange, St. Agnes/St. Paul	200	222	159	170	0	16	2	9	10	114
East Rutherford, Restoration *	69	73	0	48	2	0	2	0	3	63
Englewood, St. Paul	740	716	454	434	2	16	6	5	10	59
Englewood, St. Peter	638	638	600	538	0	10	1	10	4	257
Fair Lawn, Ascension	99	111	91	56	1	3	3	0	1	63
Fort Lee, Good Shepherd *	438	468	286	218	0	6	3	1	8	101
Glen Rock, All Saints	220	232	177	154	0	1	0	0	6	87
Hackensack, Christ	279	295	245	285	0	6	5	1	10	45
Hackensack, St. Anthony *	301	340	256	219	1	6	3	5	9	175
Hackensack, St. Cyrilus	76	73	52	52	0	1	0	0	2	35
Hackensack, P.V.E.M.	692	691	412	442	2	14	0	6	32	185
Hackensack, St. James	402	417	297	351	0	15	0	1	18	251
Haledon, St. Mary	219	226	100	88	2	5	1	3	12	488
Hamburg, Good Shepherd *	230	225	183	134	1	6	3	4	7	77
Harrison Park, St. Andrew	160	166	166	166	0	1	0	0	9	133
Harrison, Christ	79	77	75	75	0	1	0	0	1	70
Hoboken, St. John	195	213	140	121	0	2	0	0	4	30
Hoboken, St. Luke	232	237	186	145	1	10	2	2	3	70
Hoboken, St. Clement	261	267	109	146	1	7	0	0	6	82
Hilldale, Holy Trinity	346	326	326	201	0	5	0	3	12	106
Hoboken, St. Bartholomew *	256	250	151	193	0	5	0	1	4	131
Hoboken, All Saints	134	195	167	167	0	12	3	0	1	109
Hope, St. Luke	208	228	162	150	1	5	0	2	4	131
										54

DIOCESE OF NEWARK, Page 1
* indicates incomplete or obsolete data

Episcopal Diocese of Newark
Vital Statistics
Data Year 1993

Paterson, Holy Communion	109	110	95	68	0	2	2	2	0	49	39	29	1	3	44	63	9	0
Paterson, St. Paul	543	630	600	465	6	16	12	1	3	92	94	45	2	7	36	218	85	0
Paterson, Trinity	81	83	34	37	0	2	0	0	0	64	10	4	2	0	0	57	0	0
Phillipsburg, St. Luke	261	268	237	193	1	10	2	6	0	114	100	105	4	10	5	151	37	0
Pompton Lakes, Christ	790	816	432	402	2	40	4	9	2	110	66	23	31	621	8	195	42	0
Ramsey, St. John	639	656	431	298	0	15	2	8	0	145	95	11	12	10	12	233	79	0
Ridgefield, St. James	495	520	325	364	1	11	1	4	5	96	70	225	9	25	27	190	67	0
Ridgefield Park, St. Mary	228	223	93	93	0	4	4	0	0	79	59	79	3	12	43	54	8	0
Ridgewood, Christ	1355	1425	1178	1178	0	19	0	9	2	149	170	21	8	9	22	338	116	0
Ridgewood, St. Elizabeth	978	920	796	725	1	18	1	7	0	87	12	16	5	13	6	297	185	0
Ridgewood, Good Shepherd	111	111	92	111	4	9	0	1	0	17	2	0	1	3	2	42	0	0
Rochelle Park, St. Peter	214	220	106	61	0	8	0	5	0	102	62	14	3	10	0	66	25	0
Rutherford, Grace	457	470	252	237	3	15	1	6	4	84	53	21	6	11	86	126	34	0
Secaucus, Our Saviour	96	94	49	49	0	0	0	6	1	49	7	25	0	1	0	41	15	0
Short Hills, Christ	1392	1635	1172	462	1	30	12	0	9	82	46	0	11	21	74	330	130	196
South Orange, St. Andrew & Holy Communion	217	243	200	125	0	14	0	0	2	95	12	22	2	2	82	151	60	0
Sparta, St. Mary	303	322	444	240	1	22	0	10	1	99	38	6	3	1	7	254	98	0
Secaucus, St. Dunstan	356	374	290	225	0	8	0	4	0	109	10	2	1	2	66	204	106	0
Sussex, Calvary	1745	1806	1300	1050	0	22	8	0	0	104	58	92	15	8	6	425	170	0
Tenafly, Christ	137	137	70	93	0	6	0	7	0	77	19	0	1	3	0	77	0	0
Tenafly, St. Mark	347	362	250	146	0	6	2	7	0	103	71	77	4	3	27	134	74	0
Tenafly, Ascension	467	488	280	200	0	7	0	0	1	104	8	10	9	9	4	116	51	0
Totowa, Christ	114	121	89	61	1	2	0	1	0	96	47	12	2	5	16	57	0	0
Towaco, Transfiguration	171	153	127	86	0	2	0	0	0	84	17	3	0	2	27	88	36	0
Union City, Grace	217	229	153	121	0	11	0	0	0	137	22	14	8	9	35	104	7	0
Union City, St. John	142	138	75	23	0	5	0	0	0	49	12	21	0	2	80	52	38	211
Upper Montclair, St. James	1229	1030	986	596	1	16	4	0	3	104	80	17	9	14	46	298	119	42
Vernon, St. Thomas	211	221	177	91	1	3	1	5	0	102	11	1	8	4	5	78	60	0
Vernon, Holy Spirit	188	192	170	192	1	10	1	4	0	96	59	40	1	14	30	84	28	0
Wanaque, Good Shepherd	225	259	205	136	0	5	0	1	0	94	8	59	2	6	15	104	32	0
Washington, St. Peter	110	123	122	58	1	5	0	0	1	91	17	35	0	4	3	48	25	0
Wayne, St. Michael	762	800	347	130	0	13	1	0	3	98	21	29	7	4	183	208	78	0
West Milford, Incarnation	183	200	165	130	2	8	1	3	3	100	5	12	2	2	3	83	38	0
West Orange, Holy Innocents	92	92	74	74	1	2	0	0	1	84	48	10	0	3	12	44	8	0
West Orange, Holy Trinity	88	94	86	94	1	5	3	1	0	60	14	53	4	7	5	51	14	0
West Orange, St. Mark	137	149	117	93	0	7	2	10	0	52	48	64	5	3	49	104	33	0
Westwood, Grace	540	549	409	302	0	4	0	2	2	106	274	168	4	9	416	169	46	0
Woodbridge, St. Paul	94	88	52	52	0	0	2	0	2	47	22	37	1	3	0	50	7	0

Grand Total:

43015

30953

27920

71

1021

179

378

276

11259

6049

4235

523

1394

5742

16180

5552

1113

Financial Statistics

Data Year 1993

Parish Unit	Pred. For Next Year	Plan Fiduciary	REVENUES		Operating Expenses	EXPENDITURES		Net		Other
			Total	Total Non-Operating		Total To Disc. & Work with Gen. Cong.	Total Wor Total Pro. Disposable	Income	Budget	
Iverson, Trinity	24	22,000	24,745	0	47,668	37,235	3,113	40,348	716	0
Jersey City, Grace *	63	45,000	48,000	126,824	30,656	157,480	139,500	139,500	3,000	0
Jersey City, Immaculation	70	45,000	65,000	81,993	19,380	101,373	78,895	81,993	4,598	0
Jersey City, St. Matthew	26	6,500	6,000	22,351	650	120,638	15,241	15,241	1,200	0
Jersey City, St. Paul	34	34,751	37,234	119,967	650	120,638	105,261	105,261	17,847	0
Jersey City, St. Stephen	32	14,976	12,443	31,305	0	31,305	32,332	32,332	1,561	0
Kiaoulon, St. David	76	97,967	98,731	141,419	14,110	163,129	112,871	133,086	3,379	0
Lancaster, All Saints	61	62,000	65,911	116,729	0	116,729	105,050	105,050	1,815	0
Lancaster, St. Andrew	63	62,000	62,233	101,668	4,226	114,395	98,974	102,672	1,577	0
Little Falls, St. Agnes	64	71,500	76,899	116,907	9,347	126,254	98,711	113,363	1,878	0
Livingson, St. Peter	89	33,400	48,438	98,277	10,827	109,104	82,393	93,006	15,729	0
Lynchburg, St. Thomas	68	28,000	41,629	61,309	2,625	63,934	51,974	51,974	3,420	0
Medison, Grace	270	277,526	273,354	372,373	353,407	726,000	318,151	651,009	1,542	0
Maywood, St. George	91	144,000	155,866	193,876	111,222	305,939	173,546	235,684	3,055	0
Maywood, St. Martin *	50	49,200	54,139	79,550	3,908	83,458	74,794	74,794	6,240	0
Midland Park, Good Shepherd	0	138,223	138,361	81,356	219,897	117,557	117,557	117,557	900	0
Midland Park, St. Stephen	73	76,782	90,930	99,261	12,086	111,347	86,826	91,079	1,200	0
Millburn, St. Stephen	94	94,100	94,462	94,463	39,395	133,859	126,748	133,859	1,900	0
Millington, All Saints *	114	144,946	142,303	143,218	36,110	179,328	138,887	154,247	5,055	0
Monclair, St. John	78	92,000	97,492	105,472	0	105,472	87,420	87,420	3,151	0
Monclair, St. Luke *	206	285,580	296,453	374,932	424,336	799,318	328,521	767,375	58,105	0
Monclair, Trinity	125	73,000	64,144	81,666	2,011	83,677	70,419	70,419	1,935	0
Montvale, St. Paul	112	103,916	117,297	175,728	7,918	183,646	141,210	148,582	28,874	0
Morris Plains, St. Paul	231	196,200	198,723	222,683	181,715	404,398	181,715	404,398	1,713	0
Morrisville, Redeemer	116	117,708	117,211	248,389	81,330	329,709	261,335	298,019	6,364	0
Morrisville, St. Peter	302	292,560	333,334	546,338	789,689	1,316,027	448,338	491,681	132,751	0
Mountain Lakes, St. Peter	39	43,750	43,352	53,350	10,602	63,952	66,625	66,625	3,001	0
Mountain Lakes, St. Peter	135	192,000	193,782	241,367	38,041	229,408	196,949	203,551	11,919	0
Newark, Grace	51	55,100	50,913	243,717	13,823	257,540	209,557	209,557	50,416	0
Newark, House of Prayer	36	22,348	24,066	72,500	276	78,776	79,176	79,176	1,385	0
Newark, St. Andrew	38	22,348	22,047	37,739	2,836	40,575	47,935	47,935	2,000	0
Newark, St. Barnabas	35	14,000	11,819	73,650	5,571	82,338	80,413	80,413	900	0
Newark, Trinity *	149	95,508	108,310	263,689	15,399	279,088	220,339	220,339	27,577	0
Newton, Christ *	174	94,309	102,613	105,555	80,375	185,934	139,395	144,465	8,455	0
North Arlington, St. Paul	37	0	20,023	44,175	451	44,625	44,508	44,508	0	0
North Arlington, Transfiguration *	25	30,000	34,188	60,220	7,042	67,262	71,827	71,827	2,704	0
Norwood, Holy Communion	58	40,000	47,265	87,401	0	87,401	86,666	86,666	500	0
Nutley, Grace	126	125,000	121,166	162,197	126,399	288,596	104,821	149,294	6,110	0
Oak Ridge, St. Albert	61	66,360	69,458	109,958	4,409	114,367	101,537	108,852	2,300	0
Oak Ridge, St. Gabriel	19	18,052	16,033	58,475	0	58,475	8,797	8,797	375	0
Oredell, Annunciation	108	98,000	113,366	131,394	10,430	141,824	117,768	117,768	2,652	0
Orange, All Saints	62	65,616	62,521	105,709	6,260	111,969	98,402	98,402	1,895	0
Orange, Epiphany	64	80,000	77,094	123,328	0	123,328	118,383	118,383	750	0

DIOCESE OF NEWARK, PAGE 2

* Indicates incomplete or obsolete data

Financial Statistics

Data Year 1993

Total Year Total Pay Disbursements

Total To Dioc.

Total Real Non

Pledged

Pledge

Excess

Data Year 1993																	
Parishes	Units	Ftr	Next Year	Pledge	Operating Revenues		Operating Expenses		Work w/in & Gen.		Church	Outside	Operating Accounts		Budget	Rector	Other
					Revenues	Revenues	Expenses	Expenses	Consg.	Consg.			Consg.	Consg.			
Paramus, St. Matthew	42	30,560	41,699	84,997	73,38	92,355	80,164	88,716	5,265	627	5,892	94,608	84,997	36,200	5,481		
Patapsco, St. Gregory	68	58,656	74,689	94,255	2,906	87,161	73,139	74,745	11,048	2,085	13,558	88,303	84,255	29,972	11,462		
Pasadena, St. John	95	70,000	79,013	97,404	26,013	123,417	96,528	99,748	17,651	10,831	28,591	128,339	97,404	36,000	37,801		
Pasadena, Holy Communion	52	50,338	54,500	85,060	223	86,283	-	85,232	2,770	175	2,945	88,177	85,060	55,261	6,275		
Pateroson, St. Paul	155	103,163	105,972	208,117	0	208,117	167,183	167,183	25,461	12,135	37,596	204,779	208,117	0	0		
Pateroson, Trinity	37	28,272	36,105	50,774	471	51,244	40,606	43,555	7,530	500	8,231	51,786	50,774	7,440	0		
Phillipsburg, St. Luke	72	75,001	76,334	87,547	8,578	96,125	93,427	93,427	10,174	439	10,971	104,388	87,547	31,423	7,162		
Pompton Lakes, Christ	129	107,000	136,952	157,630	27,171	184,801	135,430	137,252	21,672	4,021	25,113	177,365	157,630	31,424	137,801		
Ramsey, St. John	171	219,044	221,761	228,491	16,340	244,830	162,449	162,449	16,449	45,652	7,353	256,378	228,491	52,312	25,023		
Ridgefield, St. James	129	50,550	69,992	96,361	252	96,613	75,256	75,256	13,580	2,573	16,399	95,956	92,390	0	0		
Ridgefield Park, St. Mary	35	18,478	38,933	66,100	5,726	71,826	64,393	67,028	3,653	533	4,403	71,431	66,100	32,449	93,501		
Ridgewood, Christ	218	376,123	447,771	468,638	40,209	508,841	298,125	315,977	103,270	20,077	123,347	438,424	468,638	39,224	0		
Ridgewood, St. Elizabeth	225	358,000	362,895	393,632	40,209	433,841	291,280	304,238	81,286	59,781	141,067	445,305	393,632	0	0		
Ridgewood, Good Shepherd	11	1,300	2,253	18,350	0	18,350	11,544	11,544	925	4,867	6,592	18,136	2,253	0	0		
Rochelle Park, St. Peter	36	24,774	29,389	51,277	21,291	72,568	49,150	70,647	2,970	57	3,348	73,995	51,277	0	0		
Rutherford, Grace	97	77,140	86,284	120,068	1,055	121,123	140,773	140,773	24,125	465	2,229	164,998	120,068	0	0		
Secaucus, Our Saviour	22	26,300	25,687	42,944	1,055	43,998	17,238	18,501	1,726	26,691	142,972	718,019	543,547	6,900	176,414		
Short Hills, Christ	436	410,000	394,844	533,547	54,127	607,674	527,607	575,047	118,545	22,691	142,972	718,019	543,547	63,782	25,456		
South Orange, St. Andrew & Holy Comm.	111	100,000	90,648	174,318	0	174,318	163,446	163,446	11,317	880	32,257	195,703	174,318	34,562	23,882		
Sparta, St. Mary	115	157,000	156,918	193,422	3,063	196,485	137,290	168,452	24,205	4,192	29,675	198,127	168,452	6,236	30,993		
Succasunna, St. Dunstan	370	417,900	455,677	480,905	112,888	593,793	504,736	557,764	86,563	21,095	107,658	665,419	480,905	70,385	140,247		
Summit, Calvary	64	29,372	24,960	37,816	0	37,816	83,607	83,607	10,430	910	22,627	106,234	83,616	24,182	26,138		
Tenack, Christ	80	79,630	95,564	99,117	31,577	130,694	215,073	215,073	39,379	2,403	41,782	257,576	215,073	52,900	37,623		
Tenack, St. Mark	130	159,188	169,918	250,665	4,539	255,204	57,510	58,578	8,173	1,200	10,614	69,192	68,112	32,008	0		
Tenally, Attonment	40	50,988	67,134	80,286	7,776	88,074	80,737	80,737	3,888	300	5,928	86,665	80,286	31,309	0		
Tenally, Christ	56	58,671	54,984	80,286	7,776	88,074	80,737	80,737	3,888	300	5,928	86,665	80,286	31,309	0		
Tenally, Transfiguration	74	37,409	41,449	74,219	2,159	76,377	67,927	67,927	1,700	965	8,733	76,470	74,218	42,003	0		
Union City, St. John	42	0	15,699	59,993	110	60,103	53,951	53,951	3,951	215	1,915	55,866	59,993	26,344	0		
Upper Montclair, St. James	178	208,493	247,968	280,294	22,769	303,063	333,899	333,899	39,515	4,921	44,436	378,335	280,294	18,390	119,234		
Vernon, St. Thomas	44	46,172	43,741	80,232	20,747	100,979	88,446	101,814	12,555	1,077	103,846	114,361	88,446	32,545	0		
Verona, Holy Spirit	61	70,000	69,315	79,324	9,808	89,132	69,439	83,899	7,425	1,504	9,944	131,109	82,469	24,900	4,600		
Wanaque, Good Shepherd	66	61,438	66,765	135,969	14,878	150,847	121,465	121,465	7,425	1,504	9,944	131,109	82,469	24,900	4,600		
Washington, St. Peter	31	22,182	27,102	37,867	590	38,457	33,331	33,331	3,600	1,153	5,033	38,364	37,867	14,790	971		
Wayne, St. Michael	111	223,252	182,778	188,226	39,637	227,863	166,957	176,512	22,587	9,653	39,674	176,512	188,226	61,870	34,113		
West Milford, Incarnation	34	245,000	28,195	-78,412	2,204	80,616	79,322	79,322	1,122	0	1,122	80,444	47,622	0	0		
West Orange, Holy Innocence	52	45,500	47,375	91,793	0	91,793	69,204	76,864	7,300	170	9,189	86,053	81,137	0	0		
West Orange, Holy Trinity	55	32,229	37,469	60,556	1,221	61,777	61,406	61,406	2,784	200	3,024	64,440	60,556	5,694	0		
West Orange, St. Mark	46	34,734	27,720	84,872	10,015	94,887	92,283	92,283	3,349	303	3,652	95,935	79,172	0	0		
Westwood, Grace	114	129,256	152,214	163,373	8,632	172,005	135,409	141,969	33,083	3,960	38,584	180,533	163,373	37,266	12,168		
Woodbridge, St. Paul	0	0	27,505	47,867	160	48,027	39,422	52,699	6,892	1,463	8,515	61,214	47,412	0	0		

GRAND TOTAL:

1,005

10,920,796

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161,38,889

4,687,083

20,235,062

14,408,672

17,539,714

2,134,411

688,488

3,232,337

20,504,709

13,689,817

31,48,044

• Indicates obsolete or incomplete data

