

**JOURNAL
OF THE
ONE HUNDRED AND TWENTY-FIRST CONVENTION
OF THE
DIOCESE OF NEWARK
PROTESTANT EPISCOPAL CHURCH
JANUARY 27-28, 1995
HANOVER MARRIOTT HOTEL
WHIPPANY, NEW JERSEY**

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OFFICERS OF THE CONVENTION

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

VICE PRESIDENT

The Right Reverend Jack Marston McKelvey, D.D., 24 Rector Street,
Newark NJ 07102

SECRETARY

Michael Francaviglia, 24 Rector Street, Newark NJ 07102

ASSISTANTS TO THE SECRETARY

Gail Deckenbach, Lyn Conrad, Joyce Riley, 24 Rector Street, Newark
NJ 07102

TREASURER AND ASSISTANT TREASURER

John Zinn, 24 Rector Street, Newark NJ 07102

William K. Quinlan, 24 Rector Street, Newark NJ 07102

CHANCELLOR

Michael F. Rehill, Esq., Williamson and Rehill, 345 Kinderkamack
Road, P.O. Box 714, Westwood NJ 07675

VICE CHANCELLORS

Allison Garde, 23 Noe Avenue, Madison NJ 07940

B. John Pendleton, 40 Condit Road, Mountain Lakes NJ 07046

CHANCELLOR EMERITUS

The Hon. Ward J. Herbert, McCarter & English, 100 Mulberry Street,
Newark NJ 07102

PARLIAMENTARIAN

Janice Newman, 355 Scotland Road, South Orange NJ 07079

ASSISTANT PARLIAMENTARIAN

Alan Stephens, 30 Draper Terrace, Montclair NJ 07042

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Marjorie Jingo

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A. Bruce Smith
Lynn B. Tyler

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The Rev. Judith Baldwin, Pastoral Counselor

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Irene Sterling
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John G. Zinn

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Frances May, Clerk
Edith Gallimore, Treasurer
Tim Carpenter, Chancellor

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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

Class of 1998

The Rev. William Gannon
Charles Hayes

The Rev. Stanley Morgan
A. Bruce Smith

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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

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The Rev. Gregory Cole, Co-Chair	Louise Kalemkerian
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

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Martha Shaughnessey Gardner	Dr. Richard Masland
Carole Friedman	Fran Wilson
The Rev. Edward M. Hasse, III	

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The Rev. Lauren Ackland	The Rev. H. Gaylord Hitchcock
Carlotta Budd	The Rev. Stephanie Keith
Linda Curtiss	Mardi Mauney
The Rev. Canon Gervais Clarke	A. Gary Shilling
Dale Gruner	John Snyder, Chair

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

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Barbara Andersen	Sandra V. Marshall
Jonathon Bell	F. Philip Storm
The Rev. David P. Hegg II, Chair	Patricia H. Wheeler

COMMISSION ON CHILDREN AND YOUTH

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Tom Idenden	David Vess
Joan Lodge	The Rev. Susan E. Vest
The Rev. John A. Rollins	The Rev. Mark Waldon, Chair
Caron Van Dyck	The Rev. Walt Zelle, Jr.

Committees, Boards, Institutions, Organizations, Trustees

COMMISSION ON MINISTRY

Class of 1996

The Rev. Michael du Plessis
The Rev. Margaret Gunness
Carolyn Hales

Paul Hiromura
The Rev. Lucinda Laird
The Rev. Phillip Wilson

Class of 1997

Richard Horsley
Russell Murphey

Hattie Stone
The Rev. Richard Wrede

Class of 1998

The Rev. William Coats
The Rev. Edward M. Hasse, III
Joseph Laidy

The Rev. Carolyn Lombard
Nesta Stephens

Class of 1999

Sally Snyder
The Rev. Dr. David Hamilton
Mary Barrett

Judy Albers
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Kanyon C. Burke
Charles W. Dickerson
Forrest B. Drennan
Alfred C. Jones III
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Amy M.O. Lau
Meradith Lloyd
Adrienne Lockett

Marsha V. Mackey
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Bruce Nelson
The Rev. Mark B. Pendleton
Muriel Reed
Janet Scott
Cliff L. Wood
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Michael Francaviglia, Secretary
Rupert Cole, Treasurer

CURSILLO

The Rev. Patrick R. Close, Tom Osucha

DEAF MINISTRY

Cliff Rowley, Chair, The Rev. Patrick R. Close

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The Rev. Steven Steele		Peter Van Brunt
Class of 1997		
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The Rev. Bernard Healy		Frances Hager
The Rev. Carolyn Lumbard		Joan Lodge
Class of 1998		
The Rev. Jeanette DeFriest		Robert Bartkus
The Rev. Maria Eddy		Sidney King
The Rev. Paul Hunt		

DEPARTMENT OF PROGRAM

The Rev. Margaret Gat, Staff Coordinator

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 John Zinn, Treasurer
 William Quinlan, Assistant Treasurer
 Michael F. Rehill, Chancellor
 The Honorable Ward Herbert, Chancellor Emeritus

District Representatives

NORTH EAST

Gerrie Jeter, St. Andrew's Church, Harrington Park
 The Rev. Ken Near, St. Paul's Church, Englewood
 The Rev. Fred Fox, St. Paul's Church, North Arlington
 Beverly Rhinehart, St. Paul's Church, Englewood

SOUTH EAST

The Rev. Donald Baldwin, Calvary Church, Bayonne
 Kathy Ganim, All Saints' Church, Hoboken
 The Very Rev. Peter Sabune, Trinity & St. Philip's Cathedral, Newark
 Pamela Lindquist, Calvary Church, Bayonne

NORTH WEST

The Rev. Jo-Ann Murphy, Transfiguration, Towaco
 Nancy Weidbrauk, St. Thomas' Church, Vernon
 The Rev. Patrick Close, St. Peter's Church, Mountain Lakes
 Naomi Horsky, St. Gabriel's, Milton/Oak Ridge

SOUTH WEST

The Rev. Susan Chrystal, St. Paul's Church, Morris Plains
 Nancy Colner, St. Peter's Church, Morristown
 The Rev. Caroline Bruschi, St. Peter's Church, Washington
 Jayne Garretson, St. Peter's Church, Washington

NORTH CENTRAL

The Rev. John Hartnett, St. Elizabeth's Church, Ridgewood
 Mary Beth King, St. Martin's Church, Maywood
 The Rev. John Rollins, Christ Church, Pompton Lakes
 Dagi Murphy, St. Alban's, Oakland

Committees, Boards, Institutions, Organizations, Trustees

SOUTH CENTRAL

The Rev. John Salmon, Jr., Church of the Advent, Bloomfield
 Diane Mayo, Christ Church, Bloomfield/Glen Ridge
 The Rev. Lawrence Falkowski, Holy Trinity Church, West Orange
 Ken Igwe, St. Agnes/St. Paul's Church, East Orange

ELECTED BY CONVENTION

E. Kim Byham, Good Shepherd, Fort Lee
 The Rev. William Coats, St. Clement's Church, Hawthorne
 Peg Dangel, St. Paul's, Chatham
 The Rev. William Gannon, Christ, Glen Ridge
 Dorothy Gould, Trinity & St. Philip's Cathedral, Newark
 The Rev. Edward Hasse, Church of the Holy Spirit, Verona
 Edward Jenkins, Trinity Church, Montclair
 The Rev. Scott Kallstrom, Grace Van Vorst, Jersey City

APPOINTED BY THE BISHOP

Ray Anderson, All Saints, Glen Rock
 The Rev. Orion Davis, Church of the Epiphany, Allendale
 William Heick, St. Paul's Church, Morris Plains
 The Rev. Mark Lewis, Church of the Saviour, Secaucus

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 William P. DuBose, Vice President
 Bruce N. Bensley, Treasurer
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 Sandra Johnson
 William Keiter
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The Rev. Ashley Neal
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 The Rev. Francis Bancroft, 1998
 The Rev. Richard Gressle, 1999
 The Rev. Elain Kebba, 2000

James B. Freeman, 1997
 Thomas Gillespie, 1998
 Deborah A. Brown, 1999

ECUMENICAL COMMISSION

The Rev. Ashley Neal, Chair

ENVIRONMENTAL COMMISSION

The Rev. Franklin Vilas, Chair

EPISCOPAL CAPITAL LOAN FUND

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 John Zinn, Administrator

The Rev. Lauren Ackland
 Ray Anderson
 The Rev. Francis Bancroft
 The Rev. Michael duPlessis

The Rev. Richard Gressle
 Gerald Harvey
 The Rev. Raymond Harbort
 Richard Horsley

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James Grimstead

The Rev. Beverly Huck
Whitney Parker

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James Grimstead
Lorraine Jones
Elliot Lee
The Rev. Tracey Lind

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

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The Honorable Ward Herbert, President
Juli Towell, Vice President
The Rt. Rev. Jack M. McKelvey, Executive Secretary
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Gerald Harvey
The Rev. Richard Louis

Whitney Parker
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Mr. George R. Hayman, Chair

JEWISH/CHRISTIAN TASK FORCE

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

REFUGEE RESETTLEMENT TASK FORCE

(Director position vacant at journal press time)

THE STANDING COMMITTEE

Class of 1996
The Rev. John P. Croneberger
Christina Hembree

Class of 1997
The Rev. H. Gaylord Hitchcock
John Lynch

Class of 1998
The Rev. David P. Hegg, II
Marjorie Christie

Class of 1999
The Rev. Albert D. Jousset
William Carpenter

STEWARDSHIP COMMISSION

Ray Anderson
Robert Burnett
The Rev. Orion Davis, Jr., Chair
The Rev. Dwight Neglia

James Newell
Margy Newell
A. Bruce Smith
John Zinn

SUBSTANCE ABUSE COMMISSION

The Rev. Ralph Smith, Chair

Committees, Boards, Institutions, Organizations, Trustees

TASK FORCE ON INTERFAITH RELATIONS

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

TRUSTEES OF THE EPISCOPAL FUND AND DIOCESAN PROPERTIES

Deborah A. Brown	Robert S. Lanterman
Carlotta Budd	Richard B. McGlynn
William Carpenter	Michael F. Rehill
The Rev. Dr. David H. Hamilton	The Rt. Rev. John S. Spong
The Rev. H. Gaylord Hitchcock	John G. Zinn
Eliot S. Knight	

WARD J. HERBERT FUND

The Rev. Lauren D. Ackland	Charles Hayes
James Caputo, Chair	William Heick
Richard Clark	Richard Horsely
The Rev. William Coats	Robert Lanterman
Nancy Coiner	The Rev. Ashley Neal
Peg Dengel	The Rev. Steven L. Steele
Robert Ewing	

WOMEN'S ISSUES AND MINISTRY COMMISSION

The Rev. Lynne B. Weber, Chair

ANNUAL DIOCESAN CONVENTION MINUTES

The 121st Annual Convention of the Episcopal Church in the Diocese of Newark was held on Friday, January 27, and Saturday, January 28, 1995, in the Hanover Marriott Hotel, Whippany, New Jersey.

FRIDAY AFTERNOON SESSION

January 27, 1995

The Eucharist was celebrated at 12:00 p.m. at the hotel by the Right Reverend John S. Spong of the Diocese of Newark. The Right Reverend Don Taylor, Assistant Bishop of the Diocese of New York, was the preacher.

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
Priests	134
Deacons	3
Lay Deputies	368
Total Deputies	497

Congregations Represented 125

ELECTION OF VICE PRESIDENT

Bishop Spong moved the election of Bishop McKelvey as Vice President of the Convention. The motion was seconded and adopted.

ADOPTION OF AGENDA

Mr. Michael F. Rehill, Chancellor, moved the adoption of the proposed agenda. The motion was seconded and the agenda as follows was adopted:

AGENDA

Friday, January 27

12:00 p.m. EUCHARIST - Ballroom, Hanover Marriott Hotel;
The Rt. Rev. Don Taylor, Preacher;
The Rt. Rev. John S. Spong, Celebrant

2:00 p.m. BUSINESS SESSION - Ballroom, Hanover Marriott Hotel

Call To Order
Determination of Quorum
Election of Vice President
Adoption of Agenda
Call For Resolutions

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

Resolution of Courtesy
Reports: Rules of Order

Minutes of the 121st Diocesan Convention

- Secretary of Convention
Treasurer of Convention
- Appointment of the Parliamentarians
Introduction of the Chancellor and Vice Chancellor
Appointment of a Vice Chancellor
Elections: Committee on the Rights of Clerical Delegates
 Committee on the Rights of Lay Delegates
Committee on Elections
Ballot for Uncontested Elections
Institution of Secretary of 121st Annual Convention
Appointment of Assistant Secretaries
- 2:30 p.m. **ORDER OF THE DAY: 1995 Proposed Unified Budget**
 Proposed 1995 Budget (for information)
 Call for Resolutions on the Budget
- 3:00 p.m. **REPORTS**
 Committee on the Status of Churches
 Committee on Sexual Abuse Awareness
 Committee on Constitution and Canons
 Commission on Aging
 Boy Scouts of America Report
 Camp and Conference Center Committee
 Task Force on Christian Mission in an Interreligious World
 Stewardship Commission
- UTO INGATHERING REPORT**
- 4:30 - **HEARINGS**
6:45 p.m. 4:30 - 5:45 Budget
 4:30 - 5:30 Constitution & Canons
 5:15 - 6:45 Task Force on Christian Mission in an Interreligious World
 5:30 - 6:30 Commission on Aging (video presentation)
 5:45 - 6:45 Resolutions
- 7:00 p.m. **DINNER, AWARDS, & BISHOP'S ADDRESS**
- 9:45 p.m. **CONVENTION PARTY - Assembly Area around ballroom**
- Saturday, January 28**
- 8:15 a.m. **EUCHARIST - Ballroom, Hanover Marriott Hotel**
 The Rt. Rev. Joe Morris Doss, Presider
 The Rt. Rev. Jack M. McKevey, Celebrant
 - the *Necrology* will be read
- 10:30 a.m. **BUSINESS SESSION - Ballroom, Hanover Marriott Hotel**
- REPORTS**
- Hudson Episcopal Initiative
Standing Commission on Clergy Compensation
Episcopal Community Development
- SPECIAL ORDER - St. Agnes' & St. Paul's Church**
- REPORTS (cont'd)**
 Task Force on Christian Mission in an Interreligious World

Resolutions
Congregational Development & Training Consultants Program

ELECTION RESULTS WILL BE ANNOUNCED WHEN KNOWN

- 12:00 p.m. PRAYERS - The Rt. Rev. Don Taylor
- 12:15 p.m. LUNCH
- 1:30 p.m. BUSINESS SESSION
REPORTS
Committee on Constitution and Canons
Resolutions
- 2:15 p.m. ORDER OF THE DAY: 1995 Proposed Unified Budget
- 2:45 p.m. REPORTS
Committee on the Bishop's Address
Reports filed by Title
Appointments - Commission on Ministry (for ratification)
- Committee to Certify the Minutes
- Bishop's Appointments
- RESOLUTIONS OF GREETINGS AND THANKS
- 4:40 p.m. BISHOPS' COMMENTS: The Rt. Rev. Don Taylor and The Rt. Rev. Joe Morris Doss
- 4:55 p.m. HYMN - *God of Grace and God of Glory*
- 5:00 p.m. ADJOURNMENT

RESOLUTIONS ON NEW MATTERS

There were no new matters brought before the Convention.

RESOLUTION OF COURTESY

Ms. Carina Gunder, WOODY representative, presented the following resolution:

RESOLVED, that the courtesy of seat and voice be accorded the following: The Right Reverend Joe Morris Doss; The Right Reverend E. Don Taylor; The Right Reverend Jose Gonzalez; Ecumenical Guests; The Reverend Diana Beach, St. Matthew's, Jersey City; The Reverend Ronald Lau, St. James', Hackettstown; The Reverend Robert Griffiths, Grace Church, Newark; The Reverend Dr. R. Douglas Bendall, St. Andrew's, Newark; The Reverend Murray Goodwin, Epiphany, Allendale; The Reverend Christopher Agnew, St. Martin's, Maywood; The Reverend Mathew John, Mar Thoma Church; The Reverend Thomas Ninan, Church of South India; The Reverend Thomas Laws, St. Gabriel's, Milton/Oak Ridge; The Reverend Wilnot Merchant, St. Paul's, Paterson; The Reverend Harker McHugh, The Oasis; The Reverend Prince Singh, Incarnation, West Milford; The Reverend Robert Smith, Holy Communion, Norwood; The Reverend Peter D'Angio, Christ Church, Harrison; The Reverend Philip Remsted, Convent of St. John Baptist; The Reverend Lindsay Hardin Freeman; The Reverend Robert Rea, Transfiguration, North Bergen; David Ware, Assistant, Christ Church, Ridgewood; Karen Eberhardt, Lay Pastor, Redeemer, Morristown; 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; Kay Noonburg, Episcopal Churchwomen; Postulants and Candidates for Holy Orders; and Evan Babcock, Stephanie Blair and Craig Dorer, WOODY delegates.

Minutes of the 121st Diocesan Convention

RULES OF ORDER COMMITTEE

Mr. Roger Watson, Chair, presented the report on behalf of the committee. He explained the changes and modifications proposed by the committee in its report. The first was to revise the membership on the Nominations Committee as follows: The nominations committee would consist of one clergy and two lay members from different churches and serve for two year terms. The second change was to conclude the practice of the having the election tellers examine the ballots to determine the validity of the voting procedure. The third change was to change the method of placing and keeping resolutions on the Consent Calendar. Rather than unanimous consent, it was proposed that a simple majority of convention was required to keep a resolution on the consent calendar. The final proposed revisions were to change the term "convocation" to "district" and to change the language for inclusion or gender neutrality, where warranted.

Mr. Watson moved the adoption of the change in the Nominations Committee. The motion was seconded and adopted.

Mr. Watson moved the adoption of the change to the Consent Calendar. The motion was seconded. The Rev. Alan King moved a substitute resolution that to remove a resolution from a consent calendar would require the decision of any three congregations present. The substitute resolution was adopted.

REPORT OF THE SECRETARY

Mr. Michael Francaviglia thanked the members of the various committees for their support and assistance and the diocesan staff and, in particular, Mrs. Joyce Riley and Ms. Teresa Wilder.

TREASURER'S REPORT

Mr. John Zinn presented the report. He moved the adoption of the report. The motion was seconded and the Treasurer's Report was received and filed for audit.

PARLIAMENTARIANS

The President appointed Ms. Janice Newman as Parliamentarian and Mr. Alan Stephens as Assistant Parliamentarian. He thanked Ms. Newman for serving in this capacity and noted that this was her third and final year as Parliamentarian and Mr. Stephens would succeed her at next year's convention.

CHANCELLOR AND VICE CHANCELLORS

The President introduced Mr. Michael F. Rehill, Chancellor, and Mrs. Allison Garde, Vice Chancellor.

The Vice President appointed Mr. John Pendleton as Vice Chancellor and noted that he would be working with the Department of Missions.

RIGHTS OF CLERICAL DEPUTIES

Mrs. Kathleen Ballard, Christ Church, East Orange, moved the election of the following to the Committee on the Rights of Clerical Deputies: the Rev. Diane Clark, Chair, the Rev. Emory Byrum, and Mr. Ray Anderson. The motion was seconded and adopted.

RIGHTS OF LAY DEPUTIES

The Rev. Rosemary Lillis, Good Shepherd, Ringwood, moved the election of the following to the Committee on the Rights of Lay Deputies: Marjorie Jingo, Chair, Pauline Holder and the Rev. Donald Baldwin. The motion was seconded and adopted.

COMMITTEE ON ELECTIONS

Ms. Dot Patten, Chair, presented the report and gave final instructions on balloting. She expressed thanks and appreciation for the work of the previous chair, Mrs. Marie Obermann.

BALLOTS FOR UNCONTESTED OFFICES

Ms. Patten moved the elections in the uncontested offices. The motion was seconded and adopted and the following were elected:

ACTS/VIM BOARD: CLERGY CLASS OF 1998

The Rev. Tracey Lind, St. Paul's, Paterson

COMMITTEE ON CONSTITUTION AND CANONS

E. Kim Byham, Good Shepherd, Fort Lee
The Rev. Jacob David, St. Paul's/Resurrection, Wood-Ridge
The Rev. Carol Burnside, St. Mark's, West Orange
The Rev. Stanley Morgan, Holy Communion, Paterson
The Rev. Christopher David, Good Shepherd, Midland Park
Dale Gruner, Messiah, Chester
Marjorie Hartmeyer, St. Luke's, Haworth
The Rev. H. Gaylord Hitchcock, Grace, Westwood
The Rev. Joseph Herring, Christ, Newton
George Mackey, St. Elizabeth's, Ridgewood

ECCLESIASTICAL TRIAL COURT: CLERGY CLASS OF 1996

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

DEPARTMENT OF MISSIONS: LAY CLASS OF 1998

Sidney King, Incarnation, Jersey City
Robert Bartkus, Christ, Harrison
Wanda Crawford-Kloza, St. James', Upper Montclair

DEPARTMENT OF MISSIONS: CLERGY CLASS OF 1998

The Rev. John J. Negrotto, Holy Trinity, Hillsdale
The Rev. Elizabeth Keaton, St. Barnabas', Newark
The Rev. Paul Hunt, St. Andrew's, Lincoln Park

SECRETARY OF CONVENTION

Michael Francaviglia, St. George's, Maplewood

STANDING COMMITTEE: LAY CLASS OF 1999

William (Tim) Carpenter, St. John's, Montclair

TREASURER

John Zinn, St. Paul's, Paterson

TREASURER - ASSISTANT

William Quinlan, Calvary, Summit

TRINITY & ST. PHILIP'S CATHEDRAL CHAPTER - CLERGY CLASS OF 1998

The Rev. Stanley Morgan, Holy Communion, Paterson

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. Lyn Conrad and Mrs. Joyce Riley as Assistants to the Secretary.

Minutes of the 121st Diocesan Convention

ORDER OF THE DAY: 1995 PROPOSED UNIFIED BUDGET

Mr. William Helck, Budget Committee Chair, reviewed the 1995 proposed budget and moved its referral to the Convention Budget Committee. The motion was seconded and adopted.

The President called for resolutions on the budget. Sixteen resolutions were moved and seconded and referred to the Convention Budget Committee.

COMMITTEE ON THE STATUS OF CHURCHES

Bishop McKelvey presented the report. He reported the May 21, 1994, closing and deconsecration of Ascension Church, Bloomfield, was a decision made solely by the Wardens, Vestry and the Rev. Donald Allen, priest. He commended the leadership of Mr. Allen, Helen LeDoux, Senior Warden, and Beverly Roth, Junior Warden. Funds from the sale proceeds will go to Christ Church, Bloomfield/Glen Ridge, St. Peter's, Washington, and to the Ward J. Herbert Fund.

Bishop McKelvey moved the following resolution:

RESOLVED, that the dissolution of said Corporation by the Convention is hereby approved, ratified and confirmed; and be it further

RESOLVED, that all assets held in the name of the Rector, Wardens and Vestry of Ascension Church, Bloomfield, shall as a result of this action, and in accordance with the appropriate title of the revised Statutes of New Jersey, as amended, revert to and be held by the Corporation of this Diocese known and designated as the Trustees of the Episcopal Fund and Diocesan Properties of the Diocese of Newark.

The motion was seconded and adopted.

Bishop McKelvey previewed the Hudson Episcopal Initiative, an initiative to establish a new ministry and mission in Jersey City. He reported that Grace Chapel, East Rutherford, later known as Resurrection, was closed and deconsecrated on April 23, 1994. The resources from the sale of the property to a Montessori School were given to the newly formed congregation of St. Paul's and Resurrection, Wood-Ridge, to help renovate the former St. Paul's Church, to provide a tithe to the ministry of the Diocese through the Department of Missions, and to help establish an endowment for the new congregation. The committed leadership of the Rev. Jacob David, and Messrs. Varghese David and Brian Marshall, Wardens, made the merger a reality. He thanked the four remaining members from Grace Chapel for their willingness in the venture. They were Esther Zuk, Trina Mendyk, Ellen Swift and Sybil Speake.

Bishop McKelvey shared his concerns with the growing burden given to the Department of Missions while the funds available become tighter each year. Thirty-four churches were under the care of the DOM and many are the poorest financially. The DOM was called on to plan strategy for the future, and that was a near impossibility to do when a steady stream of income was not assured to cover debt service and ongoing care of congregations.

COMMITTEE ON SEXUAL ABUSE AWARENESS

The Rev. Diana Clark, St. John's, Montclair, and Ms. Cathy Deats, DSW and a psychotherapist, addressed the Convention and reviewed the work of the committee that included a series of sexual abuse prevention and awareness seminars for clergy and laity presented during 1994 and were planned to be repeated in 1995.

COMMITTEE ON CONSTITUTION AND CANONS

Mr. Michael F. Rehill, Chancellor and Committee Chair, presented the report. The Committee recommended adoption of an amendment to the Constitution on its second reading to eliminate the use of the Hare Preferential System in the election of General Convention Deputies. It

recommended against adoption of a similar amendment in reference to the election of Provincial Synod Deputies. It recommended adoption on the first reading of an amendment to the Constitution that would provide for youth representation at Diocesan Conventions with seat, voice and vote.

The proposed amendments to the Canons would (1) increase membership in both orders on the Commission on Ministry from nine to ten members; (2) provide authorization for the diocesan to delegate responsibilities to the suffragan; (3) provide authorization for the suffragan to be entrusted with authority by the diocesan when the diocesan travels out of the diocese; (4) limit terms of wardens; (5) prohibit members from the same family serving at the same time on a vestry, effective January 1, 1996; (6) revise the Ecclesiastical Trial Court; and, (7) implement the revisions of Title IV of the national church canons.

The amendments were referred to the open hearing.

COMMISSION ON AGING

The Rev. David Hegg, St. Peter's, Morristown, introduced Mrs. Shelley Levine, Director of the Diocesan Senior Information and Referral Center, who addressed the delegates. She reviewed the work of the Center and the resources available to our churches when working with its senior members.

BOY SCOUTS OF AMERICA

The Rev. Edward Hasse, Holy Spirit, Verona, reported on the results of a survey of congregations which sponsored or provided space to Boy Scout troops as directed by a resolution adopted at the 1994 Convention. The churches were asked to (1) review the terms of sponsorship 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.

Twelve churches were contacted and asked to comply with the terms of the resolution. Five responded, of which four said they would enter into a dialogue with the troop leadership. The fifth church responded that it would not cooperate.

CAMP AND CONFERENCE CENTER COMMITTEE

Bishop McKelvey presented the report. At the 209th Convention of Diocese of New Jersey it was decided for them to continue their study and evaluation of the Joint Camp and Conference Center within their diocese in order to achieve consensus about the project. Bishop McKelvey moved the following resolution on behalf of the Committee:

RESOLVED, that the 121st Convention of the Diocese of Newark endorse the Camp and Conference Center Committee's initial findings that the Diocese of Newark cannot afford the financial risk/burden of a solely financed and operated Camp and Conference Center; and, be it further

RESOLVED, that the Diocese of Newark reaffirm its willingness to continue these discussions whenever the Diocese of New Jersey is prepared to proceed with the evaluation of a Joint Camp and Conference Center.

The motion was seconded and adopted.

TASK FORCE ON CHRISTIAN MISSION IN AN INTERRELIGIOUS WORLD

The Rev. Robert C. Morris, Director of Interweave, and the Rev. Tracey Lind, St. Paul's, Paterson,

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Co-chairs of the Task Force, introduced the members of the committee: Ms. Karen Brown, St. Mark's, Teaneck; the Rev. Gregory Cole, Calvary, Summit; Mr. Elliot Lee, St. Paul's, Paterson; Mr. Thomas Martin, Christ, Ridgewood; Ms. Carol Strombeck, St. Thomas', Vernon; and, the Rev. Philip Wilson, Redeemer, Morristown. The members presented an enlightening and engaging report to demonstrate how we treat people who differ from ourselves.

The co-chairs presented two resolutions that were referred to the open hearings.

STEWARDSHIP COMMISSION

The Rev. Orion Davis, St. James', Upper Montclair, Chair of the Stewardship Commission, addressed the convention delegates. In his remarks, he noted that stewardship was not about fund raising, but how our lives are lived in faith, both individually and corporately.

UTO INGATHERING REPORT

Ms. Lorraine Jones reported on the UTO ingathering – 69 parishes had donated \$17,016.74.

It was moved and seconded to adjourn the session to open hearings at 4:30 p.m.

AWARDS, INTRODUCTIONS & THE BISHOP'S ADDRESS

The banquet was held in the Ballroom of the Hanover Marriott Hotel, Whippany. Dr. Louie Crew was the Master of Ceremonies. The Invocation was delivered by the Very Rev. Peter Sabuns.

Bishop Spong presented the Bishop's Certificates of Merits for outstanding service to people in the diocese to the following individuals: Mr. Robert (Bobby) Briggs for his service to the homeless and his contribution to the lives of many people across the diocese; Ms. Carlotta Budd for her work as legal advisor, Trustee of the Episcopal Funds and Diocesan Properties and for the her work on the settlement of the Moore estate; the Rev. Wade Renn for his innovative work as a parish priest; and, Mr. Peter Van Brunt for his work in housing development and with the Department of Missions.

The Canterbury Scholarship for 1995 was presented to the Rev. Jacob David, St. Paul's and Resurrection Church, Wood-Ridge.

The Bishop's Banner for Congregational Excellence was awarded to St. Luke's, Phillipsburg. The award recognized its accomplishments in stewardship, church growth, education and lay leadership.

Ms. Dale Gruner, Deployment Officer, presented the new clergy and clergy who have moved within the diocese:

Christopher M. Agnew, Interim, St. Mark's, Maywood
 Douglas Bendall, Vicar, St. Andrew's, Newark
 Emory E. Byrum, Priest, St. Mary's, Belvidere
 Peter D. D'Angio, Vicar, Christ, Harrison
 Gladys I. H. Dennis, Assistant, Episcopal Joint Ministry, Bergenfield/Haworth
 Harold J. Dwyer, Jr., Rector, St. Thomas', Lyndhurst; Ridge Area Ministry Director
 Maria W. Eddy, Rector, St. Andrew's, Harrington Park
 Lawrence S. Falkowski, Rector, Holy Trinity, West Orange
 Margaret A. Gat, Vicar, Trinity, Paterson
 Robert S. Griffiths, Interim, Grace, Newark
 Ronald T. C. Lau, Interim, St. James', Hackensack
 Rosemary H. Lillie, Priest, Good Shepherd, Ringwood
 Victoria Geer McGrath, Assistant, Christ, Short Hills
 Harker McHugh, Missioner/Executive Director, The Oasis, Newark
 Ellen C. Neufeld, Assistant, St. Luke's, Montclair
 Michael J. Neufeld, Assistant, St. Luke's, Montclair
 William C. Parnell, Rector, Christ, Hackensack

Robert A. Rea, Vicar-in-Charge, Transfiguration, North Bergen
Robert R. Smith, Rector, Holy Communion, Norwood
Wesley Wubbenhorst, Assistant Rector, Grace, Madison

Dr. Louie Craw introduced the Right Reverend John S. Spong, Bishop of Newark, who delivered his annual State of the Diocese Address.

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

SATURDAY MORNING SESSION

The Eucharist was celebrated in the Ballroom of the Hanover Marriott Hotel. The Necrology was read. The Right Reverend Joe Morris Doss, Bishop of New Jersey, was the preacher. The Right Reverend Jack M. McKelvey was the celebrant.

The session was called to order by the President at 10:30 a.m.

STANDING COMMISSION ON CLERGY COMPENSATION

Mr. John Snyder, Chair, and Mrs. Linda Curtiss presented the report. Mr. Snyder expressed his appreciation to Mr. George Christie who had served on the Commission for a number of years and requested a resolution of greetings and thanks be adopted. It was moved and seconded to acknowledge to Mr. Christie the delegates' gratitude.

The report and its resolutions were moved, seconded and adopted.

The members of the Commission were: the Rev. Lauren Ackland, Ms. Carlotta Budd, the Rev. Canon Garvais Clarke, Ms. Dale Gruner, the Rev. H. Gaylord Hitchcock, the Rev. Stephanie Keith, Ms. Mardi Mauney, and A. Gary Shilling.

HUDSON EPISCOPAL INITIATIVE

The Rev. Gerald Pisani, Jr., President of the Hudson Episcopal Initiative, Inc., introduced the members of the HEI Board. The members were: Mr. Peter Van Brunt, Department of Missions; Mr. William Heick, Bishop's Representative; the Rev. Scott Kallstrom, Grace Church Van Vorst, Jersey City; the Rev. Robert Bruschi, St. Luke's, Phillipsburg; Bishop McKelvey, the Rev. Harry Smith, Grace, Union City; the Rev. Mark Lewis, The Saviour, Secaucus; the Rev. George Kyle, St. Paul's Church, Jersey City; and Mr. William C. Young, St. Paul's Church, Jersey City. He reported that the corporation had purchased the former Lutheran Nursing Home on Nelson Avenue in Jersey City. It would be used to house school facilities for the Youth Consultation Service, provide space for Christ Hospital to establish a health services center, and would be used to re-establish an Episcopal presence for worship.

A video presentation highlighted the plans for use of the purchased building.

It was moved by Bishop McKelvey that the following resolution be adopted:

RESOLVED, that this 121st Convention of the Diocese of Newark embrace with enthusiasm the bold initiatives being undertaken by the Diocese in Hudson County through the Hudson Episcopal Initiatives Corporation, and, in particular, the acquisition and redevelopment of the former Lutheran Nursing Home in the Heights of Jersey City to house a new Episcopal Chapel, the school operated by Youth Consultation Services, and to extend health services to the neighborhood through Christ Hospital; and, be it further

RESOLVED, that this Convention supports the decision of the Trustees of the Episcopal Fund and Diocesan Properties of the Diocese of Newark to partially fund such acquisition with a portion of the funds held by the Trustees from the former Ascension Church as an appropriate first step towards re-establishing an Episcopal Church in the Heights.

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The motion was seconded and adopted.

EPISCOPAL COMMUNITY DEVELOPMENT CORPORATION

Mrs. Carla Lerman, Executive Director of Episcopal Community Development Corporation, announced that ECD and Habitat for Humanity had entered into a partnership to build housing units in Newark. A Blitz Build was scheduled for late April. This cooperative effort would attempt to involve as many Episcopal congregations as possible.

24 RECTOR STREET UPDATE

Mr. William Heick reported that a final contract was still pending between the Diocese of Newark and the New Jersey Performing Arts Center for the swap of 24 Rector Street for a PAC-owned building at 31 Mulberry Street in Newark. He reviewed the financial agreements that had been negotiated to date. They included (1) the buildings would be swapped deed for deed and the PAC would give the diocese \$425,000 toward the renovation costs of the new site; the costs of renovation were estimated at between \$800,000 to \$900,000; (2) the diocese had relinquished rights to the original contribution it made to the cathedral endowment fund; and, (3) the diocese would donate \$50,000 to Trinity and St. Phillip's Cathedral to assist them with their plans for office and parish hall space.

SPECIAL ORDER OF THE DAY: ST. AGNES' & ST. PAUL'S CHURCH

Bishop McKelvey asked the Convention to receive into membership the congregation of St. Agnes' and St. Paul's, East Orange, as a parish of the Diocese of Newark. He moved the following resolution:

RESOLVED, that the 121st Annual Convention of the Diocese of Newark gives thanks to God for St. Agnes' and St. Paul's Church in East Orange in Essex County, New Jersey, as they have worked to build a new congregation from two which existed previously; commends the effective proclamation of the gospel by words and deed of its laity; applauds its mature, effective commitment to stewardship of its financial and physical assets; relishes its warm, infectious Christian fellowship; and recognizes that St. Agnes' and St. Paul's Church has submitted papers applying for union with this Convention, and that such papers have been found to comply with the Constitution and Canons of this Diocese, and that the application has the recommendation of the Department of Missions, the Standing Committee and Bishops; and, be it further

RESOLVED, that this Convention approves the application and welcomes St. Agnes' and St. Paul's Church as a member parish in union with the Diocese of Newark.

The motion was seconded and adopted.

The Rev. Ear Budhu, now Rector-elect of St. Agnes & St. Paul's, Mr. Ken Igwe, Warden, and many enthusiastic and spirit-filled members of the new parish addressed the delegates in words and songs.

ELECTION RESULTS

Ms. Dot Patten announced the results of the election and thanked the tellers for their assistance. (The uncontested election results were announced during the early portion of the Friday session.)

(* = elected)

ACTS/VIM BOARD : LAY CLASS OF 1987 (1 for 2 year term)
LAY CLASS OF 1988 (2 for 3 year term)

*Leslie Prince, House of Prayer, Newark (Class of 1988)

Patrick C. McCormick, St. Peter's, Washington

William L. Nikel, St. John's, Montclair
 Norberto Jones, St. Mark's, West Orange
 *Barbara Conroy, St. Barnabas', Newark (Class of 1998)
 *A. Bruce Smith, St. Luke's, Montclair (Class of 1997)

DIOCESAN COUNCIL: LAY CLASS OF 1996 (1 for 1 year term)
 LAY CLASS OF 1997 (2 for 2 year term)

*E. Kim Byham, Good Shepherd, Fort Lee (Class of 1997)
 *Peg Dengel, St. Paul's, Chatham (Class of 1997)
 Ray Anderson, All Saints', Glen Rock
 Naomi Horsky, St. Gabriels, Milton/Oak Ridge
 *Dorothy Gould, Trinity/St. Philip's Cathedral, Newark (Class of 1996)
 Lee Clark, St. John's, Montclair

DIOCESAN COUNCIL: CLERGY CLASS OF 1996 (1 for 1 year term)
 CLERGY CLASS OF 1997 (2 for 2 year term)

*The Rev. William Gannon, Christ, Bloomfield/Glen Ridge (Class of 1996)
 The Rev. Mark Lewis, Our Saviour, Secaucus
 *The Rev. Edward Hasse, Holy Spirit, Verona (Class of 1997)
 The Rev. Brian Laffler, St. Anthony of Padua, Hackensack
 *The Rev. Scott Kallstrom, Grace Van Vorst, Jersey City (Class of 1997)

ECCLESIASTICAL TRIAL COURT: LAY CLASS OF 1997 (1 for 1 year term)
 LAY CLASS OF 1998 (1 for 2 year term)
 LAY CLASS OF 1999 (1 for 3 year term)

*Thomas Gillespie, St. George's, Maplewood (Class of 1998)
 *Deborah Brown, Epiphany, Allendale (Class of 1999)
 *James B. Freeman, Grace, Westwood (Class of 1997)

ECCLESIASTICAL TRIAL COURT: CLERGY CLASS OF 1997 (1 for 1 year term)
 CLERGY CLASS OF 1998 (1 for 2 year term)
 CLERGY CLASS OF 1999 (1 for 3 year term)
 CLERGY CLASS OF 2000 (1 for 4 year term)

*The Rev. Elaine Kebba, St. David's, Kinnelon (Class of 2000)
 *The Rev. Francis Bancroft, III, St. James', Ridgefield (Class of 1998)
 *The Rev. Ray Harbort, St. Mary's, Haledon (Class of 1997)
 *The Rev. Richard Grassle, Good Shepherd, Fort Lee (Class of 1999)

PROVINCIAL SYNOD DEPUTIES: - LAY CLASS OF 1997 (4 for 2 year terms - 2 deputies & 2 alternates)

*William Nikel, St. John's, Montclair (Second Deputy)
 Theron Cook, St. John's, Dover
 *Marjorie Hartmeyer, St. Luke's, Haworth (First Deputy)
 Nancy Wiedbrauk, St. Thomas', Vernon
 *Robert Burnett, Messiah, Chester (First Alternate)
 *Jeffrey Kittross, St. John's, Ramsey (Second Alternate)

PROVINCIAL SYNOD DEPUTIES: - CLERGY CLASS OF 1997 (4 for 2 year terms - 2 deputies & 2 alternates)

*The Rev. Mark Waldon, Christ, Totowa (Second Deputy)
 *The Rev. William Martin, St. Luke's, Hope (Second Alternate)
 *The Rev. J. Carr Holland, St. Mark's, Mendham (First Deputy)
 *The Rev. Christopher David, Good Shepherd, Midland Park (First Alternate)

STANDING COMMITTEE: CLERGY CLASS OF 1999 (1 for 4 year term)

The Rev. Beverly Huck, The Saviour, Denville
 *The Rev. Albert D. Jousset, Jr., All Saints', Leonia

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The Rev. Dwight Nagle, St. John's, Dover

TRINITY & ST. PHILIP'S CATHEDRAL CHAPTER - LAY CLASS OF 1998 (1 for 3 yr term)

*A. Bruce Smith, St. Luke's, Montclair

George E. Viascher, St. James', Upper Montclair

George E. Hayman, St. Alban's, Oakland

TRUSTEES OF THE EPISCOPAL FUND & DIOCESAN PROPERTIES (elect 2)

*Dorothy Brown, Epiphany, Allendale

The Rev. William Gannon, Christ, Bloomfield/Glen Ridge

*William (Tim) Carpenter, St. John's, Montclair

TASK FORCE ON CHRISTIAN MISSION IN AN INTERRELIGIOUS WORLD

The Rev. Robert Morris and the Rev. Tracey Lind, Co-chairs, presented the two resolutions from the task force report that were referred to the open hearing on Friday afternoon.

They moved the first resolution which was seconded. During the debate, the resolution was amended and read as follows:

RESOLVED, that this 121st Convention of the Diocese of Newark adopt the following Fundamental Ethical Commitments as norms for guiding actions by clergy, congregations, and people toward members of other faiths; and, be it further

RESOLVED, that we affirm our faith in Christ and our commitment to proclaim through Christ's gospel to love a broken world.

(I) We commit ourselves to treat the member of other faith communities as our neighbors, according to Christ's command, "love your neighbor as yourself". (*Matthew 9:19*)

(II) We commit ourselves to honor the image of God in people of other faiths, recognizing in everyone The One who has made all humankind in the Divine image. (*Genesis 1:26*)

(III) We commit ourselves to respect members of other faith-communities as fellow-sojourners in God's world, according to the command "not to oppress the Stranger" among us. (*Exodus 23:9*)

(IV) We commit ourselves to acknowledge, as we witness to what we have seen and known in Christ to people of other spiritual communities, that Christians, too, see God's truth "in a glass darkly". (*I Corinthians 13:12*)

The motion was adopted.

The second resolution was moved and seconded, as follows:

RESOLVED, that this Convention join the Commission (*sic*) on Christian Mission in an Interreligious World in calling for a year of Learning-by-Doing in the Diocese of Newark; and that this Convention commends to clergy, congregations, specialized ministries and persons in this Diocese this Call as the starting point for projects in interreligious relations embodying the Fundamental Ethical Commitments as adopted by this Convention.

The motion was adopted.

Prayers and a meditation before lunch were led by Bishop Taylor.

SATURDAY AFTERNOON SESSION

January 28, 1995

COMMITTEE ON CONSTITUTION & CANONS

Mr. Michael F. Rehill, Chancellor, presented the amendments to the Constitution and Canons that had been referred to the open hearings on Friday.

The amendment to Article V, Section 1 of the Constitution was passed on its second reading. The use of the Hare Preferential Ballot system was eliminated for the election of General Convention Deputies.

The amendment to Article VI, Section 1 of the Constitution was defeated on its second reading. The Hare Preferential Ballot system would continue to be used in the election of Provincial Synod Deputies and Supplementaries.

The amendment to Article II, Section 4 of the Constitution was passed on its first reading. This amendment would provide for youth representation at Diocesan Convention with full seat, voice and vote. A second reading and vote would be required at the 1996 Diocesan Convention for final adoption.

The amendment to Canon 4 was adopted and the composition of the Commission on Ministry was changed from nine members of each order to ten from each.

The amendment to Canon 7 creating a new Section 8 was adopted and the Bishop may delegate responsibilities to the Suffragan Bishop.

The amendment to Canon 7 creating a new Section 9 was adopted and the Bishop may, when he leaves the diocese, designate the Suffragan Bishop to be the ecclesiastical authority of the diocese during his absence.

The amendment to Canon 9 limiting the terms of Wardens was adopted and wardens may not succeed themselves more than twice and shall serve no more than six consecutive years in that office.

The amendment to Canon 9 that would have prevented members from the same family serving on a Vestry at the same time was deferred and sent back to the Committee on Constitution and Canons.

The amendments to Canons 17 and 18 pertaining to the Ecclesiastical Trial Court and Ecclesiastical Discipline were adopted. The amendments will take effect on January 1, 1996, when Title VI of the Canons of the Episcopal Church adopted by General Convention takes effect.

CONGREGATIONAL DEVELOPMENT & TRAINING CONSULTANTS

The Rev. Beverly Huck, Our Saviour, Danville, presented the members of the program. She announced that the program consultants were renamed to be the Isaiah Team. They were: the Rev. Robert Bruschi; Ms. Susan Calcagno; the Rev. Kim Capwell; Ms. Peg Dengel; Ms. Marlene Eubanks; Ms. Dale Gruner; the Rev. J. Carr Holland; the Rev. Paul Hunt; Mr. Thomas Kebba; Ms. Patricia McGuire; the Rev. Dwight Neglia; the Rev. Canon Edmund Partridge; Ms. Dot Patten; the Rev. Jonathan Percival; Mr. Richard Stone; the Rev. Rodney Whiting; Mrs. Theresa Lee Whiting; the Rev. Richard Wrede; Mrs. Sandra Marshall; and Mrs. Julie Towell.

The Rev. Ms. Huck reviewed the program and outlined future plans.

ORDER OF THE DAY: PROPOSED 1995 UNIFIED BUDGET

The Rev. Gordon Tremaine, Convention Budget Committee Chair, presented the report from the Committee. He moved the resolutions contained in the report, as follows:

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1. Resolved, *It*, as the year develops, it is apparent that there will be an operating surplus, Diocesan Council be directed to divide that surplus between the Department of Missions and the Department of Program; and, be it further resolved that the proportion of any such allocation be determined after discussion with the executive committees of those departments.

The motion was adopted.

2. Resolved that the 1995 Budget of the Diocese of Newark be amended as follows:

- (a) Delete line 7 "Department of Missions";
- (b) Substitute for line 7 "Department of Missions" two separate line items, thereby increasing the prior total amount by \$48,300:
- 7a. "Department of Missions (Debt Service - Mission Facilities)" in the amount of \$151,850; and
- 7b. "Department of Missions (Non-Debt Service)" in the amount of \$213,350.

The Committee recommended the following two substitute resolutions:

Resolved that line 7 Department of Missions be divided into two lines, 7a. Department of Missions (Debt Service - Mission Facilities)" in the amount of \$151,850; and line 7b. "Department of Missions (Non-Debt Service)" in the amount of \$167,050.

The substitute motion was adopted.

Resolved that line 7b. Department of Missions (Non-Debt Service) be increased by \$18,000 and that Convention and Conference Fee Income be increased by \$16,000 and that line 41 Diocesan Journal Expense be reduced by \$3,000.

The substitute motion was adopted.

3. Resolved, that the 1995 Budget of the Diocese of Newark be amended to add a line item entitled "Department of Missions: Debt Service Support" in the amount of \$100,000; and be it further

Resolved, that this new line item be funded for the 1995 budget year by the Diocese of Newark securing a bank line of credit in the amount of the line (i.e. \$100,000).

4. Resolved, that the 1995 Budget of the Diocese of Newark be amended to add a line item "Department of Missions: Maintenance and Repairs" in the amount of \$100,000; and be it further

Resolved, that this new line item be funded for the 1995 budget year by the Diocese of Newark securing a bank line of credit in the amount of the line (i.e. \$100,000).

The Committee recommended the following two substitute resolutions:

Resolved that the 121st Convention of the Diocese of Newark directs the Diocesan Council, the ACTS/VIM Board and the Ward J. Herbert Board to allocate \$10,000 of 1995 ACTS/VIM funding and \$10,000 of 1995 Ward J. Herbert Funding to mission churches and aided parishes to be dispensed under the direction of the Department of Missions.

The substitute motion was adopted.

Resolved that the 121st Convention of the Diocese of Newark requests that Bishop Spong and Bishop McKelvey appoint a joint committee of the Diocesan Council and the Department of Missions to investigate the long term financial issues facing the Department of Missions and recommend appropriate financial and other strategies to both bodies and to the 122nd Convention of the Diocese of Newark.

The substitute resolution was adopted.

5. Resolved that line 3, the Oasis, be reduced by \$14,000 to \$28,000.

The Committee moved to dismiss this matter from further consideration. The motion was seconded and adopted. The proposed resolution failed.

6. Resolved that line 12, the VOICE, be reduced by \$7,700 to \$33,500.

The Committee moved to dismiss this matter from further consideration. The motion was seconded and adopted. The proposed resolution failed.

7. Resolved that \$21,700 be added to line 7, the Department of Mission.

The Committee moved to dismiss this matter from further consideration. The motion was seconded and adopted. The proposed resolution failed.

8. Resolved that the 1995 Budget of the Diocese of Newark be amended as follows: that line 7 be increased by \$100,000 to \$418,700 and that line 10 be increased by \$4,000 to \$19,700.

The Committee moved to dismiss this matter from further consideration. The motion was seconded and adopted. The proposed resolution failed.

9. Resolved that Convention and Conference Fees be increased by \$16,000.

The Committee had included this resolution in an earlier resolution and it was unnecessary to move it again.

10. Resolved that line 4, Episcopal Community Development, be reduced by \$6,500 to \$1,000.

The Committee moved to dismiss this matter from further consideration. The motion was seconded and adopted. The resolution failed.

11. Resolved that line 8, the Commission on Ministry, be reduced by \$3,700 to \$1,000.

The Committee moved to dismiss this matter from further consideration. The motion was seconded and adopted. The resolution failed.

12. Resolved that line 12, the VOICE, be reduced by \$11,200 to reflect \$30,000.

The Committee moved to dismiss this matter from further consideration. The motion was seconded and adopted. The resolution failed.

13. Resolved that line 41, the Diocesan Journal be reduced by \$3,000 to \$1,200.

The Committee had already included this proposal in another resolution and it was unnecessary to move it again.

14. Resolved that line 7, the Department of Missions, be divided into debt service and non-debt service.

The Committee has already included this proposal in another resolution.

15. Resolved that line 1, the contribution to the National Church be reduced to \$455,500 and that line 1a be created in the amount of \$92,600 to be contributed to the Presiding Bishop's Fund for World Relief.

The Committee moved to dismiss this matter from further consideration. The motion was seconded

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and adopted. The resolution failed.

16. Resolved that Budget line 33 be restored to its prior funding level of \$30,000.

The Committee moved to dismiss this matter from further consideration. The motion was seconded and adopted. The resolution failed.

The Rev. Mr. Tremaine moved the adoption of the budget as amended. The motion was seconded and the amended budget for 1995 was adopted.

INTRODUCTION OF CANDIDATES & POSTULANTS

The candidates and postulants were introduced to the delegates. Each came onto the platform. They were: A. Bruce Smith, St. Luke's, Montclair; Kathy Haga, St. Peter's, Essex Fells; Denise Yarborough; Bambi S. Koeniger, St. George's, Maplewood; Martha Wheeler; Jim Warnke; Cathy Deata; Michael Gearhardt; Kathryn King, Messiah, Chester; Louise Kalemkerian, St. Peter's, Mountain Lakes; Glenn Libby, St. Gregory's, Parsippany.

RESOLUTIONS

Ms. Jill McNish, Chair, presented the report. The resolutions had been referred to the open hearing on Friday.

Consent Calendar - Resolutions 4, 5 and 7 were adopted.

Resolution 1 - *Lay Employees Medical Insurance* submitted by the Diocesan Council was referred back to the Insurance Committee of Council.

Resolution 2 - *Immigrant Advocacy* submitted by the Christian Social Relations Commission was adopted.

Resolution 3 - *Health Care Policy* submitted by the Christian Social Relations Commission was adopted.

Resolution 4 - *Equitable Refugee Policies* submitted by the Christian Social Relations Commission was adopted on the Consent Calendar.

Resolution 5 - *Opposition to Video Lottery Machines* submitted by the Christian Social Relations Commission was adopted on the Consent Calendar.

Resolution 6 - *Sustainable Development in New Jersey* submitted by the Environmental Commission was adopted.

Resolution 7 - *Companion Diocese Relationship* submitted by Marjorie Christie, General Convention Deputy, was adopted on the Consent Calendar.

Resolution 8 - *Violence Against Women* submitted by Marjorie Christie, General Convention Deputy, was adopted.

Resolution 9 - *Euthanasia* submitted by the Resolutions Committee was dismissed from consideration.

BISHOP'S APPOINTMENTS

The Bishop appointed the following people:

- Diocesan Council: the Rev. Mark Lewis, Our Saviour, Secaucus, and Mr. Ray Anderson, All Saints', Glen Rock
- ACTS/VIM Board: Mr. Patrick McCormick, St. Peter's, Washington

- Trinity & St. Philip's Cathedral Chapter: the Rev. William Gannon, Christ, Bloomfield/Glen Ridge; Mr. Charles Hayes, Grace Van Vorst, Jersey City

The Bishop presented the names of the following people for ratification to the Commission on Ministry, Class of 1999: Ms. Sally Snyder, Ms. Judy Albert, Mr. Charles Hayes, the Rev. Dr. David Hamilton; and one other person who would have a background in psychology. The selections were ratified.

COMMITTEE ON THE BISHOP'S ADDRESS

Bishop McKelvey presided over this portion of the Convention, during which time the Rev. Mark Lewis, Chair of the Committee, introduced the members of the committee and presented the report. The members were: Mrs. Evelyn Shedd, the Rev. Lucinda Laird, Ms. Lyn Headley-Moore, the Rev. Gregory Cole, the Rev. Wade Renn, and Mr. Richard Salvatore.

It was moved by the Rev. Mr. Lewis and seconded, that the eight resolutions contained in the committee's report be adopted, including resolution #6 which was amended. The motion was adopted.

The President announced that the offerings from the two worship services totaled \$3,103.53. The money would be used as grants for outreach ministries to the needs of children through church-related ministries, especially in Christian education and formation and those which address issues of poverty, racism and abuse in the wider society. The funds would be administered by the Diocesan Council Outreach Committee.

RESOLUTIONS OF GREETINGS AND THANKS

Ms. Meg Bottomley, WOODY representative from St. Andrew's/Holy Communion, South Orange, presented the two resolutions.

RESOLVED, that this 121st 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, Diocese of Puerto Rico; to the Honorable Ward J. Herbert and Mrs. Isabelle Herbert; and to Bishop John Hines and Mrs. Helen Hines.

RESOLVED, that this 121st Convention expresses its appreciation to the Arrangements Committee and Lynn Tyler, Chairperson; to the Committee on Rules of Order and Roger Watson, Chairperson; to the Resolutions Committee and Jill McNish, Chairperson; to the Convention Budget Committee and the Reverend Gordon Tremaine, Chairperson; to the Nominations Committee and Edward Jenkins, Chairperson; to the Bishop's Advisory Worship Committee and the Reverend Carolyn Lombard, Chairperson; to the Committee on the Bishop's Address and the Reverend Mark Lewis, Chairperson; to the Committee on Elections and Dot Patten, Chairperson; to Janice Newman, Parliamentarian; Mr. Alan Stephens, Assistant Parliamentarian; to the Tellers; to the WOODY Pages and Brad Moor, Youth Ministries Coordinator; and to Robert Lanterman, Phil Storm and Ray Anderson for their assistance.

The President invited the Rt. Rev. E. Don Taylor and the Rt. Rev. Joe Morris Doss to address the delegates for their reflections and comments about the convention.

The delegates sang *God of Grace and God of Glory*.

The President pronounced the benediction. The Convention was adjourned at 5 p.m.

CONVENTION ADDRESS

The Right Rev. John S. Spong, Bishop of Newark

Bishop McKelvey, Bishop Taylor, Bishop Doos, distinguished ecumenical guests and visitors, clergy and lay deputies to the 121st annual convention of the Diocese of Newark - Grace and peace to you in the name of Christ Jesus.

1984 was a year of heights and valleys in our world, but some undeniable directions, identified years ago, are still visible and operative. As we prepare to welcome the 21st century, these directions will increasingly change the face of human consciousness. In the past year nation states, tribal identity and that most virulent form of state religion called patriotism continued their almost silent descent into the sunset of human history. While the world's attention was riveted, as it always is, on those places like Serbia, Croatia and Chechnya, where tribal conflicts have erupted in murderous warfare, nevertheless the progress toward a transnational, unified world continued its relentless surge. The passage of the NAFTA treaty by the Congress of the United States ended forever the illusion of economic independence in the United States. It bound us with the destiny of our two most immediate neighbors, Canada and Mexico. Since that time, Chile has been incorporated into NAFTA and, despite the present volatility in Mexico and the sinking of the peso, before the 20th century becomes history almost every nation in the Western hemisphere will be part of NAFTA.

NAFTA was followed by the GATT Treaty, which thrust this nation into a world trade alliance that ultimately will reduce national boundaries to a level of insignificance. The development of the European Common Market has had the same effect in western Europe and soon Russia, together with the former Soviet block nations, will clamor for admission into that economic plan.

In Asia the Chinese economy is booming and China, Singapore, Malaysia, Hong Kong, Japan and Korea are forming an integrated Pacific Rim Common Market that is so powerful that both Australia and New Zealand are loosening the ties of their western European heritage and are increasingly seeing their future as Asian nations.

To put the significance of these facts into a moral perspective, we need to recall that every war of modern history has been fought in the name of tribal passions, seeking economic advantage for one tribe over another. Now, the world is becoming so economically interdependent that such conflicts are becoming almost inconceivable.

Of course, when tribal identity begins to die, the fear that our source of human security is collapsing abounds. This fear erects deep emotional barriers against those who are different lest by their assimilation the ethnic and racial identities of the majority tribe will be weakened.

This fear also finds expression today in new forms of racism and in the political hostility currently being expressed toward immigrants. The dominant classes have always welcomed minorities when they came to do the hard or inconvenient labor that the dominant classes were not willing to do. Indeed, our ancestors kidnapped and enslaved Africans, bringing them forcibly to this land to serve the prosperity and comfort of the European majority. Other non-Europeans came as indentured servants exchanging their freedom temporarily for access to this land ultimately. The railroad system of this nation was largely built with this imported, usually indentured, source of labor primarily from Asia. In modern times, illegal immigrants have come as day laborers to pick the fruits and vegetables in Florida, Texas and California, making the agricultural industry enormously profitable and putting cheap food on the tables of all Americans. Among the rich and powerful, illegal aliens have also been ever welcomed for the intimate roles of nanny and child caregiver. Immigrant labor has been desirable because of both its availability and its inexpensiveness. But when the slaves rebel, when the railroads are built and that labor force decides to stay, when the crop harvesters begin to demand health care for their families and education for their children, when hiring illegal aliens becomes dangerous to personal ambition, then one hears a different song being sung. Tribal fears become dominant. The welcome mat is removed. Barriers are erected. Punitive actions are demanded.

When the dominant groups cannot export the minorities that are present, we develop a social pattern that will simply ghettoize them. We build inviolable but powerful walls around the urban centers of our nation to which third world residents tend to gravitate. We develop a permanent underclass in our society. We buttress that underclass with a welfare system that

discourages initiative and encourages dependency so that a middle class industry can be supported to administer the welfare system. When the hopelessness of the underclass erupts in crimes of violence, or in what some call urban warfare, we respond by attaching the symptoms of their pain, not the cause. We pass crime bills. We build bigger and better jails. We hire more and more police personnel, not recognizing the reality that building and running prisons and the hiring of more police are also thriving middle class industries that demand an underclass living in hopelessness in order to justify their existence.

When all else fails, our fear forces us to clamor for the politically popular death penalty that falls overwhelmingly on the backs of those same racial minorities that this society refuses to absorb into the mainstream of its social and economic life.

These phenomena that are everywhere apparent in our national life today are the expressions of fear that envelop us when our tribal mentality begins to die. Yet there will be no turning back from the growing realization that we are one world, one human family that will live or die together. Racism, xenophobia and nationalism - the diseases of our tribal past - will inevitably soon take their places in the museums of human antiquity. In such a moment of history, the task of the church is to make certain that the Christ we serve is not captured by these residual tribal fears, that Christ is never used as a weapon of human oppression. The religious right fails, it seems to me, in this danger daily.

Once nationalism and tribal identity have been escaped, then the primary threat to human survival on this planet will be the uncontrolled population explosion of human beings. Neither the environment nor the economies of the world can survive the selfish, unlimited expansion of that species we call homo-sapiens. If the developed nations achieve population control, but do nothing to assist the underdeveloped nations in this vital endeavor, then starvation, political instability and pitiable tribal wars for survival will continue to erupt in places like Somalia, Haiti and Rwanda. This world cannot tolerate political rule anywhere that does not understand the threat of overpopulation. Nor can we allow unenlightened religious bodies to sabotage conferences that deal with the issues of world population. Christian leaders must, I believe, begin to speak out powerfully in favor of the morality of limiting human reproduction.

One final event of 1994 gave great hope to this movement away from the tribal mentalities of the past. The Republic of South Africa installed its first black majority president, Nelson Mandela. South Africa's economic power is today greater than all the rest of Africa put together. If Nelson Mandela can harness the economic capability of this nation and use it to further the economic development of all of Africa, perhaps in league with the oil rich Arab states of the Middle East, then a fourth great transnational economic trading block will enter the world market. The economic development of all of Africa and the Middle East into an independent force with which the world would have to reckon will, in my opinion, do more to end those tragedies of tribal thinking, racism and the oppression of people of color, around the world than any other single development. When Africa becomes a powerful economic force, then the way Africans are treated everywhere will change dramatically.

In the United States, 1994 was taken up with the mid-term elections that produced a political sea change in this nation. Those elections raised profound questions about the values by which this nation lives. The senate race in California was for me the ultimate symbol of political shallowness. The incumbent senator and her challenger each spent more than \$30 million in pursuit of that office. Yet, at the end of the campaign, polls indicated that the vast majority of Californians could not identify any issues for which either candidate stood. Senator Feinstein and Candidate Huffington spent their millions not to educate the voters about where they stood on the issues, but rather to tear down the character of their respective opponents. The primary campaign pitch was "vote for me because my opponent is an immoral scoundrel!" That tone was all but universal throughout this nation in the recent election. (How one yearns for the days of the Lincoln-Douglas debates or even for the issue-oriented speeches of losing candidate Adlai E. Stevenson in the 1950's.) If this type of negative campaigning, based on character assassination, continues unabated in this land, few fit persons will offer themselves for public service, and this nation will get the kind of representation that we will deserve. At some point a national revulsion to this kind of politics will have to develop.

In the election of 1994 those who wanted to cut both public spending and personal and corporate taxes won the day across this country. But now the campaign is over and the more difficult process of governing must begin. Talk of mandating a balanced budget or of cutting government spending is politically easy and cheap, until the projects to be cut are in the state of

the congressional district of a given politician. Then it seems to matter not whether that politician is conservative or liberal. Democrats and Republicans look remarkably similar when protecting their seats and their political power.

This election campaign also raised other issues troubling to the moral conscience. Everyone wants to reform welfare. There is no doubt that such reform is desperately needed. But that is not as easy as the political clichés would have the voters believe. To replace welfare with workfare will cost more money, not less. To suggest that this nation can do away with welfare without providing job training, day care and the rapid creation of minimum skill jobs that represent the first rung out of poverty and hopelessness is to play short-sighted politics. No nation can survive with 20 percent of its people poorly housed, poorly fed, poorly trained, poorly educated, poorly employed and having poor health care. No Christian can support a system that does not respect the dignity of every human being.

The political leadership of both parties in this nation needs to understand that as bad as the present system is, it does stand between some of our citizens and starvation. It clearly needs to be changed. Before it is dismantled, however, we need to demand of our elected leaders a full disclosure of their plans for the creation of a new system based on incentives and rewards. Even more important, we need to know their plans for how this nation intends to finance the transition from the old system to the new system. At that point, every voting citizen must be aware that if any politician tells you that federal spending can be cut simply by reforming welfare, that politician is nothing but a politically motivated liar. An effective reform of the present welfare system will only effect savings some ten to twenty years from now, for it will take that long to see any significant results. Real reform, therefore, I submit, cannot be treated as a political issue. It must represent a long-term national resolve. But if we Christians really do believe that every human being is created in God's image, it becomes a deeply Christian issue. We can educate a child today for \$5-8000 a year. We incarcerate a criminal for \$40-60,000 a year. Which bill do you wish to pay? Which alternative affirms the love of God for all God's children?

Let me be very specific. I do not support at this moment in our national history lower taxes for the vaguely defined middle class. I do not favor a lowering of the capital gains tax. What I do favor is that the tax revenues collected by this nation be used to lower the deficit created by our incredible national greed in the 80's and further that these revenues be deployed specifically to address the causes, not the symptoms of the pain in our society. Until these causes are addressed, any solution adopted will not be cost effective. I am not willing to sacrifice the safety of our cities, the well being of our poorest citizens and even the future fiscal security of our children to secure the election two or four years from now for any particular politician.

One other issue emerged in the national election that I believe that religious establishment of this nation must address quickly. In the State of Oregon a petition was passed to legalize assisted suicide. The traditional religious voices were quick to condemn this practice, but I am one religious leader who is not so sure that it should be condemned without full public debate. The problem this petition addressed is a peculiarly modern one. A century ago death would have claimed its victims long before the need for assisted suicide arose. But the miracle of modern technology and modern medicine has served to prolong the length of our days far beyond the time where life has either quality or meaning. Just because life can be prolonged, is it ethical to do so in all cases? Does our conviction about the sacredness of human life require biological longevity above every other value? If the decision is made to terminate the life of the incurably ill, is that murder? This issue will touch every human being sooner or later, and Christian people need to be heard in the debate. For this reason, I intend to appoint a small task force of clergy, doctors, lawyers and lay Christians to study this issue for a year. I ask you to give your authority to this task force and to require that its report be made available for congregational discussion prior to next year's convention so that this body might debate this issue and speak the mind of this Diocese publicly so that all might know where we stand on assisted suicide in this part of the body of Christ before it appears on a New Jersey ballot.

One other issue has arisen in New Jersey that troubles me deeply. I am irrevocably opposed to the system of school vouchers being suggested as an alternative to public school education by Governor Whitman and the mayor of Jersey City. That policy, if implemented, will, in my opinion, be nothing less than the beginning of the death of the public school system in urban America. But we need alternatives because the urban schools are already hopeless, my critics respond and they are right. But you do not cure the ills of urban public education by destroying the one hope urban children have to escape their despair. You rather address the ills of that

system. You dismiss incompetent teachers. You cut the bureaucratic waste. You pay your best teachers incentive salaries to teach in the poorest areas. You ask the state to take over local schools if necessary. You cut the pupil-teacher ratio in urban schools from 25/30 to one to 6/8 to one. You recognize that an urban child needs more love, more attention, more help, more nurture. You grasp the fact that, by the time an urban child reaches the first grade, that child is already far behind his or her suburban counterpart. Being read to, encouraged, praised or assisted in learning skills are not common in the home life of the urban child. Broken families, economic borderline living, high stress, the need for alcohol and drugs to survive the pain - that is the daily bread of the urban child. A voucher system represents an abdication of corporate responsibility, a public acknowledgment that we are unable or unwilling to solve the urban public school crisis. I am not prepared to admit that failure.

When I turn to the church scene in 1994, I am happy to state that I believe our last General Convention was a step forward for our church. The issues with which this Diocese has been dealing for almost a decade have finally gotten to the consciousness of the national church. So has the recognition that these issues cannot be ignored, marginalized for rejected by any part of the church if we wish to be a force in the 21st century. The whole church is, to state it pictorially, in the process of setting the Lord's banquet table and we are finally awakening to the realization that all of God's people must be invited. All of them! The statement that there can be no outcasts in the body of Christ must be more than words. It must be the basis upon which the church acts. The time for debate is over. The time for action has come. Every part of the Christian Church must sooner or later welcome all qualified people into the ranks of its organized leadership, regardless of race, sex or sexual orientation. No church and no part of the church will be taken seriously tomorrow unless this dramatic step into justice is taken today.

This last General Convention of our national church also began the process that will result in a new revision of the Book of Common Prayer early in the 21st century. This announcement immediately created a movement that inevitably will be called "The Society for the Preservation of the 1979 Book of Common Prayer". This revision, which will not be completed in my term of office, will focus more on theology than on form, style or even language. It will finally face the fact that many of the theological concepts reflected in our present prayer book have lost their meaning. A pre-modern theology has great difficulty speaking to a post-modern world. We have used this book for so long that familiarity tends to blind us to some of its nonsensical phrases. What does it mean, for example, to pray or sing the Kyrie, "Lord have mercy"? Do our prayers make God become merciful? Would God be other than merciful if we ceased to pray? What does it mean in the burial office when we implore God to, "remember thy servant"? Is God forgetful? Is the divine memory failing? Would God remember if we did not implore God to do so? Do not both of these phrases come out of the authoritarian world of the past in which servants implored the master to have mercy and to remember favorably with their bounty a loved one? Is that any longer a possible language in which contemporary worshipers can celebrate the reality of God? Whether the church knows about it or sanctions it, wide liturgical experimentation is going on throughout the churches of this land. It is an energetic, somewhat messy process. Churches of this Diocese, from the cities to the suburbs, are bending the edges of Anglican liturgical piety in their effort to meet the world in which they find themselves living. This experimentation represents a local perception that the theology of the prayer book doesn't connect with the lives of people. It needs to be free to continue.

I want this Diocese out of its fermenting liturgical experience to assist in setting the theological agenda around which the new revision of the Book of Common Prayer will occur. For that reason I intend to appoint a Diocesan task force to be co-chaired by Marge Christie of Christ Church, Ridgewood, and the Rev. Wade Renn, of Grace Church, Nutley, to begin the process of looking at the theological issues that must be addressed in the next revision of the Prayer Book. Their assignment will be to complete their work in two years from now to allow this convention to respond to it, adopt it if you wish, amend it if you choose, but above all, to commend it to the attention of the 1997 General Convention that meets in the fall of that year. I hope you will add your authorization to this study, that you will request that all congregations of this Diocese be invited into this study and that you will require that the findings and recommendations of this task force come back to you for your action no later than January of 1997.

When I look at 1994 in the life of the Diocese of Newark, I have a deep sense of achievement. It was probably the busiest, the most demanding and in some ways the most difficult year of my Episcopal career. We have faced demanding issues.

Our Task Force on Religious Pluralism has made its first report to this convention, and we will tomorrow debate its recommendations and commend its findings to our churches, to the Anglican Communion and to the public at large. The modern world no longer gives religious people the privilege of holding our deepest convictions in a pose of isolated triumphalism that insulates in religious intolerance. This demonic by-product of religious conviction still rears its ugly head in our world today, scarring the very soul of Christ. Religious bigotry today continues to be a threat to human survival and those religious attitudes of certainty that insult other faith traditions are the soil in which that bigotry grows. For that reason this attitude must be examined. Our task force under the leadership of Rev. Robert Morris and Rev. Tracey Lind has begun the delicate task of raising our sensitivities on these issues. They have done it well, and I commend their report to you with enthusiasm.

Another task accomplished in 1994 was the successful launching of an enterprise called Christianity for the Third Millennium, about which I spoke at some detail last year. This organization seeks to provide professionally produced Christian education materials that will engage the minds of contemporary men and women. Through the technology of video production equipment, these materials seek to bring to the person in the pew the knowledge present in the great theological centers of learning. In 1994 Christianity for the Third Millennium produced two adult education videos on the birth narratives and six adult education video study units on the resurrection narratives. They have also created a study guide for and entered into a contract to market a professionally produced thirty-minute video of a debate on sexual ethics between the Bishop of Newark and a noted English evangelical named John Stott that took place in Vancouver in the summer of 1993. They have added to their catalogue of resources a teaching video entitled *Tell Me Why, God*, featuring the Rev. Lucinda Laird of St. Mark's, Teaneck, produced by Alison Davis, of the staff of NBC's *Today* show and a member of this Diocese. This organization also now has available on video tape for congregational use a number of provocative addresses given to the Jesus Seminar by such well-known figures as John Dominic Crossan and Marcus Borg. In addition to this, Christianity for the Third Millennium can now offer the church at large a wide variety of adult level Christian Education presentations on audio tapes, many of which were delivered as part of the New Dimensions Lecture Series in this diocese. It has been an exciting creative year for this fledgling organization. This company has been incorporated as a tax-exempt entity under the laws of the State of New Jersey. Its treasurer is Dr. Robert Burns, who with his wife, Cynthia, launched this company with a gift of \$20,000. This organization seeks nothing less than the education of the people of God to be disciples of Jesus Christ in the 21st century. It is their stated intention also to speak as a voice for Christ in direct contradistinction to the religious right of this land. Their resources are available to you through the Anand Center and their booth at this convention will give you further information.

A group of clergy and laity in this diocese has been in extensive training this past year to become qualified consultants to work with various congregational and diocesan groups. This project, led by our Suffragan Bishop, was accomplished with grants from ACTS/VIM, the United Thank Offering and Trinity Church, Wall Street. Its purpose is to provide this Diocese and the larger church with a pool of trained people capable of helping the leaders of our congregations to face creatively some of the changes that will inevitably come upon the churches of this Diocese in the future. These consultants have already worked successfully with 15 of our congregations and are now available to work with any group in the churches of this Diocese. You will hear more about this from Bishop McKeivay.

1994 was a year in which new forms of ministry began to emerge across this Diocese. Four congregations in the Ridge section of Hudson and Bergen counties came together to form an area ministry. Four congregations near Hackensack are at this moment wrestling with the same joint approach to ministry. A dialogue is underway between the Department of Missions, the Cathedral and some of the churches of Newark to find new ways of doing ministry in the City of Newark. We are seeking some way to enhance full-time ministry at those churches that can never afford to have a full-time priest. We are suggesting that a full-time priest is not always a requirement of full-time ministry. It is an exciting and necessary new direction.

In a similar vein last year this convention authorized the appointment of a task force to evaluate the viability of all of the churches of this diocese. For a wide variety of reasons that task force has not yet begun to function. But I have asked the Suffragan Bishop to appoint it and to convene it as soon as possible, leaning upon some of our diocesan clergy who have had special training in church development. They will report to this convention annually on their progress.

I cannot fail to highlight for this Convention the joy we have had in 1994 as a result of the cooperative work of some of our Hudson County clergy and laity. A group authorized by the Bishop and staffed by the Suffragan Bishop was organized in 1994 as the Hudson Initiative. Their task was to make decisions about the use of certain Hudson County assets of money and property. The Hudson Initiative, chaired by the Rev. Gerard Pisani, supported by the top leadership of both Christ Hospital and Youth Consultation Services, and with the assistance of our Chancellor Michael Rehill, the Bishop's representative William Heick, and the Trustees of Diocesan properties, especially Carlotta Budd, will present their plans to you tomorrow morning. They will call for the opening of a new congregation in the Heights section of Jersey City. They have provided a bright dawn of resurrection to a dark chapter in recent Diocesan history. I rejoice in this initiative.

In June of last year we launched, under the Rev. Maggie Gat's competent leadership, the first Diocesan Program Fair. Approximately 200 clergy and lay leaders of our diocese came together in two sites to work on the task of planning and implementing effective congregational programming in churches of all sizes. The response was so good and the impact on the program life of our churches was so obvious that this has become a required annual part of our Diocesan life. Program Fair II will be scheduled this year on two Saturdays in the late spring. I hope you will encourage your church school people, your youth group leaders, your adult education leaders and, above all, your clergy to be present.

Briefly, to touch other highlights of 1994: the Diocesan Council restructured convocations into geographical districts that will this next month begin to function as new constellations. The ministry of the Oasis reached a new level of maturity as it bade farewell to its second executive director, the Rev. David Norgard, and called its third executive director, the Rev. Mark McHugh, from Rhode Island. Attempts to replicate the ministry of The Oasis are now being discussed in other American dioceses, as well as by the Anglican Church in parts of Canada. The Commission on Ministry has begun a program designed to recruit actively minority candidates for the priesthood. We welcomed to this Diocese in the past year for educational purposes, the Rev. Dr. Keith Ward, Regis Professor of Divinity at Oxford, and Mrs. Kitty Ferguson, biographer of physicist Stephen Hawking. Both events were part of our commitment to engage the minds of our people with those frontiers of thought where our faith and our world seem to collide.

In that same mode it was my privilege in 1994 to address a number of university audiences. Chris and I also spent most of our vacation last summer doing a teaching tour of Australia and New Zealand. It was an exhilarating journey during which I made 144 public appearances in five weeks. These appearances constituted either lectures or interviews by press, radio or television, one of which was a television appearance on the Australian version of the David Letterman show that may some day merit a column in *The VOICE*. It was a deeply fulfilling time for me as I watched my message engage the hearts and minds of spiritually hungry people around the world. I thank the people of this Diocese for allowing and indeed for encouraging me to spread my ministry far beyond the borders of this Diocese. I trust this activity will serve to enhance my episcopal career in the Diocese of Newark.

While there were among the joys of 1994 there were also some problems, frustrations and defeats. The working conditions at 24 Rector Street are barely tolerable. Construction all around us is compounded by the physical deterioration of our building. Since moving has already been decided, the wisdom of investing in massive repairs does not seem appropriate. The proposed moving of Diocesan offices as re-ignited old tensions with the Cathedral congregation which has made our life in that building even more difficult. In the agreement worked out, two distinct steps were taken that have the effect of separating Trinity and St. Philip's Church from its role as the Diocesan Cathedral. These steps were taken by the Cathedral congregation themselves. The leadership of Trinity and St. Philip's has decided not to continue to share office space with the diocese in our new headquarters. Secondly, the Cathedral has requested that the Diocese renounce any interest it possesses in the Cathedral Endowment fund should that congregation decide to relinquish its cathedral status. The Diocese has agreed to both suggestions. That endowment fund was begun with Diocesan funds and the primary responsibility of the Chapter was to administer those Diocesan funds for the benefit of the Cathedral. If the people of Trinity and St. Philip's Church would be happier and healthier as an independent parochial congregation, then neither I nor the leadership of this diocese want to stand in their way. I will ask the Cathedral chapter to look at this issue and to make a decision prior to our next convention.

In this past year giving throughout this Diocese was essentially flat forcing us to conclude

that either our stewardship program has reached stagnation or it is not being properly employed in some of our churches. We once had two churches that had reached the maximum commitment for Diocesan giving of 25 percent. Today we have none. St. Elizabeth's Church in Ridgewood, at 22 percent, is our highest percentage giver. Far more churches of this diocese than I regard as healthy fall under what I consider the minimum standard for diocesan giving of ten percent. Four churches actually cut the percentage of their giving to the diocese this year. Too many churches seem either unwilling or unable to inch forward toward our goal of 50-50 giving. Yes, I acknowledge that we have lived through an economic downturn in the Northeast, but I do not regard that as the primary reason for our economic stagnation. Please be aware that the Diocese of West Virginia, hardly the most prosperous region of this nation, has a higher per capita giving level than does the Diocese of Newark. My conviction is that a church becomes poor economically only when it becomes poor in spirit, when its commitment weakens, when its vision begins to die. When I analyze the health of a congregation, the amount of money spent on outreach is the primary sign of internal vitality. In order to address this issue, I am asking our stewardship commission to take soundings and to give us, at our next convention, a church-by-church analysis of where we stand and what, in its opinion, each church must do to achieve financial health and well-being.

But for now, we must face the fact that since the stewardship in our churches is lagging, the proposed budget of this Diocese of 1995 will be smaller than it was in 1994. Some Diocesan programs will be seriously underfunded. The Department of Missions will particularly face a crisis and will, at this convention, seek your help in finding solutions. The core staff of this Diocese unanimously supports the continued commitment of the Diocese to honor the basic premise of our stewardship program by maintaining our commitment of 25 percent of our income to the national church. We also support the budget proposal before you to increase our total percentage of giving beyond ourselves if only slightly. For it is our conviction that this Diocese must establish the principle by which we believe we will live or die as a church. The call of Christ is not to institutional maintenance, as important as we agree that is. The call of Christ is to proclaim God's love to a broken world. We will not, therefore, turn inward as a Diocese and meet our own needs first. We challenge the churches of this Diocese to hold that same principle before their memberships. If the church of our generation is going to die, let us do it by giving our life away in service to others. Let us not do it by turning inward toward a stance of isolated narcissism. Churches that expend the vast majority of their resources to minister to their loyal, but declining membership, are not signs of encouragement. They are rather embarrassments to the cause of Christ.

With these heights and depths of 1994 behind us the time has come to begin to focus our attention on the future. This diocese will mark the 125th year of its life in 1999. The third millennium will then be greeted at our 128th convention in January of 2000. We are already laying plans for these great moments in our history. Michael Francaviglia has a sabbatical due in 1995 during which he will work on the details of both of those celebrations. Bishop McKelvey has a sabbatical due in 1996 which he plans to use visiting creative places around this nation where new forms of church life and church development are occurring. He will also visit the great urban centers of this nation to seek out those urban churches of any tradition that appear to be alive and contributing to solving the ills that mark urban America. I plan to be on a three-month sabbatical in 1997, at some academic center working on my last major book which will explore the theological issues of the future and which is tentatively entitled, *A Believer in Exile*.

I also hope we can, in the final five years of this century, focus on and address the capital needs of every part of our common life. Under the leadership of Bishop McKelvey and David Farrand of Calvary Church, Summit, we are seeking to develop a program of planned giving that will enhance the capital assets of every congregation of this Diocese, as well as the Diocese itself. My dream is to see our churches with enough financial resources to spend their energy on ministry rather than on financial survival. My ambition for this Diocese is to see the corpus of both the ACTS/VIM and the Ward J. Herbert funds rise from slightly over \$2 million each to more than \$10 million each so that adequate grants from those funds could be made available. to our churches. I would like to see the endowment of The Oasis, which is not yet at \$100,000, reach the self-supporting level of \$1 million. I would also like to see the Bishop Paul Moore Outreach Fund be ten times larger than it is now. We will not achieve all of these lofty ambitions by the year 2000, but we need to work purposefully in these directions. I will ask the Diocesan Council at its organizing meeting in March, to begin to work on a plan to enhance our financial future, to celebrate our

125th anniversary of service, and to launch us effectively into the 21st century, and to report to you on these plans next January. We also anticipate moving into a new Diocesan headquarters by January 1, 1996. 1995 should therefore be an exciting year of transition that points us toward our future.

Finally, let me take a moment to thank publicly the members of the total staff of this Diocese who work at 24 Rector Street. This group of devoted Christian people serves you with a devotion and a commitment that is both amazing to watch and deeply appreciated when understood. Yes, for each of us it is our profession and our jobs, but far more than most people can imagine, it is our calling, our vocation and our joy. We thank you for your support, your encouragement and for the privilege of leadership that you have bestowed upon us.

RESOLUTIONS FROM THE BISHOP'S ADDRESS

1. **RESOLVED** that, while reform of the United States' welfare system is imperative, investment today in day care, education, and job training and development is needed to reduce long term greater costs relating to crime and poor health. In making such investment, we reaffirm our Baptismal Covenant which calls us to respect the dignity of every human being; and be it further

RESOLVED that the portions of the Bishop's Address dealing with welfare and tax reform be sent at the Bishop's discretion to appropriate federal and state officials.

Adopted

2. **RESOLVED** that this Convention affirms the need for a task force to clarify the issues regarding assisted suicide and the range of religious response in this contemporary ethical dilemma; and be it further

RESOLVED that the task force prepare and make available information for congregational study and public debate prior to the 122nd Convention of this diocese in 1996 in order to foster an informed electorate in the event of a public referendum on assisted suicide.

Adopted

3. **RESOLVED** that this Convention acknowledges that school voucher programs imperil the viability and effectiveness of public schools in urban, suburban and rural systems; and be it further

RESOLVED that portions of the Bishop's Address dealing with education be forwarded to the Governor of New Jersey, legislative committees dealing with education, and to the State Department of Education.

Adopted as amended.

4. **RESOLVED** that this Convention endorses the formation of a task force to study theological issues that should be considered in the next revision of the Book of Common Prayer, that this task force is to report in two years to the 123rd Convention of this diocese and ultimately to communicate the results of its work to the Standing Liturgical Commission before the next General Convention.

Adopted

5. **RESOLVED** that this Convention commends the work of the Hudson Episcopal Initiatives, Incorporated, heralding a bright dawn in the Heights section of Jersey City and a new model for ministry: Developing services with the people of Hudson County in coalition with civic, educational and social agencies.

Adopted

6. **RESOLVED** that this Convention reaffirms the continuing commitment of this diocese to the

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principle of 50/50 giving urging every congregation to make realization of that goal their stewardship priority including the giving of 25% of all pledged and investment income in support of the National Church and urge every congregation to move with deliberation toward the goal of giving 25% of all pledge and investment income to the support of this Diocese.

Adopted as amended.

7. RESOLVED that this Convention offers its gratitude to Michael Francaviglia and the entire staff at Cathedral House for their resilience, efficiency, and dedication working under uncertain and most trying circumstances.

Adopted

8. RESOLVED that this Convention congratulates Bishop Spong on his 20th anniversary as president of this body; and be it further

RESOLVED that in anticipation of his 1997 sabbatical that the Bishop be charged to remove then to some academic center, preferably the Culinary Institute of America, there to produce a major book and chart a course for the Society for the Preservation of the 1997 Book of Common Prayer.

Adopted

 121ST ANNUAL CONVENTION RESOLUTIONS

1. LAY EMPLOYEES MEDICAL INSURANCE
2. IMMIGRANT ADVOCACY
3. HEALTH CARE POLICY (UNIVERSAL HEALTH CARE)
4. EQUITABLE REFUGEE POLICIES
5. OPPOSITION TO VIDEO LOTTERY MACHINES
6. SUSTAINABLE DEVELOPMENT IN NEW JERSEY
7. COMPANION DIOCESE RELATIONSHIP
8. VIOLENCE AGAINST WOMEN
9. EUTHANASIA

RESOLUTION 1
LAY EMPLOYEES MEDICAL INSURANCE

RESOLVED, that effective January 1, 1996, parochial lay employees will be eligible to participate in the Diocese of Newark's group medical insurance plan on the following basis:

1. Employees must work a minimum of 20 hours per week.
2. Coverage for the employee's spouse and dependents will be available only if the spouse and dependents do not have other coverage.
3. The employee must pay 25% of the total cost of the premium.

- Submitted by the Diocesan Council, 10/12/94

Supporting Information

Employees in our parishes and missions who work more than 20 hours a week and are willing to pay the 25% of the total cost of the premium will be guaranteed coverage by the church. The employee has the option not to participate in the plan, if they so choose. If the employee decides to participate in the plan, the congregation will pay the other 75% of the premium.

The approximate costs of the Aetna Managed Care Plan are \$3600 for single coverage and \$9100 for family coverage.

This resolution was referred back to the Insurance Committee of Council.

RESOLUTION 2
IMMIGRANT ADVOCACY

RESOLVED, that the 121st Convention of the Episcopal Diocese of Newark enjoin all church people to oppose initiatives and laws which penalize undocumented and immigrant workers by denying them and their children the right to public health and educational opportunity; and be it further

RESOLVED, that the people of the Diocese of Newark support and encourage programs of literacy, citizenship, voter registration and advocacy to counteract violations of civil rights; and be it further

RESOLVED, that the Secretary of Convention send a copy of this resolution to the Governor and Legislature, as well as to the New Jersey Congressional Delegation; and be it further

RESOLVED, that this resolution be sent to the Diocese of New Jersey urging their support on this matter and requesting legislative action at their 1995 Diocesan Convention.

- Submitted by the Christian Social Relations Commission

Supporting Information

The "scapegoating" of the powerless is a reprehensible and irresponsible political practice. Immigrant groups are currently a prime target for bigotry and stereotyping inimical to the Gospel.

Resolution D132s of the 71st General Convention of this Church addressed to the Provinces, Dioceses and all church people counsels us to oppose any penalization of undocumented and immigrant workers and calls for us to serve as advocates on their behalf. This resolution is a means by which this diocese shall support the action of our wider Church.

The Old Testament teaches us that justice for the "sojourner" has the same significance as care of the widow and orphan. The New Testament reminds us that we are all brothers and sisters and that care, "even for the least of these" is care for the Christ. Eucharistic theology charges us to set our tables with equity and justice, lest we be held in judgement.

Research data indicates that immigrants, documented or not, provide significant economic benefits to this society far outweighing the costs of the social benefits incurred by a small percentage of the immigrant population, many of these young children. For example, in our economy, agricultural migrants workers, often exploited, are a major link in the production of our

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food. This contribution is often unrecognized or taken for granted.

Adopted

RESOLUTION 3
HEALTH CARE POLICY

RESOLVED, that the 121st Convention of the Episcopal Diocese of Newark strongly urges the United States Congress to enact legislation establishing a universal and comprehensive health care plan this year, and be it further

RESOLVED, that we support a health care plan that sustains women's right to reproductive choice including coverage for pregnancy related benefits, including abortion, and be it further

RESOLVED, that this resolution be forwarded by the Secretary of Convention to the President of the United States, Senators Lautenberg and Bradley and New Jersey's Congressional Representatives.

- Submitted by the Christian Social Relations Commission

Supporting Information

The United States continues to be the only industrial nation, other than South Africa, that does not have a national health care policy that extends coverage to all people. A057a of the General Convention supports universal access and in 1992 this diocese approved a resolution supporting universal coverage and access; General Convention Resolution A054a opposes governmental restrictions on women's right to information or access to abortion.

Comprehensive health care would cover the full range of basic services to include: preventive medicine, care of physiological, spiritual, psychological and social aspects, office visits and hospitalization fees, rehabilitation and reproductive services, hospice and home care, prescriptions and medical equipment.

Part time employees do not receive major medical or hospitalization benefits. Charity Care as it currently stands, available to some of the impoverished, covers costs for direct services of clinics and hospitals, but does not cover any doctors' fees and testing done by an independent lab even if ordered by the clinic or hospital. Lack of medical coverage puts too many families at risk: one major illness or hospitalization and an individual or family can find themselves facing ruin. Families eligible for Charity Care must still bear the expense of the doctor's fees which can be in excess of a family's income for several years.

We do not know the numbers affected, but homelessness, hunger, domestic violence and abuse can all be the result of the pressures of impoverishment and enormous need; a major contributing factor can be medical expenses. To continue to discuss and argue and refuse or fail to reach agreement about establishing a plan is a luxury ill afforded by those who need health care and coverage.

Throughout the history of the Church, care for the sick, especially among the poor, and the establishment of hospices and hospitals have been expressions of response to the Gospel. Healing and concern for health are a part of our heritage and tradition. We, the Church, must be a voice that speaks up in support of timely enactment of legislation that will offer access to good health and medical coverage for all people as their birthright and a voice that insists that our legislators find a way to make that care available as soon as possible.

Adopted

RESOLUTION 4
EQUITABLE REFUGEE POLICIES

RESOLVED, that the 121st Convention of the Episcopal Diocese of Newark join with the General Convention of this Church in urging the United States government to apply its refugee policies in a uniform and equal manner, without regard to the nationality, race, creed or color of those seeking

refugee status; and be it further

RESOLVED, that the Secretary of Convention send a copy of this resolution to the President and members of the New Jersey Congressional Delegation.

- Submitted by the Christian Social Relations Commission

Supporting Information

This resolution is a local implementation of Resolution A101a of the most recent General Convention. There has clearly been a difference in treatment of refugees depending on their ethnicity, race and skin pigmentation of which the long standing difference between treatment of Cuban and Haitian refugees is the most egregious example.

Among the scriptural supports for this resolution are reminders in the Hebrew Bible that God brought Israel as refugees out of Egypt and calls on them to do justice in their new land and the New Testament teachings that we are one in Christ and superficial marks of distinction, such as skin color, can have no place in our dealings with one another.

Adopted - Consent Calendar

RESOLUTION 5
OPPOSITION TO VIDEO LOTTERY MACHINES

RESOLVED, that the 121st Convention of the Episcopal Diocese of Newark calls for the defeat of New Jersey Senate Bill S375, which would establish a statewide network of video lottery machines, and voices its opposition to this and any other proposals to increase state sponsored gambling in New Jersey; and be it further

RESOLVED, that the Secretary of Convention forward a copy of this resolution to the Governor and members of the New Jersey Legislature.

- Submitted by the Christian Social Relations Commission

Supporting Information

This legislation would allow video lottery machines, able to play simulated poker, blackjack and other games, to be established in places with liquor licenses and at racetrack refreshment points. The machines would be privately owned but connected to the State lottery computer network for monitoring and control. The State would receive a portion of the proceeds and municipalities would have the authority to impose license fees up to \$100 per year on each machine.

The New Jersey Council of Churches and the Diocese of Newark are on record as opposing the extension of legalized gambling. This resolution accords with that position.

Adopted - Consent Calendar

RESOLUTION 6
SUSTAINABLE DEVELOPMENT IN NEW JERSEY

RESOLVED, that the 121st Convention of the Episcopal Diocese of Newark supports the efforts of Governor Christine Whitman to bring together the business and environmental interests in the State of New Jersey to seek ways of supporting the economic base of the state while at the same time maintaining the environmental quality of the region; and be it further

RESOLVED, that the Convention commends the Governor in her intention to follow the example of the Netherlands, which through the "Dutch Plan" has brought together all sectors of that nation in a collaborative effort to preserve both the economic and environmental quality of life; and be it further

RESOLVED, that in the delicate balance of environmental and economic interests, the Convention urges the Governor and the Department of Environmental Protection to adhere to the principle of Sustainable Development set forth by the United Nations Conference on Environment and Development held in Rio de Janeiro in 1992; and be it further

RESOLVED, that the Secretary of Convention forward a copy of this resolution to Governor Whitman.

- Submitted by the Environmental Commission of the Diocese

Supporting Information

The quality of the environment has often in recent years become the hostage of battles between the extreme positions of environmental and business lobbyists, who have taken "all or nothing" positions on issues of environmental quality facing the State of New Jersey. The politicization of these issues (of the current crisis over the Clean Air Act) has been detrimental to the interests of the citizens of the State.

Neither over-regulation nor deregulation are the answers to the difficult problem of how to maintain both the economic base of New Jersey and to protect the dwindling open spaces from destructive abuse, or to maintain a healthy and sound air and water level for all of the people.

Governor Whitman has sought to bring opposing interests together by following the example of the "Dutch Plan", a multi-faceted approach that has been working in the Netherlands. This resolution commends her effort - and at the same time warns against the failure to heed the warnings of hundreds of world leaders that only sustainable development is now possible on a planet with dwindling resources.

Adopted

RESOLUTION 7 **COMPANION DIOCESE RELATIONSHIP**

RESOLVED, that the Diocese of Newark commence the process of establishing a companion relationship with one of the dioceses in Africa and that a recommendation be made at the 1996 Diocesan Convention.

- Submitted by Marge Christie, General Convention Deputy

Supporting Information

The 71st General Convention urged dioceses to consider entering such a relationship with the Sudan in order "to increase public awareness of the precarious status of human rights" there. Establishing such a relationship with either the Sudan or another African diocese recommended by the National Church would bring us into close contact with the incredible spirituality of Anglicans in that part of the world while at the same time enabling us to respond to the needs of a people suffering from intolerable abuse of their human rights.

Adopted - Consent Calendar

RESOLUTION 8 **VIOLENCE AGAINST WOMEN**

RESOLVED, that the 121st Convention of the Diocese of Newark condemns violence against women in all its forms and urges the Commission on Women's Issues and Ministries to hold a consultation in order to raise awareness of the epidemic of violence and develop resources to make the church a "safe place for women"; and be it further

RESOLVED, that the Commission report its findings to the 1996 Diocesan Convention as well as to the National Church's Committee on the Status of Women.

- Submitted by Marge Christie, General Convention Deputy

Supporting Information

The 71st General Convention urged dioceses to raise awareness of the epidemic of violence against women in its many forms by holding consultations, providing educational materials and identifying people who could serve as resources to congregations.

Adopted

RESOLUTION 9
EUTHANASIA

RESOLVED, that a task force be appointed to review thoroughly the theological and moral implications of euthanasia and present a report to the 1996 Diocesan Convention.

- Submitted by the Resolutions Committee

Supporting Information

Under Oregon's Measure 16, an adult living in Oregon is able to request a lethal dose of drugs after two physicians say he or she has six months or less to live. After three separate requests, each witnessed by two people, and a 15-day waiting period, the attending physician is then allowed to write the prescription and would be immune from prosecution.

The measure passed 52% to 48%. Similar legislation has been enacted in the Netherlands.

About many faith decisions we as a church agree to disagree, agree to respect individual choices different from our own. We believe that government should not preempt the choice of terminally ill persons who wish to choose a merciful and peaceful death -- those who so choose are accountable to God, not to the State, and not to those of us who choose to suffer with dignity. However, the ethical and theological implications of euthanasia are complex and the church should be involved in fostering public awareness, debate and understanding of the issues.

The Resolutions Committee moved to dismiss this from further consideration because the issue was included in the Resolutions prepared by the Bishop's Address Committee.

REPORT OF THE COMMITTEE ON CONSTITUTION AND CANONS

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

The Committee on Constitution and Canons met twice during 1994. The following are two (2) proposed amendments to the Constitution (both approved on first reading at the 120th Convention); one (1) newly proposed amendment to the Constitution (first reading); and proposed amendments to Canons 4, 7, 9, 17 and 18 (the last two implementing the newly adopted Title IV of the national canons covering ecclesiastical discipline).

The Committee on Constitution and Canons

Michael F. Rehill, Esq., Chancellor
 Edgar Kim Byham, Esq., Supplementary Deputy to General Convention
 The Rev. Christopher David, Member of Department of Missions
 The Rev. Joseph Herring, former President of the Standing Committee
 Mrs. Marjorie Hartmeyer, Provincial Synod Deputy
 The Rev. H. Gaylord Hitchcock, Jr., Member of the Standing Committee
 Ms. Gerris Jeter, Vice President of Diocesan Council
 Mr. John Lynch, President of the Standing Committee
 George Mackey, Esq., Member of the Clergy Ethics Committee
 The Rev. Stanley Morgan, Holy Communion, Paterson

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

A. In 1994, the Committee on Constitution and Canons proposed that Section 1 of Article V of the Constitution (Deputies to the General Convention) be amended to eliminate the use of the Hare Preferential Ballot System. The amended section, if adopted on second reading, would read (with deleted words in strikeouts and added words shaded):

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 the concurrent prescribed quota ~~1 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.

...

THE COMMITTEE RECOMMENDS ADOPTION OF THIS AMENDMENT.

B. In 1994, the Committee on Constitution and Canons proposed that Article VI, Section 1 of the Constitution (Deputies to the Provincial Synod) be amended to eliminate the use of the Hare Preferential Ballot System. The amended section, if adopted on second reading, would read (with deleted words in strikeouts and added words shaded):

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~~ ~~1 majority~~ of all votes cast shall constitute an election. A corresponding number of supplementary Deputies of each order shall be elected in like manner, except that in the event there are defeated candidates, such of them as shall have received the highest number of votes shall be supplementary Deputies.

...

THE COMMITTEE RECOMMENDS AGAINST ADOPTION OF THIS AMENDMENT.

C. Marjorie Christie, a Deputy to General Convention and Member of the Standing Committee has proposed that Article II, Section 4 of the Constitution be amended to provide for youth representation at General Convention with full seat, voice and vote. The amended section, if adopted at two successive Conventions, would read (with added words shaded):

ARTICLE II THE DIOCESAN CONVENTION

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.

~~One (1) Youth Deputy and one (1) Alternates Youth Deputy elected by each District Constitution. Each shall be at least 14 years of age and under the age of 26, and there shall have at least two consecutive Diocesan Conventions.~~

***Explanatory Information:** Admitting youth deputies into the life of the Convention is long overdue. While we have enjoyed and appreciated their participation as pages, that is not full participation.*

Full participation will provide for greater input from the youth deputation on subjects of concern to them (and about which we may need to be sensitized).

THE COMMITTEE RECOMMENDS ADOPTION OF THIS AMENDMENT ON FIRST READING.

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

A. The Committee on Constitution and Canons proposes an amendment to Canon 4 to increase the membership of the Commission on Ministry by one (1) Clergy and one (1) Lay member. The amended section, if adopted, would read (with deleted words in strikeout and added words shaded):

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. ...

Explanatory Comment: The Commission on Ministry has requested this change to increase the membership of the Commission by one member of the Clergy and one Layperson due to the substantial workload of the Commission.

THE COMMITTEE RECOMMENDS ADOPTION OF THIS AMENDMENT.

B. The Committee on Constitution and Canons proposes an amendment to Canon 7 (Diocesan Administration) pertaining to the role of the Suffragan Bishop. The amended section, if adopted, would read (with deleted words in strikeout and added words shaded):

CANON 7 DIOCESAN ADMINISTRATION

8. The Bishop may delegate any of the foregoing responsibilities to the Suffragan Bishop, if there be one. [New]

9. Whenever the Bishop shall leave the Diocese, the Bishop may designate the Suffragan Bishop, if there be one, to be the ecclesiastical authority of the Diocese during the absence of the Bishop. [New].

Explanatory Information: Paragraph 8 is intended to provide express Canonical authority for the existing practice of delegation of responsibilities by Bishop Spong to Bishop McKelvey. Paragraph 9 is based upon an amendment to the national Canons at the General Convention in Indianapolis in which the Bishop is given the power to designate the Suffragan Bishop as the ecclesiastical authority of the Diocese when absent from the Diocese for any period of time, provided the Diocesan Constitution or Canons so permits.

THE COMMITTEE RECOMMENDS ADOPTION OF THIS AMENDMENT.

C. The Committee on Constitution and Canons proposes to amendments to Canon 9, Section 6 (Qualification of Officers) pertaining to the Wardens and members of Vestries and Executive Committees. The amended section, if adopted, would read (with added words shaded):

CANON 9 PARISHES AND MISSIONS

6. QUALIFICATION 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.

(b) No person shall hereafter twice succeed herself or himself in the office of Warden, and no person shall serve more than four (4) consecutive years in such office.

(c) No person shall hereafter be elected a Warden or as a member of any Vestry or Executive Committee who shall be the parent, child, brother, sister, husband, wife or domestic partner of any other person then serving as either a Warden or a member of such Vestry or Executive Committee.

Explanatory Information: These two new provisions arise out of observations of several troubled congregations. It is believed that limiting the terms of Wardens and eliminating family-controlled Vestries and Executive Committees will help to revitalize congregational leadership in many churches within the Diocese of Newark. Similar limitations are already found in the By-Laws of many parishes.

THE COMMITTEE RECOMMENDS ADOPTION OF THIS AMENDMENT. ONE MEMBER OPPOSES THE ADOPTION OF PROPOSED SUBSECTION C.

D. The Committee on Constitution and Canons proposes to amendments to Canons 17 and 18 pertaining to the Ecclesiastical Court and Ecclesiastical Discipline. These amendments are intended to implement to provisions of Title IV of the Canons of the Episcopal Church adopted by General Convention. If adopted, these amended Canons will take effect on January 1, 1996 when Title IV takes effect. The amended Canons, if adopted, would read (with deleted words in strikeout and added words shaded):

CANON 17 THE ECCLESIASTICAL COURT

1. COMPOSITION

There shall be an Ecclesiastical Court for the Trial of a Presbyter ~~Priest~~ or Deacon which shall be composed of six (6) ~~four (4)~~ Presbyters ~~Priests or Deacons~~ elected by the Convention for a term of six (6) ~~four (4)~~ years and three (3) Lay Persons, who are confirmed adult communicants of this Church in good standing, elected by the Convention for a term of three (3) years. ~~No member of the Court may be a member of the Standing Committee.~~ The Court shall appoint not less than two ~~and~~ 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, refusal 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.~~

a. The death, disability rendering a person unable to act, resignation or declination to serve as a member of an Ecclesiastical Trial Court shall constitute a vacancy on the Court. Notice of resignations or declinations to serve shall be given by members of the Court in writing to the Presiding Judge of the Court. If any Priest elected to an Ecclesiastical Trial Court is elected a bishop, or if any lay person elected to an Ecclesiastical Trial Court is ordained prior to the commencement of a Trial, that person shall immediately cease to be a member of the Ecclesiastical Trial Court. If either event occurs following the commencement of a Trial, the person shall continue to serve until the completion of the Trial and the rendering of a Verdict thereon. Vacancies, other than for cause under subsection b of this Canon, occurring in any Ecclesiastical Trial Court shall be filled by the remaining members of the Court until the next meeting of the Convention.

b. Members of the Ecclesiastical Trial Court may be challenged by either the Accused or the Church Attorney for cause stated to the Court. The Court shall determine the relevancy and validity of challenges for cause. Vacancies caused by challenges determined by the Court shall be filled by majority vote of the Court from persons otherwise qualified for election under these canons. Vacancies filled by the Court shall be from the same order as the person challenged was when first elected to the Court.

c. Any member of the Ecclesiastical Trial Court may recuse himself or herself from any Trial. Any vacancy caused by such recusal shall be filled by majority vote of the Court from persons otherwise qualified for election under these canons. Vacancies filled by the Court shall be from the same order as the recused person was when first elected to the Court.

3. ORGANIZATION

The court shall convene upon the call of the President of the Convention, and the Court 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. The Court shall also choose a Reporter who shall serve at the pleasure of the Court. Each Ecclesiastical Trial Court shall also appoint a Reporter who shall provide for the recording of the proceedings and who shall serve as the Secretary of the Court.

4. QUORUM

Four (4) members of the Court shall constitute a quorum.

5. DUTIES OF THE LAY ASSESSORS

The Assessors shall sit with the Court to advise it upon questions of fact, not theological, upon which the Court or any member thereof, or either party, shall desire an opinion. They shall not vote upon any question. If a question shall arise as to whether any question is theological in nature, it shall be decided by the Court by a majority of the votes.

K. THE CHURCH ATTORNEY

A Church Attorney shall be appointed by the Standing Committee with the advice and consent of the Ecclesiastical Court for a term of three (3) years. The Church Attorney shall be a confirmed adult communicant of this Church in good standing, learned in the law, and admitted to practice law in the State of New Jersey. The Church Attorney may not be the Chancellor or a Vice Chancellor of the Diocese or a member of the Standing Committee or the Diocesan Council and may not be from the same law firm as the Chancellor or any Lay Assessor.

CANON 18

THE PRESENTMENT AND TRIAL OF A PRESBYTER, MONK, OR DEACON

A. PRESENTMENTS

1. A Presentment to the Ecclesiastical Trial Court may be issued only by the Standing Committee as provided in this Canon.

2. A Charge against a Priest or Deacon shall be in writing, verified and addressed to the Standing Committee of the Diocese wherein the Priest or Deacon is canonically resident, except as otherwise expressly provided in this Title. It shall concisely and clearly inform as to the nature of and facts surrounding each alleged Offense and the specifications of each Offense.

3. A Charge may be made:

(a) by a majority of the lay Members of the Vestry of the Parish of which the Accused is the Rector;

(b) by any three Priests canonically resident in the Diocese wherein the Accused is canonically resident or canonically resident in the Diocese wherein the Accused is alleged to have committed the Offense;

(c) by any three confirmed adult communicants in good standing in the Diocese wherein the Accused is canonically resident or in the Diocese wherein the Accused is alleged to have committed the Offense;

(d) in a case where the alleged Offense is the violation of Ordination vows involving the disregard or disobedience of a Pastoral Direction issued by a Bishop, only by that Bishop or the Ecclesiastical Authority of that Diocese, or by another Bishop, if the Bishop who issued the Pastoral Direction has resigned, retired, or died or is unable to act;

(e) in a case where the Offense alleged is a Charge specifying the Offenses of Crime, Immorality or Conduct Unbecoming a Member of the Clergy, by any adult who is (i) the alleged Victim, or (ii) a parent or guardian of an alleged minor Victim or of an alleged Victim who is under a disability, or (iii) the spouse or adult child of a Victim;

(f) in a case where the Offense alleged is that of holding and teaching publicly or privately any doctrine contrary to that held by this Church only, by a majority of the members of the Standing Committee of the Diocese in which the Member of the Clergy is canonically resident or of the Diocese wherein the Accused is alleged to have committed the Offense;

(g) by a majority of the Standing Committee of the Diocese in which the Member of the Clergy is canonically resident or of the Diocese wherein the Accused is alleged to have committed the Offense whenever the Standing Committee shall have good and sufficient reason to believe that any Priest or Deacon has committed the Offense; or

(h) the Ecclesiastical Authority of the Diocese in which the Accused is alleged to have committed the Offense, if different from the Diocese of canonical residence.

4. If a complaint or accusation is brought to the Bishop by a person claiming to be the alleged Victim, or the spouse of an alleged Victim, or by the parent or guardian of an alleged Victim who is a minor or is under a disability, of an Offense of Crime, Immorality or Conduct Unbecoming a Member of the Clergy, the Bishop, after consultation with the alleged Victim, the alleged Victim's spouse, or the alleged Victim's parent or guardian, may appoint an Attorney to assist those persons in understanding and participating in the disciplinary processes of this church, obtain assistance to formulate and submit an appropriate Charge and in obtaining assistance in spiritual matters, if the Victim, spouse, parent or guardian so choose. Any victim or complainant may be represented by an attorney and/or advocate of their choice.

5. Whenever the Bishop has sufficient reason to believe that any Priest or Deacon canonically resident in this Diocese has committed an Offense and the interests and good order and discipline of the church require investigation by the Standing Committee, the Bishop shall concisely and clearly inform the Standing Committee in writing as to the nature and facts surrounding each alleged Offense and the specification of each Offense but without judgment or comment upon the allegations or guilt, and the Standing Committee shall proceed as if a Charge had been filed.

6. Any Priest or Deacon canonically resident in this Diocese who deems himself or herself to be under imputation, by rumor or otherwise, of any Offense or misconduct for which he or she could be tried in an Ecclesiastical Court, may on his or her own behalf complain to and request of the Bishop that an inquiry with regard to such imputation be instituted. Upon receipt of such request by a member of the clergy, it shall be the duty of the Bishop to cause the matter to be investigated.

7. Any Charge against a Priest or Deacon shall be promptly filed with the President of the Standing Committee.

8. Upon the filing of a Charge with the Standing Committee, the Standing Committee shall promptly communicate the same to the Bishop and the Accused.

9. In a case of a Priest or Deacon canonically resident in this Diocese convicted in a criminal Court of Record in a cause involving Immorality, or against whom a judgment has been entered in a civil Court of Record in a cause involving Immorality, it shall be the duty of the Standing Committee to institute an inquiry into the matter. If the conviction or judgment be established, the Standing Committee shall issue a Presentment against the Priest or Deacon for Trial.

10. Within thirty days after the filing of a Charge, other than a Charge alleging a conviction in a criminal Court of Record in a cause involving Immorality or alleging the entry of a judgment in a civil Court of Record in a cause involving Immorality, the Standing Committee shall convene to consider the Charge. If after such consideration the Standing Committee determines that an Offense may have occurred if the facts alleged be true, the Standing Committee shall prepare a written general statement of the Charge and the facts alleged to support the Charge and transmit the same to the Church Attorney.

11. The Church Attorney shall promptly make such investigation of the matter as the Church Attorney deems appropriate under the circumstances.

12. Within sixty days after receipt of the statement from the Standing Committee, unless delayed for good and sufficient cause stated, the Church Attorney shall render a confidential Report to the Standing Committee of the findings of that investigation and as to whether or not an Offense may have been committed if the facts disclosed by the investigation be found to be true upon Trial, and with a recommendation as to the matter in the interest of justice and the

good order and discipline of this Church and based upon such other matters as shall be pertinent. The Report of the Church Attorney shall be confidential for all purposes as between the Church Attorney and the Standing Committee. Provided, however, the Standing Committee shall share the Report of the Church Attorney with the Bishop of the Diocese.

13. Within thirty days after the receipt of the Report of the Church Attorney, the Standing Committee shall convene to consider the Report and whether or not a Presentment shall issue. In its deliberations, the Standing Committee may consider the Church Attorney's Report, responsible writings or sworn statements pertaining to the matter, including expert's statement, whether or not submitted by the Church Attorney. The Standing Committee shall issue a Presentment for an Offense when the information before it, if proved at Trial, provides Reasonable Cause to believe that (i) an Offense was committed, and (ii) the Accused committed the Offense.

14. A two-thirds vote of all the members of the Standing Committee shall be required to issue a Presentment. No member shall disclose his or her vote or the vote of any member. In the event that, due to members who have been excused or vacancies in office, the Standing Committee does not have sufficient voting members to meet the requirements of this Section, the action of the Standing Committee shall be postponed until such time as there are sufficient members in office to fulfill the voting requirements of this Section.

15. If a Presentment be issued, it shall be in writing, dated, and signed by the President or the Secretary of the Standing Committee on behalf of the Standing Committee, whether or not that officer voted in favor of the Presentment. In the event that there be no President or Secretary, or they be absent, a member of the Standing Committee appointed for that purpose shall sign the Presentment. The Presentment also shall contain (i) a separate accusation addressed to each Offense, if there be more than one, and (ii) a plain and concise factual statement in each separate accusation which, without specific allegations of an evidentiary nature, asserts facts supporting every element of the Offense charged and the Accused's commission thereof with sufficient precision to clearly apprise the Accused of the conduct which is the subject of the Presentment.

16. Promptly after the issuance of a Presentment, the Standing Committee shall cause the original to be filed with the President of the Ecclesiastical Trial Court with a true copy thereof served upon the Bishop, the Accused, the Church Attorney and each Complainant.

17. If the Standing Committee votes not to issue a Presentment, then that decision shall be in writing and shall include an explanation. A copy shall be served upon the Bishop who shall file it with the Secretary of the Convention of the Diocese, the Respondent, the Church Attorney, each Complainant, and unless waived in writing, the Victim.

18. Prior to the issuance of a Presentment or a determination not to issue a Presentment as the case may be, the matter shall be confidential, except as may be determined to be pastorally appropriate by the Ecclesiastical Authority.

19. Upon the issuance of a Presentment or the determination that a Presentment will not issue, all further proceedings of the Standing Committee in the matter shall cease and terminate.

20. Non-compliance with time limits set forth in this Canon shall not be grounds for the dismissal of a Presentment unless such non-compliance shall cause material and substantial injustice to be done or seriously prejudice the rights of an Accused as determined by the Trial Court on motion and hearing.

B. TRIALS

1. Ecclesiastical Trial Courts shall be governed by the portion of The Federal Rules of Civil Procedure set forth in Appendix A to the Canons of the Episcopal Church and by The Federal Rules of Evidence in the conduct of the Trial.

2. The Ecclesiastical Trial Court shall keep a record of the proceedings in each case brought before it and the record shall be certified by the Presiding Judge of the Court. If the record cannot be authenticated by the Presiding Judge by reason of the Presiding Judge's death, disability or absence, it shall be authenticated by a member of the Court designated for that purpose by majority vote of the Court.

3. The Ecclesiastical Trial Court shall permit the Accused to be heard in person and by counsel of the Accused's own selection. In every Trial the Court may regulate the number of counsel who may address the Court or examine witnesses.

4. The Accused shall then be called upon by the court to plead to the Presentment and the plea shall be duly recorded; and on neglect or refusal of the Accused to plead, the plea of not guilty shall be entered for the Accused, and the Trial shall proceed; Provided, that for sufficient cause the Court may adjourn from time to time; and Provided, also, that the Accused shall, at all times during the Trial, have liberty to be present, and in due time and order to produce testimony and to make a defense.

5. In all Ecclesiastical Trials, the Church Attorney appointed pursuant to Section 6 of Canon 17 shall appear on behalf of the Standing Committee which shall then be considered the party on one side and the Accused the party on the other. Each Complainant or Victim shall be entitled to be present throughout and observe the trial and for each to be accompanied by a person of their own choosing and counsel of their own choosing.

6. Before a vote is taken on the findings and in the presence of the Accused and counsel, counsel for the parties may submit requested proposed instructions. The Presiding Judge of the Ecclesiastical Trial Court, after consultation with the Lay Assessors, shall declare which of the proposed instructions shall be issued and also instruct the members of the court as to the elements of the Offense and charge them (1) that the Accused must be presumed to be innocent until the Accused's guilt is established by clear and convincing evidence, and unless such

standard of proof be met the Accused must be acquitted, and (ii) that the burden of proof to establish the guilt of the Accused is upon the Church Attorney.

7. A separate vote shall be taken first upon the findings as to the guilt of the Accused. Voting by members of the Ecclesiastical Trial Court on the findings shall be by ballot. No member shall disclose his or her vote or the vote of any member. The Presiding Judge shall cause the accused, the Church Attorney, each Complainant, and, unless waived in writing, the Victim to be advised of and provided with a copy of the findings of the Court.

8. For a Judgment on any Offense, the affirmative vote of not less than five (5) of the members of the Ecclesiastical Trial Court shall be necessary.

9. No vote shall be taken on the Sentence to be adjudged until thirty days from the date the Accused was advised of the Judgment during which period the Accused shall have a reasonable opportunity to offer to the Court matters in excuse or mitigation. During the same period, the Court shall provide an opportunity for statements from Complainants or Victims to the Court pertaining to the Sentence to be adjudged and imposed, and the Church Attorney may make a recommendation to the Court as to the Sentence to be adjudged. The Members of the Court shall vote upon the Sentence. No member shall disclose his or her vote or the vote of any member.

10. The concurrence of not less than five (5) of the members of the Ecclesiastical Trial Court shall be necessary to adjudge and impose a Sentence upon an Accused found guilty by the court.

11. The Judgment or acquittal and any Sentence adjudged on a Judgment shall be communicated promptly to the Bishop of the Diocese wherein the Trial was held, the Ecclesiastical Authority, if there be no Bishop, the Standing Committee, the Ecclesiastical Authority of the Diocese in which the Accused is canonically resident, the Accused, each Complainant, and, unless waived in writing, the Victim.

C. TEMPORARY INHIBITIONS

1. If a priest or deacon is charged with an Offense or Offenses or serious acts are complained of to the Bishop that would constitute the grounds for a Charge of an Offense and, in the opinion of the Bishop, the Charge is supported by sufficient facts, the Bishop may authorize a Temporary Inhibition and the Bishop shall pronounce it.

2. Any Temporary Inhibition shall: (i) be in writing, (ii) set forth the reasons for its issuance, (iii) be specific in its terms, (iv) define the Offense or Offenses charged or serious acts complained of, (v) describe in reasonable detail the act or acts inhibited, (vi) be promptly served upon the Priest or Deacon to be inhibited, and (vii) become effective upon being served upon the Priest or Deacon to be inhibited.

3. A Temporary Inhibition may be issued without prior written or oral notice to the Priest or Deacon.

4. Any Priest or Deacon against whom a Temporary Inhibition has been issued may request a hearing concerning the Temporary Inhibition before the Standing Committee, which shall hear the same at the earliest possible time, but not later than fourteen days after the date of receipt of the request. The Standing Committee by a two-thirds vote may dissolve, modify or continue the Temporary Inhibition. The Church Attorney shall be given notice of such hearing and shall be permitted to attend and be heard.

5. At any time, a Bishop may dissolve or reduce the terms of a Temporary Inhibition or, with the advice and consent of a majority of a quorum of the Standing Committee, enlarge the Temporary Inhibition.

6. A Temporary Inhibition shall continue in full force and effect until (i) the issuance of an Inhibition as otherwise permitted by Title IV of the Canons of the Episcopal Church, (ii) the withdrawal of the Charge or the allegations, (iii) the refusal of the Standing Committee to make a Presentment on the Charges alleged, (iv) a determination by the Bishop that there is no longer a need for the Temporary Inhibition, (v) a Sentence is imposed following a voluntary submission to discipline, or (vi) a period of ninety days measured from the date of the Temporary Inhibition; provided, however, the ninety-day period may be extended by the Bishop upon the advice and consent of a majority of all the members of the Standing Committee for additional ninety-day periods upon good cause.

7. In the event the Temporary Inhibition is dissolved or reduced or otherwise expires, the Ecclesiastical Authority shall so notify all persons to whom notice of the issuance of the Temporary Inhibition was given.

8. If a Presentment has been made by the Standing Committee against a Priest or Deacon, or if a Priest or Deacon has been convicted in a criminal Court of Record in a cause involving Immorality, or if a judgment has been entered against a Priest or Deacon in a civil Court of Record in a cause involving Immorality, the Bishop in whose jurisdiction the Priest or Deacon is canonically resident or of the jurisdiction wherein the conviction or judgment has been entered may issue an Inhibition to the Priest or Deacon until after the judgment of the Ecclesiastical Trial Court becomes final.

THE COMMITTEE RECOMMENDS ADOPTION OF THESE AMENDED CANONS.

The Commission on Christian Mission in an Interreligious World

Report to the 121st Diocesan Convention of the Diocese of Newark

1994 -- Phase One:

- A. Fundamental Ethical Commitments
- B. A Call to Learn-by-Doing

Members of the Commission

Through this Report, the members of the Commission invite the clergy and laity of the Diocese of Newark to continue and deepen the work of interreligious dialog and engagement. It is our hope that the results of your work will inform and highlight the final phase of the Commission's work in 1995.

Ms. Karen Brown
Member, St. Mark's, Teaneck

The Rev. Gregory Cole
Assistant Rector, Calvary Church, Summit

Mr. Elliot Lee,
Member, St. Paul's, Paterson

The Rev. Tracey Lind, Co-chair
Rector, St. Paul's Church, Paterson

Mr. Thomas Martin
Member, Christ Church, Ridgewood

The Rev. Robert Morris, Co-chair
Director, Interweave, Inc., Calvary Church, Summit

Ms. Carol Stromek
Member, St. Thomas', Vernon

The Rev. Phillip Wilson
Rector, Church of the Redeemer, Morristown

A NOTE ON TERMINOLOGY: *The terms spiritual community, faith-community, and other religion are used interchangeably in this Report in order to emphasize the different aspects of living communities of faith and meaning.*

God has told you, O mortal,
 what is good;
 and what does
 the LORD require of you
 but to do justice,
 and to love kindness,
 and to walk humbly with your God?

Micah 6:8

Go, therefore,
 and make disciples of all nations.

Matt. 28:19

And you shall love
 your neighbor
 as yourself.

Lev. 19:18 Matt. 19:19
 Matt. 22:39 Mark 12:31
 Luke 10:27 Rom. 13:9
 Gal. 5:14 James 2:8

Reasons for this Report

*If you greet only your brothers and sisters, what more are you doing than others?
Do not even the Gentiles do the same? Matt. 5:47*

This Report focuses on what the Gospel of Jesus Christ tells us about how to treat people who differ from us, and calls us as disciples to follow Christ's example. We invite the delegates of this Diocesan Convention, and through them, the congregations and people of this Diocese, to a clear basis of cooperation with other faiths in projects of common concern, and to a clear standard of behavior as we engage in dialog with and witness to our neighbors.

Our concern for such standards is far from theoretical. Our lives intersect members of other faith-communities as fellow-citizens and humans — people with whom we are daily creating a common community and interconnected world. We meet these other human beings not simply as individuals, but also as members of organized spiritual communities — associations that involve a faith or philosophy that is their guiding spirit for action.

More and more, we face difficulties and decisions as we encounter people of other faiths around issues of:

- interreligious marriages and childrearing
- the moral and religious content of school curriculum
- school and civic celebrations of holidays
- the calendar and public decoration for local, state, and federal public holidays
- the practice of "civil religion" at public ceremonies
- occasions for common public worship
- social conversations about religion and politics
- the need to work together to alleviate misery and building community

As we intersect with one another in our daily lives, tensions, misunderstandings, and real differences about how to live together threaten the tranquillity and stability of our communities. Moreover, on the global stage, ethno-religious conflict and warfare is on the rise. Some observers predict that the post cold war era will be characterized by religiously-based tribal conflict: ethnicity, religion, and culture intertwined in a dark alliance of opposition to those who differ. Christians kill other Christians in the former Yugoslavia. Muslims and Christians fight in Armenia and Azerbaijan. Christians and Jews are persecuted in some fundamentalist Muslim countries, while right-wing Christian death squads kill native American shamans and pagan priests in Central America.

In such an era, it is not sufficient to say that our duty to non-Christians is simply to preach the Gospel, and stop there. The teaching of Jesus also calls us to responsible treatment those who are not "of our group" — disciples we cannot agree with, members of other spiritual communities, those who decline or reject our preaching, and those who are opposed to us.

Christians who take seriously the command from Moses, the Apostles, and Jesus to "love God, and love your neighbor as yourself" are needed as catalysts for common human decency, mutual tolerance and respect, and active dialog to dispel misunderstanding. Such a call is rooted not only in our hard-won modern notion of pluralistic tolerance, but even more in the proclamation of the Torah, the Prophets, and the Gospel, that we are all made in the image of one God. This dimension of biblical truth must be put forward vigorously to counter the distorted gospels of the apostles of religiously based prejudice.

"How do we hold together the uniqueness of the Christian claims and the smallness of the world and the need to respect the integrity of holy people who are not part of our revelation?" asked Bishop Spong, in appointing this commission. In Baptism we vow to "respect every human being". The same people we would not hesitate to give "a cup of cold water to in Jesus' Name" as *individuals* have too often in Christian history been demeaned when seen as *members* of an organized faith-community.

This dark side of Christian history is the most urgent reason for a clear statement of Christian love and justice toward non-Christians. In his charge to the Commission, Bishop Spong asked us to consider "alternatives to versions of the Gospel that kill". He reminded us of the repeated waves of Church-led oppression, persecution, and murder of "unbelievers". This behavior, beginning with the Fourth and Fifth Century suppression of paganism and the restriction of civil rights for Jewish citizens of the Christian Roman Empire, flatly contracts Jesus' teaching and example. Interlacing and contradicting the Gospel's saving effect in Europe, this dark zealotry culminated in the the murder — through mob-violence and judicial decree — of hundreds of thousands of dissenters ("heretics"), nature-worshippers ("witches"), gay and lesbian people ("sodomites") and Jews ("perfidious infidels"), and contributed to the later horror of the Nazi holocaust. In the wars of Reformation, Christians killed and outlawed each other over matters of doctrinal difference. This behavior has not entirely ceased, even in the modern era. In our own century, Christian missionaries prevailed on colonial governments in parts of Africa to suppress native religion. In the United States itself, the bastion of religious liberty, Christian pressure deprived Native Americans of the freedom to practice their own ancestral religions until the 1970s!

How do we pursue a vigorous Christian mission which is obedient to the command to "make disciples of all nations" while at the same time "respects the dignity of every human being"? Considering the mistakes of our past, Christians have much to learn. This Report is meant to be an aid in taking the next step toward an authentic Gospel way of life.

The First Sunday of Advent, 1994

FUNDAMENTAL ETHICAL COMMITMENTS FOR CHRISTIANS in Relating to People of Other Spiritual Communities

Resolved that this 121st Convention of the Diocese of Newark
adopt the following Fundamental Ethical Commitments as norms for guiding actions
by clergy, congregations, and people toward members of other faiths.

Acknowledging that Christians differ on how the grace of God
works in the lives of those who seek Truth in other spiritual communities,
we call upon Christians of all denominations, parties and persuasions
to a decisively Christ-like Way with others
by committing ourselves to these four basic standards
for relating to people of other faiths and philosophies.

I

Because Jesus Christ commands us to do to others as we would have others do to us;
and because, in Baptism, we covenant to "seek and serve Christ in all persons;"

and in order to work as partners with others of good will to build communities
of mutual respect, tolerance, and genuine dialog —

We commit ourselves to treat the members of
other faith communities as our neighbors,
according to Christ's command, "love your neighbor as yourself". (Mt. 9:19)

Therefore, in our relations with members of other faiths, we will:

see dialogue between groups as genuinely flowing in both directions,
listening as much as we talk,
asking questions without pre-determining the answers in our minds,
agreeing and disagreeing non-belligerently;

seek truth and understanding of other faiths,
not comparing the best in Christianity with the worst in other religions

II

Because in Baptism, we covenant to work for justice and peace among all peoples;
and because all human beings, of every community, are made in the Divine Image,

in order that we may recognize the presence of Christ in all people, and
in order to be faithful to God's call to servanthood among the nations:

**We commit ourselves to honor the Image of God in people of other faiths,
recognizing in everyone The One who has made
all humankind in the Divine Image. (*Genesis 1:26*)**

Therefore, in our relations with members of other faiths:

**We renounce all violence based on difference in faith
— including denigration, dehumanization, political oppression, and killing —
as contrary to the clear mandate of the Gospel.**

**We will affirm members of other religions or spiritual communities
as equal under the law and in the sight of God in the face of
any religiously-based or politically motivated
teaching and actions to the contrary.**

III

Because in Baptism we promise to "respect the dignity of every human being" and because, by welcoming strangers, we may encounter angels from God;

so that we may not demean or oppress people of other living faiths, and so that we may be open to learn truth from any Good Samaritan in any other spiritual community;

We commit ourselves to respect members of other faith-communities as fellow-sojourners in God's world, according to the command "not to oppress the Stranger" among us. (*Exodus 23:9*)

Therefore, in our relations with members of other faiths:

We will witness to Christ and preach the Gospel in ways that invite but do not use language to intimidate, oppress, villify, demonize, or distort another's beliefs.

When other faiths engage in persecution or oppression, we will seek to love our enemies even as we resist their attempts to take freedom and dignity from us or others.

In our evangelism, we will say "come and see", and behave in ways that when others come they see Gospel love and justice in action.

IV

Because in Baptism we promise to witness to the Gospel in word and deed,
 because we do not know what the stranger
 believes, values, or does until we listen respectfully

so that we may always remember that *all* have "missed the mark"
 and fall short of the Glory of God:

**We commit ourselves to acknowledge,
 as we witness to what we have seen and known in Christ
 to people of other spiritual communities,
 that Christians, too, see God's truth "in a glass darkly". (I Cor. 13:12)**

Therefore, in our dealings with people of other faiths:

**We will respect the right of other spiritual communities
 to define themselves on their own terms,
 and seek to understand each on those terms, not just on our own.**

**We will affirm the presence and sovereign action of God among all peoples
 and faith-communities in ways that pass our present understanding
 or our ability to agree with one another
 on how the grace of God is at work among them.**

A Call To Learn-by-Doing

We call upon the clergy and laity of this Diocese to join the Commission in preparing the final phase of this report by actions in harmony with the Four Ethical Principles. We wish to highlight examples of grace-filled relationships with other faith communities so we all may learn from these examples. The Commission intends to gather reports from the field, and present them as models for Christian action, to be proposed as "worthy models" to the next Convention, as the final phase of our report.

As we seek to relate to other "faiths", we call on congregations to think beyond the textbook definitions, and to encounter the real life groups who live in this State with us. Spiritual communities, in our day, include not only historic religions like Judaism, Islam, and Buddhism, but new or revived spiritualities like the New Age movement, the Goddess revival, and the resurgent spiritualities of Native Peoples. Our neighbors are organized in communities of Humanists, and in loose aggregations like the Human Potential Movement. Each community involves folkways, beliefs, customs, and commitments which call for our respectful understanding as well as our careful discernment, in the light of what we know in Christ. Therefore:

BE IT RESOLVED that this Convention join the Commission on Christian Mission in an Interreligious World in calling for a year of Learning-by-Doing in the Diocese of Newark; and that this Convention commends to clergy, congregations, specialized ministries and persons in this Diocese this Call as the the starting point for projects in interreligious relations embodying the Fundamental Ethical Commitments (*as adopted by this Convention*).

A Call for Congregational Projects:

Please copy this form for use in committees and study groups.

Check items that interest you or your group.

- ☐ Develop parish and/or interparish discussion groups, classes and forums to become better informed about the major world religions.
- ☐ Invite members of other faith-communities to present their beliefs, history, practices and customs.
- ☐ Form a local inter-religious discussion group or teaching series.
- ☐ Develop youth group programs and Church School curricula that educate young Christians about other faiths.

- ___Include on the parish prayer list a calendar of celebrations of other spiritual communities, especially remembering, in the Liturgy, their significant holidays. *For example, pray for the Jewish community during the High Holy Days, the Muslim community during Ramadan, or the seasonal observations of Native Peoples.*
- ___Send groups from the parish to other houses of worship to learn about other faiths.
- ___Invite members of other faiths to worship, and solicit their feedback:
Did they feel welcome; what parts of the service made them feel included or excluded; what fascinated, bewildered, or troubled them? What would they like to know about the Church? The Gospel?
- ___Invite the ordained leaders of other faiths to speak from the pulpit.
- ___Develop an inter-religious worship service for a special occasion:
For example, Thanksgiving, World AIDS Day, Earth Day, Fourth of July.

A Call for Personal Projects:

- ___Discuss other religions with your family at dinner, using the sample discussion questions.
- ___Ask non-Christian neighbors who belong to other religions to tell you more about their customs -- and beliefs -- especially at holiday times. Be ready to share about your own customs and beliefs, in return.
- ___Be ready to speak personally about what God, the Church, and Jesus Christ mean to you, when asked.
- ___Ask neighbors of other faiths if you may attend worship with them.
- ___Do your own self-inventory of knowledge about other faiths, and pursue some study, (especially of a religion that seems strange, remote, or troublesome to you.) *What do I know about Judaism, the Muslim faith, Goddess worship, the New Age Movement?*
- ___Read from other holy books at home, perhaps during your prayer and meditation time.
- ___Use such prayers of other religions as seem appropriate in your own personal worship.
- ___Become involved in an interreligious outreach project to those in need:
For example, an Interreligious Fellowship for the Homeless

*As congregations or individuals choose (or continue) a project,
it may be reported to the Commission for inclusion in the Final Report for highlighting
as a possible model for others.*

DISCUSSION STARTER QUESTIONS

These questions are roughly grouped in relation to the Four Principles, for use in discussing the implications of these basic Christian commitments. Add your own!

1. We commit ourselves to treat the members of other faith communities as neighbors, according to Christ's command, "love your neighbor as yourself". (*Mt. 9:19, et al*)

When is it appropriate for Christians to participate in the rituals of another faith-community? Why is it appropriate – or why not?
Should Christianity – or the Abrahamic Faiths of Christianity, Judaism, and Islam – ever be given a privileged place in civic law? In the civic calendar? In school celebrations? In public decorations?

2. We commit ourselves to honor the Image of God in people of other faiths, recognizing in everyone The One who has made made all humankind in the Divine Image. (*Genesis 1:26*)

What are the limits of sharing worship with other faith-communities?
What can we do together? What not?
Is it ever appropriate for the Christian partner of an inter-faith marriage to convert to the partner's religion? Why or why not?

3. We commit ourselves to respect members of other faith-communities as fellow-sojourners in God's world, according to the command "not to oppress the Stranger" among us. (*Exodus 23:9*)

When, if ever, is it appropriate to use "Christian only" business guides as a basis for making shopping decisions?
What behaviors change "witnessing" into a manipulative proselytizing?

4. We commit ourselves to acknowledge, as we witness to what we have seen and known in Christ to people of other spiritual communities that Christians, too, see God's truth "in a glass darkly". (*1 Corinthians 13:12*)

Do members of other religions worship the same God as Christians?
Do Christians have something of God to learn from people of other faiths and philosophies?

THE STANDING COMMISSION ON CLERGY COMPENSATION

The Commission presents the following resolutions:

RESOLUTION I:

RESOLVED, that the 121st Convention of the Diocese of Newark adopt the following minimum salary rates, effective January 1, 1996:

Minimum Salaries

Deacon	\$20,330
Assisting Priest	21,650
Priest-in-charge	27,100

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
Effective 1/1/95	19,930	21,220	26,550
Proposed 1/1/96	20,330	21,650	27,100

Considering the current environment of modest economic growth and the consensus forecast for inflation to remain in the 2-3% 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 1996 by approximately 2%, as indicated above.

RESOLUTION II:

RESOLVED, that the 121st Convention of the Diocese of Newark recommends the following scale, effective January 1, 1996, for annual merit increases in salaries paid to clergy in the Diocese:

Merit Increase Scale

Outstanding	7%
Very Good	4%
Satisfactory	2%

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 2 and 3 percent over the next two years.

RESOLUTION III:

RESOLVED, that the 121st Convention of the Diocese of Newark establishes a minimum standard for remuneration to supply clergy at a fixed rate per worship service plus the IRS-approved mileage rate for travel to and from the church. For 1995, the IRS-approved rate is 30 cents per mile. Remuneration standards shall be as follows:

Sunday services: \$100 for one service plus \$25 for each additional service

Weekday service: \$40 per service

In any year in which the total payments to any one individual exceed \$600, a 1099 tax form must be provided at the end of the year, a copy of which is filed with the IRS.

RECOMMENDATION FOR PART-TIME CLERGY

As varying models for ministry evolve in this diocese, a number of congregations are employing clergy on a part-time basis. The Commission recommends the following guidelines be adopted and implemented by the diocesan deployment officer.

For purposes of calculations described below, a full-time clergyperson is estimated to work approximately 50 hours in an average week. Part-time calculations would then be based on this work week average; for example, a half-time position would require 25 hours of work per week. Note that clergy, whether part-time or full-time, are acknowledged to be "on-call" all of the time. These calculations do not take that fact into consideration.

Standard components:

1. **Cash stipend** should be calculated as a percentage of the diocesan minimum based on anticipated work hours per week.
2. **Housing**: if housing is supplied, the "100% housing" should not count as a deduction against cash stipend. If housing is not supplied, a housing allowance which is at least 30% of the total cash stipend should be provided.
3. **Social security payments**: an additional cash stipend which approximates the diocesan standard for the employer's share of the clergy's required self employment social security tax. In 1995, the diocesan standard is 45%, rising to 50% for 1996 and thereafter.
4. **Pension**: Pension assessments are required. This assessment will be calculated at 18% of total compensation (cash stipend, plus housing, plus social security, plus utilities). If housing is supplied, the value of housing for pension purposes is calculated at 30% of the total of the three remaining elements.
5. **Business Expense reimbursement** will be "as incurred" and provided through an accountable plan. For budgeting purposes, a congregation should review the specific, contracted responsibilities of the position to determine anticipated travel and other business expenses. In 1995, the IRS-approved mileage allowance is 30 cents per mile.
6. **Health insurance** (medical and dental): we recommend that health insurance be paid at the same percentage as all other cash compensation for part-time clergy, unless they have health insurance coverage through another employer or through a spouse's plan. Clergy who work less than 20 hours a week are not eligible for the diocesan insurance plans, unless grand-fathered in by prior full-time employment in the diocese.

In the instance of clergy under contract less than 20 hours a week, we recommend that independently-acquired clergy health insurance costs be offset in the same percentage as all other cash components of the compensation package.

Where part-time clergy have health insurance through another employer or through a spouse's plan we suggest off-setting any clergy-paid portion of that health insurance by the same percentage used in calculating the cash stipend.

Negotiable components

Items such as the extent of paid vacation time, continuing education time, etc., are negotiable, recognizing that even part-time clergy need vacation time and time for continuing education.

RECOMMENDATION FOR INTERIM CLERGY

Full-time interim clergy are to be compensated at the same rate as full-time permanent clergy. Diocesan minimums apply with appropriate adjustments for size and scope of position.

Part-time interim clergy are compensated based in general on the guidelines for part-time clergy, except that, where housing is not supplied, part-time interims are to be compensated for travel to and from their permanent residence at the IRS-approved business mileage rate (for 1995, this is 30 cents per mile) in place of a housing allowance and in addition to reimbursement for business expenses. (Note that under IRS rules, travel to and from one's residence to one's place of business is not an allowable business expense; this must be therefore kept separate from business expenses.) In addition, we recommend that health insurance costs be reimbursed proportionately. The rules for pension payments and social security calculations apply.

ADDITIONAL NOTES:

1. Accountable Plan:

At its 119th Convention, 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 should 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. The Commission re-states the need for every congregation to adopt an accountable plan as follows:

**Model Resolution to Establish an Accountable Plan
for Business Expense Reimbursement**

WHEREAS, income tax regulations 1.162-17 and 1.274-5(e) provide that an employee "need not report on his tax return expenses paid or incurred by him solely for the benefit of his employer for which he is required to account and does account to his employer and which are charged directly or indirectly to the employer;" and

WHEREAS, income tax regulation 1.274-5(e) further provides that "an adequate accounting means the submission to the employer of an account book, diary, statement of expense, similar record maintained by the employee in which the information as to each element of expenditure (amount, time and place, business purpose, and business relationship) is recorded at or near the time of the expenditure, together with supporting documentary evidence, in a manner which conforms to all the 'adequate records' requirements" set forth in the regulation; and

WHEREAS, The Church desires to establish a reimbursement policy pursuant to regulations 1.162-17 and 1.274-5(e), be it therefore:

RESOLVED, that The Church hereby adopts a reimbursement policy pursuant to income tax regulations 1.162-17 and 1.274-5(e), upon the following terms and conditions:

1. Any employee now or hereafter employed by The Church shall be reimbursed for any ordinary and necessary business and professional expense incurred on behalf of the church, if the following conditions are satisfied: 1) the expenses are reasonable in amount; 2) the employee documents the amount, time and place, business purpose, and business relationship of each expense with the same kinds of documentary evidence as would be required to support a deduction of the expense on the employee's federal income tax return; and 3) the employee documents such expenses by providing the church treasurer with an accounting of such expenses, no less frequently than monthly. In no event will an expense be reimbursed if substantiated more than 60 days after the expense is paid or incurred by an employee.
2. The Church shall not include in an employee's W-2 form the amount of any business or professional expense properly substantiated and reimbursed according to the preceding paragraph, and the employee should not report the amount of any such reimbursement as income on his or her Form 1040.
3. Any church reimbursement that exceeds the amount of business or professional expenses properly accounted for by an employee pursuant to this reimbursement policy must be returned to The Church within 120 days after the associated expenses are paid or incurred by the employee, and shall not be retained by the employee.

4. If, for any reason, the church's reimbursements are less than the amount of business and professional expenses properly substantiated by an employee, the church will report no part of the reimbursements on the employee's W-2, and the employee may deduct the unreimbursed expenses as allowed by law.
5. Under no circumstances will The Church reimburse an employee for business or professional expenses incurred on behalf of the church that are not properly substantiated according to this policy. Church and staff understand that this requirement is necessary to prevent our reimbursement plan from being classified as a "nonaccountable" plan.

Supporting Information:

Many clergy are given a fixed-dollar amount as an automobile allowance 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 clergy person'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 clergy person 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 clergy person's W-2 form in the year of receipt. Often the expenses are not deductible but the car allowance is taxable 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 clergy person 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 are not included on the clergy person's W-2 and, therefore, never have to appear on his or her tax return at all.

2. Social Security Offset:

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%

3. Flexible Spending Account:

At Convention last year, the Commission recommended the establishment of a Flexible Spending Account by each church. At that time, it was announced that sample resolutions were available. That announcement was optimistic. Although the administration of such accounts for a small number of employees is reasonably straightforward and simple, the documentation required to establish such accounts is cumbersome. The Commission is in the process of finalizing necessary documents. Please contact any member of the SCCC for more information. A Flexible Spending Account allows each participating employee to pay medical expenses which are not covered by insurance or other reimbursement (deductibles, co-insurance, eye glasses, etc.) with pre-tax dollars, thus reducing the ultimate cost.

4. Pension Assessment Waiver Not Permanent:

By now, you should all know that The Church Pension Fund announced a 75% reduction in pension assessments for the four quarters beginning July 1, 1994 and ending June 30, 1995. This reduction (or waiver) was made possible by the extraordinary investment gains experienced during the last ten years. (Remember the eighties? How sweet it was!) But this assessment reduction is a one-time windfall. Beginning in July, 1995, the full 18% pension assessment will again be charged. You might want to plan your 1995 budget accordingly.

Submitted by the Standing Commission on Clergy Compensation:

	<u>Office</u>	<u>Home</u>
John Snyder, chair	800-223-6602	652-8572
Rev. Lauren Ackland	201-337-4909	337-6018
Carlotta Budd	" 822-3778	822-3649
Rev. Gervais Clark	" 676-8886	675-1643
Dale Gruner	" 622-3873	908-876-9322
Linda Curties	800-223-6602	963-8378
Rev. Gaylord Hitchcock	201- 664-0407	664-7450
Rev. Stephanie Keith	" 538-0555	285-1432
Mardi Mauney	" 746-4855	783-1365

A. Gary Shilling, Consulting Economist

*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 Robert R. Brown, retired Bishop of Arkansas
The Right Reverend Daniel Corrigan, retired Suffragan Bishop of Colorado
The Right Reverend Ivor I. Curtis, retired Bishop of Olympia
The Right Reverend William J. Gordon, retired Assistant Bishop of Michigan
The Right Reverend David E. Johnson, Bishop of Massachusetts
The Right Reverend Arnold M. Lewis, retired Bishop of the Armed Forces
The Right Reverend C. Brinkley Morton, retired Bishop of San Diego
The Right Reverend W. R. Chilton Powell, retired Bishop of Oklahoma
The Right Reverend Harold B. Robinson, retired Bishop of Western New York
The Right Reverend Dean T. Stevenson, retired Bishop of Central Pennsylvania

From the Clergy Family of the Diocese

The Reverend Henry Biggin, retired
The Reverend William Alfred Butz, Assistant, Grace Church, Westwood
Eugene Cross, father-in-law of the Rev. Ashley Neal
Peter Valiant du Plessis, brother of the Rev. Michael du Plessis
John Moses Gat, father of the Rev. Maggie Gat
The Reverend Lewis Hallgring, retired
The Reverend Albert O. Judd, retired
Margaret C. Lewis, mother-in-law of the Rev. Wade Renn
Charles, Claude, Clementine and Chantal Peruth-Felix, family of Dean Petero Sabune
Edith J. Renn, mother of the Rev. Wade Renn
The Reverend Canon Anderaya Nzabanita Sabune, father of Dean Petero Sabune
Emily J. Stanton, mother of the Rev. Jack Stanton
William Talmadge, husband of the Rev. Nancy Talmadge
The Reverend James W. Thompson, Rector, St. Martin's Church, Maywood
The Reverend Robert George Wagner, retired
The Reverend Robert Blackburn Wardrop, retired

Persons in the Diocese known for special contributions

Barbara Doyle, mother of Peggy Mellors
Ruth Lambert, mother-in-law of Robert Lanterman
James Miller, father of Carlotta Budd
Lillian Phillips, grandmother of Teresa Wilder
Anna Decker Piel, mother of Joseph Piel
Larry Stout, St. Mary's, Belvidere

CLERGY DECEASED1994

May 25	Henry Biggin
April 19	Albert O. Judd
July 2	Robert George Wagner
July 15	Robert Blackburn Wardrop
August 19	William Alred Butz
September 5	James W. Thompson

ORDINATIONS1994

January 6	Ellen Neufeld, Deacon, by Bishop McKelvey, St. Mark's, Teaneck
January 6	Michael Neufeld, Deacon, by Bishop McKelvey, St. Mark's, Teaneck
January 15	Kathleen M. Bobbit, Priest, by Bishop Spong, Trinity, Arlington, VA
March 5	Emory Byrum, Deacon, by Bishop McKelvey, St. Luke's, Phillipsburg
April 9	Kathleen H. Ragsdale, by Bishop McKelvey, Episcopal Divinity School, Boston MA
June 4	Gladys I. H. Dennis, Deacon, by Bishop McKelvey, Trinity & St. Philip's Cathedral, Newark
June 4	Margaret A. Gat, Deacon, by Bishop Spong, Trinity & St. Philip's Cathedral, Newark
June 4	Virginia K. Hummel, Deacon, by Bishop McKelvey, Trinity & St. Philip's Cathedral, Newark
June 4	Rosemary H. Lillis, Deacon, by Bishop Spong, Trinity & St. Philip's Cathedral, Newark
June 4	Victoria G. McGrath, Deacon, by Bishop McKelvey, Trinity & St. Philip's Cathedral, Newark
July 10	Ellen Neufeld, Priest, by Bishop Spong, St. Luke's, Montclair
July 10	Michael Neufeld, Priest, by Bishop Spong, St. Luke's, Montclair
September 17	Emory Byrum, Priest, by Bishop Spong, St. Mary's, Belvidere

December 3	Margaret A. Get, Priest, by Bishop McKelvey, Trinity, Paterson
December 4	Victoria G. McGrath, Priest, by Bishop Spong, Christ Church, Short Hills
December 10	Lawrence S. Falkowski, Priest, by Bishop Spong, Holy Trinity, West Orange
December 17	Rosemary H. Lillis, Priest, by Bishop McKelvey, Grace, Madison
December 17	Gledys I.H. Dennis, Priest, by Bishop Spong, St. Luke's, Haworth

CANDIDATES FOR HOLY ORDERS

Cathy Deets
Margaret Hodgkins
Louise Kalemkerian
Kathryn King
Margaret Koeniger
Glenn Libby
Jane Tomaine

CLERGY TRANSFERRED

1994

January 10	Albert J. Keeney to the Diocese of Rochester
March 1	John C. Stone to the Diocese of New Jersey
March 21	Duncan N. Clark to the Diocese of Olympia
September 6	Anne K. West to the Diocese of West Virginia
September 16	David L. Norgard to the Diocese of California

CLERGY RECEIVED

1994

April 11	William C. Parnell from the Diocese of Virginia
September 13	Maria W. Eddy from the Diocese of Virginia
October 20	Harold J. Dwyer, Jr., from the Diocese of Pennsylvania

CONSENTS GIVEN BY THE BISHOP OF NEWARK TO
ELECTIONS, CONSECRATIONS, RESIGNATIONS OF BISHOPS

January 29	Consent to the election of the Rev. J. Clark Grew as Bishop of the Diocese of Ohio
February 7	Consent to the election of the Rev. Edwin F. Gulik as the Bishop of the Diocese of Kentucky
February 10	Consent to the election of the Rev. Larry E. Maze as Bishop of the Diocese of Arkansas
March 21	Consent to the election of the Rev. Robert C. Johnson as Bishop of the Diocese of North Carolina
March 24	Consent to the election of the Rev. Stephen H. Jecko as Bishop of the Diocese of Florida
April 5	Consent to the resignation of the Rt. Rev. William A. Beckham as Bishop of the Diocese of Upper South Carolina
April 20	Consent to the election of the Rev. Russell E. Jacobus as Bishop of the Diocese of Fond du Lac
April 28	Consent to the resignation of the Rt. Rev. Victor A. Scamlebury as Suffragan Bishop of the Diocese of Panama
April 30	Consent to the election of the Rev. Craighton L. Robertson as Bishop of the Diocese of South Dakota
May 24	Consent to the election of the Rev. Keith Lynn Ackerman as Bishop of the Diocese of Quincy
May 31	Consent to the election of the Rev. M. Thomas Shaw as Bishop Coadjutor of the Diocese of Massachusetts
October 28	Consent for the election of a Bishop Coadjutor for the Diocese of Southwest Florida
November 21	Consent for the election of a Suffragan Bishop for the Diocese of New York
December 1	Consent for the election of a Bishop Coadjutor for the Diocese of Pittsburgh
December 5	Consent to the election of the Rev. Henry Irving Louttit, Jr., as Bishop of the Diocese of Georgia
December 27	Consent to the resignation of the Rt. Rev. Mark Dyer as Bishop of Bethlehem

the DIOCESE of newark



JOHN G. ZINN
Chief Financial Officer

January 9, 1995

To: The 121th Convention of the Diocese of Newark

Enclosed with this letter is the financial statement for the month of December and all of 1994. The purpose of this letter is to comment on the major points of the statement.

Income

The financial statement reflects \$1,400 in belated pledges which are pledge payments from 1993 received in 1994. This amount is not part of 1994 finances, but appears on the 1994 statement since the money was received in 1994. This amount is part of the prior year's surplus line in the 1993 budget.

Total income is slightly above budget for the year due primarily to pledge income which is projected to be over budget for the year. Included in pledge income is an accrual of \$169,000 which is slightly higher than the 1993 accrual. This amount will have to be collected for the diocese to break even for the year. Four income lines were under budget in 1994 by an aggregate of \$21,000, the major negative variance is in investment income which was not budgeted accurately.

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 approximately 50% of this amount has been accrued, but not paid which is similar to the situation one year ago. Some portion of this will be paid prior to Convention and the difference will be paid as pledge payments are received. Total outreach funding was over budget because income for the Paul Moore Fund was over budget as was pledge income. Just over \$3,000 was accrued as an account payable and will be used to supplement 1995 outreach funding.

With the exception of the Department of Missions, all program and mission lines were funded to the extent requested. The DOM did not receive full funding because of cost over runs in other lines. Because its investment income was over budget and some of its expense lines were under budget the DOM was still on target for 1994. The cooperation of the DOM in this area is deeply appreciated.

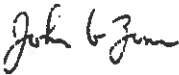
The diocesan staff category was over budget by \$11,000. This is due to the increase in cost of the medical insurance plan that exceeded budget and some changes in categories of medical insurance coverage that were not picked up in the 1994 budget process. The lines for both Bishops are under budget because of the savings in pension costs.

Operating expenses were under budget as a category with the major negative variance in the office expense line which was due to some unforeseen computer programming costs. The general expense category was over budget due to the group medical insurance line which was referred to earlier. In the conventions and other meetings category the Diocesan Convention was under budget by \$9,000 which is somewhat offset by the fact that convention fees were under budget by \$3,500. The Diocesan Journal was over budget due to insufficient subscriptions.

Summary

The financial statement reflects a break even financial result for 1994. This is subject to the collection of the pledges outstanding and the bottom line will be determined by that result. It is possible that there may finally be a deficit, regular reports will be made to the Diocesan Council beginning in March.

Sincerely yours,



John G. Zimm
Chief Financial Officer

PROCESS OF MEMORANDUM

RUN DATE 1/04/95 15.21.07

BUDGETED FINANCIAL STATEMENT
FOR ACCOUNTING PERIOD 12 DECEMBER1 DISCERN COUNCIL
100.00 PCT. OF YEAR

PAGE 1

DESCRIPTION	BUDGET	CURRENT PERIOD			YEAR - TO - DATE			
		BUDGET	ACTUAL	VARIANCE	BUDGET	ACTUAL	VARIANCE	PCT
INCOME								
RELATED PLEDGES	.00	.00	1,948.25	3,548.25	.00	1,938.25	1,928.25	.00
PAUL MOORE FUND INCOME	11,000.00	916.67	11,246.25	10,793.88	11,000.00	13,737.13	2,737.13	124.78
PLEDGE INCOME COMBINED	2,000,000.00	179,146.67	938,938.84	249,772.19	2,000,000.00	2,189,431.60	189,431.60	109.73
INVESTMENT INCOME	100,000.00	8,933.33	13,287.57	9,772.59	100,000.00	91,081.14	11,918.86	86.95
OTHER INCOME	33,000.00	2,753.00	11,821.93	9,071.93	33,000.00	39,089.95	1,089.95	181.30
OFFICE EXPENSE REFUND	10,000.00	833.33	594.95	238.38	10,000.00	7,704.39	2,295.61	77.04
CONVENTION & CONFERENCE	30,000.00	2,286.33	.00	3,286.33	30,000.00	39,748.00	2,591.90	95.91
VOICE CONTRIBUTIONS	5,000.00	488.33	286.00	178.33	5,000.00	1,672.00	3,328.00	33.44
TOTAL INCOME	2,272,000.00	209,116.66	972,682.79	281,764.00	2,272,000.00	2,379,213.12	3,213.12	106.34
DISCERN OUTREACH								
NATIONAL CHURCH	595,250.00	95,687.50	276,063.00	230,315.50	595,250.00	559,128.00	1,878.00	100.79
NEW JERSEY COUNCIL OF CH	26,300.00	2,571.67	2,571.65	.02	26,300.00	26,299.74	.26	100.00
THE BAKER	10,000.00	823.33	8,666.87	8,833.33	10,000.00	10,000.00	.00	100.00
EPISCOPAL CHURCH: OVE	1,000.00	65.33	.00	.00	1,000.00	1,000.00	.00	100.00
OUTREACH PROJECTS	20,000.00	2,283.37	6,359.00	9,166.67	20,000.00	21,085.00	2,085.00	105.44
TOTAL OUTREACH	652,550.00	101,431.16	291,911.29	240,222.12	652,550.00	617,512.74	9,037.26	100.00
DEPARTMENT OF MISSIONS								
COMMISSION ON THEOLOGY	270,700.00	20,871.67	17,891.67	13,000.00	270,700.00	257,299.82	13,400.18	94.99
CLERGY CONFERENCE	1,000.00	83.33	.00	83.33	1,000.00	1,000.00	.00	100.00
DEPARTMENT OF PASTORAL	40,000.00	3,000.00	.00	3,000.00	40,000.00	4,000.00	.00	100.00
YOUTH MINISTRY	50,000.00	3,333.33	3,129.28	204.05	50,000.00	38,221.75	1,178.25	76.83
THE VOICE	20,000.00	2,000.00	2,000.00	0.00	20,000.00	22,500.00	2,500.00	112.50
TOTAL DEPT. & OTHERS	472,700.00	39,278.00	29,020.95	19,596.64	472,700.00	463,021.57	13,826.07	97.07
DISCERN STAFF								
DISCERN'S OFFICE	169,300.00	19,165.33	16,373.72	1,285.39	169,300.00	161,280.50	8,019.50	95.26
DISCERN VISION	123,000.00	11,125.00	12,864.90	1,739.90	123,000.00	129,477.53	3,457.53	105.23
DEVELOPMENT OFFICER	90,100.00	7,208.33	9,743.36	1,892.03	90,100.00	93,618.57	3,518.57	103.91
ADMINISTRATIVE OFFICER	100,300.00	9,625.00	19,977.15	5,975.15	100,300.00	121,870.85	21,570.85	121.44
CHIEF FIN OFFICER & STAFF	193,200.00	16,100.00	21,945.29	5,265.29	193,200.00	197,091.71	4,091.71	102.01
DIRECTOR OF MAINTENANCE	20,000.00	2,016.67	3,899.18	1,877.51	20,000.00	28,211.00	8,211.00	140.55
PROPERTY MANAGEMENT	27,200.00	2,246.67	2,276.67	9.00	27,200.00	27,270.00	70.00	100.62
TOTAL DISCERN STAFF	745,000.00	62,156.00	80,931.29	18,281.29	745,000.00	797,682.00	13,782.00	106.38
THERMAL HOUSE OPERATING EX								
DEPT SERVICE	5,000.00	916.67	.00	916.67	5,000.00	.00	5,000.00	.00
UTILITIES	13,000.00	1,083.33	1,213.78	125.37	13,000.00	10,250.74	2,749.26	78.83
TELEPHONE	21,000.00	1,750.00	788.29	961.71	21,000.00	10,999.21	9,999.21	52.38
HEAT AND OTHER SERVICES	20,000.00	2,000.00	2,571.85	571.85	20,000.00	23,723.53	3,723.53	18.62
BUILDING MAINTENANCE	21,000.00	1,750.00	3,974.94	2,224.94	21,000.00	1,750.00	1,750.00	8.33
CASUALTY INSURANCE	10,000.00	1,333.33	2,999.00	1,665.67	10,000.00	11,722.30	1,722.30	17.22
OFFICE SUPPLIES	20,000.00	1,666.67	3,276.12	1,609.45	20,000.00	21,419.19	1,419.19	10.70
POSTAGE	20,000.00	1,716.67	1,796.36	82.69	20,000.00	17,078.00	2,922.00	85.39

DIOCESE OF NEWARK

RUN DATE 1/09/78 15.21.24

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
OFFICE MACHINE RENTALS; MISCELLANEOUS OPERATING	21,000.00 6,000.00	3,666.67 500.00	2,167.52 250.81	517.75 249.99	32,000.00 6,000.00	37,780.13 8,354.74	5,780.13 2,354.74	117.43 139.28
TOTAL OPERATING EXPENSE	178,000.00	39,811.34	11,666.91	3,276.43	178,000.00	172,780.44	5,219.56	92.74
GENERAL EXPENSE								
AGENCY	5,500.00	452.32	446.04	862.32	5,500.00	5,500.00	.00	100.00
FIDELITY BOND & WORKER'S	6,750.00	537.50	.00	537.50	6,750.00	6,732.50	17.50	99.82
GROUP LIFE INSURANCE	30,000.00	2,500.00	1,939.24	560.76	30,000.00	29,238.75	761.25	97.46
COMPREHENSIVE MEDICAL IN	172,000.00	14,323.32	5,316.28	9,007.04	172,000.00	185,823.37	13,823.37	108.06
TOTAL GENERAL EXPENSE	213,250.00	17,822.14	6,653.52	10,973.64	213,250.00	228,094.12	14,844.12	106.91
CONVENTIONS & OTHER MEETINGS								
LAMBETH CONFERENCE	400.00	15.32	400.00	346.67	400.00	400.00	.00	100.00
GEN. CONV. AGENT	91,200.00	3,923.22	.00	3,923.22	91,200.00	91,200.00	.00	100.00
GENERAL CONVENTION DEPUT	7,000.00	650.00	79.00	729.00	7,000.00	6,999.99	1.01	99.99
PROVINCIAL SYNOD ASSESS	5,000.00	466.67	3,611.00	5,144.33	5,000.00	5,611.00	611.00	112.22
PROVINCIAL SYNOD DEPUT.	1,500.00	125.00	.00	125.00	1,500.00	1,473.57	26.43	98.23
DIOCESAN CONVENTION EXPE	51,000.00	4,250.00	.00	4,250.00	51,000.00	52,028.32	1,028.32	102.03
DIOCESAN JOURNAL EXPENSE	1,200.00	100.00	2,917.00	2,817.00	1,200.00	3,751.00	2,551.00	312.58
DIOCESAN COUNCIL EXPENSE	3,300.00	191.67	82.28	139.29	3,300.00	1,853.82	1,446.18	56.18
TOTAL CONVENTION & OTHER	111,000.00	9,156.06	8,990.78	399.22	111,000.00	104,859.79	6,140.21	94.47
TOTAL EXPENSES	2,126,000.00	197,625.46	129,635.10	229,367.44	2,126,000.00	2,237,774.13	1,177.13	105.22
REVENUE IN EXCESS OF EXP	45,000.00	3,750.00	46,675.64	52,376.64	45,000.00	63,645.75	1,224.65	141.43

DIOCESE OF NEWARK



PROPOSED BUDGET

1995

The budget committee of the Diocesan Council is pleased to present the proposed 1995 Diocesan Budget to the Diocesan Council and the Diocesan Convention. The 1995 budget is the sixth budget prepared under the 50/50 giving system.

Like the 1994 budget process, the 1995 budget process was both difficult and frustrating because for the second consecutive year total income declined. Of even more concern is the fact that pledge income is projected to increase by less than 1%. It is only due to some major savings in the areas of group life insurance and the General Convention Assessment that there are not substantial cuts in the 1995 budget.

Income

Investment income is projected to be \$11,500 or about 11% lower than the 1994 budgeted figure. In fact, actual 1994 investment income will be slightly lower than the \$91,500 projected for 1995. Clearly the 1994 projection was not accurate and the 1995 projection has been reviewed very carefully. The investment income figure proposes a change in the investment of the diocesan endowment, specifically placing 40% of the endowment in income producing securities and 60% in growth oriented securities and then taking 7% of the value of the endowment as income. This approach which is popularly known as the total return approach is aggressive, but is necessary given the overall financial situation. A similar approach is being taken with the Paul Moore Fund endowment which partially accounts for the increase in projected income. Additional proceeds from the Moore Property have also increased the principal balance of this fund which is designated for outreach.

A significant negative factor in the income side of the budget is the reduction in the prior year's surplus. Based on Diocesan Convention action, any operating surplus is used as income two years later. The reduction is due to the fact that there was a very small operating surplus in 1993. All other income lines are based upon the 1994 actual results except for the VOICE appeal. For the past two years the VOICE appeal has been done without including a return envelope and the response has declined significantly. In 1995 the VOICE appeal will again include a return envelope.

The major concern on the income side of the budget is pledge income which is up only a modest amount over the prior year. For 1995 only about 1/3 of our churches increased the percentage pledge, but what is even of more concern is that only 4 churches have reduced the percentage pledge, yet income is basically flat. This means that a significant number of the 2/3's of our churches that kept the percentage pledge the same have projected income that is either flat or lower than in 1994. There are a number of large churches where the projected 1995 dollar pledge is exactly the same as the 1994 projection. This raises serious questions about stewardship efforts in our diocese, a major review of parochial giving will be made during the first quarter of 1995 and that review plus recommendations will be presented to the Diocesan Council.

Disbursements

The percentage of pledge and investment income going to outreach has increased from 27.5% to 27.6%, a token increase of 1/10 of 1%. It is essential that the Diocese be a leadership example in this area. The 1994 General Convention approved some major changes in how Dioceses give to our National Church. Under this system there is a minimum request of \$455,500 and a challenge amount of \$589,450. Based on Diocesan Convention action the 1995 budget maintains the principle of giving 25% of pledge and investment income to the National Church which is some \$92,600 more than the minimum request. This is another example of our Diocese honoring the principle of 50/50 giving rather than cutting back to minimum request. Funding for the New Jersey Council of Churches remains at 1.2% of pledge and investment income.

In the 1994 budget \$11,000 of income that had previously gone to undesignated outreach was designated for the Oasis and Episcopal Community Development. In April of 1994 the Outreach Committee of the Diocesan Council requested that this practice not continue in 1995. The budget committee would like to honor this request, but the financial situation requires this again to a greater extent than in 1994. However, the increase in the projected income from the Moore Fund along with the increase of 1/10 of 1% in income going to outreach has allowed for an increase in the level of funding going to undesignated outreach. In addition ECD will no longer be eligible for undesignated outreach grants which will be one less request for the Outreach Committee to deal with.

The budget committee recommends a \$6,500 increase in funding for ECD because it believes that increased financial support for this crucial outreach ministry should be a major priority of our Diocese. Funding for Deaf Ministry is also included because it is primarily an outreach ministry that had previously been included in the Department of Program. The whole issue of how we fund outreach must be looked at for the long term as there are other groups funded through other parts of the Diocesan Budget, such as the St. Barnabas Aids Resource Center, that are really outreach ministries, not Diocesan Programs.

The Oasis is recommended for the same level of funding in 1995 as in 1994. In 1994 Oasis received \$32,000 from the Department of Missions and \$10,000 in outreach funding. As noted by the asterisk in line 3, the 1994 budget has been restated to provide an accurate year to year comparison. The Oasis request is for the annual compensation of its missionary, since the new missionary will not start until the middle of February and with the pension assessment reduction, it is believed that Oasis can work with the 1994 level of funding. As part of establishing one line for the Oasis, the Oasis will become accountable to the Diocesan Council rather than the Department of Missions.

The 1995 budget request for the Department of Missions included \$132,000 that was primarily for repairs and renovations for mission churches and aided parishes. It is more appropriate to finance long term assets such as buildings from long term sources so the Treasurer

of the Diocese will work with the DOM to create a long term debt facility with a bank to finance these renovations. The Diocese will then finance the debt service through funding to the DOM which reduces the needed amount by approximately \$100,000. Such a facility will most likely require a diocesan guarantee. Funding for the DOM was further reduced from the requested amount due to the overall financial situation. However, the establishment of the credit facility outlined earlier will free up other DOM financial resources that were also used primarily for building repairs. The level of funding does not in any way reflect any dissatisfaction with the work of the DOM, but simply the financial realities. The budget committee shares the concern of the DOM over the increasing number of churches assigned to the DOM. It is clear that there are some difficult decisions to be made in the near future. The committee urges that the Diocesan Council along with the DOM begin to deal with this issue as soon as possible.

The Commission on Ministry request included \$5,000 for financial assistance to seminarians which was to be used primarily to help recruit minority candidates for ordination. Since there are only a minimal number of such candidates at present it is unlikely that this funding would be needed in 1995. During the budget process there was discussion about the payment of the General Ordination Exam fee of \$300 by the diocese. The budget committee believes that the diocese should support our seminarians, but also believes that the sponsoring church should be providing financial support to seminarians. It is requested that the Commission on Ministry consider this issue and make recommendations to the Diocesan Council. Clergy Wellness was formerly the clergy conference, the name change reflects the efforts of this group to run a conference and related events that are work on the important issues of clergy wellness. The funding reduction is again a reflection of the financial situation.

The line for the Department of Program has been restructured to break out the compensation for the relevant staff person. During 1994 the Director of the Anand Center took over staff responsibility for program to work with Bishop Spong in this area. A new line, line 20, has been added to the staff section and both 1994 and 1995 amounts have been restated. Please note that this is not a new staff position. In a supplement to its budget request the Department of Program board requested that the Diocesan Council and/or the Bishop grant to a person or group the authority to request accountability of the program commissions. The budget committee endorses this request. The Department of Program received less funding than requested due to the financial situation, it was for the same reason that funding for Youth Ministry was left at the 1994 level. The increase for the VOICE is intended to cover increase postage costs and the cost of including an envelope in the VOICE appeal.

Funding for the diocesan staff is projected to increase by 5% due to a 3% salary increase and a 5% increase in the cost of medical insurance. The salary increase is considered to be especially important given the difficult working conditions at Cathedral House until the impending move is completed. Support staff salary increases will be based upon performance evaluations and are not automatic. The lines for the

Bishops are projected to decrease primarily because of the pension assessment savings for the first six months of the year. Some lines in the staff area increase by more than 5% due to changes such as medical insurance coverage moving from single to family coverage. Line 18 Director of Maintenance has been restated to include funding for the part time custodian that was previously funded through the building maintenance line. This position has been cut back due to the financial situation.

Operating expenses are projected to decrease by 10% which is due primarily to the debt service and building maintenance lines. The debt service line was introduced in 1994 when it appeared that the Diocese would have to take out a mortgage as part of the plan to acquire 10 Washington Place. That arrangement has fallen through and while debt will be required as part of a move to 31 Mulberry Street, it appears that significant debt service will not take place until 1995. The building maintenance line has been reduced because of the restatement of the part time custodian's position and an attempt to get through 1995 with a minimum amount of repairs because of the impending move. The Trustees of the Episcopal Fund have again allocated \$6,500 for building repairs which with the funding included in the budget is close to the actual amount for 1994. Debt service on the internal loan used to fund the upgrade of the computer system will be deferred for one year. Other operating expense lines have been funded based upon 1994 actual results as well as projected expenses. The line for postage includes the increase in rates as 1994 expense was below budget.

In the general expense category the group medical insurance line reflects actual 1993 rates. It is proposed that the group life insurance line be eliminated due to the new benefit from the Church Pension Fund. Under this arrangement all active clergy will have \$50,000 in group life insurance while retired clergy will have \$25,000. Part of the reason for creating this benefit was to give dioceses the option of cancelling their programs. In addition any group life insurance benefit in excess of \$50,000 becomes imputed income to the beneficiary which would require every church to include this on the clergy person's W-2.

The major change in convention and other meetings is in the General Convention Assessment. Part of the changes made by the 1994 General Convention were to eliminate the General Convention Assessment which paid the expenses of the General Convention. This is now funded out of the amounts given by the dioceses under the new system of giving. The reserve for General Convention Deputies expenses has been reduced because the 1997 General Convention will take place in Philadelphia. Other lines in this category are based on actual 1994 expenses and projections for 1995.

DIOCESAN UNIFIED BUDGET

Income	1994 Approved	1995 Proposed
Investment Income	\$103,000	91,500
Other Income	93,000	32,000
VOICE Appeal	5,500	9,000
Convention & Conference Fees	38,500	35,000
Office Expense Reimbursement	10,000	8,000
Paul Moora Fund Income	11,000	22,500
Sub Total	201,000	198,000
Prior Year's Surplus	45,000	3,000
Congregational Pledges	2,100,000	2,111,000
Reserve for Non Payment	10,000	10,000
Net Pledge Income	2,090,000	2,101,000
Total Income	2,336,000	2,302,000

DIOCESAN BUDGET
OUTREACH, MISSION AND PROGRAM

Item No.	1994 Approved	1995 Requested	1993 Proposed
Outreach			
1. National Church/Exec. Council	\$548,250	455,500	548,100
2. N.J. Council of Churches	26,300	26,300	26,300
3. Oasis	*42,000	54,443	42,000
4. Episcopal Community Development	1,000	15,000	7,500
5. Outreach Projects	28,600	33,700	33,700
6. Deaf Ministry		4,150	2,000
Total Outreach	646,150	589,093	659,600
7. Department of Missions	*338,700	472,641	318,700
8. Commission on Ministry	1,000	9,700	4,700
9. Clergy Wellness	6,000	6,000	5,000
10. Department of Program	*18,300	23,700	15,700
11. Youth Ministry	24,800	29,540	24,800
12. The VOICE	30,000	51,000	41,200
Total Outreach, Mission & Program	1,064,950	1,181,676	1,069,700

DIOCESAN ADMINISTRATION

Diocesan Staff

13. Bishop & Staff of 1 1/2	169,300	165,900	165,900
14. Suffragan Bishop & Sec.	133,500	133,300	133,300
15. Deployment Officer & Sec.	90,100	99,400	99,400
16. Admin. Officer & Staff of 2	108,300	118,700	118,700
17. Chief Fin. Officer & Staff of 3	193,200	207,400	207,400
18. Director of Maint.	*33,200	32,700	32,700
19. Property Management	27,200	28,000	28,000
20. Program/Anand Center	*21,700	22,300	22,300
Total Salaries & Benefits	776,500	807,700	807,700

*1994 Budget figures restated to match 1995 Budget format.

DIOCESAN UNIFIED BUDGET

Diocesan Administration (continued)

Item No.	Operating Expenses	1994 Approved	1995 Requested	1995 Proposed
21.	Debt Service	5,000	0	0
22.	Utilities, Electric, Water	13,000	11,000	11,000
23.	Telephone	21,000	22,000	22,000
24.	Contracted Services & Heat	24,000	24,000	24,000
25.	Building Maintenance & Repairs	*12,000	5,000	5,000
26.	Casualty Insurance	16,000	15,000	15,000
27.	Office Supplies	20,000	21,500	21,500
28.	Postage	20,600	20,000	20,000
29.	Office Machines Expense	32,000	35,000	35,000
30.	Miscellaneous Expense	6,000	7,000	7,000
Total Operating Expense		169,600	160,500	160,500
General Expense				
31.	Audit	5,500	7,000	7,000
32.	Fidelity Bond & Worker's Comp.	6,450	6,500	6,500
33.	Group Life Insurance	30,000	0	0
34.	Group Medical Insurance	172,000	184,000	184,000
Total General Expense		213,950	197,500	197,500
Conventions & Other Meetings				
35.	Lambeth Conference Expenses	400	400	400
36.	Gen. Convention Assessment	41,200	0	0
37.	Gen. Convention Deputies Expense	7,800	5,000	5,000
38.	Provincial Synod Assessment	5,600	2,700	2,700
39.	Provincial Synod Dep. Expense	1,500	1,300	1,300
40.	Diocesan Convention Expense	51,000	51,000	51,000
41.	Diocesan Journal Expense	1,200	4,200	4,200
42.	Diocesan Council Expense	2,300	2,000	2,000
Total Conventions and Other Meetings		111,000	66,600	66,600
Total Administration		1,271,050	1,232,300	1,232,300
Total Budget		2,336,000	2,413,976	2,302,000

Detail of Clergy Salaries & Benefits

		1994 Approved	1995 Proposed
Item 13.	Diocesan Bishop		
	Salary	\$73,700	\$75,900
	Benefits	47,200	39,500
	Total	120,900	115,400
Line 14	Suffragan Bishop		
	Salary	50,200	51,700
	Benefits	48,600	44,500
	Total	98,800	96,200

All figures are rounded off to the nearest hundred dollars.

DEPARTMENT OF MISSIONS
1994

Mission Statement

"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 perish) and to bring this process via intentional efforts, (stewardship, evangelism, ministry and education) to fruition."

During 1994, the Department of Missions had several highlights some of which are shared in this report.

St. Paul's and Resurrection, Wood-Ridge: The former church building at Resurrection, East Rutherford was sold to a Montessori School previously housed in the parish hall. The proceeds from the sale will provide for resources to renovate the former St. Paul's Church, provide a tithe to the work of the Diocese through the Department of Missions, and to establish a larger endowment to create a favorable climate and financial stability for the new congregation to move to parish status. St. Paul's and Resurrection Church is an exciting Anglo and Church of South India congregation. The Reverend Jacob David was installed as Vicar April 23, 1994 along with Wardens, Mr. Varghese David and Mr. August Brummer.

Hudson Episcopal Initiative: With the creative initial leadership of the Reverend's Gerald Pisani, Scott Kallstrom and Geoffrey Curtiss, the Hudson Episcopal Initiative has been formed as a corporation. Members who have come aboard to help plan, develop and execute ministry and mission in Hudson County are all of the congregations in Jersey City, save one; several other churches in Hudson County; Youth Consultation Service, Christ Hospital, and Jersey City Episcopal Housing. At the end of 1994, a contract was signed to purchase a former Lutheran Nursing Home on Nelson Avenue in Jersey City. The plan calls for the establishment of a school for YCS, a medical program sponsored by Christ Hospital, and the development of a new congregation in the Heights. We await the official approvals necessary to continue to closing.

Area Ministries:

The Ridge Ministry officially began with the calling of the Rev. Hank Dwyer as Rector of St. Thomas' Church, Lyndhurst and as Rector of the Ridge Ministry. Also, during 1994, the Rev. Peter D'Angio was called as Vicar, part-time, of Christ Church, Harrison and member of the ministry. A clergyperson is being sought to serve at Trinity, Kearny. St. Paul's Church, North Arlington with its Rector, the Rev. Fred Fox, is also a member of this area ministry.

A Four-Parish Cluster is presently working with the Rev. Robert Gallagher as consultant to develop a plan of ministry for Atonement, Fair Lawn; St. Martin's, Maywood; St. Matthew's, Paramus; and St. Peter's, Rochelle Park. All of these congregations are without full-time ordained clergy and are unable to provide an individual financial base for same. The exploration is in a significant early stage of development. The future waits.

A Newark Urban Area Ministry is being considered by the five congregations in Newark. Preliminary conversations have been held and exploration is continuing. The shape, commitment and interest in such a ministry is still in its infancy.

GOOD SHEPHERD, RINGWOOD As a follow-up of work begun by clergy and members of St. Peter's, Mountain Lakes; St. Mary's, Sparta; Transfiguration, Towaco; and Incarnation, West Milford, called the Ringwood Shared Ministry Committee, a summer project was developed and funded, partly by ACTS/VIM, to consider our call to ministry at Good Shepherd, Ringwood. The Rev. Rosemary Lillis, newly ordained Deacon, spent June, July and August on the project. It has become clear that the Department of Missions is called to provide ministry of a spiritual and social nature to these Ramapough Native Americans. Initial response to this ministry is encouraging and exciting.

TRANSFIGURATION, NORTH BERGEN Following a difficult time in this congregation's life which left it depleted in people and finances, the Rev. Robert Rea has followed the Rev. Susan Vest. Both of these priests have begun to stabilize the situation. Robert Rea's charge is to begin to rebuild the lay leadership both in the Executive Committee and in the Board of Dayspring Nursery School operated by the Church. Part of his charge is also to see if a mission to Hispanic people can be developed. Robert is studying conversational Spanish for this purpose.

ST. THOMAS, VERNON On January 5, 1995 a contract was signed with a firm to develop all of the necessary procedures, costs, plans, contractors, variances and the like which will be needed to begin construction on an enlarged structure in Vernon. Following the development of the plan, and assuming financial viability, construction could begin. The Rev. Steve Steele, Wardens, Executive Committee members and Building Committee members continue to be effective advocates for this project.

ST. ALBAN'S, OAKLAND/FRANKLIN LAKES St. Alban's Church has sold property owned in Oakland which is contiguous to their parking lot. Ground has now been cleared for the building of a new Vicarage on a piece of property next to the present Church in Franklin Lakes which will be financed from the sale of the piece of property mentioned and the present Vicarage. It is hoped that this transaction will help move the congregation closer to parish status. Special appreciation goes to the Vicar, the Rev. Lauren Ackland, Mr. George Haymen and Mr. Bob Barker, Warden, and Mrs. Dolores Barker, who have worked for years on this project.

CHINESE MISSION AND MINISTRY During 1994, a hard decision had to be made which indicated that this ministry and mission was not progressing as well as had been hoped. The Vicar, the Rev. Philip Wong was urged to consider secular employment to help provide financial resources for him and his family. He also is developing a ministry to people of Chinese heritage in the Diocese of New Jersey. A ministry will continue in 1995, but much less financially intensive for the Department of Missions.

CHURCH OF OUR SAVIOUR, SECAUCUS and MEADOWLANDS MINISTRY With the call of the Rev. Mark Lewis as Vicar and Executive Director, a process is beginning to determine the future for the Meadowlands Ministry. Development in the Meadowlands area seems to be lagging behind previous expectations and our engagement needs to be considered in light of these facts. The Board for the Meadowlands Ministry will be making decisions for the future in 1995.

ST. MARY'S, BELVIDERE The lay leadership at St. Mary's following the separation of a formerly yoked ministry and an interim period, has called the Rev. Emory Byrum, a newly ordained Episcopal priest who has come to us after twenty-seven years as a Southern Baptist minister, as Vicar, part-time. With the lay leadership and Emory's enthusiasm, it is hoped that the congregation will develop effectively in Belvidere, the county seat of Warren County.

Mission Work Concluded

Resurrection, East Rutherford was closed and deconsecrated on April 23, 1994. Immediately following a procession to St. Paul's Church, Wood-Ridge, a new congregation, St. Paul's and Resurrection, was inaugurated officially with the Rev. Jacob David as its new Vicar.

Congregations Changing Status

Resurrection, East Rutherford was closed and deconsecrated on April 23, 1994.

Congregations Considering Parish Status

- * St. Alban's, Oakland/Franklin Lakes
- * St. Paul's and Resurrection, Wood-Ridge

CLERGY CHANGES

Belvidere, St. Mary's: The Rev. Robert Mikol completed an interim position and the Rev. Emory Byrum was ordained Priest and called as Vicar, part-time.

Harrison, Christ: As a member of the Ridge Ministry which called the Rev. Harold J. Dwyer as Rector of St. Thomas', Lyndhurst and as Executive Director of the Ridge Ministry, Christ Church called the Rev. Peter D. D'Angio as Vicar and member of the Ridge Ministry.

Irrington, Trinity: The Rev. William A. Beckles resigned as Vicar, part-time.

Jersey City, St. Matthew's and St. Stephen's: The Rev. David Waweru, who served both congregations as a part-time supply priest resigned to become a Chaplain in the United States Army. The Rev. Diana Beach is now serving St. Matthew's as a part-time supply priest. The Rev. Pierre Andre Du Vert is serving in same capacity at St. Stephen's.

Newark, St. Andrew's: The Rev's Walter E. Lewis and the Rt. Rev. J. Rigal Elisee concluded successive part-time interim positions. St. Andrew's Church called the Rev. Douglas Bendall, who has arrived and will be Vicar, half-time.

Newark, St. Barnabas AIDS Resource Center: Ms. Joyce Dannison resigned as Executive Director, and the Board called Mr. Kenneth Igwe as its new Executive Director. The Rev. Judith M. Baldwin began a position as chaplain and pastoral counselor.

Newark, The Oasis: The Rev. David L. Norgard resigned as Executive Director and Mr. Eric Nafstead served as Acting Executive Director. The Rev. Harper McHugh has accepted the position as Executive Director of The Oasis.

Paramus, St. Matthew's: The Rev. John F. Stanton became priest-in-charge, part-time at St. Matthew's.

Paterson, Trinity: The Rev. Margaret A. Gat, who served Trinity Church as both a Lay Pastor and Deacon, was ordained Priest and became Vicar, half-time.

Ridgefield Park, St. Mary the Virgin: The Rev. David C. Brown resigned from this Incorporated Mission and The Rev. Charles A. Casaretti became, part-time Interim.

Ringwood, Good Shephard: The Rev. Rosemary H. Lillis conducted a special summer fact-finding project as Deacon-in-Charge, and upon ordination began to serve as Vicar part-time.

Secaucus, Church of Our Saviour and Executive Director of the Meadowlands Ministry: The Rev. John F. Stanton concluded an interim position and the Rev. Mark A. Lewis was called as Vicar and Executive Director.

West Milford, Incarnation: The Rev. Emily S. Bell resigned as Vicar, half-time and the Rev. Prince G. Singh served as part-time interim. The Rev. Margaret Reinfeld has been called as Vicar, half-time and will begin in 1995.

The Department of Missions is proud and pleased that the congregation of St. Agnes/St. Paul's, East Orange, newly formed from two former congregations, has made plans with the help of the Department, to seek parish status at the 121st Convention of the Diocese of Newark on January 28, 1995. We wish them Godspeed on this special new journey.

Members of the Department of Missions have given unstintingly of their time and resources during 1994. It is truly an incredible experience to work with such a dedicated, called, sacrificing group of people. I thank them and I'm proud of their leadership in the Diocese of Newark.

Respectfully submitted,

The Rt. Rev. Jack M. McKelvey
Suffragan Bishop
Vice President for the Department of Missions

STANDING COMMITTEE ACTIONS - 1994

January 27, 1994

It was moved and carried, upon recommendation of the Bishop and with the consent of several congregations concerned, to reclassify St. Mary's, Belvidere; St. Stephen's, Jersey City; Church of the Atonement, Fair Lawn; and Trinity Church, Irvington; to the status of Incorporated Mission, effective on their respective anniversary dates in 1994 of becoming Aided Parishes.

It was moved and seconded to consent to the ordination and consecration of The Rev. Edwin F. Gulick, Jr., as Bishop of Kentucky.

It was moved and seconded to consent to the ordination and consecration of The Rev. Larry E. Maze as Bishop of Arkansas.

It was moved and seconded to consent to the election of a Suffragan Bishop of the Diocese of Southern Ohio.

February meeting was cancelled because of snow conditions.

March 8, 1994

It was moved and carried to appoint John E. Lynch as President of the Standing Committee for 1994.

It was moved and carried to appoint Mrs. Marjorie Christie as Secretary of the Standing Committee for 1994.

It was moved and carried to consent to the election of The Rev. Canon Stephen H. Jacko as Bishop of the Diocese of Florida.

It was moved and carried to consent to the election of The Rev. Robert Carroll Johnson, Jr., as Bishop of the Diocese of North Carolina.

It was moved and carried to consent to the election of The Rev. Russell Edward Jacobus as Bishop of the Diocese of Fond du Lac.

April 13, 1994

It was moved and carried to consent to the election and consecration of The Rev. Creighton Leland Robertson as ninth Bishop of South Dakota.

It was moved and carried, after discussion, to consent to the election and consecration of The Rev. Keith Ackerman as Bishop of Quincy. However, since the vote was 4 affirmative and 3 negative, the matter was tabled.

Approval was given for the Department of Missions to recast the mortgage for the rectory at Good Shepherd in Wantage.

It was moved and carried to recommend the following for ordination to the diaconate: Victoria G. McGrath, Margaret Gat and Rosemary Lillis.

May 11, 1994

It was moved and carried to recommend the following people for ordination to the priesthood: Michael Neufeld and Ellen Neufeld.

It was moved and carried to recommend the following people for ordination to the diaconate: Gladys Dennis and Virginia Hummel.

It was moved and carried to consent to the election of The Rev. Mervil Thomas Shaw III to be Bishop Coadjutor of Massachusetts.

It was moved and carried to consent to the election of The Rev. Keith Lynn Ackerman to be Bishop of Quincy.

It was moved and carried to approve the mortgage for the Church of the Transfiguration in towaco.

It was moved and carried to approve the mortgage for Christ Church, East Orange.

June 8, 1994

It was moved and carried to approve the sale of the rectory of St. Dunstan's in Succasunna.

September 14, 1994

It was moved and carried to ratify approval by prior poll for the sale of the Moore property.

It was moved and carried to approve the sale of the assistant's rectory of St. Peter's Church in Morristown.

It was moved and carried to ratify the resolution consenting to the appointment of Alan King as alternate deputy to General Convention.

October 12, 1994

It was moved and carried to grant permission to All Saints' Church, Hoboken, to renew leases with St. Mary's Hospital for use of buildings at 527 Clinton Street.

It was moved and carried to grant permission to St. Mary the Virgin Church, Ridgefield, to use a portion of a bequest to repair the church roof.

It was moved and carried to approve the ordination to the priesthood of the following people: Gladys I.H. Dennis, Margaret A. Gat, Virginia K. Hummel, Rosemary H. Lillis and Victoria G. McGrath.

It was moved and carried to ratify approval of the ordination to the priesthood of Emory E. Byrum.

It was moved and carried to approve the sale of the rectory of St. Paul's Church in Montvale to The Rev. Philip Krug with the stipulation that the proceeds be used only for the purchase of a new rectory.

November 9, 1994

It was moved and carried to consent to the election of The Rev. Henry Irving Louttit, Jr., as the ninth Bishop of the Diocese of Georgia.

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

It was moved and carried to consent to the preparation of a property deed to be drawn up and signed by Bishop McKelvey for Grace Chapel in East Rutherford.

December 14, 1994

It was moved and carried to approve a mortgage loan to St. Luke's in Phillipsburg, subject to Mr. Carpenter consulting with Mr. Zinn regarding the financial details. The matter will go to Diocesan Council for guarantee.

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

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

It was moved and carried to give consent to the ordination and consecration of The Very Rev. Dorsey F. Henderson, Jr., to be Bishop of Upper South Carolina.

It was moved and carried to consent to the election of The Rev. John Lewis Said as Suffragan Bishop of the Diocese of Southeast Florida.

It was moved and carried to consent to the election of The Venerable Vernon E. Strickland to be Bishop of Western Kansas.

It was moved and carried to ratify approval, previously given by phone poll, to the sale of the Duryea Road rectory of St. James' Church in Upper Montclair.

It was moved and carried to authorize Mr. Lynch to draft a letter to the New Jersey Performing Arts Center urging prompt compliance with the terms of the agreement between the Diocese of Newark and NJPAC, and informing them that, in the absence of such compliance, the Standing Committee has authorized the Chancellor to take whatever action necessary, with the consent of the Bishop, to protect the interests of the Diocese.

DIOCESE OF NEWARK

Financial Statistics

Data Year 1984

REVENUE

	Pledging Units	Pledged For Next Year	Plate and Pledge	Total Operating Revenues	Total Non- Operating Revenues	Total Revenues
Allendale, Epiphany	49	108,600	120,169	139,489	10,117	149,606
Arlington, Trinity	40	23,000	28,734	50,285	0	80,585
Bayonne, Calvary	88	37,147	29,844	82,208	0	83,186
Bayonne, Trinity*	11	20,274	66,897	86,822	7,063	93,885
Belleville, Christ	50	34,162	40,408	82,239	4,985	88,926
Belvidere, St. Mary	29	23,000	21,425	33,100	1,278	34,378
Bergenfield, All Saints	52	30,777	33,328	54,975	417	55,392
Bloomfield, Advent	27	20,280	27,090	39,511	4,783	43,304
Bloomfield, Ascension*	10	3,000	9,514	15,059	109	15,168
Bloomfield/Glen Ridge, Christ	134	104,329	138,771	189,323	104,503	293,826
Bogota, St. Peter **	28	34,690	35,543	64,379	0	64,379
Boonton, St. John	55	58,938	79,908	98,781	7,140	105,901
Budd Lake, Christ	30	128,868	128,831	128,870	40,827	189,487
Chatham, St. Paul	147	218,000	270,828	285,638	87,316	372,953
Charter, Massiah **	70	104,189	79,678	101,691	1,143,880	1,245,571
Caldale Park, Trinity	30	28,500	42,210	82,880	0	82,880
Clifton, St. Peter	96	80,340	77,854	112,969	182,989	295,958
Denville, Our Saviour	110	104,200	118,769	132,530	17,888	150,418
Dover, St. John*	93	78,836	83,897	97,034	25,323	131,787
East Orange, Christ	112	80,013	96,846	162,183	105,638	267,791
East Orange, St. Agnes/St. Paul*	158	80,000	85,870	128,239	0	128,239
East Rutherford, Resurrection **	28	16,050	17,283	65,611	1,285	67,106
Englewood, St. Paul	229	180,289	180,491	233,294	1,802	238,226
Essex Fells, St. Peter	283	278,441	283,304	362,969	22,983	405,662
Fair Lawn, Alonement	84	48,308	50,368	70,429	10,198	80,627
Fort Lee, Good Shepherd **	71	48,500	62,124	104,315	3,200	107,515
Glen Rock, All Saints	80	65,361	59,783	90,193	387	90,580
Hackensack, Christ	81	75,033	78,015	131,432	0	131,432
Hackensack, St. Anthony **	82	48,074	78,869	79,069	0	79,069
Hackensack, St. Cyprian*	0	0	12,913	23,875	424	24,299
Hackettstown, P.V.E.M.	165	174,000	168,378	175,494	2,500	214,994
Hackettstown, St. James*	79	79,371	71,828	86,297	23,769	110,066
Haledon, St. Mary	42	43,000	46,501	78,084	18,484	93,638
Hamburg, Good Shepherd **	86	57,984	61,437	132,143	18,708	150,851
Harrington Park, St. Andrew	36	78,847	71,118	122,260	898	123,158
Harrison, Christ	37	8,634	18,324	28,607	93	28,670
Hastbrouck Heights, St. John*	44	43,576	39,898	69,786	1,713	71,479
Haworth, St. Luke	84	83,587	87,701	100,748	2,280	103,027
Hawthorne, St. Clement	98	81,500	87,379	136,214	0	136,214
Hillsdale, Holy Trinity	80	74,174	79,604	100,816	0	100,996
Hoboken, St. Bartholomew **	80	84,000	108,625	130,714	28,932	159,646
Hoboken, All Saints **	85	80,000	63,632	85,891	28,175	122,066
Hope, St. Luke	74	87,600	85,785	130,085	16,187	146,252
Subtotal, Page 1	3,215	3,118,847	3,422,332	4,978,457	1,823,672	6,848,177

Diocese of Newark, Page 1

* Indicates incomplete or obsolete data

Financial Statistics Data Year 1994	REVENUES				
	Pledging Units	Pledged For Next Year	Plate and Pledge	Total Operating Revenues	Total Non- Operating Revenues
Irvington, Trinity*	24	22,000	24,745	0	47,668
Jersey City, Grace **	63	45,000	48,000	125,824	30,655
Jersey City, Immaculation	74	57,000	74,505	81,178	22,835
Jersey City, St. Matthew	22	8,800	8,867	23,662	0
Jersey City, St. Paul	50	41,250	39,570	88,783	0
Jersey City, St. Stephen	29	14,134	14,181	28,267	0
Kearon, St. David	75	94,832	102,274	144,280	1,680
Leonia, All Saints	85	70,000	85,235	115,729	0
Lincoln Park, St. Andrew	64	82,000	88,943	110,745	1,381
Little Falls, St. Agnes	84	67,250	78,075	108,729	19,189
Livingston, St. Peter	70	38,000	38,029	86,894	17,332
Lyndhurst, St. Thomas	83	42,000	42,422	67,016	8,343
Madison, Grace	271	301,000	303,455	434,966	411,285
Maplewood, St. George*	91	144,000	155,888	183,676	111,222
Maywood, St. Martin **	50	48,200	54,155	78,650	3,505
Mendham, St. Mark*	0	0	130,223	138,391	81,839
Midland Park, Good Shepherd*	75	78,782	90,830	99,281	12,088
Millburn, St. Stephen	94	110,000	102,346	108,085	32,968
Millington, All Saints **	114	144,948	142,305	143,215	36,110
Montclair, St. John	85	100,513	112,812	125,768	2,048
Montclair, St. Luke	218	218,487	268,203	346,280	140,108
Montclair, Trinity*	125	73,050	84,144	81,688	2,011
Montvale, St. Paul*	112	103,918	117,287	175,728	7,918
Monte Pleno, St. Paul	228	182,000	201,860	217,032	12,830
Monticourt, Redeemer	118	167,000	129,857	236,188	28,181
Marlton, St. Peter	332	338,100	361,529	659,768	(72,714)
Mount Arlington, St. Peter	40	43,285	47,708	61,850	2,562
Mountain Lakes, St. Peter	143	208,000	208,448	254,220	28,885
Newark, Grace	84	88,000	86,484	232,855	83,820
Newark, House of Prayer*	28	32,150	34,285	72,500	278
Newark, St. Andrew*	38	22,348	22,047	37,739	2,836
Newark, St. Barnabas	39	8,000	7,802	65,332	5,800
Newark, Trinity **	148	85,805	108,310	283,888	15,368
Newton, Christ **	124	84,308	102,513	105,885	80,379
North Arlington, St. Paul	20	0	17,037	35,824	76
North Bergen, Transfiguration **	25	30,000	38,188	60,320	7,042
Norwood, Holy Communion*	88	44,000	47,265	87,401	0
Nutley, Grace	121	127,000	128,808	151,011	42,861
Oakland, St. Alban	58	88,805	70,347	110,347	154,084
Oak Ridge, St. Gabriel*	19	18,082	18,533	88,475	0
Oradell, Annunciation	111	87,047	108,085	128,488	0
Orange, All Saints	89	68,047	88,919	103,405	7,228
Orange, Epiphany	119	80,000	80,352	112,221	28,316
Subtotal, Page 2	3818	3,681,013	3,974,802	5,953,081	1,382,780
					5,914,874

DIOCESE OF NEWARK, PAGE 2

* Indicates incomplete or obsolete data

Financial Statistics
Data Year 1984

REVENUES

	Pledging Units	Pledged For Next Year	Plate and Pledge	Total Operating Revenues	Total Non- Operating Revenues	Total Revenues
Paramo, St. Matthew	30	30,580	32,103	69,142	48,658	108,698
Parish, St. Gregory*	88	68,688	74,889	84,285	2,908	87,191
Pasadena, St. John	95	60,000	70,620	114,428	116,987	128,112
Patterson, Holy Communion	50	51,031	68,887	87,872	425	88,087
Patterson, St. Paul	180	128,000	122,444	308,119	12,000	321,119
Patterson, Trinity	31	28,384	33,939	49,880	51	49,931
Philipsburg, St. Luke	72	81,002	68,305	93,485	7,246	100,711
Pompton Lakes, Christ	141	108,600	138,378	157,617	21,887	178,504
Ramsey, St. John	180	220,168	231,625	238,382	11,583	248,965
Ridgely, St. James **	129	80,580	68,992	96,881	282	98,833
Ridgely Park, St. Mary	30	18,481	36,211	58,113	28,788	87,881
Ridgewood, Christ	209	368,988	422,198	430,622	28,262	458,784
Ridgewood, St. Elizabeth **	225	358,000	362,885	363,632	40,209	433,841
Ringwood, Good Shepherd	8	2,346	3,018	22,802	4,885	27,687
Rochelle Park, St. Peter **	38	24,774	29,589	51,277	21,291	72,568
Rutherford, Grace	108	94,888	93,345	127,208	5,852	133,060
Saxton, Our Saviour	27	26,500	26,313	43,788	2,210	45,998
Short Hills, Christ*	438	410,000	394,844	653,547	54,127	807,674
South Orange, St. Andrew & Holy Comm.	100	100,000	118,945	180,322	0	180,322
Sparta, St. Mary	128	171,588	202,135	215,285	20,642	235,927
Succasunna, St. Dunstan	68	78,200	80,075	80,232	2,621	82,853
Summit, Calvary	374	462,000	483,018	508,814	48,910	595,724
Tenafly, Christ	0	0	32,800	141,943	678	142,255
Tenafly, St. Mark **	80	79,630	85,984	98,117	31,377	130,494
Tenafly, Ascension	145	157,800	168,888	210,488	28,429	238,925
Tokowa, Christ	43	55,038	63,571	70,870	4,862	75,832
Towaco, Transfiguration*	58	58,871	54,984	80,288	7,778	88,074
Union City, Grace	48	32,885	37,672	73,879	24,045	97,925
Union City, St. John	13	9,348	17,885	50,709	102	50,811
Upper Montclair, St. James	132	201,800	215,628	217,375	48,341	265,716
Vernon, St. Thomas	44	85,000	81,113	80,129	68,843	148,772
Vernon, Holy Spirit	73	85,800	85,814	82,087	9,807	91,894
Wantage, Good Shepherd	83	58,888	67,088	135,202	3,870	138,772
Washington, St. Peter*	31	22,162	27,102	37,887	880	38,457
Wayne, St. Michael*	111	228,282	182,778	188,228	38,637	198,228
West Milford, Immaculation **	34	248,000	28,185	78,412	2,204	80,616
West Orange, Holy Innocents	40	41,200	60,075	85,831	28,314	112,245
West Orange, Holy Trinity	39	37,527	40,572	67,274	2,183	69,437
West Orange, St. Mark **	46	34,754	27,720	84,872	10,015	94,887
Westwood, Grace*	114	128,288	182,214	183,373	8,632	172,005
Woodbridge, St. Paul **	0	0	27,505	47,887	180	48,027
Subtotal, Page 3	3,825	4,449,407	4,978,980	5,872,007	808,835	6,680,842
GRAND TOTAL:	18,858	11,229,287	11,873,834	16,881,845	4,118,887	20,998,701
DIocese of Newark, Page 3						

* Indicates obsolete or incomplete data

DIOCESE OF NEWARK

EXPENDITURES

Financial Statistics Data Year 1994	Operating Expenses	Total Work with Cong.	To Diocese & General Church	Catholic	Total Work Outside Cong.	Total Exp., Operating Accounts
Allendale, Epiphany	128,080	128,080	8,700	11,858	20,558	149,608
Arlington, Trinity	48,618	66,941	1,887	400	2,287	68,806
Bayonne, Calvary	83,186	83,186	1,800	0	2,090	85,286
Bayonne, Trinity*	74,764	81,394	8,988	0	10,000	81,387
Belleville, Christ	80,882	83,173	8,384	277	10,277	83,360
Belvidere, St. Mary	28,151	28,151	2,400	126	3,283	32,436
Bergenfield, All Saints	73,639	73,639	3,827	8	3,636	77,374
Bloomfield, Advent	29,483	29,483	3,800	1,887	7,948	37,408
Bloomfield, Ascension*	18,316	18,316	1,193	0	1,242	19,558
Bloomfield/Glen Ridge, Christ	144,813	167,952	23,228	2,138	27,823	185,778
Bogota, St. Peter **	62,381	62,381	1,363	0	1,383	63,734
Boonton, St. John	80,276	103,729	7,015	188	10,137	133,886
Budd Lake, Christ	87,429	138,283	10,745	5,484	20,837	168,780
Chatham, St. Paul	204,256	220,960	48,836	33,000	85,408	308,086
Chester, Messiah **	100,744	1,227,004	2,380	238	4,294	1,231,236
Citrus Park, Trinity	103,616	103,616	3,821	0	3,821	107,438
Clifton, St. Peter	102,942	147,187	17,180	3,100	30,818	177,975
Demille, Our Saviour	103,013	133,241	20,642	7,100	27,820	161,161
Dover, St. John*	108,576	127,890	12,878	218	14,028	141,687
East Orange, Christ	108,894	171,887	12,000	2,274	18,862	188,369
East Orange, St. Agnes/St. Paul*	35,242	108,848	8,788	1,088	8,824	116,473
East Rutherford, Resurrection **	38,848	38,848	2,033	2,029	4,082	42,970
Englewood, St. Paul	251,311	251,311	88,717	2,431	88,148	310,489
Essex Falls, St. Peter	302,800	307,884	68,830	0	68,830	377,514
Fair Lawn, Abnerment	63,543	63,543	4,823	126	5,282	68,835
Fort Lee, Good Shepherd **	94,828	94,828	8,000	2,860	12,860	107,276
Glen Rock, All Saints	78,108	83,780	5,874	100	5,804	88,884
Hookersack, Christ	114,322	147,514	12,004	848	13,188	168,713
Hookersack, St. Anthony **	70,087	70,087	8,800	800	9,000	78,087
Hookersack, St. Cyprian*	17,143	21,010	800	425	1,070	22,680
Hookersacktown, P.V.E.M.	178,888	178,888	18,380	7,000	30,380	208,378
Hookersacktown, St. James*	90,848	90,848	8,381	2,221	11,554	102,402
Haledon, St. Mary	73,434	120,808	5,738	1,843	17,482	128,071
Hamburg, Good Shepherd **	94,888	133,048	6,282	274	22,780	163,786
Harrington Park, St. Andrew	78,879	102,373	18,800	4,188	21,088	123,438
Harrison, Christ	28,808	28,808	3,314	80	3,514	32,620
Hasbrouck Heights, St. John*	78,888	78,888	4,888	1,217	7,274	83,943
Heworth, St. Luke	78,188	84,351	12,823	196	13,085	97,448
Hawthorne, St. Clement	118,087	118,087	18,884	0	18,884	136,951
Hickdale, Holy Trinity	88,114	88,828	5,837	825	6,435	94,080
Holokua, St. Bartholomew **	85,140	85,140	18,807	8,807	26,887	120,737
Hoboken, All Saints **	85,891	88,805	10,000	10,082	22,101	121,088
Hope, St. Luke	88,343	138,778	5,700	788	8,488	145,271
Subtotal, Page 4	4,008,218	8,888,017	510,182	112,188	687,881	8,403,882

Diocese of Newark, Page 4

* Indicates incomplete or obsolete data

EXPENDITURES

Financial Statistics Data Year 1994	Operating Expenses	Total Work with Cong.	Diocese & General Church	Outreach	Total Work Outside Cong.	Total Exp., Operating Accounts
Irvington, Trinity*	3,113	40,348	718	0	718	41,064
Jersey City, Grace **	139,800	139,800	3,000	34,382	37,382	178,382
Jersey City, Incarnation	83,332	83,332	8,488	3,088	9,645	92,980
Jersey City, St. Matthew	17,817	17,817	1,200	143	1,343	18,160
Jersey City, St. Paul	88,888	88,888	17,821	2,880	21,422	118,360
Jersey City, St. Stephen	28,983	28,983	858	250	1,245	31,208
Kinneelon, St. David	118,858	118,858	18,849	8,100	25,585	144,423
Leonia, All Saints	105,050	105,050	11,381	1,815	13,186	118,246
Lincoln Park, St. Andrew	88,845	88,845	12,128	3,431	15,742	115,588
Little Falls, St. Agnes	88,457	108,847	14,134	1,135	15,841	124,888
Livingston, St. Peter	78,629	103,047	14,100	5,378	20,187	123,244
Lyndhurst, St. Thomas	71,138	78,302	3,028	880	4,179	80,382
Madison, Grace	410,894	533,144	70,438	22,888	93,138	626,280
Maplewood, St. George*	173,846	238,884	30,848	3,055	48,738	285,432
Meywood, St. Martin **	74,784	74,784	6,240	510	10,588	85,432
Mendham, St. Mark*	117,557	117,557	18,338	800	23,843	141,100
Midland Park, Good Shepherd*	88,828	91,079	12,800	0	15,310	108,388
Millburn, St. Stephen	102,810	121,218	14,323	2,000	16,323	117,841
Millington, All Saints **	138,887	134,247	13,083	5,200	20,848	175,083
Montclair, St. John	101,828	101,828	15,058	6,309	23,418	124,845
Montclair, St. Luke	287,875	358,847	34,025	1,879	40,147	395,785
Montclair, Trinity*	70,418	70,418	8,881	1,835	11,470	81,880
Montvale, St. Paul*	141,210	148,882	28,874	5,338	38,805	187,487
Morris Plains, St. Paul	172,410	172,410	41,750	1,808	88,088	228,488
Morrisstown, Redeemer	278,884	328,282	28,814	4,888	33,788	368,230
Morrisstown, St. Peter	475,873	627,738	118,582	13,480	135,753	763,483
Mount Arlington, St. Peter	88,050	71,120	2,842	1,350	4,877	75,797
Mountain Lakes, St. Peter	212,830	223,810	31,478	20,882	58,062	279,872
Newark, Grace	205,748	280,188	43,777	8,180	57,787	307,885
Newark, House of Prayer*	78,178	78,178	1,385	280	1,841	81,117
Newark, St. Andrew*	47,838	47,838	2,000	0	2,118	80,051
Newark, St. Barnabas	0	0	1,080	375	0	0
Newark, Trinity **	220,338	220,338	27,577	18,788	47,338	287,738
Newton, Christ **	138,388	184,488	8,488	1,200	33,308	187,770
North Arlington, St. Paul	38,134	38,134	2,240	80	2,388	41,480
North Bergen, Transfiguration **	81,700	71,827	2,833	2,704	8,812	77,838
Norwood, Holy Communion*	88,888	88,888	5,232	800	5,732	92,388
Nutley, Grace	123,830	188,803	28,483	5,008	34,037	233,640
Oakland, St. Alban	88,818	127,751	9,831	2,800	15,115	142,888
Oak Ridge, St. Gabriel*	48,228	0	2,288	375	2,878	61,405
Oradell, Annunciation	118,188	118,188	10,000	2,841	12,841	128,110
Orange, All Saints	83,828	84,341	11,480	252	18,730	113,071
Orange, Epiphany	108,043	128,023	10,800	348	11,018	139,042
Subtotal, Page 5*	8,338,142	8,088,884	748,202	188,874	1,047,147	7,078,348

DIOCESE OF NEWARK, PAGE 6

* Indicates incomplete or obsolete data

EXPENDITURES

Financial Statistics Data Year 1994	Operating Expenses	Total Work with Cong.	To Dico. & Gen. Church	Catech.	Total Work Outside Cong.	Total Exp., Operating Accounts
Paramus, St. Matthew	80,435	94,377	6,700	2,121	6,321	103,698
Parolepny, St. Gregory*	73,139	74,745	11,048	2,085	13,558	88,303
Pasadena, St. John	104,653	188,768	8,783	8,682	15,168	177,828
Pasadena, Holy Communion	83,683	83,683	2,820	0	2,720	86,403
Peterson, St. Paul	283,732	283,732	33,409	13,363	46,772	330,804
Peterson, Trinity	48,911	48,911	974	300	1,325	51,236
Phillipsburg, St. Luke	87,228	87,228	12,970	280	13,458	100,884
Pompton Lakes, Christ	148,973	162,911	18,783	0	21,882	174,803
Ramsey, St. John	162,457	162,457	47,288	8,000	88,315	232,772
Ridgefield, St. James **	78,286	78,537	13,880	2,573	16,368	88,898
Ridgefield Park, St. Mary	48,473	61,235	4,735	267	5,002	68,235
Ridgewood, Christ	318,170	318,170	108,423	14,731	124,184	453,324
Ridgewood, St. Elizabeth **	281,280	304,238	81,288	58,781	141,087	448,305
Ringwood, Good Shepherd	28,352	28,352	889	257	1,278	27,629
Rochelle Park, St. Peter **	48,180	70,947	2,970	87	3,348	73,985
Rutherford, Grace	127,391	127,391	24,126	356	24,481	151,872
Sacausus, Our Saviour	28,684	28,483	2,187	438	2,723	31,178
Short Hills, Christ*	827,607	875,047	118,546	22,881	142,872	718,018
South Orange, St. Andrew & Holy Comm.	188,384	188,384	34,238	400	34,638	221,042
Sparta, St. Mary	181,813	181,813	28,480	2,705	28,882	181,805
Succasunna, St. Dunstan	73,728	73,728	6,144	2,816	8,760	82,498
Summit, Calvary	808,642	880,844	81,867	23,687	115,274	978,918
Tenack, Christ	104,736	141,255	1,280	0	1,280	142,515
Tenack, St. Mark **	83,807	83,807	10,430	910	22,827	108,234
Tenally, Atonement	181,880	188,880	38,378	2,831	45,075	234,028
Totowa, Christ	80,423	81,428	8,540	2,231	11,813	72,839
Towaco, Transfiguration*	80,737	80,737	3,888	300	8,826	88,885
Union City, Grace	86,138	71,138	6,347	500	8,120	78,295
Union City, St. John	48,788	48,788	1,885	80	1,975	47,733
Upper Montclair, St. James	232,671	232,671	30,888	8,000	38,888	269,440
Vernon, St. Thomas	78,888	124,888	2,783	1,400	8,688	130,384
Verona, Holy Spirit	88,832	77,872	12,448	0	12,448	80,420
Wantage, Good Shepherd	127,387	127,387	7,371	842	11,772	138,139
Washington, St. Peter*	33,331	33,331	3,600	1,188	8,833	38,394
Wayne, St. Michael*	188,887	178,812	22,887	8,888	38,874	178,812
West Milford, Immaculation **	78,322	78,322	1,122	0	1,122	80,444
West Orange, Holy Innocents	88,231	88,378	7,380	75	13,200	102,878
West Orange, Holy Trinity	57,874	57,874	2,585	0	2,715	58,788
West Orange, St. Mark **	82,283	82,283	3,348	303	3,832	85,935
Westwood, Grace*	128,408	141,888	33,883	3,988	38,884	180,533
Woodridge, St. Paul **	38,422	52,888	6,882	1,488	8,515	61,214
Subtotal, Page 6	8,238,887	8,881,881	884,181	187,821	1,111,004	8,732,882

GRAND TOTAL(*-6):
DIOCESE OF NEWARK, PAGE 6

* Indicates obsolete or incomplete data

**Diocese of Newark
Vital Statistics
Data Year 1984**

	Bapt. Membr. Prior 12/31	Bapt. Membr. Dec. 31	Commu- nicants	Confirmed Comm. in Old Stew'dg	Baptisms		Confirmation		
					Adult	Child	Adult	Child	Rec'd
Alendale, Epiphany	179	174	183	100	0	2	2	0	1
Arlington, Trinity	111	112	78	84	0	1	0	3	0
Bayonne, Calvary	123	124	80	82	6	0	0	4	0
Bayonne, Trinity *	127	128	105	126	0	5	2	0	1
Belleville, Christ	125	132	119	119	0	2	2	2	0
Belvidere, St. Mary	100	102	0	82	0	3	0	0	0
Bergenfield, All Saints	172	132	25	95	0	3	1	0	0
Bloomfield, Advent	83	67	82	63	2	2	0	0	0
Bloomfield, Ascension *	44	34	34	34	0	0	0	0	0
Bloomfield/Glen Ridge, Christ	402	485	401	344	0	8	0	0	0
Bogota, St. Peter **	138	138	0	110	0	0	0	0	0
Boonton, St. John	517	516	220	180	0	8	3	0	0
Budd Lake, Christ Church	117	126	90	94	0	2	0	0	4
Chatham, St. Paul	545	545	480	388	0	7	0	8	5
Chester, Marshall *	287	317	232	184	1	8	0	2	2
Citifield Park, Trinity	208	238	162	79	1	8	0	0	0
Clinton, St. Peter	284	288	180	117	0	8	0	1	2
Denville, Church of the Saviour	605	625	405	405	0	12	0	6	2
Dover, St. John *	185	222	180	180	1	11	0	8	0
East Orange, Christ	418	378	195	248	0	5	2	5	5
East Orange, St. Agnes/St. Paul *	200	222	158	170	0	16	2	8	1
East Rutherford, Resurrection **	88	73	0	48	2	0	2	0	0
Englewood, St. Paul	718	741	425	425	1	16	3	7	1
Essex Fells, St. Peter	638	648	608	612	0	11	0	7	0
Fair Lawn, Ascension	111	111	101	67	0	3	0	0	0
Fort Lee, Good Shepherd **	438	488	288	218	0	8	3	1	1
Glen Rock, All Saints	232	264	224	180	0	5	1	5	0
Hackensack, Christ	285	275	188	134	1	7	1	2	1
Hackensack, St. Anthony **	301	340	288	218	1	6	3	5	17
Hackensack, St. Cyprian *	78	73	82	82	0	1	0	1	0
Hackensacktown, P.V.E.M.	688	697	435	475	0	18	0	8	6
Hackensacktown, St. James *	402	417	287	351	0	16	0	1	5
Haledon, St. Mary	228	222	84	84	0	3	0	0	0
Hammburg, Good Shepherd **	280	225	163	134	1	8	3	4	0
Harrison Park, St. Andrew	108	110	100	87	0	6	0	0	1
Harrison, Christ	75	78	85	85	0	3	0	0	2
Hastbrook Heights, St. John *	185	213	140	121	0	2	0	7	0
Haworth, St. Luke	237	215	180	147	0	5	0	5	0
Hawthorne, St. Clement	2,611	283	180	147	1	4	0	0	0
Hillsdale, Holy Trinity	326	332	332	200	1	6	2	1	2
Holbrook, St. Bartholomew **	288	280	181	183	0	5	0	1	0
Hoboken, All Saints **	134	185	157	187	0	12	3	0	1
Hope, St. Luke	228	248	157	137	0	2	0	3	0
Subtotal, Page 7	10,447	8,344	5,505	5,108	13	188	17	86	31

DIOCESE OF NEWARK, Page 7

* Indicates incomplete or obsolete data

**Diocese of Newark
Vital Statistics
Data Year 1984**

	Bapt. Mem. Prior 12/31	Bapt. Mem. Dec. 31	Commu- nicants	Confirmed Comm. in Old Stand'g	Baptisms		Confirmation		
					Adult	Child	Adult	Child	Rec'd
Irvington, Trinity *	88	87	87	82	0	8	0	0	0
Jersey City, Grace **	226	201	185	124	0	8	0	0	0
Jersey City, Immaculation	167	177	98	98	0	6	0	0	0
Jersey City, St. Matthew	78	83	44	25	1	2	0	0	0
Jersey City, St. Paul	218	171	113	101	0	8	2	0	0
Jersey City, St. Stephen	126	137	82	81	0	3	0	0	0
Kimston, St. David	180	187	187	170	1	8	3	8	0
Leonia, All Saints	223	241	237	191	0	3	1	0	4
Lincoln Park, St. Andrew	189	177	186	123	2	7	0	0	0
Little Falls, St. Agnes	218	210	187	174	0	1	2	9	1
Livingston, St. Peter	147	144	124	120	0	1	1	2	1
Lyndhurst, St. Thomas	148	141	124	87	0	0	8	0	0
Madison, Grace	893	889	878	878	1	20	4	7	1
Maplewood, St. George*	484	489	489	348	0	18	0	2	8
Maywood, St. Martin **	218	216	171	118	1	4	0	4	0
Menlo Park, St. Mark *	282	302	302	302	0	4	1	7	2
Midland Park, Good Shepherd *	384	388	201	138	1	8	1	0	0
Millburn, St. Stephen	288	300	294	178	8	0	2	0	2
Millington, All Saints **	712	704	403	403	0	11	4	1	3
Montclair, St. John	279	284	189	162	0	8	0	1	3
Montclair, St. Luke	1,475	1,502	883	887	1	18	0	10	0
Montclair, Trinity *	281	247	220	277	1	4	3	2	1
Montvale, St. Paul *	628	608	303	232	0	16	2	8	0
Monte Plaine, St. Paul	605	670	632	633	1	11	1	8	4
Montloma, Redeemer	385	337	0	337	0	2	0	0	7
Montloma, St. Peter	1,118	1,180	828	678	1	17	3	8	1
Mount Arlington, St. Peter	112	118	82	75	0	3	1	3	1
Mountain Lakes, St. Peter	881	872	848	672	3	12	0	7	8
Newark, Grace	338	347	280	108	0	16	0	0	0
Newark, House of Prayer *	113	123	108	88	0	8	3	0	0
Newark, St. Andrew *	83	83	82	48	1	1	1	0	0
Newark, St. Barnabas	148	182	180	138	0	17	0	0	0
Newark, Trinity **	308	316	384	384	0	16	0	0	0
Newton, Christ *	801	804	310	305	1	22	0	4	0
North Arlington, St. Paul	97	89	88	88	0	2	0	0	0
North Bergen, Transfiguration **	80	80	0	7	0	0	1	1	0
Norwood, Holy Communion *	282	288	88	77	0	10	3	0	3
Nutley, Grace	884	806	382	284	0	16	0	8	3
Oakland, St. Alban	241	287	184	148	3	6	0	8	3
Oak Ridge, St. Gabriel *	182	183	100	81	0	3	0	2	0
Oradell, Annunciation	818	827	289	238	0	10	0	5	1
Orange, All Saints	144	117	80	74	0	3	0	0	0
Orange, Epiphany	388	388	279	230	0	7	3	0	1
Paramus, St. Matthew	111	108	85	78	0	0	0	0	0
Parlappany, St. Gregory *	224	182	182	178	1	10	2	1	1
Parsippany, St. John	297	298	140	120	0	6	0	0	0

Subtotal, Page 2

10,006 10,224 7,188 8,812 19 208 23 78 38

DIOCESE OF NEWARK, Page 2

* indicates incomplete or obsolete data

Diocese of Newark Vital Statistics Data Year 1984	Sept. Memb. Prior 12/31	Sept. Memb. Dec. 31	Commu- nicants	Confirmed Comm. in Ord Stand'g	Baptisms		Confirmations		
					Adult	Child	Adult	Child	Rec'd
Peterboro, Holy Communion	114	114	88	70	0	2	3	1	0
Peterboro, St. Paul	668	722	800	440	2	18	1	0	8
Peterboro, Trinity	83	85	78	47	1	1	0	2	4
Philippsburg, St. Luke	268	327	286	230	7	18	1	8	17
Pompton Lakes, Christ	816	787	447	457	6	38	0	7	2
Ramsey, St. John	630	656	431	288	0	18	2	8	0
Ridgefield, St. James **	495	520	328	384	1	11	1	4	5
Ridgefield Park, St. Mary	223	223	86	88	0	4	0	0	0
Ridgefield, Christ	1,425	1,493	1,185	1,185	2	28	1	8	8
Ridgewood, St. Elizabeth **	878	920	788	728	1	18	1	7	0
Ringwood, Good Shepherd	121	143	80	30	1	8	2	0	0
Rochelle Park, St. Peter **	214	220	108	81	0	8	0	5	0
Rutherford, Grace	322	224	180	219	1	12	0	2	1
Seasacus, Our Saviour	94	101	58	58	0	1	0	6	0
Short Hills, Christ *	1582	1638	1172	482	1	20	12	0	8
South Orange, St. Andrew & Holy	243	282	200	137	0	8	0	0	0
Sparta, St. Mary	522	540	458	270	0	14	1	0	3
Succasunna, St. Dunstan	374	388	325	212	0	17	0	4	0
Summit, Calvary	1,171	1,223	1,000	1,100	0	24	0	14	0
Teaneck, Christ	137	138	70	84	0	1	0	3	0
Teaneck, St. Mark **	347	362	250	146	0	8	2	7	0
Tenafly, Ascension	488	480	280	200	2	8	0	9	0
Totowa, Christ	121	134	101	84	0	1	0	0	0
Towaco, Transfiguration *	171	183	127	88	0	2	0	0	0
Union City, Grace	201	202	145	118	0	3	3	0	3
Union City, St. John	138	138	78	30	1	2	1	2	1
Upper Montclair, St. James	1,030	808	481	285	0	12	0	10	1
Vernon, St. Thomas	221	231	185	101	0	7	0	0	0
Verona, Holy Spirit	188	188	170	198	0	7	0	0	0
Wentage, Good Shepherd	288	284	202	132	2	8	2	0	2
Washington, St. Peter *	110	123	122	88	1	8	0	0	1
Wayne, St. Michael *	782	-	400	347	0	13	1	0	3
West Milford, Immaculation **	183	200	185	130	2	8	1	3	3
West Orange, Holy Innocents	82	97	77	78	0	8	0	0	0
West Orange, Holy Trinity	84	93	85	93	0	1	0	0	2
West Orange, St. Mark **	137	149	117	83	0	7	2	10	0
Westwood, Grace *	540	548	408	382	0	4	0	2	2
Woodbridge, St. Paul **	84	88	82	82	0	0	2	0	2
Subtotal, Page 9	9,808	9,824	8,813	8,803	25	244	17	75	80
Grand Total(7-9)	80,275	48,040	35,487	30,188	101	1,082	87	888	207

DIOCESE OF NEWARK, Page 9

* Indicates incomplete or obsolete data

**Diocese of Newark
Vital Statistics
Data Year 1994**

	Services of			Mar- riages	Bap- tisms	Other Services	Absences	Church School	Day School
	Sundays	Widays	Private				4 Key Sunday		
Altamonte, Epiphany	98	19	98	0	2	29	118	39	0
Arlington, Trinity	48	0	3	0	0	7	38	11	0
Bayonne, Calvary	63	10	16	0	2	3	42	19	0
Bayonne, Trinity *	107	103	4	9	9	8	83	17	0
Belleville, Christ	94	8	26	2	11	6	96	23	0
Belvidere, St. Mary	86	8	3	2	3	-	81	22	0
Bergenfield, All Saints	94	48	27	1	8	8	96	13	0
Bloomfield, Advent	83	10	1	2	0	3	30	0	0
Bloomfield, Assumption *	91	4	89	0	1	1	10	0	0
Bloomfield/Glen Ridge, Christ	98	77	93	8	18	29	170	30	99
Bogota, St. Peter **	82	26	16	1	2	66	102	44	21
Bonham, St. John	74	88	14	6	8	40	84	9	0
Budd Lake, Christ Church	49	2	0	1	2	12	72	23	0
Chatham, St. Paul	91	93	26	9	8	7	180	86	0
Chester, Messiah *	89	20	16	1	1	8	138	26	0
Citizens Park, Trinity	110	82	79	9	4	7	104	44	0
Citron, St. Peter	102	71	78	2	7	29	138	33	0
Denville, Church of the Saviour	87	18	2	13	11	10	210	80	0
Dover, St. John *	104	46	28	7	7	6	124	19	0
East Orange, Christ	91	36	-	4	4	6	231	32	0
East Orange, St. Agnes/St. Paul *	2	0	0	6	2	10	114	29	0
East Rutherford, Resurrection **	82	12	2	0	0	2	93	19	0
Englewood, St. Paul	102	134	22	6	14	86	286	88	0
Essex Fells, St. Peter	108	28	47	6	9	8	289	112	142
Fair Lawn, Atonement	46	4	12	2	8	4	83	19	0
Fort Lee, Good Shepherd **	104	29	118	6	11	8	101	19	0
Glen Rock, All Saints	94	12	80	2	8	6	124	82	68
Hackensack, Christ	101	81	17	3	5	26	102	12	0
Hackensack, St. Anthony **	188	279	216	3	8	887	183	36	0
Hackensack, St. Cyrian *	90	3	9	0	2	2	22	4	0
Hackensack, P.V.E.M.	16	4	21	18	12	18	249	180	0
Hackensack, St. James *	100	17	8	11	2	0	140	88	0
Haledon, St. Mary	102	86	33	3	6	480	78	14	0
Hamburg, Good Shepherd **	89	11	41	4	7	3	133	40	0
Harrington Park, St. Andrew	88	11	36	1	2	86	78	19	0
Harrison, Christ	47	8	8	0	1	7	36	0	0
Heebrock Heights, St. John *	74	33	10	6	3	32	70	19	0
Heworth, St. Luke	86	48	2	6	2	2	120	26	0
Hightstown, St. Clement	109	137	30	4	7	0	142	46	0
Hillside, Holy Trinity	106	17	12	6	9	0	123	40	0
Holokua, St. Bartholomew **	102	80	36	8	16	7	189	42	0
Hoboken, All Saints **	184	10	0	4	1	0	131	14	86
Hope, St. Luke	82	10	2	3	3	4	102	88	0
Subtotal, Page 10	2,200	1,041	888	118	188	867	3,828	1,007	299

DIOCESE OF NEWARK, Page 10

* indicates incomplete or obsolete data

**Diocese of Newark
Vital Statistics
Data Year 1994**

	Services of Holy Communion					Other Services	Attend 4 Key Sunday	Church School	Day School
	Sundays	Wkdays	Private	Mar- riages	Bur- ials				
Irvington, Trinity *	80	8	10	2	3	7	68	26	0
Jersey City, Grace **	82	6	0	2	1	0	119	81	0
Jersey City, Incarnation	72	13	1	0	4	0	108	67	0
Jersey City, St. Matthew	43	4	0	0	2	20	38	21	0
Jersey City, St. Paul	82	11	10	2	4	3	80	28	0
Jersey City, St. Stephen	38	1	0	0	0	13	38	8	0
Kinnelon, St. David	89	53	8	7	2	11	107	28	0
Leon, All Saints	104	20	10	5	4	2	100	44	65
Lincoln Park, St. Andrew	84	10	1	5	4	17	115	57	0
Little Falls, St. Agnes	101	12	10	2	6	4	74	16	0
Livingston, St. Peter	93	42	24	2	9	26	51	2	0
Lyndhurst, St. Thomas	82	6	14	0	10	2	39	9	0
Madison, Grace	123	125	115	15	12	229	341	141	0
Maplewood, St. George*	84	15	10	2	1	0	123	85	0
Maywood, St. Martin **	80	48	31	6	4	7	108	13	0
Mendham, St. Mark *	105	103	83	5	7	278	130	83	0
Midland Park, Good Shepherd *	85	18	45	2	8	82	102	31	0
Millburn, St. Stephen	97	4	1	6	5	9	130	84	0
Millington, All Saints **	128	56	81	4	8	0	173	71	72
Montclair, St. John	85	8	31	2	1	4	125	85	0
Montclair, St. Luke	135	81	185	5	6	40	284	128	0
Montclair, Trinity *	113	116	24	3	8	24	117	101	0
Montvale, St. Paul *	99	12	15	2	10	8	143	63	86
Morris Plains, St. Paul	148	115	83	10	10	12	332	134	0
Morristown, Redeemer	104	10	88	8	1	8	170	39	0
Morristown, St. Peter	138	70	148	13	20	23	848	148	0
Mount Arlington, St. Peter	86	3	1	2	3	6	72	22	0
Mountain Lakes, St. Peter	102	44	29	7	8	21	254	145	0
Newark, Grace	104	300	40	1	6	420	156	0	0
Newark, House of Prayer *	79	38	45	1	0	7	81	12	0
Newark, St. Andrew *	50	17	2	2	0	0	63	17	0
Newark, St. Barnabas	82	10	5	1	3	5	78	30	0
Newark, Trinity **	119	139	17	4	11	50	234	33	84
Newton, Christ **	89	57	13	7	15	13	213	38	0
North Arlington, St. Paul	85	29	15	1	11	104	32	8	0
North Bergen, Transfiguration **	82	80	10	2	1	4	81	18	40
Norwood, Holy Communion *	104	19	9	0	0	30	78	15	0
Nutley, Grace	105	89	90	8	18	328	236	77	0
Oakland, St. Alban	103	40	8	2	0	43	118	44	0
Oak Ridge, St. Gabriel *	47	8	2	1	0	0	59	15	0
Oradell, Annunciation	89	48	27	1	9	0	158	67	0
Orange, All Saints	78	118	11	2	2	7	80	8	0
Orange, Epiphany	94	37	27	4	5	4	153	13	0
Parvus, St. Matthew	51	10	0	0	4	12	72	7	0
Passapatan, St. Gregory *	120	8	4	0	3	11	114	22	0
Passaic, St. John	100	14	185	3	13	182	88	15	0
Subtotal, Page //	2,782	1,290	1,083	114	518	1,503	4,175	1,423	385

DIocese of Newark, Page //

* indicates incomplete or obsolete data

Diocese of Newark Vital Statistics Data Year 1984	Services of Holy Communion					Other Services	Attendance		
	Sundays	Weekdays	Private	Mar- riages	Bap- tisms		4 Key Sunday	Church School	Day School
Peterson, Holy Communion	59	53	5	2	3	41	71	11	0
Peterson, St. Paul	74	78	45	3	7	15	278	110	0
Peterson, Trinity	33	10	41	1	3	57	49	8	0
Phillipsburg, St. Luke	104	119	113	9	2	11	185	78	0
Pompton Lakes, Christ	111	76	11	46	25	9	201	21	0
Ramsey, St. John	145	85	11	12	10	12	233	79	0
Ridgely, St. James **	99	70	225	9	25	27	180	67	0
Ridgely Park, St. Mary	88	39	39	2	8	36	39	0	0
Ridgewood, Christ	149	88	35	12	18	82	380	115	0
Ridgewood, St. Elizabeth **	87	12	16	8	13	6	287	185	9
Ringwood, Good Shepherd	12	0	2	3	5	40	43	86	0
Roselle Park, St. Peter **	102	82	14	3	10	0	88	25	0
Rutherford, Grace	82	82	24	5	15	8	133	19	0
Seasong, Our Saviour	82	6	23	1	0	5	45	7	0
Short Hills, Christ *	82	48	0	11	21	74	330	139	188
South Orange, St. Andrew & Holy	98	14	21	8	2	88	204	78	0
Sparks, St. Mary	103	29	24	8	6	4	245	100	0
Succasunna, St. Dunstan	103	14	4	2	2	89	193	108	0
Surrey, Calvary	131	41	23	18	13	27	382	181	0
Tenack, Christ	89	5	0	0	0	0	51	0	0
Tenack, St. Mark **	103	71	77	4	3	27	134	74	0
Tenally, Alonement	104	19	19	8	9	5	144	81	0
Totowa, Christ	91	42	14	2	5	22	85	21	0
Towaco, Transfiguration *	84	17	3	0	2	27	88	35	0
Union City, Grace	125	15	6	8	7	35	87	0	0
Union City, St. John	49	19	18	2	2	71	77	41	167
Upper Montclair, St. James	87	12	9	16	15	28	157	86	44
Vernon, St. Thomas	106	7	0	3	4	2	86	87	0
Verona, Holy Spirit	99	69	21	3	9	19	85	41	0
Wentz, Good Shepherd	99	10	88	1	5	15	134	43	0
Washington, St. Peter *	91	17	35	0	4	3	48	25	0
Wayne, St. Michael *	89	21	29	7	4	183	208	78	0
West Milford, Incarnation **	100	5	12	2	2	3	83	36	0
West Orange, Holy Innocents	82	42	5	3	3	2	40	8	0
West Orange, Holy Trinity	79	9	11	1	5	22	67	13	0
West Orange, St. Mark **	82	48	64	5	3	49	104	33	0
Westwood, Grace *	108	274	189	4	9	419	189	46	0
Woodbridge, St. Paul **	47	22	37	1	3	0	80	7	0

Subtotal, Page 12.

2,198 898 987 100 174 995 3,470 1,285 211

Grand Total(10-12)

12,949 5,397 3,998 896 1,216 5,393 18,979 8,439 1,221

DIOCESE OF NEWARK, Page 12.

* Indicates incomplete or obsolete data

**ACTS/VIM
ANNUAL DIOCESAN REPORT
Funding Period 1994**

The ACTS/VIM board received 16 requests for the calendar year 1994. These requests totalled \$238,650. The funding decisions reached by the board were again difficult due to the decreased amount of available funds. The board had a total of \$90,000 available for grants, compared with \$114,000. In addition to grant-making, the board revised its grant guidelines to more accurately reflect Diocesan goals. These were approved by the Diocesan Council and are available from the Diocesan Administrator.

Grants for the Spring term were as follows:

Applicant	Grant Award
Community Arts Center House of Prayer, Newark	\$3,000
Building Project St. Thomas, Vernon	\$15,000
Permanent Ministry Evaluation Good Shepherd, Ringwood	\$3,500
Pastoral Care Connection St. Barnabas' AIDS Center	\$16,000
Immigration Ministry St. Paul's Church, Paterson	\$7,500

Grants for the Fall term were as follows:

Applicant	Grant Award
St. Phillip's Academy, Newark Community Leadership Project	\$5,000
The Bible Club, Deaf Ministry St. Peter's, Mountain Lakes	\$3,500
Department of Missions Congregational Consultants	\$5,000
Where Children Bloom Daycare St. Mary's, Haledon	\$14,000

Hispanic Lay Missioner House of Prayer, Newark	\$5,000
Shelter/Transitional Housing St. Paul's Comm Devel Corp.	\$7,500
Interfaith Hospitality Network St. Stephen's, Millburn	\$5,000

Respectfully submitted by The Rev. Tracey Lind, Chair

BISHOP ANAND RESOURCE CENTER
ANNUAL REPORT
1994

Upon the recommendation of the Program Board, The Bishop Anand Resource Center made a commitment in 1994 to find ways to make its resources more accessible to all the churches of the Diocese. A major initiative to counteract the difficulties many churches find getting to the center in Newark is a plan to take the resources to different locations in the diocese as the Bishop Anand Resource Center on wheels. The bad weather in the winter impeded the initial attempt to do this at St. John's, Ramsey. When spring finally arrived the BARC Center provided the churches of West Bergen with the opportunity to preview print and audio resources in a local setting for ten days. The Program Board, the West Bergen clergy, volunteers through the Commission on Christian Education and staff from the diocese also offered a very successful evening of educational workshops for teachers and church leaders, which was enthusiastically received. The opportunity to host this mobile center has since been offered throughout the diocese.

During 1994 the director continued to update the print and video resources and to improve their availability by shipping them to the local churches. However, the director continues to lament that so few churches take advantage of the truly fine resources that are available to them through the auspices of the diocese.

Through participation in provincial and national programs the director continues to learn about the resources that are being developed for Christian education. In order to supplement the limited resource acquisition budget the Diocesan Bookstore developed a policy to channel a percentage of its profits to the Bishop Anand Resource Center, in order to keep the print resources up to date and to pay for a limited number of hours of assistance for the Center by Lisa Moor during the fall.

The Bishop Anand Resource Center will continue its effort to find new ways to undergird and resource the educational programs of the diocese and all of its churches.

Respectfully submitted,

The Rev. Margaret A. Gat
Director

CHRISTIAN EDUCATION COMMISSION

1994 ANNUAL REPORT

The following is the mission statement of the Christian Education Committee:

The work of the Commission of Christian Education in the Diocese of Newark is to facilitate regular, ongoing educational programs for all age groups, especially training, empowering, and supporting teachers and acting as consultants for individuals and groups; to promote the availability of resources, using the Anand Center as a clearing house; to publicize programs, encouraging networking among parishes; and to nurture the development of community in the diocese, offering opportunities for sharing needs and growing spiritually.

The highlight of 1994 was the creation of the first Program Fairs. The two fairs, one on June 11 at St. Paul's in Englewood and the other on June 18 at St. Peter's in Mountain Lakes, provided opportunities for all people in the Diocese to attend workshops designed to help congregations enhance their Christian education programs. Inspired by a welcoming address by Bishop Spong, participants chose among workshops on video use, effective bible study, how to do effective teacher training, choosing appropriate curriculum and more. Workshop leaders included Bishop Spong; Ms. Bonnie Magnuson, Ms. Ann Doyle, Ms. Christa Hughes; and The Rev'ds Pat Close, Bob Ihloff, Karen Murphey, David Hegg, Lucinda Laird, Bill Coats, Skip Vilas, Ken Near and Wade Renn.

The Christian Education Commission also made available a team of people to serve as consultants for congregations seeking to create or enhance Christian education programs on the local level.

Finally, the CEC has continued its important function of working with the Anand Resource Center to publicize and provide Christian education materials to all congregations in the Diocese.

John S. Nieman
Christian Education Commission
Co-Chair

Diocese of Newark

COMMISSION ON MINISTRY

Annual Report 1994

The Commission on Ministry is responsible for both lay ministry and its enhancement and for the selection and support of those seeking ordination. Twenty persons, equally lay and clergy, are appointed by the Bishop to carry out these tasks.

ORDINATION PROCESS: This year the Commission has been involved with approximately forty-five persons somewhere in the process of seeking ordination. Five Candidates were recommended for ordination to the Diaconate in June and three for ordination during the winter of 1994. Six months later all were recommended for ordination to the Priesthood. One person, already ordained in another church, also came through our process. Two Candidate's Conferences were held and six Postulants were recommended to the Standing Committee and Bishop. Seven Candidates will take GOE's in January 1995.

The Postulancy Conference was held in March for eight aspirants and five were recommended to the Bishop for Postulancy. The rectors of the aspirants being interviewed were invited to be part of the discussion of the person from their parish.

The Commission has continued to refine the pre-postulancy process this year and has made several changes: in 1995 there will be two day-long postulancy conferences instead of the one two-day conference of the past; those recommended to the Bishop for postulancy will now need a two-thirds vote of the Commission; and, aspirants not recommended can return to the Commission one time.

Each person in the ordination process and each person who was not accepted for postulancy has a Commission member as a liaison. This ensures that no-one gets lost in the process and provides Commission members with the opportunity to be part of the ordination process with an individual.

RELATIONSHIP WITH NORTHEAST CAREER CENTER: The relationship with the Center was reviewed by a task force, and a new format for reports to the Commission was worked out.

TASK FORCE ON RACIAL INCLUSIVITY: This task force will jointly sponsor with the Commission on Racism two career days in 1995 for those interested in the priesthood.

GUIDELINES IN THE DISCERNMENT PROCESS: This document has been prepared by the Commission for the use of clergy and laity in parishes as they interview potential aspirants for Holy Orders.

I would like to thank every member of the Commission for their dedication and hard work this year. Meeting once a month plus additional meetings of the Screening Committee and the various task forces makes a commitment to this Commission a full time volunteer job. The work itself provides rewards in terms of enhancing the member's spiritual journeys. However, I appreciate the time, talent and friendship of all the Commission members this year.

Respectfully submitted,

Juli S. Towell, Chair of the COM

ECW ANNUAL REPORT

Four delegates attended the 41st Triennial Meeting held concurrently with General Convention in Indianapolis. They attended the national meeting of the women of the church, according to our by-laws, for a forum of education, training and worship. Preparation for Triennial Meeting began in the spring for the four delegates when they attended the annual ECW Province II Meeting. Our own Florence Bustamante was commissioned to serve as our provincial representative to the ECW National Board for the next triennium.

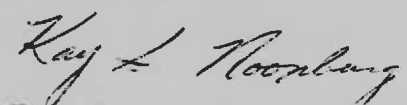
Our special missionary project in 1994 was a \$350 contribution to Our Little Roses Orphanage for Girls in Honduras. Through our efforts, over \$1,000 scholarship money was collected from the women of the Diocese of Newark for the women of Province IX to attend "Touching Sisters: Touching Shores" held in Honduras. This Anglican Encounter event, sponsored by the Council on Women's Ministries, was designed to provide leadership training for the women of Central America to prepare them for autonomy from the Episcopal Church USA. We also contributed to the Unified Gift for the women of Mexico to aid them in their transition to autonomy. Contributions were made to the Presiding Bishop's Fund, the Bishops' Discretionary Fund, National Church Periodical Club and the ecumenical organizations - National Church Women United, N. J. Church Women United and N. J. Council of Churches. The ECW Diocesan Board awarded two \$400 Mary G. Rankin Scholarships and a \$250 scholarship to St. Augustine's College through the Plaskett Memorial

Our North Porch Women and Infants' Center celebrated its tenth anniversary this year. The two centers in Newark and Paterson provide mothers with emergency assistance for their infants' basic needs until public assistance is available. To mark the anniversary, the Newark City Council passed a resolution recognizing and commending North Porch for its "outstanding contribution to the city of Newark."

Blue Box offerings collected at the Spring and Winter United Thank Offering Ingatherings totaled \$ 36,701.05. The Diocese of Newark was awarded two UTO grants in 1994. A \$5,000 grant was awarded for consultation training for congregation renewal and development. Womenfirst, a comprehensive service center for women in the Paterson area, received a \$25,000 grant.

A Women's History Conference was held in March to introduce the diocese to the Episcopal Women's History Project. Dr. Mary S. Donovan, co-founder of the project, was keynote speaker. The aim was to stimulate our women to collect and celebrate our history in the Episcopal Church. A follow-up regional meeting featured Srs. Margaret Helena and Barbara Jean C.S.J.B. in "Lives of Special Commitment." The Today's Woman Planning Committee is finalizing details for our fourth conference entitled "A Woman's Quest: Empowering thru Knowledge" scheduled for April 1, 1995.

To reach more women we continue taking our programs to the parish. The intent is twofold - to foster communication and to heighten awareness of the ministries of Episcopal Church Women throughout the world.


Kay S. Noonburg, President

ECUMENICAL OFFICER

I attended the EDEO (Episcopal Diocesan Ecumenical Officers) meeting in Providence last April with officers from other Protestant denominations and representatives from NADEO (Roman Catholics). The Lutheran-Episcopal Joint Coordinating Committee has signalled two tasks in preparation for the impending 1997 decision concerning the proposal to initiate the process leading to full communion with the Evangelical Lutheran Church in America as proposed in the Concordat of Agreement: First, to listen and gather data on where the mind of the church is on the proposal: Second, to learn and engage in mission and ministry together. The timeline is to complete the data gathering by June of 1995 and publish the final text of the Concordat by March of 1996. Our engaging in mission and ministry, on the other hand should gather momentum before 1997 and increase thereafter, if the process as described in the Concordat is adopted. Suggestions for parish based ministries include planning joint Episcopal/Lutheran Lenten events in 1995, and joint educational programs.

Resources are available from the Anand Center or the undersigned:

- 1.) Resource packet for Common Christian Life and Mission:
Lutherans and Episcopalians
- 2.) "The Unity We Share" (4-part, 10-15 minute segments Audio Tape)
discussing special gifts and challenges offered by the proposal for full communion.

The book, Toward Full Communion and Concordat of Agreement is available through Forward Movement Publications.

Clergy and parishes are urged to make use of these resources, and if you have not done so already, to make friends and ministry with your local Lutheran brothers and sisters in Christ in the coming year.

The dialogue with the Archdiocese of Newark's (Roman Catholic) Commission on Ecumenical and Interreligious Affairs continued this year through the spring. We were to meet to discuss the ordination of women, when the Pope's pronouncement on the subject was released. The dialogue is now on hold for the time being. I was invited and participated in the Archdiocese of Newark's Synod in October as an ecumenical visitor, where I was warmly received by a good number of the attending delegates (lay and ordained).

Respectfully submitted,

(The Rev.) Ashley C. Neal

Evangelism Consultants

Report to 1994 Diocesan Convention

We provide you with programs, conferences, and consultations. Short programs and articles in The Voice provide information and get Episcopalians used to the idea that Evangelism is a natural result of faith in God and can be done faithfully and well in Anglican style.

Each month we receive calls from congregations requesting information, retreats, or programs. Often all that people need is referrals to books, literature, or conferences. Sometimes we are able to network one congregation with another that is dealing with the same opportunities. Other calls result in Consultants going to a congregation or convocation to make a presentation. During the past year we (working with rector & wardens) designed & led a congregation's vestry retreat.

Our **conferences** have provided a well-rounded view of Evangelism. By their variety, they urge that proclamation move to incorporation and result in transformation. Simply telling the Good News is sentimentalism. Merely bringing people to church is head-hunting. Doing good by itself 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 co-sponsored a sold-out workshop with Andrew Weeks on how to be truly welcoming to all whom God sends out way.

On Oct. 13-14, 1995, the Rev'd Arlin Rothauge will help us discover how congregations can use community outreach to serve others and to grow.

We believe our most important work involves an intense 1 or 2 year **consultation with congregations** helping them develop their own system for Evangelizing. Due to 4 trained consultants moving out of state, we can only consult with one congregation at a time. We are developing a self-training program to save the Diocese the expense of sending our members to the Denominational Evangelism training program.

For more information or help phone the Rev'd Mark Waldon at 201/595-0349.

Enthusiastically submitted,

—Mark Waldon

DIOCESAN COMMISSION ON THE ENVIRONMENT
Diocese of Newark
1994 Annual Report

1994 has seen a mixture of success and failure in the area of environmental concern. In the State of New Jersey and in the Nation, apathy and the forces of opposition have resulted in a roll-back of processes and legislation aimed at protecting the biosphere and the human population from threats to healthy survival.

This move away from the strong interest of the previous decade has been reflected in the work of the Commission on the Environment of the Diocese of Newark. Lack of attendance by appointed members of the Commission resulted in the decision this year to limit the number of meetings. An arbitrary cut of the program budget allotted to the Commission by 40% further hampered its ability to fulfill the charter from diocesan convention that led to its creation.

Nevertheless, a core of commission members committed to the belief that the problem of environmental integrity is both an issue of Christian stewardship and the crucial international issue of the future continued to meet and work for the involvement of the Church.

Volunteers from the Commission again staffed a display booth at the 120th Annual Convention of the Diocese. Two resolutions--one on the affirmation of the celebration of a Creation Cycle of the Pentecost Season in the churches of the diocese, and the other supporting the planned conference on Environmental Stewardship in Kansas City were passed by the Convention.

Three commission members attended the Kansas City conference in April, and staffed a booth in the exhibition area. Colleen Hintz and Dr. Vilas led a seminar on the celebration of a liturgical Creation Cycle, displaying vestments and describing the experience of several of our churches. The seminar was well attended, and has resulted in the establishment of this liturgical practice in a number of churches across the United States.

The Diocese of Newark was represented also by four persons at the 1994 General Convention of the Episcopal Church held in Indianapolis in August. They helped to staff a booth for the national Episcopal Environmental Coalition. They testified in committee hearings on resolutions to continue the Environmental Stewardship Team at the National Episcopal Church, and to send a statement of support to the United States delegation to the Population Conference to be held in Cairo in September. Both resolutions were endorsed by General Convention.

The Diocese of Newark continued to be represented on the Episcopal Church's Environmental Stewardship Team by Susan Fisher, Vice Chair of the Commission. She was largely responsible for the creation of a six-week adult curriculum which the Team presented to the church at General Convention. That material is currently avail-

able to local congregations for purchase or rental through the Annand Center. In 1994, it was tested in ten parishes across the country, including Christ Church in Ridgewood, New Jersey.

On a positive note, the leadership on subjects of environmental concern is shifting to the local congregations, where on a grassroots level education, worship and action programs are developing throughout the diocese. The Commission hopes that the growing awareness in numbers of individuals of the spiritual dimensions of the environmental crisis, and of its impact on the poor, will result in a new surge of commitment as we approach the 21st century.

The Commission this year supported the work of Partners For Environmental Quality, an interfaith statewide organization concerned with environmental issues. We are taking some of the leadership in planning for a 1995 conference entitled "Just and Sustainable Community - A Conference on Environmental Values and the Future of New Jersey". Former Governor Thomas Kean has agreed to act as Honorary Chair of the conference, which will be held at Drew University.

Believing in the centrality of this issue in the future agenda of the Church, the Environmental Commission will continue its work of education, net-working and advocacy in 1995.

Commission Members

Elise Adams
Dr. Alice Belling
Robert Barnett
Jane Dobosh
Susan Fisher (Vice-Chair)
Nancy Foster (Lobbyist)
Colleen Hintz
Rev. Albert Joussett, Jr.

Angela MacDonald
Dr. Hely Perez
Rev. Isaac Persaud
Joseph Piel
Don Roberts
Audrey Spencer
Rev. Barry Stopfel
Rev. Franklin Vilas (Chair)

HEATH VILLAGE REPORT
FOR
1995 DIOCESAN CONVENTION

The year 1994 was a busy and productive one 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 Renovation/Restoration Project is near completion. Studio apartments have been combined and renovated into one and two bedroom units. Vacated apartments have been upgraded with new kitchens and bathrooms. Many improvements to the exterior of the buildings have also been included in the modernization project.

The new Out-Patient Department in the Clarence W. Sickles Health Care Center opened in 1993 and has been extremely successful. The Out-Patient Department offers Heath Village residents a spectrum of professional medical and therapy services.

The Residential Health Care expansion project, which added ten (10) new bedrooms, a lobby and living room, and supplementary service space including a whirlpool tub room, was completed in December of 1994.

The Clarence W. Sickles Health Care Center expansion project will provide social/dining room space along with a service kitchen. Completion of this part of the project is expected in February of 1995.

Ground breaking for the "Orchard at Heath" Cottage Community Development will take place in the Spring of 1995. This project entails building four (4) twin cottages and two (2) single cottages along with a swimming pool complex for all Village residents.

Gift Annuity donors now have the opportunity to choose where their gift monies will be applied. In addition to the Friendship Fund, donors can now authorize their gift to be applied to the Development Fund which has been approved by the New Jersey State Insurance Commission. Both programs have demonstrated incredible attainment.

The Sixth Annual Benefit Dinner also raised funds for the Friendship Fund and was a huge success again in 1994. This year's gala affair featured Rosetta LeNoire as our very special guest speaker.

Nearly \$200,000 was raised during the Heath Village Campaign '94. This was a Capital Campaign to raise funds for the Residential Health Care/Health Care Center expansion project.

A new dining concept which offers a special evening of gourmet dining and quiet ambiance was initiated by a group of Heath Village residents. "Dinner at Eight" has been a huge success and is always a sold out affair.

The activities calendar continues to increase and diversify. Heath Village, through a joint effort with Centenary College's Equestrian Center, staged the first ever Horse Show on the Village's great lawn. Family day attendance with a theme of "Circus Fun" swelled to nearly 800 residents, family, friends and staff. Numerous trips, performances, volunteer groups, and countless socials dotted the calendar all year long.

Residents continue to volunteer at the Friendship Center Intergenerational Child Care Center.

Feasibility studies are underway with respect to a Social Adult Day Care Center, expanded Home Health Care service, and a Certified Alzheimer's Unit.

Heath Village is a full service retirement community featuring four distinct types of living accommodations. In our independent areas, we offer studios, one and two bedroom apartments, studio units in our hotel style living section, private and semi-private rooms in our Residential Health Care, and full service nursing care in our comprehensive Health Care Center. Individuals may apply for any of these types of living accommodations without first being an independent apartment dweller.

For additional information or a tour of the facility, please call (908) 852-4801.

Science and Theology Committee, Report for 1994

The highlight of the year was the Hines Lecture on November 29. Author Kitty Ferguson of Morristown spoke on "Once and Future Faith: Searching for God in the Age of Science." About 130 people stretched their minds around quantum mechanical indeterminacy and the possible singularity at the beginning of the universe, and then had a spirited question and answer period. Bishop Spong advised setting aside literal writings and instead concentrating on the journey of pure experience.

The committee has thirteen members and welcomes more at any time. We were sad to lose Bob Lahita (to medical writing) and Laurie Myers (to Ohio), but have new people interested from the Hines lecture. There were six meetings in 1994 including the summer barbecue as well as the dinner after the lecture. We have compiled a list of possible speakers on topics in biology, physics, chemistry, medicine, and ethics and are now arranging for the next Hines Lecture, November 28, 1995. Suggestions for speakers are welcome too.

Committee members have written three articles to be submitted to the Voice. Laurie Myers discusses animal use in research, Joe Fennelly reflects on the life of Lewis Thomas, and Bob Price considers evolution.

Meetings in 1995 will include Tuesday January 10 at Grace Church in Madison (cultural anthropology), March 14 (gene therapy), and May 9 (Are you mouse or man?, squeak up!). Come to any meeting that interests you.

Chairman, Mary Lou West, 201-655-7266

STANDING COMMITTEE REPORT - 1994

In 1994, the Standing Committee of the Diocese of Newark met monthly to deal with 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. John Lynch, President of the Standing Committee, appointed Mrs. Christina Hembree to chair a sub-committee to work directly with the Commission on Ministry. The Commission on Ministry has continued to refine and clarify its process for individuals who wish to pursue Holy Orders. Recommended for ordination to the priesthood were Gladys I.H. Dennis, Margaret A. Gat, Virginia K. Hummel, Rosemary Lillis, Victoria Geer McGrath, Emory Byrum, Michael Neufeld, Ellen Neufeld, Lynne B. Weber, Martha Dyson and Katharine Ragsdale. Six applicants for candidacy were recommended to Bishop Spong in November. They were Dr. Cathy Deats, Ms Louise Kalemkerian, Ms Margaret S. Koeniger, Mr. Glenn M. Libby, Ms Margaret Hodgkins and Ms Kathryn L. King.

Mr. William Carpenter chairs a sub-committee on Encumbrance of Property. Both the sub-committee and the Standing Committee have made a serious effort to finalize negotiations with the New Jersey Performing Arts Center concerning the property at 24 Rector Street. We expect a resolution early in 1995.

The Rev. H. Gaylord Hitchcock chairs a sub-committee on Congregational Relations. In January, it was moved and carried upon the recommendation of Bishop Spong, and with the consent of the congregations concerned, to reclassify St. Mary's, Belvidere; St. Stephen's, Jersey City; Atonement, Fair Lawn; and, Trinity, Irvington, to Incorporated Mission status on their respective anniversary dates in 1994 of becoming Aided Parishes. It was moved and carried, upon recommendation of Bishop Spong, and with the consent of the congregation, to reclassify St. Matthew's, Paramus, to Incorporated Mission status, effective immediately.

Christina Hembree
for the Standing Committee



DIOCESE OF NEWARK
SENIOR INFORMATION AND REFERRAL CENTER

33 Mt. Pleasant Avenue, West Orange, NJ 07052
(201) 736-5346

TO: Maggie Gat, Department of Programming
FROM: David Hegg, Chair, Task Force on Aging
DATE: December 22, 1994

TASK FORCE ON AGING
Annual Report 1994

The main goal of the Task Force on Aging during this past year was to establish and fund a senior center to assist the Diocese in our ministry with older parishioners and their care giving adult children. The Task Force took the following steps to achieve this goal:

April 1994:

We obtained a two year funding commitment from the Marion Swords Fund of Morris County in the sum of \$15,000 to cover salary and operating expenses.

Candidates were interviewed by Task Force members.

A location was secured at the House of the Holy Comforter.

May 1994:

The Task Force hired Shelley Levine to be the part time director.

The Task Force prepared the office on the third floor of the House of the Holy Comforter.

June 1994:

The office began operation on a 15 hour per week basis.

June - December 1994:

During the first six months of operation, efforts have been directed at encouraging clergy and parishioners to utilize the Center. Shelley has spoken at several ECW meetings, one church service and one guild meeting. She has met or spoken on the telephone with individual clergy and parishioners and opened 20 cases on individuals.

With the help of Bishop Spong, several parishes have agreed to host mini-regional senior seminars. These will begin in January and continue well into the Spring of 95.

The Task Force is currently setting its 1995 objectives to include developing and implementing programs for seniors throughout the Diocese. We are also actively recruiting new members.

1994 COMMISSION ON WOMEN'S ISSUES AND MINISTRIES

The Commission on Women's Issues and Ministries is a diocesan commission. Membership includes six lay persons: Marge Christie, Christ Church, Ridgewood, Deborah Rucki-Drake, Grace Church, Rutherford, Lyn Headley-Moore, Marie Obermann, St. Paul's, Chatham, Sandra Pinkerton, Good Shepherd, Fort Lee, and Fran Trott, St. Andrew's, Lincoln Park; and six clergy persons: Maggie Gat, Trinity, Paterson, Bernie Healey, House of Prayer, Newark, Stephanie Keith, St. Peter's, Morristown, Jo-Ann Murphy, Transfiguration, Towaco, Ashley Neal, All Saints' Church, Glen Rock, and Lynne Weber, St. Elizabeth's, Ridgewood.

In 1994 the Commission sponsored three gatherings for clergywomen of the diocese, a luncheon in February, a picnic in June, and another luncheon in December. At the December function we collected over fifty stuffed animals to be distributed to the children of St. Barnabas AIDS Resource Center of Newark. Also, we offered a worship service on May 13 in honor of the 50th anniversary of the ordination to the priesthood of the first woman in the Anglican Communion, Reverend Florence Li Tim Oi. The preacher at that liturgy was Dr. Pamela Chinnis, president of the House of Deputies of the Episcopal Church. The service was held at Christ Church, Ridgewood, where the Reverend Margaret Gunness is rector.

Our Commission supports the work of organizations, institutions, and agencies which foster the ministries of women in the Episcopal Church and beyond and those which strive for and participate in justice-seeking legislation and activities. In 1994 we made financial contributions to the Episcopal Women's Caucus, the Appalachian Women's Alliance, and the Religious Coalition for Reproductive Choice. Several members of the our Commission attended RCRC's January Roe v. Wade Anniversary luncheon where Bishop Spong was honored for his many years of support for reproductive rights and religious freedom. We expressed our objections to the positions publicized by the Roman Catholic Church regarding the ordination of women to the priesthood and the acceptance of family planning as an appropriate method of addressing global population. Some Commission members were able to be in Philadelphia on July 29 to attend the 20th anniversary celebration of the first women to be ordained in the Episcopal Church. Commission member Marie Obermann attended the Anglican Encounter and the three-day meeting of the Commission of Women's Ministries in Honduras, C.A. in December.

One of our main activities in 1994 was to raise funds to send representatives of the Women's Commission to participate in and support the historic ordinations of women which began taking place in the Church of England this year. We have collected over \$900 and hope to help sponsor a team of lay and clergy Commission members to England next spring.

2.

Also in '94 we purchased a Women's Commission banner based on an original design by former Commission member Jean Stufflebeam. Stop by our table at Diocesan Convention and take a look.

In 1995 we will work on the closing liturgy for the ECW-sponsored "Today's Woman" conference scheduled in April at St. Peter's Church, Essex Fells, and we are planning to distribute a pamphlet which will better acquaint members of the diocese with the mission and ministry of the Women's Commission. We will continue to support the ministries of lay and ordained women in whatever ways we can, keeping an interested eye on issues of deployment of women clergy, particularly the inconsistencies and aberrations we note in the system in this diocese, and raising up questions around the issues of harassment, abuse, and exploitation of women.

The Women's Commission shares its mission statement with the 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 the teachings and practices that sustain and reinforce power inequities.

Although it has been my privilege to serve as chair of the Women's Commission during 1994, great appreciation and credit goes to Bernie Healey and Marie Obermann who assumed this role during my sabbatical leave, August - November.

Respectfully submitted

The Reverend Jo-Ann R. Murphy
January, 1995

**DIOCESE OF NEWARK
COMMISSION ON YOUTH AND CHILDREN
ANNUAL REPORT 1994**

The 120th Convention of the Diocese of Newark, meeting in February of 1994, requested that the diocesan bishop create a Standing Commission on Youth and Children. The Commission met for the first time in June to be formally charged by the bishop.

Meeting again in June we began to discuss what directions our energy and priorities should take us. Also, at our second meeting, it was discussed and agreed that we might benefit from outside assistance. Consequently, two consultants from the Diocesan Consultant Training Group, were ask to come and help us solidify our mission. This event occurred at our third meeting in October and was a great help in beginning the process. We have ask these consultants to join us again this Winter to finish the program we have started.

Commission Members

Ms. Kathleen Ballard	The Rev. Pat Close
Ms. Ann Doyle, Co-Chair	The Rev. Paul Hunt, Co-Chair
Ms. Gerry Linengood	Ms. Rosemary Lillis
Ms. Ida MacMeehan	Ms. Bonnie Magnason
The Rev. Wilmot Merchant	Ms. Daphne McClellan
Mr. Shaun Neblett	The Rev. Bill Parnell