# **JOURNAL**

of the

# ONE HUNDRED AND TWENTY- THIRD CONVENTION

**JANUARY 24 - 25, 1997** 

HANOVER MARRIOTT HOTEL WHIPPANY, NEW JERSEY

of the

DIOCESE OF NEWARK
PROTESTANT EPISCOPAL CHURCH

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# OFFICERS OF THE CONVENTION

#### PRESIDENT

The Right Reverend John Shelby Spong, D.D., 31 Mulberry Street, Newark NJ 07102

### VICE PRESIDENT

The Right Reverend Jack Marston McKelvey, D.D., 31 Mulberry Street, Newark NJ 07102

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Michael Francaviglia, 31 Mulberry, Newark NJ 07102

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# TREASURER AND ASSISTANT TREASURER

John Zinn, 31 Mulberry Street, Newark NJ 07102 William K. Quinlan, 31 Mulberry Street, Newark NJ 07102

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

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The Rev. Carolyn D. Lumbard

Ms. Mary Ennog

The Rev. Edward M. Hasse, III

Class of 1999

Ms. Sally Snyder Ms. Mary Barrett

The Rev. David Ware

Ms. Judy Albers The Rev. Jacob David

Class of 2000

The Rev. John Nieman Ms. Maria Force

The Rev. Lauren Ackland Mr. Charles Hayes Mr. Matthew Permatti

Class of 2001

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The Rev. Christopher Brdlik Ms. Faith Gideon Brown

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Mr. John Zinn, Treesurer
Mr. Michael Francavigila, Secretary
Mr. William Quinlan, Asst. Treesurer
Mr. Michael F. Rehlil, Chancellor

### Bishop's Appointments

The Rev. Margaret Gunness (1) (1998), Christ Church, Ridgewood Mr. Michael James (1) (1998), Trinity + St. Phillip's Cathedral, Newark Mr. Steven Boston (1) (1999), St. John's, Rameny The Rev. Dr. Franklin E. Vilas (1) (1999), St. Pau's, Chatham The Rev. Scott Hoogerhyds (1) (1999), St. Mark's, Mendham Mr. Russell Murphy (1) (1999), Transfiguration, Towaco

# Elected by Convention

Mr. William Helck (2) (1998), St. Paul's, Morris Plains
Ms. Kathy Ganim (2) (1998), Ali Saints', Hoboken
The Rev. Harry Smith (1) (1998), Calvary, Bayonne
The Rev. Emory Byrum (1) (1998), St. Mary's, Befvidere
Mr. E. Kim Byham (2) (1999), Good Shepherd, Fort Lee
Ms. Peg Dengel (2) (1999), St. Paul's, Chatham
The Rev. Canon Angela Iffil (1) (1999), Trinity + St. Philip's Cathedral, Newark
The Rev. Scott Kalistrom (2) (1999), Grace, Jersey City

### Elected by Districts North East

Ms. Mary Sunden(1) (1998), Grace, Westwood The Rev. Rosemarie Hassan (1) (1998), Trinity, Kearny Mr. Scott Helsel (1) (1999), Good Shepherd, Fort Lee The Rev. William Pamell (1) (1999), Christ Church, Hackensack

#### South East

The Rev. Mark Lewis (1.5) (1998), Our Saviour, Secaucus Ms. Cheryl Notari (1) (1998), St.George's, Maplewood The Rev. Isaac Persaud (1) (1999), incarnation, Jersey City Ms. Pamela Lindquist (2) (1999), Calvary, Bayonne

#### North West

The Rev. Steven Steele (.5) (1998), St. Thomas, Vemon Mrs. Virginia Whitehouse (1) (1998), St. Mary', Sparta Ms. Carol Stromek (1) (1999), St. Thomas', Vernon The Rev. Patrick Close (2) (1999), St. Peter's, Mt. Arlington

### South West

The Rev. William A. Potter (1) (1998), St. Luke's, Hope Ms. Jean Wadnik (1) (1998), St. Peter's, Washington The Rev. Caroline Bruschi (2) (1999), St. Peter's, Washington Ms. Diane Kaczmarek (1) (1999), St. Paul's, Monts Pteins

### North Central

The Rev. John Hartnett (2) 1998), St. Elizabeth's, Ridgewood Mrs. Patricia Cumberbatch (1) (1998), St. Paul's, Paterson Ms. Dagl Murphy (2) (1999), St. Alben's, Oakland The Rev. Ashley Neal (1) (1999), All Saints', Glen Rock

## South Central

The Rev. Gordon Tremaine (1) (1998), St. Peter's, Essex Fells Mr. Junius Powell (1) (1998), St. John's, Montdair The Rev. Lawrence Falkowski (2) (1999), Holy Trinity, West Orange Mr. Robert Simmons (1) (1999), Christ Church, East Orange

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Carlotta Budd, Esq. (2000)

Dr. Deborah A. Brown (1999) Presiding Judge

Ms. Christina Hembree (1998) The Rev. Raymond Harbort (2001) The Rev. Dr. H. Hamilton (1999)

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The Rt. Rev, Jack M. McKelvey, Executive Secretary

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Mr. Gerald Harvey
Mr. Whitney Parker
The Rev. Richard Louis

The Rev. Eser Budhu The Rev. Richard Louis Dr. James Pruden, Sr

#### THE OASIS

The Rev. Canon Elizabeth Kaeton, Canon Missioner

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Mr. Harry Mazujian The Rev. Joseph Pickard Mr. John King

The Rev. Cn. Angela Ifili Ms. Meredith Baka Mr. Don Caims

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The Rev. William Coats (2) Ms. Peg Dengel (1)

Mr. James Caputo, Chair (2) Mr. Robert Ewing (1)

Class of 1999

Mr. Richard Clark (2) Ms. Jan Paxton (1)

Mr. Michael James (1) Mr. Steve Boston (.6)

Class of 2000

Mr. William Heick (1) Ms. Diane Kaczmarek (1) Mr. Walter Jahrling (1)

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The Rev. Lynne Bielch Weber, Chair Ms. Deborah Rucki-Drake, Secretary The Rev. Canon Elizabeth Kaeton Ms. Marie Obermann The Rev. Dwight Neglia

# ANNUAL DIOCESAN CONVENTION MINUTES

The 123rd Annual Convention of the Episcopal Church in the Diocese of Newark was held on Friday, January 24, and Saturday, January 25, 1997, in the Hanover Marriott Hotel, Whippany, New Jersey.

# FRIDAY AFTERNOON SESSION January 24, 1997

The Eucharist was celebrated at 12:00 p.m. at the hotel. The Rt. Rev. Jack M. McKelvey, Bishop Suffragan, Diocese of Newark, was the celebrant; The Rt. Rev. Catherine Roskam, Bishop Suffragan, 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:

|   | l-bass    | •  | 2   |
|---|-----------|----|-----|
| D | Ishops    |    | _   |
| P | riests    |    | 141 |
| D | eacons    |    | 2   |
| L | ay Deputi | 66 | 359 |
|   | otal Depu |    | 504 |
| • |           |    |     |

Congregations Represented 123

# **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 24

12:00 p.m.

EUCHARIST - Grand Baliroom, Hanover Marriott Hotel;

The Rt. Rev. Catherine Roskam, Preacher The Rt. Rev. Jack M. McKelvey, Celebrant

2:00 p.m.

BUSINESS SESSION - Grand Ballroom, Hanover Marriott Hotel

Call To Order

Determination of Quorum Election of Vice President Adoption of Agenda

Call For Resolutions Alote: All resolutions, emendments 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

Secretary of Convention (written report)
Treasurer of Convention (written report)

Appointment of the Parliamentarians

installation of the Chancellor and Recognition of the Vice Chancellors

Elections: Committee on the Rights of Clerical Delegates Committee on the Rights of Lay Delegates

Committee on Elections & Ballot

Ballot for Uncontested Elections Institution of Secretary of 123rd Annual Convention

Appointment of Assistant Secretaries

2:20 p.m. ORDER OF THE DAY: 1997 Proposed Unified Budget

Proposed 1997 Budget (for information)
Call for Resolutions on the Budget

2:40 p.m. REPORTS

Committee on Constitution and Canons

Status of Churches

Task Force on Prayer Book Revision Jersey City Strategy Committee

Debt Service Committee

Congregational Renewal & Vitality Committee

Task Force on Assisted Suicide Task Force on Child Care Centers

**UTO INGATHERING REPORT** 

4:10 p.m. ORDER OF THE DAY: Diocesan Profile Committee

Call for Resolutions on the Report

4:30 - HEARINGS

6:45 p.m. 4:30 - 5:30 Diocesan Profile Committee - Grand Ballroom, 1st floor

5:00 - 5:45 Constitution & Canons - Garden State Room, 3rd floor

5:00 - 6:00 Jersey City Strategy - Marristown Room, 3rd floor 5:30 - 6:45 Budget - Mt. Tabor Room, 3rd floor

5:30 - 6:30 Resolutions - Troy Hills Room, 3rd floor

5:45 - 6:45 Prayer Book Revision Task Force - Garden State Room, 3rd floor

6:00 - 6:45 Debt Service Committee - Marristown Room, 3rd floor

7:00 p.m. DINNER - Grand Ballroom

9:45 p.m. CONVENTION PARTY - Hotel fover with jazz ensemble

Saturday, January 25

8:15 a.m. EUCHARIST - Grand Ballroom, Hanover Marriott Hotel

The Rt. Rev. Edwin F. Gulick, Jr., Preacher The Rt. Rev. John S. Spong, Celebrant

- the Necrology will be read

10:30 a.m. BUSINESS SESSION - Grand Ballroom, Hanover Marriott Hotel

ORDER OF THE DAY: Diocesan Profile Committee

11:30 a.m. REPORTS

Standing Committee Resolution

Standing Commission on Clergy Compensation

Task Force on Prayer Book Revision Eagle's Nest Camp/Youth Ministries

Resolutions

# ELECTION RESULTS WILL BE ANNOUNCED WHEN KNOWN

12:00 p.m. PRAYERS & LUNCH

1:30 p.m BUSINESS SESSION - Grand Ballroom, Hanover Marriott Hotel

REPORTS

Personal Privilege

Committee on Constitution & Canons

Jersey City Strategy Debt Service Committee Resolutions (continued)

Episcopal Community Development Corporation

Companion Diocese Relationship Electronic Technology Committee

Lutheran Episcopal Dialogue/Joint Camp Venture Church Growth Committee of Council & DOM

Planned Giving Commission on Aging

2:15 p.m. ORDER OF THE DAY: 1997 Proposed Unified Budget

2:35 p.m REPORTS (continued)

SPECIAL ORDER: St Alban's, Oakland

Committee on the Bishop's Address

Reports flied 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. Catherine Roskam & The Rt. Rev. Edwin F. Guilck, Jr.

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. Karen Capwell, WOODY Representative, presented the following resolution:

RESOLVED, that the courtesy of seat and voice be accorded to the following: The Right Reverend Edwin Guilck; The Right Reverend Catherine Roskam; The Right Reverend Jose Gonzalez; clergy licensed to officiate in the Diocese of Newark; the Sisters of St. John Baptist Convent; Ecumenical Guests; officers of the Diocese of Newark; lay members of the Standing Committee, the Diocesan Council, the Commission on Ministry, the Trustees of the Episcopal Fund and Diocesan Properties and the Department of Missions; official delegates from the Oasis; members of committees, commissions and institutions reporting to the Convention; Clara Horsley, Episcopal Church Women; and, Postulants and Candidates for Holy Orders.

### RULES OF ORDER COMMITTEE

Mr. Ray Anderson, Chair, presented the report on behalf of the committee that included: (1) the recommendation

that the Rules of Order for the 122nd Convention be adopted for the 123nd Convention; and, (2) a change to take effect at the 124th Convention, that being to Section V., paragraph F, as follows:

F. The preferential system of voting shall be used for elections, except for General Convention Deputies and Alternates. Only official ballots may be used in elections, except when otherwise ordered by the Convention. The number of vacancies to be filled shall be printed on each ballot. Only valid ballots shall be counted in the whole number of votes cast. An invalid ballot as to one election shall not invalidate an otherwise valid ballot in any other election. (Changes in italics.)

Mr. Anderson moved the adoption of the Committee's recommendations. The motion was seconded and adopted.

Ms. Peg Dengel, Member of Diocesan Council, questioned the accuracy of a line in Section XVI., On The Budget, paragraph 5, which read: The final opportunity to submit proposed changes (in the budget) will be immediately following the Bishop's Address. The Rules of Order Committee will take formal action to delete that portion of the rules that were neither appropriate or accurate.

#### REPORT OF THE SECRETARY

Mr. Michael Francaviglia thanked the members of the various committees for their support and assistance and the diocesan staff.

#### 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 Mr. Alan Stephens as Parliamentarian and Ms. Allison Garde as Assistant Parliamentarian.

### CHANCELLOR AND VICE CHANCELLORS

The President installed Mr. Michael F. Rehill, as Chancellor, and recognized Mrs. Allison Garde and Mr. John Pendleton, for their continuing work as Vice Chancellors.

#### RIGHTS OF CLERICAL DEPUTIES

Mr. Wynter Harper, St. Paul's, Paterson, moved the election of the following to the Committee on the Rights of Clerical Deputies: the Rev. Lynne B. Weber, Chair, the Rev. Arthur Pedersen, and Mrs. Peggy Beyda. The motion was seconded and adopted.

# RIGHTS OF LAY DEPUTIES

The Rev. Robert Bruschi, St. Luke's, Phillipsburg, moved the election of the following to the Committee on the Rights of Lay Deputies: Ms. Jay Powell, Chair, Ms. Diane Kaczmarek, and the Rev. Allen Hinman. The motion was seconded and adopted.

# COMMITTEE ON ELECTIONS

Ms. Dot Patten, Chair, presented the report and gave final instructions on balloting. The preferential system was used for all contests.

#### **BALLOTS FOR UNCONTESTED OFFICES**

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

# CONSTITUTION AND CANONS COMMITTEE

Ms. Marjorie Christie, Christ, Ridgewood
The Rev. Christopher David, Good Shepherd, Midland Park
Ms. Martha Gardner, St. George's, Maplewood
Mr. George F. Mackey, Esq., St. Elizabeth's, Ridgewood
The Rev. Albert Jousset, All Saints', Leonia
Mr. William Kibildis, St. Mary's, Sparta
Ms. Joan Lodge, Good Shepherd, Wantage
The Rev. Stanley E. Morgan, Holy Communion, Paterson
Ms. Laura A. Russell, Esq., Good Shepherd, Fort Lee
The Rev. Steven Steele, St. Thomas', Vernon

# **DIOCESAN COUNCIL: Clergy Class of 1999**

The Rev. Canon Angela Ifili, Trinity & St. Philip's Cathedral, Newark The Rev. Scott Kalistrom, Grace Van Vorst, Jersey City

# ECCLESIASTICAL COURT: Clergy Class of 2001

The Rev. Raymond Harbort, St. Mary's, Haledon

#### SECRETARY OF CONVENTION:

Mr. Michael Francaviglia, St. George's, Maplewood

# TREASURER AND ASSISTANT TREASURER:

Mr. John Zinn, St. Paul's, Paterson (Treasurer) Mr. William Quinlan, Calvary, Summit (Asst. Treasurer)

# TRINITY & ST. PHILIP'S CATHEDRAL CHAPTER: Clergy Class of 2000

The Rev. Canon Francis Bancroft, St. James', Ridgefleid

# INSTITUTION OF THE SECRETARY

The President instituted Mr. Michael Francaviglia as Secretary to the Convention. He appointed Mrs. Gall Deckenbach as Assistant Secretary and Mrs. Lyn Conrad and Mrs. Joyce Riley as Assistants to the Secretary.

# ORDER OF THE DAY: 1997 PROPOSED UNIFIED BUDGET

The Rev. Gordon Tremaine, Budget Committee Chair, reviewed the 1997 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. There being no resolutions, the budget was adopted on vote without need for a hearing.

### COMMITTEE ON CONSTITUTION AND CANONS

Mr. Michael F. Rehill, Chancellor and Committee Chair, presented the report. The Committee presented for a first reading two amendments to the Constitution and two amendments to the Canon, 8 and 14. The first of the Constitutional change (to Article V, Section 1) was to eliminate the requirement that General Convention Deputies be elected by concurrent majorities of both tay and clergy orders voting separately, instead being elected by a majority of the total vote cast. (This amendment was later withdrawn.) The second constitutional change (to Article II, Section 5()) was to penalize congregations that fall to comply with timely reporting of the parochial report. (This amendment was adopted on first reading.)

The first canonical change (to Canon 8, Section 2) was to bring the canons into conformity with the Constitutional amendment adopted last year that provided for youth deputies to Diocesan Convention. (This change was adopted.) The second canonical change (to Canon 14) would permit clergy with other insurance coverage to opt out of the Diocesan group medical insurance plan. (This change was adopted.)

The amendments were referred to the open hearing. (The full report of the Committee is printed elsewhere in the Journal.)

## COMMITTEE ON THE STATUS OF CHURCHES

The Rt. Rev. Jack M. McKelvey, Bishop Suffragan, presented the report that included two resolutions that DISSOLVED the congregations of CHURCH OF THE ADVENT, BLOOMFIELD, and TRINITY CHURCH, PATERSON.

The following resolutions were moved by Bishop McKelvey and seconded:

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

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

The motion was adopted.

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

RESOLVED, that all assets held in the names of the Rector, Wardens and Vestry of the Trinity Church, Paterson, a mission of the Diocese of Newark, will as a result of the 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 the Diocese known and designated as the Trustees of the Episcopal Fund and Diocesan Properties of the Diocese of Newark.

The motion was adopted.

## TASK FORCE ON PRAYER BOOK REVISION

Mrs. Marjorie Christie and The Rev. Wade Renn, Co-Chairs, and members of the Committee presented their report. The members were: Ms. Elise Adams, The Saviour, Denville; The Rev. Geoffrey Curtiss, Ali Saints', Hoboken; Mr. Michael Delaney, St. Paul's, Paterson; Ms. Peg Dengel, St. Paul's, Chatham; The Rev. Maggie Gat, St. Agnes', Little Falls; The Rev. Edward Hasse, St. Paul's, Montvale; Ms. Lyn Headley-Moore; Ms Ann Hirsch, Christ Church, Hackensack; Ms. Marle Obermann, St. Paul's, Chatham; The Rev. Phillip Wilson, Redeemer, Morristown.

The co-chairs moved four resolutions that were referred to the open hearings.

# JERSEY CITY STRATEGY

The Jersey City Strategy Committee members presented their report. The members were: The Rt. Rev. Jack M. McKelvey; Mr. Peter Van Brunt, Messlah, Chester; The Rev. Isaac Persaud, Incamatton, Jersey City; The Rev. Scott Kallstrom, Grace Church Van Vorst, Jersey City; Mr. John Zinn, St. Paul's, Paterson; Mr. William Heick, St. Paul's, Morris Plains; Ms. Dale Gruner, Messlah, Chester; The Rev. George Kyle, St. Paul's, Jersey City.

Bishop McKelvey moved a resolution of principles for the Jersey City Strategy that was referred to the open hearings. (The complete report appears elsewhere in the Journal.)

# INTRODUCTION OF CHRIST HOSPITAL, JERSEY CITY, PRESIDENT

Mr. Dan Connell, President of Christ Hospital, Jersey City, was introduced by the President. Mr. Connell addressed briefly the convention, commenting on the strengthened relationship between the hospital and the diocese.

The Rev. Canon Elizabeth Kaeton introduced Mrs. Patricia Connell, who had worked tirelessly on behalf of people with HIV/AIDS, the homeless and others in need.

#### DEBT SERVICE COMMITTEE

Mr. John Zinn presented the report of the Debt Service Committee and moved the resolution that was referred to the open hearing. The members of the Committee were: The Rev. Geoffrey Curtiss, Ali Saints', Hoboken; Mr. Peter Van Brunt, Messiah, Chester; and Mr. Laurence Taber, Grace, Madison. (The full report follows the minutes.)

#### CONGREGATIONAL DEVELOPMENT COMMITTEE

Mr. Lee Clark, St. John's, Montclair, and Chair of the Screening Committee, introduced the members of the Committee: Mr. Robert Simmons, Christ Church, East Orange; Mr. John Garde, St. Thomas', Lyndhurst; Mr. John Lynch, St. Mary's, Sparte; and, The Rev. Mark Lewis, Our Saviour, Secaucus. Mr. Clark outlined the charge given to the committee by previous convention action; to review the perochain reports for the purpose of identifying congregations which might benefit from assistance in reflecting on their individual situations while options exist for renewal, resourcing and decision making for new models of ministry. Help, hope and cooperation were the guiding principles for the committee.

# TASK FORCE ON ASSISTED SUICIDE

The Rev. Lawrence Falkowski, Ph.D., Co-chair, presented a final, brief wrap up on the work of the task force since the report was delivered to the 122<sup>nd</sup> Convention. Since then, ten thousand copies of the report had been distributed nationally. There was much interest in the subject matter and the report was wildly in demand. He made a number of presentations to groups around the country and radio/tv interviews.

### TASK FORCE ON CHILD CARE CENTERS

The Rev. Albert D. Jousset, Jr., Chair of the Task Force on Child Care Centers, introduced the committee members: The Rev. William Gannon, Christ Church, Bloomfield; The Rev. Ray Harbort, St. Mary's, Haledon; The Rev. Fletcher Harper, All Saints', Bergenfield & St. Luke's, Haworth; Ms. Anne McVicar, St. John the Divine, Hasbrouck Heights; The Rev. Ashley Neats, All Saints', Glen Rock; The Rev. John Rollins, Christ Church, Pompton Lakes; Mr. Joseph Stewart, Christ Church, Pompton Lakes; and Ms. Tanya Wallace, Transfiguration, Towaco.

A report and manual on establishing child care centers were distributed to the deputies in their convention packets.

The Rev. Mr. Jousett moved the following resolution, that was seconded:

RESOLVED, that this 123rd Convention of the Diocase of Newark does, by adoption of this resolution, establish the Newark Association of Parish Schools (NAPS); and, be it further

RESOLVED, that this Association be charged with the tasks of alding congregations establish child care centers, pre-schools and schools and for providing existing institutions with information helpful to the successful operation of such centers; and, be it further

RESOLVED, that this Association be charged with recommending Diocesan standards for child care institutions within the diocese, establishing channels of communication between such institutions and promote the interests of child care and education of such institutions within the diocese.

The motion was adopted.

# COMMISSION ON AGING

The Commission on Aging members were introduced by the chair, Ms. Sandi Marshall, Christ Church, Short Hills. The members were: Mr. Lae Clark, St. John's, Montclair; Mr. Jay Powell, St. John's, Montclair; The Rev. Harry Smith, Calvary, Bayonne; Mr. Elliot Knight, St. Luke's, Montclair; Ms. Hope Lampe, Christ Church, Short Hills; and, Ms. Dorothy Fowlkes, St. Matthew's, Jersey City. She outlined the work of the Senior Information and Referral Capter.

Daphne McClellan, Executive Director, announced that the Center had a new name, Diocesan Senior Resource Link, and would be located in the new diocesan headquarters at 31 Mulberry Street, Newark.

### UTO INGATHERING REPORT

Ms. Marie Obermann announced that the UTO Ingathering fall and winter collection amounted to \$8.847.

#### ORDER OF THE DAY: DIOCESAN PROFILE COMMITTEE

Mr. Alan Bowen, St. Paul's, Paterson; The Rev. Beverly Huck, The Saviour, Denville; and, The Rev. Orion Davis, St. James, Upper Montclair; Committee co-chairs, introduced the committee members, described the process used to establish the committee and to gather information, and reported on how the report was drafted.

The members were: The Rev. Lauren Ackland; Ms. Laura Aroune; The Rev. Francis Bancroft; Ms. Regina Berens; Mr. Steven Boston; The Rev. Christopher Brdlik; Ms. Suzanne Broffman; The Rev. Carol Burnside; The Rev. Emory Byrum; Ms. Susan Fortunato; Ms. Clara Horsley; Mr. Michael James; The Rev. Elizabeth Kaeton; Ms. Doris Mardirosian; Ms. Patricia McGuire; The Rev. Isaac Persaud; Dr. James Pruden; The Rev. John Rollins; The Very Rev. Petero Sabune; Ms. Phyllis Smith; and, The Rev. Steven Steele.

The President called for resolutions on the Profile Report. Stateen resolutions were moved and seconded and referred to the open hearing.

It was moved and seconded to adjourn the session to the 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. Mr. John Lynch, St. Mary's, Sparta, was the Master of Ceremonies. The invocation was delivered by The Very Rev. Petero Sabune.

Bishop Spong presented the Bishop's Certificates of Merit for outstanding service to the following Individuals: Mr. William (Tim) Carpenter, St. John's, Montclair, for leadership in many areas — Convention Rules Committee, Diocesan Budget Committee, Cathedral Chapter Chancellor, Standing Committee and House of the Holy Comforter, Ms. Rosalla Clegg, House of Prayer, Newark, for her competent leadership at House of Prayer and with the ECW and UBE; to The Rev. Edward J. Hasse, III, St. Paul's, Montvale, for leadership in Youth Ministries Board, Eagle's Nest Camp, Task Force on Children, Diocesan Council, Worship Committee, General Convention Deputy and COM Chair; and, The Rev. Carolyn Lumbard, Christ Church, Belleville, for service on the Women's Commitsein, Worship Committee, and DOM.

The Canterbury Scholarship for 1997 was presented to the Rev. John Rollins, rector, Christ Church, Pompton Lakes for many years of leadership marked by determination, quality, strength and compassion.

The Bishop's Banner for Congregational Excellence was awarded to All Saints' Parish, Hoboken, a congregation that brings public witness of our Church to their community in vital ways.

The Bishop's Cross was presented to Mr. William L. Helck, St. Paul's, Morris Plains. This seventh designation was made to Mr. Helck for years of service to his church and the diocese. Diocesan service included the Diocesan Council, the Building Relocation Committee, the Ward J. Herbert Fund Board, and the Cathedral Chapter.

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

Eilen Barrett, Priest Associate, Bergen Episcopal Area Ministry Martha Bonwitt, Interim, Grace, Nutley Kevin Coffey, Co-Missioner, Bergen Episcopal Area Ministry Cethy Deats, Associate, St. Paul's, Englewood Steven Glovangelo, Rector, St. John's, Union City Margaret Hodgkins, Assistant Rector, Calvary, Surmitt Scott Hoogerhyde, Rector, St. Mark's, Mendham Angela Iffil, Canon & Assistant, Trinity + St. Phillip's Cathedral, Newark Richard Lampert, Rector, Grace, Union City Allison Moore, Rector, Good Shepherd, Fort Lee William Riker, Interim, St. Dunstan's, Succasunna Linda Strohmer, Co-Missioner, Bergen Episcopal Area Ministry James Warmke, Assistant Rector, St. Mark's, Teaneck Fain Webb, Vicar, Good Shepherd, Warriage

Mr. John Lynch introduced the Right Reverend John S. Spong, Bishop of Newark, who delivered his annual State of Diocese Address. (The complete text follows the minutes in the Journal.)

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

### SATURDAY MORNING SESSION January 25, 1997

The Eucharist was celebrated in the Ballroom of the Hanover Marriott Hotel. The Necrology was read. The Right Reverend Edwin Gullick, Diocese of Kentucky, was the preacher. The Right Reverend John S. Spong was the celebrant.

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

### **ELECTION RESULTS**

Ms. Dot Patten, Chair of the Elections Committee, announced the results of the balloting.

### (\* = elected)

- 01. ACTS/VIM BOARD: Lay Class of 2000 (2 for 3 year term)

  \*Mr. Al Gino, All Saints', Hoboken
  Mr. Harry Williams, Incamation, Jersey City

  \*Ms. Laura A. Russell, Esq., Good Shepherd, Fort Lee
  Ms. Barbara Deneka, St. Peter's, Mt. Arlington
- 02. ACTS/VIM BOARD: Clergy Class of 2000 (1 for 3 year term)
  "The Rev. Susannah Smith, St. Peter's, Clifton
  The Rev. Stephanie K. Wethered, St. John's, Boonton
- 03. DIOCESAN COUNCIL.: Lay Class of 1999 (2 for 2 year term)
  Ms. N. Robyn Wessel, BEAM-St. Peter's, Rochelle Park
  Ms. Naomi Horsky, St. Gabriel's, Milton/Oak Ridge
  Mr. Steve Boston, St. John's, Ramsey
  Mr. Russell F. Murphy, Transfiguration, Towaco
  \*Ms. Peg Dengel, St. Paul's, Chatham
  \*Mr. Edgar Kim Byham, Good Shepherd, Fort Lee
- C4. ECCLESIASTICAL COURT: Lay Class of 2000 (1 for 3 year term)
  Mr. Richard D. Fiffeld, Esq., St. Peter's, Washington
  \*Ms. Carlotta Budd, Grace, Madison

05. **DEPARTMENT OF MISSIONS:** Lay Class of 1998 (1 for 1 year term) Lay Class of 2000 (3 for 3 year term)

\*Ms. Mary Beth King, BEAM-St. Martin's, Maywood (Class of 2000)

\*Mr. William Kibildis, St. Mary's, Sparta (Class of 2000)

\*Mr. Paul Hiromura, St. Paul's, Englewood (Class of 2000)

\*Ms. Jackie Cadiou, Grace Church Van Vorst, Jersey City (Class of 1998)

6. **DEPARTMENT OF MISSIONS:** Clergy Class of 2000 (3 for 3 year term)

"The Rev. Carolyn Lumbard, Christ, Belleville

\*The Rev. Harold J. Dwyer, Jr., St. Thomas', Lyndhurst

"The Rev. Jo-Ann Murphy, Transfiguration, Towaco The Rev. Kim Capwell, St. Peter's, Mt. Arlington

07. PROVINCIAL SYNOD: Lay Class of 1999 (2 deputies & 2 alternates)

\*Mr. C. Mark Dadd, St. Peter's, Morristown (1st Alternate)

\*Ms. Marjorie F. Hartmeyer, St. Luke's, Haworth (2nd Deputy)

\*Ms. Kathleen Ballard, Christ, East Orange (1st Deputy)

08. PROVINCIAL SYNOD: Clergy Class of 1999 (2 deputies & 2 alternates)

"The Rev. Christopher L. David, Good Shepherd, Midland Park (1\* Deputy)
"The Rev. Mark Waldon, Christ, Totowa (2nd Deputy)

"The Rev. Canon Angela Ifill, Trinity & St. Philip's Cathedral, Newark (1st Alternate)

OΩ THE STANDING COMMITTEE: Lay Class of 2001 (1 for 4 year term)

\*Mr. Peter Van Brunt, Messlah, Chester

Ms. Edith Gailimore, Trinity & St. Philip's Cathedral, Newark

Mr. Richard E. Horsley, St. Peter's, Morristown

Mr. Willard Brinegar, St. Peter's, Morristown

10. THE STANDING COMMITTEE: Clergy Class of 1998 (1 for 1 year term) Clergy Class of 2001 (1 for 4 year term)

The Rev. Jonathan B. Percival, St. Andrew's/Holy Com, S. Orange

The Rev. Geoffrey Curtiss, All Saints', Hoboken

The Rev. Donald Shearer, All Saints', Orange

\*The Rev. Canon Lucinda Laird, St. Mark's, Teaneck (elected Class of 1998)

\*The Very Rev. Petero Sabune, Trinity & St. Philip's Cathedral, Newark (elected Class of 2001)

The Rev. Beverly Huck, The Saviour, Denville

TRINITY & ST. PHILIP'S CATHEDRAL CHAPTER: Lay Class of 1998 (1 for 1 year term) 11 Lay Class of 2000 (1 for 3 year term)

\*Mr. George Hayman, Grace, Madison (elected to Class of 1998)

Mr. Harry Williams, Incamation, Jersey City

\*Ms. Diane Mayo, Christ, Bloomfield/Glen Ridge (elected to Class of 2000)

Mr. Laurence G. Taber, Grace, Madison

12. TRUSTEES OF THE EPISCOPAL FUND & DIOCESAN PROPERTIES: 2 for life term

Ms. Edith Gallimore, Trinity & St. Philip's Cathedral, Newark

Ms. Janet Roberge Brocklesby, St. Andrew's, Lincoln Park

Mr. William Helck, St. Paul's, Morris Plains

\*The Rev. Tracy Lind, St. Paul's, Paterson

"The Rev. Harry E. Smith, Calvary, Bayonne

Ms. Christina Hembree, St. Paul's, Montvale

# ORDER OF THE DAY: PROFILE COMMITTEE

Mrs. Marjorie Christie, Member of the Standing Committee, moved on behalf of the lay members of the Standing

Committee, the following as the procedure for refining the Report of the Profile Committee:

- That the Convention moves to become a Committee of the Whole, with Vice Chancellor Alison Garde in the Chair;
- That debate and discussion of the final Report of the Profile Committee continue until final decisions are reached on each and every point;
- That when work is completed on the Report, a Lay Member of the Standing Committee will move to dissolve the Committee of the Whole and return to the Diocesan Convention with the Bishop in the Chair, at which time the entire document will be voted on.

The motion was seconded and adopted.

Ms. Allison Garde, Vice Chancellor, took the chair and reminded deputies that only those resolutions moved during the previous day's session and accepted by the Committee were to be considered for action. (The undebated changes listed below were accepted by the Committee during the hearing.)

Page 2: It was moved and seconded to delete the words "bear and beaver". The motion was defeated. It was moved and seconded to change the phrase "by several profiles of its diverse congregations" to "by several self-written profiles representing the diversity of its congregations." The motion was adopted.

Page 4: The additional amount needed for the new diocesan headquarters would be updated at publication time of the profile. The word "However" was deleted from the last paragraph under The New Diocesan Headquarters.

Page 5: It was moved and seconded to add the following sentence to the last paragraph on the page: "The climate of relations between the Cathedral congregation and its governing boards and the Bishop and the Diocese has in recent years ranged from thinly velled mistrust and hostility to cordial cooperation and shared vision." The motion was defeated. In the same paragraph, the word "African" was changed to "African-American."

Page 6: it was moved and seconded to change the wording in the first sentence of the open paragraph as follows (change in italics): "it must be said that we *frequently affirm* take sentously the belief that stewardship is the "main work of the Church," ....." The motion was adopted.

Page 8: The following sentence was deleted: That St. Mary's, Belvidere, and St. Peter's, Washington, had a "marriage", but the yoke was neither easy nor light and "divorce" took place fairly soon. Also, the words "papal hat" were changed to "papal seal."

Page 18: In the fourth paragraph, the phrase 'the arrangement did not prove successful and the partnership was dissolved." was changed to 'the arrangement was not permanent" and the entire sentence was moved.

Page 19: It was moved and seconded to change wording in the first paragraph on the page as follows (change in Italics): "This is true despite the fact that our diversity is in proximity — it's only a ninety minute drive on Sundays from one end of the diocese to the other a twenty minute drive on Sundays from Newark to Morristown."

A division of the house was conducted and the motion was adopted. 224 favored the change; 159 opposed.

Page 21: The first paragaph was amended to add the words "informed by a personal relationship with Jesus Christ."

Page 21: It was moved and seconded to add the words "the poor and" to the second paragraph, so the sentence in part would read: "compassion toward others, empathy with the poor and the dispossessed...." The motion was withdrawn.

Page 21: it was moved and seconded to add the phrase "embrace those with minority viewpoints" in paragraph three. The motion was adopted.

Page 21: The word "linguistic" was added to paragraph five's list of diversity aspects.

It was requested that additional time be given to churches and organizations to update Appendix A. The committee agreed that revisions would be accepted for the next week.

Ms. Marge Christie moved that the Committee of the Whole be dissolved and return to the Convention with the President presiding. The motion was seconded and adopted.

Ms. Allison Garde addressed the President and reported that the Committee of the Whole had under consideration the draft report of the Profile Committee and had directed her to report as follows: The Committee recommended that the Profile Report be amended as decided in the Committee of the Whole. The Committee further recommended that thus amended the Profile be adopted by the Convention. She so moved.

The motion was adopted and the Profile as amended was accepted.

Mr. William (Tim) Carpenter, member of the Standing Committee, addressed the Convention on behalf of the Lay Members of the Standing Committee and recommended the following procedure for the nomination and election of a Bishop Coadjutor, should the Bishop decide to Issue such a call:

- That the six districts convene sometime in February 1997 and elect 3 persons to a Nominating Committee, one of whom must be clergy and one of whom must be lay.
- That the Standing Committee at its March meeting elect 6 persons to the Nominating Committee.
- That the Nominating Committee be convened by you on or before April 1, at which time it will choose its own leaders/officers.
- That a church-wide search process be undertaken, resulting in the nomination of 5 persons by April 1, 1998.
- That nominations by petition be accepted by the Standing Committee until April 15, 1998, provided the petition is signed by 5 clergy or lay persons from 5 different congregations. The petition should be accompanied by a biography comparable to those prepared by the Nominating Committee. All nominees will be subject to a background check. There will be no nominations accepted after April 15, 1998.
- That meeting(s) to meet the nominees take place during the month of May, with complete biographies for all nominees having been distributed to all Diocesan Convention Deputies and Nominating Committee members.
- That a special convention be held on Saturday, June 6, 1998, at a location to be decided by the Standing Committee for the purpose of electing a Bishop Coadjutor of the Diocese of Newark.

The recommendation was moved, seconded and adopted.

The prayers at midday were provided by Bishop Gulick.

### SATURDAY AFTERNOON SESSION January 25, 1997

### STANDING COMMITTEE ON CLERGY COMPENSATION

Mr. John Snyder, Chair, and Mrs. Linda Curtiss presented the report.

The report and its resolutions were moved, seconded and adopted. (See full report following the minutes. In resolution III, the 1997 mileage reimbursement rate was 31.5 cents per mile.)

The members of the commission were: The Rev. Lauren Ackland, Ms. Carlotta Budd, The Rev. Canon Gervals Clarke, Ms. Dals Gruner, Ms. Mardl Mauney, The Rev. Stephanie Wethered.

# TASK FORCE ON PRAYER BOOK REVISION

Ms. Marge Christie and The Rev. Wade Renn and the members of the Task Force moved the adoption of the report and its resolutions. Resolution IV was separated from the first three. Resolutions I, II and III were adopted. Resolution IV was amended as noted in the report following the minutes.

The President introduced the Rev. Diana Beach, Assistant, Christ Church, Short Hills, and the Rev. Thomas Logan, Rector, St. Paul's, North Arlington. They were unable to be at the Friday evening dinner for introduction.

# EAGLES NEST CAMP REPORT & YOUTH MINISTRIES

Ms. Bonnie Magnuson, Acting Youth Ministries Coordinator, Mr. George Hayman, The Rev. Edward Hasse and Mr. John King outlined this year's youth programs and plans for the 74th summer of camping for Eagles Nest Camp.

### PERSONAL PRIVILEGE

The Rt. Rev. John S. Spong, President of the Convention, rose for a point of personal privilege:

I request that this 123rd Annual Convention of the Diocese of Newark authorize and seek consent for the election of a Bishop Coadjutor for the Diocese of Newark for the purpose of an orderly transition in Episcopal leadership. Said election to take place in accordance with the procedures recommended by the Standing Committee and adopted this moming by this Convention. I will assign the Coadjutor a full share in confirmations, ordinations, and institutions, the responsibility for postulants, candidates, deacons and the Commission on Ministry and such other responsibilities as are determined in consultation with the Stehop Coadjutor. It is my present intention subject only to unpredictable events of life to retire from this office at the 125th Annual Convention of this Diocese in January of the year 2000. I ask your endorsement of this request.

Michael F. Rehill, Esq., Chancellor, addressed the Convention deputies:

Pursuant to the written request of our Bishop in accordance with the provisions of Canon 25 under Title ill to provide for an orderly transition in the Episcopal office, I hereby move that this Convention authorize the election of a Bishop Coadjutor an direct that the Standing Committee seek the consent of the Bishop exercising jurisdiction and the several Standing Committee to the election of a Bishop Coadjutor.

The motion was seconded and adopted.

### **RESOLUTIONS**

The Rev. Rey Harbort, Chair of the Resolutions Committee, presented the report. The resolutions had been referred to the open hearings on Friday afternoon.

Consent Calendar - Resolution 2, Assisted Suicide; Resolution 6, Refugee Status and Female Genital Mutilation; Resolution 7, UFW Strawberry Workers' Campaign; Resolution 9, Domestic Violence; Resolution 11, Immigrents and Refugees; Resolution 18, Hong Kong, Resolution 19, Church Pension Fund Benefits to Gay/Lesbian Clergy.

Resolution 1 - Forms for Biessing Committed Relationships submitted by the General Convention Lay and Clerical Deputies, the Christian Social Relations Commission and the Oasis was adopted as amended.

Resolution 3 - Women's Ordination submitted by Mrs. Marjorie Christie, Christ Church, Ridgewood, was adopted.

Resolution 4 - Uphoking the Constitution and Canons of the National Church submitted by Mrs. Marjorle Christie, Christ Church, Ridgewood, was adopted as amended.

Resolution 5 - Boarder Bables submitted by the Christian Social Relations Committee was adopted as amended.

Resolution 5 - Activating the Church's Voice: Visions for Justice and Creation submitted by the Rev. Geoffrey Curtiss, All Saints', Hoboken, was adopted.

Resolution 10 - Environmental Health submitted by the Environmental Commission, the Rev. Dr. Franklin E. Vilas, St. Paul's, Chatham, and Mr. Robert Burnett, Messiah, Chester, Co-Chairs, was adopted as amended.

Resolution 12 - Prison Ministry submitted by the Rev. Geoffrey Curtiss, All Saints', Hoboken, was voted off the consent calendar but was adopted as amended.

Resolution 13 - Public Education submitted by the Black Clergy Caucus, the Union of Black Episcopalians, and the JPIC Team (Justice, Peace and Integrity of Creation) was voted off the consent calendar but was adopted.

Resolution 14 - Racial Justice was replaced by a substitute as a result of the open hearing. The original resolution was submitted by the chair persons of Visions for Justice and Creation (JPIC), Commission on Ministry, The Oasis, Women's Commission and the Union of Black Episcopalians and the General Convention Deputies. The substitute - Mission to Dismantie Recism - was submitted by the Rev. Canon Angela Ifill and was adopted as amended.

Resolution 15 - Weifare Reform submitted by the Rev. Geoffrey Curtiss, All Saints', Hoboken, was adopted as amended.

Resolution 16 - Bishop Anand Resource Center submitted by the Christian Education Committee was adopted as amended. The amended text submitted by the Rev. William Guthrie and Ms. Susan Kynor, Christ Church, East Orange.

Resolution 17 - Christian Mission and the Grace of God submitted by the Rev. Tracey Lind and the Rev. Robert C. Morris, Co-Chairs, Task Force on Christian Mission in an Interreligious World was voted off the consent calendar but adopted as amended.

Resolution 20 - Group Medical insurance submitted by the insurance Committee of Diocesan Council was defeated as amended.

Resolution 21 - Medical Insurance Coverage for Domestic Partners submitted by the Insurance Committee of the Diocesan Council was adopted as amended.

# EPISCOPAL COMMUNITY DEVELOPMENT

Ms. Carla Lerman, Executive Director, presented a status report of work ongoing in Paterson, Jersey City, Fort Lee and Newark. Housing projects continued in Jersey City, Fort Lee and Newark, and a new program called the Samaritan Project that rehabilitated existing housing units was scheduled to begin shortly.

### SPECIAL ORDER OF THE DAY: ST. ALBAN'S OAKLAND

The Rt. Rev. Jack M. McKelvey asked the Convention to receive into membership the congregation of St. Alban's, Oakland, as a parish of the Diocese of Newark. He moved the following resolution:

RESOLVED, that the 123<sup>rd</sup> Annual Convention gives thanks to God for St. Alban's Episcopal Church in Oakland/Franklin Lakes, Bergen County, New Jersey; commends the effective proclamation of the Gospei by words and deed by it laity and clergy; applauds its mature, effective commitment to stewardship of its financial and physical assets; relishes its warmth, infectious Christian fellowship; and recognizes that St. Alban's 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 Diocesa, and that the application has the recommendation of the Department of Missions, the Standing Committee and Bishops; therefore, be it further

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

The motion was seconded and adopted unanimously with great enthusiasm by the deputies.

An exuberant group of parishloners from St. Alban's took to the platform, including the interim, The Rev. Lois Schembs, the wardens, Dagi Murphy and Gary Rennard. The former vicar, the Rev. Lauren Ackland, and her husband, George Hayman, were invited up onto the platform to be with their friends.

# CONSTITUTION & CANONS COMMITTEE

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

The amendment to Article V, Section 1 to eliminate the requirement that General Convention Deputies be elected by concurrent majorities of both lay and clergy orders voting separately, instead being elected by a majority of the total vote cast was withdrawn

The amendment to Article II, Section 5(i)) to penaltze congregations that fall to comply with timely reporting of the parochial report was adopted on first reading.

The amendment to Canon 8, Section 2 to bring the canons into conformity with the Constitutional amendment adopted last year that provided for youth deputies to Diocesan Convention was adopted.

The amendment to Canon 14 that would permit clergy with other insurance coverage to opt out of the Diocesan group medical insurance plan was adopted.

# JERSEY CITY STRATEGY

The Rt. Rev. Jack M. McKelvey moved the resolution endorsing the principles of the Jersey City Strategy and use of the proceeds of sales of church property in Jersey City be designated to fund the strategy. The motion was seconded, amended, and adopted. (The report follows the minutes in the Journal.)

#### DEBT SERVICE COMMITTEE

The Rev. Geoffrey Curtise, Ali Saints', Hoboken, moved the resolution to establish a second fund within the Episcopal Capital Loan Fund for alternative financing to existing and future church building projects within the Digoses of Newark. The motion was seconded and adopted. (The report is alsowitere in the Journal.)

# INTRODUCTION OF CANDIDATES & POSTULANTS

The candidates and postulants were introduced to the deputies. Each came onto the platform. Lucy Ann Dure, All Saints', Hoboken; Dana Rose, House of Prayer, Newerk; Frank Goss, St. Gregory's, Parsippany; Dorothy Fowlkes, Incametion, Jersey City; Susan Fortunato, St. John's, Montclair; Michael Delaney, St. Paul's, Paterson; Robert Cristl, St. Luke's, Hope; Howard Hess, All Saints', Leonia; Michael Gerhardt, St. Paul's, Paterson; Charles Lochner, Atonement, Tenafty; Michael Beit, St. Peter's, Morristown; Cooper Conway, St. Andrew's, Harrington Park; Dorothy Austin, St. Peter's, Morristown; Jill McNish, Holy Trinity, West Orange; Gabe Sinisl, Incametion, West Milford; Susan Butler, St. George's, Maplewood; John Quartey, Grace, Newark; Denise Yarbrough, Christ Church, Bloomfield.

# COMPANION DIOCESE RELATIONSHIP

The Very Rev. Petero A. N. Sabune, Dean, Trinity + St. Philip's Cathedral, Newark, presented a status report on the process toward establishing a companion diocese relationship with the Diocese of Lebombo, Mozambique. He moved the following resolutions:

RESOLVED, that the 123<sup>rd</sup> Convention of the Episcopal Diocese of Newark endorse the exploratory plan submitted by the study group on Companion Diocese to establish a companion relationship with the Diocese of Lebombo, in Mozambique; and, be it further

RESOLVED, that the group prepare a detailed proposal to seek funding from sources within the Diocese to

implement the program in 1997, following the ratification of the relationship by the National Church.

The motion was seconded and adopted.

#### ELECTRONIC TECHNOLOGY COMMITTEE

The Rev. John Rollins, Chair of the Committee, and other committee members addressed the convention. Plans for the year were presented, that included the expansion of the web pages and assistance to congregations. The committee members were: Mr. Ray Anderson, All Saints', Glen Rock; Mr. Ken Boccino, St. Peter's, Momistown; Mr. Steve Boston, St. John's, Ramsey, and Ms. Jan Paxton. Christ Church. Pompton Lekes.

### LUTHERAN-EPISCOPAL DIALOGUE/JOINT CAMP VENTURE

The Rt. Rev. Jack M. McKelvey reported on plans for continuing the dialogue on Lutheran-Episcopal issues this year before the respective governing bodies vote on the Concordat of Agreement. There was scheduled a conference for all New Jersey clergy of both denominations on April 24. The Lutheran Synod of New Jersey and the Dioceses of Newark and New Jersey were in discussions about operating jointly a camp now owned solely by the Lutherans. Located in Morris County along Route 24, the camp grounds were situated on 250 acres. The Diocese of Newark was represented by the Rev. Mark Lewis, Our Saviour, Secaucus, Ms. Christina Hembree, St. Paul's, Montvale, and Mr. John Lynch, St. Mary's, Sparta, in the negotiations. The committee would report back to the 124th Convention.

### PLANNED GIVING

Mr. David Farrand, Director of Planned Giving, reported to the Convention on the current work of the Planned Giving Committee, that had included workshops, individual consultations and group conferences.

# **BISHOP'S ADDRESS COMMITTEE**

The Rev. Margaret Gunness, Christ Church, Ridgewood, Chair of the Committee, introduced the members of the committee and presented the report. The other members were: The Rev. Wayne Riley, St. James', Hackettstown, Mr. Richard Horsley, St. Peter's, Morristown, and Ms. Saliv Snyder, Christ Church, Ridgewood.

The Rev. Margaret Gunness moved the resolutions individually. The motions were seconded and adopted. (The resolutions follow the minutes.)

The President announced that The Rev. Stephanie Wethered, St. John's, Boonton, and Mr. Peter Gunness, Christ Church, Ridgewood, agreed to co-chair the Ethics Committee.

# **BISHOP'S APPOINTMENTS**

The Bishop made the following appointments:

- Diocesan Council: Mr. Steven Boston, St. John's, Ramsey Class of 1999; and the Rev. Dr. Franklin E. Vilas, St. Paul's, Chatham, Class of 1999; (also appointed with seat and voice but no vote were Mr. Russell Murphy, Transfiguration, Towaco, and the Rev. Scott Hoogerhyde, St. Mark's, Mendham.)
- Acts/Vim Board: Mr. Harry Williams, Incamation, Jersey City, Class of 2000.
- Trinity + St. Philip's Cathedral Chapter: Mr. Laurence G. Taber, Grace, Madison, Class of 2000; the Rev. Kevin P.J. Coffey, BEAM, Rochelle Park, Class of 2000.

The Blahop presented the following names for ratification to the Commission on Ministry: Faith Gideon Brown, St. Andrew & Holy Communion, South Orange; Mr. William Brinegar, St. Peter's, Montstown; The Rev. Canon Lucinda Laird, St. Mark's, Teaneck; the Rev. Christopher Brdlik, Calvary, Summit; and the Rev. Victoria G. McGrath, Christ Church, Short Hills, (Class of 2001); Mr. Matthew Piermatti, Christ Church, Hackensack, (Class of 2000); the Rev. David Ware, Christ Church, Ridgewood, (Class of 1999); Ms. Mary Ennon, St. Cyprian's, Hackensack, (Class of 1998). The selections were ratified.

# RESOLUTIONS OF GREETINGS AND THANKS

RESOLVED, that this 123rd Annual Convention of the Diocese of Newark extends warm and affectionate greetings to Mrs. Kenneth Anand, widow of our late Assistant Bishop; to Mrs. Peggy Rath, widow of our late diocesan bishop; to Bishop and Mrs. Melchor Saucedo-Mendoza, Diocese of Western Mexico; to Bishop Francisco Reus-Froylan, Diocese of Puerto Rico; to Bishop and Mrs. Walter Righter; to Bishop and Mrs. Dasmond Tutu and to Bishop John Hines

RESOLVED, that this 123rd Convention expresses its appreciation to the Arrangements Committee and Ms. Lynn Tyler, Chairperson; to the Committee on Rules of Order and Mr. Ray Anderson, Chairperson; to the Resolutions Committee and the Reverend Ray Herbort, Chairperson; to the Nominations Committee and Ms. Doris Mardirosian, Chairperson; to the Bishop's Advisory Worship Committee and the Reverend Mark Lewis, Chairperson; to the Committee on the Bishop's Address and the Reverend Canon Lucinda Laird, Chairperson; to the Committee on Elections and Ms. Dot Patten, Chairperson; Mr. Alan Stephens, Parliamentarian; Mrs. Allson Garde, Assistant Parliamentarian; to the Tellers; to the WOODY Pages and Bonnie Magnuson, acting Youth Ministries Coordinator; and to Mr. Phil Storm and the Reverend Larry Falkowald for their assistance.

The President invited the Rt. Rev. Edwin Guills and the Rt. Rev. Catherine Roskam to address the deputies for their reflections and comments on the Convention.

The deputies sang God of Grace and God of Glory.

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

Respectfully submitted.

Muchael Francaviglia

Secretary

ADDRESS TO THE 123RD ANNUAL CONVENTION OF THE DIOCESE OF NEWARK The Rt. Rev. John Shelby Spong, January 24, 1997

Bishop McKelvey, Bishop Gulick, Bishop Roskam, Mr. Chancellor, Honored Ecumenical Colleagues, Clergy and Lay Delegates to the 123rd Annual Convention of the Diocese of Newark, Visitors and Friends — Grace and Peace be with you in the name of the Lord Christ.

This annual convention of our Diocese convenes at a time when the world seems significantly safer than it was just a year ago, and infinitely safer that it was two decades ago. As 1997 dawns the fragile democracy in Haiti is functioning peacefully. The sound of gunfire in Serbia, Bosnia and Croatia has given way to strident, but as yet still peaceful, political intetoric. The nation of South Africa is addressing its wounded past in a healing and redemptive manner under the leadership of retired Archbishop Desmond Tutu. In Russia democracy and a free market economy have survived not only an election, but the critical lilness of their elected president, Borts Yeltsin. Even the militarism of the North Koreans seems to have ameliorated. We rejoice tonight in this movement toward world peace.

That is not to say that ours is now a perfect world. The peace process in the Middle East has tottered on the fragile edge. The city of Hebron, where the Book of Genesis tells us our spiritual ancestor, Abraham, buried his wife Sarah in a great cave that he purchased from the Canaanites, has been at the heart of this dispute. Behind the political posturing separating Arafat and Netanyahu is the question of whether or not the Jewish state of israel can tolerate an independent Palestinian state on its west bank, and from the Palestinian perspective the question is whether or not there can be any lasting peace without that independent Palestinian state. That is why negotiations have been so difficult. But at last the recognition has dawned that the best long-term interests of both the Israelis and the Palestinians, as well as of the whole world, are served by a peaceful solution to this conflict.

In other troubled spots around the world we note that tribal warfare and wide-scale starvation still mark Rwanda, Burundi, Somalia and the Sudan. The potentially great nation of China continues to have trouble guaranteeing basic human rights, which it must do before it can take its place among the leading nations of the world. The stowness of the Chinese to grasp this reality causes great fear and no small exodus among the citizens of Hong Kong on the eve of their return to memberahlp in the nation of China.

Yet recalling the recent past, when our seas were filled with boat people seeking asylum from Haitl, when the cruelty of the war in Bosnia, Serbia and Croatia was front-page news, when we were not certain whether or not Russia might even return to communism in a free election, then surely we begin to realize that we are progressing toward a safer and more peaceful world. With a longer range memory, we note that there is no cold war today between two armed camps, that no missiles are now almed at the great cities of the world, and that the arms race appears to be over. Perhaps there is a growing consciousness among all people that the destiny of the whole human enterprise is bound up with our capacity to live together on this planet as one human family.

Ours is a radically interdependent world. We now realize that only global solutions can address such issues as environmental protection, world hunger, and overpopulation. Nationalistic sloganeering might still sound good on the lips of politicians, but it is clearly the irrelevant metoric of yesterday. Our children will surely live to see the decline of nation states and the growth of a universal one-world mentality in which there is no room for prejudices based on tribal or any other external characteristic. That new consciousness alone will guarantee the future of the human enterorise.

One factor working against this emerging consciousness is found in the popular but small-minded claims that a particular religious tradition is the final revelation of God or the only true pathway to God. To our shame Christianity is not exempt from participating in this divisiveness. Such human idolatry creates political chaos wherever its head arises. Yet the religious mentality clings to this claim again and again. It has happened so consistently throughout history that we are almost immune to its horror. It is seen in the assertion made by some Christians that there is only one true church. It is heard when any body of Christians suggests that their leader is infallible or that their holy book is inerrant. It was demonstrated in Michigan this year when the Synod of the Reformed Church expelled one of its pastors, Richard Rheem by name, for daring to suggest that God's love operates beyond the boundaries of Christianity and that truth also resides among Jews, Moslems, Hindus and Buddhists. It was demonstrated once again just this last month when the Pope excommunicated a third world Cartholic theologian from Sri Lanks, named Tissa Balasuriya, for the heresy of "relativizing truth." Joseph Cardinal Ratzinger, the head of the Vatican's Congregation for the Doctrine of the Faith, defended this episode with an incredible and bizarre statement: "The faith, together with its practice, either comes from the Lord through his church and the sacramental ministry, or it does not exist in absolute," he stated.

Cardinal Ratzinger apparently does not understand the fact that no human words can capture any absolute truth. All human words are culturally conditioned and thus can never articulate ultimate truth. They can only point to it. The words of our historic creeds assume, for example, a Ptolematic universe that no one has believed literally for five hundred years unless they are members of the Flat Earth Society. It was Roman Catholic theologian, Hans Kung, who spoke to this issue with his typical bluint boldness. "This is the system as it works," said Professor Kung, "and it will work as long as Catholicism does not get rid of a doctrine that says the Pope is always right. Unfortunately, it is an efficient method," continued Kung, warming to his task, "because," and I quote, "now every stupid theologian in India can accuse others of defending what Father Balasuriya was saying," end of quote. How thankful I am for that one Catholic voice of my good friend, Hans Kung. Yet these imperialistic religious ideas continue to exist in almost every religious system and when they enter the political realm, they feed such murderous behavior as that which sets Protestants against Roman Catholics in Ireland. They are found in the conflict between the Shilte and Sunni Moslems that destabilizes the peace in Iran and Iraq. This same mentality fuels the harred between Moslem and Jew in the Middle East, between the Moslem and life that inevitably rips assurder the human family.

When will we mortals learn that God is infinite and our human minds are finite, that God is mystery and our human minds will never fully comprehend the wonder of the Divine Being? When will we learn, in the words of isalah, that God's ways are not our ways? When will we embrace the fact that all of us who claim to be religious people are but pilgrims who can only journey into the mystery of a God, who will always be beyond our power to conceptualize? When will we understand that the reality of God is never to be identified with the human description of that reality? To say it bluntly, God is not Catholic or Protestant. God is not Christian or Jewish. God is not Moslem, Hindu or Buddhist. God is neither eastern nor western, African nor Caucasian. God is not sexually identified. The God we worship must draw us beyond all of our human limits. That is finally what true worship means. No ecumenical or interfaith conversations will be worthy of our time or attention until all religious traditions can lay down their assertions that they are the only true representatives of the God who made us all. is it not ironic that those who claim to worship the universal God find themselves acting in such a way as to be the major obstacle on the human journey into being one family living together in peace on a tiny speck of matter called the planet Earth? How proud I am that this family of faith called the Diocese of Newark, led by Robert Morris and Tracey Lind, had the courage to address many of these leaves in our conventions of 1994 and 1995. Perhaps once again it shall be our vocation to lead the whole church to recognize that justifying our prejudices by claiming an ultimacy for our limited definition of God can never be a worthy role for any of us who claim to be Christians.

In our own country we are, thank God, on the far side of another national political campaign in what is becoming a once-every-four-years embarrassing national spectacle. These campaigns spend billions of dollars, assassinate the characters of almost everyone who seeks public office and leave winners and losers alike with sense of outrage and/or revulsion. I was particularly embarrassed that the race almost universally acclaimed to be the meanest, the most disreputable and the most tainted with character assassinating advertisements was our own New Jersey senatorial campaign between Robert Torricelli of Bergen Country and Richard Zirrumer of Morris County. I know both of these gentlemen. They are both better human beings than this campaign revealed. Yet the lure of political power appears to have seduced them both into unworthy behavior. Their respective campaigns brought no honor to either candidate and they succeeded in violating the good image of the State of New Jersey.

Campaign reform legislation is vitally needed in this country but efforts to bring it to pass have been singularly unsuccessful. I am not certain that campaign reform will ever be passed by politicians. They are so deeply enmeshed in it. Perhaps such reform must begin with a referendum initiated by the citizens of this state who will demand such things as a limit on spending, a limit on the length of the campaign, a limit on the influence of political action groups, a limit on money coming from outside New Jersey to seek to influence the political choices of New Jersey voters, and perhaps even a line on the ballot that says "none of the above" so that voters might have a better option than staying away from the polls to express their revulsion at the present state of the elective process of this democracy. Free elections in a democracy were designed to provide an arena in which issues could be debated by men and women of character. They were never intended to be a place where character would be debated by men and women of unfettered ambition.

The political campaign of 1996 also revealed other issues on the national scene that concern me deeply. This is an enormously wealthy nation. That wealth has grown in the last two decades at an unprecedented rate. Yet the gap between the richest 20% of our population and the poorest 20% of our population has never been larger than it is today. In the past two years alone the capital wealth of this nation, as measured by either the

Dow Jones Average or the Standard and Poor's Index of 500 stocks, has increased by more than 50%. Signs of this new affluence are seen in the salaries paid to star athletes and bonuses paid to resourceful chief executives of major corporations. These excessive expenditures raise soul-searching questions. Is any basketball player worth \$100,000,000? Is the Disney Corporation's former president, Michael Orvitz, worth \$90,000,000 in severance pay for little more than a year's tenure at that corporation? Perhaps those symbols of incredible wealth would not be major concerns if this nation did not at the same time offer the stank contrast between those profligate salaries and the presence of homeless people in every city of this land. Perhaps we would not notice these excessive salaries if, in the midst of such great affluence, the Congress had not passed and the President had not signed, a welfare reform bill which, while having many attractive features, also puts millions of poor children at risk. Perhaps we do not understand that 80% of the welfare recipients in this land are women and dependent children. Perhaps our present enormous affluence would not bother us if it were not that some 20% of the citizens of this land have no health insurance. Perhaps we would not be concerned about excessive wealth if the major political pressure that is dominating the energy of both the new Congress and the newly reelected President was something other than proposals to find some new form of tax relief and a way to lower the capital gains tax which inevitably will make even the richest segment of our population richer still. Oh yes, I know the argument regularly trotted out by those who have the most to gain from such legislation, that lowering taxes, and especially lowering the capital gains tax, will create jobs and expand the economy. There is even a small element of truth in that assertion. Yet let me remind you all that taxes on the wealthlest Americans were lowered dramatically during the first term of the Reagan presidency. The result of that tax break for the wealthy has certainly been the creation of enormous new wealth for those who live at the top of the socio-economic ladder. But the trickle down justification for those tax changes has not worked and it never will. Indeed, that Reagan-supported tax deduction was the very act that created the growing gap between the rich and the poor. The enormous affluence in this nation has developed alongside an absolute disaster in health care for the poor, a crisis of life and death proportions for every urban hospital in the United States, and the near collapse of public education in urban America. The great benefits of this expanded economy did not trickle down to these elements of our society. Today the same politicians who changed the tax code in the 1980's to benefit the wealthy now want to turn welfare over to the states, to solve the school crisis with a voucher system that will, in effect, privatize public schools, and refuse to guarantee health care for the poor. I submit that in the light of these continuing realities, it is all but immoral to cut taxes and lower the capital gains rate until we have addressed the pain present in our own society, until we build a floor of decency underneath the poor, until we provide universal health care and until we address the crisis in public education.

It is easy to target politicians for this failure, but that is simply to ignore our own responsibility. Politicians only reflect the will of their constituents. I am weary of hearing right wing politicians playing to their constituents with metoric that suggests that the people of America are carrying an excessive load of taxes. The fact is that this nation of ours has the lowest tax burden of any nation in the western world. I fear rather that we have become a nation motivated primarily by greed. There is ample evidence that the majority of the citizens of this nation no longer care about the health of the body politic so long as they are allowed to maintain their own standard of living. My critics say this sounds like I am advocating class warfare. My brothers and sisters, we have had class warfare in this nation for two decades and the poor have lost that war. They are the casualties on our doorstages.

I wonder if the signs of this same includent greed and cultural self interest are not also affecting the church today. I cite as data the fact that some of the weathlest churches of this Diocese are today reporting financial difficulties. Is it a sign of life or death that no church in this Diocese, nor the Diocese itself, yet gives to others as much as we spend on ourselves? Is it a sign of religious greed that forty-five of our congregations do not even give beyond themselves 10% of their general purpose income? Is it not alarming that in the midst of this greatest economic expansion in history, seventy-four of our churches either kept static their proportion of outside giving this year or even lowered it? For these things to happen in our expanding economy is a telling symptom of our corporate health. It is a commentary on the depth of our commitment, and it raises questions about our understanding of discipleship to Jesus Christ.

When I turn my attention to the State of New Jersey, the same issues of greed and affluence are readily discernible. We responded three years ago to a gubernatorial campaign that promised a 30% cut in state income taxes. That is always a popular campaign appeal. In the three years since, more than a billion dollars in previous sources of State revenue have remained in the pockets of our citizens. Yet no one has yet announced specific cuts in spending to compensate for the loss of income. It is politically much easier to take money from pension reserves or to propose borrowing through the issuance of bonds than it is to cut essential state services. But someday the chickens will come home to roost. While this financial shell game goes on, this State is under a

mandate of the courts to equalize spending on education between the wealthy districts and the poor districts of New Jersey. The reason for this mandate is that New Jersey ranks 47th out of the 50 states of this union on the question of the equal distribution of resources between the rich and poor school districts. The amount of money required to equalize the expenditure per child in New Jersey schools would be \$270,000,000, about one-fifth of what our citizens have saved with their 30% tax decrease. Our legislators nibble at the edges of this problem with proposed cosmetic changes. Perhaps they anticipate that the court will not recognize smoke and mirrors and thus will not continue to hold the elected leaders of this state accountable for the lack of equal educational opportunity that we offer our children.

Please understand I do not believe that equal expenditure of money is the only factor necessary to produce equal schools, but I do believe money is an essential starting point. Beyond money, however, are so many more issues that must be addressed. The leaders of New Jersey's public education must rediscover the fact that the sole purpose of our state-supported public schools is to educate our children. Schools do not exist to create jobs or even to solve social problems. Successful public education requires the conviction that all children are capable of learning and any teacher or principal who does not believe that ought to be dismissed. So often we have let our sociological excuses compromise our standards of excellence in education. If our children do not learn, we should hold the educational system responsible instead of asserting that it must be the child who is at fault. In some urban areas, to give our most underprivileged children a chance, we need to lower dramatically the pupil-teacher ratio so that the whole child can be nurtured into the learning experience with individual attention. The children of the poor come to the first grade already far behind because they come from families for whom survival, not enrichment, is the primary daily egenda.

Please look at this issue, dear people of God. This is not about partisan politics or political metoric. It is about the lives of children, especially fragile, underprivileged, urban children, for whom a good public education is the only ladder out of despair, the only hope they have for a better life. Are you not embarrassed to recognize that in our State of New Jersey young black males still have a better chance statistically of going to jall than of going to a university? How long will we continue to blame the victim and not the system? Are we not aware that the correlation between school dropouts and later imprisonment is very clear? Does it not say something about our bilindness that the budgets of both the state and the nation have no difficulty finding money to construct new lails and new prisons? Those proposals are even politically popular. Why is it that we do not stop to compare the cost of educating a child with the cost of incarcerating an adult? Will we ever elect political leaders who understand that viable solutions to systemic problems may not be politically popular, nor will these solutions occur in time to influence the next election? I raise these issues today because they cry out for the attention of the citizens of this State. I also call that portion of New Jersey's citizenry known as the Diocese of Newark to address these issues in the next year and to frame a response to the crists in public education and in values in our state by mendating that the Council of this Diocese undertake a study on these issues with whatever statewide assistance we can gamer and report to our 124th annual convention on the role this Diocese might play in this educational and values crisis in our state.

When I turn to look at the life of the church, it needs to be said that this has been a difficult year nationally, at least for our community of faith. Morale is low in this church of ours. Some of the reasons for this are clear. The former treasurer of our church is today an inmate in a West Virginia prison. Bishop Walter Righter and this Diocese were both subjected to personal attacks, involving the integrity of our decision-making processes and our ability to determine who are called, qualified and fit to be our clergy. The Ecclesiastical Court of the House of Bishops upheld Bishop Righter, but the cost, financial, emotional and otherwise, is still hard to measure.

In other parts of our church inappropriate behavior on the part of some clergy brought new anger into our corporate life. Our neighboring Diocess of Long Island has been particularly hard hit. Such behavior diminishes us all. We who are ordained do need to recognize that we have the responsibility to model behavior that is a wholesome example to the flock of Christ.

Throughout this church various political action groups seem to revel in these signs of the church's distress. These organizations bustly engage in the task of picking the scabs off the sores of the church in their attempt to line the pockets of their negative witness with angry money of which there seems to be an abundance. These organizations distort, exaggerate, titiliate and scandalize. Somehow they feel they gain when they tear this church down. Many of these people still seem to want a church exclusive of racial and sexual diversity and dedicated to the words and phrases of our religious past. They do not seem to understand the distinction first drawn for me by Jaroslav Pellikan of Yale University, who wrote that "Tradition is the living faith of dead people, but traditionalism is the dead faith of living people." Our witness must be clear. Where this church is corrupt, we will seek to purify it, but where it is right, we will seek to establish it. Ours is a church that must reflect the

diversity of God's world and a church that must adapt if we are to live into the realities of the 21st century.

We will choose a new Presiding Bishop for our church this summer. A disturbing reality is that ours is the only province of the Anglican communion to accord a vote to retired bishops, and as many as 100 retired bishops may be present and voting. Because of this anomaly, I do not look for a true leader to be chosen who can call this church both to relevance and to greatness, unless perhaps this office has the power to recreate the person who fills it. If, as I suspect, a strong competent national leader will not be chosen, it will mean that effective leadership will have to come from the local dioceses. It will place a new vocation of leadership on clergy and laity just like yourselves. Please be aware of that opportunity and do not minimize what an educated and committed segment of the Church can accomplish.

You will, at this convention, adopt a profile of this Diocese that will articulate both who we are as a Diocese and what we hope to become in the next decade. I shall not comment either tonight or during the discussion tomorrow on this profile. That is for the people of this Diocese to determine. I do, however, want to take this opportunity to call to remembrance some of the events that have been particularly important to me in my years in this office.

It was in September of 1976 that I, as the newly elected Bishop, met for the first time with the clergy of this Diocese to plan for our future together. The great need expressed on that occasion was for ongoing clergy education to enable the ordained leadership of this Diocese to grapple effectively as Christians with both theological issues and with the theological aspects of the public issues of our day. After much discussion the form that we developed together was that of bringing national and international leaders to our Diocese three or four times a year to spend a day fecturing and to be in dialogue with our clergy. I was accorded the honor of being one of those three or four guest lecturers each year. Every book I have written as a bishop has been born In that lecture series. At the suggestion of the Rev. Dr. David Hamilton of Morris Plains this opportunity came to be known as the New Dimensions Lecture Series and, over the years, it has been one of the distinguishing marks of this Diocese. Our clergy have had the opportunity of spending some days each year in dialogue with such world leaders as Hans Kung of the University of Tubigen, Elaine Pagels of Princeton University, James Forbes, Ann Ulanov, Phyllis Trible and Roger Shinn of Union Seminary in New York, Rosemary Ruether of Garrett, Charles Curran of Catholic University, Paul Davies of Newcastle on Tyne, Arthur Peacocke of Cambridge, Krister Stendahl of Harvard, Keith Ward of Oxford, John Boswell of Yale and Robert Funk of the Jesus Seminar. We have also been graced by such secular scholars as Mortimer Adler, Buckminster Fuller, Lewis Thomas and Caesar Chavez. We have welcomed members of the faculties where most of our clergy have trained - Reginald Fuller, Charles Price, and Marianne Mix from Virginia Seminary, and Richard Nords and James Fenhagen from General Seminary. Bishops like John E. Hines and Fred Borsch in the United States and the Bishop of Durham and the Archbishop of York in the United Kingdom have also been our guests. In May of 1997 we will present in this lecture series the world famous Karen Armstrong from the faculty of the University of London whose book, A History of God, occupied a position on the best seller list of The New York Times for months. We have also dealt in these New Dimension Lectures with vital public issues, ranging from abortion to physician-assisted suicide. We have faced the challenges to our faith raised by the fields of microbiology and subatomic physics. We have welcomed astrophysicists who have helped our people scan the vastness of space in search of a God who must not be too small. This regular feeding of the minds of our clergy and an increasing number of our lay people has been the part of our life that is talked about throughout the breadth of this Church. I know of no diocase whose clergy have the privilege of spending days like these with such world class scholars. This opportunity has happened so regularly that people in this Diocese have begun to take this privilege for granted and even not to be aware of the uniqueness of this opportunity. If searching for the truth of God is one of the pathways to leadership, as I believe it is, then these diocesan guests have helped us to fulfill that part of our vocation.

It is my conviction that this twenty-year intellectually enriching opportunity has undergirded in a systematic and significant way the prophetic ministry of this Diocese. That ministry has found expression through various task forces which have been formed in the Diocese of Newark to stretch our thinking on crucial concerns of our day. We, as a Diocese, have addressed issues rising out of the environment, human sexuality, child abuse, physician-assisted suicide, the problems of aging, the future of the church, the definition of a Christian in the 21st century, the proper use of the Bible, the proposed revision of our liturgy and many others. Primarily as a result of these task forces, this convention has become an arena for incredible theological debate time after time. In that process we have learned how to listen, how to allow our prejudices to be challenged, and we have even been encouraged to grow as debate raged on the floor of this convention. Indeed, powerful issue-oriented debate has become so commonplace for us that we have also tended to take that for granted. But new clergy coming to us are amazed by it and clergy who leave us for other dioceses are caught up short when they

learn that convention debates like ours are not normative throughout this church. In my opinion these task forces and the debetes they have produced have been the growing edge of our common life.

Today another issue forces itself upon us. In the political life of our nation, leaders in both parties are under ethical scrutiny by special prosecutors. Our ethically-compromised Church is also trying to define the values by which it lives. Ethical issues have been present in every task force debate we have had in this Diocese. When any action is recommended, there are implicit within that action some ethical assumptions. On what ethical basis can we speak to such subjects as the environment or the morality of sexual relationships or the care of our children and our elderly citizens? What makes one action "Christian" rather than another? Whether we like it or not, the Bible has been relativized as the source of ultimate ethical authority by the explosion of knowledge in our century, so a simple appeal to literat texts no longer provides ethical certainty. At the same time, the moral absolutes that we cace took for granted as unchanging truth have also been relativized. Very few issues come to us today in any shade but compromised gray. So what is the basis for ethical decision-making in our generation? Is there still such a thing as a Christian ethic that is distinct from any other ethics? What makes it Christian? To help us focus on these questions, I am asking for this convention to support my decision to constitute a Task Force on Ethics to assist this Diocese to speak to the moral climate of our times. I ask you to mandate that the findings of this Task Force be presented to this body in 1998 for our deliberation, debate and, in some form, for our adoption. I believe this could be one of the more exciting ventures that we have undertaken In our life together.

Let me now touch on a number of Diocesan subjects quite briefly.

I am proud to inform you that in the brief prepared by a firm of Washington, D.C. lawyers for presentation earlier this month to the Supreme Court of the United States on the subject of physician-assisted suicide, the report of our Task Force, co-chaired by the Rev. Larry Falkowski of Holy Trinity, West Orange, and Dr. Mary Hager of St. Mark's, Mendham, played a significant role and was quoted directly. I also want you to know that both Dr. Falkowski and I have filed amicus briefs before that Court in support of Dr. Timothy Quill and the legalization of physician-assisted suicide under the restrictions that this convention so carefully delineated last year.

i am pleased to tell you that this Diocese has under development more than 100 additional units of low income housing in Newark, Jersey City and Paterson. This is the work of our Episcopal Community Development Corporations, both local and diocesan. I also note that this Diocese has reestablished its relationship with Aposties' House, a Newark based social service agency founded by a coalition of urban and suburban Episcopal Churches. During December I dedicated their latest facility, to house a residential program for pregnant teenagers.

I rejoice that another one of our leading congregations, Grace, Madison, has called an outstanding women priest to be its rector. I recall that in 1982, in my convention address, i implored the leadership of this church to break the barrier that many felt existed between our ordained women and the position of rector or vicar. My friends, that barrier has been broken and today we boast twenty-nine women clergy in charge of congregations, including the rectorships of two of our five largest churches.

I am gratified that The Ossis Ministry has been so powerfully revived under the leadership of our Canon Missioner Elizabeth Kaeton and a deeply dedicated Board. I commend to you their dream to create Ossis congregations throughout the Anglican Communion, and I appeal to your generosity in our attempt to build the endowment of The Casis so that someday it will be financially independent of the budget of this Diocese.

This Diocese is honored by the leadership that Bishop McKelvey has given to our church nationally on the subject of racism and I urge all of our leaders in every congregation to transform Martin Luther King, Jr.'s holiday each year into an occasion to concentrate on removing the remaining vestiges of a killing racism from our corporate life as a church and a society. I also invite the white members of our Diocese to come together with the black members of our Diocese annually in the celebration of Absalom Jones, the first black Episcopal priest in this nation. That celebration will take place at our Cathedral on Sunday, February 9th at 3:00 p.m.

For at least two decades the leaders of this Diocese have been working to turn around declining churches by developing new models of ministry appropriate to our day. We faced the fact that some churches clearly needed to be closed. Others, however, needed to discover that full time ministry might not necessarily mean the presence of a full time priest. We have tried to break the hierarchical understanding of ministry that tends to play a game we call Father or Mother Knows Best. Guided principally by Bishop McKelvey and Dale Gruner, we have finally begun to see that labor come to fruition as new forms of ministry are being born in this Diocese. Today we invite you to look at what we call the Ridge Ministry, the BEAM Ministry, the Hasbrouck Heights/ Ridgefield Park Training Ministry, the Jersey City Strategy, a proposal to bring incamation, St. Stephens and St. Matthews in Jersey City into a new church building in the southern part of that city, and the Newark

initiative designed to form a unified way for the Episcopal churches of our See City to present a common witness. As church structures shift, the shape of ordained ministry also begins to change. The role of an interim rector, for example, was almost unknown twenty years ago. Non-stipendiary clergy are today a growing phenomenon. Some dioceses in the western part of the State of New York are experimenting with local ordination. In the Archdiocess of Sydney, Australia, an official proposal to allow a lay presidency of the Eucharist is being considered. The new catachism of our church defines the ministers of our Church as laity, bishops, priests and deacons. I think the time has come for us to look anew at these changing patterns and at the shape of the total ministry in this Diocese. When I was consecrated Bishop, this Diocese had twenty-six ordained deacons. Today we have only two. Some of these deacons have served with great distinction. Despite that, I have never been particularly enthusiastic about diaconal ministry, except for those in transition toward the priesthood. It has been my conviction that the office of a permanent deacon denigrates the ministry of lay people by suggesting that ordination is the ultimate validation of lay ministry. I have also had problems with deacons who did not want to leave the church that sponsored them when the clergy leadership changed. I have even had deacons who led rebellions against the rector. It is for these reasons that I have been unwilling even to consider, much less to ordain someone to the perpetual diaconate. But I have learned from people I respect that most of the problems I have experienced with deacons grose from a misunderstanding on the part of the deacon and perhaps even the Diocese as to what a deacon's role was meant to be. These persons have suggested that if we as a diocese could rethink, redefine and clarify the total ministry of our Church, including the role of a permanent deacon, we might develop some new forms of ministry that would aid us in our attempt to develop new forms of congregational life. I am willing, therefore, to call for a study of the whole ministry of this Diocese as it is prepares to enter a new century. Implicit in this study will be a look at both the role of the laity and the possible role of permanent deacons. I would like to ask the Commission on Ministry to undertake this study by appointing a committee out of its membership to look at these issues in depth and make a report on their work to this convention by 1999. I do not guarantee that I will change my mind on the permanent diaconate, but I do guarantee that I will listen to the report of this committee and to your action on it, and I will not seek to block the decisions we make together.

At that convention in 1999 we will celebrate our 125th anniversary as a Diocese. I believe we should take note of this milestone in a significant way. We might, for example, want to commission the writing of a history of this Diocese to recall some of our heroic laity and clergy who have shaped and influenced this faith community. Such a history could demonstrate the way we as a Diocese have dealt with such issues as racism and segregation, woman's suffrage and the role of lay and ordained women in both church and society. We might also chronicle the involvement of this Diocese in the revolution in thought that has changed everything from our theology to our attitudes toward homosexuality. Anniversaries provide us with the opportunity to celebrate our life yesterday and today and to anticipate our life in this Diocese in the third millennium. It seems to me that the planning for this anniversary should be carried out by a special committee appointed by the Bishop and the Diocesan Council and under the Council's direction. If this 123rd convention would indicate its desire to celebrate our 125th year of life, I am certain that both the Bishop and the Council would accept this responsibility for bringing their plans for this celebration to this convention next year for approval.

I am pleased to have been able to introduce you to the President and Chief Executive Officer of Christ Hospital in Jersey City, Dan Connell. I am so proud of this hospital and of its Episcopal connection. Christ Hospital makes a powerful witness for life and justice in health care issues in a major urban center of this Diocese. Whether it will survive or not as an independent church-related facility in the present hospital environment is not clear. What is clear is that Christ Hospital has done the task for which it was created with honor and integrity, and at this moment we rejoice in that alone. It is our intention to have this hospital act in such a way as to guarantee the continuity of that vocation whether it continues to be independent and church-related or not.

This Diocese will move its headquarters from 24 Rector Street to 31 Mulberry Street between February 17th and March 1st, 1997. Because of the pledges and gifts of many of you, we will occupy our new headquarters with an indebtedness of about \$400,000. We are still seeking to raise additional capital funds. If you have not made a pledge to this project, I ask you to consider that tonight. Please recognize that had we stayed at 24 Rector Street, we would have faced renovation costs, including asbestos removal, in excess of \$2,000,000. We believe we have been good stewards of the diocesan resources in this move and that after an inevitable period of some dislocation, we will have a smoothly running Diocesan House to serve you. I hope the people of this diocese will recognize that we will not function very effectively during the thirty days of transition. There will be a period of two or three days when telephone contact will be cut off at 24 Rector Street before we have moved out. We hope you will be patient. I am especially aware of the loyalty of our diocesan staff for

enduring with good humor incredible hardships in our present deteriorating building. The members of our staff deserve the appreciation and affirmation of the people of this Diocese.

And now, a brief look ahead.

For the last decade the biblical debate that has echoed around the halls of academia for almost a century has finally come into the awareness of the person in the pew. That revolution began primarily with the church's rejection of the attempt on the part of religious conservatives to use a literal and uncritical approach to the Bible to justify first segregation, secondly a second-class statis for women in both church and society and thirdly to reject and stigmatize gay and lestian people. Biblical studies have been the primary arena in which I have labored for years. Indeed, I once felt that I was a lonely voice trying to rescue the Bible from fundamentalists. Today, however, the field is crowded with the littes of Robert Funk, Marcus Borg and John Dominic Crossen of the Jesus Seminar and Burton Mack, Rosemary Ruether, and a host of feminist scholars. This exciting public campaign to enable biblical scholarship to be embraced by our laity has brought neo-conservatists rushing into the fray with their modern facellits on the traditional and outdated biblical concepts of antiquity. I think of people like Luke Timothy Johnson and even Raymond Brown in the United States and N. T. Wright and Allstair McGrath in the United Kingdom. This process has produced a lively debate in which even these critics of contemporary biblical scholarship have enabled the scholarship they oppose to come to public attention.

But where do we go from here as a Church. 1, for one, plan to go to the creeds. My present theological work is to raise and face these crucial questions: Can we continue to say the pre-modern words of the creeds with integrity and still live on this side of the intellectual revolution occasioned by the work of Copermicus, Gallieo, issue Newton, Charles Darwin, Sigmund Freud and Albert Einstein? Can one still articulate our creedal beliefs in 4th and 5th century words and concepts without having to close our minds to the contemporary work of the substomic physicists with their concept of quantum welrdness and the astrophysicists with their comprehension of the infinite distances and vast emptiness that constitute our universe? Is the God we Christians worship and the God of the creeds too small to be God for our times? Is the problem these questions raise a problem located in God or is it located in the words we have traditionally used to speak about our God?

So on my agenda for the immediate future is the commitment to revisit and reargue the issues of Nicea that produced our creeds. I want to reopen the Chalcedonian Formula adopted in 451 and rethink the concept of salvation which hinges upon the nature of the Christ. I am pleased that the Jesus Seminar is also poised to move in this direction and that they have invited me to join them in a leadership role in this enterprise. I have accepted and I suspect that this quest will dominate my writing and my intellectual and theological life for the next decade. Through my columns in *The Voice* and through the New Dimension Lectures, Fall Lectures and Lenten Lectures in this Diocese, I will invite the clergy and lay people of this Diocese to join me in this newest adventure as we journey as a faith community into the truth of God.

in closing let me say that the past year has been busier and in many ways more stressful than any I have ever lived through in this office. Part of that pressure comes from the issues I have addressed in my second career as an author. Ministry is never confined to a geographical area when one's words go out by print, by radio, by television, and by the internet across this nation and around this world. I am intensely aware of the fact that my first vocation is to serve to the best of my ability the people of this Diocese who have elected me to the high privilege of the Office of Bishop. I am also aware that my election was to be a Bishop in the Church of God, not just a Bishop in the Diccase of Newark. I have been given the rare opportunity of being able to force debate on the entire church on a variety of theological and moral issues. I am able through various media to carry my massage far beyond our boundaries. Between September and December of 1996, for example, I made 105 public appearances, outside my regular Sunday schedule, in lectures, radio, television, press conferences and print media interviews on a variety of issues, from my newest book to human sexuality to physician-assisted suicide. I have, in recent years, been invited to numerous college campuses to speak to audiences to which few religious people are ever invited. I could not have managed this dual career had not someone named Christine Many Spong worked full time to enable me to fulfill first my responsibilities to the people of this Diocese. She has managed our household, our personal finances and all of my scheduling. She has edited my columns, my books, my galleys so that I could meet every deadline. She has served on Diocesan boards and on the Task Force on Children. She has even made pastoral calls on her own and on my behalf to clergy and clergy spouses who are either sick or in some personal distress. She and I together have entertained clergy and lay leaders in our home with great regularity. I could not live at the pace I live without her and I need to pay this public tribute to her so that you will know the immense role she has played in this Episcopal career. Besides that, I simply adore this very special person.

Both of us look forward to a three-month sabbatical granted to me this year by this wonderful Diocese. I will spend six weeks studying at the University of Edinburgh and at Oxford University, working primarily with the

Reglus Professor of Divinity at Oxford, Keith Ward. The balance of the time in the fall will be spent lecturing and teaching in Australia and New Zeafand, where I have been elected "Theologian in Residence" for a month. I also will complete the final draft of my newest book on this sabbatical leave. I express to you my deep gratitude for this opportunity.

Chris and I are now beginning to view the horizons of our career. My great joy is in the realization that as we walk into those horizons, we will walk together into new and as yet unimaginable adventures. The time to be specific about those plans is not here yet, but it is creeping up on us. So stay tuned.

I thank you. God Biess.

# RESOLUTIONS FROM THE BISHOP'S ADDRESS

 Resolved, that this 123rd Convention of the Diocese of Newark commends Bishop Spong for his cogent analysis of our current circumstances;

"The enormous affluence in this nation has developed elongside an absolute disaster in health care for the poor, a crists of life and death proportions for every urban hospital in the United States, and the near collepse of public education in urban America. ... I submit that in the light of these continuing realities, it is all but immoral to cut taxes and lower the capital gains rate until we have addressed the pain present in our own society, until we build a floor of decency underneath the poor, until we provide universal health care and until we address the crists in public education. It is easy to target politicians for this failure, but that is simply to ignore our own responsibility."

and calls on every individual, congregation and community in the Diocese to address the question of their own political, economic, social and spiritual responsibility in the building of a just society.

### Adopted

2. Resolved, that this 123rd Convention of the Diocese of Newark, especially outraged by the excesses and unethical behavior evidenced in the 1996 New Jersey senatorial election, calls for immediate and far-reaching campaign reform; and, recognizing that such reform is unlikely to be enacted by politicians alone, urges the members of its parishes, singly and corporately, to advocate for a state-wide referendum to demand such reform.

### Adopted

- 3. Resolved, that this 123rd Convention of the Diocese of Newark, recognizing a crisis in public education in New Jersey, and particularly aware that New Jersey ranks 47th out of the 50 states on the question of equal distribution of resources between rich and poor school districts, calls on the Diocesan Council to appoint a committee to:
- a) study the crisis in education in New Jersey, with as much state-wide and ecumenical assistance as possible;
- b) frame ways in which Episcopalians who live in the state can become informed, involved and responsive;
- c) report to the 124th Convention on possibilities for action on the part of the faith community(ies).

# Adopted

4. Resolved, that this 123rd Convention of the Diocase of Newark, in the light of the breakdown of ethical behavior in our communities and workplaces, in the government and in the life of the Church, concurs with Bishop Spong in calling for a Teak Force on Ethics to assist this Diocese to speak to the moral climate of our times, and mandates that the findings of this Task Force be presented to the 124th Convention of the Diocese for deliberation and debate.

### Adopted

5. Resolved, that this 123rd Convention of the Diocese of Newark directs the Commission on Ministry to oversee a study in depth of the whole ministry of this Diocese, including but not necessarily limited to the role of the laity and the possible role of permanent deacons, and asks that a report be made to the 125th Convention for

# deliberation and debate.

### Adopted

6. Resolved, that this 123rd Convention of the Diocese of Newark requests Bishop Spong and the Diocesan Council to appoint a special committee, operating under the direction of the Council, to prepare plans for the celebration of the 125th anniversary of the diocese in 1999, and to present those plans to the 124th Convention for its approval.

# Adopted

 Resolved, that this 123rd Convention of the Diocese of Newark extends its thanks and warm affection to Mrs. Christine Mary Spong, whose ministry in and for this Diocese and its Bishop is greatly valued, if too often unacknowledged.

### Adopted

8. Resolved, that this 123rd Convention of the Diocese of Newark commends Sunday, April 13, the third Sunday of Easter, to be a time for all members of our congregations to be informed about the need of capital for Episcopal House and to take up an offering for such purpose that includes the opportunity to make pledges of three years toward this effort.

# Adopted

## 123RD ANNUAL CONVENTION RESOLUTIONS

- 1. FORMS FOR BLESSING COMMITTEE RELATIONSHIPS
- 2. ASSISTED SUICIDE
- 3. WOMEN'S ORDINATION
- 4. UPHOLDING THE CONSTITUTION & CANONS OF THE NATIONAL CHURCH
- BOARDER BABIES
- 6. REFUGEE STATUS & FEMALE GENITAL MUTILATION
- 7. UFW STRAWBERRY WORKERS' CAMPAIGN
- 8. ACTIVATING THE CHURCH'S VOICE: VISIONS FOR JUSTICE AND CREATION
- 9. DOMESTIC VIOLENCE
- 10. ENVIRONMENTAL HEALTH
- 11. IMMIGRANTS AND REFUGEES
- PRISON MINISTRY
- 13. PUBLIC EDUCATION
- 14. RACIAL JUSTICE/MISSION TO DISMANTLE RACISM
- 15. WELFARE REFORM

- 16. BISHOP ANAND RESOURCE CENTER
- 17. CHRISTIAN MISSION AND THE GRACE OF GOD
- HONG KONG
- 19. CHURCH PENSION FUND
- 20. GROUP MEDICAL INSURANCE
- 21. MEDICAL INSURANCE COVERAGE FOR DOMESTIC PARTNERS

# Resolution 1 Forms for Blessing Committed Relationships

RESOLVED, that the 123rd Convention of the Episcopal Diocese of Newark submit the following resolution to the 1997 General Convention:

RESOLVED, the House of \_\_\_\_\_\_ concurring, that this 72nd General Convention direct the Standing Liturgical Commission to develop, after critical study of pertinent rites already in use by faith communities, a rite or rites for the blessing of committed relationships between persons of the same gender, and to present such forms to the 73rd General Convention for Inclusion in The Book of Occasional Services; such a rite or rites would be made available for use at the discretion of the clergy.

 Submitted by: General Convention Deputies: Marge Christie, Louis Crew, Michael Rehill, Kim Byham, Lucinda Laird, Tracey Lind, Petero Sabune, Jack Croneberger, The Christian Social Relations Commission; and The Oasis.

#### Supporting Information:

For many years pastoral concerns have led faith communities to develop forms for the celebration and blessing of committed same-gender relationships. The 71st General Convention directed the Standing Liturgical Commission and the theology Committee of the House of Bishops to prepare and present to the 72nd General Convention a report addressing the theological foundations and pastoral considerations involved in the development of rites honoring love and commitment between persons of the same gender. The critical study and development of forms for the Book of Occasional Services is a logical next step that will build upon the work already done, provide focus for further consideration and support the work of congregations and dioceses.

Resolution 1 was adopted as amended.

#### CONSENT CALENDAR

Resolution 2
Assisted Suicide

RESOLVED, that the 123rd Convention of the Episcopal Diocese of Newark submit the following resolution to the 1997 General Convention:

RESOLVED, the House of \_\_\_\_\_ concurring, that this 72nd General Convention direct the Standing Commission on Health to study the theology and ethics of Assisted Suicide, reporting the results of such study to the 73rd General Convention.

 Submitted by: General Convention Deputies: Marge Christie, Louie Crew, Michael Rehill, Kim Byham, Lucinda Laird, Tracey Lind, Petero Sabune, Jack Croneberger

#### Supporting information:

The subject of Assisted Suickle, which this diocese has explored and which is being discussed throughout the medical and religious communities, needs to be addressed by the General Convention. Such study and report will be of assistance to the many people faced with making difficult choices about health and life and death.

Resolution 2 was adopted on the Consent Calendar.

# Resolution 3 Women's Ordination

RESOLVED, that the 123rd Convention of the Episcopal Diocese of Newark submit the following resolution to the 1997 General Convention:

RESOLVED, the House of \_\_\_\_\_\_concurring, that the 72nd General Convention affirms the Mind of the House resolution adopted by the House of Bishops on September 27, 1995, which states that Canon III.6.1 is mandatory in all diocese of this Church, and, be it further

RESOLVED, that the 1997 General Convention endorses resolutions proposed by the Committee for Dielogue on Canon ill.8.1 clarifying the Canons related to access to the ordination process, acceptance of Letters Dimissory, the licensing of clergy, and the calling of a rector as they pertain to women; and, be it further

RESOLVED, that the Secretary of Convention send copies of this resolution to the Bishops and Standing Committees of every diocess and to the Rowley Commission.

- Submitted by: General Convention Deputies: Marge Christie

#### Supporting information:

This resolution is offered to address the inconsistencies in interpretation of the Canons affecting the ministry of ordained women and those particles who wish to ordain or call them.

Resolution 3 was adopted.

# Resolution 4 Upholding the Constitution & Canons of the National Church

RESCLVED, that the 123rd Convention of the Episcopal Diocese of Newark submit the following resolution to the 1997 General Convention:

RESOLVED, the House of \_\_\_\_\_\_\_ concurring, that Canon 1.17 be amended to add a new Sec. 6 (renumbering the remaining sections accordingly) stating: No person shall be allowed to hold the office of Warden or Vestry member or serve on discossen Standing Committees; Councils or Commissions on Ministry unless willing to uphold the Constitution and Canons of The Episcopal Church every person who exercises a ministry as a leader and trustee in this church is obliged to obey and implement the canon law of this church; and, be it further

RESOLVED, that the Secretary of Convention send copies of this resolution to the Bishops and Standing Committees of every diocese.

- Submitted by: General Convention Deputies: Marge Christie

Resolution 4 was adopted as amended.

# Resolution 5 Boarder Bables

RESOLVED, that this 123rd Convention of the Episcopal Diocese of Newark expresses its strong support to concern that the State of New Jersey for its decision to move "Boarder Bables" within a week or less from hospitals to homes with their biological families or into foster homes by becoming official supportors of the class action lawsuit filed by the Association to Benefit Children; and, be it further

RESOLVED, that this Diocese stand in support of the necessary funding for the plan of the State Division of Youth and Family Services that will result in processing placement of "boarder bables" into homes more quickly and the establishment of more foster homes; and, be it further

RESOLVED, that congregations and individuals of this diocese be urged to offer themselves to serve as volunteers and foster parents for these infants hospitalized for periods of time beyond their medical needs; and be it further

RESOLVED, that a copy of this resolution be sent to the Governor, and the Senate and Assembly of New Jersey.

- Submitted by the Christian Social Relations Commission

#### Supporting Information:

From November 1994 through December 1995, there were 795 boarder bables in the state of New Jersey, most of them at two hospitals in Newark; the practice continues in 1998. Referred to as a "Dickensian" practice, infants up to three and four months old languish in hospital beds after medial care has been completed while they wait for the Division of Youth and Family Services to place them, some bables have been abandoned, which can only be determined by a complicated and time-consuming process; they remain in the hospital while DYFS assesses whether their troubled and often drug addicted parents are willing or fit to care for them or whether or not there are other eligible relatives available. About 40% of the bables go into foster or group homes, but the dire shortage of foster homes is the main reason given for the lengthy delays, an average of 60 days, in placement in New Jersey.

In New York City, the average stay, by law and in practice, is 3.5 days; this short stay is directly the result of two successful lawsuits brought against NYC in the 1980s by the Association to Benefit Children. Here in New Jersey, the ABC has brought a similar class action sult seeking rapid placement of bables in families to prevent the irreparable damage that warehousing causes.

Spending the first two to four months of life in a hospital deprives the infants of the stimulation and adequate attention they need to avoid serious negative effects on their development. Even in caring facilities, some boarder bables are kept swaddled and kept away from sounds and light to encourage them to sleep and not cry. Deprived of a loving touch, a baby's ability to trust is seriously impaired. Nurses who work with boarder bables have add: "These bables have never smelled fresh air. They don't smell cooking. They don't hear vacuum cleaners." "They don't know the difference between night and day." "It's not home."

The State DYFS says this it is committed to ending the practice of sheltering hundreds of healthy bables

The State DYFS says this it is committed to ending the practice of sheltering hundreds of healthy babies each year in hospitals and is embarking on an aggressive campaign to move them out faster and to eradicate the issue of boarder bables in the state of New Jersey. DYFS has approved several recommendations drawn up by a "Boarder Baby Project Team" to speed the process of placement, including making it easier for foster parents to receive bables from other counties. Another DYFS endorsed recommendation, not yet approved by the Attorney General's office, is the "Fost-Adopt" program which would put certain bables on a fast track for adoption by their foster parents if its seems clear they have been permanently abandoned or there is no hope that their birth families will shape up and become fit to take them. Despite these efforts, the lawsuit continues because the agency has not yet agreed to set a limit on the number of days a baby can remain hospitalized after he or she is medically fit.

Many observers are concerned that despite the DYFS initiative, the agency may be too overwhelmed, in terms of staff, limited funds and adoption laws, in its efforts to remedy the situation. Hospitals and Medicaid are already feeling the financial strain of boarding babies. A baby's hospital stay can cost up to \$900 a day as opposed to an approximate \$300 a day for foster care. These infants are a perfect example of the orphans referred to in scripture.

Resolution 5 was adopted as emended.

#### CONSENT CALENDAR

#### Resolution 6

Refugee Status and Female Genital Mutilation

RESOLVED, that the 123rd Convention of the Episcopal Diocese of Newark submit the following resolution to the 1997 General Convention:

RESOLVED, the House of \_\_\_\_\_ concurring, that this 72nd General Convention supports the right of women fleeling the practice of female genital mutilation, "female circumcision", to be granted refugee status in the United States; and, be it further

RESOLVED, that Secretary of Convention communicate this support to the President of the United States, the United States Justice Department, the members of the New Jersey Congressional delegation, and the Governor of New Jersey.

#### Explanation (to be attached to Resolution)

While there are many conflicting cultural practices regarding female genital mutilation, "female circumcision", there have been repeated pleas by women for whom this is a living reality, for our support of their right to refuse. Frequent results of the practice are hemorrhage, septicemia, tetanus, chronic urinary retention, infertility, kelokt formation, endometrices, menstrual pain, vaginal rectal tearing, obstructed labor, sexual and psychological damage, and death.

The purpose of this resolution is not to challenge the integrity of traditional cultures, but to support those women and girls for whom the only alternative, if they do not choose to participate in the practice of their own free will, is flight.

To learn more about temale genital mutilation and its impact, Alice Walker's book, <u>Poseessing the Secret of Joy</u> is a valuable resource.

- Submitted by the Christian Social Relations Commission

Resolution 6 was adopted on the Consent Calendar.

## CONSENT CALENDAR

Resolution 7
UFW Strawberry Workers Campaign

RESOLVED, that this 123rd Convention of the Episcopal Diocese of Newark supports the campaign of the United Farm Workers Union to achieve these five goals for strawberry workers: a living wage, clean drinking water and bathrooms in the fields; job security; health insurance; and an end to sexual harassment and other abuses of workers; and, be it further

RESOLVED, that this Convention call upon its parishes and people to learn about the issues and encourage the retailers with whom they do business to support the campaign.

- Submitted by the Christian Social Relations Commission

#### Supporting Information:

The field workers for the agri-business producers of California's \$850 million-a-year strawberry crop, are treated unjustly. The United Farm Workers Union is working to change the abusive conditions and improve the lives of these workers. The Church needs to stand on the side of justice.

On the justice side of the issue are the economics of strawberries. 20,000 farm workers do stoop labor for 10 to 12 hours a day to produce the crop for a handful of huge companies. The workers pick an average of 48 pints an hour for \$5 to 6 per hour, about 10 or 12 cents a pint. Check the price of strawberries next time you are in the supermarket.

In 1985, 17% of the cost of strawberry production was for labor. In 1995, it was 9%. The strawberry plants themselves are a small factor, as the companies demonstrate by regularly plowing them under during labor disputes. The value added to the crop by labor is the overwhelming part of its profitability, yet the workers receive substandard wages while enduring harsh and sometimes abusive conditions. They are asking for an extra 5 cants a plot to make theirs a living wage. The UFW is not calling for a boycoit at this point.

Poor sanitation, toxic exposure to chemicals like methyl bromide, abysmal housing, use of child labor and the sexual harassment of the largely female work force have all come into focus in the strawberry fields. Eric Schlosser's article in the *Atlantic Monthly*, Nov. 1995, provides good background.

The wider questions of migrant and seasonal farm labor are the rights of those who harvest so much of our food and bring it to us so cheeply. The bigger issues of justice and dignity, which transcend the day to day issues of worker-union-grower-distributor economics and contracts, have caused the General Convention of our Church to pass resolutions in support of farm workers. Justice and dignity are theological issues which the Church ignores at the risk of facility supporting injustice and indignity.

Resolution 7 was adopted on the Consent Calendar.

# Resolution 8 Activating the Church's Voice: Visions for Justice and Creation

RESOLVED, that this 123rd Convention of the Episcopal Diocese of Newark recognizes the work of the Executive Council and our Province to establish the Justice, Peace and Integrity of Creation Committee; and be it further

RESOLVED, that this Convention recognizes and supports the creation of a local Justice, Peace and Integrity of Creation Diocesan committee, hereafter known as Visions for Justice and Creation, which has been formed to implement this work in our Diocese as well as to network and support similar work with other Dioceses; and be it further

RESOLVED, that the objective of this local committee shall be to facilitate communication and collaboration between persons engaged in social justice ministries throughout our diocese which address the issues of peace, social and economic justice and the environment; and be it further

RESOLVED, that this local committee will host (in conjunction with the local committee of the Diocese of New Jersey) an opening assembly "VISIONS FOR JUSTICE AND CREATION" on Saturday, March 8, 1997 at Christ Church, New Brunswick, to gather persons working in the areas of Anti-Racism, Economic Justice, Environmental Stewardship, Global Peace and Justice, and Jubilee Ministries and other Social Justice Concerns interested in building a broad-based coalition to support our work; and be it further

RESOLVED, that this Diocese of Newark (in conjunction with the Diocese of New Jersey) shall collaborate to create an Episcopal Public Policy Network in our State of New Jersey using funds from the Province, Dioceses, Parishes and other individuals supporting this work; and be it further

RESOLVED, that this local committee shall regularly report to the Convention of this Diocese through its Hearings, Budget Requests, and Action Information Updates on the trends, needs and directions regarding the Church's mission for justice, peace and the integrity of creation.

- Submitted by: Rev. Geoff Curtiss, Coordinator of Visions for Justice and Creation

#### SUPPORTING INFORMATION

At its February, 1995 meeting, the Executive Council of the Episcopal Church adopted a resolution which created an advisory committee to be known as the Justice, Peace and Integrity of Creation (JPIC) with subcommittees for Anti-Racism, Economic Justice, Environmental Stewardship; Global Peace and Justice and Jubilee Ministries. JPIC, according to the resolution, shall regularly report to the Executive Council through its Standing Committee on Program, on the trends, needs and directions regarding the Church's mission for justice, peace and the integrity of creation.

In November, 1995, a Visions of Justice conference was held in Columbus, Ohio with over 225 people in attendance. After that conference some funds were made available to each Province JPIC team so that they host workshops and conferences for the purpose of training discesses, congregations and individuals on the philosophy and specifics of JPIC and its ministries. The intent is that these efforts will all lead up to a National Summit - A Consultation - to be held February 27-March 1, 1997 in Cincinnati, Ohio, called for by the Presiding Bishop, the President of the House of Deputies and the JPIC Committee of the Episcopal Church to set the agenda as we approach the next millennium.

At its Synod last May, Province II unanimously adopted a resolution which endorses the organizing of a At its Synod last May, Province II unanimously adopted a resolution which endorses the organizing of a provincial JPIC Network. The Province II JPIC team held an Assembly in Albany in early October; individuals from each of the eight dioceses of New Jersey and New York were in attendance. Seven areas of concern were identified at the Assembly and Working Groups were established: Domestic Violence, Environmental Justice, immigration, Prison Ministry, Public Education, Racial Justice and Welfare Reform. Individuals from the Diocese of Newark serve on each of the seven Working Groups. It was also agreed at that Assembly that Public Policy Networks would be established in each of the two States. Finally, it was decided that the Province II JPIC team would hold an Assembly annually; in October, 1997, the Province II Assembly will be held in the New Jersey.

Individuals from the Diocese of Newark and Individuals from the Diocese of New Jersey agreed to jointly host an Assembly for the people of our two dioceses. It is planned for March 5, 1997 at Christ Church, New Brunswick.

The individuals involved in this Justice, Peace and Integrity of Creation work from the Diocese of Newark have decided to call our local committee Visions for Justice and Creation. Current Members of the committee are:

Ms. Pearl Anderson, The Rev. J. Carr Holland, Dr. Kenyon Burke, Ms. Clara Horsley, The Rev. Geoff Curtiss, The Rev. Margaret Koeniger, The Rev. Christopher David, The Rev. Tracy Lind, Ms. Martha Shaughnessey Gardner, Ms. Marle Obermann, The Rev. Maggle Gat, The Very Rev. Petero A.N. Sabune, Ms. Jan Hardy, The Rev. Dr. Franklin Viles.

We invite any interested individuals to join us in the work of Visions for Justice and Creation.

Resolution 8 was adopted.

## CONSENT CALENDAR

# Resolution 9 Domestic Violence

RESOLVED, that this 123rd Convention of the Episcopal Diocese of Newark support the work of the Domestic Violence Working Group of the Diocese of Newark's local Justice, Peace and Integrity of Creation committee (hereafter known as Visions for Justice and Creation); and, be it further

RESOLVED, that this 123rd Convention urges the bishops, clergy, Diocesan Council and every local congregation to raise awareness of the epidemic proportion of instances of violence against women and children by speaking out and developing initiatives to prevent the continuation of violence, so that the church might become a "safe place"; and, be it further

RESOLVED, that the diocese share its resources and knowledge with the larger church through the Justice, Peace and Integrity of Creation movement.

- Submitted by: The Rev. Margaret Gat, St. Agnes', Little Fails

# SUPPORTING INFORMATION

Resources are available for such initiatives through the Commission on Christian Education, the Commission on Women, and the National Church's Commission on the Status of Women.

The Domestic Violence Working Group of the local Justice, Peace and Integrity of Creation committee (hereafter known as Visions for Justice and Creation) invites all interested persons to join the Working Group.

Resolution 9 was adopted on the Consent Calendar.

# Resolution 10 Environmental Health

RESOLVED, that this 123rd Convention of the Episcopal Diocese of Newark supports the work of the Environmental Justice Working Group of the Diocese of Newark's local Justice, Peace and Integrity of Creation committee (hereafter known as Visions for Justice and Creation); and, be it further

RESOLVED, that this 123rd Convention of the Episcopal Diocese of Newark recognizes the negative impact on the health of children, a high percentage of whom are minorities, of the degradation of the environment in the State of New Jersey; and, be it further

RESOLVED, that recognizing the increased rate of illness and death due to asthma in New Jersey, particularly among the elderly and children in our cities, this Convention urges its parishes to join those in the cities and towns of the State who are working to improve the air quality through a variety of means, with special emphasis on the purchase and deployment of bus fleets that do minimal harm to our environment; and, be it further

RESOLVED, that a copy of this resolution be sent to the Governor and members of the New Jersey legislature.

- Submitted by: The Environmental Commission of the Diocese of Newark, the Rev. Dr. Franklin Vilas

#### SUPPORTING INFORMATION

In past conventions, the Diocese of Newark has passed several resolutions regarding environmental concerns. At its 119th Convention, the Episcopal Church in this diocese recognized the "disproportionate suffering of women and children, particularly among the poor" worldwide as a result of environmental degradation, and called for state actions in the area of eco-justice.

Air quality in the State of New Jersey continues to be a problem, and there is evidence of increasing cases of emergencies due to asthma among children in the cities. This is true not only in New Jersey, but in all cities of our nation that are experiencing heavy pollution from automobiles and other vehicles.

At a Province II Assembly on Justice, Peace and Integrity of Creation held in Albany this fall, representatives of Province II commended to the national church and to dioceses of the province a resolution on the reduction of asthma among the children of our cities through specific means within control, such as the purchase of bus fleets that operate through the use of natural gas.

This resolution is the local expression of that national concern, adopted as a priority for the Justice, Peace and integrity of Creation Network. The Environmental Justice Working Group of the local Justice, Peace and integrity of Creation committee (hereafter known as Visions for Justice and Creation) invites all interested persons to Join the Working Group.

Resolution 10 was adopted as amended.

#### CONSENT CALENDAR

Resolution 11 Immigrants and Refugees

RESOLVED, that this 123rd Convention of the Episcopal Diocese of Newark supports the work of the immigration Working Group of the Diocese of Newark's local Justice, Peace and Integrity of Creation committee (hereafter known as Visions for Justice and Creation); and, be it further

RESOLVED, that the congregations of the Episcopal Diocese of Newark be urged to distribute the immigrant and refugee briefing sheet being developed by the immigration Working Group; and, be it further

RESOLVED, that the congregations of the Episcopal Diocase of Newark will respond to a survey being developed by the immigration Working Group which will identify needs and existing parish programs for immigrants and refugees; and, be it further

RESOLVED, that the congregations and individuals of the Episcopal Diocese of Newark be urged to respond to legislative alerts, initiated by Visions of Justice and Creation and supported by resolutions passed by Executive Council, General Convention, Province II and the Diocese of Newark, on legislation which discriminates against immigrants and refuguees.

- Submitted by: Rev. Geoff Curtiss, coordinator of Visions for Justice and Creation

## SUPPORTING INFORMATION

The 121st Convention of the Episcopal Diocese of Newerk adopted the resolution which enjoined 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. The resolution also resolved that the people of the Diocese of Newerk support and encourage programs of literacy, citizenship, voter registration and advocacy to counteract violations of civil rights.

The immigration Working Group of the local Justice, Peace and Integrity of Creation committee (hereafter known as Visions for Justice and Creation), has been formed to assess and develop educational, program and advocacy needs of immigrants and refugees. The Working Group invites all interested persons to join the Working Group.

Resolution 11 was adopted on the Consent Calendar.

Resolution 12
Prison Ministry

RESOLVED, that this 123rd Convention of the Episcopal Diocese of Newark supports the work of the Prison Ministry Working Group of the Diocese of Newark's local Justice, Peace and Integrity of Creation committee (hereafter known as Visions for Justice and Creation); and, be it further;

RESOLVED, that this 123rd Convention of the Episcopal Diocese of Newark be in partnership with the Prison Ministry Working Group to promote the growth of Prison Ministry through its congregations; that clergy and ley persons join with the Prison Ministry Working Group to fester its growth, particularly with the youth houses in the seven northern counties of our diocese.

- Submitted by: Rev. Geoff Curtiss, Coordinator of Visions for Justice and Creation

## SUPPORTING INFORMATION

To educate and mobilize our congregations and others regarding the issues raised by incarceration and to network with those who serve as advocates for correctional staff, in recognition that our present day corrections policies, including the death penalty, are driven by a desire for retribution, the Prison Ministry Working Group will:

- Conduct a survey designed to identify clargy, lay persons, partsh groups currently engaged in Prison Ministry;
- Provide information sources for groups dealing with incarceration issues;
- 3. Determine how congregations and individuals may support groups working in incarcaration situations.

The Prison Ministry Working Group of the local Justice, Peace and Integrity of Creation committee (hereafter known as Visions for Justice and Creation) invites all interested persons to join the Working Group.

Resolution 12 adopted as amended.

CONSENT CALENDAR

Resolution 13
Public Education

RESOLVED, that this 123rd Convention of the Episcopal Diocese of Newark supports the work of the Public

Education Working Group of the Diocese of Newark's local of Justice, Peace and Integrity of Creation committee (hereafter known as Visions for Justice and Creation); and be it further

RESOLVED, that this 123rd Convention of the Episcopal Diocese of Newark does hereby support the New Jersey Supreme Court decision on funding of public education, that came as a result of the Abbott vs. Burke case in the State of New Jersey; and, be it further

RESOLVED, that the Diocese of Newark supports initiatives that enhance public education such as:
After school programs; Public Schools; Music, Art, Drama, Industrial Arts and other non-academic programs that
provide children with a well-rounded education so very needed to be prepared to enter the 21st Century; and, be
it further

RESOLVED, that members of our congregations be urged to write to the Senators and Assembly members in the State of New Jersey to support all legislation that will help the children of this State receive a thorough and efficient education; and, be it further

RESOLVED, that congregations are urged to form partnerships with the public schools in light of the fact that 85% of all children in the State attend the New Jersey Public Schools; and, be it further

RESOLVED, that congregations are urged to become more involved in voter education of our parishioners, especially the young adults who will become registered voters between now and the year 2000; and, be it further

RESCLVED, that the Secretary of Convention be instructed to send this resolution to the Governor, the State Board of Education, the Commissioner of Education and members of the New Jersey Assembly and Senate.

- Submitted by: The Black Clergy Caucus, The Union of Black Episcopalians, JPIC Team (Justice, Peace and Integrity of Creation)

#### SUPPORTING INFORMATION

The case of Abbott vs. Burke mandated that the State create a funding formula for educating all the children in the State of New Jersey that is fair and equitable and affords all children a "thorough and efficient" education. The requirement that all children receive a thorough and efficient education is also mandated by the Constitution. Another suit was filed by the late Marilyn Morehouser of the Rutgers University Law Center stating that the funding formula does not address the gap in educational quality and spending between rich and poor districts. The case won in the courts, but the State has yet to create a funding formula that is fair and equitable to all the school districts in the State.

The Public Education Working Group of the local Justice, Peace and Integrity of Creation committee (hereafter known as Visions for Justice and Creation) invite all interested persons to join the Working Group. We support legislation to make the funding equal for all school districts in New Jersey.

Resolution 13 was adopted on the Consent Calendar.

# Resolution 14 Racial Justice/Mission to Dismantle Racism (Substitute)

RESOLVED, that the 123rd Convention of the Diocese of Newark be requested to support and commend a Mission to Dismantie Racism that will seek to work with the Commission on Racism and other interest groups, through a funded diocesan position, to eradicate racism in all of its forms and all of its affected groups in the Diocese of Newark, throughout the broader Church and the World; and be it further

RESOLVED, that the Mission to Dismantle Racism will pursue its goal as it prays and worships, proclaims the gospel and promotes justice, peace and love among all people; and, be it further

RESOLVED, that the Mission will do its work utilizing materials such as the National Dialogue on Anti-Racism, the documentary film, "The Color of Fear", "Study Circles Resources Center's" curriculum and the National

Episcopal Church's handbook "Racism and You", to promote and celebrate diversity in the church and the broader community; and, be it further

RESOLVED, that the mission will hold training and educational seminars to help prepare others in conducting workshops and dialogues for public and private schools and among the elderly; and, be it further

RESOLVED, that the mission will develop and publish a quarterly newsletter to provide information on planned events and the continuing work of the mission; and, be it further

RESOLVED, that the mission will develop and implement programs, offer events and monthly worship services to heighten interaction among diverse groups of people; and, be it further

RESOLVED, that the mission coordinate and facilitate anti-racism dialogues among children and youths through Sunday School and Youth Ministries programming; and, be it further

RESOLVED, that the mission will collaborate with other interest groups to promote and celebrate diversity in society and in the workplace through advocacy to the Presidential Office of the United States, to municipal, county, state and federal governments and to print and electronic media; and, be it further

RESOLVED, that an action oriented task force be developed from among the co-sponsors and other interested parties to develop a proposal, which will include goals and expectations, accountability, a job description and reporting structures and a budget to be put before the 124th Diocesan Convention in January 1998, to fund a position to expedite the work of the Mission to Dismantle Racism; and, be it further

RESOLVED, that the task force will seek funding from sources beyond the Diocese to expedite the work of the Mission during the current year.

#### SUPPORTING INFORMATION

- The essence of racism is prejudice coupled with power. It is rooted in the sin of pride and exclusivity
  which assumes that I and my kind are superior to others and therefore deserve special privileges.
- The sin of racism is experienced daily in our society, in our church and its institutions and in the House of Bishops.
- 3. Racism in the church subverts the promise of new life in Christ for everyone. Racism is totally inconsistent with the gospel and therefore must be confronted and eradicated.......Bishop's Pastoral Letter, March 1994.
- 4. The National Church and the Diocese of Newark have spoken out against the practice of racism that is prevalent in our society, and as racism raises it's uply head in the city of Newark and throughout New Jersey and the metropolitan area, it is incumbent upon Trinity & St. Philip's Cathedral to lead the Diocese in fighting this evil.
- In it's Racism initiative, the Diocese of Newark states, "Racism is just about everywhere: it is in our language, customs, and beliefs, fears, work, schools, and sports. It is virtually everywhere, except in those places where people deliberately choose to remove it. Such as: in the pew. In this church. In our Community."
   The Most Rev. Edmond L. Browning, Presiding Bishop, in an address to the Executive Council in
- Albuquerque, New Mexico on June 16, 1992, sald: ".....In no area of life are we more challenged to be the Church than in the eradication of racism. I believe that in order to confront the sin of racism as God would have us do, we must ground ourselves in what it means to be the Church. That is the way of falthfulness."
- Submitted by: The Black Clergy Caucus, Union of Black Episcopalians, The Rev. Geoffrey B. Curtis, Ms. Marge Christie, The Rev. Kenneth Near, The Rev. Edward Hasse, III, Anti-Racism Dialogue Group: Trinity & St. Philip's Cathedral and St. Paul's, Morris Plains

Resolution 14 (substitute) was adopted.

Resolution 15

RESOLVED, that this 123rd Convention of the Episcopal Diocese of Newark supports the work of the Welfare

Reform Working Group of the Diocese of Newark's local Justice, Peace and Integrity of Creation committee (hereafter known as Visions for Justice and Creation); and, be it further

RESOLVED, that the congregations and individuals of the Episcopal Diocese of Newark be urged to respond to legislative alerts, initiated by Visions of Justice and Creation and supported by resolutions of the Executive Council, General Convention, Province II and Diocese of Newark, on legislation introduced in the year(s) ahead in the U.S. Congress which seeks to modify the Welfare Reform Act; and, be it further

RESOLVED, that the congregations and individuals of the Episcopal Diocese of Newark continue to affirm the dignity and needs of all persons, especially as stated in resolutions adopted by the above-mentioned bodies of the Episcopal Church; and, be it further

RESOLVED, that the congregations of the Episcopal Diocese of Newark be urged to distribute the booklet being developed by the Welfare Reform Working Group which summarizes resolutions relating to human needs and other concerns of Visions of Justice and Creation adopted over the last ten years by the Conventions of the Episcopal Diocese of Newark; and, be it further

RESOLVED, that the <del>congregations</del> Weifare Reform Working Group of the Episcopal Diocese of Newark be urged to work with the <del>Welfare Reform Working Group congregations</del> in the education of the congregants of this Diocese in the area of human needs, and work to develop service, programmatic and advocacy initiatives,

- Submitted by: The Rev. Geoff Curtiss, Coordinator of Visions for Justice and Creation

#### SUPPORTING INFORMATION

The Episcopal Diocese of Newark has adopted numerous resolutions speaking to the Issue of human needs. Many of us are not aware of what these are, and the Welfare Reform Working Group sees a need to gather them in one place as the first step in educating the congregants of this Diocese as to what we as a Church are saying in this very important area. The Working Group can then work with congregations to develop education programs, congregational ministries and policy //egislative advocacy.

The Welfare Reform Working Group is working with many groups in the state - the New Jersey Council of Churches, the Lutheran Office of Governmental Ministry, the Center for Non Profits and its Campaign for a Civil Society, the Coalition for Human Needs, STEPS (Solutions to End Poverty Soon), the New Jersey Coalition for Democracy, and more - which will prove invaluable in the development of these educational, service, programmatic and advocacy initiatives around the issue of human need.

The Welfare Reform Working Group of the local Justice, Peace and Integrity of Creation committee (hereafter known as Visions for Justice and Creation) Invites all Interested persons to join the Working Group.

Resolution 15 was adopted as amended.

# Resolution 16 Bishop Anand Resource Center

RESOLVED, that the 123rd Convention of the Episcopal Diocese of Newark affirms the foundational importance of Christian Education for the people and clergy of this diocese, acknowledges the importance of a resource library with staff support, and gives thanks for our bishops' continuing support of the Bishop Anand Resource Center; and, be it further

RESOLVED, that in keeping with its support of the Anand Resource Center this Convention requests that the Bishop appoint a committee to develop the MULTI MEDIA potential of the Center and thus help prepare it for the 21st Century. And he it further resolved, that part of this committee's work he to explore and develop plans for the expanded use of video technology and the use of the Internet.

- Original resolution submitted by the Christian Education Commission
- Amended text submitted by Susan Kynor, alternate vestry member of Christ Episcopal Church, East Orange,

and the Rev. William A. Guthrie

#### SUPPORTING INFORMATION

The Bishop Anand Resource Center is currently without a director, and so the Christian Education Commission is affirming the significant ministry of the Center during this period of staff transition. This year is the 22nd anniversary of the death of The Rt. Rev. Kenneth Daniel Wilson Anand, Assistant Bishop of Newark, 1974-75, and the 22nd anniversary of the founding of the Bishop Anand Resource Center for Christian Education, located in the Newark diocesan offices. The Anand Center will soon move from 24 Rector Street to 31 Mulberry Street.

We live in an age of information. Every day new means of accessing information are developed, and existing technology is improved and made more consumer friendly. Access to the internet is expanding daily, with more and more libraries offering access to their bowers. Also, you can now have access to this technology through your own television for under \$350 plus an on line fee of \$19.99 per month. At the same time more and more religious organizations and churches are opening web pages to share information.

The use of Video Tapes for learning and sharing information has become a part of modern life. Many of our parishes use tapes as part of their Christian Education Programs and many diocesan programs are either taped for future use or should be.

There is a tremandous potential for the use of Video Tapes and other media to help spread information in this diocese. Visiting Bishop's addresses could be taped and saved for future use or shared with those unable to attend in person. In the past the Diocesan Communications Committee developed materials including film strips to help share program materials throughout the diocese. The potential to do this for conferences, task force reports or special training events is enormous.

With the growing number of people using multi media equipment, and with the constant development of less expensive and more user friendly equipment, it should be easy to find people who will volunteer their time and expertise. Also, there is the potential to raise funds for equipment through fees for service.

Resolution 16 was adopted as amended.

## CONSENT CALENDAR

Resolution 17
Christian Mission and the Grace of God

RESOLVED, that this 123rd Convention of the Episcopal Diocese of Newark submit the following resolution to the 1967 General Convention:

RESOLVED, the House of \_\_\_\_\_\_ concurring, that this 72nd General Convention affirm the following:

Whereas the Apostolic Proclamation affirms that the signs of divine grace at work in human life are "love, joy, peace, patience, kindness, generosity, faithfulness, gentieness, self-control" (Gal. 5:22-23); and.

Whereas we as Christians encounter these genulne signs of God's grace in lives of those who are members of other faiths and spiritual fellowships; be it

Resolved, that this 72nd General Convention

confesses that we as Christians see the God's grace "through a glass darkly" rather than clearly and definitively.

declares that we as Christians can set no limit or boundary -- doctrinal, ceremonial, or institutional -- on the reach of that saving grace, which may use any and all available means for the salvation of all (Titus 2:11, I Cor. 15:22, Rom. 11:32, Luke 18:3-10);

rejoices in the signs of goodness and grace in the lives of those who follow goodness, truth, compassion and justice along sacred pathways other than our own,

repents, in the name of Christ, of all past harm done to others in a spirit of exclusivism, threatening damnation to any outside the visible Church, demeaning the integrity of other faiths, ignoring the truths embodied in those traditions, and demonizing the work of grace among them because it is not called by names we recognize;

encourages the proclamation of the Good News of the saving grace we know in Christ, without demeaning the work of that grace among others, trusting in the sovereign Spirit to "blow where it chooses" (John 3:8);

awaits in God's good time a fuller disclosure of how it is that the grace manifested to us in Christ Jesus is the same grace at work in those who bear other names; and,

calls for face-to-face dialogue and cooperation with those of other faith traditions about how that gracious Spirit is at work in all our lives.

#### and, be it further

RESOLVED by this 123rd Convention of the Episcopal Diocese of Newark that the 1996 Report of the Task Force on Christian Mission in an Interreligious World be forwarded to the Standing Commission on Ecumenical Relations as supporting material for this Resolution.

- Submitted by The Rev. Tracey Lind and the Rev. Robert Corin Morris, Co-chairs, Task Force on Christian Mission in an interreligious World

Resolution 17 was adopted on the Consent Calendar.

# CONSENT CALENDAR

Resolution 18
Hong Kong

RESOLVED, that this 123rd Convention of the Episcopal Diocase of Newark calls upon our primate to insist on a full and thorough review by officials of the Anglican Communion of proposals underway in the Diocese of Hong Kong to split itself into three dioceses and declare itself an independent province.

 Submitted by Dr. Debra Brown, A Trustee of the Diocese; Dr. Louie Crew, Member of the Standing Committee (both members of the Diocesan Task Force on Hong Kong/China Relations)

# SUPPORTING INFORMATION

While the Diocese of Newark was a companion diocese to the Diocese of Hong Kong from 1986 to 1992, persons developed close relationships with one another. The Diocese of Newark continues to maintain a Diocesan Task Force on China/Hong Kong relations.

We are disturbed by several matters:

- \* There has been much secrecy regarding the proposed new province.
- The Diocese of Hong Kong did not even request that this proposal be on the agenda of the October 1996 meeting of the Anglican Consultative Council in Panama.

- Some of us feel that the Diocese of Hong Kong might present the structural proposals as a fait accompli without proper review by the Anglican Communion.
- \* There has not been open disclosure of the audit of the huge Bishops' Discretionary Fund in Hong Kong. We would like assurance that this money will remain in Hong Kong, under exclusive control of church membership, for the vital missions for which the money was originally donated.

With July 1, 1997 as the date on which China resumes sovereignty in Hong Kong, we think this matter of great urgency.

Resolution 18 was adopted on the Consent Calendar.

#### CONSENT CALENDAR

Resolution 19 Church Pension Fund

RESOLVED, that the Secretary of the 123rd Convention of the Episcopal Diocese of Newark be directed to submit the following resolution to the 1997 General Convention:

Resolved, the House of \_\_\_\_\_\_ concurring, that this 72nd General Convention direct the Pension Fund to make available benefits comparable to those offered to dergy spouses to the life partners of gay and lesbian clergy under terms established by the discose in which the clergy person is canonically resident unless the Pension Fund determines that such benefits would have significant negative impact on the continuing financial viability of the Pension Fund.

# Explanation (to be attached to Resolution)

The Pension Fund has indicated its desire for guidance from General Convention before it extends benefits to life partners of lesblan and gay clergy. The Pension Fund, however, cannot transfer its flduciary responsibility to General Convention. Thus this resolution is intended to give clear guidance without forcing the Fund to act if it decides, based on its expertise, that an extension of benefits to life partners of gay and leablan clergy would have significant negative impact on the viability of the Pension Fund. While the Pension Fund has not already done a financial analysis, it seems pointless to wait for a report to General Convention 2000 since the fiduciary responsibility will even then remain with the Pension Fund.

The term ##e partner has never been defined by General Convention. Thus this resolution leaves that definition to individual diocese, and if a diocese chooses not to define the term for its clergy, their life partners would be ineligible to participate.

- submitted by: Scott Helsel, Good Shepherd, Fort Lee; Kim Byham, Good Shepherd, Fort Lee; Louie Crew, Grace Church, Newark

## SUPPORTING INFORMATION

This resolution does not assure equal treatment throughout the Church, but it does permit our diocese and other progressive dioceses to extend family benefits to lesbian and gay dergy. It seems better to allow some dergy families to benefit in the near term rather than waiting until all dioceses have come to appreciate the contributions of our many gay and lesbian clergy. The Church Pension Fund has not conducted any studies of the financial impact of such an extension. This resolution, at the least, would force it to do so.

Resolution 19 was adopted on the Consent Calendar.

# Resolution 20 Group Life insurance Group Medical insurance

RESOLVED, that the following changes be made to the Diocese of Newark's Group Medical Insurance Plan effective February 1, 1997:

The plan shall become a contributory plan, that is all eligible participants will make a financial contribution to the plan. For 1997 the annual contribution will be \$25, future adjustments to the contribution will be made by the Diocesan Council.

As a contributory plan, those eligible to participate may choose not to have the coverage if they have coverage elsewhere, through a family member, spouse or domestic partner. Those eligible to participate must pay the annual contribution regardless of whather they participate or not. The local church will be responsible for collecting the contribution from parochial clergy.

To opt out of the plan those eligible to participate must send written notice of their intention to the Diocesan Finance Office and indicate that certify annually they have adequate coverage elsewhere. Participants who opt out may re-enroll in the plan, but will be subject to establishing proof of insurability.

The decision on whether to stay in the diocesan plan or opt out can only be made by the clergy person and not the wardens and vastry or executive committee of any given church, parish, aided parish, incorporated mission or mission.

- Submitted by the Insurance Committee of the Diocesan Council

#### SUPPORTING INFORMATION

This change has been sought by a number of clergy for some time. The basic issue is that if the insured has coverage through a spouse, the insured in some case would like to drop the diocesan plan and save the cost to the church. Our carriers have indicated a willingness to provide this option. To do this we must make the plan contributory and those who opt out of the plan must understand that they will have to provide proof of insurability if they wish to return to the plan.

Making the plan contributory means that the insured pays a portion of the premium cost. This is the norm for almost every medical insurance plan. The lack of a centralized payroll is the primary reason that we have not moved in this direction. To accomplish this change the contribution can be minimal and a \$25 annual contribution is proposed at this point. At the congregational level it would be the church's responsibility to collect this contribution. The diocese would bill the church for the full premium. For those who choose to opt our of the program, the diocese will bill the church for the annual contribution. It would still be the church's responsibility to collect it. This provision does not apply to parochial lay employees who have a separate contribution requirement.

There is no increase in the 1997 Astna rates. The HMO rates will increase by 3-4%.

Resolution 20 was defeated.

# RESOLUTION 21 Insurance Coverage for Domestic Partners

RESOLVED, that the following change be made to the Diocase of Newark's Group Medical insurance Plan effective February 1, 1997:

Under the plan, coverage will be offered to domestic partners and their children, at present such coverage will be available only from the Cigna HMO and the Rutgers/HIP HMO. To be eligible for domestic partnership coverage the following criteria must be met and confirmed through a notarized affidavit.

A domestic partner is defined as:

- 1. A person of the same sex who:
- shares a permanent residence with the insured;
- has resided with the insured for no less than one year;\*
- is no less than 18 years of age;

- Is financially interdependent with the insured and has proven such interdependence by providing documentation of at least two of the following arrangements: common ownership of real property or a common leasehold interest in such property; common ownership of a motor vehicle; a joint bank account or a joint credit account; designation as a beneficiary for life insurance or retirement benefits or under a partner's will; assignments of a durable power of attorney; or such other proof is considered by the insurance carriers to be sufficient to establish financial interdependency under the circumstances of a particular case;
- is not a blood relative any closer than would normally prohibit legal marriage; and
- has signed jointly with the insured, a notarized affidavit in form and content satisfactory to the insurance company which can be made available to the insurance company on request.

Such coverage would apply as long as neither the insured or his or her domestic partner:

- has signed a Domestic Partnership affidavit or declaration with any other person within twelve months prior to designating each other as Domestic Partners under the Agreement;
- is currently legally married to another person;
- has any other Domestic Partner:
- has informed the diocess that the domestic partner relationship has ended, or ceased to meet the conditions above.

\*This requirement applies to the Cigna plan, but not the Rutgers/HIP plan.

- Submitted by the Insurance Committee of Diocesan Council

#### SUPPORTING INFORMATION

This change would introduce some insurance options for the partners of gay and lesbian participants in our plans. Both HMOs have agreed to provide this coverage on the basis outlined in the resolution. The Astna is not yet willing to provide this coverage. Our intention is to go out to bid in 1997 with this being one of the major issues in that process. We have indicated to the Astna that this issue could cost them the relationship.

Resolution 21 was adopted as amended.

# THE COMMITTEE ON CONSTITUTION AND CANONS

The Committee on Constitution and Canons met on December 3, 1996 at Cathedral House in Newark and considered two amendments to the Constitution (to Articles II and V) and amendments to Canons 8 and 14. The text of each of the proposed amendments is annexed hereto.

Michael Rehill, Esq., Chancellor E. Kim Byham, Esq.. The Rev. Stanley Morgan \* George Mackey, Esq. The Rev. Christopher David Mrs. Martha Gardner Mr. William Kibildis \* Mrs. Joan Lodge The Rev. Steven Steele

\* Did not participate in recommendations of Committee

Dated: December 4, 1996

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

- A. It is proposed that Article V, Section 1 pertaining to Deputies to General Convention be amended to read as follows:
  - 1. At the Annual Convention in the calendar year next before the year in which the triennial General Convention is held, four (4) Clerical and four (4) Lay Deputies from the Diocese shall be elected. The voting shall be by ballot, the Clergy and Laity voting by orders sensuscently, and a majority in both orders of the total vote cost shall be necessary to constitute an election. Deputies so chosen shall hold office for three years. A corresponding number of supplementary Deputies in each order shall be elected in like manner, except that a majority of the total vote cast shall be necessary to constitute an election.

<u>Explanatory Information:</u> This amendment would reduce the role of the Clergy in the election of General Convention Deputies by eliminating the requirement that General Convention Deputies be elected by concurrent majorities of both lay and clergy orders voting separately.

The Committee preliminarily recommends against the adoption of this proposed amendment (subject to hearings at Convention) by a vote of 6-0, with one member abstaining.

A was tabled.

B. It is proposed that Article II, Section 5(i), pertaining to Exclusion of Lay Deputies from voting at Diocesan Convention be amended to read as follows:

Lay Deputies shall not be entitled to seat, voice or vote at any session of the Convention of this Diocese in any of the following circumstances:

(i) In case the Parish, Aided Parish, Incorporated Mission, or Mission sending such Deputies shall for the two-(2) years immediately preceding have failed to report to the Bishop as required by Canon.

<u>Explanatory Information:</u> Under the provisions of Canon I.6.1, a parochial report is required to be filed "not later than February 1st to the Bishop of the Diocese." This canonical requirement has regularly been ignored by some congregations. This amendment would penalize those congregations which fail to comply.

The Committee preliminarily recommends the adoption of this proposed amendment (subject to hearings at Convention) by a vote of 6-1, with the sole opposition member urging a more stringent penalty.

B was adopted on first reading.

...

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

The Committee on Constitution and Canons proposes amendments to Canons 8 (District Convocations) and 14 (Insurance).

- A. It is proposed that Section 2 of Canon 8 pertaining to the membership of District Convocations be amended to read as follows:
  - 2. Each Convocation shall be composed of:

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

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

(iii) One youth representative from each Parish, Aided Parish, amorporated Mission or Mission in the district, elected at an annual or special meeting of the Parish, Aided Parish, Incorporated Mission or Mission, who shall be at least 14 years of age and under the age of 20.

Explanatory Information: The proposed amendment to Paragraph 2 will bring the membership of convocations into conformity with the amendment to the Constitution adopted last year (providing for youth deputies to Diocesan Convention).

This proposed amendment was preliminarily recommended (subject to hearings at Convention) by the Committee on vote of 6-1.

A was adopted.

B. It is proposed that Canon 14 pertaining to Insurance be amended to read as follows:

The Diocese of Newark shall obtain a group policy or group policies which will provide life and health insurance coverage for the clergy of the Diocese. Participation by Parishes, Aided Parishes, Incorporated Missions and Missions is mandatory, unless intercative insurance is provided pursuant to authority granted by resolution of Diocesan Convention. The premium cost attributable to insurance coverage for clergy employed by a Parish, Aided Parish, Incorporated Mission or Mission shall be paid by that Parish, Aided Parish, Incorporated Mission or Mission. The effective date of this shall be January 1, 1985.

Explanatory Information: The proposed amendment will provide canonical authority for a proposed modification in the Diocesan group insurance plan to permit clergy with other insurance coverage to opt out of the Diocesan plan.

This proposed amendment was preliminarily recommended (subject to hearings at Convention) by the Committee on vote of 7-0, without any recommendation as to the wisdom of Convention granting the authority for alternative insurance.

B was adopted.

# A Proposal for Jersey City Strategy

The following proposal is based on the work of the Jersey City Strategy Committee, appointed by Bishop Spong at the request of Diocesan Council, and the Jersey City Consultation, a broad-based group including representatives from all congregations in Jersey City with occasional participation from representatives of Christ Hospital and YCS.

This proposal will be presented to the vestries and executive committees of the current five Jersey City congregations in December, 1996, and will be presented to Diocesan Council on January 8, 1997. It will also be presented, along with specific resolutions, to the Diocesan Convention January 24-25, 1997.

# The Proposal:

- A. Develop three strong Jersey City congregations: a new or merged congregation rising out of the lives of Incarnation, St. Stephen's and St. Matthew's; St. Paul's; and Grace Van Vorst. See attachment A for the proposal from Incarnation, St. Stephen's and St. Matthew's for a new congregation.
- Each congregation is to be "set up for success" by addressing barriers to growth and ministry (e.g., lack of parking, stress of property conditions, etc.) and devoting adequate resources for congregational development.
- Provide advanced congregational development training for current and future rectors/vicars and, at least, a core course for a team of lay leaders in each congregation.
- Apply tested models and methods for the development of "new"/merged congregations to our situation.
- Sell the real estate of Incarnation, St. Metthew's and St. Stephen's. These proceeds, along with other funding, will be used for the building of a new congregation at a new site and for the continuing development of the Area Ministry.
- Develop a collaborative process among the Jersey City congregations, Jersey City Strategy Committee, Bishops, Diocesan Council and Trustees of the Episcopal Fund and Diocesan Properties to execute the proposed Jersey City Strategy.
- 8. Engage in a ministry of evangelism and growth that doubles the adult Sunday attendance by 2002 with a target of 10% per year. [10% per year compounded over 7 years doubles the base number]. Provide significant training, consulting and financial resources directed at:

- 1. Leadership davelopment
- Each congregation having a clear working approach to the incorporation of new members, lapsed member ministry and an overall strategy for growth.
- C. Establish a Community Development Corporation (CDC)
- 1. The CDC would have a working relationship with the area ministry.
- 2. The CDC director would regularly participate in area ministry activities.
- 3. Note: the CDC has been formed and funded. See CDC document for details.
- D. Create a "Jersey City Area Ministry"
- 1. The Jersay City Strategy Committee (JCSC), whose membership includes representation from all JC congregations as well as from Diocesan Council, diocesan staff and the Trustees, will have strategic and tactical planning, resourcing and oversight of the Jersay City strategy during the transition phase to a Jersay City Area Ministry Council. As we grow in the transition time, and as a Jersay City Area Ministry Council will be formed comprised of the three congregations, they will relate to members of other diocesan organizations, such as Christ Hospital, YCS, CDC, etc.. Once an Area Ministry Council is in place, the role and gradual phase-out of the JCSC will be begin.
- The Area Ministry will have goals, structures and an operating style that will strengthen the Episcopal Church in Jersey City and allow it to provide leadership for this strategy (see attachment B).
- Significent funding will be available to the Area Ministry, with funds initially to be administered by the JCSC and ultimately by the Area Ministry Council.
- The JCSC will provide the initial linkage to assure resource participation from the diocess.
- We are seeking a significant relationship among the congregations and a significant relationship with the diocese in the mutual development of this ministry.

## ATTACHMENT A

# SUMMARY OF INCARNATION ST. MATTHEW'S and ST. STEPHEN'S PRELIMINARY JOINT PROPOSAL December 3, 1996

in October the Church of the Incarnation, St. Matthew's and St. Stephen's Churches decided to create a new unified parish to serve Jersey City and Hudson County. Proceeds from the sale of our church properties would be used to assist the Diocese in building a new church facility and in establishing an endowment for the new parish. Three committees with representatives from each church were formed to identify (1) the appropriate model of ministry for Jersey City, (2) a prospective site for the new facility and (3) a timeline for the unification of the three churches. The below summarizes the reports from the three committees: Ministry, Property and Timeline.

**MINISTRY.** The new church strengthens the Episcopal presence in Jersey City concentrating resources, efforts and energy in the following areas:

- Evangelism
- Youth Ministry
- Senior Ministry
- Music

**PROPERTY.** Pursuant to guidelines established by the three churches the property committee presented these two locations as viable sites;

- 1. Winfield Avenue and Kennedy Blvd.
- 2. Virginia Avenue and Bergen Avenue

**TIMELINE.** The timeline developed for the unification of our churches is ambitious but, nonetheless realistic and represents a desire to begin our new ministry within the shortest time frame possible.

January 1997

Churches begin worshipping together and architectural plans get underway.

July 1997

Groundbreaking for new church.

Easter 1998

First sevice in new church.

# E. Establish a strong clergy team

- A team that is mutually supportive one to the other and in their congregational leadership and vocational concerns in order to provide strategic leadership for the area ministry.
- The current clergy will gather for an overnight with Bishop McKelvey to build their relationships and partnership.
- Continuing education funding will be provided for their growth and development as leaders.

#### F. Build Institutional partnerships

The area ministry will maintain regular contact with other Episcopal Church related organizations such as Christ Hospital, YCS, North Porch, the CDC and other Jersey City organizations to learn about these ministries and develop strategic partnerships with them. [Note: Christ:Hospital has already made a significant commitment to the CDC].

- G, Explore the development of additional congregations after the first two years of this strategic plan. In preparation, the erea ministry will learn about various forms of new congregational development in similar urban areas and ways to reach new population groups. [Note: Grace VV is currently exploring possibilities in the Heights]
- H. Provide additional resources, as necessary, to fully support this strategy. For example:
- Consider providing additional clergy, seminarians and/or staff to strengthen congregational life and/or carry out a youth ministry (seek partnerships such as St. Paul's and St. Peter's College or the YWCA, the new congregation and YCS, etc.). And/or to focus on growth.
- Bishop McKelvey will play a strong, active, supportive role and be a regular participant in the clergy team. He will initially serve as some of the "glue" that holds this together.
- 3. Continued consultation resources.
- 4. Possibly a common support services office with modern equipment.
- Actively work on trust development among the congregations and with the bishop's
  office, and among the congregations and their clargy.

- In general, the need is to address the existing mistrust and cynicism that exists by
  actively working to develop trust. Behavioral habits of courtesy, reliability,
  inclusiveness, responsiveness, openness and congruence need to be built. Structures
  and processes need to be established that increase inclusion and mutual acceptance of
  an open flow of information, a shared direction based on choices, and internal
  commitment and collaborative relationships.
- 2. With the understanding that trust develops first with the core and then expands out, the work envisioned under section E begins the development trust at the central core group, the clergy. To broaden the trust development, we envision two specific sessions to review the history, identify patterns that have helped and hindered trust, and gain an understanding of how trust is development. The first such session would be with the JCSC, the second would include the vestries of the congregations.
- 3. Among the actions needed to enable increased trust are:
  - a. Be certain that the funding commitment is secure
  - b. Develop negotiation skills among participants in carrying out this strategy.
  - A common base of understanding regarding congregational development models and methods which can allow for the development of common strategies.
  - d. Ongoing active work on the part of the Bishop's Office to build trust, including maintaining a firm, clear position about what it expects from the congregations, clergy and Area Ministry.
  - e. An agreement about responsibility for this strategy including the use of financial resources, that is agreeable to the Diocesan Council, Trustees, the Bishop and the Area Ministry as represented by the JCSC and an Area Ministry Council when formed.

#### Attachment B

# The Jersey City Area Ministry

#### Goals

- To have a common tife of worship, ministry and community.
- 2. To develop each congregation and establish new congregations in Jersey City.
- To develop a mutual and collaborative relationship among the congregations and with the diocese.
- To establish effective partnerships for ministry with Episcopal related and other organizations in Jersey City.
- 5. To engage in continuous self renewal as an area ministry.

(A ministry plan will be developed and revised yearly to establish specific programs, event and ministries to act on these goals.)

#### <u>Membership</u>

All Jersey City Episcopal churches that agree with our goals, structures and operating style.

#### Structures

- A clergy team of the rectors and vicers of the congregation; the team gethers frequently for prayer and leadership.
- An expanded working group that might include the director of the CDC, representatives from Christ Hospital, YCS, other staff.
- An area council of lay and clergy representative to oversee the work of the area ministry.

# Operating Style and Process

- To openly share the life of each congregation with the others and build each other up in Christ.
- To have an annual retreat of at least one day to do assessments of our life and work
  as an area ministry and plan for the future; this would include participation from the
  dlocase. Use outside consultation and resources to facilitate the retreat.
- To provide area ministry and congregational leaders with the training and support needed to act on our goals and faithfully and effectively work together.

# The transitional plan to an Area Council

The JCSC will lead the area ministry as the "transition team." An Area Council will be formed once the transition work is complete. It is anticipated that this will take place by year end 1997. The JCSC will develop the basic working structure and representation requirements for the Area Council; the Council, once formed, will develop its own charter, determine area ministry programs, shared support services and staff, operating funding, and responsibilities of the clergy team to the area ministry.

#### JERSEY CITY STRATEGY

RESOLVED, that the 123rd Convention of the Diocese of Newark endorses the three major principles of the Jersey City Strategy developed by the Jersey City Strategy Group and approved by the Diocesan Council. These principles are:

- 1. Develop a minimum of three strong Jersey City congregations (a) a new or merged congregation rising out of the lives of Incarnation, St. Stephen's and St. Matthew's; (b) St. Paul's; and, (c) Grace.
- 2. Create a "Jersey City Area Ministry". For a period of time, expected to be about a year, representatives of the churches will continue to meet with the Diocesan Council committee on Jersey City Strategy to develop full strategy.
- 3. Establish a Community Development Corporation (CDC);

and, be it further

RESOLVED, that the proceeds of sales of <u>all</u> church property assets including those of the former Ascension. St. John's and Grace Greenville in Jersey City be designated to fund this strategy; and, be it further

RESOLVED, that the 123rd Diocesan Convention authorizes Diocesan Council is sutherized to approve all aspects of the implementation of this strategy (understanding the continued need for the approval of the Standing Committee for matters pertaining to the alienation or encumbrance of property) and the Trustees of the Episcopal Fund and Diocesan Properties shall release such funds as are approved by Council to implement such action. Recommendations on implementation will come to the Council from the Jersey City Strategy Group or its successor; and, be it further

RESOLVED, that the communities of Hoboken. Union City and Bayonne will also be invited to have representation on the Strategy group; and, be it further

RESOLVED, that the Jersey City Strategy Group present a full progress report for this strategy with all decisions approved by Diocesan Council during the year as well as goals for action during the coming year to the 124th Convention of the Diocesa.

Adopted as amended.

#### DEBT SERVICE COMMITTEE REPORT

Resolved that the 123 Convention of the Diocese of Newark approves the establishment of a second fund within the Episcopal Capital Lean Fund to be used to provide alternative financing to existing and future church building projects within the Diocese of Newark. The establishment of the fund will be implemented in the following manner.

- 1. A total of \$1,150,000 will be invested in the fund and used to refinance the bank loans for the Church of the Messiah in Chester/Long Valley and St. Thomas' Church in Vernom. These funds will come from the investments currently held by ACTS/VIM, the Ward J. Herbert Fund and the Diocesan Council in Fund A of the DIT. The break down of these investments will be \$500,000 from both ACTS/VIM and Ward J. Herbert and \$150,000 from the Diocesan Council. Interest will be paid on these loans equal to the quarterly dividend rate for Fund A of the DIT. Dividend payments will go to the respective investors as if they were invested in the DIT. Funding levels for the granting funds will not be adversely affected.
- 2. This fund will be the first source of financing considered for any future church building projects requiring in excess of \$200,000 in debt where the Diocese of Newark funds some portion of the debt service. Further investment of Diocesen endowment funds such as ACTS/VIM will be considered as appropriate.
- 3. Churches and other organizations of the diocese will be invited to invest endowment funds in this fund, the interest rate will continue to be equal to the dividend rate on Fund A of the DIT.
- 4. The fund will be governed by the board of the ECLF which is accountable to the Diocesan Council.

Supporting information: The 122nd Convention of the Diocesa of Newark established a special committee to look at alternative means of financing church building projects and to make recommendations to the 123rd Convention. The committee has analyzed the debt service requirements of the Department of Missions which are funded through the Diocesan Budget. The current annual interest cost on the bank loans for Vernon and Chester/Long Valley are approximately \$100,000. If these loans paid the current DIT Fund A rate of 3.5%, the savings would be about \$38,000 on an annual basis. This is a significant amount of money especially in difficult financial times.

By investing some of the ACTS/VIM, WJH and Diocesan Council endowment principal in this fund, the organizations will still get the same rate of raturn with little or no increase in risk. The proposed levels of investment are less than 50% of the Fund A holdings of each organization so that there would still be some diversification of the risk.

The Episcopal Capital Loan Fund (ECLF) was established as an endowment fund out of a capital campaign of the 1950's. The fund has a principal balance of \$750,000 which is used to make loans to churches for building projects. In the almost 40 year history of the ECLF all loans have ultimately been paid in full. Loan applications are evaluated by

a board of 6 clergy and 6 lay people who are appointed by the Bishop with the appointments confirmed by the Diocesan Council. The Council ratifies the ECLF minutes. Income on the existing ECLF principal is paid to the Department of Missions which uses it for grants.

Item 2 is proposed to establish the policy, that before the Diocese of Newark commits to funding bank debt or any other conventional source, alternative sources are considered. A number of churches have made loans to the Church of the Messiah project and it is believed that the establishment of a more formal mechanism will encourage others to do the same. This fund would be reserved for large projects that have major financial implications for the Diocese and would not compete with the small projects already financed by the ECLF.

It is believed that this resolution represents a major first step toward establishing alternative methods of funding and is both practical and prudent. This could also have an important impact on diocesan finances.

Respectfully submitted,

The Rev. Geoffrey Curtiss

Mr. John Zinn

Mr. Peter Van Brunt

Mr. Larry Taber

# Task Force on Child Care



Episcopal Diocese of Newark 1997

# Task Force Members

Al Jousset, Co-chair Bernice Nelson, Co-chair

Bill Gannon Ray Harbort Fletcher Harper Anne MacVicar Ashley Neal John Rollins Joe Stewart Tanya Wallace

"At that time the disciples came to Jesus, saying, "Who is the greatest in the kingdom of heaven?" And calling to him a child, he put him in the midst of them, and said, "Truly, I say to you, unless you turn and become like children you will never enter the kingdom of heaven. Whoever humbles himself like this child, he is the greatest in the kingdom of heaven.

Whoever receives one such child in my name receives me!"

#### Matthew 18:1-5

Watch over your children, dear God, as their days increase; bless and guide them wherever thy may be. Strengthen them when they stand; comfort them when discouraged or sorrowful; raise them up if they fall; and in their hearts may your peace which passes all understanding abide all the days of their lives. Amen.

Book of Common Prayer, p. 830 (adapted)

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## Introduction

It is certain that the growing need for child care we have witnessed in the latter half of the 20th century will continue and probably increase as we enter the third Millennium.

Church facilities, which often stand empty for most of the week, may offer adequate space, good location and tax exempt status for a possible child care facility or pre-school. The marriage of churches and schools offer a unique opportunity. Historically, education has been an integral part of the religious life as well as the care and nurture of our children. It has been a part of the mission of the Christian church since her inception. Quality child care and educational enterprise within existing church buildings can result in a mutually beneficial relationship between the church and the community.

The Episcopal Diocese of Newark is varied and diverse. It represents a broad spectrum of social, economic and educational opportunity and needs. Likewise the ability of congregations to invest time, talent and resource in a child care facility will also vary. This document offers a small glimpse of some of the possibilities which exist within our diocese. It is designed to help those who want to consider starting a center or moving from rental to ownership. This document is in no way the complete story. It is a beginning. It is the story and history of some churches, clergy and lay people who have found success in child care, schools and pre-schools. Some have long histories others are just starting. Mostly it is an effort to help other parishes or missions who may want to journey into this exciting arena.

This report has both subjective and objective parts. State licensing requirements, staff to student ratios and facility needs, for example, are objective and not, for the most part, debatable. School management, finances and fiscal responsibility can and do vary depending on the congregation. Although, even here, there is a tried and true framework for both success and proper responsibility and accountability. We believe this report is only the beginning and that the committee and others in the Diocese of Newark stand ready to share our common success and knowledge for the benefit of the Diocese, our churches, local communities and, most of all, our children.

# Why Should We? A Statement of Faith.

The theological implications involved in education and child care are many and are often inextricably interwoven. There is no single simple theological tenet for church sponsored child care and schools but rather there are many threads which weave a rich tapestry calling us forth to this ministry. Central, however, is the mission and ministry of the church to reach beyond yourself to meet the needs of the community in which we "live and move and have our being." Here are several theological precepts on which we can reflect when deciding whether or not we want to establish a child centered educational institution.

Good Stewardship of our buildings and our resources. We should ask ourselves if our buildings are being fully utilized. If not, why not?

Pastoral Care for the people in our communities in need of a safe place and a healthy, nurturing environment for their children. The necessity of two working parents has fired the need for more centers to be open. In many communities single parent households are the norm. Affordable, quality child care may be a central need in such a home.

Christian Education can be either implicit or explicit. Some church owned schools and child care centers have Bible stories and chapel. Many others are "non-sectarian" but abide by the faith principles of "loving your neighbor as self" and "respecting the dignity of every human being." Indeed, historically the church has posited that education is synonymous with outreach to the community.

Evangelical opportunities abound when young families enter a church facility. Most church owned child care centers, schools and pre-schools have reported that they reap the benefits of increased membership and church attendance.

Outreach and social justice is served particularly in communities with special needs such as ministry to the specially challenged or teenage parents trying to complete their education. The Task Force has a special interest in establishing a fund which would help child care facilities in these places that have unique ministries. In our relatively wealthy Diocese there should be enough resources to help support such needed and courageous enterprises.

Many who have begun child care centers with one of these theological goals in mind have been surprised to find most, if not all, come into play. If we are truly a church which cherishes mission and one that claims ministry as meeting the needs of our community what better way to exercise that call than in caring for the most vulnerable in our midst. Communities of faith find themselves in a unique position to serve through quality child care and educational opportunity.

# III. Facility Needs First: What to look for:

The following is a check list of some of the basic minimum physical requirements needed in order to open a Day Care Center. If these requirements do not already exist, the cost to open a Day Care Center may be substantial and should be considered carefully. Estimates should be sought to determine the magnitude of the initial outlay required and the feasibility of opening a Day Care Center in your facility or incorporating one into a newly designed facility.

A Certificate of Occupancy must be obtained for one of the following use group as it pertains to the age group you wish to serve.

Use Group E (Educational) 2-1/2 years and older

Use Group I-2 (Institutional)

For buildings accommodating (6) or more children of less than 2-1/2 years of age.

Use Group A-3 or A-4 (Assembly) (or one of the Use Groups listed above) For buildings accommodating school-age children in care programs only.

Preliminary check list when considering opening a Day Care Center:

- 1. The minimum space requirement is 35 square feet per child.
- 2. Space should be free from moisture resulting from water leaks or seepage.
- 3. All non-safety glass surfaces within 36" of the floor must have protective guards.
- 4. All rooms must have a minimum of 20 foot-candles of natural or artificial light 3' above the floor in all areas of the room.
- 5. Parking lots and walkways should be well lit.
- 6. Rooms must maintain a minimum of 68 degrees Fahrenheit when occupied.
- 7. All hot surfaces must be protected.

- 8. "Lead paint precautions are as follows:
  - The center should not use lead paint on and should remove lead paint from any interior or exterior surfaces of a building used as a center, or on any furniture, toys, or others equipment used therein, in accordance with provisions of the State Lead Paint Law, pursuant to N.J.S.A. 24:14A-1 et seq., and with the provision of the State Sanitary Code, as specified in N.J.A.C. 8:5 1-7.
  - When lead paint is found in areas of a center not specified in N.J.A.C. 8:5 1-7, the Bureau shall determine shelter the lead paint is hazardous to the health, safety and well-being of the children service, and if considered to be hazardous, the center shall remove the lead paint hazard."
- 9. "Asbestos precautions are as follows:
  - Coats containing asbestos should not be sprayed on any interior or exterior surfaces of a building used as a center or on any equipment used therein, in accordance with rules of the state Department of Environmental

Protection, as specified in N.J.A.C. 7:27-=17.2 and with applicable provisions of the Asbestos Hazard Abatement Sub-code of the N.J.U.C.C., as specified in N.J.A.C. 5:23-8.

- 2. If the New Jersey Department of Health determines the presence of sprayed-on asbestos-containing materials, and concludes that corrective action must be taken to minimize exposure potential, the sponsor shall follow the recommendation of the State Health Department for enclosure, removal or other appropriate action to remove the threat or risk of asbestos contamination, as specified in N.J.A.C. 5:23-8."
- 10. The space must have hot and cold running water. The hot water must not exceed 110 degrees Fahrenheit.
- 11. There must be (1) sink and (1) toilet for the first (15) children located on the same floor, with (1) additional toilet and (1) additional sink located no more than one floor above or below the area occupied by children, for any additional (1) and (15) children.

- 12. Outdoor areas should be 150 square feet minimum, with an additional 30 square feet for each child when more than (5) children are using the area. The area should be fenced.
- 13. Each room should have unobstructed window or 2-way mirror comprising 10% of the square footage of at least one interior wall, or other acceptable means of observation.
- 14. Fire Protection a sprinkler system or ground-level egress from each room, and a smoke detection system are required.

For further detail, see Chapter 122 Manual of Requirements for Child Care Centers, which is available from the Bureau of Licensing, Division of Youth and Family Services, CN717, Trenton, NJ 0-8625-0717, and the New Jersey Uniformed Construction Code, for the requirements of each Use Group. Contact your local Building Department for any special local requirements.

# IV. Licensing and Accreditation: Getting Along with DYFS

This section is designed to compare and contrast minimal licensing standards, with the higher quality standards of accreditation. Included are the requirements for staffing: staff qualifications, teacher/child ratios and group size, and a checklist of items to be considered when opening and maintaining a child care center. Where appropriate, we have also included the recommendations of the National Association of Episcopal schools.

The Bureau of Licensing, a Division of Youth and Family Services, under the Department of Human Services, is the regulatory agency which inspects, monitors and licenses Early Childhood and School-Age programs. The Manual of Requirements (1) puts forth standards below which no center may operate. The standards are, by definition, minimal, so as not to put centers out of business. They focus on issues of health and safety.

The recommendation of this committee is that programs should strive for the higher standards of the National Association for the Education of Young Children (NAEYC) (2). The Accreditation system of the National Academy of Early Childhood Programs provides for both a self-study and the evaluation of an outside validator. The system is a collaborative effort whose goal is to improve the quality of child care and early education for children in group programs.

The Division of Youth and Family Services provides for centers to be licensed every three years to meet minimal standards. The National Academy provides a system that is dynamic and will grow over time. Teachers and parents work together to discover a center's strengths, and areas in which improvement is needed.

The National Association of Episcopal Schools (NAES) (3) supports and recommends standards of quality. We feel that programs which are operated by, or housed in our churches, should seek quality at all levels. Specialized training of personnel and adherence to recommended group size are key contributors to quality programs for young children.

### II. Staff/Child Ratios

| NJ Bureau of l | Licensing | NAEYC Accreditation | NAES          |  |
|----------------|-----------|---------------------|---------------|--|
| Under 18 mos   | 1:4       | 1:3                 | Supports      |  |
| 18 mos2 1/2    | 1:4       | 1:4                 | NAEYC         |  |
| 2 1/2-4        | 1:10      | 1:4                 | Accreditation |  |
| 4-6            | 1:15      | 1:10                | Standards     |  |
| 6 and up       | -1:18     | 1:12                |               |  |

Ratios vary according to group size, rest/sleep hours and for special needs children. The NJ MANUAL OF REQUIREMENTS has the specific information.

### III. Staff Requirements

### Each center must have:

- A Sponsor, who may also serve as the Director/and/or as one of the staff members
- A Director, who may also serve as one of the staff members
- One or more of applicable qualified staff members
- Additional staff members, as necessary, to meet staff/child requirements

### For Early Childhood Programs (NJ LICENSING)

| 6-15 children | 1 Head Teach | ner or 1 Gr | oup | Teacher or 1 | Consulting | Group | Teacher |
|---------------|--------------|-------------|-----|--------------|------------|-------|---------|
| 16-30         | 44           |             | 99  | and          | 6.6        |       |         |
| 31-60         | 44           |             | 99  |              |            |       |         |
| 61-120        | 64           | and         | CC. |              |            |       |         |
| 121-180       | ££           | and (2)     | 66  |              |            |       |         |

and so on. For more than 180 children, the NJ LICENSING MANUAL has specific staff requirements.

Qualifications for Early Childhood Programs serving more than 30 children:

| NJ   | NAEYC  | NAFS   |   |
|--|--|--|---|
| Director<br>Head Teacher<br>Group Teacher<br>Assist. Teacher | Director Master Teacher Teacher Assist. Teacher Teaching Assistant | Supports NAEYC<br>Accreditation<br>Standards | • |

Options for meeting qualification at all levels include both educational credentials and experience requirements. These are delineated in the NJ LICENSING MANUAL.

NJ LICENSING, NAEYC, and NAES recommend that staff participate in ongoing professional development.

Administrative records concerning staff qualifications and professional training are delineated in the NJ MANUAL OF REQUIREMENTS.

Center's Checklist to Assist in Preparing Early Childhood school Age Licensing Inspection Using the appropriate column for your program, check off the requirements you currently meel. If your center offers both Early Childhood and School Age Programs, be sure to fill out both columns. Shades boxes are not applicable to your program. SUPERVISION AND RATIOS Do I stay within the capacity on my license? 2. Are children always supervised as appropriate to their age and situations? Do I utilize a minimum of 2 staff on trips even when ratio requirements are less? 4. Are the staff/child ratios correct? a. For mixed age groups (see page 23 of the Manual) b. For single age groups (see page 22 of the Manual) 5. Do I have a minimum of 2 staff in the facility even when ratios may only dictate 1 staff? 6. When using a minimum of 1 staff, is another staff member immediately accessible? Do I have written instruction/permission from parents prior to allowing children to leave the program unsupervised? GROUPING OF CHILDREN 8. Do I have no more than 20 children per group? 9. Are the children under 2 1/2 assigned a primary care giver? 10. Do I have no more than 30 children per group? ACTIVITIES FOR CHILDREN 11. Are the children presented with a variety of activities?

| School Age | Early Childhood | Center's Checklist to Assist in Preparing<br>for<br>Licensing Inspection   |
|------------|-----------------|--|
|            |                 | ACTIVITIES FOR CHILDREN (CONT)   |
|            |                 | 12. Are the activities/time frames of activities geared to the age level of the children?  |
|            |                 | a. Do the children have free choice of materials?  |
|            |                 | b. Is there a mixture of active and quiet experiences?   |
|            |                 | c. Is there a mixture of staff directed and child selected activities?   |
|            |                 | d. Do staff interact with children?  |
|            |                 | 13. Are infant/toddlers taken out of their cribs when they are up?   |
|            |                 | 14. Do I have a daily activity plan? (See pages 50 and 52 of the Manual for specific<br>amounts/types of activities and supplies.                            |
|            |                 | PROGRAM SAFETY   |
|            |                 | 15. Do I only use space that the Bureau of licensing has approved and have I labeled all approved space (i.e. signs with room names, numbers, colors, etc.)? |
|            |                 | 16. Is the equipment safe and sturdy and facilities sanitary (i.e. shelving secured, etc.)?  |
|            |                 | 17. Are caustic products stored in locked cabinets?  |
|            |                 | 18. Are outdoor play areas, walks, etc. free from hazards?   |
|            |                 | 19. Are all surfaces (i.e. floors, walls, window coverings) kept clean and in good repair?   |
|            | - 1             | 20. Are all center surfaces, furnishings and equipment free from lead paint?   |
|            |                 | 21. Are windows, radiators, fans and lally columns properly covered?   |
|            |                 | 22. Is the lighting and heating adequate (i.e. 68 degrees minimum of heat)?  |

| School Age | Early Childhood | Center's Checklist to Assist in Preparing<br>for<br>Licensing Inspection   |
|------------|-----------------|--|
|            | = 4             | PROGRAM SAFEY (CONTD.)   |
|            |                 | 23. Do children wear helmets when riding bicycles?   |
|            |                 | 24. Are platforms available for children's use if I only have adult size toilets at the center?  |
|            |                 | 25. Are the electrical outlets covered?  |
| -11        |                 | DISCIPLINE   |
|            |                 | 26. Have I prepared and posted a written discipline policy that is positive; indicates that a child shouldn't be disciplined for failing to eat, sleep or for soiling himself?   |
|            |                 | 27. Does the discipline policy indicate that if children are separated from the group (for example, placed in "time out"), they must be supervised?  |
|            |                 | 28. Does the policy disallow hitting, shaking corporal punishment, abusive language, frightening treatment, withholding food or emotional responses, and making children stay silent for lengthy periods?  |
|            |                 | 29. Do the children participate in making rules or are they made aware of the rules?   |
|            |                 | politics - Springing below 5 pour object and the disconnection for the comment |
|            | 1               | 30. When children rest, is there enough lighting to oversee the children properly?   |
|            |                 | 31. Do I meet the proper staff/child ratios during nap time? (See page 22 of the Manual)   |
|            |                 | 32. Do I utilize a staff member in each sleeping area?   |
|            | No.             | 33. Is sleeping equipment stored, sanitized, utilized and labeled according to requirements<br>(See page 54 of the Manual)   |
|            |                 | 34. Do I provide rest periods that allow an alternate activity for children who don't sleep after 30 minutes of rest?  |

| School Age | Early Childhood | Center's Checklist to Assist in Preparing<br>for<br>Licensing Inspection  |
|------------|-----------------|---|
|            |                 | BEST AND SLEEP (CONTD.)   |
|            |                 | 35. If I use mats, are they at least 1 inch thick and waterproof?   |
| 23         |                 | 36. Do I make sure that only one child uses a crib (or other sleeping equipment) at a time?   |
|            |                 | 37. Are the cribs/cots spaced with one foot between them leading to a 3 foot unobstructed aisle?  |
|            |                 | 38. Do I ensure that crib/playpen sides are up and have a height of 19"?  |
|            |                 | 39. Do the crib/playpen slats not exceed 2 3/8" apart?  |
|            |                 | MEALS   |
|            |                 | 40. Do staff wash and disinfect tables before meals are served?   |
|            |                 | 41. Is food stored, prepared and served in a sanitary manner?   |
| #          |                 | 42. For programs operating more than 3 consecutive hours only, do I have a working refrigerator?  |
|            |                 | 43. Do I provide snacks that are nutritious?  |
|            |                 | 44. If I provide breakfast, lunch and/or dinner, do my meals meet the required food groups, and do I serve milk at least once daily (see page 53 of the Manual) |
|            |                 | 45. If I provide food, do I have an alternate choice of food for special diets?   |
| MARKET     |                 | 46. Do I have and have I advised parents of my policy for serving meals/snacks when I operate on school holidays and vacations?                                 |
| 100        |                 | 47. If I store perishable food/medication, do I have access to a refrigerator?  |

| School Age | Early Childhood | Center's Checklist to Assist in Preparing<br>for<br>Licensing Inspection                                      |
|------------|-----------------|---|
|            |                 | MEALS FOR CHILDREN UNDER 18 MONTHS  |
|            |                 | 48. Is feeding equipment disinfected after use?   |
|            |                 | 49. Are diets that are submitted by parents posted?   |
|            |                 | 50. Is there a written plan for feeding schedules made available to staff?                                    |
|            |                 | 51. Are bottles labeled?  |
|            |                 | 52. Do I ensure that bottles are not propped while infants are fed?   |
|            |                 | 53. Do I have appropriate furniture for feeding?  |
|            |                 | EQUIPMENT   |
|            |                 | 54. Do I have child size furniture?   |
|            |                 | 55. Do we have a telephone or access to one?  |
|            |                 | HEALTH REQUIREMENTS   |
|            |                 | 56. Do I have a First Aid Kit and First Aid Manual?   |
|            |                 | 57. If I won't dispense medication, do I tell parents so, and if I do dispense medication, do I ensure that:  |
|            |                 | Parental permission is secured for giving medication (both prescription and non-<br>prescription medication.; |
|            |                 | b. Medication is stored in a secured area in its original prescription container,                             |
|            |                 | c. Unused medication is removed from the center;  |

| School Age | Early Childhood | Center's Checklist to Assist in Preparing<br>for<br>Licensing Inspection   |
|------------|-----------------|--|
|            | 11              | HEALTH REQUIREMENTS (CONTD.)   |
|            |                 | d. A medication chart is kept; and that only staff I authorize to do so may give<br>medication, or supervise the self administration of medication for older children<br>whose parents have authorized it. |
|            |                 | e. Do I have an area equipped with rest equipment where an ill child can be separated<br>from other children?  |
|            |                 | SANITATION   |
|            |                 | 58. Do I have a supply of soap/toilet tissue/paper towels?   |
|            |                 | 59. Do children wash their hands:  |
|            |                 | a. Before eating?  |
|            |                 | b. After toileting?  |
|            |                 | 60. Do staff wash their hands:   |
|            |                 | a. Before serving food?  |
|            |                 | b. After assisting in toileting?   |
|            |                 | c. After changing diapers?   |
|            |                 | 61. Do staff use disposable gloves when handling blood or vomit?   |
| I          |                 | 62. Do staff wash surfaces and disinfect them with a disinfectant solution?  |
|            |                 | 63. Do staff disinfect those surfaces and supplies listed on pages 67 through 69 of the Manual as frequently as required?  |
|            |                 | 64. Are garbage receptacles durable, leak proof and maintained in a sanitary manner?   |

| School: Age | Early Childhood | Center's Checklist to Assist in Preparing<br>for<br>Licensing Inspection           |
|-------------|-----------------|--|
|             |                 | HYGIENE AND DIAPERING  |
|             |                 | 65. Is the Changing area sanitized after each use?                                 |
|             |                 | 66. Are diapers changed frequently?  |
|             |                 | 67. Are children washed and dried with an individual towel?                        |
| 3470        |                 | 68. Is the diapering area within 15 feet of a sink?                                |
|             |                 | 69. Is the dispering surface flat, non-absorbent, in good repair, etc.?            |
|             |                 | 70. Are soiled dispers placed in closed, lined, containers, and removed daily?     |
|             |                 | TOILET TRAINING/TOILETING  |
| 107         |                 | 71. Do I wash and disinfect porty chairs after each use?                           |
|             |                 | 72. Do I have a written policy on toilet training that the parents are advised of? |
|             |                 | 73. Are toilet training chairs located in areas separate from food?                |
|             |                 | 74. Are children afforded privacy when toileting?                                  |
|             |                 | ADMINISTRATIVE RECORDS (at center), PROCEDURES AND POLICIES                        |
| T.          | 146             | 75. Do I have the following administrative records at the center:                  |
|             |                 | a. The Manual of Requirements for Child Care Center,                               |
|             |                 | b. Information to Parents Document;  |
|             |                 | c. Signature of parents attesting to receipt of above-mentioned document;          |
|             |                 | d. Field trip consent forms which can be:  |
|             |                 | Blanket permission slips for walks; and  |
|             |                 | Individual permission slips for trips involving transportation.                    |

| School Age | Early Childhood | Center's Checklist to Assist in Preparing<br>for<br>Licensing Inspection   |
|------------|-----------------|--|
|            |                 |  |
|            |                 | 76. Do I know and have a written policy indicating the procedure to follow if a parent is late picking up a child, or is in an impaired state? (See page 56 of the Manual).  |
|            |                 | CHILDREN'S RECORDS - Do I have for each child?   |
|            |                 | 77. Attendance records on file?  |
|            |                 | 78. A signed enrollment application indicating the child's name, address, birth date, enrollment date, parents' employment and phone number, emergency phone numbers and authorization for emergency treatment if parents are unavailable?       |
|            |                 | 79. a. For children not enrolled in a public or private school, evidence of a doctor's examination indicating:   |
|            |                 | 1. Name and address of physician;  |
|            |                 | 2. Child's medical history;  |
|            |                 | 3. Recommendations for medical or special treatment, if applicable, and  |
|            |                 | b. For children already enrolled in a public or private school, a written parent's statement<br>indicating the child's good health and ability to participate in the center's activities, or<br>any conditions requiring special accommodations. |
|            |                 | 80. Accident and Injury records? (If a child gets hurt and needs medical care)   |
|            |                 | 81. Unusual incident records involving children?   |
| 33         |                 | 82. Illness log for children who get ill at the center?  |
| 14         |                 | STAFF RECORDS  |
|            |                 | 83. a. For each staff member, do I have a signed application indicating: (For sponsors, do I have numbers 1&3 below)   |
|            |                 | 1. Name, address, phone;   |
|            |                 | 2. Education, experience;  |

| School Age   | Early Childhood | Center's Checklist to Assist in Preparing for Licensing Inspection  |
|--------------|-----------------|---|
|              |                 | STAFF RECORDS (CONTD.)  |
|              |                 | <ol> <li>Disclosure of presence/absence of criminal convictions and if applicable, reasons<br/>for discontinuance of employment; and two character references which can be<br/>written or verbal</li> </ol> |
|              |                 | b. Did my staff receive and sign off on the discipline policy? and  |
|              |                 | c. Information to Parents Document?   |
|              |                 | d. Do I have staff medical records which include some verification of the Mantoux test     and physical?  |
| T            |                 | 84. Do I have staff time sheets?  |
|              | 200             | STAFF CREDENTIALS (See Manual pages 25-32 for reference)  |
|              | T               | 85. As Director, do I have the proper credentials?  |
|              |                 | 86. Do I have a head teacher with the proper credentials?   |
|              |                 | 87. If needed, do I have a group teacher with proper credentials?   |
|              |                 | 88. If I have a consulting Head Teacher, do I have a written record of 2 consultant visits per<br>month for the purpose of:   |
|              |                 | 1. Staff training;  |
| S CONTRACTOR | 14              | 2. Observation of the Program;  |
|              | 11              | Ensuring implementation and appropriateness of program?   |
| -            | 200             | 89. Do I have a Program Supervisor with the proper credentials?   |

School Age Early Childhood

# Center's Checklist to Assist in Preparing for Licensing Inspection

### DIRECTOR RESPONSIBILITIES

| 90. Have the center's staff been trained in:                        |
|---|
| a. Understanding the center's operation:                            |
| b. Implementing the discipline policy;                              |
| c. Recognizing and reporting abuse;                                 |
| d. Supervising children;  |
| e. Proper health practices;   |
| f. The release policy if parents are late in picking up children;   |
| g. Age appropriate activities;                                      |
| h. Evacuating the center and using the fire extinguisher and alarms |
| 91. Have I documented training in (h) above?                        |
| 92. Have staff been oriented to their job responsibilities?         |
| 93. Have I instituted a staff substitute system?                    |
| 94. Have I indicated a chain of command in my absence?              |
| 95. Do I make daily unannounced visits to every group of children?  |

| School Age | Early Childhood | Center's Checklist to Assist in Preparing for Licensing Inspection  |
|------------|-----------------|---|
|            | 111             | PARENT INVOLVEMENT  |
|            |                 | 96. Can parents visit at any time without prior approval?   |
|            |                 | 97. Do I give parents a written policy on how we deal with communicable diseases?                           |
|            |                 | 98. Do I have a written policy on parent involvement which incorporates/documents:                          |
|            |                 | 1. Parent volunteers;   |
|            |                 | An annual Open House scheduled for parents to observe the program;  |
|            |                 | 3. Parent/staff enrollment conferences; and   |
|            |                 | 4. A semi-annual meeting between parents and staff?   |
|            |                 | 99. Do I utilize one of the following:  |
|            |                 | 1. Governing Board; or  |
|            |                 | 2. Advisory Committee; or   |
|            |                 | 3. Annual meeting for parents?  |
|            |                 | 100. Do I have a written policy on parent involvement utilizing one of the options listed in 9 or 99 above? |

| School Age | Early Childhood | Center's Checklist to Assist in Preparing<br>for<br>Licensing Inspection |
|------------|-----------------|--|
|            | 31              | DOCUMENTS/PAPERWORK  |
|            |                 | 101. Do I have the following:  |
|            |                 | Certificate of Occupancy/Certificate of Continued Occupancy?             |
|            |                 | b. Fire Certificate? (Issued within the last 12 months)                  |
|            |                 | c. Health Certificate? (Issued within the last 12 months)                |
|            |                 | d. Liability Insurance?  |
|            |                 | e. License Posted?   |
|            |                 | f. Evacuation Diagram posted on every floor?                             |
|            |                 | g. Emergency Information (see page 41 of the Manual)                     |
|            |                 | h. Fire Drill Log?   |

### Finances

# Some Guiding Principles in Budgeting and Finance

- > Tuition will depend upon the type and quality of the program, the qualifications of staff, the facility and the demographics of the area being served. It is helpful to call other centers in your area and ask for tuition information. You want to be careful not to undersell nor over price your program. Other fees will vary according to the program.
- > Centers should always require at least one months tuition as a deposit. Such deposits should be kept in a separate untouchable account. This is returned when the child leaves the school.
- >Salaries will depend on tuition and the number of children in the program. More qualified, degreed staff will require more salary, but will also be a draw for those seeking quality child care.
- > School budgets should be developed in concert with the Vestry and always adopted by the Vestry annually.
- > Church and school budgets should be separate, reported separately and not comingled. Any funds transferred should be by Vestry resolution and recorded in the Vestry minutes.

Financial accountability and responsibility will vary in form from institution to institution, but should not vary in substance. Basic financial integrity is essential to avoid even the appearance of malfeasance. School and church books should be audited separately and annually. The Vestry is the ultimate accountable body and no financial decision should be made without the advice and consent of that body.

Here are some examples of tuition, salaries, fees and budgets.

# Little Lamb Children's Center 1997 PLAN

|                            | 1997    | 1996    | S<br>Increase/<br>(Decrease) | %<br>Increase/<br>(Decrease) |  |
|----------------------------|---------|---------|------------------------------|------------------------------|--|
| INCOME                     | 334,000 | 196,660 | 137,340                      | 69.8%                        |  |
| Tuition                    | 0       | 900     | (900)                        | (100.0%)                     |  |
|                            | 1.000   | 1.000   | 0                            | 0.0%                         |  |
| Registration Fees<br>Other | 335,000 | 198,560 | 136,440                      | 68,7%                        |  |
| TOTAL INCOME               |         |         |                              |                              |  |
| EXPENSE                    |         |         |                              |                              |  |
| Payroll Gross              | 277,875 | 159,100 | 118,765                      | 74.6%                        |  |
| Staff Development          | 1,200   | 1,200   | 0                            | 0.0%                         |  |
| Food                       | 3,150   | 3,600   | (450)                        | (12.5%)                      |  |
| Diapers                    | 6,300   | 5,000   | 1.300                        | 26.0%                        |  |
| Education                  | 4,800   | 3,700   | 1,100                        | 29.7%                        |  |
| Laundry                    | 200     | 780     | (580)                        | (74.4%)                      |  |
| Sanitation Supplies        | 1,000   | 900     | 100                          | 11.1%                        |  |
| Office Supplies            | 1,200   | 1,800   | (600)                        | (33.3%)                      |  |
| Repairs/Maintenance        | 3,600   | 3,900   | (300)                        | (7.7%)                       |  |
| Telephone                  | 750     | 350     | 400                          | 114.3%                       |  |
| Advertising                | 1,000   | 1,000   | 0                            | 0.0%                         |  |
| FacilityImprovements       | 600     | 4,000   | (3,400)                      | (85.0%)                      |  |
| Fixed Fees                 | 750     | 800     | (50)                         | (6,3%)                       |  |
| Bank ServiceCharges        | 200     | 100     | 100                          | 100.0%                       |  |
| CC Pledge                  | 3,600   | 2,700   | 900                          | 33.3%                        |  |
| CC Facility Expense        | 22,500  | 6,750   | 15,750                       | 233,3%                       |  |
| CC Debt Payback            | 3,900   | 1,950   | 1,950                        | 100.0%                       |  |
| Misc Exp                   | 2,000   | 800     | 1,200                        | 150.0%                       |  |
| Contingency                | 375     | 100     | 275                          | 275.0%                       |  |
| TOTAL EXPENSE              | 335,000 | 198,540 | 136,460                      | 68.7%                        |  |

### **Tuition Contract**

At the time of enrollment the first and last months tuition payment is due. You are required to give, in writing, a 30 day notice of withdrawal from the program for the last month's tuition to be refunded.

Tuition payments are due on the 1st of every month, regardless of absences or vacations. There is a five day grace period, including weekends, before a late fee is incurred. The late fee will be \$5 per day after that time.

The school's hours are from 7:30 am until 6:00 pm. If you arrive after 6:00 pm, you will be required to sign a late book noting the time of pick up. You will be billed once per month at the rate of \$1.00 per minute after 6:00 pm.

There are no adjustments in tuition for days closed; snow days, sick days, vacation days.

| Please read the above contract carefully before | signing. |
|---|----------|
| Date'   |          |
| Parent/Guardian Signature                       |          |
| Child's Name:                                   |          |
| Classroom:                                      |          |

FEE SCHEDULE 1996-1997

Hours: 7:30-6:00

# Deposit: Two Full Months Payable Upon Registration

| Program                 | Monthly Tuition |  |  |
|-------------------------|-----------------|--|--|
| Infants (under one)     | 770.00          |  |  |
| One's                   | 700,00          |  |  |
| Two/Three's             | 660.00          |  |  |
| Three/Four's            | 615.00          |  |  |
| Kindergarren (full day) | 590.00          |  |  |
| Wrap-Around             | 470.00          |  |  |
| A.M. Session (8:40-12)  | 360.00          |  |  |

# Note: Pre School offers a 10% Family Discount.

Comprehensive Fee (for all programs) \$75.00: Non-refundable fee, paid annually at time of enrollment. This fee includes registration, insurance, health screening, trips and holiday celebrations.

### Additional Fees:

- \* Full day attendance for AM Kindergarten and Wrap-Around Students will be \$20 extra per day.
- \* \$5.00 late fee for each day tuition is late
- \* \$20.00 return check fee.
- \* \$1.00 per minute late pick up fee.

# September through August

| Income:          | #44P 280 00  |
|------------------|--------------|
| Tuition          | \$448,280.00 |
| Expenses:        |              |
| Salaries/taxes   | 291,721.00   |
| Group Ins.       | 22,080.00    |
| Pension          | 3,000.00     |
| Teacher Training | 1,500.00     |
| Sub-Total        | 318,301.00   |
| Facility Costs:  |              |
| Rent             | 39,600.00    |
| Phone            | 2,665.00     |
| Utilities        | 6,000.00     |
| Mortgage         | 20,000.00    |
| Sub-Total        | 68,265.00    |
| Supplies         | 5,000.00     |
| Ed. Supplies     | 7,000.00     |
| Teacher Projects | 500.00       |
| Food             | 4,000.00     |
| Maint/Repair     | 25,000.00    |
| Equip/Repair     | 11,000.00    |
| Advertising      | 4,500.00     |
| Program Enhance  | 4,714.00     |
| Misc.            | -0-          |
| Sub-total        | 61,714.00    |
| Grand Total      | 448,280.00   |

| Salaries             | Amount | W/FICA |
|----------------------|--------|--------|
| Director             | 35,000 | 37,677 |
| Administrator        | 25,725 | 27,692 |
| Kindergarten         | 18,500 | 19.915 |
| Intermediate (head)  | 22,500 | 24,221 |
| Primary (head)       | 20,000 | 21,530 |
| Ones                 | 19,000 | 20,454 |
| Infants              | 19,000 | 20,454 |
| Primary (asst.)      | 16,200 | 17,439 |
| 56 99                | 16,200 | 17,439 |
| ۵٤ >>                | 16,200 | 17,439 |
| Intermediate (asst.) | 16,200 | 17,439 |
| 44 39                | 16,200 | 17,439 |
| Kindergarten (PM)    | 16,200 | 17,439 |
| Part-Timers          | 12,000 | 12,918 |
| Subs/Overtime        | 3,000  | 3,230  |

# September through August FINANCIAL REPORT

| Income           | Budget     | Sept.       | YTDActual | YTD Budget | Over/Under |  |
|------------------|------------|-------------|-----------|------------|------------|--|
| Tuition          | 448,280.00 | 37,497.41   | 37,497.41 | 37,356.67  | 0-140.     |  |
| Expenses:        |            |             |           |            |            |  |
| Teaching/        |            |             |           |            |            |  |
| Administrative   |            |             |           |            |            |  |
| Salaries/taxes   |            |             |           | 04 310 00  | U-1455.    |  |
| Group Insurance  | 291,721.00 | 22,020.87   | 22,020.87 | 24,310.08  | U-1435.    |  |
| Pension          | 22,080.00  | 1,105.54    | 1,105.54  | 1,840.00   | U-250      |  |
| Teacher Training | 3,000.00   | 44          |           | 250.00     |            |  |
| _                | 1,500.00   | <del></del> | -         | 125.00     | U-125      |  |
| Total            |            |             |           | 04 404 00  | 11 2200    |  |
|                  | 318,301.00 | 23,126.41   | 23,126.41 | 26,525.08  | U-3398     |  |
| Facility Costs   |            |             |           |            |            |  |
| Rent             | 39,600.00  | 3,300.00    | 3,300.00  | 3,300.00   | -          |  |
| Phone            | 2,665.00   | 222.08      | 222.08    | 222.08     |            |  |
| Utilities        | 6,000.00   | 539.12      | 539.12    | 500.00     | 0-39       |  |
| Mortgage         | 20,000.00  | 2,033.02    | 2,033.02  | 1,666.67   | 0-366      |  |
|                  |            |             |           |            | 0.405      |  |
| Total            | 68,265.00  | 6,094.22    | 6,094.22  | 5,688.75   | 0-405      |  |
| Supplies/Equip   |            |             |           |            | 11.45.7    |  |
| Supplies         | 5,000.00   | 370.95      | 370.95    | 416.67     | U-45.7     |  |
| Ed. Supplies     | 7,000.00   | -           |           | 583.33     | U-583.3    |  |
| Teacher Projects | 500.00     |             | -         | 41.67      | U-41.6     |  |
| Food             | 4,000.00   | _           | I         | 333.33     | U-333.3    |  |
| Maint/Repair     | 25,000.00  | 2,743.00    | 2,743.00  | 2,083.33   | O-659.6    |  |
| Equip/Improv.    | 11,000.00  |             | -         | 916.67     | U-916.6    |  |
| Misc.*           | -          | 199.70      | 199.70    | -          | O-199.7    |  |
| Advertising      | 4,500.00   | 169.44      | 169.44    | 375.00     | U-205.5    |  |
| Program Enhance  | 4,714.00   |             |           | 392.83     | U-392.8    |  |
| Total            | 61,714.00  | 3,483.09    | 3,483.09  | 5,142.83   | U-1659.7   |  |
| Grand Total      | 448,280.00 | 39,796.24   | 39,796.24 | 37,356.66  | U-4652.9   |  |

# Church and School Management

The legal and practical role of the Rector, Wardens and Vestry may constitute the single most important issue of decision making in the church government of a school. This importance derives from several pronounced tendencies in the lives of schools and churches.

# Church and School Differences

Compared to churches, schools have a very different style of operations. They meet five or more days a week where a parish gathers on one day. Their primary income comes from fees paid for services rendered rather than donations. Volunteers play a significantly larger role in parish life, rendering a much higher proportion of services relative to the number of paid professionals. Volunteers play an important role in school life too but their role is much less central to the school's daily operation. By way of contrast, churches rely daily on volunteers who are guided by a few professionals at best, sometimes only one of which, the priest, is full time.

As educational practitioners, school administrators and teachers have standards established by training and state authorities to which they are morally and legally bound in very strict and accountable ways. State inspection of facilities occurs regularly, for example. Behavior tolerated in a volunteer staff (e.g., late arrivals, sudden departures, non-appearance, etc.) would not be acceptable in many work places but especially on a school staff. Thus, expectations differ and daily life is experienced differently by the professional staffs of both church and school.

And finally, the constituency of a school, meaning the staff, advisory board, children, parents, and, yes, alumni, can be very wide ranging in the interest they may or may not have for the well being of the sponsoring parish. While the normal operating lives of school and parish will be extremely compatible, due in large part to their common aims and objectives, there will be times when their interests diverge.

It is normal to expect that non-church related families may have little if any interest in the well being of a sponsoring church and have a great sense of involvement in the life of the school. So too should the reverse be expected, namely, that church families may have no appreciation or feelings for the problems a school faces. However, the key to a healthy relationship between school and parish lies beyond the recognition of diverse interests and beyond even a constant concern to promote good will.

### When the Parish Owns the School

When the legal ownership lies with the parish, the ultimate responsibility for the life of the school lies with the Rector, Wardens and Vestry. That responsibility may be delegated, of course, but can always be reclaimed. Indeed, it will be swiftly returned should negligence in any aspect of school life result in a law suit. This fact, more than any other, should help vividly to clarify the responsibility of governing church boards. The delegation of responsibility does not mean the delegating agent has divested itself of responsibility. Indeed, it is irresponsible to think or act so.

Constitutions and by-laws are essential when the operating responsibility is placed in a school advisory board. The ability to enter into contractual agreements and general financial obligations can be delegated so long as all acts, movements of financial instruments, for example, are reported to, and approved by, the Rector, Wardens and Vestry as the true governing board. Annual budgets need to be submitted for Vestry approval and year end reports made. Deficits represent a loss to the church and moneys received beyond expenses belong to the church as well. Monthly treasurers' reports should be made to the Vestry as well as a monthly balance sheet. All funds given to the school whether by bequest or otherwise are subject to Vestry management and standards of accountability.

# Separate Incorporation of Schools

When legal ownership lies with the school, the relationship becomes one of landlord and tenant. For all the appeal it may offer by seeming to simplify the relationship, it should be clear that responsibility has not disappeared when schools become separately incorporated. Responsibility has simply shifted and not necessarily for the better. Less control over the life of the school can result in the school having more control over the life of the parish when interests conflict. As the landlord, churches have legal restrictions not present when they own the school. The school may have insurance costs that it does not have as a church institution. And finally, the revenues to the church may be less than when ownership resides in the church incorporation. Thus, there is a downside to separate incorporation for both church and school not least of which is more expenses for the school and more responsibility for the church without the control that goes with ownership.

# School Board's Responsibility to the Church

Both from an ethical and a practical standpoint, it is incumbent upon all to know the lines of responsibility and communication between church and school. Rector, Wardens and Vestry have the primary function of establishing school policy in all respects, educational and otherwise. When this is delegated to a school advisory board, nothing has changed as to the function of the advisory board except its obligation to submit all changes in policy to the Rector, Wardens and Vestry for final approval. Should the school advisory board disappoint the church board in any way, the church board has every right to ask for the immediate resignations of the advisory board and can itself assume the formerly delegated function or place that function in the Rector.

# Clergy Responsibility

As the chief administrator and president of the corporation, the Rector presents to Wardens and Vestry policy decisions to be made and implements the will of Wardens and Vestry in accordance with the Diocesan and National Canons

of the Episcopal Church. The right to the use of the buildings resides in the Rector according to the canons as do all decisions in hiring and firing. Again, delegated responsibility may posit these actions in the head of the school but ultimate responsibility lies with the Rector. Communication between school and parish must be made through the Rector as the one charged to administer the policies of the governing board of the church. Attempts to avoid these lines of communication can result in the immediate dismissal by the Rector of any employee in the school or parish.

It is equally important that the Rector as employer protect and defend personnel against attempts of various constituents to assume an employer function over personnel, a common failing in volunteer heavy situations. A parent may be violating school policy when the parent asks a teacher to wait after school because the parent will be late in picking up a child. In such an instance, the teacher may need and ask the school head to intervene. The parent's behavior is just as inappropriate as a teacher who complains to a parent about school policy or a decision by the head of the school, a violation of the trust placed by the administrator in the teacher. Both cases would require clarification by the head teacher of what is appropriate and inappropriate behavior. In the first instance, the head teacher would be protective of the teacher whereas in the second instance the head teacher might need the help and authority of the Rector. Both cases also illustrate the mutual character of subordinate and supervisory roles. Communication should travel out the chain of command, so to speak, just as it should travel in to the decision making authority. When well meaning parishioners or parents seek inappropriate communication with school or church personnel, the employee wrongly, and often suddenly, has more than one supervisor.

It is especially important that the nature of these lines of responsibility and communication, as well as the basic function of all governing boards, be presented by the Rector periodically to the Wardens and Vestry as well as to all church and school personnel.

Due to the complexity of many issues of governance, search committees should include a concern for the school experience of prospective clergy whether as teacher, administrator, or the Rector previously of a church with a school.

## Diocesan Responsibility

Similarly, diocesan authorities should find ways to train clergy periodically in issues of governance. While school and church relations involve many of the same boundary issues that are covered in the training that aims to prevent sexual harassment and predatory behavior, it would be a mistake to assume that such training is sufficient for issues in the governance of church schools. The life of a school involves profound concerns and objectives. Governance by Rector, Wardens and Vestry should receive Diocesan oversight and training.

### Conclusion

The relationship of schools and churches are truly unique. Both institutions deserve an attention and effort commensurate with the importance of their very complementary missions. Being as wise as serpents and as innocent as doves is no small accomplishment. In church and school, wisdom and innocence often define our best work

The Rev. William S. Gannon, Rector Christ Church, Bloomfield and Glen Ridge, NJ November 19, 1996

# Church School Management

It is desirable that a common understanding be forged between the Vestry and the day care center preferably via a mission statement or written agreement, describing the purpose of the program and the congregation's sense of mission.

The Vestry must be well informed and new members oriented, concerning the details of DYFS operating requirements, personnel regulations and fiscal responsibilities of running a center. As the "sponsor", Vestry members are the legal representatives of the center, and should take the time to educate themselves about it's day-to-day operations. We suggest an MBWA (Management By Walking Around) approach, which would mean all Vestry members dedicating themselves to spending sufficient time at the center to understand its operations.

Proper financial oversight is another area of church school management critical to successful operations. School boards/vestries should seek outside assistance where necessary to install and insure good accounting and bookkeeping practices and controls.

An eye on teacher/student ratios and current (month to month) enrollment patterns is key to measuring the financial viability of the center during the year. It is helpful to track seasonal monthly patterns as these may vary greatly and cause large swings in cash flow.

It is appropriate that the Preschool Director report to the monthly Vestry meeting, and work closely with the Rector, school board members, or other assigned individuals in between meetings.

Ashley Neal
All Saints
Glen Rock

### VIL How We Get Started

To get All Saints' Child Development Center started, we took the following steps:

In the spring of 1994, a committee of interested parishioners formed to investigate the possibility of opening a Child Development Center. We visited eight child care programs in our area to get a sense of what kind of facility was necessary, to get examples of budgets, start-up costs, and other general information.

In the fall-winter of 1994-5, we began to develop the educational philosophy which we wanted to underlie our Center's program. We discussed whether we wanted a developmentally-oriented program or a simpler day-care model, whether we wanted to include a religious piece in our program, whether we wanted a full or half-day program, and other details we felt were important. We were clear that the Center would be an extension of the Church's ministry, and we wanted our philosophy and operation to reflect this.

By late spring of 1995 it became clear that we would be able to start the program by September 1995, even though we had initially planned to open in September, 1996. Despite the relatively short period of time this left us to identify a director and to advertise, we decided to move forward. We identified over fifteen candidates for the director's position, believing that the Center's success would rise or fall on the strength of the director. We hired our director who spent' the rest of the summer getting the DYFS licensing requirements met for the Center, arranging the classroom and ordering materials, and organizing the publicity for the Center. The director worked part-time during the summer, and came on staff full-time two weeks before the beginning of the school year. We opened our doors with three students in September, 1995. We had spent close to \$10,000 for renovation of our facility, purchasing play equipment for twelve students, and salary for our director in start-up costs, which was what we had budgeted. We funded this by a loan from the parish's investment fund and by an ACTS/VIM grant from the diocese.

Our enrollment grew to five students by March, 1996, and we were frustrated by the slowness of our growth. We decided to invest in equipment for an outdoor play area, and secured half of the \$6,000 for this equipment from an ACTS/VIM grant from the diocese. We set up the play area on the patio in front of the church entrance, and within three months had tripled our enrollment which was committed for September. We believe this was partly due to our presence in the community for our first year of operations, and partly due to the existence of our new playground. We found that ads in local papers were not effective. We stayed open for the summer at the request of our students' parents, and began our second year of programming in September, 1996, with fifteen students.

Fletcher Harper All Saints Bergenfield

### St. Mary's Place

"How about a day care center?" The question was raised late in 1992 as the Vestry of St. Mary's, Haledon, brainstormed about using our under-used parish hall for outreach. In September of 1994, St. Mary's Place opened its doors. How that idea became a reality is something of an adventure, a story of faith and risk.

From the very beginning, though there were obstacles to be overcome. It seemed that "all things worked together." Soon after the idea was raised the Rector mentioned it to someone at diocesan convention and was introduced to a delegate who worked for "4-C's (North Jersey Community Coordinated Child care) in Paterson. They gave us invaluable advice about feasibility and start-up, a \$10,000 grant, and the promise of client referrals. From 4-C's we learned that DYFS (The Division of Youth and Family Services) would do a "courtesy inspection" and tell us what renovations would be needed to meet state requirements. The local building inspector clarified what would have to be done to meet local fire and building codes.

A Vestry member and his wife offered their business experience. They visited day care centers run by parishes in Oakland and Glen Rock. Their clergy and directors generously shared their expertise and experience. A Steering Committee of Vestry and interested members of the parish was formed. Visits were made to local for-profit centers to learn their procedures and rates. Our business-minded couple studied the state manual and all the regulations and compiled a proposed operating budget and a list of all necessary renovations and equipment. It included asbestos removal, a fire alarm system, a fire suppression system over the stove, tables and chairs, and fencing for the playground and lots more. The total cost was \$24,000. The Vestry voted to go ahead, granting \$20,000 from endowment funds to be paid back when the center became profitable.

At the request of the local Fire Inspector, one of the first things we did was to hire a dumpster. Members of the parish spent a morning clearing the basement of the kind of odd assortment useless stuff that churches always seem to accumulate. For the next few months the Parish Hall was crawling with carpenters, plumbers, electricians, and installers. There were the inevitable delays. But, finally, it all began to come together. We advertised for and hired a Director and aides. Equipment was ordered and began to arrive. We began to advertise in the local papers. In response to a "wish list", member of the parish donated all kinds of supplies and equipment. When we'd gotten through all the inspections and the Certificate of Occupancy was granted we all breathed a prayerful sign of thanks and relief.

A few days before our planned opening, the Steering Committee met in the Parish Hall. Someone said, "You know, all this brightly-colored new equipment sure make this old brown wainscoating look shabby by contrast. Maybe we ought to paint it." And so the very next night, armed with paint brushes and a spray gun that kept clogging, we applied a coat of cheerful blue paint, completing the transformation and having a few laughs in the process. We had really done all we could.

A few days later the first children arrives. For the first few months we had only a few. As with any business, in the first year you don't expect to make a profit. We applied for an ACTS/VIM grant and were given \$14,000 to enable us to buy more needed equipment and to pay salaries. In time, as our reputation has spread by word of mouth, enrollment has grown. We have begun to pay back the \$20,000 the Vestry loaned us from endowment funds. But, more importantly, we have had the joy of growing and working together in faith. We have become better known in our community and are better stewards of what we have been given. It has required faith, a willingness to risk, hard work, a sense of humor, and generous gifts of time and talent. It has been something of an adventure, an adventure we can heartily recommend.

### Child Care Task Force Resolution

Resolved, that this 123rd Convention of the Diocese of Newark does, by adoption of this resolution, establish the Newark Association of Parish Schools (NAPS) and

Be it further Resolved, that this Association be charged with the tasks of aiding congregations establish child care centers, pre-schools and schools and for providing existing institutions with information helpful to the successful operation of such centers and

Be it further Resolved, that this Association be charged with recommending Diocesan standards for child care institutions within the diocese, establishing channels of communication between such institutions and promote the interests of child care and education of such institutions within the diocese.

The following is an unscientific survey of some of the parish owned day care centers and pre-schools:

- 1. Schools have been in operation anywhere from 40+ years to 2 years.
- Most schools used the churches non-profit incorporation, although several had their own.
- 3. Most schools are open all year, although some close in the summer.
- 4. Most, but not all, facilities are pre-schools with day care hours. At least one school has an elementary school to 4th grade. Most are open for more than 8 hours per day usually from 7:30 am to 6:00 pm but hours vary according to the program.
- 5. Numbers of students ranged from 120-30.
- 6. Nearly all schools had both full and part-time programs. Although part-time was limited to specific hours and days. (e.g. 5 mornings, etc.) A few had a broader part-time program.
- Most schools had separate school boards or committees responsible to the Rector and Vestry.
- School Board members were almost always (a) members of the parish and, (b)
  had children in the school. Some school boards included educators and other
  professional people from the community.
- Student teacher ratio almost always followed the DYFS standards. Although several schools reported lower ratios.
- 10. Most schools reported that Sept. June were the most profitable times of the year and summer was the least profitable.

- 11. Most schools reported that the most profitable program was the pre-school (2-4 yrs) program and the least profitable were the infant program. Some reported that after school and elementary program were less profitable.
- 12. Tuition varied according to the community in which the school operated. An average sampling:

| Infant (up to 18 months)             | \$912 - \$689       |
|--------------------------------------|---------------------|
| Toddler (18 months - 3 years)        | \$722 - \$487       |
| Preschool (3-5 years)                | \$670 - \$470       |
| Kindergarten                         | \$670 - \$450*      |
| *(depending on half day, wrap around | with public school) |

Most schools reported other fees including late pick-up fees, late payment fees, registration fees, special projects, etc.

- 13. Half time or part-time fees varied but were always somewhat higher than half of the total monthly tuition.
- 14. An average sampling of salaries:

| Untrained care giver (students) | \$4.50 - \$6.00 per hour |
|---------------------------------|--------------------------|
| Support staff (non-degree)      | \$7.00 - \$9.00 per hour |
| Professional staff (degree)     | \$14,000 - \$24,000 year |
| Director - Head Teacher         | \$16,000 - \$40,000 year |

(Salaries were dependent upon the type of facility, the number of children and the qualifications of the personnel).

#### RESOURCES

Chapter 122 - State of New Jersey
 *Manual of Requirements for Child Care Centers* Bureau of Licensing, Division of Youth and Family Services
 CN717

Trenton, New Jersey 08625-0717

Phone: 609-292-1021

Contact person: Richard Crane

Technical Assistance Handbook for Child Care Centers
Department of Human Services, Division of Family Services
(same as above)

 Accreditation Criteria and Procedures of the National Academy of Early Childhood Programs
 National Association for the Education of Young Children
 1509 16th Street N.W.
 Washington, D.,C. 20036-1426
 Phone: 202-232-8777 or 800-424-2460

Contact person: Sue Bredecamp

Developmentally Appropriate Practice in EC Programs (Revised) NAEYC (same as above)

National Association of Episcopal Schools
 815 Second Avenue, Suite 313
 New York, New York 10017-4594
 Phone: 212-922-5175 or 800-286-9366
 Contact person: Ann Gordon, Executive Director

# DO YOU KNOW ...?

- > that Episcopal schools included early childhood programs, parish day schools, middle and high schools, military schools, and boarding schools?
- > that there are 1,200 Episcopal schools with an enrollment of nearly 155,000?
- > that there are 1,000 early childhood programs with an enrollment exceeding 52,000?
- > that over 900 Episcopal parishes have school as part of their ministry?
- > that minorities constitute over 16% of the student body of Episcopal schools?
- > that over 76% of the students in Episcopal schools are not Episcopalians?
- > that 100 parishes reported that nearly 16% of the parish growth over a two-year period was a direct result of the ministry of Episcopal parish day schools?
- > that 200 Episcopal schools surveyed report granting financial aid totaling \$20 million yearly?
- > that a new school start-up is reported every week?
- > that this explosion of growth in Episcopal schools is the greatest in 30 years as established schools also expand, adding new grades new classrooms, and new middle school and high school programs?
- > that Episcopal schools employ 15,000 staff and faculty?

Source:

National Association of Episcopal Schools 815 Second Avenue - Suite 313 New York, New York 10017 • 1732 Trinity and St. Philip's Cathedral Newark • 1746 Christ Church Belleville • 1769 Christ Church Newton • 1798 Christ Church Pompton Lakes • 1817 St. Paul's Church Paterson • 1827 St. Mark's Church West Orange • 1827 St. Peter's Church Morristown • 1828 St. Luke's Church Hope • 1833 St. Mary's Church Belvidere • 1837 Grace Church Newark • 1841 Trinity Church Irvington • 1846 St. John's Church Union City • 1846 St. Luke's Church Montclair • 1847 Grace Van Vorst Church Jersey City • 1847 House of Prayer Church Newark • 1847 St. Thomas' Church Vernon • 1849 St. John's Church Dover • 1851 St. Stephen's Church Millburn • 1852

Christ Church
Redeemer Church
1852 St. Barnabas'
1854 Calvary
1854 Grace Church
Holy Communion
1856 St. Luke's



Harrison • 1852
Morristown • Church Newark • Church Summit • Madison • 1856
Church Paterson • (Free) Church

Phillipsburg • 1858 Christ Church Bloomfield/Glen Ridge • 1858 Good Shepherd Church Fort Lee • 1859 Calvary Church Bayonne • 1859 St. Andrew and Holy Communion Church South Orange • 1859 St. James' Church Hackettstown • 1859 St. John's Church Boonton • 1859 St. John's Church Passaic • 1859 Trinity Church Bayonne • 1861 St. Paul's Church Jersey City • 1863 Christ Church Hackensack • 1864 Christ Church Ridgewood • 1864 St. Paul's Church Englewood • 1865 Christ Church Budd Lake • 1866 St., Mary's Church Haledon • 1868 Atonement Church Tenafly • 1868 Christ Church East Orange • 1869 Grace Church Rutherford • 1871 Good Shepherd Church Wantage • 1871 Holy Innocents' Church West Orange • 1872 Epiphany Church Allendale • 1872 St. James' Church Ridgefield • 1873 Grace Church Nutley • 1873 St. Mark's Church Mendham • 1876 All Saints' Church Orange • 1876 Holy Communion Church Norwood • 1876 St. Agnes' and St. Paul's Church East Orange • 1879 Trinity Church Paterson • 1881 St. Peter's Church Washington • 1882 Christ Church Short Hills • 1884 Grace Church Union City • 1887 St. James' Church Upper Montclair • 1887 Trinity Church Kearny • 1888 St. Thomas' Church Lyndhurst • 1889 Holy Trinity Church Hillsdale • 1893 All Saints' Church Leonia • 1893 St. Peter's Church Essex Fells • 1894 St. George's

# Diocesan Profile Committee

Lauren Ackland

Laura Aroune

Frank Bancroft

Regina Berens

Steven Boston

Alan Bowen Co-Chair

Christopher Brdlik

Suzzane Broffman

Carol Burnside

**Emory Byrum** 

Orion Davis Co-Chair

Susan Fortunato

Clara Horsley

Beverly Huck Co-Chair

Michael James

Elizabeth Kaeton

Doris Mardirosian Secretary

Pat McGuire

Isaac Persaud

James Pruden

John Rollins

Petero Sabune

Phyllis Smith

Steven Steele



The Diocese of Newark takes leadership in calling and God's people into an active response to God's generosity and arrace in Jesus Christ by striving to make stewardship a way of life; affirming inclusiveness as the accepted pattern of beather of one to another; seeking quality in the life of the gathered church; speaking to the world on issues of peace, justice, freedom, and the preservation of Ood's creation; and committing ourselves to the expansion of the realm of God.



Draft Document Subject to acceptance by Diocesan Convention

# The DIOCESE of NEWARK (Episcopal) 1997

The Diocese of Newark — a dynamic, diverse, and challenged community of God -comprises 123 congregations and numerous allied organizations in the northern part of
New Jersey. Its size and resources rank it in the first tier of dioceses in the Episcopal
Church. Its reputation for progressive theology places it in the vanguard of the Anglican
Communion and the wider Christian Church. Now, as the remarkable episcopate of John
Shelby Spong, its eighth bishop, comes to a close at the dawn of a century, the Diocese
has embarked on a search for a new leader.

The distance from the Hudson River west to the Delaware Water Gap isn't far, but it covers a lot of territory. In the east lies the urban core of the Diocese, struggling with the problems of poverty, yet celebrating the exciting renaissance along the waterfront cities facing New York and around Newark's soon-to-be-opened New Jersey Performing Arts Center. Suburban communities comprise the substantial center section of the Diocese, some quite upscale and affluent, others more modest, still others grappling with change and decline. The rural western section is the most surprising to those unfamiliar with New Jersey beyond the Turnpike; here the Garden State boasts 70 miles of the Appalachian Trail as well as natural habitat for bear and beaver. This geography, all of it God's country and our home, says much about the diversity that is the Diocese of Newark.

What follows is the story of this Diocese told in its history, through salient facts, by several profiles of its diverse congregations, and as a report of its people's aspirations for the future and their future bishop. Here is the Diocese of Newark, carrying on God's work for a new millennium.

# A BRIEF HISTORY of the DIOCESE of NEWARK

ince 1729 the Episcopal Church (originally Anglican) has been a presence in the city of Newark. A convention of Episcopalians was organized after the Revolution, but not until 1815 was John Croes consecrated Bishop for the 27 congregations of the state of New Jersey, served by nine priests. George Washington Doane, a man of great missionary fervor, succeeded Croes in 1832, and when he was succeeded in 1859 by William Odenheimer, the Diocese reported 85 parishes served by almost 100 priests.

Odenheimer divided the growing Diocese in 1874, the northern counties becoming the Diocese of Newark. By 1886 there were 65 parishes served by 62 clergy. It was during this period that both Christ Hospital in Jersey City and St. Barnabas Hospital in Newark (now in Livingston) were founded with special involvement of the women of the Diocese. Under the next two Bishops, Thomas Starksy and Edwin Lines, the women of the Diocese organized to address the needs of American Indians while they supported diocesan concern for issues of child labor and the needs of the poor and aged.

Wilson Stearly, the first Suffragan Bishop, elected 1915, became Coadjutor two years later and served as Diocesan 1927-35 during the Depression when the diocesan budget was cut in half. Benjamin Washburn, Diocesan 1935-1958, was an important leader in the Episcopal Church on the national level and was instrumental in pioneering urban ministry in Jersey City. Leland Stark, 1958-73, raised substantial funds for the Episcopal Advance Fund which, in the religious revival of the '50s, built 23 churches and 29 parish houses. Stark also lent strong support for major sociopolitical issues of the day - the Civil Rights Movement and efforts for peace in Vietnam. George Rath, who had been Suffragan and then Coadjutor, served as Diocesan 1973-78, taking positions in favor of the ordination of women and the adoption of the 1979 Prayer Book.

John Spong, elected Coadjutor in 1976, becoming Diocesan Bishop in 1978, has led in stewardship (50-50 giving) and has continued strong support for the ongoing issues of ordination of women and Prayer Book revision, as well as other national issues. He has reached out to ethnic minorities, gay and lesbian people and has achieved worldwide recognition as an author, scholar and teacher. Under his leadership, the Diocese has moved into new modern facilities with technical capabilities for the next century. Jack McKelvey became Suffragan in 1991.

The Diocese of Newark under Bishop Spong has become a leader in the Anglican Communion worldwide with strong lay leadership, strong and diverse clergy and a sense of mission to continue this role as we move into a new century.

### The NEW HEADQUARTERS

s the city of Newark embarks upon an exciting journey of renewal and growth, it is the Diocese of Newark's honor to share that vision by rededicating its commitment to Newark with our diocesan headquarters. Our headquarters is, in fact, not new at all, but a renovation of the building that formerly housed the Roman Catholic Archdiocese. It is a building which embodies what is best about the Diocese of Newark; it is centrally located, easily accessible by both public transportation highway, and equipped with technology to take us well into the next millennium.

The building has five floors with a small cupola on the roof. The first floor houses the chapel, bookstore, Bishop Anand Resource Center, and a reception area. Some of the fittings from the chapel in 24 Rector Street (the former location) have been used in the new chapel.

The second floor has two meeting spaces. One is a large L-shape, able to accommodate 150-200 people; the second is a smaller conference room for about twenty.

The upper floors are diocesan office space. The third floor is occupied by the Deployment office, the Voice office, the Oasis, Youth Ministries, and assorted other program space. The fourth floor houses the Bishops and Administrative Officer, along with their respective support staffs. The fifth floor houses offices for Finance, the Property Planned Giving. Manager, Department of Missions Administrator. Episcopal Community Development Corporation and the building custodian.

The Diocese has raised almost 50% of the total cost of the new headquarters from the sale of property to the New Jersey Performing Arts Center, plus other diocesan funds committed to this project. An additional \$800,000 is required to bring the project to fruition. In order to complete the project on time, In order to complete the project on time, the Trustees of the Episcopal Fund and the Diocesan Council have agreed to finance the cost of a bank loan for this amount. However, at this time we are seeking pledges throughout the Diocese in order to fund the full cost of the building without debt.

# The DIOCESAN STAFF

The current core professional staff members of the Diocese are: the Bishop, the Suffragan Bishop, the Dean of Trinity / St. Philips Cathedral, the Chief Financial Officer, the Chief Administrative Officer, and the Deployment / Communications Officer. They are assisted by a support staff of ten full-time and two part-time personnel.

# TRINITY & ST. PHILIP'S CATHEDRAL, NEWARK

rinity & St. Philip's Cathedral, a building with a distinct colonial style of architecture, had its beginnings in the early part of the 18th century. There were services for colonists who had settled in Newark as early as 1729, conducted by visiting priests. In 1742 Newark's Anglicans had organized and decided to construct their building. A small stone edifice with a steeple was erected on almost the same site as the present cathedral and completed in 1743. Three years later, King George II granted a charter to Trinity.

During the Revolutionary War, the church was used as a hospital by both British and American troops. Later, American forces used the building as a gymnasium. The church was badly damaged by the soldiers. It received even more harm following the war when a mob raided the building in 1778 smashing windows and doors, cutting holes in the roof, and stealing hangings from the pulpit. (Anglicanism was often a target of patriot mobs because of its relationship to the British crown.)

Trinity was allotted a sum of money by the United States Congress to help pay for the damages, but the destruction was so extensive that plans were made for a new church. Construction began in 1809, and the colonial-style building, which is the present cathedral, was completed by the following year.

During the 1800's Trinity not only experienced steady growth itself, it also

became involved in the establishment of 10 other Episcopal churches. In 1857 the church building was enlarged at the east end by adding a chancel and sanctuary, giving Trinity basically the same appearance it has today.

The question of whether to have a cathedral in the Diocese of Newark was discussed in 1906. A year later, Christ Church, Newark, was designated procathedral, and the cathedral idea was developed further in 1931, when 38 acres were purchased as a site for a building to be known as the Cathedral of All Saints. Because of the Great Depression and World War II the idea of a cathedral in that location was abandoned. Trinity schieved full cathedral status in May, 1944, when it merged with the Cathedral Chapter of All Saints.

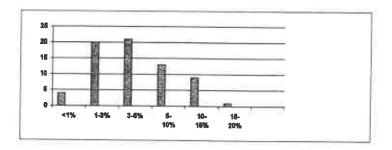
A parish house was built in 1910, and it was replaced in 1944 by a larger Cathedral House. Extensive renovation took place in the late 1940's and forced the cathedral to be closed for a lengthy period.

Another merger took place in 1966. Predominantly black St. Philip's Church and the largely white Trinity merged, bringing together two strong traditions, Anglican and African. The following year, Dillard Robinson was elected Dean, the first black dean of a cathedral in the United States. St. Philip's name was added to Trinity in 1992. Dean Petero Sahune was elected in 1992.

#### STEWARDSHIP

n any description of the Diocese of Newark, it must be said that we take seriously the belief that stewardship is "the main work of the Church," On both the diocesan and congregational levels we are committed to proportional giving. The Diocese endorsed "50/50 Giving" at its 1989 convention. Since that time the Diocese has increased its giving from 27% to 29.5%. At the same time the Diocese began a program of voluntary proportional giving by congregations to the Diocese. Since that time the level of congregational giving has increased from \$2,032,891 to \$2,175,669 an increase of nearly 7%. In Newark we have lived out our commitment by giving 25% of our income to the national church even though the actual amount of money is greater than our assessment. We have continued to increase our other outreach ministry by no less than 1/2 of 1%.

The congregations, in addition to their diocesan giving, in 1997 are committing the following percentages to outreach:



Stewardship represents for us the sacrificial offering of our lives to God's Work. The financial statistics give concrete evidence of our commitment to this belief.

#### St. PAUL'S, PATERSON

t. Paul's Church was founded in 1812 by English immigrants who had settled in the first industrial city in the United States. St. Paul's is one of the oldest institutions in the city and has been located at its present site since 1897. The building is a magnificent Victorian church designed by William Halsey Wood and modeled after England's Durham Cathedral.

Under the dynamic leadership of the Rev. Dr. David Hamilton and the Rev. William L. Griffin, Jr., St. Paul's Church grew to be one of the largest Episcopal congregations in the United States. After World War II, St. Paul's and the city of Paterson suffered from the vast changes sweeping urban America, especially the relocation of industry and the majority of parishioners out of the city. Under the leadership of its two most recent rectors, the Rev. Luis Leon and the Rev. Tracey Lind, St. Paul's congregation has rededicated itself to ministry in the city of Paterson and is once again a strong church.

Through this rededication process St. Paul's has become an inter-racial, international, inclusive church. The congregation is made up of 450 people coming from 20 different countries. It is approximately 45% White, 45% Black and 10% Hispanic and Asian. There is a significant gay and lesbian population in the congregation. About half of the congregation lives in the City of Paterson while the other half travels from over 30 suburbs. The clergy and lay leadership work continually to develop liturgy that honors Anglican traditions as well as encouraging innovation and creativity.

Outreach has been a key factor in the revitalization of St. Paul's beginning with its men's shelter. In 1990 St. Paul's consolidated its outreach programs into St. Paul's Community Development Corporation (CDC). The CDC, with an annual operating budget of \$500,000, runs the men's shelter, a transitional housing program, an emergency food pantry and a comprehensive adult education program. The CDC has also begun developing low income housing in the community around St. Paul's. In addition to the work of the CDC, St. Paul's parishioners are active in AIDS ministry, pastoral care for our elders, peer counseling and advocacy for homeless individuals, new immigrants, recovering prostitutes and other neighborhood residents in need.

St. Paul's is a unique congregation because it is one of the few places in our society where people who are different come together on a regular basis to a place where all are welcome regardless of those differences. This diversity is both a strength and a challenge, a challenge to continue to live into what it means to be such a diverse community.



That the junior warden of a rural parish in the Diocese sells his garden produce after church, delivers firewood and gives 50% of the proceeds to the church.

That St. Mary's, Belvidere, and St. Peter's, Washington, had a "marriage", but the yoke was neither easy nor light and "divorce" took place fairly soon.

The Diocese of Newark was the Diocese of Northern New Jersey from 1874-1886.

That the sanctuary of one of our thriving parishes was changed from a place of worship to a second-hand furniture store, to a community theater, and then back to a place of worship again.

That Mr. Ogden, a prominent member of the Newark community, joined Trinity Church in 1743 because his previous church, Old First Presbyterian, frowned on his barvesting of wheat on Sundays.

That, on an average Sunday there are 225 Holy Communion services in the Diocese, and another 100 take place during the week.

That the first Dean of Trinity Cathedral, Arthur Lichtenberger, went on to become the Presiding Bishop of the Episcopal Church.

That Christ Church, Hackensack, was featured in a Newsweek cover story on samesex relationships.

That over a dozen churches in the diocese have a World Wide Web site.

That the new headquarters of the Diocese once had a papal hat carved in stone over the door.

That Christ Church, Pompton Lakes, was the home parish of Cecil B. DeMille. He wrote in his memoirs that the genesis of "The Ten Commandments" and "King of Kings" was when he heard the Bible read while sitting in the church's hard wooden pews.

That Bishop Ludiow's consecration service, held in 1936 in St. Paul's, Paterson, received considerable attention because a woman, Grace Lindley, read the canonical Testimonial at the service. The event stands as an early precursor of the leading role of the Diocese in the affirmation of woman's ministries.

That St. Anthony of Padua Church in Hackeneack was a Roman Catholic parish until 1921.

That Messiah, Chester's original (and continuing) building is a renovated dairy barn affectionately referred to as St. Elsie's.

That Good Shaphard, Ringwood, has served as a mission to the Ramapo Mountain people, descendants of the original Lanapa inhabitants of our area.

That there are six municipalities which have three or more Episcopal churches.

That there is one town in which two large Episcopal churches are only one block spart.

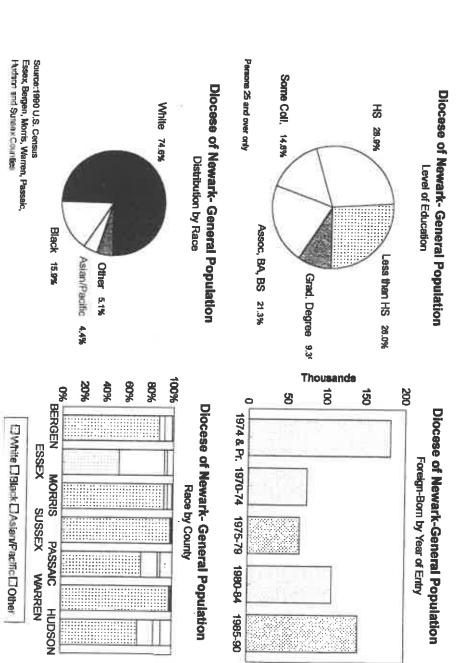
That there is an ecumenical congregation comprised of Episcopalisms and people from three other denominations.

That there is one congregation which was formed by combining an Episcopal congregation and a Church of South india congregation.

That there are some congregations which still had the Book of Common Prayer 1928 in the pews within the last couple of years.

That there is a church whose rectory boused a murderer, unbeknownst to the priest and congregation, until the sexton spotted him on the television show "America's Most Wanted".

That St. Philip's, the first black Episcopal church in New Jersey, was founded on the second floor of a schoolhouse at the corner of Halsey and New Streets, one block from the present cathedral, and that its first rector, James H. Tyng, was also the principal of Newark Academy.



# St. PETER'S, MORRISTOWN

t. Peter's Episcopal Church in Morristown marked its 169th year of ministry in 1996. Founded in 1827, and tracing its historical roots to pre-Revolutionary Wardays, St. Peter's today is a growing parish of nearly 1,000 members who emphasize both worship and community involvement as part of their Christian tradition.

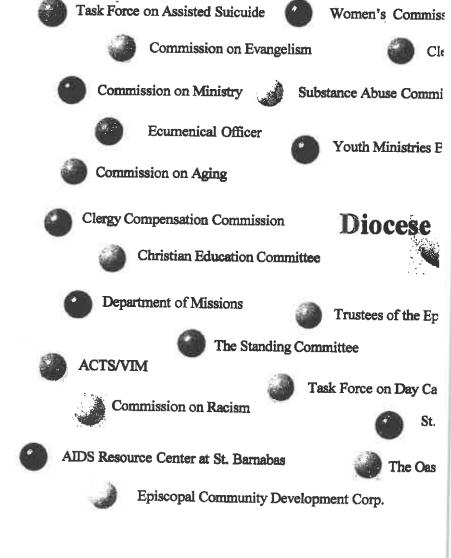
St. Peter's is traditional, valuing its Anglican heritage and committed to maintaining the historic church, parish hall and rectory. It is progressive, open to change, and welcomes the opportunity to strengthen its Christian foundation through new ministries. Operationally, St. Peter's is a multi-staff church with a strong lay ministry. An active laity and supporting clergy jointly motivate an expanding parish.

The 8:00 AM service is Rite I Holy Eucharist with a sermon. There is no music except for Easter Day. The 9:15 AM service is Rite II Holy Eucharist. The Eucharist is celebrated at a free-standing altar in the crossing with communicants standing. Music is by the Girls' Choir and the Vox Populi choir. The 11:15 AM service is usually Holy Eucharist; Morning Prayer is on the fourth Sunday. In this traditional Anglican service, Rite I and Rite II are alternated periodically and celebrated at the high altar. The Choir of Men and Boys or the Mixed Choir sings.

The music program is a prized jewel, with 125 parishioners serving in four choirs. The annual concert program, Music at St. Peter's, attracts listeners to recitals, concerts and festivals. Jazz instrumentals, Renaissance madrigals and large-scale choral works are offered in addition to organ music. The church tower houses a 49-bell carillion that is played by visiting carillonneurs.

St. Peter's outreach programs encompass both global issues and local issues. Funding of national and international Anglican outreach comes through the Wilks Fund, donations to the Presiding Bishop's Fund for World Relief, and special offerings during visits by representatives of the Anglican communion, particularly South Africa.

The following are a few of the more than 20 ministries served by St. Peter's: The Community Soup Kitchen which was started by and for the last 12 years has been at St. Peter's has recently moved its weekday operation to the Church of the Redeemer (Morristown's other Episcopal Church); Nursing Home Ministry-regular Sunday worship is offered at two local care facilities (Morristown Rehabilitation Center and the Crestwood Nursing Home); The Interfaith Food Pantry; Morris Shelter, Collinsville Child Care Center, Oasis; Mt. Kemble Home; Neighborhood House-tutorial assistance and recreational programs are offered to nearly 500 disadvantaged and at-risk youths; and Richmond Fellowship-individuals making the transition from psychiatric hospitalization to independent community life can find assistance at this halfway program.



Stewardship Commission Department of Program Bishop Anand Resource Center y Ethics Commission The Voice ion **Ecclesiastical Court** Diocesan Investment Trust ırd The Planned Giving Endeavor Task Force on Prayer Book Revision ewark Diocesan Council Diocesan Council Steering Committee opal Fund and Diocesan Properties Ward J. Herbert Fund Christian Social Relation Commission Cathedral Chapter of Trinity & St. Philip's mes Community Development Corporation Task Force on Christian Mission in an Interreligious World Episcopal Capital Loan Fund **Environmental Commission** 

#### CHURCH of the MESSIAH, CHESTER

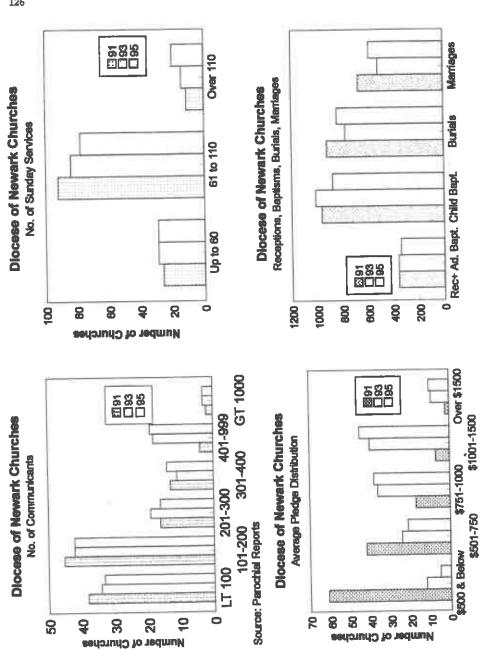
hurch of the Messiah, a mission church, is the newest congregation in the Diocese, chartered in 1980. Located 4 miles from the southern diocesan border, near the western edge of Morris County, it was established in an area which has rapidly undergone transformation from rural to ex-urban.

The congregation has about 75 active households, made up of a mix of families, couples and singles, straight and gay. Denominational backgrounds include approximately 25% cradle Episcopalians, about 45% "converted" Episcopalians (mostly former Roman Catholics, but representing all Protestant denominations as well) and the remaining 30% who see themselves as members of Messiah but, for a variety of reasons, do not choose to be confirmed or received. The spirit of the church still bears marks of the "pioneer" culture from its early tradition of worshipping at a local high school and storing the prayer books in the trunks of parishioners' cars. In a highly transient area, four households date from the founding days, another 35% to the days of purchasing a farm (the present property) and worshipping in the basement of the barn, and the rest have arrived during and since the construction of a new sanctuary, kitchen and parish hall.

Messiah is one of four Episcopal churches in a nine-mile radius, each with a distinctive flavor. The other churches are known as Anglo-catholic, Charismatic and Traditional "hometown," while Messiah has seen itself as Progressive. This means that the congregation has had a high level of commitment to exploring the ways in which the gospel calls us beyond the social and economic comforts of our community. This also means that the tensions about the "new horizons" are a source of conflict and challenge as the congregation wrestles with consensus about how prophetic our witness will be. A constant desire on the part of the members to operate as a program-sized church frequently leads to disappointment and frustration as too many activities vie for support.

Progressive spirit is reflected in the liturgical styles as well. The New Zealand Prayer Book liturgies are popular, and Messiah was one of the 34 churches volunteering to try the Trial Liturgy from the Diocesan Prayer Book Task Force. There are 6 qualified Lay Preachers and a rota of several "Lay Officiants" who assist at each Eucharist. Rather than engage supply clergy when the vicar is away, Messiah generally observes Morning Prayer led by members of the congregation.

A significant reality for this congregation is the debt burden from the major building expansion 5 years ago. While Messiah is the newest congregation, it is also the most heavily mortgaged. The present debt is \$1.02 million. For the last 5 years we have paid interest only on this amount, with interest and principal coming due in January, 1997. Needless to say, this debt is largely subsidized by the Department of Missions, but the congregation bears about 18% of the debt, paid for from the operating budget. Like an over-extended household, anxiety, depression and frustration about the mortgage is an aspect of our life together.



#### St. MARY'S, BELVIDERE

St. Mary's Church, located in western New Jersey on the Delaware River in Belvidere, has a long history in this quiet county seat. Warren County is largely rural, dotted here and there with small towns. Belvidere, meaning "beautiful view" has a population of 2725. In a ten-mile radius the population swells to 75,000.

Situated on the town square which it shares with the Presbyterian and Methodist churches, as well as the Court House, St. Mary's has a membership of just under 100. The Church, built in 1901, has a seating capacity of 100 tightly placed. The Parish Hall houses the Sunday School, and is rented out as a county nutrition site five days a week. The Vicar makes almost daily visits and has established a pastoral presence which is valued by the people. The Church is very much a part of the community, participating in the annual Victorian Days celebration in early September, operating a sidewalk cafe for the two-day gala.

There is no music program beyond congregational singing with an occasional instrumental offertory. Worship is Rite II with the first Sunday using Rite I. Eucharist is celebrated every Sunday and Wednesday mornings with a Healing Service.

For a short time St. Mary's and St. Peter's, Washington, were yoked, but the arrangement did not prove successful and the partnership was dissolved. St. Mary's suffered decline after the boom of the fifties and sixties. A number of brief tenures followed the twenty-five year tenure of a priest, Revere Beasley, whose name is still legendary in the town. Because of fatigue among the leaders caused by the continued "dry years" the Department of Missions assumed oversight of the Church as an Incorporated Mission, a status it still assumes. The DOM has invested heavily with major repairs and renovations. The spirit of the congregation has been enlivened markedly, and the people have a positive view of the Diocese. The past two years have seen large Confirmation classes.

The Vicar is a sixty-three year-old gay man, who lives openly with his partner of twenty-five years in the Vicarage. The partner is Organist/Choirmaster of Trinity Cathedral in Trenton. Acceptance is unquestioned, and the couple are out of the closet, but not gay activists. A healthy and warm relationship exists with the congregation, with the partner playing the organ for special events at St. Mary's. At present the Vicar is half-time, recently assuming a quarter-time chaplaincy at Heath Village, an Episcopal retirement community in Hackettstown, thirty minutes away. That position is half-time and is shared with another priest in the Diocese. The greatest challenge facing the church now is to continue to grow in stewardship so that the entire budget is underwritten by pledges and fund raisers used for special projects including outreach. The second challenge is that of developing an outreach program beyond the walls of the church. But St. Mary's is on a much more stable course in recent years. There is increased vitality, with new members received regularly during the past two and a half years. The future looks viable for this congregation if the leadership is consistent and energetic.

# BERGEN EPISCOPAL AREA MINISTRY (BEAM)

In the heart of Bergen County, where all the main arteries of North Jersey — routes 4, 17, 46, I-80, and the Garden State Parkway — converge on a giant cluster of shopping malls, four parishes have joined forces as the Bergen Episcopal Area Ministry, known as "BEAM." St. Peter's, Rochelle Park; St. Martin's, Maywood; Atonement, Fair Lawn; and St. Marthew's, Paramus, all stand within a three-mile radius. In the past, each was its own parish of 50 to 150 families, served by a full-time priest. However, by 1994, parish membership in all four parishes had dwindled below the critical mass needed to employ full-time clergy. The parishes were dispirited, struggling along in survival mode.

The Bishops called together the vestries of the four parishes to consider the possibility of working together in a regional ministry, with shared clergy leadership. Two years of study, exploration, and discovery ensued. In the summer of 1996, BEAM called two priests experienced in regional ministry to serve as "co-missioners," and a third team member as Priest Associate.

The focus of BEAM is to move from maintenance to mission, from surviving to thriving. Joint celebrations that include adult study, Eucharist and festive shared meals are the heart of the combined programming. Church school teachers work together on weekly lessons and special seasonal combined events. Adult faith journey groups begin with Bible study and prayer as a foundation for developing the ministry of all the Baptized. One parish's good idea inspires the imagination of a partner parish. (Got a good idea for stewardship? What a great church school curriculum!) Individual parishes are beginning to explore specialized mission vocations: Ministry with nursing homes? A special interfaith role? Ministry in the Mail? Vestries undertake a year's planning together. Resources and expertise are shared, both lay and clergy. And the clergy are happy and excited, blessed with supportive colleagues and a lively and challenging ministry.

It's too early to tell how this experiment, even with these promising beginnings, will fare. Early signs, though, are that this might offer a model for other struggling parishes to explore — and even for parishes who are not struggling. BEAM's emphasis is on developing ministry for the life of the community, and the church as a community engaged in Total Common Ministry, lay and ordained together, each as their gifts and training provide.

#### The Diocese Now

o gauge the present temper of the Diocese, the Profile Committee considered several methods of gathering information and decided to focus on the opinions of congregational leaders as most relevant and important. The committee devised four questions for their consideration:

- 1. What are the strengths of the Diocese? What do we do weil?
- 2. What weaknesses exist in the Diocese? What could we do better?
- What could occur in the Diocese that would help strengthen your congregation's ministry to its members and your community? Share your vision.
- 4. Given your responses to the above questions, what qualities, skills, and gifts are important for the new bishop to have?

These questions were distributed by mail to all clergy and wardens in the Diocese for discussion in their parishes and, specifically, at a meeting of their vestries or executive committees. The questions were also published in *The Voice*, the diocesan newspaper.

In September 1996 the committee conducted meetings in each of the six districts of the Diocese, inviting all clergy, wardens, and vestry members (but not the bishops nor their staffs) to attend. At the meetings small groups were arranged, and the four questions were put to them in a brainstorming format. Each response was then rated by every participant to assign priority. In all, 101 of the 123 congregations of the Diocese participated. The committee believes this a fair representation of the leadership of the Diocese. Clergy were invited to an additional meeting in October. Though the format was different from the district gatherings, the same issues were covered. About 55 clergy attended, representing a good cross-section of Newark's presbyterate.

Virtually every small group — and there were 24 of them — pointed to "inclusivity" or "diversity" as a major strength of the Diocese. It is "open to all walks of society," said one group, and the others agreed. Another hallmark, strongly supported, was Newark's identity as a diocese at the "cutting edge" of social concern, and a leader in the world and the Episcopal Church in "intellectual inquiry" that "faces the issues and deals with them." One group said in Newark there is a "willingness to debate strongly felt issues and the willingness to listen and respect differences." "We make other people think," commented another.

The Diocese rated highly in the quality and commitment of its lay leadership, because of the "talent pool" of persons residing in this sophisticated area. Also mentioned as strengths were diocesan outreach programs, among those who were aware of them, and the number of women in leadership roles.

Sometimes in our strengths we also recognize our weaknesses. Being on the "cutting edge" also feels like holding an unpleasant "lightning rod" for those who believe our controversiality saps our corporate energy. Too, diversity may be an asset, but a sense that we lack unity is strongly felt. One group concluded that Newark needs some "mechanism, thoughts, people, and actions to draw us together." There is "not a strong enough sense of interdependence and responsibility" between churches, and between the urban, suburban, and rural parts of the Diocese. This is true despite the fact that our diversity is in proximity — it's only a twenty minute drive on Sundays from Newark to Morristown.

Frequently expressed was the need for a comprehensive urban strategy. But, with "too many small or weak parishes" even in non-urban areas, and, with high concern about finances, stewardship and membership just about everywhere, this important point became manifest: The Diocese of Newark requires a new strategic plan that emphasizes congregational development, "belping congregations do what they really want to do." Parish leaders apparently feel unappreciated or unsupported in carrying out the basics of local mission and ministry. "Practical application," "bread and butter issues," "better collaboration," are needs that resonate from the small groups. Many think the Diocese is "autocratic" in its dealings with the local churches, rather than "listening" and "working together." A member of the committee effectively summarized this as "a yearning of our leadership to get together and know each other."

Part of what the Diocese could do to address such needs involves communication. In Newark as in other places the people in the pews feel "isolated" from and "clueless" about diocesan life, or even the happenings in neighboring congregations. One group suggested that The Voice could be re-titled The Voices, with the goal of connecting us church-to-church by publishing more local news. A traditionalist priest observed that greater sharing in each other's congregational lives would unify us by revealing more commonality in our diversity.

Paradoxically, however, among these requests for better resources and communication is a certain ignorance about what the Diocese is doing already for parishes. For example the small groups want more youth work, but do not seem to acknowledge the existence of W.O.O.D.Y. (the diocesan youth organization) or Eagle's Nest (the summer camping program). People want help with stewardship, but do not mention the work of the diocesan stewardship and planned giving committees. Communication, one must point out, is a two-way effort that requires reception as well as broadcast. Perhaps the corollary here is that congregational leaders must recommit to supporting the new bishop and the Diocese as they expect more support from them for their parishes. The clergy, too, if they want better communication from the Diocese, must become effective channels of it to their people.

#### OUR GIFTS & GROWING EDGES

**Diversity & Inclusiveness:** We are tolerant and accepting of a variety of gifts, beliefs, and lifestyles. Our diocese is unique in its range of cultural diversity.

But. . Our diversity can lead to misunderstandings, makes communication between parishes more difficult, and often leaves everyone feeling displaced. Suburban congregations, urban congregations, and rural congregations all perceive that they are not being supported adequately. Those congregations expressing different liturgical styles and theological viewpoints from the prevailing paradigm of the Diocese feel marginalized.

**Bold & Willing to Confront Social Justice Issues**: We are proud of our tradition of leadership in social justice issues.

But. . . Controversy takes up a lot of our time and resources. There is a selfperception that while we are good at addressing problems in theory, our own house is not in order and we are troubled by the extent to which racism, homophobia, and sexism are still alive within our congregational lives.

Committed to Proportional Giving: The Diocese has a strong and relevant stewardship program, and a policy of 50-50 giving.

But... Internal pressures mitigate against it. Though the parishes are committed to proportional giving, their own financial constraints have them questioning this policy as the official standard.

Strong Lay Leadership: We benefit from having a committed and biblically articulate community of faith.

But... There exists a perception that a limited number of lay people have a disproportionate amount of control. Because of this perception new lay people are more reticent to become involved.

Strong Clergy Leadership: We celebrate a vital, informed, and talented clergy providing strong diocesan leadership as well as national, with four clergy having recently been elected to the episcopate.

But... Our ordained leaders experience a measure of disenfranchisement brought on by the changing role of clergy in society which leads to low morale and clergy burnout.

Geographically Compact and Cosmopolitan: Our location offers the cultural sophistication of metropolitan New York and Newark, as well as the tranquil beauty of the rural Garden State.

But. ... Competing interests, busy schedules and the economic pressures of postmodern existence detract from commitment to the spiritual life

#### We Are a Prophetic Witness:

But. . . Our congregations are struggling with issues of institutional survival.

#### OUR NEW BISHOP

In a bishop coadjutor the Diocese of Newark seeks a person whose life manifests emotional balance and Christian witness, someone who combines grace and maturity with a sense of humor and a spirit of joy.

We believe the Diocese of Newark in the twenty-first century will require a leader with a strong healthy self-concept and a high level of trustworthiness. Certainly our principal candidates will have many or all of these personal qualities: compassion toward others, empathy with the dispossessed, integrity of soul, security of temperament and clarity of leadership. Given the changing nature of congregational life, the new bishop should be able to use these personal qualities creatively in forging constructive relationships with clergy and lay leaders. This should result in the mutual trust essential for revitalizing our shared ministry and service in the Body of Christ.

In a position at the pinnacle of professional leadership in the Episcopal Church, the new bishop coadjutor of Newark must possess superior ability thoroughly grounded in the dynamics of parish ministry. With diversity as the norm in Newark, we expect this individual to be able to preach and celebrate with style in a variety of liturgical settings. A skilled hand at administration is required to implement new programs in the Diocese, follow through on existing efforts, delegate effectively, reconcile differences, promote leadership development, and raise up a strategic plan for congregational life. Continuing a long-standing tradition, we anticipate the bishop to be an effective and literate communicator in the conventional sense, yet excited by the potential of new technology to inform and energize. Compensation for the position is in the range of \$120,000 for salary, allowances, and benefits.

Our new bishop should model clergy wellness for a new generation. Clergy in this Diocese want a bishop who works with them collaboratively, but is ready to intervene appropriately in critical situations. An openness to the prompting of the Holy Spiritsteeped in years of faithful ordained experience — would inspire in the clergy the respect and trust necessary for a collegial relationship.

The new bishop must endorse certain positions embraced by this Diocese. Most prominent of these is an appreciation for the proliferation of diversity in human affairs including racial, ethnic and cultural differences; sexuality; economic and educational levels; geographical contrasts; gender roles and age differences. Secondly, the bishop must support the Diocese's regard for children as full members of the church present, not the church future. Finally, a strong commitment to the policy of being available to the clergy when requested is also required.

A member of the committee defined our task as a search for a person who is able to take people as they are and love them into a fuller relationship with themselves, with others, and with God.

#### Diocesan Organizations -

- ACTEVIM is a board, whose members are elected by
  Dioceasa Convention, to allocate the income of the ACTS/VIM
  Pand. Proposals which are fineded address one or more of the
  following: (1) correct congregational development and
  commandate outreach; (2) promote inclusivity and welcoming of
  outsidens or program beneficiaries into the Episcopal Church;
  (3) fineter and broaden olergy and lay lendaming in the
  congregation; (4) demonstrate responsible stawardship of
  resources; (5) offer creative vision for the church's witness and
  presence in the concentrality; and (6) promote collaboration and
  cooperation.
- ADDS Resource Center at St. Barmahus was established in 1989 as a response to the place in our discose that was most deeply affected by this epidemic - the inner city of Newark. Presently, this agency derivers over 3000 hot meals per month to mea, women and children with ADDS. There are several support groups available, as well as social services and pastoral care and counseling.
- Blokup Annud Resource Center
- Cathedral Chapter of Trinity & St. Philip's is the governing body of the Cathedral based in Newaric.
- Christian Education Committee supports Christian education through workshops, consultants and natworking.
- Christian Social Relation Communican monitors needs and issues of local and world communities. This commission serves as a conscience to bring these issues before the Diocese to educate themselves and be advocates for social justice.
- Clergy Conspensation Commisseder is a creature of Discessa Convention. The Commission files are amount report to Convession, recommending minimum uskary scales and merit increase guidelines for clergy employed in the Discose of Neurals. The Commission's charter includes review and recommendations on a broad range of cencerns, including housing, accountable plans for expenses of clergy, insurance coverage and tax issues. Some concerns, such as pensions and other benefits, also focus on lay employees.
- Clergy Ethles Commission created by mandate of the Discount Convention, investigated all charges of professional misbehavior and recommended action to the Bishop. With the change of structure and the direct involvement of the Standing Committee, the Commission acts on request as a committee of advicer to the Bishop on issues related to professional misconduct by clergy or lay employees of the Discous.
- Commands on Aging focuses on the inclusion of those of advenced years in the ministry of the Discuss and responding to their special needs. The Commission overscen its Senior Information and Referral Center which seeks to assist individuals, their families, clergy and others acting on their heavile.
- Commutation on Evangelism (n.k.n. "ANGELS"-Association of Nevark Growth and Evangelism teaders"), seeks to help congregations and individuals realize the promise made in the Baptismal Covenant to "proclaim by word and assumple the Good News of God in Christ". Armaid discusses conferences bring nationally renowned evangelism leaders to shere their insights. Trained evengelism consultarits are available to work with ourgregations.
- Commission on Ministry is the screening body for people anishing ordination in the Episcopal Church. The Commission is made up of 10 lay people and 10 clergy.
- Communication on Racism has been asked to oversee the life of the Diocese as it relates to the issue of systemic and corporate reaism and report to the Bilding and the Church community through the annual Diocesam Convention. We are also called to sponsor educational programs and provide resources for the Diocese. One of the issues we are addressing concerns the leadership of the church.

- Carattle is a Issuching pad for Carletian action in our world, fixeded by study and prayer, as it creates an ongoing support system for Carletian piligitims. It offers committed Christians a structure and nathod to help them be intentional about living out their baptismal own.
- Department of Minstonts has responsibility for assisting the most valuerable of the congregations within the Diocess. Many of these are located in urban issure rich years and the rural areas of Sussex and Warren counties. Financial and educational are two of the primary fortes of assistance to mission our graguitous.
- Department of Program currently functions primarily as the badget building mechanism for all program groups in the discose that sack funding from the discose. In 1997 these include the following groups or committees: Aging, Anand Center, Christian Education, Christian Sciail Relations, Ecumental Officer, Education for Ministry, Provincemental, Evangelism, Hispanic Ministry, New Work, Prayer Book Revision, Ractum, Substance Abuse, and Wormen's. Total flands made available to these groups in 1996 was \$15,700
- Diocesan Council
- Discossar Counsell Steering Committee meets monthly to death the agends for the full Council meeting, and to coordinate the work of the Council in response to the actions of the Convention, end/or other centres before the Discossa. When a matter of urgancy for Council action arises which must be resolved before the next regular council meeting, the Steering Committee has the authority to act on behalf of the Council. The Steering Committee reports to the Discossar Council on all events and ections.
- Discessa Investment Trust provides a professionally.nsmaged invastment vehicle for purishes and other discosses entities. The structure of the Trust permits each participant to choose on appropriate combination of growth and income invastments. The DTT Board also provides invastment strategy oversight to the ACTS/VIM Board and the Ward J. Herbert and Bishops' Discretionary Stands.
- Beclesisstical Court provides a mechanism of professional discipline of ordinad persons within the diocese, pursant to Title IV of the Constitution and Canons of the Diocese of Newark. The court is composed of seven members, four of which are ordained, each elected for four years by Diocesan Convention, and three lay members, each elected to serve for three years. The Court elects from its members a Presiding Judge and appoints a Clerk, a Reporter, and one to three lay Assessors. The Court advises and consents to the Standing Committee's appointment of the Church Attorney. The court receives any Presentment, upon which its actions are predicated, from the Standing Committee of the Dinosas. Administrative reports of the court's activities are submitted through its Presiding Judge to the President of the Standing Committee.
- Essumentical Officer represents the Bishop at ecumenical functions and on inter-denominations/interfaith bodies at his/her
- Exvironmental Commission was created by the Annual Convention of the Disocse of Newark to promote education of the congregations on onvironmental issues and environmental opinituality. It advises the Bishop and Convention on issues faming the State and Nation. Prior to 1996, the Commission mentioned a lobbysit in Treaton. Through the Commission, the Disocse has been represented on the national Episcopal Environmental Coalition and the statewide interfeith convironmental coalition.
- Episcogal Capital Loss Famil is an endowment fund which was created during a dioceasm capital campaign in the 1930. The fund consists of \$750,000 in principal which is lent to parishes and missions for building projects. All interest income small chiral Confer End of the Demandance of Shimicros.
- goes to the Grant Fund of the Department of Missions.

  Episcopal Community Development Corporation

- 82. James Community Bevelopment Corporation was founded by the Discuss in 1992 to empower residents of the Lower Broadway anciden of Newark towards a revitalization of the neighborhood and to Roster housing and economic development opportunities within the community's beneficial residence of the CDC administers a 22-writ housing project and has another 60 units under development.
- Starrour-dainty Communition is to provide resources to the Diocese of Neurotic for both coluenties, and planning in the area of antewardnity. The commission will speak, tests and help design programs for any organization of the Diocese that wants to make its membership in reflecting and acting on Christian atomerchip.
- a Substance Abuse Commission
- Tmik Force on Aminimal Subcide was anablished to explore the religious/moral considerations amociated with this sed-oflife decision. More than giving a specific answer they assign to help contemplative Caristians, review the ergaments surrounding this issue. Members have essisted congrugations and other groups discuss the Shridings of the tank flower.
- Teal: Force on Christian Mission in an Interreligious World promotes dislog between Christian and followers of other world religions. The members of the teak force are available for programs on interedigious relations, and to facilitate interedigious meetings. A Study Guide, adopted officially by the 1996 Discensor Convention, as well as the 1982 Gustelleen for Javish-Christian Relations are available.
- Test Force on Day Core Tusk force status for the purpose of providing churches in the Diocese information on day ours development.
- Track Force on Prayer Book Ravinton The Tank Force was charged by the convention "to attay' the headogical image which spould be considered in the next revision of the prayer book" and to report to the 1997 Diocean Convention. Results of its work should be communicated with Stending Liturgical Commission prior the the '97 General Convention.
- Communication prior use that 27 comments were the principal Discome of Newark with gay und lashine people, their Benillas and friends, was catabilished to muture sprittent growth and to prunded a relationship of trust and understanding between the lashine, and gay community and the church, both locally and nationally.
- The Planmed Giving Endeavor of the Diocese of Newsek is part of the Ministry of Enwardship for our people and our congregations. Our tilinates goals are to establish with ourgregations and/or individuals a dialogue about their planned giving needs and opportunities and to smirt the denor with the appropriate gill treasaction.
- appropriate gai reseasance.

  The Standing Committee The Standing Convenitoe serves as a council of advice to the Babop(s), and is cancelcally sutderland to set in their shames as the Kadmissition!

  Authority. The Standing Committee gives commits to elections of Bishops, and to persons senting ordination within the Diocess. The Standing Committee service are given consents to the aliention or excurring company. Under the new Tritle IV Capena. the Standing Committee also serves as a body similar to a Grand Juny involving disciplinary matters.
- The Voice published by the Diocess of Newark, is the primary vehicle for sharing information recognition and clargy of the diocess. The Voice includes regular columns by the Diocessa and Suffragen bishops, many of interest to nambers of the Diocess, Sentense or diocesses relatives occurrentersy, and reviews of books and films.
- a Trustees of the Episcopal Fund and Diocesen Properties consists of nine members elected by the Convention for Hit. The Trustees are a separately incorporated body regulated by the statutes of the State of New Jersey. Specific dation and responsibilities of the Trustees include the following: 1. The measurement and care of my fund abready existing or which may become be contributed, acquired, or ractived, and accurately existent the temporary accumulation thereof the the support of the Discopate of the

- Discose, and the appropriation of the fined for that purpose according to the direction to be given from time to than by the Convention of the Discoses. J. To take and hold by gift, great, devise, bequent or otherwise of easy property, finels, or securities of easy kind in treut for religious, esclesiantical, carefulable, or educational purposes, under the control of the convention or other sociental purposes, under the control of the convention of other sociental purposes, under the control of the convention of the Discose; and may carry out the objectives of easy trust if the work is consistent with the objectives of the Discose.
- Ward J. Earbort Fount needs to saids congregations via matching fund greats to make measurery repairs to properly directly associated with the mission or expension of the raission of those congregations.
- Women's Commission strives to call the Church in the Discount of Newark to full implementation of the Emptismal Coveraged, so that all the baytized, regardless of gender, rece, semula diversation or role in the Church, may exercise the multitude to which they have been called.
- Youth Millistries Beard has oversight of the Summer Camp progress at Eagler Nest, World of Our Diocessen Youth (WOODY), and year-round diocessen mainstry to young people in junior and senior high school. Eaglest Nest and WOODY provide unique opportunities for our young people to socialize and grow in a Christian coatest, within triannating with other young people from different social and coltural backgroussis.

#### Allied Organizations:

- Black Clargy Caucus
- Christ Haupital : is 400-plan had community hospital in Jamey City, founded in the 1870s by the Rev. Richted as the Chair of the Back of Newark has served as the Chair of the Board of Trustans. In addition, the Bishop of Newark appoints 12 clergy, of all finiths, to the Board and hadding the Bishop has memed the Sanior Vice Chair who has more day-to-day involvement in the affiltre of the bospital.
- Corporation for the Raillef \_ provides financial assistance to widows, widowers and children upon the dests of the clergy is the discusse of Nearatt, and New Jessey. A jointly-postoseed corporation between New Jessey and Nearatt, clergy pay a yearly contribution. Assistal annuities and dividence are paid to the surviving posses-formed partner/dillieren.
- Bagtas Nest Camp which has operated for 74 years, provides an opportunity for young people from charches throughout the Dicoses of Newark and New Jensey to come together for peayer, play and study. They also have an opportunity to use their leadership sittlis by participating in the Counselor-Training prospure and an Camp Staff. The Camp runts property in Glen Spey, New York and served 405 compens in 1996.
  - EFM
- Episcopal Church Women. is to enable every women to solvieve full participation in the church, to cleim the power gives to her by the fieldy Spirk and to reach her potential as a Christien. To this end, the ECW provides opportunity for spiritual growth and churage through quiest days, addresses the development of isselaminy through training, spensors wentshops almost at empowering women, and confirms women's ministries through ensual oslebution of thorn. Among the programs spensored by ECW are the North Porch program, outreed to disadvantaged persons, the United Theric Offering and ensuals absolutation.
- Gertradia Batta Mamorial Home Assoc. is a nonprofit corporation organized in March 1929 to "contribute to make advance the work of supporting, advanting and maintaining children in the Discouse of Newerk, with special emphasis upon orphen, half sophus and destituta children." Is addition to providing scholarships for college advantion, the Board provides help in other ways, including help for young people through the Discouser Youth Program, Engir's Nest Camp and aid to children of Urban Clergy.

#### Appendix A, Cont. Ailied Organizations

- Recent of the Good Shepherd is a retirement community in Hackettatown which provides independent living right through full nursing care.
- Heath Village is a unique retirement community offering lifetime care, weekly ecumential worship and weekly Episcopal Communion open to all.
- House of the Hoty Comforter a retirement home for [5 women located in West Orange.
- Interweave is a learning network for spirituality, wellness and the common good. Its Center for Wholistic Living at Calvary Charch in Summit offers life-skill education programs to the general public. An Institute for Spiritual Training, based at the Convex of St. John Baptis in Mancham, offers programs for pastors, congregations and laypeople in Christian spirituality for a global world. Interdisciplinary in approach and interfills in spirit, intervenew was founded and is directed by an Episcopal pricet, Robert Corin Morris, and has close links to the dioceant family.
- I isotob Team is a group of lay and clergy volunteers who have been trained in congregation and development specifically to assist our our great the convenience and task forces in this discose. The Isaiah Team provides a variety of workshops and custom consultations services, including strategie planning, vestry/executive committees retreets, conflict meanagement, and still tending for ental groups. The services of the Isaiah Team are available on request for a very nodest elipsed, the Isaiah Team also works with selected missions and stided particles under the ausgiose of the Department of Missions.
- Jerney City Reliccopal CDC has approximately 175 units of residential fecusing either under development or under management. The Board of the CDC is elected by the Discusson Council and the CDC is accountable to the Discusson Council.
- Nemark Citergy Association seeks to provide opportunities for dergy of the Discose to be connected and supportive as we carry out our varied ministries. We encourage collegistity, offering occusions for personal sharing, worship, admostion, and consumerity building.

- North Porch is a project of the Epimopal Church Women is the Diocean of Newtre and serves women and children of all faiths by providing formula, belry flood, dispers and clothing. North Porch has been in operation at Catheful House since 1984 and in 1990 operate a statificat of E. Paul 's, Patrayon.
- The Apostles' Hotsee is a social service agency in Newark, which provides easistance to ferrillor in need in the greater Newark area. Founded by six Episcopal churches in 1994, the Dioessen Council elects the Board of Trustees and the Apostles' House is accountable to the Dioessen Council.
- The Convent of St. John Begithst is a prayerful presence in the Dicone, interesding for every persish and elergy person. The Convent offers hospitally to groups and individuals for extrasts and conferences as well as spiritual direction. Clergy are accountaged to come, and to leave space in their ministry for their prevonal guidering of spiritual seffeathment.
- Union of Back Episeopaikum The church is not whole unless all its members are an integral part of it. One of the major resons for the Union of Black Episcopalism (UBE) is to institute and exert an all-out effort to endicate every vestige of rackens within the Church, and wherever it exists. The UBE encourages the involvement of Black people in the total life of the church, and is especially concerned with the issues in the Diocese of Newark.
- Youth Consultation Services (YCS) is a social services agazey founded by the Diconse which is headquartered in Newark. YCS operates residential and outprisent treatment programs for disadvantaged children and anticitic children. The activities of the constitution of the constitution of Newark is the honorary President.

# Appendix B:

#### Balance Sheet as of 12/31/94

| 100                                 | 3. A.S.     | <b>建物</b>   | est el leur i | 100          |
|-------------------------------------|-------------|-------------|---------------|--------------|
| Cash & Equivolents                  | \$547,614   | \$600,711   | \$105,262     | \$1,310.58   |
| Vivestments.                        | \$5,164,510 | \$272,273   | \$8,089, 110  | \$13.526.43  |
| Focuryables                         | \$1,036,203 | \$851,129   | \$140,124     | \$1,178,32   |
| Land, Building & Equip              | \$70,752    | \$105,837   | \$456,936     | \$633.07     |
| Total Assets                        | \$6,962,405 | \$1,902,142 | \$8,908,201   | \$17,770,752 |
| Accuints Payable                    | \$340,000   | \$37,000    | \$27,425      | \$405,365    |
| Bank Loans                          | \$137,500   | \$847,000   |               | \$064,500    |
| Total Liabilities                   | \$477 500   | \$884,600   | \$27,496      | \$1,389,000  |
| Fund Balance                        | \$6,484,909 | \$1,017,262 | \$5,878,106   | \$16,000,867 |
| Total Liabilities & Fund<br>Balance | \$6,962,409 | \$1,902,142 | \$8,908,201   | \$17,770,    |

The detailed 1997 budget will be inserted as Appendix C.

We invite you to join your vision and energy with ours as we seek to carry out the Ministry of Christ in the Diocese of Newark into the 21st century.

Church Maplewood • 1894 St. Peter's Church Mount Arlington • 1895 St. John the Divine Church Hasbrouck Heights • 1895 St. Paul's Church Montvale • 1896 St. Agnes' Church Little Falls • 1896 St. Clement's Church Hawthorne • 1896 St. Peter's Church Clifton • 1899 St. John's Church Montclair • 1901 Annunciation Church Oradell • 1901 Epiphany Church Orange •1901 Good Shepherd Church Ringwood • 1902 St. Andrew's Church Newark • 1904 All Saints' Church Millington • 1904 St. Bartholomew's Church Ho-Ho-Kus • 1905 Resurrection Church East Rutherford • 1906 Good Shepherd Church Midland Park • 1906 Grace Church Westwood • 1906 St. John's Church Ramsey • 1906 St. Mary the Virgin Church Ridgefield Park •1906 St. Stephen's Church Jersey City • 1907 Holy Trinity Church West Orange • 1908 Trinity Church Cliffside Park • 1909 St. Paul's Church Chatham • 1909 St. Peter's Church Rochelle Park • 1910 Incarnation Church Jersey City • 1913 St. Paul's Church Wood-Ridge • 1914 All Saints' Church Glen Rock • 1914 Christ Church Teaneck • 1914 St. Paul's Church North Arlington • 1915 St. Matthew's Church Jersey City • 1916 St. Peter's Church Livingston •1916 Trinity Church Montclair • 1917 St. Andrew's Church Lincoln Park •1919 St. Mary's Church Sparta • 1920 St. Paul's Church Morris Plains •1921 Christ Church Totowa • 1921 St. Luke's Church Haworth •1921 Transfiguration Church Towaco • 1923 St. Elizabeth's Church Ridgewood • 1923 St. Peter's Church Mountain Lakes • 1924 Our Savior Church Secaucus • 1925 St. Andrew's Church Harrington Park • 1925 St. Anthony of Padua Church Hackensack • 1925 St. Mark's Church Teaneck •1926 St. Cyprian's Church Hackensack • 1926 St. Martin's Church Maywood • 1929 Holy Spirit Church Verona • 1942 Atonement Church Fair Lawn • 1950 St. Matthew's Church Paramus • 1951 All Saints' Church Bergenfield • 1951 Incarnation Church West Milford • 1955 The Saviour Church Denville • 1957 St. Michael's Church Wayne • 1959 St. Alban's Church Oakland • 1960 St. David's Church Kinnelon • 1963 St. Dunstan's Church Succasunna • 1964 St. Gregory's Church Parsippany •1968 St. Gabriel's Church Milton/Oak Ridge • 1980 Messiah Church Chester/Long Valley • 1982 Mar Thoma Church Newark • 1983 All Saints' Church Hoboken • 1989 St. Paul's Church of South India Tenaffy

# Report of the Task Force on

#### PRAYER BOOK REVISION

to the 123d convention of the Episcopal Diocese of Newark

Ms. Marge Christie The Rev. Wade Renn Co-Chairs

Ma. Elise Adams
The Rev. Geoffrey Curtiss
Mr. Michael Delansy
Ms. Peg Dengel
The Rev. Meggie Gat
The Rev. Edward Hasse
Mr. George Hayman
Ms. Lyn Headley-Moore
Ms. Ann Hirsch
Ma. Merie Obermann
The Rev. Phillip Wilson

#### REPORT

Of the 36 congregations in the diocese which originally volunteered to participate in the six-week experiment with an alternative eucharistic liturgy, 25 actually did. Most of those which dropped out did so because of a change in their clergy leadership and an understandable unwillingness to subject the congregation to two changes at the same time. There were also several clergy who opted out because they did not think the experimental liturgy fit the particular style of worship in their congregations.

Results gleaned from wading through more than six bundred evaluations show responses which run the gamut from "hated it" and "change for change's sake" to "loved it" and "made me think." Bishop Spong's half-joking comment — in 1995 when he suggested the possibility of Newark influencing prayer book revision — that we might expect the creation of a society for the preservation of the '79 Book proved to be quite accurate. The opening words of the Lord's Prayer, "O God in beaven, Mother and Father of us all" really upset people; the number of those who objected to it far outweighed the few who approved. The Affirmation of Faith which replaced the Nicene Creed was almost universally disliked also.

However, what does shine through in many of the comments is an appreciation for the opportunity to talk about the words of worship and their meaning as opposed to reciting them by rote. That was precisely one of our goals. There were even some who would like to continue the experiment with whatever changes the Task Force might make based on the evaluations. That was not one of our goals. So far we have yet to hear from the congregations outside of the diocese which expressed interest in joining the experiment. They were sent all of the materials, but so far attempts at follow-up have not produced any responses.

Our formal report to the Diocesan Convention will, in fact, be quite informal, as it will take the shape of a dialogue among the Task Force members reflecting on actual comments from the evaluations. In addition we have been given the privilege of planning both convention liturgies. Friday's will be a straight 1979 Book of Common Prayer service with absolutely no alterations to the language; on Saturday almost every part will come from other sources. We have worked long and hard on this and are pleased with the results; we hope the diocese will be also. We suggest that every congregation use it on one Sunday as a way to "stir awareness" of alternative possibilities for worship.

The inclusivity of word and image continue to be the theological base we want to address, but one learning from our time of experiment is that the liturgy needs to reflect the culture of its worshippers. Much of the experimental liturgy was taken from the New Zealand Prayer Book, and while it met the criteria for inclusivity, it was not of our American culture. In the words of one evaluation, "I like what you are trying to do, but poetic this liturgy is not!"

A preliminary report of our work was sent to the Standing Liturgical Commission (SLC) for its consideration as the members prepared their report for inclusion in the Blue Book — the preconvention handbook for General Convention bishops and deputies. We have since learned that despite a resolution of the 1994 General Convention calling for the preparation of a timetable for revision, they have decided that "this is not the moment." The Task Force disagrees and recommends that the Diocese of Newark add its voice to those who believe this is the moment.

Prayer Book revision is a long process, and it needs to begin.

#### TASK FORCE RESOLUTIONS

- Resolved, That this 123d Convention of the Diocese of Newark urge congregations to continue the experiment with new forms of liturgical expression to reflect the diversity of the worshipping community, and be it further (adopted)
- II. Resolved, That this Convention urgs every congregation to use the Convention Saturday morning Order of Service for Eucharist on either February 2 or 9 so that the members of their congregations can share in the diocesan experiment with Prayer Book revision, and be it further (adopted)
- III. Resolved, That this Convention request the Bishop to appoint a Liturgical Commission to encourage on-going use of inclusive/expansive liturgies, create a central file of resource materials and serve as consultants to congregations.
  (adopted)
- IV. Resolved, That this 123d Convention of the Diocese of Newark submit the following resolutions to the 1997 General Convention:
  - a. Resolved, the House of \_\_\_\_\_\_ concurring, that this 72d General Convention even the Standing Liturgical Commission to begin the work of Prayer Book revision so that a new Book of Common Prayer inclusive of God and all of God's people can be ready for final approval at the General Convention of the year 2006, and be it further
  - b. Resolved, that the Standing Liturgical Commission consider offering options for distribution of future authorized texts such as a Loose-leaf Book and CD/ROM, and be it further
  - c. Resolved, that the Standing Liturgical Commission promote the antihoxisations of hymnals \* from other branches of the Anglican Communion and our ecumenical partners in ministry so that use of such musical offerings can be easily expedited.

(adopted as amended)

\* ="and prayer books"

# PRAYER BOOK TASK FORCE REPORT

- W: Well, Marge, here we are at the final report time for the Task Force for Prayer Book Revision.
- And it's been a very interesting two years, especially this past one.
- W: Do you remember how we began, focusing on the need for greater inclusivity in our liturgy -- worship that would be inclusive of God as well as the worshippers?
- Mr. Yes I do. Last year we asked for volunteers to experiment with a liturgy that would express that inclusiveness, and more than 3 dozen congregations signed up. By the end of October and the conclusion of the trial period, we had received evaluations from parishioners in about 25 of those churches. Reading through those stacks of evaluations was quite an experience!
- W: You actually waded through more than 700 of them, didn't you? The Voice has done a good job of summarizing some of the learnings, but I especially noted the spread of responses which ranged from "hated it" and "change for change's sake" to loved it" and "made me think."
- We asked people to rate various parts of the liturgy on a scale of 1 to 5, with one being low and 5 high. Two responses from the same congregation demonstrate why it's been such an interesting year for the Task Force: one person rated everything as a 1 and another gave everything a 5. Either we were doing everything right or we were totally on the wrong track!

  (Hold up the two forms)
- W: Our work turned out to be a catalyst for the voices of parishioners to express their views about the language of worship. And isn't that exactly what the last General Convention wanted when it opened the door for revision grass roots participation? The Diocese of Newark led the way through that door. Marge, how many churches in other dioceses joined our experiment? And where are they located?
- M: There were about a dozen, Wade, from places as far flung as Kansas, Illinois and Arizona and as close by as Delaware, Massachusetts and New York -- and we even had several volunteers from Toronto in the Church of Canada.
- W: And we were delighted that our work had pretty wide-spread coverage through articles in The Witness, The Living Church, The Anglican Digest, the Newark Star Ledger and the Bergen Record. And everyone in the diocese learned by reading The Voice that almost to a person we don't like changes to the Nicene Creed or the Lord's Prayer.
- M: Bishop Spong accurately predicted the future two years ago when he suggested we might see the formation of a society for the preservation of the '79 book by the time we finished our work.
- W: What this trial period has been about is not what is right or wrong, nor about winning or losing. Rather it has to do with listening to the voices of the people. After all, the word liturgy does mean the "work of the people."
- M? Why don't we highlight some of the comments from the evaluations? Why, for instance, do you think there was such a violent reaction to using "O God in heaven, Mother and Father of us all" as the opening line of the Lord's Prayer, anyway?

- A: It may be as simple as tradition and familiarity; as someone said: "I want my children to learn the same words I learned as a child." Others said things like "I don't think Christ's words should be changed" and "Jesus was created in the image of God, HE is not our mother." The concept of a God who encompasses both male and female was very hard to swallow.
- B: On the other hand, we heard from women and even some men who have suffered at the hands of their fathers; as one said: "The reason I cannot ask God the Father for help is because I cannot ask MY father for help."
- C: We were surprised at the number of people who seemed to believe that the words were actually said by Jesus. One even wrote "How dare you change the words Jesus said!"
- W: I bet there was a similar reaction to the inclusion of the Affirmation of Faith rather than the Nicene Creed.
- D: Well when Marge totaled up the responses, she found that about 85 % hated the Lord's Prayer and 77% actively disliked the Affirmation. And the reasons were similar: the Nicene Creed has been handed down from earliest times; "it is an historic expression of our faith." -- stated concretely, not abstractly. The Affirmation is "too impersonal."
- E: One commented: "Self esteem builder for wimps!" But another found it "helpful to hear new ways of saying our beliefs it keeps our liturgy from being rote." A more thoughtful question centered on the use of *Our God*, asking "If there is only one God, how can we refer to him as just ours?" (And that's a direct quote)
- M: What about the Prayers of the People? What reactions were there to them?
- F: More people were comfortable with these; they especially liked saying the collect at the conclusion. But there were those who missed an opportunity to pray for individual people and needs; we were reminded that "every Sunday someone comes to church mourning, or in shock from a job loss, or fighting terminal illness, or struggling with divorce" and the prayers need to speak to them as well as to call people to action and a ministry of justice."
- G: We are all too aware of how often we ask God to do things for us, saying "Grant us..." or Give us..." or "Guide us..." And how hard it is to give God thanks and praise.
- W: Our reason for omitting references to Lord and King was based on the sense of exclusion the words connote both for women and for people of cultures other than European. What was the reaction to that?
- H: Not much said except for one: "God the Father, King, Lord and Ruler of us all still lives and reigns no matter how you try to clean HIM up!" But some of the more general comments helped us to understand that the liturgy should be in the vernacular of the worshippers. That was one of the problems of our trial liturgy; it was taken from the New Zealand prayer book which has taken this country by storm but it reflects a very different culture from ours here in the United States.
- I: The writers of the original Book of Common Prayer understood that and so did the authors of our current prayer book. But if the practices of many of the congregations in this current prayer book falls woefully short. Learnings from the questionnaires we circulated last year show that there are a number of congregations which celebrate a Creation Season or set apart a season for Stewardship or extend Advent to six weeks...

There are some who rarely use the Confession and others who draw their Eucharistic prayers from other sources or even write their own.

- J: Perhaps we need to end up with several different versions of the prayer book that reflect different communities of people like a feminist liturgy, a traditionalist prayer book such as the 1928, a gay and lesbian version, one which expresses African-American culture, a charismatic one, versions for liberationist churches and urban congregations. That would have quite an impact on a church which claims its solidarity can be found in its liturgy.
- K: Actually this has been done in the not too distant past. Before the 1979 Prayer book we had low church congregations that used the '28 book while Anglo-Catholic churches used the American Missal, and one of our congregations even used the English Missal and said the prayer of consecration in Latin.
- L: Even today we have congregations here in this diocese which worship in languages familiar to them -- Spanish, Indian, Korean, and Sign language. Other communities are using liturgies they prepare them-selves in the particular vernacular of their people -- All Saints, Hoboken, Redeemer, Morristown and St. Pauls, Paterson, for example. People gravitate to the faith communities that speak their language.
- What is its significance for the Episcopal Church as a part of the world-wide Anglican Communion? And how does all this relate to the electronic age?
- N: One learning from a careful reading of the prayer books of New Zealand, Australia and South Africa, among others, is that the broad structure is the same everywhere. It's only within the individual sections such as the Lord's Prayer, the Confession, the Creed, the Canon that the language reflects the culture.
- O: Some parishes are already using CD-ROM to design their order of worship. We hope the Standing Liturgical Commission will consider a CD-ROM prayer book in place of a paper one, providing a whole range of liturgies to work with. Church worship committees with their clergy would be able to provide worship that would be appropriate to a particular celebration and a particular congregation. The hook needs to be that the variety of offerings would be authorized as The Book of Common Prayer. The developing electronic technology is very exciting and challenge in maintaining some measure of orthodoxy.
- P: That would be a tremendous paradigm shift -- not unlike the change brought about by the invention of the printing press. Just think about how that made it possible for newly emerging faith communities to worship in their vernacular and made possible our first prayer book in English. Our present-day electronic paradigm shift is a growing part of our life, especially with the generation of tomorrow. It's mind-blowing to imagine how much more advanced technology will be ten years from now when we may have a new prayer book!
- W: Why limit this possibility just to the prayer book? How about the hymnal?
- Q: One of our learnings about who's doing what in planning worship is rather wide-spread use of music from sources other than the 1982 Hymnal. One of our congregations has printed a supplement to the hymnal in order to expand the musical offerings available. And besides the liturgical benefits of such a new style prayer book and hymnal, just think about the money churches would save by not having to buy a whole new set of paper books which need to be replaced every few years when they begin to fall apart.

R: One of our responders quoted James Russell Lowell:

"New occasions teach new duties -- time makes ancient good uncouth. He must upward still and onward who would keep abreast of truth."

That is a poetic way of saying what we heard from others: "A good start — It has my blessing — it's helpful to hear new ways of saying old beliefs — I like what you're trying to do, but poetic this liturgy is not!"

- Mil Okay, all right already. Where do we go from here?
- S: We've already begun with today's opening service. It was strictly the 1979 Book of Common Prayer, word for word, parts of which some of our convention members may have found uncomfortable, if not offensive. Tomorrow's worship will use several different vernaculars, including words, music and physical arrangements that hopefully will speak to our bodies as well as to our souls to our creation and to God.
- W: You know, Marge, there are several important points that need to be stressed as we conclude this report. The Task Force in no way believed that it was writing a eucharistic liturgy for all time. It was just for a six-week trial period in order to generate conversation about the words we use in worship and the impact those words have on the lives and psyches and spirits of individual people. That is also true for tomorrow's worship. You will find a form in your packet for your comments on the Saturday liturgy; please fill it out and hand it to any member of the Task Force or put it in a box on the Women's Commission table in the Exhibit Center.
- And a major focus for the Task Force was for people to talk about -- and think about -- their liturgical language. And talk they did! We want to thank you Bishop Spong for appointing us all of us -- to the Task Force; it has been a stimulating two years. We also want to thank the clergy and the congregations who were willing to join the experiment, the people who sent us their evaluations and especially the many clergy and lay people who took the time to write some very thoughtful and detailed letters. The words on our banner really do ring true: As a person prays, so shall they believe.
- W: Mr. President, I move the resolutions which are attached to our written report, with one word change which was suggested at one of the District Meetings and which the Task Force affirmed this week. Would you like them to all read or just the change?

| Thank you.  | Remember our     | hearing at       | _ in the             | room.                |
|-------------|------------------|------------------|----------------------|----------------------|
| And especia | illy remember to | come early — 8 a | m — for a musical pr | elude to the morning |

#### THE STATUS OF CHURCHES

I would like to begin my report on THE STATUS OF CHURCHES with a personal word of thanks to Bishop Spong, to Linda McKelvey, to the Gail Deckenbach and to the leadership of the Diocese of Newark for allowing me to have a sabbatical during 1996. I also wish to thank Mr. Peter Van Brunt, who served in a volunteer capacity as the coordinator of The Department of Missions, so that our work would continue along with the dedicated service of our lay and clergy members of The Department of Missions. I would also like to pay special tribute to my teachers, to those people throughout the United States who are trying new ways of providing ordained leadership and dedicated lay leadership to the mission and ministry of the church. All across this country, I was able to talk with people, to read their books, and to be encouraged to look into new possibilities for the work of the church. I think you will find that the report that I now give, is reflective of work that I did on my sabbatical. I trust, that what I leamed, and the opportunities that I had, will continue to be used in the Diocese of Newark.

1996 was a year of new beginnings for many congregations under the care of The Department of Missions. Following more than a year of consultation and preparation, the Bergen Episcopal Area Ministry, or BEAM for short, called three members of its team of ordained clergy people. The lay people of Church of the Atonement, Fair Lawn; St. Martin's, Maywood; St. Matthew's, Paramus; and St. Peter's, Rochelle Park, voted full approval to begin their team ministry and enthusiasm ran high at the Diocesan Convention in January of 1996.

Our churches in Newark, two mission congregations, St. Andrew's and St. Barnabas, Grace Church, House of Prayer and Trinity and St. Philip's Cathedral, approve the continuation of work leading to their shared ministry in our see city. They have come together and have agreed upon a Search Committee as they go out looking for an ordained clergy person to join their team and to serve as priest at St. Barnabas and House of Prayer, along with the rest of the team. They will share their mission in an exciting attempt to be mutually supportive, one to the other.

Our churches on the Ridge, Christ, Harrison; Trinity, Kearny; St. Thomas', Lyndhurst and St. Paul's, North Arlington, decided during 1996 to reconfigure their Ridge Ministry and share their ministry more deliberately. They will redevelop an Area Council and have requested the sale of two unused clergy homes to establish a fund to help support this ministry. Work has not been easy; however, it is progressing.

A new ministry was established with St. John the Divine, Hasbrouck Heights and St. Mary the Virgin, Ridgefield Park. It was the decision of their lay leadership to call the Reverend Joe Pickard to serve them as Vicar and educator to develop their baptismal ministries for congregational leadership. The Vicar's position is described as liturgical leader, crisis pastoral care giver and trainer for all the other ministries in the congregation.

It is with great excitement and expectation that I share with you that a new mission was established in the Diocese of Newark beginning with a service on the afternoon of January 5, 1997. I had the privilege of installing the Reverend Dr. Mark Chang as the part-time Vicar for the St. Peter's Korean Episcopalians was established earlier, but after some difficult times, it has again requested to be a part of our Diocesan life. I welcome them and ask them to please stand in their places. (The Rev. Mark Chang, Titus Song and SoloMon Yim, wardens)

During 1998 two of our congregations have requested change in their parish status. Christ Church in Teaneck, having been an Aided Parish, requested that it become an incorporated Mission. We are presently at work with that congregation in the hope that we will move toward a half-time ordained ministry during 1996 on our way to full parish status in the future. Also during this year, All Saints' Church, Bergenfield, having decided to separate from its shared ministry with St. Luke's in Haworth, requested that it be an Aided Parish in the

Diocese of Newark. As an Aided Parish, the Department of Missions will begin to work with that congregation as it looks forward to its next steps in our diocesan life.

Many of you are aware that after twelve years serving as Property Manager of the Diocese of Newark and its Department of Missions, Mr. Robert Lanterman left in November to continue his life with his wife, Betty, in San Diego. Though they still own property within the confines of the Diocese of Newark, it is their intention to move full-time to San Diego in the not too distant future. I am happy to tell you that Mr. Tim Russo, a vestry person at Grace Church in Nutley, has joined our staff as our new Property Manager. I think you will find, as you talk with him, that he is a person of great knowledge and great interest and a desire to be of help to the churches in our diocese.

A serendipity that has happened to us during this year is the development of the New-Ark Construction Team. Thanks to such people as, Joe and Erica Stewart, and Joe and Fran Hager, Judy Royce and others, a group of tradespeople has come together to believe that they can be of help and support to congregations. I like to think of their work as a kind of diocesan Habitat for Humanity. They have been already very helpful and supporting up of drywall at St. Thomas Church in Vernon, which has had its new building built during this year. They look forward to other ways in which they can be helpful to congregations in such ways as helping to do some painting and repair, which they were able to do at Christ Church in Belleville. It is my understanding that they desire to work with congregations and to offer the help, the knowledge and the expertise which they have to give.

One of the sadnesses for any bishop in a diocese is to have to make decisions, along with the Standing Committee, to close congregations. I am happy to tell you that in both instances of congregations which have been closed this year, it has been done after those individual congregations have considered their future and have determined that it is their decision to close. The people who have been part of those congregations have moved into other congregations and we have tried to honor their history and their ministry with a Service of Thanksgiving and De-consecration of the churches. It is to both of them that I now move with a particular Resolution. I will offer these Resolutions separately.

# Church of the Advent. Bloomfield

Since the time following the Reverend Jack Salmon's retirement as Rector of Church of the Advent, Bloomfield, the leadership of the church had been making their decisions for the future. Following meetings with Ms. Dale Gruner and later with me, the decision was made by the Wardens and Vestry to close the ministry at Church of the Advent.

A service to give thanks for the ministry which had taken place there was held on October 17, 1998. Approximately thirty people were in attendance representing the church, the Standing Committee, Diocesan Council, Diocesan staff, Department of Missions and friends. The church was deconsecrated as a site for Episcopal worship as part of the service.

Now, therefore, be it

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 Church of the Advent, Bloomfield, will as a result of the 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 the Diocese known and designated as The Trustees of the Episcopal Fund and Diocesan Properties of the Diocese of Newark.

#### (The motion was adopted.)

#### Trinity Church in Paterson

Trinity Church, Paterson was founded in 1879 as a congregation in the Diocese of Northern New Jersey. After many years of service, it was unable to continue its ministry and mission as a parish and became a mission in 1987, by action of Convention.

A new commitment was made by the leadership of the congregation when in 1987, under the leadership of the Reverend Alfonso Narvaez, a parallel congregation of Spanish-speaking people formed their congregation. This arrangement remained until 1996 even though little if any growth occurred. The English-speaking congregation decided to end its ministry with a service on April 7, 1996.

The Spanish-speaking congregation remained in the building conducting their services under the care of the Reverend Margaret Gat, while they too made decision for their future. It was mutually agreed that it was poor stewardship to believe that they could maintain the building, so on Epiphany evening, January 6, 1997, a service of thanks and remembrance was held with the de-consecration of the church. The congregation is making individual connections with surrounding churches in Paterson.

Now, therefore, be it

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 Trinity Church, Paterson, a Mission of the Diocese of Newark, will, 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 with the understanding that the assets will be provided to the work of the Department of Missions.

(The motion was adopted.)

As the time comes to fruition for some congregations to finish their ministry, it is also the case that during this year a new and exciting Area Ministry has been developing. You will hear more about it in a few minutes and i will file it at this point as The Jersey City Area Ministry or Jersey City Strategy.

A new initiative has begun this year through a joint committee of the DOM and the Diocesan Council. Its purpose is to investigate strategies of church growth and congregational well being. Only in its infancy, it plans to report its findings and make recommendations to the 124<sup>th</sup> Diocesan Convention.

As I conclude my remarks, I wish to thank all of the clergy and lay people whose hand is open for the care and the nurture of the ongoing ministry and mission in the Diocese of Newark. Without your work and without the opportunity to work together as Diocese and congregation, we could not expect to extend the gospel of Jesus Christ. On behalf of the Diocese of Newark, I thank all of you for your ministry and your commitment to serve.

Thank you.

(Delivered by The Rt. Rev. Jack M. McKelvey, Bishop Suffragan)

### REPORT OF THE JOINT COMMITTEE OF THE DEPARTMENT OF MISSIONS & DIOCESAN COUNCIL CALLED INTO BEING BY THE 121st CONVENTION.

#### BACKGROUND

This Committee was originally formed to investigate the long term financial issues facing the Department of Missions. Early on in its investigations, it became clear that financial issues are but a symptom of static or declining membership and stewardship, and that the root cause of financial difficulties is the lack of congregational growth. Further, Resolution 11, passed at the 122nd Convention, called for a special committee to look at specific ways of reducing long term debt incurred by mission congregations. At the March 13, 1996, meeting of Diocesan Council, the Council agreed by resolution that this committee would fulfill its charge through pursuing the investigation of strategies of church growth and well-being, development of new congregations and development of new ministries through the perspective of how the diocese, through Diocesan Council, Department of Missions and other entities, can institute and further such strategies.

Since March 1996, the Committee has focused on identifying growing congregations and conducting preliminary interviews to determine commonalties that lead to growth.

Our findings and some preliminary strategies that these findings suggest follow.

#### **FINDINGS**

- Clergy leadership is critical to growth. Some characteristics that clergy in growing congregations have in common are:
- personally strong; present/active in community; risk-takers; motivators; enablers who call out talents of their lay members; pastors who seriously lead in new member incorporation; persons who can think outside the traditional roles
- Worship in congregations that are growing is lively, whether traditional or innovative. Liturgy and music, though wide in variety, serves the needs of the individual congregation and reflects the life of the people. The laity is committed, participatory, welcoming, inclusive. There is a commitment to outreach and to community involvement. There is a critical mass of people to do the ministries needed.
- 3. Frequently In this diocese, large amounts of energy and money are poured into dying congregations. Even when energetic, growth-oriented clergy are placed in these situations, the results are minimal and the waste tremendous. The same effort could begin a new congregation.

#### POTENTIAL STRATEGIES

The Committee's investigations and preliminary findings suggest several strategies that, if adopted by the Diocese, could lead to increased congregational growth.

- 1. The Diocese must recruit growth-oriented clergy and provide serious ongoing training of clergy to develop akills for congregational growth.
- 2. Train Commission on Ministry, search committees and vestries/executive committees to look for the gifts and skills that are characteristic of growth-oriented clergy.
- 3. Develop process for recruiting and ordaining "local people" to begin new congregations. Local people have more in common with their neighbors (who are potential parishioners) than anyone who could be "imported."
- 4. Develop diocesan-wide strategy/policy for planting new congregations and provide adequate support for development of program and ministry.
- 5. Hire Missioners for evangelism who are trained to go into communities to start churches in storefronts, schools, homes. We do not need land or a building to plant a new congregation.

- 6. Help declining congregations die with grace. Provide Episcopal support and teaching. Don't send growth-oriented clergy into dying congregations; use their gifts appropriately.
  - 7. Develop strategies for small lively congregations who struggle because of old dying buildings.
- 8. ADVERTISE—from the diocese and from the congregations. Get it out to the public that we are here. Every congregation should be telling the local community who they are and why the community needs them.
  - 9. Provide resources to train congregations in music liturgy, preaching, public relations.
  - 10. Focus diocesan resources on a few strategic congregations and ministries.
- 11. A critical mass of people is necessary to do any particular ministry. Provide small congregations with opportunities to combine their efforts to accomplish a variety of ministries.

#### NEXT STEPS

The Committee wishes to continue its work in identifying growth strategies in the Diocese of Newark, with a goal of presenting specific proposals to Council, Department of Missions and the 124th Convention of the Diocese of Newark.

- The Committee sees its work for the upcoming year as follows:
- 1. Act as a resource for congregations seeking to grow and willing to employ new strategies to accomplish that growth.
- 2. Identify additional growing ministries in the Diocese to increase our understanding of successful growth strategies
- 3. Profile growing churches and other ministries and the strategies they have used through periodic articles in *The VOICE* as models.
- 4. Recommend as appropriate to Council, Department of Missions and the 124th Convention specific strategy proposals for their review and implementation, including preliminary plans for budgets and/or resource allocations that may be required to execute recommended strategies.
- The Committee respectfully requests the bishops to appoint one additional member-at-large to this committee who represents a church identified as employing successful growth strategies.

#### Members of the Joint Committee who have agreed to continue to serve are:

The Rev. Scott Kallstrom (Council)

Mr. William Heick (Council)

The Rev. Susannah Smith (DOM)

The Rev. Carolyn Lumbard (DOM)

Mr. Peter Van Brunt (DOM co-ordinator)

Ms. Dale Gruner (Diocesan staff)

# REPORT ON COMPANION DIOCESE RELATIONSHIP COMMITTEE

The Companion Relationship Committee was formed by the 122nd Diocesan Convention Resolution to encourage members of this Diocese and in the seven northern counties of New Jersey, to participate with the 70 million people Anglican Communion in Africa. This is to be accomplished by forming a companion relationship between the Diocese of Newark and the Diocese of Lebombo in Mozambique, Southern Africa, under Bishop Sengulane.

The Diocese of Newark has previously enjoyed a long-term relationship with the Diocese of Liberia and the Diocese of Hong Kong. As such, this new effort could become another successful venture in partnering for ministry, globally. It is hoped that every church in the Diocese should feel that they are a part of the companion relationship. Members of the committee will attend District Pre-Convention meetings and otherwise seek to encourage diocesan wide interest and participation.

The committee will ask for a contact person at every parish to develop a prayer cycle for the clergy and parishes and obtain information for letter writing, providing pen-pal opportunities for all ages. The relationship will also include parish linkages for specific ministry to be determined after fact-finding visits. A budget has been developed to pursue this initiative and several important steps have been taken to advance the project.

A letter accompanied by a copy of the 122nd Diocesan Resolution has been sent to Bishop Sengulane who is moving forward to obtain a similar resolution. Upon receipt, both resolutions will be submitted to the national Executive Council to ensure that the relationship is officially recognized by the National Church.

Members of the committee have met with Mr. Carlos dos Santos, the Ambassador Extraordinary and Plenipotentiary for the Republic of Mozambique. Mr. dos Santos has hailed the companion relationship effort and offered his support both officially and personally. He has contacted Bishop Sengulane of the Diocese of Lebombo, who in turn has expressed satisfaction with the partnership and promised a prompt reply to our correspondence. Mr. dos Santos has accepted an invitation to visit Trinity & St. Philip's Cathedral on October 23, 1997, the day prior to United Nations Day.

Visit the Trinity & St. Philip's booth at Convention for additional information.

# MOZAMBIQUE

# BASIC FACTS AND FIGURES

- Population: 15,128,848 (projection for January 1989)
- \* Head of State: Joaquim Alberto Chissano, President of the Republic
- \* Independence date: 25 June 1975
- \* Ruling Party: The Frelimo Party
- Surface area: 799,380 KM (coastline 2,470 KM)
- Neighbouring countries: Tanzania, Malawi, Zambia, Zimbabwe, Swaziland, S. Africa
- Capital: Maputo (formerly Lourenco Marques), population approximately 1,000,000
- \* Provinces: Niassa, Cabo Delgado, Nampula, Zambezia, Tete, Manica, Sofala, Gaza Inhambane, Maputo
- \* Official Language: Portugese
- \* National currency: Metical (plural Meticais); official exchange rate as of

February 1989: US\$ 1 = 663 Meticais

\* Main imports: Petroleum products, agricultural and industrial sem-finished

products, spare parts, textiles, consumer goods

\* Main exports: Prawns, cashew nuts, cotton, tea, copra, citrus, textiles, tyres, coal

timber

\* GDP (per capita) US\$ 73 (estimate 1987 National Planning Commission, Maputo)

Population growth rate: 2.6%

\* Population distribution: 13% urban / 87% rural

\* Literacy rate: 30% (1986)

# THE STANDING COMMISSION ON CLERGY COMPENSATION

The Commission presents the following resolutions:

#### RESOLUTION I:

RESOLVED, that the 123rd Convention of the Diocese of Newark adopt the following minimum salary rates, effective January 1, 1998:

#### Minimum Salaries

Deacon

\$21,470 22,850

Assisting Priest Priest-in-charge

28,600

Supporting Information:

The Diocese of Newark has adopted a system of salary administration for clergy, based upon the report of the Task Force on Clergy Development (1985). That system includes minimum salary levels for all full-time clergy serving parishes or missions in the Each year, the Commission reviews these salary levels and makes recommendations to Convention for such changes, if any, deemed appropriate. A history of the last ten years follows:

|                  | Deacon   | Assisting Priest | Priest-in-charge |
|------------------|----------|------------------|------------------|
| 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           |
| Effective 1/1/96 | 20,330   | 21,650           | 27,100           |
| Effective 1/1/97 | 20 840   | 22,190           | 27.780           |
| Proposed 1/1/98  | 21 470   | 22.850           | 28 600           |

Considering the current environment of modest economic growth and the consensus forecast for inflation to remain in the 2½ to 3½ percent 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 1998 by approximately 3%, as Indicated above.

#### RESOLUTION II:

RESOLVED, that the 123rd Convention of the Diocese of Newark recommends the following scale, effective January 1, 1998, for annual merit increases in salaries pald to clergy in the Diocese:

#### Merit Increase Scale

| Outstanding  | 7% |
|--------------|----|
| Very Good    | 5% |
| Satisfactory | 3% |

#### Supporting Information:

For clergy continuing to serve the same congregation, this Diocese recommends an <u>annual review of goals and performance</u> 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 2½ to 3½ percent over the next two years.

### RESOLUTION III:

RESOLVED, that the 123rd 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 1996, the IRS-approved rate is 31 cents per mile. The 1997 mileage rate :31.5 cents. Remuneration standards shall be as follows:

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

additional service

Weekday service: \$40 per service, without sermon

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 AND INTERIM CLERGY

As varying models for ministry evolve in this diocese, a number of congregations are employing clergy on a part-time basis. The Commission has recommended guidelines to the diocesan deployment officer.

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.

# Summary of Guidelines for Part-time and Interim Clergy

#### Part-time

Cash Stipend Calculate as percentage of diocesan minimum based

on expected weekly work hours.

Housing Allowance ≥ 30% of total cash stipend or housing

supplied.

Social Security 50% of estimated SECA tax due.

Pension Required at 18% of total compensation, including

housing.

Business Expenses As incurred, through an accountable plan, subject to

mutually-agreed budgetary total.

Health Insurance Percentage of full-cost for health and dental, unless

other coverage provided.

Vacation and

Continuing Education 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.

Interim Cleray

Full-time Same as full-time permanent clergy.

Part-time Same guidelines as above, except as follows:

If housing not supplied, an <u>additional</u> payment (included as taxable income) to cover travel to and from residence at standard IRS rate (1996 rate is 31 cents

per mile).

#### **ADDITIONAL NOTES:**

#### 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. As the IRS gets more and more active with their audit program, it is increasingly important 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.

- 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.
- 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 clergyperson's 1040 as a miscellaneous deduction. Miscellaneous deductions are only deductible to the extent that they exceed 2% of a taxpayer's adjusted gross income. This is sometimes referred to as the "2% floor." This reduces (and, in some cases may eliminate) the ability of a clergyperson to write off the automobile allowance (or other expense allowance) paid to him or her by the parish or mission. All expense allowances are supposed to be included on the clergyperson's W-2 form in the year of receipt. Often the expenses are not deductible but the 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 clergyperson to substantiate his or her business expenses. It must require that any amount in excess of the substantiated expenses covered by this arrangement be returned. If the plan conforms to all of the above, the

reimbursed funds are not included on the clergyperson'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 that 1996 was the fifth year of this implementation, and therefore, the social security offset for all clergy should be 50% of the estimated tax due:

# Diocesan Standard for Social Security Offset as a Percentage of Total Social Security (Self-employment) Tax

| <u> 1992</u> | 1993 | 1994 | 1995 | 1996 |
|--------------|------|------|------|------|
| 30%          | 35%  | 40%  | 45%  | 50%  |

### 3. Summary of Diocesan Compensation Policies:

The following summarizes compensation policies of the Diocese of Newark:

| Minimum Cash Salary | Mandated by |          |          |
|---------------------|-------------|----------|----------|
|                     | 1996        | 1997     | 1998     |
| Deacon              | \$20,330    | \$20,840 | \$21,470 |
| Assisting Priest    | 21,650      | 22,190   | \$22,850 |
| Priest-in-Charge    | 27,100      | 27.780   | \$28,600 |

Housing and Utilities -- Mandated by Diocesan Convention Housing supplied or appropriate cash allowance provided.

Social Security Offset – Recommended by Diocesan Convention 50% of estimated Self-employment (SECA) tax. (See example.)

Pension -- Mandated by Diocesan Convention
Assessment of 18% of Total Compensation paid quarterly to Church Pension
Fund. (See example.)

# Health Insurance -- Mandated by Diocesan Convention Clergy choice from 3 available group plans; 1997 annual premium rates:

|             | Single  | Family  |
|-------------|---------|---------|
| Aetna       | \$3,712 | \$9,306 |
| HIP Rutgers | 2,264   | 5,472   |
| Cigna       | 3,005   | 7,031   |

Dental Insurance -- Mandated by Diocesan Convention 1997 annual premium rates:

|              | <u>Single</u> | Employee+1 | Family |  |
|--------------|---------------|------------|--------|--|
| Delta Dental | \$291         | \$469      | \$788  |  |

<u>Life Insurance</u> -- Provided by Church Pension Fund

Death benefit of 2 times Total Compensation (minimum \$5,000, maximum \$50,000) provided as part of pension package.

<u>Business Expense Reimbursement</u> — Recommended by Diocesan Convention \$3,500 minimum for reimbursement of allowable business expenses, including business use of personal car at 31 cents a mile (1996 rate). Should be administered through an accountable plan.

Education Allowance — Recommended by Diocesan Convention Minimum of \$300 annually for continuing education.

Housing Equity — Recommended by Diocesan Convention

Five to ten percent of Total Compensation, as a tax-deferred set-aside, to assist clergy living in church-owned housing to build "equity" for future housing needs.

#### Examples

#### Pension Assessment

Ciergy receiving cash housing allowance:

| Salary Housing & Utility Allowance Social Security Offset Total Compensation | \$28,000<br>13,500<br><u>3,154</u><br>\$44,654 |
|--|--|
| Total Compensation   | \$44,654                                       |

Pension Assessment = 18% of Total Compensation (.18 x \$44,654) = \$8,038

# II. Clergy in rectory or vicarage:

| Salary (a)                 | \$28,000 |                  |
|----------------------------|----------|------------------|
| Utility expense (b)        | 3,000    |                  |
| Social Security Offset (c) | 3,135    |                  |
| Housing "value"            | 10,240   | [.30 x (a +b+c)] |
| Total Compensation         | \$44,375 | [                |

Pension Assessment = 18% of Total Compensation (.18 x \$44.375) = \$7.988

#### Social Security Offset

Clergy are considered employees for income tax purposes (compensation reported on W-2) but are taxed as self-employed persons for Social Security purposes, called SECA tax. The Diocese of Newark recommends that clergy compensation be enhanced by an amount equal to 50% of the clergy's estimated self-employment tax to correct this tax differential. This compensation enhancement is considered taxable income, so the calculation is circular:

| Step 1: | Salary                       | \$28,000 |
|---------|------------------------------|----------|
|         | Utilities                    | 3,000    |
|         | Housing                      | 10,240   |
|         | Social Security Estimate     | 3.135 *  |
|         | Total Self-Employment Income | \$44,375 |
|         |                              |          |

Step 2: Income Adjustment (subtract 7.65% of Total) .0765 \* \$44,375 = \$3,395

Step 3: Taxable self-employment income: \$40,980

Step 4: \$40,980 X 15.3% (full SECA tax) = \$6,270

Step 5: \$6,270 X 50% (Diocesan recommendation)= \$3,135 If not close to original estimate, plug in a figure between the two and start over at Step 1.

<sup>\*</sup> A good estimate results from adding current salary, utilities and housing together and then multiplying by .076.

# Summary of Examples

# Overall cost of full-time clergy compensation and benefits package

|  | Church-owned<br>Housing | Church Provides Housing Allowance |
|--|-------------------------|-----------------------------------|
| Salary<br>Social Security Offset                 | \$28,000<br>3,135       | \$28,000<br>3,154                 |
| Housing Allowance Business Expense Reimbursement | N/A<br>3,500            | 13,500<br>3,500                   |
| Education Allowance Health Insurance (family)    | 300<br>7,031            | 300<br>7,031                      |
| Dental Insurance (family) Pension Assessment     | 788<br>7.988            | 788<br>8,038                      |
| Housing Equity Allowance @ 5%                    | 2,219                   | 2,233                             |
| Utilities provided Rectory Maintenance           | 3,000<br><u>2.000</u>   | N/A<br>N/A                        |
| Sub-total "cash cost" to congregation            | <b>\$57,871</b>         | \$66,544                          |
| Estimated rental value of rectory                | \$12,000                | N/A                               |
| Total "value" of salary and benefits to clergy   | \$69,871                | \$66,544                          |

Submitted by the Standing Commission on Clergy Compensation:

|                           |      | <u>Office</u> |      | <u>Home</u> |
|---------------------------|------|---------------|------|-------------|
| John Snyder, chair        | 800- | 223-6602      | 201- | 652-8572    |
| Rev. Lauren Ackland       | 201- | 377-0106      |      | 377-0869    |
| Cariotta Budd             | •    | 822-3778      | a    | 822-3649    |
| Rev. Canon Gervais Clarke |      | 676-8886      | 11   | 675-1643    |
| Linda Curtiss             | 800- | 223-6602      |      | 963-6378    |
| Dale Gruner               | 201- | 622-3873      | 908- | 876-9322    |
| Mardi Mauney              |      | 746-4855      | 201- | 783-1365    |
| Rev. Stephanie Wethered   | d    | 334-3655      |      | 335-5710    |

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 R. Earl Dicus, retired Bishop Suffragan of West Texas

The Right Reverend Robert Lee O. Longid, Bishop of the Episcopal Diocese of

Northern Philippines

The Right Reverend Matthew Paul Bigliardi, retired Bishop of Oregon, former interim Bishop of the Convocation of American Churches in Europe
 The Right Reverend Oliver Bailey Garver, retired Bishop Suffragan of Los Angeles
 The Right Reverend Archie H. Crowley, retired Bishop Suffragan of Michigan
 The Right Reverend Edward Mason Turner, retired Bishop of the Virgin Islands
 The Right Reverend Donald H. V. Hallock, retired Bishop of Milwaukee
 The Right Reverend William H. Brady, retired Bishop of Fond du Lac
 The Right Reverend Lane Wickham Barton, retired Bishop of Eastern Oregon

#### From the Clergy Family of the Diocese

The Reverend Welles Royce Bliss, retired E. Loring Boardman, father of Linda McKelvev Frances J. Bruschi, mother of the Rev. Robert Bruschi Maude Gwendolyn Clarke, mother of the Rev. Gervais Clarke Jean Donnelly, mother of the Rev. John Donnelly The Reverend Canon Benedict H. Hanson, retired The Reverend Bernard Patrick Healy, retired rector of House of Prayer, Newark Gerald Lacerre, mother of the Rev. Barbara Lacerre Rose Lacerre, mother of the Rev. Barbara Lacerre Katharine W. Lampton, wife of the Rev. Robert Lampton, retired Dorothy McKelvey, mother of the Rt. Rev. Jack McKelvey Jane Piwonka, mother-in-law of the Rev. Phillip Wilson The Reverend Frederick L. Redpath, retired The Reverend Richard Schoolmaster, retired Gregory Smith, brother of the Rev. Harry Smith Viola Smith, mother of the Rev. Robert Smith Helen Thurston, widow of the Rev. The Reverend Adam Walters, retired

### Persons in the Diocese Known for Special Contributions

Maryjoyce Akos, St. Gabriel's, Milton/Oak Ridge William Bowen, father of Alan Bowen, co-chair of Profile Committee Caroline Townsend Farrand, mother of David Farrand, Diocesan Planned Giving Officer Sue Ann Hardin, wife of William Hardin Ward J. Herbert, Chancellor-emeritus of the Diocese of Newark Louise May Jordan, mother of Joyce Riley William Keiter, former member of the DIT Maria Laszlo, mother of Maria Force, member of the Commission on Ministry Dayton Males, father of Cindy Brady, Convention Arrangements Committee Adelene Milano, mother of Barbara Lescota Kathy James Nonemaker, Advent, Bloomfield Walter Nichol, Christ, Newton and Trinity, Kearny Thornton Redman, member of the DOM and Incarnation, Jersey City Bobby Roberts, father-in-law of Anita Wortman Roberts Colin Sutcliffe, son of Michael and Nadine Sutcliffe Helen Thurston, widow of the late Rev. Norman J. Thurston Emily Waters, Holy Innocents, West Orange Kay Winslow, St. Paul's, Montvale

#### **CLERGY DECEASED**

February 4 The Reverend Bernard Patrick Healy
May 1 The Reverend Richard Schoolmaster
May 22 The Reverend Frederick L. Redpath
September 16 The Reverend Adam Walters
November 2 The Reverend Welles Royce Bliss
The Reverend Canon Benedict H, Hanson

#### **ORDINATIONS**

Glenn Maurice Libby, Priest, by Bishop Spong, Cathedral Church of

#### 1996

January 4

| ouridary +     | Ca David Can Diago Colifornia   |
|----------------|---|
|                | St. Paul, San Diego, California   |
| June 1         | Cathy Leigh Deats, Deacon, by Bishop Spong, Trinity + St.   |
|                | Philip's Cathedral, Newark  |
| June 1         | Margaret Rice Hodgkins, Deacon, by Bishop Spong, Trinity + St.  |
|                | Philip's Cathedral, Newark  |
| June 1         | James William Warnke, Deacon, by Bishop Spong, Trinity + St.  |
|                | Philip's Cathedral, Newark  |
| June 1         | Martha Wheehler Bonwitt, Deacon, by Bishop Spong, Trinity + St.   |
|                | Philip's Cathedral, Newark  |
| December 6     | Cathy Leigh Deats, Priest, by Bishop McKelvey, St. Paul's,  |
|                | Englewood   |
| December 7     | Margaret Rice Hodgkins, Priest, by Bishop McKelvey, Calvary   |
|                | Church, Summit  |
| December 7     | Martha Wheehler Bonwitt, Priest, by Bishop McKelvey, Grace  |
|                | Church, Nutley  |
| December 14    | James William Warnke, Priest, by Bishop McKelvey, St. Mark's,   |
| D000111001 1 1 | California in the state of the |

#### CANDIDATES FOR HOLY ORDERS

Teaneck

Michel Belt
Susan J. Butler
Michael J. Gerhardt
Chief John Thompson-Quartey
Jill L. McNish
Gabriel A. Sinisi
C. Denise Yarbrough

# **CLERGY TRANSFERRED**

#### 1996

| February 9   | Marshall Rice to the Diocese of Rhode Island       |
|--------------|--|
| February 15  | Brian Harker McHugh to the Diocese of Rhode Island |
| June 26      | Sarah L.J. Nelson to the Diocese of Pennsylvania   |
| June 27      | David C. Brown to the Diocese of New York          |
| September 25 | Kathryn L. King to the Diocese of California       |
| October 28   | Kent A. Branstetter to the Diocese of Altanta      |
| November 22  | H. Gaylord Hitchcock to the Diocese of New York    |

# CLERGY RECEIVED

| June 10      | Richard B. Lampert from the Diocese of Minnesota     |
|--------------|--|
| July 11      | Thomas Laws from the Diocese of New York             |
| July 25      | Rickey D. Edwards from the Diocese of Texas          |
| September 24 | Steven M. Giovangelo from the Diocese of Los Angeles |
| September 25 | David Ware from the Diocese of Washington            |
| October 9    | Scott Hoogerhyde from the Diocese of Pennsylvania    |
| October 10   | Angela Ifill from the Diocese of Long Island         |
| October 14   | Allison Moore from the Diocese of New York           |
| October 18   | Linda S. Strohmier from the Diocese of New York      |

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

| January 11  | Consent to the Election of a Bishop for the Diocese of Maine  |
|-------------|---|
| January 12  | Consent to the Election of a Bishop Suffragan for the Diocese of<br>Long Island   |
| January 12  | Consent to the Ordination and Consecration of The Very Rev. Geralyn Wolf as Bishop of the Diocese of Rhode Island                     |
| January 30  | Consent to the Ordination and Consecration of The Rev. William J. Skilton as Bishop Suffragan of the Diocese of Connecticut           |
| February 10 | Consent to the Ordination and Consecration of The Rev. Andrew W. Smith to be Bishop Suffragan of the Diocese of Connecticut           |
| February 16 | Consent to the Election of a Bishop Coadjutor for the Diocese of Indianapolis   |
| February 26 | Consent to the Ordination and Consecration of The Rev. Canon<br>Robert Duncan as the Bishop Coadjutor of the Diocese of<br>Pittsburgh |
| March 4     | Consent to the Ordination and Consecration of The Rev. Carolyn Tanner Irish as the Bishop of the Diocese of Utah                      |

| March 11     | Consent to the Ordination and Consecration of The Rev. Paul V. Marshall as Bishop of the Diocese of Bethlehem                     |
|--------------|---|
| March 18     | Consent to the Resignation of the Rt. Rev. Bob G. Jones as Bishop of the Diocese of Wyoming                                       |
| April 6      | Consent to the Appointment of the Rt. Rev. Hugo L. Pina-Lopez as Assistant Bishop of the Diocese of Central Florida               |
| May 13       | Consent to the Election of a Bishop Coadjutor for the Diocese of Southern Virginia  |
| May 15       | Consent to the Resignation of the Rt. Rev. Edward C. Chalfant as<br>Bishop of the Diocese of Maine                                |
| July 8       | Consent to the Ordination and Consecration of The Rev. Edwin<br>Leidel as Bishop of the Diocese of Eastern Michigan               |
| July 21      | Consent to the Ordination and Consecration of The Rev. James<br>Gary Gloster as Bishop Suffragan of the Diocese of North Carolina |
| August 11    | Consent to the Ordination and Consecration of The Rev. Clifton Daniel, III, as Bishop Coadjutor of the Diocese of East Carolina   |
| September 3  | Consent to the Ordination and Consecration of The Rev. Henry<br>Nutt Parsley as Bishop Coadjutor of the Diocese of Alabama        |
| September 5  | Consent to the Election of a Bishop Coadjutor for the Diocese of New York   |
| September 12 | Consent to the Ordination and Consecration of The Rev. Gordon<br>Scruton as Bishop of the Diocese of Western Massachusetts        |
| September 18 | Consent to the Ordination and Consecration of The Rev. Frank<br>Neff Powell as Bishop of the Diocese of Southwestern Virginia     |
| November 12  | Consent to the Resignation of the Rt. Rev. William W. Wiedrich as Bishop Suffragan of the Diocese of Chicago                      |
| November 22  | Consent to the Election of a Bishop Coadjutor for the Diocese of West Missouri  |



JOHN G. ZINN Chief Financial Officer

January 6, 1997

To: Diocesan Convention

Attached to this letter is the financial statement for the Diocesan Council for the month of December and the full 1996 year. The purpose of this letter is to summarize the major points of this statement for both the Diocesan Council and the Diocesan Convention.

In reviewing this statement, please bear in mind that there are a number of income expense lines where the figures include amounts that have been accrued, but not received or paid. In other words parts of the income and expense figures do not represent cash received or paid out, but rather an estimate of the amounts to be received or paid out. The accuracy of these estimates will ultimately determine the 1996 financial results.

#### Income

The belated pledge income line represents 1995 income received in 1996 and is, in fact, a surplus for 1995. By convention action this total becomes an income line in the 1997 budget, this amount is net of giving 25% of belated pledges to the National Church. The statement indicates that pledge income will exceed budget by \$17,000, this assumes collecting \$245,000 in pledges accrued at the end of 1996. This amount is higher than the amount accrued at the end of 1995, but this is to some extent due to an earlier closing data for 1996.

Investment income is slightly below budget for 1996 as dividends on Fund A were lower than projected. This negative variance was basically offset by positive variances in other income and office expense raimbursement.

#### Disbursements

The statement reflects giving 25% of pledge and investment income to the National Church. Just over \$200,000 of this total represents an accrual that will be paid out as pledge income is received. The total figure will be adjusted as the year progresses. Other outreach, mission and program lines were either fully funded or funded to the axtent requested.

The Diocesan staff category was under budget for the year as positive variances more than made up for negative variances. The majority of variances in the staff category were due to staff changes that caused variances between actual medical insurance expense and the amount budgeted.

The operating expense category was over budget by \$19,000. This was due largely to three factors; heating costs for the first quarter of 1996, building maintenance costs that could not be avoided and higher than expected directors and officers insurance coverage. The general expense category was basically on budget. There was a negative variance in the conventions and other meetings category. This was due partially to the cost of the special convention that was not budgeted, this was somewhat offset by the offering from the worship service at that convention. The major negative variance was in the general convention deputies expense where an additional amount was reserved to reflected higher than anticipated expenses for that convention.

#### Summery

The financial statement reflects a surplus of \$24,400. However, \$23,700 of this amount is the belated pledge figure which is actually 1997 income. In fact the statement effectively reflects break even results. As noted earlier, the actual results will depend upon the collections of pledges outstanding which will not be resolved until well into 1997.

Please let me know if there are any questions about this statement.

Sincerely yours,

John G. Zinn

John G Zu.

Chief Financial Officer

#### DIOCESE OF NEWARK

RUN DATE 1/06/97 19.21.25

BUDGETED FINANCIAL STATEMENT FOR ACCOUNTING PERIOD 12 DECEMBER

1 DIOCESAN COUNCIL 100.00 PCT. OF YEAR

PAGE 1

| DESCRIPTION                                      | AMRIAL<br>Budget      | CUR<br>BUDGET      | RENT PER<br>ACTUAL | I D D<br>VARIANCE  | Y E<br>Budget         | AR - TO -              | DATE<br>VARIANCE |
|--|-----------------------|--------------------|--------------------|--------------------|-----------------------|------------------------|------------------|
|  |                       |                    |                    |                    |                       |                        |                  |
| INCOME   |                       |                    |                    |                    |                       |                        |                  |
| BELATED PLEDGES                                  | .00                   | .00                | 2,311.30           | 2,311.36           | -00                   | 23,744,21              | 23,744.21        |
| PAUL, MOORE FUND INCOME                          | 22:200.00             | 1:850.00           | 9,749.00           | 7,899.00           | 22,200.00             | 22,199.95              | .05-             |
| PLEOGE INCOME CONGREG.                           |                       | 180,583.33         | 489,499.77         |                    | 2,167,000.00          |                        | 17, 361.35       |
| INVESTMENT INCOME                                | 90,500.00             | 7:541.67           | 6:136.00           | 1,405.67           | 90,500.00             | 87,700.40              | 2,799.60-        |
| OTHER INCOME                                     | 38,000.00             | 3,166.67           | 23,386.66          | 20,219.99          | 38,900,00             | 38,913.58              | 913.58           |
| OFFICE EXPENSE REINBUR<br>CONVENTION & CONFERENC | 7,000.00<br>48,200.00 | 583.33<br>4:016.67 | 399.62             | 183.71<br>9.016.67 | 7:000.00<br>58:200.00 | 8,294.08               | 1,274.08         |
| VOICE CONTRIBUTIONS                              | 12,300.00             | 1:025.00           | .00<br>95.75       | 1,124.75           | 12:300.00             | 49,632.62<br>12,300.12 | .12              |
| TOACE COMMENDIATES                               | 121301100             | A1443144           | 121/3              | 1/101/19           | 171304164             | TEL-SVVIZE             |                  |
| TOTAL INCOME                                     | 2:385:200.00          | 198,766.67         | 531:386.60         | 332,419.93         | 2:385:200.00          | 2,427,144.31           | 41,946.31        |
| DIOCESAN GUTREACH                                |                       |                    |                    |                    |                       |                        |                  |
| NATIONAL CHURCH                                  | 564,375.00            | 47,031.25          | 203,784.00         | 156:752.75         | 561:375:00            | 568,015,00             | 3,640.00         |
| NEW JERSEY CORNICLL OF                           | 24,300.00             | 2,191.47           | 2:191.67           | .00                | 26,300.00             | 24:300.00              | .00              |
| THE QASIS  | 42,000.00             | 3,500.00           | 3,500.00           | .00                | 42,000.00             | 12,000.00              | .00              |
| EPISCOPAL COMMUNITY DE                           | 15,000.00             | 1,250,00           | 1,250.00           | .06                | 15,000.00             | 15,000.00              | .00              |
| OUTREACH PROJECTS                                | 37,500.00             | 3,125.00           | 500.00             | 3,625.00           | 37,500.00             | 37:500.00              | .00              |
| DEAF HINISTRY                                    | 3,090.00              | 250.00             | 390.00             | 149.90             | 31000.00              | 31000.60               | -00              |
| TOTAL OUTREACH                                   | 688:175.00            | 57,347,92          | 210,615.67         | 153,267.75         | 488:175.00            | 691:815.00             | 31690.00         |
| DEPT. OF MISSIONS - DE                           | 168:630.00            | 19:052.50          | 14,052,50          | .00                | 168,630.00            | 168,430.00             | .00              |
| DEPARTMENT OF HISSIGNS                           | 164,070.00            | 13,672.50          | 13.672.50          | .00                | 169:570.50            | 164:070.00             | .00              |
| COMMISSION ON MINISTRY                           | 4,700.00              | 391.67             | .00                | 391.47             | 4,700.00              | 4,700.00               | .60              |
| CLERGY WELLNESS                                  | 4,000.00              | 333.33             | .00                | 333.33             | ¥,000.00              | 3,497,25               | 302.75-          |
| DEPARTMENT OF PROGRAM                            | 15,700.00             | 1,308.33           | 5,632.10           | 4,323.77           | 15,700.00             | 13,614.83              | 2:085.17-        |
| YOUTH MINISTRY                                   | 23,800.00             | 1,783.33           | .60                | 1,783.33           | 23,890.00             | 23,900.09              | 700              |
| THE VOICE  | 43,600.00             | 3,633.33           | 5,016.75           | 1:383.72           | 43:600.00             | 73,600.00              | *00              |
| PLANNED GIVING                                   | 4,000.00              | 333.33             | 2,327,48           | 1,996.15           | 1,000.00              | 7,000.00               | .90              |
| TOTAL DOM, DOP, & GTHER                          | 15 428,500.00         | 35,708,32          | 40,703.33          | 4,995.01           | 428,500.00            | 726:112 <b>.08</b>     | 2:387:92-        |
| DIOCESAN STAFF                                   |                       |                    |                    |                    |                       |                        |                  |
| BISHOP'S OFFICE                                  | 180,500.00            | 15,041.67          | 15,928.00          | 884.33             | 180,500.00            | 179,113,5%             | 1:386:46-        |
| SUFFRAGAN BISHOP                                 | 143,900.00            | 11,991.67          | 12,690.29          | 698.62             | 143,700.00            | 144,801,44             | 901.44           |
| DEPLOYMENT OFFICER                               | 102,900.00            | 8,575.00           | 9,861.25           | 1,286.25           | 102,900.00            | 196,712,72             | 3:812.72         |
| ADMINISTRATIVE OFFICER                           | 123,200.00            | 10,266,67          | 13,254,52          | 2,987.85           | 123,200.00            | 121,046.60             | 2,153.44-        |
| CHIEF FIN OFFICER & ST                           | 213,700.00            | 17,808.33          | 12,590,51          | 5:217.92           | 213:700.00            | 206:974.97             | 6,725.63-        |
| DIRECTOR OF MAINTENANC                           | 33:700.00             | 2,806.33           | 3,347,95           | 539.62             | 33,700.00             | 32,276.35              | 1,923.65-        |
| PROPERTY NANAGEMENT                              | 28,700.00             | 2,408.33           | 4,639.10           | 2,230.77           | 28,900.00             | 31,434,68              | 2,734.68         |
| PROGRAM/AMAND CENTER                             | 23:000.00             | 1:916.67           | .00                | 1,916,67           | 23.000.00             | 19:126.78              | 3,873.22-        |
| DIRECTOR OF INFORMATIO                           | 4,900.00              | 575.00             | 2,565.37           | 1,796.37           | 4,900.00              | 6,900.00               | .00              |
| TOTAL DIOCESAN STAFF                             | 8561700.00            | 71,391.67          | 74,876.99          | 3/145.32           | 956,700.00            | 846,587.68             | 8,112.92-        |
| CATHEDRAL HOUSE OPERATING                        |                       |                    |                    |                    |                       |                        |                  |
| UTILITIES  | 11,000.00             | 916.67             | 874.90             | 71.77              | 11,000.00             |                        | 402.22-          |
| TELEPHONE  | 23,000.00             | 1,916.67           | 2,272.92           | 356.25             | 23,000.00             | 25, 373.31             | 2,373.31         |
| HEAT AND OTHER SERVICE                           | 20,000.00             | 1,566.67           | 4,759.20           | 3,092.53           | 20,000.00             | 23,000.03              | 3,000.03         |

#### DIOCESE OF NEWARK

| RUN DATE 1/06/97 1  | 1.21.26  |   | MCIAL STATEMEN<br>6 PERIOD 12 DE                                      |   | 1 DIOCESAN CD<br>100.00 PC  | UNCIL<br>T. OF YEAR  | PASE 2   |
|---|--|---|---|---|---|--|--|
| DESCRIPTION   | ANNUAL<br>BUDGET   | C U R<br>BUDGET   | RENT PEI  | R I D D<br>VARIANCE   |   | EAR - TO -   | DATE<br>VARIANCE   |
| SUILDING MAINTEMANCE<br>CASUALTY INSURANCE<br>OFFICE SUPPLIES<br>POSTAGE<br>OFFICE MACHINE RENTALS<br>MISCELLAMEOUS OPERATIN  | 3:500.00<br>13:000.00<br>16:500.00<br>19:500.00<br>42:000.00                     | 291.67<br>1:083.33<br>1:375.00<br>1:625.00<br>3:500.00              | 1,133.84<br>122.00<br>891.13<br>1,194.83<br>5,277.02                  | 842.17<br>961.33<br>486.87<br>430.17                                      | 13,600.00<br>16,500.00<br>19,500.00<br>42,000.00                                  | 17,285.65<br>16,704.92<br>18,787.44<br>12,000.23                                   | 10,487.70<br>4,285.65<br>204.92<br>712.56-                         |
| TOTAL OPERATING EXPENSE   | 5,500.00   | 458.33<br>12,833.34   | 928.26  | 469.93<br>4,593.76  |   |  | 19.93-   |
| SEMERAL EXPENSE AUDIT FIDELITY BOND & MONKER COMPREHENSIVE MEDICAL  | 3,000.00<br>7,000.00<br>184,000.00   | 250.00<br>503.33<br>15:333.33                                       | 2,500.00<br>.00<br>50,615.80  | 2,750,00<br>583,33<br>35,202,47   | 3, <b>000.0</b> 0<br>7, <b>000.0</b> 0<br>184,000.00                              |  | .00<br>921.00<br>3.000.00  |
| TOTAL SENERAL EXPENSE   | 194,000.00   | 14,166.66   | 48,115.89   | 31,949.14   | 194:000.00  | 190,079.00   | 3,921,00-  |
| CONVENTIONS & OTHER MEETIN<br>LAMBETH CONFEDENCE<br>GEN. CONV. DEPATTES EX<br>PROVINCIAL SYMBO MEET<br>PROVINCIAL SYMBO MEPUT<br>DIOCESAN CONVENTION EX<br>DIOCESAN JOURNAL EMPEN<br>DIOCESAN COUNCIL EXPEN | 1,000.00<br>4,000.00<br>4,000.00<br>1,700.00<br>2,200.00<br>1,325.00<br>2,200.00 | 83.33<br>333.33<br>408.33<br>183.33<br>4,016.67<br>110.42<br>183.33 | 1,000.00<br>10,113,00<br>1,900.00<br>.00<br>.00<br>1,085.00<br>250.00 | 716.67<br>7:779.67<br>7:791.67<br>183.33<br>4:016.67<br>1:196.92<br>66.67 | 1:000.00<br>4:000.00<br>4:900.00<br>2:200.00<br>48:200.00<br>1:325.00<br>2:200.60 | 1,900.00<br>10,113.00<br>4,900.00<br>3,025.65<br>50,710.07<br>1,179.00<br>1,980.11 | .00<br>6:113.00<br>.00<br>825.65<br>2:516.07<br>146.00-<br>217.89- |
| TOTAL CONVENTION & OTHER  | 63,825.00  | 5:318.74  | 15,177,00   | 9,858.26  | 63:825.00   | 72,907.83  | 9:082.83   |
| TOTAL EXPENSES  | 2,385,200.00   | 198:766.65  | 406,915 <b>.89</b>  | 208:149.24  | 2:385:200.00  | 2,402,723,12   | 17,523.12  |
| REVENUE IN EXCESS OF EXP  | .00  | .02   | 124,470,71  | 124,470.69  | 400   | 24,423.19  | 27,423,19  |

# DIOCESE OF NEWARK



The budget committee of the Diocesan Council is pleased to present the proposed 1997 Diocesan Budget to the Diocesan Council and the Diocesan Convention. This budget represents the eighth budget prepared under the 50/50 giving system.

The 1997 budget was difficult to prepare because total income is projected to increase only slightly during 1997. Were it not for an unexpected surplus from 1995, the cuts in this budget would have been far more drastic. In reviewing the proposed budget it is important to understand that the proposed budget represents the committee's best judgment of how to allocate the available funds. The committee is constrained to operate within the revenue available.

#### Income

Total income is projected to increase by \$52,000 or just over 2%. It should be noted that \$7,400 of the projected increase in income is designated and not available for general operating expense. Unlike the 1996 budget only a slight increase is projected in pledge income. There appear to be a number of factors influencing pledge income including clergy vacancies at some of our larger churches and the accelerated timing of this year's process. Underlying the circumstances peculiar to this year is stewardship in the Diocese of Newark which continues to be an ongoing concern. Looking at the specific pledge estimates, the major problem is the number of churches where the dollar estimate stayed the same or went down. Unfortunately major declines at a few churches more than outweighed increases from other congregations. While there were some reductions in percentage pledges this did not have a major impact on the budget itself.

The amount of 1995 pledge income received in 1996 exceeded the amount necessary to balance the 1995 budget. Under prior convention action this amount becomes an income line in the 1997 budget. This amount is net of giving 25% of the additional pledge income to the National Church. Investment income is projected to increase because the budget assumes deferring for one year moving the total return approach from 6% to 5%. While the committee would prefer not to do this, it is necessary to avoid further budget cuts. Given the performance of the stock market in 1996, deferring this step

for one year is not especially risky. The increase in VOICE income is based upon a full year of advertising.

#### Disbursements

The proposed 1997 budget reflects the commitments of both the Council and the Convention to outreach. Based on Convention action, 25% of pledge and investment income is to be given to the National Church. This budget represents the second budget prepared under the Council's commitment to give an additional 1/2 of 1% of pledge and investment income to other outreach. Thus the total giving to outreach in 1997 is projected to increase by \$17,000 or 2.5%.

The budget committee's role in this process is to allocate the money going to other outreach. The committee's primary recommendation is that the bulk of the increase be used to fully fund the request of the Casis. The New Jersey Council of Churches requested a lower amount than in the past based upon a cutting back of its work. The committee proposes a further reduction with the amount being shifted to outreach projects. The location of the Deaf Ministry in the budget has been an issue for some time as has the question of whether this is a diocesan or parochial outreach ministry. The committee believes that regardless of how the latter issue is resolved that the Deaf Ministry should be funded under outreach projects and not as a separate line item. In order to provide for a smooth transition, the recommendation for 1997 is to designate \$950 of the outreach projects line to Deaf Ministry. These funds would be available to that group once Convention approves the budget without submitting a request to the outreach committee of Council.

The area of mission and program suffered the most due to the limited availability of funding. The proposed budget would reduce funding for the Department of Missions by \$15,000. This is not a reflection on the work of that group, but of the financial realities. At the same time the DOM will carry forward funds from 1996 which will assist in balancing the DOM budget. In addition there will be a proposal to Convention on restructuring the DOM's debt that would significantly reduce the debt service. For these reasons the

proposed cuts are taken out of the debt service line rather than the program line of the DOM.

In the cases of the Commission on Ministry and the VOICE there are funds to be carried forward that would make up for the proposed cuts in the 1997 requests. Continued publication of the expanded VOICE will be reviewed over the summer when there is a clearer sense of the VOICE's revenue. The clergy conference, youth ministry and planned giving were all cut below requested levels due to the financial situation. The electronic technology request would provide support and resources for congregations in this area, there are not sufficient funds to recommend the full amount, but the committee believes this level of funding will enable the group to go forward.

The committee is recommending maintaining the Department of Program at its 1996 level of funding. The committee is very concerned about the entire structure of the Department of Program. In terms of financial oversight the effectiveness of the group has varied from year to year, for example the proposed 1997 request simply compiles the requests of the specific groups without recommending any changes. addition it does not appear that the Department of Program has ever functioned effectively in providing programmatic oversight. This is not intended to be a criticism of any individuals, this problem has existed as long as there has been a Department of Program. The budget committee recommends that Bishop Spong appoint a task force to evaluate the structure and make recommendations how it can work more effectively. The proposed level of funding should allow for the continuation of most existing programs. The \$4,000 in proposed funding in line 23 is to provide for some part time coordination of those efforts.

The committee does not recommend any funding for the Companion Diocese program or the Mission to Dismantle Racism. These recommendations are not in any way a negative evaluation of these items. Rather it is due to the fact that the proposals did not include any kind of plan for these programs or sufficient information of any kind for the committee to recommend funding. In tight financial circumstances it is difficult to fund such requests by taking

funding away from groups that have already developed plans. The committee urges these groups to develop plans and to submit budget requests again in 1998.

The staff portion of the budget proposes a 4% salary increase which the committee feels is essential. The salary increase causes a proportional increase in payroll taxes, but all other benefits are basically flat including medical insurance. The part time custodian's position has been eliminated and the part time position of the Director of Information Systems will now be in the budget for the full year. The Program/Anand Center position was reduced due to the financial situation and also reflects the concerns about the whole program area mentioned earlier.

The operating expense section of the budget was very difficult to project due to the move to 31 Mulberry Street and the unknowns surrounding the expenses of that property. The building will include new operating systems so that historical data is of little value and in any event there is very little historical data available. The projections are intended to be conservative. The heat line is significantly higher than the 1996 budget because actual 1996 expense exceeded budget. Some reductions were made where it was felt to be appropriate. A request was made to begin reserving funds for need up grades in the computer and telecommunications areas. The committee does not feel it can recommend this in 1997, but believes that this process should start in 1998.

The casualty insurance line will increase due to increased costs of Directors & Officers insurance. The debt service line is to pay the Diocesan Council's portion of the debt service on 31 Mulberry Street. Under an arrangement with the Trustees of the Episcopal Fund, the debt service on the projected mortgage of \$800,000 is to be paid 75% by the Trustees and 25% by the Diocesan Council. Because of delays in the project, some additional funding that will reduce the principal balance and the timing of the whole transaction it is recommended that interest only be paid on the cutstanding balance for most of 1997 and that the mortgage put in place once the final balance is determined. The projected interest cost is based upon such an arrangement.

The group medical insurance line pays medical insurance premiums for retired clergy and retired diocesan lay staff. This line is expected to increase slightly. In the conventions and other meetings category, the cost of general convention's deputies expense is projected to be higher because the costs now appear to be higher than was originally expected. Other administrative lines are based upon 1996 experience and anticipated 1997 expenses.

# Diocesan Unified Budget

| Income                  | 1996 Approved | 1997 Proposed |
|-------------------------|---------------|---------------|
| investment Income       | 90500         | 99500         |
| Other Income            | 38000         | 38000         |
| VOICE Revenue           | 12300         | 17300         |
| Convention Fees         | 48200         | 48100         |
| Office Expense Reimb.   | 7000          | 8000          |
| Paul Moore Fund Income  | 22200         | 24600         |
| Prior Year's Surplus    | 0             | 32200         |
| Sub Total               | 218200        | 267700        |
| Congregational Pledges  | 2177000       | 2180000       |
| Reserve for Non-Payment | 10000         | 10000         |
| Net Pledge Income       | 2167000       | 2170000       |
| Total Income            | 2385200       | 2437700       |

# 1997 Diocesan Budget

| Line Number                         | 1996+    | 1997+     | 1997+    |  |
|-------------------------------------|----------|-----------|----------|--|
|                                     | Approved | Requested | Proposed |  |
| Outreach                            |          |           |          |  |
| 1. National Church                  | 564375   | 625348    | 56737    |  |
| 2. N.J. Council of Churches         | 26300    | 23670     | 2000     |  |
| 3. The Oasis                        | 42000    | 55000     | 5500     |  |
| 4. Episcopai Commun. Dev.           | 15000    | 15000     | 1500     |  |
| 5. Outreach Projects                | 37500    | 43455     | 4807     |  |
| 6. Deaf Ministry                    | 3000     | 950       | *        |  |
| Total Outreach                      | 688175   | 763423    | 705450   |  |
| Mission and Program                 |          |           |          |  |
| 7. Dept. of Missions - Debt Service | 168630   | 177785    | 162785   |  |
| 8. Dept. of Missions - Program      | 164070   | 238644    |          |  |
| 9. Commission on Ministry           | 4700     | 7700      | 5200     |  |
| 10. Clergy Conference               | 4000     | 4000      | 3000     |  |
| 11. Department of Program           | 15700    | 20952     | 15700    |  |
| 12. Youth Ministry                  | 23800    | 25330     | 24330    |  |
| :13. The VOICE                      | 43600    | 50870     | 48600    |  |
| 14. Planned Giving                  | 4000     | 5170      | 4200     |  |
| 15. Electonic Technology            |          | 3200      | 2000     |  |
| Companion Diocese                   |          | 5000      | C        |  |
| Interim Training                    |          | 2200      | C        |  |
| Mission to Dismantle Racism         |          | 10000     | 0        |  |
| Total Mission and Program           | 428500   | 550851    | 420730   |  |
| Total Outreach, Mission & Program   | 1116675  | 1314274   | 1126180  |  |
| Diocesan Staff                      |          |           |          |  |
| 16. Diocesan Bishop & Staff         | 180500!  | 186000    | 186000   |  |
| 17. Bishop Suffragan & Secrectary   | 143900   | 145900    | 145900   |  |
| 18. Deployment Officer & Secretary  | 102900   | 111000    | 111000   |  |
| 19. Administrative Officer & Staff  | 123200.  | 127900    | 127900   |  |
| 20. Chief Financial Officer & Staff | 213700   | 212600    | 212600   |  |
| 21. Maintenance Staff               | 33700    | 29300     | 29300    |  |
| 22. Property Management             | 28900    | 29000     | 29000    |  |
| 23. Program/Anand Center            | 23000    | 23000     | 4000     |  |
| 24. Director of Information Systems | 6900     | 21600     | 21600    |  |
| Total Staff                         | 856700   | 886300    | 867300   |  |

# 1997 Diocesan Budget

| Operating Expenses                  |         |         |        |
|-------------------------------------|---------|---------|--------|
| 25. Utilities                       | 11000   | 12000   | 12000  |
| 26. Telephone                       | 23000.  | 24500.  | 24500  |
| 27. Heat & Other Services           | 20000!  | 26000   | 26000  |
| 28. Building Maintenance            | 3500    | 4000    | 4000   |
| 29. Casualty Insurance              | 13000   | 18400   | 18400  |
| 30. Office Supplies                 | 16500:  | 16000:  | 1600   |
| 31. Postage                         | 19500°  | 18500 i | 1850   |
| 32. Office Machines                 | 420001  | 43200   | 4320   |
| 33. Debt Service                    |         | 7000    | 700    |
| 34. Miscellaneous Operating         | 5500    | 5500    | 550    |
| Technological Upgrade Reserve       |         | 5000    |        |
| Total Operating Expenses            | 154000  | 180100  | 17510  |
| GeneralEx := se                     | ļ       |         |        |
| 35. Audit                           | 3000    | 3000    | 300    |
| 36. Fidelity Bond & Worker's Comp   | 7000    | 7000    | 700    |
| 37. Group Medical insurance         | 1840001 | 187000  | 18700  |
| Total General Expense               | 194000  | 197000  | 19700  |
| Conventions & Other Meetings        |         |         |        |
| 38. Lambeth Conference Expense      | 1000    | 2500    | 250    |
| 39. Gen. Convention Deputies Exp.   | 4000    | 9500    | 950    |
| 40. Provincial Synod Assessment     | 4900    | 5300    | 530    |
| 41. Provincial Synod Deputtles Exp. | 2200    | 3000    | 300    |
| '42. Diocesan Convention Expense    | 48200   | 48100   | 4810   |
| 43. Diocesan Journal Expense        | 1325    | 1500    | 150    |
| :44. Diocesan Council Expense       | 2200    | 2220    | 222    |
| Total Conventions & Other Meeting   | 63825   | 72120   | 7212   |
| Total Administration                | 1268525 | 1335520 | 131152 |
| Total Budget                        | 2385200 | 2647184 | 243770 |

## Bishops Compensation

| Bishop Spong       | 1996           | 1997                           |
|--------------------|----------------|--------------------------------|
| Salary<br>Benefits | 78200<br>47800 | 81300<br>48700                 |
| Fotal              | 126000         | 130000                         |
| Bishop McKelvey    |                |                                |
| Salary<br>Benefits | 53300<br>50300 | 55 <b>400</b><br>50 <b>900</b> |
| Total              | 103600         | 106300                         |

#### DEPARTMENT OF MISSIONS ANNUAL REPORT 1996

1998 was a year of new beginnings for many congregations under the care of the Department of Missions. Following more than a year of consultation and preparation The Bergen Episcopal Area Ministry (BEAM) called three members of its team of ordained clergy people. The lay people of Church of the Atonement, Fair Lawn; St. Martin's, Maywood; St. Mathew's, Paramus and St. Peter's, Rochelle Park voted full approval to begin their team ministry and enthusiasm ran high at the Diocesan Convention in January of 1998.

Our churches in Newerk, two mission congregations (St. Andrew's and St. Bernabas), Grace Church and Trinity and St. Philip's Cathedral, approved the continuation of work leading to their shared ministry in the city. They will share their mission in an exciting attempt to be mutually supportive one to the other.

Our Episcopal Churches on the Ridge (Christ, Harrison; Trinity, Kearny; St. Thomas', Lyndhurst; St. Paul's, North Arlington) decided during 1996 to reconfigure their Ridge Ministry and share their ministry more deliberately. They will redevelop an Area Council and have requested the sale of two unused clergy homes to establish a fund to help support the ministry. Work has not been easy; however, it is progressing.

St. Peter's Korean Epiecopal Church was established when the Rev. Mark Chang was appointed as parttime Vicer of the congregation. Their worship services began in rented space at St. Mark's, Teansck.

A new ministry was established with St. John the Divine, Hasbrouck Heights and St. Mary the Virgin, Ridgefield Park. It was the decision of their lay leadership to call the Rev. Jos Pickard to serve them as Vicar and educator to develop their baptismal ministries for congregational leadership. The Vicar's position is described as liturgical leader, crisis pastoral care giver and trainer for other ministries in the congregation.

Some other accomplishments in 1996 include:

### St. Mary's, Belvidere

The interior of the Vicarage has been repaired and restored. Renewed congregational energy provided sweat equity to go with DOM seestance. The exterior stucco of the Vicarage has been replaced on the north and west sides in 1995. In 1996, the south and east sides were completed. As with the 1995 half of the project, the expense of repair was shared----DOM 60%, people of St. Mary's, 40%.

#### Christ Church, Belleville

This congregation, an incorporated Mission, continues to grow. Extensive work has been done on long neglected buildings, with more in the planning. The Department of Missions, Ward J. Herbert Fund, NewArk Construction Company and "sweat equity" combine to provide funds and energy to continue restoration work.

#### Messiah, Chester

The lay and clergy leadership has agreed to work with a perish development consultant, the Rev. Robert Gallagher, during 1997 to promote long-range planning, mission strategy and leadership development for the purpose of greater clarity of its role in its community.

## Grace, Van Vorst, Jersey City

The leaders of Grace Church, have moved close to their desired parish status with an increased commitment to Every Member Cenvase and leadership development. They have redeveloped space in their parish hall (gymnasium) for an office and have reduced their request for funding from the DOM for the second year.

### St. Andrew's, Newark

The leaders of this congregation, while looking to the future, determined to purchase two vacent lots next door to the church to be used as a parking lot. With their own funds and some outside help, the parking lot is paved and in very usable condition.

#### Good Shaphard, Ringwood

The Rev. Resementy Little was part-time Vicar for this congregation which serves the Ramapo Native Americans. During her tenure, they have upgraded their buildings, trained lay leadership to provide Moming Prayer every other Sunday, and developed lay leadership for administration tasks. Their congregation has grown, stewardship is improved, and enthusiastic "sweat equity" has contributed to many of the improvements made on the buildings and property. The Department of Missions hopes now that a full-time person will be hired to develop a social service ministry to accompany the sacramental ministry that has been growing there. DOM financial commitment will provide salary for someone with the necessary expertise to develop an effective outreach ministry to and with this community. The spiritual development of the congregation will continue.

#### Our Saviour, Secaucus

This congregation has completed renovations to the Vicarage that have made that building more flexible and usable. It is now possible to use the space as an apartment, office space, or a combination of both. Renovations will soon begin in the church basement. Funding will come from the community itself, the Department of Missions and possible Ward J. Herbert Fund. Their goal is to achieve parish status within five years. The congregation has committed to decreasing their asking amount for program support each year by \$2,500 beginning tast year. They have achieved that goal.

#### Christ Church, Teaneck

This congregation continues to struggle from death to life. It became an incorporated Mission in 1996. A new step from part-time dergy leadership to one haif-time dergy help will be made in 1997. With continued lay leadership and development, a fuller ministry and mission can occur.

#### St. Thomas'. Vernon

After several years of planning and preparation, the leadership moved ahead with the support of the DOM to begin construction on a new church building with several meeting rooms and a hall. Work progresses nicely with an early spring completion date.

#### St. Mark's, West Orange

This congregation is new to the Department of Massions. Conversations have just begun among the leaders of congregations in this area in the hope of developing more effective ministry in a team-like supportive manner.

#### St. Paul's and Resurrection, Wood-Ridge

The leadership of this congregation continues to build its program and stewardship through training and upgraded Every Member Canvass as it envisions parish status in the near future.

1996 saw the retirement of Mr. Bob Lanterman as Property Manager after twelve years of dedicated service. We are happy to report that a member of Grace Church, Nutley, Mr. Tim Russo, Joined us in the late fall as our new Property Manager.

Nothing is more poignant in any given year than the closing and/or opening of congregations. In addition to St. Peter's Korean Episcopal Congregation being opened, we look forward to St. Alban's, Oakland/Franklin Lakes being accepted at our 123rd Annual Convention as a parish in this diocess. A mission for a while, its leadership, both lay and clergy, have worked constantly toward the goal of parish status. Congratulations!

As 1996 came to an end, the fruit of several years of work, and more specifically, a year and a haif's worth of consultation in congregational development, saw a decision come to reality in the establishment of an Area Ministry in Jersey City. Two mission congregations, St. Matthew's and St. Stephen's will build a new congregation with the Church of The Incarnation, a parish church. Grace Van Vorst and St. Paul's Church make up the five congregation ministry. An Area Council will ultimately be developed to further the ministry and mission in Jersey City. On the way to that planning, members of all of the congregations will join with a Diocesan Council Committee on Jersey City Strategy to establish the vision, goals, strategy and leadership for this exciting team ministry. The funding for this ministry and mission development will come from the sale of unused property in Jersey City and from the former Ascension Church Insurance settlement. A closer relationship is developing between the Jersey City Strategy Group and other diocesan related missions in Jersey City. These institutions include Christ Hospital, Youth Consultation Services, and the Jersey City Episcopai Community Development Corporation. The future looks bright for a new approach to what is proposed to be the largest city in New Jersey early into the next century.

The Rt. Rev. Jack M. McKelvey January 2, 1997

## STANDING COMMITTEE ACTIONS - 1996

#### January 17

Consented to a lease of the rectory of St. Matthew's, Paramus.

Approved a lessing arrangement that St. Stephen's, Jersey City has with sexton; to wit, the sexton is permitted to reside in the rectory in return for his services as sexton.

Consented that the Trustees for the Fund for the Aged and Infirm clergy be allowed to use \$16,000 of the gains from Fund B to pay off the 1995 belance due from the insurance payments and to add 5 clergy wildows for a period of two years and starting in 1996 and beyond the Fund may use as income the dividents on Fund A and 5% of the prior year's value of Fund B.

#### February 14

Approved the document entitled "Internal Operating Procedures for Ecclesisstical Discipline Matters".

Approved the Initistion of a process - on the part of Christ Church, Glen Ridge - to grant an essement to the New Jersey Historic Trust in exchange for significant financial aid. Final approval to be considered when all papers and proposals are submitted.

Elected the Rev. John Croneberger President of the Standing Committee and Mr. William Carpenter Secretary of the Standing Committee.

Consented to the sele of Grece Church, Greenville, in Jersey City.

Consented to a residential lesse by St. Paul's in Paterson.

Consented to the leasing of a study hall by Christ Church, Harrison, conditioned upon the Department of Missions having the option of terminating the lease on 60 days notice.

Consented to the release of D.I.T. funds up to \$16, 410 to Trinity Church in Paterson.

Consented to the sale of the rectory of St. Dunstan's, Successions, with the stipulation that the rectory will be vacated no later than July 1, 1996.

## Consented to the following elections:

The Rev. Dr. Paul V. Marshall as Bishop of Bethlehem

The Rev. Carolyn Tanner Irish as Bishop of Utah.

The Rev. Canon Robert W. Duncan as Blahop Coadjutor of Pittsburgh.

#### Consented to the following:

The election of a Bishop Suffragan for the Diocese of Long Island

The election of a Bishop Coadjutor for the Diocese of Albany.

The election of a Bishop Coadjutor for the Diocese of Pennsylvania.

Appointed a sub-committee of two to be liaison in the matter of St. Gregory's, Persippeny/Tray Hills - nemely, the Rev. Jack Croneberger and Mrs. Merge Christie.

Elected the Rev. Lucinda Laird to fill the seat on the Standing Committee vacated by the Rev. David Hegg.

#### March 13

Approved in principle a mortgage on 31 Mulberry Street subject to prior approvel of specific terms and conditions.

Consented to the leasing of 2 Park Place by Trinity and St. Philip's Cathedral to the Newark Renaissance House.

Requested the Chancellor to respond to a letter from St. Michael's Church in New York City regarding Canon II.72.

Declared Grace Greenville, Jersey City, to be extinct.

Consented to the election of a Bishop Coadjutor for the Diocese of Alabama.

Elected the following people to the Diocesan Profile Committee:

The Rev. Lauren D. Ackland, St. Alban's, Oakland; Mr. Alan Bowen, St. Paul's, Peterson; The Rev. C. Brdlik, Calvary, Summit; Dr. James Pruden, St. Mark's Teaneck; The Rev. Carol Burnside, St. Mark's, West Orange; The Rev. Elizabeth Kaeton, House of Prayer, Newark; Alternates: Lay: Mr. Alfred Jones, Ridgewood;

Clergy: The Rev. Punkie Dennis, The Rev. Robert Bruschi, The Rev. Brian Laffler

#### April 10

Went on record in support of the 1997 sabbatical for Bishop Spong.

Consented to the ordination of the following people to the diaconate: Mertha Wheehler-Bonwitt, James Warnke, Mergaret Hodgkins, Cathy Deats

Consented to a lease by St. James, Montclair, of two classrooms to the Board of Education of Montclair beginning in July 1996 for \$21,000 a year, provided that the amount of insurance carried is increased.

#### May 8th

Ratified the consent of the Standing Committee achieved by prior telephone poll to the sale of the vicarage of St. Alban's Church, Oakland.

Consented to the renewal of a lease agreement between St. Barnabas, Newark, and The Lighthouse Temple, subject to approval of the Department of Missions.

Consented to the election of a Bishop Coadjutor for the Diocese of Southern Virginia.

Requested the Congregational Relations Sub-Committee to explore the Canon material with regard to aided parlish status and St. Gregory's, Parsippany.

## June 12th

Authorized Bishop Spong to require St. Paul's, North Arlington, to remain a member of the Ridge Ministry or to accept mission status.

Consented to a lease by Trinity and St. Philip's Cathedral of space to Unity Fellowship as described in written agreement. Consented to the sale by St. Gregory's, Persippany, of the rectory for \$178,500 with the understanding that \$100,000 will be invested in D.I.T. and the remainder, after real estate closing expenses, will be used to offset St. Gregory's debts. This consent was given contingent on St. Gregory's accepting the status of sided parish, during which time the diocese will support all positive efforts of St. Gregory's to achieve financial stability. Monthly financial reports to be reviewed by members of the Standing Committee and when St. Gregory's should achieve measurable financial stability, it will be returned to parish status.

Consented to a lease agreement between St. Luke's, Haworth, and Omnipoint Communications.

Consented to a mortgage for St. John's, Ramsey, subject to approval by the Property Committee and the Chancellor.

Consented to a lease extension agreement by Christ Church, Harrison.

Consented to the election of The Rev. James Gary Gloster as Bishop Suffragen of the Diocess of North Carolina.

Consented to the election of The Rev. Dr. Edwin M. Leidel, Jr. as Bishop of the Diocese of Eastern Michigan.

Consented to the election of The Rev. Canon Clifton Daniel, III, as Bishop Coadjutor for the Diocese of East Caroline.

#### September 11th

Accepted with regret the resignation of the Rev. Gaylord Hitchcock.

Consented to the election of The Rev. Cn. Richard Chang as Bishop of Hawali.

Consented to the sale of St. John's Church in Jersey City to the Jersey City Deliverance Temple.

Consented to the sale of the former vicarage of Grace Greenville to Eddie Torres.

Consented to the sale of the vacant lot which is a portion of St. John's Church to the Youth Consultation Services.

Reaffirmed consents given by telephone and mail polls during the months of July and August as follows: Sale of rectory of St. Batholomew, Ho-Ho-Kus; Election of The Rev. Gordon Paul Scruton as Bishop of Western Massachusetts; Election of The Rev. Henry Nutt Parsley as Bishop Coadjutor of Alabama

Authorized the circulation of a letter by the Standing Committee of the Diocase of Newark to all other diocases stating that without full information, they will not be prepared to act on a request for consent.

Elected The Very Rev. Petero Sabune to fill the seat on the Standing Committee vacated by The Rev. Gaylord Hitchcock.

#### October 9th

Resolved that: "allocations of the investments in the George Rath Scholarship Fund, between A and B funds of the D.I.T. be the same as those established by the Diocean Investment Trust Board for ACTS/VIM, the Ward J. Herbert Fund and the Bishop's Discretionary Fund."

Consented to the request by Trinity & St. Philip's Cathedral to lengthen the lease for space at 2 Park Place to the North Porch Women & Infants Center from one year to five years.

Consented to the election of a Bishop Coadjutor for the Diocese of New York.

Consented to the secularization of the consecrated building, the Church of the Advent, Bloomfield.

Approved the candidacy of each of the following: Michel Belt, St. Peter's, Morristown; J. Cooper Conway, St. Andrew's, Harrington Park; Michael Gerhardt, Christ Church, Hackensack; Jill McNish, Holy Trinity, West Orenge; Gabriel Sinisi, Incarnation, West Milford

Reaffirmed the candidacy of Susan Butler, St. George's, Maplewood.

Approved the recommendations of the Commission on Ministry and gave support to the ordinations to the priesthood of the following: The Rev. Cathy Deats - Dec. 6, 1996; The Rev. Margaret Hodgkins - Dec. 7, 1996; The Rev. James Warnke -Dec. 14, 1996; The Rev. Martha Wheehler-Bonwitt - Dec. 7, 1996.

Approved the election to the DIT Board of the following people: Howard Mackey, class of 2000; Tom Mack, class of 2001; Joe Leidy, class of 2001.

Voted to commend and affirm the formation of Christ Church Community Development Corporation, as requested by Christ Church, Hackensack.

Approved the mortgage for the new rectory for St. Paul's, Montvale.

Approved the 3-year lease of space by Church of the Redeemar, Morristown, to the Community Soup Kitchen, Inc. for an annual rental fee of \$8,850.

#### December 11th

Accepted responsibility for procedures outlined by Bishop Spang for handling the debate on the report of the Profile Committee at Diocesan Convention.

Consented to the election of a Bishop Coadjutor for the Diocese of West Missouri.

Consented to the consecration of The Rev. Charles Ellsworth Bennison, Jr., as Bishop Coadjutor for the Diocese of Pennsylvania.

Consented to the election of a Bishop for the Diocese of Maine.

Approved the refinancing of a mortgage by the Church of the Good Shepherd, Midland Park, for the house at 503 Godwin Avenue, Midland Park.

Consented to the leasing of the rectory of St. John the Divine at 333 Franklin Avenue, Hasbrouck Heights.

Voted to recommend to the January Diocesan Convention that St. Alban's in Oakland be given parish status.

Approved, with minor word changes, the draft of a letter to be sent to other dioceses regarding the Diocese of Newark's requirement for receipt of full information in conjunction with requests for Standing Committee consent.

## STANDING CONVENTION RESOLUTIONS & POLICY STATEMENTS

|         |  | INAL |
|---------|--|------|
| 105     | ABORTION                                       | 1981 |
| G-1     | BIRTH CONTROL                                  | 1991 |
| H-8     | ABORTION - MINOR WOMEN                         | 1991 |
| 231     | INFORMED CHOICE                                | 1990 |
| 173     | AFFIRMATIVE ACTIONS                            | 1981 |
| 133     | ALCOHOL AT CHURCH FUNCTIONS                    | 1982 |
| 95      | BUDGET, DIOCESAN UNIFIED                       | 1979 |
| 42      | BURIAL OF THE DEAD                             | 1955 |
| 72      |  | 1963 |
| 93      | CAPITAL INVESTMENT IN SOUTH AFRICA             | 1977 |
| 237     | INVESTMENT POLICY OF DIOCESAN INVESTMENT TRUST | 1990 |
| 212     |  | 1986 |
| 73      | CAPITAL PUNISHMENT                             | 1965 |
| 105     |  | 1981 |
| 167     | CLERGY, CONTINUING EDUCATION                   | 1983 |
| 214     |  | 1985 |
| 146     | CLERGY SALARIES                                | 1979 |
| 135     |  | 1980 |
| 125     |  | 1981 |
| 127     |  | 1982 |
| 111     |  | 1983 |
| 123-125 |  | 1985 |
| 70      | CLERGY WIDOWS                                  | 1967 |
| 72      | CONFIRMATION INSTRUCTION                       | 1967 |
| 74      | GAMBLING                                       | 1954 |
| 76      |  | 1974 |
| 72      | INTER-RACIAL PAROCHIAL ASSIGNMENTS             | 1965 |
| 182     | MEDICAL INSURANCE                              | 1984 |
| 75      | STEWARDSHIP                                    | 1958 |
| 94-94   | 41 L 7 1 1 L 2                                 | 1979 |
| 104     |  | 1981 |
| 180     | (50/50 GIVING)                                 | 1989 |
| 154     | TITHING, MINIMUM STANDARD OF GIVING            | 1983 |

| First cial Statistical    First cial Statistical   Statistical Statistical Statistical   Statistical Statistical Statistical Statistical Statistical   Statistical | 1996 Summary   |      |              |      | П              |         | П        | П   |          | Н    | Н     | Н        |     | Н     |      |              |       |      | 111 | 2             | % of Tab | - 2 |
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| The control of the co | Company Comment  | 3    | R            | 9    | -9.0%<br>-9.0% | 29      | 8        | 0   | 0        | -    | -     | 92       | œ   | 9     | 0    | 4            | 8     | ÷    |     |               | L        |     |
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| 94 1 88  |  | 480  | 130          | 330  | 71.7%          | 83      | 8        |     | n        | 0    | 0     | 8        | 0   | 22    | 4    |              | 3 %   | 2 2  |     | Ť             | 308      | F 6 |
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| The color of the   | P. Link  | 275  | Ā            | a    | 3,3%           | 180     | 180      | 0   | ID.      | 2    | rto   | 28       | 4   | 8     | ш    | CAI          | 2     | 12   | +   | +             | 1494     | 9   |
| 1  | Dr. Pality   | 277  | 186          | 4    | <b>8</b>       | 99      | 1112     |     | <b>a</b> | 0    | -     | 101      | 80  | 12    | 67   | <sub>O</sub> | -     | 12   | +   | 100           | 368      | 200 |
| March   Marc   | CALL CANDOLF   | 674  | 9            |      | 9%6.0          | 390     | 380      |     | 42       | 1    |       | 8        | 60  | 4     | ~    | 우            | 13    | 17   | ľ   | -             | 24%      | 9   |
| March   Marc   | Mes, 51. 6   | 1//  | 2            | 7    | 1.1%           | 110     | 108      |     | 60       | 2    | -     | 86       | ā   | 16    | φ    | 5            | i     | н    | +   | ۰             | 14%      |     |
| 217 200 800 800 800 800 800 800 80 80 80 80 8  |  |      | 747          |      | 200            | 200     | 200      | Ħ   | 2        | 63   |       | 22       | -   | 8     | a    | m            | ,-    | 1.7  | +   | 1             | 11%      | 0   |
| 1  | Ct D.  | 277  | 8            |      | 2.0%           | 180     | 280      |     | 4        | 0    | L. 63 | 116      | Н   | 10    | e    | Ħ            | ¥.    | t    | #   | *             | 88       | 0   |
| 150   140    | St Peter's   | 299  | 2 6          | - 11 | 1.1%           | 489     | 483      | Ħ   | <u> </u> | es . | -     | 107      | -   | 8     | _    | Н            | *     | 1    | 4   | =             | 32%      | 0   |
| 1  | dr Atonomus  | 41 8 | 444          |      | 27.72          | 250     |          | #   | Ť        | -    | 7     | <u>1</u> | - 1 | 0     | 00   | ш            | -     |      | ÷   | -             | 32%      | 22  |
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| State   Stat   | Mental Chial   | 201  | 222          |      |                | 275     | 111      | 0   | ۲        |      | - 67  | 8        | +   | - 6   | ٧.   | *            | ÷     | +    | +   |               | 5        | 0   |
|  | us St. An Inn  | 388  | 421          |      |                | 316     | 324      | 0   | Ħ        | 2    | 16    | 166      | ÷   | 278   | - 60 | #            | ٠,    |      | #   | Ť             | 16%      | 0 0 |
| State   Stat   | Service of the servic | 2    | 2            |      |                | 83      | 2        | 0   |          | Н    | Н     | Н        | Н   | ÷     | 0    | t            |       | 2 6  | +   | Ť             | 7 15     | 9 6 |
| St. Hills 158 158 158 158 158 158 158 158 158 158  | ed nown, P.V.B.M.  | 802  | 247          |      |                | 356     | 396      | 0   |          | Н    | Н     | Н        |     | က်    | 12   | t            | ÷     | 7    | ÷   |               | 474      | 9 6 |
| 1.   2.   2.   2.   2.   2.   2.   2.  | St man   | 334  | 282          |      |                | 300     | 286      | -   | =        | Н    | 6     | 8        |     | ĸ     | 9    | 1            | ÷     | -    | ₩   | -             | 10%      | 0   |
| St. Int. 6   | Turton Pills St. American  | 9 2  | 8 2          |      |                |         | e :      |     | Ħ        | +    | 0     | 116      |     | 4     | 69   | 44           |       | Н    | Н   |               | 20%      | 0   |
| California   Cal   | aphion, it   | . 8  | 8 4          |      |                | 99      | 5 3      |     | 0 ,      |      |       | 88       | +   | 8     | -    |              | Н     | Н    | H   |               | 26%      | 0   |
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| \$ 252 256 27 878 180 155 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0  | ments St. L  | 222  | 222          |      |                | 180     | 7        |     | , ,      | 9 4  | 0 0   | 8 8      | +   | e l   | n (  | +            | 9     | 6    | 11  | =             | 83%      | ٩   |
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| Satistis         146         41         89.44         146         146         146         146         146         146         146         146         146         146         146         146         146         147         22         20         1         15         15         14         15         146  | pHoKus St. Indiana   | 212  | 213          |      |                | 170     | 92       | evi | ^        | -    |       | 100      | +   | 2 68  |      | 9            | 7 0   | 2 4  |     |               | 5        | 0 ( |
| Characteristics  |  | 104  | <del>1</del> |      |                | 146     | 145      | a   | 7        | 0    | 100   | 157      | +   | 8     | re   | rc           | 2 4   | 1    | t   |               |          | 9 5 |
| Located 27 7 7 7 7 7 7 7 1 1 1 0 0 6 51 2 11 0 0 6 51 2 11 0 0 6 51 0 5 11 0 0 0 6 51 0 5 11 0 0 0 6 51 0 5 11 0 0 0 6 51 0 5 11 0 0 0 6 51 0 5 11 0 0 0 6 51 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0  | , L  | 217  | 뎚            |      |                | 182     | 115      | 0   | N        | 0    | -     | 112      | 1   | 2     | 07   | 0            |       |      |     | Ŧ,            | 1        | 2 9 |
| Comparation   124   300   280   154   240   124   12   |  | ۵,   | ٥.           | 77   |                | c       | 2        | -   | -        | 0    | 0     | 댦        | +-  | -     | 0    | 0            | 4     | H    | Н   | 17            | 2 20     | 9 0 |
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| St. Shuill         1         4         4         6         50         10         4         4         6         60         50         10         7         2         3         0         85         1         4         4         6         60         60         10         7         2         3         0         85         10         85   | C. St. P.  | 5 5  | 8 8          |      |                | 2       | 8 :      | 0   | 0        | 0    | 0     | 8        | m   | 0     | -    | 0            | 18 3  | 88   | Н   | 1             | 29%      | 0   |
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| 1996 Summary   |      |       |      |         |      |              |     |     |      |     |       | -    |          |            |     |     |       | i     | ļ      | į             |     |
|--|------|-------|------|---------|------|--------------|-----|-----|------|-----|-------|------|----------|------------|-----|-----|-------|-------|--------|---------------|-----|
| of Vital and   |      |       |      |         |      |              |     |     |      |     | H     |      | -        |            |     | Ť   | 2     | F     | ą.     | 1             | _   |
| Financial Statistics   |      |       |      |         |      | - California |     |     |      | H   | H     | 1    | 79.7     |            |     | Ħ   | Ť     | 7     | 1      |               | 4   |
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| Policy of P. Barrens   | 202  | 200   | ry   | -1.0%   | 171  | 174          | -   | 64  | 7    | EN  | ă     |      | on       | - 1        | 9   | ~ • | 2     | - 3   |        | 5             | 3 6 |
| St. Pater's  | 35   | 200   | 4    | 4.5%    | 12   | *            | •   | M   | 0    |     | 3     | 2    | <b>#</b> | -          | 4   | a ! |       | 3 1   |        | Eg.           | 9 6 |
| 100  | 140  | 148   | T    | 40.7%   | 힘    | 2            | 0   | -   | ٥    | 8   | ā     | H    | 2        | 4          | 4   | 11  | 3     |       | 5      | 248           | 3 0 |
|  | 700  | 206   | 9    | 5.0%    | 980  | 412          | ه   | Z   | -    |     | 19 2  | 14   | R        | 2          | 9   | 106 | 2     |       | 5      | į             | 9 4 |
| CORPOR   | 10   | 200   |      | 1.3%    | 8    | Ç            | 9   | 44  | 9    | •   | 10    | 胡和   | F.       | 7          | *   |     | 8     | 2     |        | É             | 9   |
| 100  | 4.54 | į     |      | 3.88    | 444  | 12           | -   | 8   | 0    | 0   | 9 0   | 1 24 | 0        | -          | r   | 10  | 48    | 1     | 3 139  | 22.6          | 00  |
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| and it Standards   | 787  |       | Ŗ.   |         |      | 4.48         | 9   | u   | B    |     | 2 99  | - N  | -        | 4          | 2   | 8   | 2     | 8     | 9      |               | 3   |
| Actual All Principal   |      |       | . 1  | 1       | į    | 18           | 0   | 1   | 0    | 4   | 8     | 31   | 74       | 0          | 63  | 19  | 13 1  | 70 13 | 2 40%  | 20%           | ٥   |
| Sec. 24 Urban  | 3    | 2     | 40   | 700     | 000  | 300          | c   | •   | 6    | 62  | 4 10  | 90   | 8        | 0          | 13  | 12  | 13    | 20 7  | 189    |               | н   |
| See St. Lider  |      | 200   | 2 10 | 200     | ŧ    | 388          | 0   | w   | 10   | 2   | 11    | 8    | 4        | 7          | •   | Ø   | 5     | 90    | 7 189  |               |     |
| Michigan International Control of the Control of th | 200  | 420   | 9 8  | 44.00   | 100  | Sep          | 6   | 10  | 0    | 0   | 0 87  | 200  |          | 8          | 36  | 37  | 120 1 | 7 28  | 3 27   |               |     |
|  | 1    | 909   | 404  | 40.7%   | 450  | 727          | 4   | 4   | -    | 139 | 0 14  |      |          | 40         | 100 | 14  | 196 2 | 12 95 | 259    |               |     |
| S Things and Printer.  | 200  | 900   | 400  | 2 70    | i i  | 300          |     | 40  | m    | -   | 12 10 | н    |          | a          | ф   | 4   | 161   | 20B 4 | 42 119 | ш             | *** |
| The second   | 2000 | 44.06 | ++   | 2.44    | 1    | 928          | -   | 50  | 67   | Н   | ۰     | н    |          | B 19       | 19  | g   | 300   | 11 11 | M 149  | ш             |     |
| St. Pobers   | 448  | 118   | +-   | 0.0%    | 8    | R            | 0   | 4   | 0    | H   | H     | H    |          | -          | 10  | 9   | 22    | 8     |        |               | -   |
| Co. Parison  |      |       | 11   | 428%    | 18   | 4            | ٥   | ţ   | 0    | Н   | Н     | Н    |          | -          | 10  | X   | 164   |       |        |               |     |
| DI LAGE  | 200  | 6     | 11   | 1.00    | 252  | 172          | -   | 80  | N    | H   | Н     | Н    |          |            | N   | 72  |       | -     |        |               | =   |
| Compa  |      | 9     | Ť    | 1.4%    | -    | 19           | 0   | 8   | 0    | -   | Н     | н    |          |            | -   | 100 |       |       |        | -4            | = † |
| Co.  | 2    | 2     | Ħ    | 26%     | -    | 4            | ٥   | m   | 0    | н   | -     | Н    |          |            | -   | PI  |       | +     | 4.8    | ш             | =   |
| ŭ i  | 9    | 149   | т    | 6.4%    | 105  | ß            | 0   | 167 | -    | н   | 1     | -+   |          |            | 0   | 0   |       | -     |        |               | -   |
| T SSE  | 462  | 272   | т    | 123%    | -    | mode         | o   | -   | 2    | Н   | Ħ     | -11  |          |            | ę:  | 0   | -     | +     |        | -             |     |
|  | É    | ē     | Н    | 0.0%    | -    | 380          | 0   | ę.  | 0    |     | =     | **   |          |            | 4   | 0   | •     | 90 7  |        |               | 7   |
| St. Full   | 101  | 8     |      | -20%    | -    | è            | -   | 4-  | 0    | **  | Ħ     | ΠŤ   |          |            | 7   |     | -+-   | #     | Ť      | -             | Т   |
| Communion  | 2007 | 8     | 201  | 0.00    | 100  | 8            | 0   | 4   | ۰ ،  | -   | - 0   |      |          | 0 0        | - = | > ? | B 65  | +     | 47.4   |               | 0   |
| Chick  | 805  | 372   | 77   | 36.74   | 30   | 88           | Q · | Ξ.  | - '  | +   | +     | +    |          |            | 2 € | 1 7 | •     |       | 8 8    | +-            |     |
| ol, St. Allenia  | 2    | 282   | т    | 2.2     | 2    | 2            | - 6 | 2 5 | r c  | +   | ÷     | +    |          |            | 4   | 4   | ***   | +     | ***    | +-            |     |
| Color St. Calmerly   | 8    | 2     | 1    |         | 3 1  | 5 50         |     | 4 5 | 7    | t   | +     | +1   |          | les<br>les | 10  | 18  | 9     | 17    | -      | -             |     |
| Approximates   |      | 2 5   | т    | 4 200   | 1 1  | 77           | - 0 |     | . 0  | t   | t     | 17   |          | 0          | 0   | 8   | 8     | 2     | 12 89  |               |     |
| A Millionish   | 8 5  | 102   | т    | 2.1%    | 285  | 3            | 0   | p-  | -    | T   | 111   | 77   |          | 43         | 6   | R   | 117   |       | _      | Н             |     |
| A Topical  | 145  | 100   | т    | 418     | -    | 7            | -   | ev  | N    | 1   |       | 111  |          | 0          | 4   | ص   | ß     |       |        |               |     |
| DE CHILD   | 8    | K     | т    | 48.7%   | н    | 2            | 00  | -   | ю    | т   |       |      |          | 2          | ٥   | 10  | 5     |       | _      | $\rightarrow$ |     |
| of C.  | 100  | 204   | т    | 1.6%    | 136  | 110          | 54  | 0   | 14   | -   |       |      |          | 9          | 4   | 2   | 2     |       | -7     | +             | 1   |
|  | 118  | 122   | Til  | 3.4%    | ß    | 98           | 0   | IO  | -    | П   |       |      |          | -          | N   | 10  | 8     | 2     |        | 7             | 1   |
| 400  | 989  | 679   |      | -2.9%   | 400  | B            | 63  | 13  | -    | п   |       | 7    |          | 8          | B : | 8   | 2     | -     | Ħ.     | ٠,            |     |
| Ct   -   |      | 100   |      | 7.6%    | 9    | 27           | 9   | N   | N    | 4   | 2     |      |          | 2          | 2   | 9   |       | -+    | -      |               | +   |
|  | 802  | 100   | Н    | 40%     | н    | 489          | EN  | 98  | 4    | 10  | 7     | 18   | [4       | 7          | 7   | 9   | 104   | н     |        |               | H   |
|  | 989  | 88    | S    | 6.43    | 372  | 286          | 0   | 9   | cu · |     | 0     | 147  | 2 :      | × 1        | n 1 | F 1 | 100   | 2 5   | 72 LZT |               | Ť   |
| Total III amen   | 100  | 3     |      | 41%     | Ž    | 3            | -   | Ŧ   | -    | ,   | -     |      |          |            | Į · | 8 9 | 5 3   | _     | -      |               | Ť   |
| And Pulk III Mark  | 228  | 22    | 1    | -2.2%   | 74   | 8            | 0   | N S | N    | -   | 0     | 2    | 7        | e e        | 9   | 2 1 | ğ     | 77    |        | -             |     |
| Activity of Patient Co.  | 400  | 157   | +    | 4       | 2    |              | N   | 2 8 | -    | . 3 | 0 1   |      |          |            | ç   | 2   | 230   | _     | 4.21   | +-            |     |
| money of Chaptering  | 2867 | 2     | ÷    |         | 6    | è            | -   | ۹ ۲ | - c  | 2 0 | - 6   |      |          | . 67       | -   | 19  | 8     | -     | +      |               |     |
| arred tricked Shapken  | 232  |       | o) o | 202     |      | 2 8          |     |     | 9    | 2 ( | 9     | 1    | d        | 1          |     | 9   | 1     |       |        |               | ľ   |
|  |      |       |      |         |      |              |     |     |      |     | -     |      |          |            | 6   |     | Ç     |       |        |               |     |

| Comm. in line                    | Number Percent Comus- |
|----------------------------------|-----------------------|
| No.                              | -1                    |
| Н                                | 3.3%                  |
| Ľ                                | 8 7.6%                |
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| 176                              | -13 -5.5%             |
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| Figuratorial Statistics   | 17.17   15.2     |
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| of Vital and   |         | 1          |             |       |   |           |          |          |               |           |            |  |          |             |        |          |            |            |         |
| Financial Shattation   | ľ       | 1          | i           |       | 1                                       | ŀ         | ŧ        | I        |               | Ī         | Į.         | of Total   | 3        | Total Cline | Ĭ      | 18       | Total Post |            |         |
|  |         | 4          | ł           | I     | 4                                       | 3         | 41.5     | N.       | i             |           | ľ          | Remove   | St. Han- | To Dicease  |        | la W     | Revenue    | Total Bap. | ļ       |
|  | Party M | Monthey in | 2           |       | 7                                       | Optioning | 3        | Opening  | Table 1       | Operating | For real   | 1-3  |          | 16 al       |        | 1        | 1          | O C        | 1       |
| horn, 25, 21s, Said  | 3 8     |            | 1           | 1     |   |           |          | -        | -             | -         | 1          | Witness or   | -        | -           | 1      |          | 1          | -          | Ц       |
| Salnte   |         | -          |             |       | 777                                     | /61       | g        |          |               |           | 11         | ă  | 17 250   | 19%         | 180    | Pin N    | 11%        | 131 702    | 47      |
| 20.00  | 8       | 1          | 100         | 1     | 200                                     |           | 6        |          | 2/1/2         | 100       | 22,000     | Ĕ  | 18.00    | ¥           | 1,000  | 14,040   | 12%        | TH 700     | 1.00    |
| the state of the state of  | 130     | MA         | Transfer or | 4 844 | 201.1100                                | 070       | 5        |          | 80/10         | 100       |            | E .  | 1 678    | Ę           | 110    | 789      | Ę          | 171        | Ħ       |
| Settletin Telephy  | 17      | NO.        | 17000       | 100   | 1 | 00000     | 2        | 1        | Mark I        |           | 244,021    | É  | 70,287   | 21%         | 4,800  | 30,146   | Ę          | 320,176    | 118.41  |
|  | 8       | Ť          | 100,14      | 700   | 10                                      | 990,380   | 4        | -        | 918           | 90,457    | 83,485     | Berk   | 0        | 8           |        | 0        | 9600'0     | 83.465     | 1601    |
| ords P . s. + Pass a   | 3 22    | Ť          | 100         | 2     | 110,002                                 | 165,284   | Š        | H        | 189,010       | 10.00     | 162,236    | á  | 22,550   | 14%         | 1,896  | 28,685   | 14%        | 188.921    | 98      |
|  | 0       | g /2       | 107         | 1,000 | ZOH, 6833                               | 241,728   | 10<br>10 | 12,282   | -             | 87        | 167,030    | 74%  | 41,788   | *           | 2 300  | 54 407   | Me         | 244 522    | 12      |
| 10.00  | N N     | 4          | 187         | 1,471 | 167,670                                 | 289,167   | 6        | 46 1139  |               | 231,711   | 178        | 808  | 29,654   | 10%         | 15.116 | 40.084   | 416        | CAC CAA    |         |
| al a   | 200     | 10%        | 204.588     | 1,13  | 382,382                                 | S10,818   | 40%      | 1484     |               | 440,977   | 564.884    | 6  | 12.848   | 218         | 2000   | 484      | ě          | 200        |         |
|  | 4       | *          | 47,348      | 1155  | 34 B41                                  | 74,732    | E        | 2016     | ₩             | 787       | 73 383     | TO THE REAL PROPERTY.  | 288      | -           | 5      | 5        | R IO       | 013,140    |         |
| ountain , St. Peter's  | 131     | 308        | 1000 000    | 100   | 1 487                                   | 498.663   | 100      | п        | +             | 274 705   | - AND 1916 |  | 200      | ß j         | 7      |          | S          | 76,848     | 2013    |
| Grace  | Z       | 11%        | 50,502      | 250   | 82 745                                  | 148 005   | 1        | 1        | 20.00         | 700       | and and    | 6  | 102      | 2           | 40,070 |          | 15%        | 358,563    | 1 167   |
| House  | 8       | 1          | No. of      | 1 304 | . CE                                    | An 110    |          | 400      |               | 200       | 200        | A I  | Q.       | 212         | 10,166 | 57 705   | Ę,         | 287 160    | 16,01   |
| St   | 19      | 1          | 10 440      |       | 474                                     | 200       |          | 3        |               | 0/ 7/10   | 100        | 900  | 100      | K           | 98     | 2,000    | 2.87%      | 71.5       | 744     |
| 60.50  | S       | 1          | 40000       |       | 2                                       | 1         | 5        |          | 8             | 30,000    | 200        | É  | Ž,       | É           | 5      | 11 301   | 100        | -          | 17 218  |
| and St.  | e i     |            | 1000        | 200   |   | 1000      |          | 0        | 4             | 100       | 100        | 100<br>100<br>100<br>100<br>100<br>100<br>100<br>100<br>100<br>100 | 000      | 1%          | 0      | 900      | 107        | 14.780     | 718     |
| M. Climit  | 2 12    | 100        | 1000        | 2 3   | 100                                     | 10.200    | Š        |          |               | 18.81     | 127,08rl   | 1234   | 67 483   | 208         | 8778   | 133      | 160        | 71.44      | SH MI   |
| Arrest of St. Paris  | 8       | 2 1        | 2 100       |       | 24.50                                   | 4130      | ŝ        |          | 58,980        | 92.00     | E A        | #16  | 16,691   | 11%         |        | 28,480   | 1          | 162 035    | 4       |
| Ho Communica   | 1       |            | 1           | 3     | 100                                     | 40,294    | f        | п        | $\rightarrow$ | 31,586    | ا<br>ا     | 16   | 900      | ħ           | H      | 2,603    | É          | 34.189     | 6.191   |
| Cross  | Ę       |            | 100         | n n   | 22,363                                  | 142       | 4        | 000      |               | 83,855    | 41.00      | 84%  | 5,992    | 8           | 920    | ₩.       | 88         | 100 303    | 2.18    |
| ū  | 7 1     |            | -           | 8     | 570,621                                 | 129,477   | 8        | 77,884   | .161          | 51,982    | 166,412    | 8038   | 25,895   | 20%         | 2.400  | ++       | 14%        | 107 DA     | 0.00    |
| Cit  | 2       |            | Mary 1      | 1,33  |   | 132       | 8        | ă.       | 31,830 1      | 132       | 182        | 828  | 13,898   | 11%         | 1,000  | 22.105   | 1          | 220.000    |         |
| Ammadalan  | Q S     |            | 32,848      | 1     | =                                       | 62,947    | 30%      |          |               | 263       | 73,884     | 898  | 0001     | 286         | 1.135  | -        | 5 48%      | 78 120     | Z       |
| Caluda   | 2 1     | 5 1        | 130         | d     | 31                                      | 1247      | IN COL   | 27,529 1 |               | 119,271   | 124,986    | E  | 0.230    | É           | 0      | ₩        | 98         | 100        | M BILL  |
| B.   | 5       | 8 1        | d           | =     | 7                                       | 127 120   | e Co     | 106      | 53,228        | 25,413    | 125,413    | 200  | 13,133   |             | 2      | -        | 1186       | 470 570    |         |
| security Ct. Ma.   | 2 1     | 4          | t           | 7     | 200                                     | 2         | Ę        | 1000     | 171,265 1     | 1940      | 10.70      | 86%  | 11,000   | 10%         | 086    |          | ý          | 47s Deta   |         |
| 0.0  | 8 8     | 40         |             | n     | +                                       | 51170     | 25       | 0        |               | 40,987    | 40.007     | 150  | 8,366    | Ī.          | 740    | 44       | 1986       | AUR.       | 1       |
| Et Office  | R       | 8          |             | 1172  | 134                                     | 422       | 10       | 1 707    | -             | 1 748     | 198,017    | 201%   | 1,000    | 100         | 100    | 6.       | 2 4880     | 100 947    | 9       |
|  | 3       | Ħ          | 20,000      | 2     | ij                                      | 11 611    | r r      | 00,148 4 | 10,739 1      | 130       | 41.203     | 200  | 10.832   | Ī           | 7 1001 | -        | 4 478      | 104 904    | 1       |
| CA CAMPAINTED  | 1       | 100        | H           | ā     | Ħ                                       | 88,858    | 74%      | 1,400    | 100           | 442       | 88,442     | 100  | + 212    | 165         | 0      |          | 4 848      | (a, 10)    |         |
| 6  |         |            | 96,000      |       |   | 813,170   | F        |          | 181           | 21/2      | 10.00      | 100  | 41 200   | 148         | 3,182  | 4.       | 7000       | Man and    | 1       |
| 200  | i       | 1          | 112.70      |       | -                                       | 100       | No.      | _        | £111.811.9    | 12.427    | Medin      | No.  | 1 800    | 39%         | 9      | f-       | 1          | 447.600    |         |
| i i  | 8       |            |             | -     | 157,100                                 | 175,137   | 5        |          | -             | 174,405   | 636,175    | 273%   | 22.984   | 138         | +      | 4        | 40%        | 7          |         |
| -  | +       | Ť          | 520,505     | *     |   | 243,480   | 5        | 15,917   | 1 158         | 74        | 177        | 168  | 48.210   | XIBE        | н      | 4        | and a      | , ,,,      | 100     |
| D. C.  | 1       | 2          | Ť           | +     |   | 11.617    | f        | _        |               | 111 109   | 11 000     | S  | 14,750   | 128         | 2.180  | 17.085   | 148        | d'ne was   |         |
| 36.  | 18      | ť          |             | 173   |   | - BH7     | 1        | -        | 288 29        | 48,751    | 49,751     | 138  | 1214     | Ī           | 6      | 2878     | 2 52784    | 4.30       | į,      |
| 2 0  |         | ŧ.         |             | #     | -                                       | 176,820   | Bryk.    | -74      | 66            | 911,60m   | 341,691    | E  | 48.217   | 23%         | 2 5.39 | # 2mm    | X          | 400        | 1       |
| 6  | 1       |            | ij          | 4     | Ì                                       | 127,024   | 1476     | =4       | 180           | 100.00    | 100.00     | 8  | 98.727   |             | ۱ř     | 87 176   | - Super    | 0.00 0.00  | ij      |
| 0 0  |         | ŧ          | +           | 3     | 2                                       | 31,163    | S        | 0        | 31 163 2      | 000 2     | 22         | 5  | 138      | 1           | -      | 100      | 200        | 200,000    | 100     |
|  | 4       | ł          | H           | 7     | Ħ                                       | 100       | E S      |          |               | 28,474    | 1,372      | ţ  | 200      | K           | П      | 2814     | 100        | 400        | 2 000   |
| Chic   | "       | 40         | 1           |       |   | 141,673   | 8        |          | ы             | 128,864   | 128,884    | 97.0   | 1-854    | 10%         | т      | CBC 88   | 100        | 1 1.00     | 9000    |
| Control of the contro | R       |            | 60. A28     |       | 42,068                                  | 17 (63)   | 16       | 4,007    | 111           | 200       | M.718      |  | # 780    | 8           |        | 7 100 7  | 100        |            |         |
| 2  | 5       | 6          | 2000        | 182   |   | 1         | Š        |          | 9 198         | 36,420    | 571,922    | П  | 477      | 1881        | 27.000 | a        | 200        | 77         |         |
| III VICTOR IN VI | 2       |            | 16,000      | ı     | -                                       | E         | É        |          | 202,182 1     | 311       | 100 HILL   | 168  | 480      | 160         | 718    | 97 700   | 1          | 100        |         |
| St. Dendank  | 127     | 6          | 3000        |       | 2                                       | 988 H     | 100      | 169      | 780           | 85,548    | EF 343     | 802  | 786      | 19%         | 1111   | 1000     | 2000       | 100.00     |         |
| T. C. Leaving  | 8 8     | e i        | 100         |       | 177                                     | 177 19    | 1        | 180 8    | 84,728        | 67.       | P5 409     | 10.0   | 7,072    | 16          | ***    | 1 758    | 138        | 200        | 8 500   |
| 2.4  | 9 2     | 6 1        | 108,301     |       | 1                                       | 008/19    | 20%      | N 55 5   | E CO          | 008 14    | 414.000    | 9698   | 99,800   | 19%         | m      | 114 1111 | 1          | 505 RDD    | 1       |
| 5  | 5 E     |            |             | 9     | 2 L                                     | 26.90     | 6        | 90       | 07,716        | 8         | 04.773     | J  | 4,010    |             | a      | 1728     | 4.38%      | 108.951    | 1,700   |
| Atosement  |         |            | Į,          | 2     | -                                       | 17,788    |          | 7        | 182 1         | 50        | 137        | ž  | 12,826   | 8           | 14     | 7        | 100        | 171.382    | AME     |
| oltowa, C. risel   | 1 9     | 100        | 1001-02     | See.  |   | 20,000    |          | 11       | 718           | M.M.      | 217,538    | 168  | 160      | 18%         | Ш      | 111700   | 23%        | 278.240    | 78.13-0 |
| swares, Times antion   | 8       | 1          | ľ           | ۲     | Ť                                       |           |          | J.       | 80,642        | 7.128     |            | 2  | 8,883    | 128         | Н      | 787      | 3836       | 24,822     | CH. CO. |
| Ö,   | Ä       | r          | ğ           | ۰     | H                                       | 27.240    | 5 5      | CINE I   | 72,104        | 4.74      | 101,427    | 708  | 447      | É           | н      | 8,758    | ď          | 111,217    | MARKS.  |
| C. , St. o. 's   | 18 6    | 181        | ſ           | Н     | 20.287                                  | 49.647    | 1        | 8 451 5  | ++            | 20,770    | F0 454     | 600  | 6,000    | 10%         | 4      | 8,483    | 128        | 60,785     | 6.11    |
| C. alt, St. inning   | 143 5   |            | 1 000,222   | 282   | 2.4                                     | 715,000   | 100      | 250      | 0.00          | 1000      | -          | and the  | 1        | R.F         | 4      | 2,025    | 3,82%      | 55,170     | ana     |
| -  | -       | į          |             |       |   |           | -        | -        | 200           | B         | 788657     | 6  | 34 744   | 100         |        | CT 000   | 4 400      | -          |         |

| 1996 Summary   |            | 2 1 |                        |       |            | i        | 1    | Ī      |         | 1           |             |         |        |       |               | 1          |        |            |        |
|--|------------|-----|------------------------|-------|------------|----------|------|--------|---------|-------------|-------------|---------|--------|-------|---------------|------------|--------|------------|--------|
| of Vital and   |            | 1   |                        |       |            |          | ž    | Ī      |         |             | ý           | *       | 1      | 1     |               | į          | 1      | Ī          |        |
| Financial Statistics   | 1          |     | ł                      | Ĭ     | 3          | A        | 7    | 1      |         |             | 1           | ]       | 1      |       |               |            |        | 4          | ļ      |
|  |            |     | Į.                     |       | 9          |          | 1    | j      | 3       | I           | 1,000       | 1       | 3      | 44.00 |               | 1          | 1      | 1          | 1      |
|  |            |     | H                      |       | Ħ          |          |      | J      | Season  | Theres.     | Transfer of | Hiberry |        | 1     | 1             | 1          |        |            |        |
|  | 200        | ï   | ľ                      | F     | Ŀ          | 100      | É    |        | Н       | 190         | 10110       | Ğ       | 174    | 151   | ₽             | 9          | 4      |            |        |
| The state of the s | 8          |     | ľ                      | a pin | t          | 100      | -    | H-1    |         | 101 188     | Deline      | Ē       | 7      | É     | 4             | 11,12<br>E | 5      | 117        | 194    |
| Charles Statement  | 1 3        | ı   | ł                      | t     | ÷          | and a    | į    | +-     | ٠       | 81118       | 111 800     | 1/8     | 4.710  | 11%   | 100           | 1 1111     | 2      | 1          | 34.60  |
| MARCH CO. Public.  | 5 2        |     |                        | Ť     | Ü          | 200.00   |      | 111    |         | 214.621     | 100         | 100     | 27,288 | 121   | 6,290         | 44,586     | Ē      | 273,8110   | 11,600 |
|  | 5 3        | H   | ۲                      | t     | t          | 11 183   |      | •      |         | 44.000      | 44.301      | 102%    | 1.175  | 16    | 1             |            | ğ      | 47,800     | 14 747 |
| art men somerapon  | 9          |     |                        | 7.00  |            | 100.00   | 100  | 1111   | 31.646  | 19          |             | 914     | 7575   | ž     | 111.00        | 151        | į.     | 100        | 9      |
| L'Ottober   Ballonmoto   |            | 1   | t                      | Ť     | ŧ          | 100      | ı    | ***    |         | 120.00      | 2000        | 300     | 1111   | *     | 0             | 2258       | 4.1686 | 44.624     | 2      |
| Charge Hall Jake 19  |            |     | t                      | Ť     | Ť          | N 78K    | i    | 100    |         | 400,000     | 106 126     | 6       | 102    | Ę     | 814           | E.         | 2,31%  | 107 334    | Į.     |
| e Dange Publishs   | <b>5</b> 1 | 5   | 12                     | Ť     | Ħ.         | 100      |      | Ŧ      |         | 414.600     | 14 500      | 2       | 20,765 | 212   | 1,600         | 786,887    |        | 100.00     | 3,016  |
| April Date   | /4         | Ę i | н                      | Ħ     | t          | 1        | -    | т      |         |             | 44193       | MCIE.   | 4.10   | r.    | 140           | Į          | S      | 23,423     | 110    |
| Water, 21 P. 6 Hot.  | 8          | Ş   | 10.000                 | 7     | -          |          | ł    |        |         |             |             |         |        |       |               |            |        |            |        |
|  |            | 1   |                        | 1     | 10 79kg    | 100      | 2000 | 844    | 34 AB   | 78.705      | 10,460      | 8/40    | 7355   | 16    | 1000          | 191        | 10%    | 30000      | 1      |
| art have a modern  | R 8        | 5 1 |                        |       |            | 145.2005 | 1    | 17.00  | 10000   |             | 311517      | S       | 172    | Š     | 1 304         | 108        | į      | 11,000     | 8      |
| Observed Martin  | 3 1        | 88  |                        | H     | 779.00     |          |      | 100.13 | 100,000 | 120         | 194.4       | 174     | 41.000 | 129%  | 1119          | 23,411     | -      | 18079      | ij     |
| The second second  | 1          | 368 | NAME OF TAXABLE PARTY. | 200   |            | 1 190    | 100  | 61 AM  | 17.     | 46 TTI      | +CETO+      | ij      | Year   | ž     | 2             | 100        | E.     | 1          | 2      |
|  |            |     |                        |       | Ħ          |          |      | High   |         | d           |             | П       |        | 1     | A gelit often |            |        | of all lar | 1111   |
| 100  | 7300       | 200 | the same of            | 170   | Charle mar | - A      |      | ¥ 100  | -       | 11,781,108, | 941         | 9       |        |       |               | Ī          |        |            |        |

| 1996 Summary   |              |                |          |          |           |              |               |        |
|--|--------------|----------------|----------|----------|-----------|--------------|---------------|--------|
| of Vital and   |              |                |          |          |           | Payroll as   | Clergy salary |        |
| Financial Statistics   |              |                |          |          |           | a percent of | de a percent  |        |
|  | Unrestricted | Restricted     | Clargy   | - Profit | Other     | Operating    | of Operating  | *      |
|  | Ameta        | Acarety (****) | Salar    | All .    | Parell    | Revenue      | Revenue       | مار ال |
| Alientific Distriction   | 34,317       | \$1,652        | \$44,184 | ¥        | \$20,663  | 45%          | 31%           | F      |
| Armeton Avarny, Iriniy   | \$78,804     | \$16,186       | \$19,625 | *        | \$14,200  | 75%          | 44%           | 0.55   |
| Day nne, Calvary   | \$4,345      | \$52,767       | \$13,666 | *        | <b>S</b>  | 16%          | 16%           | 5      |
| D  | \$129,562    | \$52,828       | \$30,000 | >        | \$12,280  | 54%          | 38%           | 1      |
| Bulling Christ   | \$5,433      | \$461 146      | \$30,178 | ×        | \$8,736   | 40%          | 31%           | 0      |
| D. Ct. M. S.   | \$9,021      | \$11,680       | \$24,448 | ×        | 20        | 48%          | 49%           | 20     |
| D County All Desires   | \$58,424     | \$41,968       | \$48,413 | Y.Y      | \$12,396  | 132%         | 105%          | 00     |
| Bloomheld Gran Kinge, Christ   | \$51,910     | \$350,983      | \$36,519 | >        | \$10,712  | 31%          | 24%           | -      |
| Doonton Ot, of g   | \$13,069     | \$168,914      | \$36,446 | *        | \$14,300  | 25%          | 39%           | -      |
| Dund Line, Circlet   | \$2,629      | 8              | \$54,500 | *        | \$8,500   | 37%          | 32%           | -      |
| Community of Prima   | \$26,303     | \$436,470      | \$66,334 | *        | \$72,229  | 25%          | 25%           | 43     |
| Cill in Par Trini  | \$5.734      | C370 783       | 644 000  | () 3     | 1         |              |               |        |
| Cillinn, St. Peter's   | \$8 714      | \$450 1BA      | 600 600  |          | 000       | 46%          | 46%           | 1.0    |
| Den il. Our Saviour  | GUE DIO      | 4407 007       | Dyp'och  | <b>A</b> | #14,113   | 35%          | <b>52%</b>    | 1,0    |
| Dover St. C. "   | 812,624      | /08'/n+        | \$38,366 | >        | \$8,478   | 28%          | 23%           | 1.0    |
| Hast Care and Care an | 317,288      | \$47,510       | \$27,986 | ¥        | \$23,237  | 52%          | 29%           | 1.0    |
| Hart Or of the   | \$2,538      | \$19,967       | \$60,055 | >        | \$24,238  | 54%          | 39%           | 0,1    |
| 21   | 160,03       | \$87,363       | \$41,628 | *        | \$15,408  | 41%          | 30%           | 2      |
| House Halls St. Det.   | \$18,668     | \$1,177,290    | \$46,966 | >        | \$100,168 | 26%          | 18%           | 1,5    |
| Pair I sure Atomorphism  | \$486,889    | \$587,235      | \$90,730 | =        | \$111,203 | 52%          | 23%           | 1.0    |
| Fort I an Can C  | \$2,263      | \$181,416      | \$17,700 | ×        | \$8,521   | 34%          | 23%           | 0.5    |
|  | \$85,981     | \$33,037       | \$41,225 | >        | \$21,854  | 48%          | 31%           | 0.     |
| H Carrier Charles  | \$19,636     | <b>55</b> ,551 | \$34,473 | >        | 2         | 28%          | 28%           | ٥١     |
| T Si v   | \$340,613    | <b>18</b> ,524 | \$36,108 | *        | \$30,570  | 44%          | 24%           | 10     |
| H G C C  | 1,885        | \$42,326       | \$3,114  | *        | \$8,250   | 13%          | 3%            | 10     |
| Harbett of Division  | 21,273       | S              | \$5,750  | 2        | \$2,200   | 25%          | 40%           | 00     |
| H St. St.  | 32,020       | \$106,668      | \$71,810 | ۲        | \$34,589  | 27%          | 39%           | 1.0    |
| H St. M. '.  | \$40,408     | \$11,394       | \$33,135 | >        | \$20,293  | 42%          | 26%           | 1.0    |
| S Tall 'No. 14 Tall as   | \$30,729     | \$124,653      | \$27,900 | >        | \$9,202   | 51%          | 7887          | 4      |

| Peyroll as a percent of                        | Unnertrioted Restricted Clergy hous Other Operating | Amely faith | \$1.317 \$3,672 \$50,680 y \$16,273 56% | \$16,978 \$15,047 \$9,058 n \$0 24% | \$58,828 \$17,925 n \$7,605 | -       | \$8.388 \$215,000 \$37,950 y \$19,600 44% | \$51.207            | \$153,608     | \$389,948 \$45,000 n \$62,173 | \$19,942 \$44,075 n \$8,139 | S. S. | \$347,872 \$35,719 y \$0 | \$7,581 \$33,635 y \$12,490 | S = S  | \$1,521,258 \$36,229 \ \$7,300 | \$8,220 \$5,515 n \$4,050 | \$73,082 \$41,552 y \$21,387 | \$284,810 \$50,500 y \$380,750 2 | \$27,582 \$36,030 y \$17,485 | \$12,035 \$330,599 \$33,000 y \$15,381 44% | ALON DAY                | 100,047 y 200,000 Tet, 2516 | now year           | AND AND AND AND AND    |          | \$20,242 \$132,115 \$35,000 y \$21,277 42% | 8       | \$163,661           |                     |
|--|---|-------------|---|-------------------------------------|-----------------------------|---------|---|---------------------|---------------|-------------------------------|-----------------------------|-------|--------------------------|-----------------------------|--------|--------------------------------|---------------------------|------------------------------|----------------------------------|------------------------------|--|-------------------------|-----------------------------|--------------------|------------------------|----------|--|---------|---------------------|---------------------|
| 1996 Summary of Vital and Financial Statistics |   |             | The Part of Assert                      | Hamilton                            | F. S. T. H.                 | H S+1 H | 7. T. T.                                  | Transfer Of Lements | U.U.K., St. R | Homore Dr. B                  | - 1 to                      |       | Cit Change               | Ci Incompilion              | 2 N 10 |                                |                           | ,                            | Towns   Saints                   | T. D. St. America            | Link F. Bt. Arm                            | Livingatun, St. Peter's | Lyndlands, St. Thomas       | M. Millerin, Grace | Maplewood St. Genter's | Martin's | M St M                                     | M D D D | William St. Sentent | All martin A Saints |

| 1996 Summary               |              |                 |  |      |           |              |               |          |
|----------------------------|--------------|-----------------|--|------|-----------|--------------|---------------|----------|
| of Vital and               |              |                 |  |      |           | Payroll as   | Clergy salary |          |
| Financial Statistics       | į            |                 |  |      |           | a percent of |               |          |
|                            | Unrestricted | Restricted      | Clargo                                   | -mod | Other     | Operating    | of Operating  | 報        |
|                            | Assets       | America (Links) | Delay                                    | But  | Paper     | Revenue      | Revenue       | of Clark |
| Montalin St. Luke's        | \$79,903     | \$283,390       | \$48,000                                 | ×    | \$75,400  | 37%          | 15%           | 100      |
| Montellin, Iriniv          | \$1,883      | \$11,404        | \$39,508                                 | ¥    | \$7,950   | 55%          | 46%           | 1.0      |
| Mon St. P s                | \$305,905    | \$79,060        | \$42,325                                 | ×    | \$23,950  | 41%          | 26%           | 1.0      |
| Morris Pums, St. Pums      | \$61,438     | \$11,037        | \$66,009                                 | >    | \$37,157  | 43%          | 27%           | ri       |
| Morristown Redeemer        | \$36,933     | \$45,387        | \$50,904                                 | >    | \$47,664  | 34%          | 18%           | 0.       |
| Mornstown Dt. Peter's      | \$32,383     | \$8,306,877     | \$67,004                                 | y.y  | \$146,546 | 40%          | 12%           | 20       |
| Mount Artmaton, St. Peters | \$8,523      | \$8,523         | \$30.977                                 | À    | \$2,625   | 45%          | 41%           | 0.1      |
| Mountain , St. Peter's     | \$446,701    | \$15,720        | \$71,433                                 | n,y  | \$37,916  | 22%          | 14%           | 2.0      |
| IN TT TT                   | \$50,826     | \$3,373,663     | \$49,000                                 | y    | \$27,688  | 72%          | 33%           | 1.0      |
| Newark, flouse of France   | \$14,373     | \$213,000       | \$23,265                                 | ء    | \$13,927  | 46%          | 29%           | 0.5      |
| Newari, St. Andre 8        | \$23,078     | \$9,020         | \$28,037                                 | c    | \$3,600   | 26%          | 20%           | 0.5      |
| IN WITH SE, Derlins        | \$33,108     | \$96,238        | \$9,040                                  | E    | 0\$       | 21%          | 21%           | 0.0      |
| Newark, Irmiy & St. Philip | \$26,379     | \$2,373,603     | \$69,547                                 | y,mm | \$69,734  | 42%          | 21%           | 4.0      |
| Newton, Cirile             | \$25,424     | \$383,280       | \$12,000                                 | =    | \$48,918  | 42%          | 8%            | 0.5      |
| Marin Arington, St. P. 118 | \$7,039      | \$283           | \$4,000                                  | =    | 8         | 10%          | 10%           | 0.5      |
| Notwo Ho Communion         | 24,338       | 54,387          | \$32,000                                 | >    | \$9,480   | 42%          | 32%           | 0.1      |
| Nully, Grace               | 5,385        | 347,046         | \$44,088                                 | >    | \$37,385  | 63%          | 34%           | 0.       |
| O D: C: Alban's            | \$25,230     | \$630           | \$40,221                                 | ^    | \$11,200  | 41%          | 32%           | 1.0      |
| Out Kings of, Garring      | \$1,662      | \$5,977         | \$20,249                                 | >    | \$4,625   | 40%          | 32%           | 0.1      |
| Or Manufaction             | \$20,725     | \$36,571        | \$43,592                                 | *    | \$9,945   | 41%          | 34%           | 1.0      |
| Oran e, Daints             | \$406,066    | \$687           | \$37,700                                 | y    | \$16,740  | 43%          | 30%           | 1.0      |
| Crange, Epiphany           | \$4,938      | \$368,448       | \$43,601                                 | ×    | \$13,314  | 51%          | 38%           | 0.       |
| Faranus Dt. Mallin B       | \$9,053      | <b>8</b>        | \$16,143                                 | =    | \$11,692  | 54%          | 32%           | 0.       |
| Farsimany Ot. tregery's    | \$53         | \$76,532        | \$52,300                                 | =    | \$7,200   | 117%         | 103%          | 1.0      |
| Fassaic Dt. of &           | \$3,410      | \$512,028       | \$36,064                                 | =    | \$18,278  | 47%          | 31%           | 0.1      |
| Faterson, Ho Communion     | \$8,030      | \$129,595       | \$46,387                                 | ^    | \$6,495   | %09          | 52%           | 1.0      |
| Paterson, Dt. Falls        | \$1,344,641  | \$189,780       | \$51,773                                 | =    | \$50,076  | 33%          | 17%           | 1.0      |
| Pompilen Lakes, Christ     | <u> 59</u>   | SH3.8 503       | CAO AAR                                  | 3    | 6470 247  | 4000         | 100           |          |
|                            | .]           | - mandada da    | a la |      | 4170,011  | 07.C.7.I     | 23%           | 0.       |

| 1996 Summary<br>of Vital and   |              |                |           |          |           | Peyroll as  | Clorgy salary |                |
|--|--------------|----------------|-----------|----------|-----------|-------------|---------------|----------------|
| Financial Statistics   |              |                | ,         | Π.       | ē         | a person of | to a percent  | *              |
|  | Unrentrioted | Restricted     | Cleraft   | 1        | 5 6       | Remember    | Reserve       | , J.,          |
|  | \$57,114     | \$88,756       |           | ^        | \$25,547  | 10%         | %             | 1.0            |
|  |              |                |           |          |           | į           | 200           | 4              |
| Pill First St. M   | \$17,404     | <b>549,854</b> | \$33,000  | <b>c</b> | 56,480    | g/39        | 202           | n<br>S         |
| Kingewholf, Christ   | \$318.654    | \$70,566       | \$89.363  | 2        | \$65,200  | 34%         | 20%           | 2.0            |
|  | 53.731       | 8              | \$16,300  | =        | S         | 52%         | 25%           | 0.5            |
| City Could District  | \$8,996      | \$76.707       | \$12.675  | _        | 8         | 38%         | 39%           | 0.5            |
|  | \$53.431     | \$140,888      | \$41,089  | ٨        | \$35,347  | 54%         | 28%           | 1.0            |
|  | \$52.287     | \$2,375        | \$33,789  | =        | \$4,585   | 52%         | 46%           | 1.0            |
|  | \$231,940    | \$1,654,484    | \$105,721 | Ę        | \$127,841 | 45%         | 20%           | 5.0            |
| S Commander of the Command of the Co | (\$27,111)   | \$1,160,138    | \$37,988  | >        | \$18,603  | 38%         | 28%           | 1.0            |
|  | (\$1.238)    | \$28,783       | \$58,530  | >        | \$3,100   | 20%         | 27%           | 5.             |
| S. St. Dunstan's   | \$2,604      | \$147,241      | \$24,678  | >        | \$6,387   | 41%         | 30%           | 0.             |
|  | \$434,544    | \$586,255      | \$102,011 | y.y      | \$100,558 | 44%         | 22%           | 2.0            |
|  | \$3,980      | \$118,913      | \$14,700  | =        | \$11,446  | 27%         | 15%           | 5.5            |
|  | \$26,588     | \$63,805       | \$38 734  | >        | \$19,800  | 43%         | 28%           | 9              |
|  | \$29,412     | \$280,402      | \$60,908  | ×        | \$57,840  | 28%         | 28%           | Q.<br><b>T</b> |
|  | \$27.769     | \$54,128       | \$37,055  | ٨        | \$6 738   | 58%         | 20%           | 0.             |
| Toward T. Hon  | \$36,254     | \$6,216        | \$33 861  | *        | \$13,179  | 46%         | 33%           | 0.             |
|  | \$15,217     | \$429,300      | \$28,385  | =        | \$7,200   | <b>4</b>    | 34%           | <u>.</u>       |
|  | \$3,302      | \$45,888       | \$29,287  | À        | 8         | 29%         | 20%           | 0,             |
| II Man St. amea's  | \$70,553     | \$944,043      | \$87,210  | ٠        | \$44,698  | 42%         | 25%           | 0.             |
|  | \$1,768      | \$113,267      | \$32,884  | >        | \$17,223  | 20%         | 32%           | 0.             |
|  | \$49,557     | 8              | \$18,873  | À        | \$2,683   | <b>56%</b>  | 22%           | 1.0            |
| Z 22   | \$15,943     | \$4,214        | \$13,633  | ۸        | \$12,431  | 21%         | 11%           | 0.             |
| 100  | \$52,348     | \$32,150       | 20,250    | _        | 윢         |             | 22%           | 0.5            |
| St M   | \$3,619      | 8              | \$73,840  | ۸        | \$32,516  | 4           | 33%           | 2.0            |
| M. Incomption  | \$3,945      | 588            | ~         | ح        | ~         |             | د             | c-             |
| Water Company  | 58.          | \$428 974      | 530.469   | ,        | \$8,392   | 47%         | 37%           | 0.             |

|  | ol - Io                  | 10                     | -              | 10                     |     | 10        | i                    |                 |                 | 112        |
|--|--------------------------|------------------------|----------------|------------------------|-----|-----------|----------------------|-----------------|-----------------|------------|
| 0  | Kewenne                  | 26%                    | 24%            | 28%                    |     | 37%       | 31%                  | 27%             | 31%             |            |
| Payroll as  • percent of  Operating            | Kevenus                  | 36%                    | 43%            | 58%                    |     | 478<br>%  | 43%                  | 45%             | 38%             | 17%        |
| Other<br>D. II                                 |                          | \$10,686               | \$28,363       | \$719                  |     | \$8,392   | 12,835               | 26,658          | 5.888           | 2,985,459  |
| - Pod  | l                        | >                      | >              | ×                      |     | *         |                      |                 |                 |            |
| Cheegy   |                          | \$26,023               | \$35,040       | \$54,967               |     | \$30,469  | 36,338               | 38 188          | 23 901          |            |
| Boutzioteal                                    |                          | \$242,118              | \$24,187       | 읈                      |     | \$428,974 | 71,824               | 309,517         | 85,609          | 38,942,954 |
| Unrestricted<br>Asserts                        |                          |                        | \$38,812       | \$406,157              |     | \$3,581   | 17,680               | 64.519          | 33 157          | 41,892,064 |
| 1996 Summary of Vital and Financial Statistics | West Omner, Holy Trinity | West Oran , St. Mar 's | Westwo , Grace | Wo Kille, St. P & Res. | 120 | M eat     | LIVE Diocesan Merian | Дюсяван Аценции | Mission Avenaus | Total      |

# ACTS/VIM Annual Diocesan Report Funding Period 1996

The ACTS/VIM Board received 29 requests for the calendar year 1996. These requests totalled \$189,182. A total of 27 grants were awarded for a total of \$132,446. Once again, the ACTS/VIM Board expended all available funds for the calendar year.

## **SPRING ALLOCATIONS**

| St. Thomas, Lyndhurst Ridge Area Ministry                              | 12,500                                       |
|--|--|
| Diocese of Newark Senior Information and Referral Cent                 | ter 7,471                                    |
| All Saints, Bergenfield Child Development Center                       | 4,075  |
| St. Peter's, Clifton Summer Day Camp                                   | 1,000  |
| St. Peter's Haven  | 3,500  |
| St. Paul's, Paterson; Christ Church, Ridgewood<br>CityServe Summer '96 | 5,000  |
|  | TOTAL SPRING 33,546                          |
|  |  |
| FALL ALLOCATIONS   | Sur Peter's 11 annument of the Section 1 and |
| Newark North Porch Facility Relocation and Renovation                  | \$6,500                                      |
| St. John's, Union City Friday Night Live                               | 3,000  |
| Christ Church, Hackensack<br>Peter's Place                             | 14,500                                       |
| Bergen Episcopal Area Ministry (BEAM)                                  | 12,000                                       |

| St. James Community Development Corporation, Newark<br>Community Organizing  | 4,000             |
|--|-------------------|
| Apostle's House, Newark  Family Preservation Program   | 10,000            |
| St. Barnabas AIDS Resource Center Pastoral Care and Support Group  | 12,000            |
| St. Paul's Community Development Corporation Case Management for the Homeless  | 12,000            |
| Grace Van Vorst, Jersey City Come to Grace Advertising Project   | 2,500             |
| Christ Church, East Orange Daycare Center  | 4,000             |
| Diocese of Newark Isaiah Team Strategic Planning Program   | 2,100             |
| All Saints, Hoboken Hoboken Helping Hands  | 7,000             |
| St. Agnes/St. Paul's, East Orange Van Purchase   | 4,500             |
| Good Shepherd, Ft. Lee Friends for Life  | 5,300             |
| St. Peter's, Mountain Lakes The Bible Club   | 3,500             |
| and the same of th | TOTAL FALL 98,900 |

## DIOCESE OF NEWARK - DEPLOYMENT Convention 1997 Report

## **ACTIVE AND FUTURE OPENINGS**

Bergenfield, All Saints' - open, 1/1/97
Harrison - Christ Church - vicar open 10/1/96, Ralph Smith SS
Irvington, Trinity - vicar p/t. (S) D. Allen, Open 12/1/94, SS
Little Falls - St. Agnes - rector, Open 8/31/96 (I) Margaret Gat
Morris Plains - rector, open (?), Louise Kalemkerian (I)
Morristown, St. Peter's - rector, Open 3/1/96, (I) Charles Rice
Succasanna, St. Dunstan's - rector, Open 6/16/96 (I) Bill Riker 9/8/96
Newark, Area Missioner, plus rector House of Prayer, p/t vicar, St. Barnabas. open 1/15/97
Newton, Christ - rector, (I) G. Bowan, Open 10/8/95, NRN
Nutley, Grace Church - rector, Open 8/31/96, (I) Martha Bonwitt (12/97)
Oakland/Franklin Lakes, St. Alban's - vicar, open 10/1/96, Lois Schembs (I)
Teaneck, Christ Church - rector, (I) J. Stanton - 1/97
Verona, Church of the Holy Spirit - rector, (I) T. Laws 6/97, Gabe Sinisi called (6/97)
Westwood, Grace Church - open 10/1/96, (I) Bill Willard

## **ARRIVALS**

Cathy L. Deats - to curate, St. Paul's, Englewood via ordination
Kevin Coffey from Munich, Germany to co-missioner, BEAM
Stephen Giovangelo to rector, St. John's, Union City, from St. Augustine's, Santa Monica
Margaret R. Hodgkins - to assistant rector, Calvary, Summit via ordination
Scott Hoogerhyde from curate, St Paul's, Doylestown to rector, St. Mark's Mendham
Angela S. Ifill from Trinity St. John's, Diocese of Long Island to assistant rector the Cathedral
Richard Lampert, Grace, Union City
Thomas Logan from Navy Chaplain, Orlando Florida to interim, St. Paul's, North Arlington
Allison Moore from interim North Plainfield to rector, Church of the Good Shepherd, Fort Lee
Linda Strohmier, from Evangelism Coordinator, ECC to co-missioner, BEAM
Robert Schiesler, from St. Andrew's, Wilmington to rector, St. Luke's, Montclair
James W. Warnke- assistant rector, St. Mark's ,Teaneck via ordination
Fain Webb, vicar, Good Shepherd, Wantage, from Diocese of New Jersey
Martha Bonwitt - interim rector, Grace Church, Nutley via ordination

## **CHANGED CURES**

Lauren Ackland from Franklin Lakes to rector, Grace Madison
Margaret Gat to interim rector, St. Agnes, Little Falls
Fletcher Harper from rector, joint ministry of All Saints' Bergenfield and St. Luke's Haworth to rector St. Luke's, Haworth
Edward Hasse from rector, Verona to rector, St. Paul's, Montvale
Elizabeth Kaeton from House of Prayer to Missioner, Oasis Diocese of Newark
Louise Kalemkerian from the Cathedral to Interim at St. Paul's, Morris Plains
Thomas Laws from interim, Advent, Bloomfield, to interim (p/t), Grace. Nutley, to interim Verona
Joseph S. Pickard from interim at Montvale to rector, Hasbrouck Heights and Ridgefield Park
Prince Singh from interim vicar, Good Shepherd, Wantage to interim assistant. St. Peter's, Morristown
John F. Stanton - from interim rector, Verona to interim. Christ Church, Teaneck
Stephanie K. Wethered - from assistant, St. Peter's, Morristown to rector, St. John's Boonton

## **DEPARTURES**

Peter D'Angio from vicar of Christ Church, Harrison to Atlanta. Georgia Kent Branstetter, rector of St. Edwards' the Confessor, Lawrenceville, GA Susan Chrystal from non-parochial to England David Hegg from rector, st. Peter's to Church Pension Fund Punkie Dennis from All Saint's Bergenfield to Florida Fred Fox from rector, N. Arlington to retirement Joseph Herring from interim. Grace, Madison to Rhode Island, Interim Gaylord Hitchcock from rector Grace Church Westwood to the Diocese of New York Ed Keller, rector, St. Agnes, Little Falls to retirement Kathryn King from assistant, St. Peter's, Mountain Lakes to California Rosemary Lillis from vicar, Good Shepherd, Ringwood to West Virginia Wilmot Merchant to New York City Karen Murphey - rector, St. Gregory's, Parisippany to non-parochial status Robert T. Mason Jr. - from Succasunna to retirement Wade A. Renn - from Nutley to retirement John Salmon, Jr. from rector, Advent, Bloomfield to retirement Jack Thorn from rector, St. John's, Boonton to retirement

Note: Interested clergy please contact Bishop Spong, Bishop Mckelvey or Dale Gruner.

Key: I - interim

Itv - interviewing

NRN - no longer receiving names

S - supply

pic - priest in charge

RN - receiving names

SS - self-study in process

## ECW PRESIDENT'S ANNUAL REPORT TO DIOCESAN CONVENTION

In 1996, the name of our own, the Rev. Nancy Talmadge, was entered into the permanent records of the Episcopal Women in History. This marked the culmination of visits and oral history interviews. This should encourage one woman in every congregation to gather the story of one woman in her church or diocese in keeping with the "Save a Life" project.

Missionary contributions to Haiti were made through Province II ECW and by selling the traditional Christmas angels. An expected progress report at Triennial should serve as a stimulus to the ongoing "Woman to Woman" partnership of ECW with groups throughout the Anglican communion who are provided money to establish small business enterprises. Also in the "Paired Relationship", the ECW Board and individual parishes maintain a letter writing exchange with women of other countries.

Again a United Thank Offering grant was made to this diocese, this time to St. Philip's Academy. UTO continues as a central focus of our Diocesan mission and men as well as women are encouraged to use the Blue Box as a regular pattern of giving thanks throughout the year. Unfortunately our Blue Box offering was not up to its potential this year.

Individual parishes have received letters which stress the urgency of needed contributions to the Diocesan ECW Budget. This year contributions have been made to the Presiding Bishop's Fund, our Bishop's Discretionary Fund, Church Periodical Club, N.J. Council of Churches, National and State Church Women United, Province II ECW, National ECW as well as making preparations for Triennial 1997. As is customary in Triennial year, requests are in to support Overseas delegates to attend Triennial.

The Mary Rankin Fund supported by your memorial gifts to the Book of Remembrance made possible the awarding of two scholarships. In addition, Plaskett Memorial underwrites an annual scholarship to St. Augustine's College.

The North Porch Open House and Toy Festival was an occasion to celebrate in its new home at 2 Park Place (St. Philip's House), thanks to the generosity of many including an ACTS-VIM grant, Newark Food Bank, Prudential Insurance Company's "Give Back to the Community Week" and especially Trinity and St. Philip's Cathedral for providing the space and much needed help in the renovation work. The Paterson unit has a new manager and requests are in from Dover and Hudson County for expansion into these areas. OBVIOUSLY, funding is required.

Because of the success of our 1996 Health Fair in Essex County, a second Fair will take place in the Spring at our Christ Hospital, Jersey City. Social Justice Committee has also presented a forum on

ECW PRESIDENT'S ANNUAL REPORT TO THE DIOCESAN CONVENTION --- page 2

"Violence" at East Orange High School and will move on to the college level in 1997.

Our affiliated organizations such as Commission on Women's Ministries, National Cathedral Association, Order of St. John the Baptist, Episcopal Women's Caucus help ECW extend its branches in many areas.

At the Annual UTO Ingathering in the Spring and in the Fall by Women of Trinity and St. Philip's Cathedral, programs were presented on follow-up from the Beijing Conference.

ECW Board members, in addition to the Annual Retreat, participated in the 25th Anniversary Meeting of the Women's Caucus and the Province II First Assembly on Justice, Peace and the Integrity of Creation (JPIC).

In 1997, the Diocesan ECW Board will hold one of its regular meetings on a Sunday afternoon, another on an evening with the hope that potential Board members as well as others who want to know more about the good works of ECW will have opportunity to participate.

Clara M. Horsley President

## ANNUAL REPORT OF THE COMMISSION ON MINISTRY DIOCESE OF NEWARK

## 1996

The Commission on Ministry is composed of twenty members, ten lay persons and ten who are ordained. We consider it our primary task to seek and meet with persons who are committed to Christian ministry, both to honor and uphold lay ministries and to assist and guide those persons whose discernment leads them to seek ordination. Our further goal concerning ordination is to identify and support for ordination those persons in whom we see indications of a mature faith and strong leadership qualities, persons whom we believe will be able to both guide the church and increase her ministry and membership in the years to come.

This year the Commission decided to stop sending aspirants for Postulancy to the North East Career Center for psychological evaluations, and instead use the services of Kenwood Psychological Services in New York City. The primary factor in this decision was the high cost of the testing being furnished by North East Career Center. A new training program and guide was developed for Parish Discernment Committees, which assist anyone considering the ordained ministry to understand their call and the qualities which the Commission believes are important for ordained ministry. A revised guide to the Requirements on Seeking Ordination in the Diocese of Newark was completed, and a seminar for members of the Commission was conducted to discuss what Priesthood is all about. A sub-committee also developed guidelines for aspirants who have been previously ordained in different denominations.

The steps of the ordination process include: discernment and sponsorship in a home parish; a meeting with the Bishop; a pre-screening interview; psychological and skill testing; a postulancy conference (with a social gathering preceding the conference for informal introductions); a candidacy conference; and finally acceptance by the Commission and the Standing Committee. In the past year 12 persons attended the two postulancy conferences, where they were interviewed in depth by members of the Commission and by representatives of the Standing Committee. The Rector / Priest-in-Charge of the sponsoring churches were also invited to come and speak with the COM, both to inform us of their experience of the applicant and to hear a portion of our deliberations, in order to get some understanding of our perspective and to be able to interpret it to the applicant. A Commission liaison is assigned to all persons accepted as postulants.

This year the Commission had 10 regular monthly meetings, 5 pre-screening conferences, 2 postulancy conferences, and 1 candidacy conference. Seven persons have become Postulants and 5 have become Candidates. Thus the total number of persons in each of these groups is 10 Candidates, and 11 Postulants. In addition there were 4 Deacons who were ordained to the Priesthood and approximately 50 people at other stages of the process considering ordination.

Respectfully submitted,

The Rev. Edward M. Hasse, III Chair, Commission on Ministry

## DIOCESAN COUNCIL - REPORT FOR 1996

The Diocesan Council acting on behalf of Convention meets on the second Wednesday of each month with the exception of February, July and August. We have continued our process of alternating our meeting locations throughout the entire diocese from month to month.

The Council consists of 36 members in equal numbers of clergy and lay people. Of these, eight people are elected by convention, 24 are elected by districts, and four are appointed by the bishop. In addition, the Bishop, the Bishop Suffragan, the Secretary and the Treasurer of the Convention have seat, voice and vote. The president of the Episcopal Church Women regularly attends and has seat and voice.

Various committee assignments are made for each council member by the bishop. There are reports made at each meeting by the treasurer, committee members and the bishops. During the course of renovation to our new diocesan headquarters building, we have received monthly reports on the reconstruction process.

The Council acts on behalf of the Hillsdale Senior Housing Corporation, the Rutherford Senior Housing Corporation and the Jersey City Episcopal Housing Corporation. The Council also accepts, reviews and approves grant recommendations made by the Ward J. Herbert Fund Board and the Acts/Vim Board.

An unusual funding situation developed over the summer months that required action by the Steering Committee on behalf of the Diocesan Council. The process was ratified by the Council at its September meeting.

The Council members continued their dialogue with church vestries and executive committees to discuss the 50/50 giving program and urged continued support of the process.

The Council also received the report of the Diocesan Profile Committee. The report will be presented to Convention for adoption.

The Council keeps in constant touch with almost all aspects of activities within the diocese. The members are very dedicated to their required charge of overseeing all business practices of the diocese as it functions on behalf of the Convention throughout the year.

William L. Heick Vice President, Diocesan Council

## **HEATH VILLAGE REPORT**

## 1997 DIOCESAN CONVENTION

Heath Village celebrated its 30th anniversary in 1996. The year has been one of great progress, highlighted by the completion of the "Orchard at Heath" cottage community. The cottage community concept was designed for younger retirees who prefer a spacious accommodation in a cottage setting. The 10-unit "Orchard at Heath" cottage community is now fully occupied and being enjoyed. Heath Village continues its commitment to providing a full selection of housing possibilities and health care services for seniors.

The Lower Campus Renovation project is nearing completion. As apartments become available, they are receiving updated kitchens and baths. Studio apartments (side by side) are being combined into one and two bedroom units, while many other improvements are taking place in common areas. Early in the year, we redecorated our Auditorium and on-site Bank, completed renovations on our expanded Wood and Craft Shop, and in July we christened our new swimming pool complex. The new pool area has become a popular spot during the summer months. Many community improvement projects were on-going during 1996; these included new roofs, improved landscaping, and walkway repairs just to name a few on the long list of Village updates.

The Clarence W. Sickles Health Care Center continues to add new and diverse services and activities for our residents. The Center received a perfect score from the New Jersey Department of Health and continues to be an example for nursing homes around the State. The Horizons Program has now become a certified Alzheimer's program and is helping many residents maintain their cognitive levels through group activities.

The Friendship Fund and the Fund's Charitable Gift Annuity Program continue to grow while being of great assistance to residents in need. The Eighth Annual Benefit Dinner was a sell out, raising over \$28,000 for the Fund. Academy award winning actress, Celeste Holm, was this year's guest speaker. Since its inception 25 years ago, the Friendship Fund has provided more than \$2.8 million in aid to our residents.

Heath Village continues to have a unique caring quality. Our residents genuinely care about one another, their families, and our staff. Our employees feel as though the Village is a second home. The cooperation and level of caring is truly remarkable. The addition of our new chaplaincy service has helped to enlarge the scope of spiritual caring.

An abundance of activities, trips, performances, and memorable social events filled the 1996 calendar bringing smiles and opportunities for new friendships. Our Third Annual Horse Show was held in June, providing a thrilling equestrian jumping exhibition to the delight of our residents. The horse show was followed by an elegant picnic dinner under the "Big Tent." Resident farmers planted in the spring and toiled during summer to receive their just reward of an abundant harvest from the Village's 36-plot community garden. Our 15th Annual "Family Day" was the crowning event of the beautiful month of September, and this year's theme, "The Wizard of Oz," transformed our Village into the Emerald City.

Heath Village is a full service retirement community featuring four distinct types of living accommodations. In our independent areas, we offer cottages, studios, one and two bedroom apartments, and studio units in our hotel style living section. Our Residential Health Care Center offers private and semi-private rooms, and full service nursing care is available 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 our Housing Services Department at (908) 852-4801.

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## Report for the Joint Committee of Diocesan Council, Standing Committee, Department of Missions and the Trustees of the Episcopal Fund and Diocesan Properties

It is anticipated that, in the Diocese of Newark, there will continue to be a steady stream of exciting new project proposals for enhancing and expanding ministry. To facilitate the adoption of projects, it is beneficial for participating parties to clearly understand the rationale for and objectives of a project, as well as the specific plans and procedures for its implementation. There are resources within the Diocese that can assist in project development. Moreover, the approval process, itself, can be of assistance. However, improved communication and dialogue between presenters of projects and committees that approve them will contribute to the highest possible rate of success.

Carlotta M. Budd, President, Trustees of the Episcopal Fund and Diocesan Properties

Marjorie Christie, Standing Committee

John P. Croneberger, President, Standing Committee

William Heick, Chair Steering Committee Diocesan Council

John Lynch, Standing Committee

Carolyn Lumbard, Department of Missions

Peter R. Van Brunt, Department of Missions and Trustee of the Episcopal Fund and Diocesan Properties

Date: January 1997

The purpose of this Booklet is to provide an explanation of project approval procedure and a guide for persons who are seeking Diocesan assistance with proposals and projects. To clarify the process of securing approval and gaining assistance, this Booklet delineates the responsibilities and the authority of the various Canonical Bodies within the Diocese. Information required from presenters by ACTS/VIM, the Bishop Paul Moore Fund for Outreach, and the Ward J. Herbert Fund is included in the Appendix. The unified financial/project data that are required for project approval by the Department of Missions, the Diocesan Council, the Standing Committee, and the Trustees of the Episcopal Fund and Diocesan Properties also are in the Appendix.

It is hoped that this Booklet will assist presenters and expedite proposals. Mission churches and related organizations administered by the Department of Missions are required to review their proposals with the Department of Missions or the Bishop(s) prior to project development. Parish churches and all other Diocesan groups are urged to consult with the Bishop(s) before embarking on projects or programs for which Diocesan approval or support will be needed.

## PROJECT AND PROGRAM APPROVAL

This section explains the common requirements of the Department of Missions, the Diocesan Council, the Standing Committee, and the Trustees of the Episcopal Fund and Diocesan Properties.

### Section A

The data submitted for all proposals must include the following:

- A concise statement of the request, which includes the purpose and objectives of the project or program.
- An explanation of the background that has led to the request.
- Details of the rationale for the proposal.
- A discussion of the major risks involved.
- A description of how the project or program is to be managed, including details on any management structure being created or already in existence. (If the project goes forward, job descriptions and names will be required.)
- Identification of the legal entity that is to be responsible for the project. If a new legal entity is being proposed, the justification for it must be presented.
- Identification of the initial Trustees.
- An outline of what must be accomplished for the project to become operational.

- An estimated timetable for the project.
- A listing of funding available and/or required for total project funding.

### Section B

The following is also required for projects and programs not charging for services or owning property:

- A five-year projection of income and expenses. This projection must be on a year-by-year basis.
- Clarification of the rationale for the key assumptions included in the financials. (For example: rent, grants, interest expense)

Examples of existing programs within the Diocese that have met these criteria are Oasis and The Aids Resource Center at St. Barnabas.

## Section C

For those projects charging for services and/or owning property, the following requirements also must be fulfilled:

- A five-year income/expense statement, cash flow, and balance sheet. These projections must be presented on a year-by-year basis.
- Clarification of the rationale for the key assumptions included in the financials. (For example: Basis of fees charged, rent, interest expense)
- A plot plan of the property involved, showing the existing or proposed structure.
- Detail on the facility to be utilized or the new facility which is proposed. A description of any
  compliance issues and their resolution must be provided for changes or expanded use of an existing
  facility.
- Details on any zoning or other regulatory issues and an explanation of how they are to be resolved (including time table and documentation).

Examples of existing programs within the Diocese having met these criteria are Grace Counseling Center and St. Alban's Day Care Center.

## A Profile of the Diocesan Council of the Diocese of Newark

The Diocesan Council consists of the Bishop, Bishop Suffragan, the Secretary of the Convention who shall also be the Secretary of the Council, the Treasurer of the Convention, who shall also be the Treasurer of the Council and up to thirty-six additional members, of whom four are appointed by the Bishop, eight elected by Convention and twenty-four elected by districts. (In each case, membership consists of one half laypersons and one half clergy.)

Each election or appointment is for a term of two years. A council member can be re-elected for one additional two-year period. No person shall be reelected or reappointed at the expiration of two consecutive complete terms.

In addition, the Chancellor, as legal advisor to the Council, has a seat and voice at all Council meetings.

The Bishop is the president of the Diocesan Council. The Council shall act for the Convention in the interim between meetings, and working with the Bishops and staff, shall be responsible for long-range planning and determining program priorities, presenting them clearly to the Convention for consideration. The Council acting for the Convention, shall from time to time review and evaluate the program approved by the Convention.

- Analyze needs, determine primary concerns and program priorities, and develop goals and policy for the Diocese.
- Review and evaluate the program of the Diocese, set standards, gather and analyze data, and compare results with goals and policy.
- Establish such planning groups as the Council may deem appropriate to carry out its purposes and duties.
- Engage consultants and utilize resources sufficient to accomplish the planning process.

- Supervise the financial affairs of the Convention, including budgetary matters.
- Submit annually to the Convention a unified budget for the ensuing year to provide for the total operation of the Diocese.
- Adopt a working budget annually.
- Provide for the maintenance of sound and accepted business practices in the affairs of the Diocese, its institutions, organizations, and agencies, and its Parishes, Aided Parishes, Incorporated Missions, and regulations concerning the investment of trust funds, the bonding of treasurers and custodians, methods of keeping books of account, provisions for auditing and reporting thereof, maintenance of insurance, and such other matters consistent with this Canon, provided that all such regulations shall be subject to review, alteration, or amendment by Convention.
- Give recognition in accredited organizations, institutions, and other activities of the Diocese and provide regulations whereby such recognition can be given. No such organization, institution, or other activity shall receive financial support from the budget for the program of the Diocese or shall be permitted to use in its title any designation indicating it to be affiliated with the Diocese or in any other way hold itself out as a recognition from the Diocesan Council. The Diocesan Council shall have the further power of establishing standards, requiring reports, and the like in connection with all such organizations, institutions, and activities.

## A Profile of the Standing Committee of the Diocese of Newark

The Standing Committee consists of four presbyters and four lay communicants of the Diocese, elected by the Convention for a term of four years. No person can serve more than two full terms in succession. The Standing Committee reorganizes and elects a president and secretary each year in the meeting following the Diocesan Convention. It may fill vacancies in its membership until the next Convention. The Standing Committee meets in conformity with its own rules, and can be called into special meetings deemed necessary by the President.

The Standing Committee's general responsibility is to serve as a council of advice to the Bishop(s). In the absence of a Bishop canonically authorized to act, the Standing Committee is the Ecclesiastical Authority of the Diocese for all purposes declared by the General Convention, and found in the Constitutions and Canons of The Episcopal Church.

Specific duties and responsibilities of the Standing Committee include the following:

- 1. <u>To give consent</u> to the election of a Coadjutor Bishop, a Suffragan Bishop, the ordination of a Bishop, the election of a Bishop or Bishop Coadjutor to another Diocese, the election of a Presiding Bishop in cases of resignation, disability, or death, and to consent to clergy entering secular employment. If an Episcopal election takes place within three months prior to a General Convention, the House of Deputies assumes the responsibility for consenting to the election.
- 2. <u>To advise the Bishop and give consent</u> to: cases of alienation or encumbrance of property; remission of judicial sentences; and renunciation of the ministry by clerical members. Alienation or encumbrance of property is defined as a lease for more than a year, sale or a mortgage of property.
- 3. <u>To approve</u> candidates for Holy Orders; to <u>give testimonials</u> for ordination; to <u>certify</u> in cases of abandonment of communion; to <u>be notified</u> of a Bishop's resignation; and to <u>act</u> in cases of dissolution of a pastoral relation.
- 4. Receive report by the Bishop with recommendation of reclassification of a parish as an Aided Parish under Canon 9 and concurring action with the Bishop recommending the reclassification to the Diocesan Council.
- 5. Under the newly revised Title IV Canons, the Standing Committee serves as a body similar to a Grand Jury. The Committee receives charges made against a Priest or Deacon, and solely determines whether a presentment to the Ecclesiastical Court is to be issued as provided in the Title IV Canons.

## A Profile of the Trustees of the Episcopal Fund and Diocesan Properties

The Trustees of the Episcopal Fund and Diocesan Properties consists of nine members elected for life

by the Convention. The Trustees elect a President and Vice President who must be members of the Trustees. They also elect a secretary who does not have to be a member.

The Trustees are a separately incorporated body, regulated by the statutes of the State of New Jersey.

Specific duties and responsibilities of the Trustees include the following:

- 1. The management and care of any fund already existing or which may be contributed, acquired, or received, and any accumulations thereof. The Trustees manage such funds for the support of the Episcopate of the Diocese. The Trustees determine appropriation of such funds for the support of the Episcopate, according to the direction given from time to time by the Convention of the Diocese.
- 2. To take and hold by gift, grant, devise, bequest, or otherwise any property, funds, or securities in trust for religious, ecclesiastical, charitable, or educational purposes, which are under the control of the Convention or other ecclesiastical body of the Diocese. The Trustees may carry out the objectives of any trust if the work is consistent with the objectives of the Diocese.

## The Department of Missions of the Diocese of Newark

The Department of Missions oversees all financial and secular matters concerning the missionary work of the Diocese. The Department's responsibilities include, but are not limited to, the undertakings of missions, incorporated missions, and aided parishes. The Department reports to the Bishop and Diocesan Convention.

The Department of Missions initiates and ensures a continuing Episcopal Church presence in the communities of the Diocese by analyzing pastoral needs and opportunities, planning and reviewing programs to meet these needs, and allocating available resources.

The members of the Department of Missions are: the Bishop, the Bishop Suffragan, nine presbyters, and nine lay persons. At each Convention, three presbyters and three lay persons are elected to terms of three years. No person may serve for more than two consecutive terms. The Department of Missions may fill a vacancy until the next Convention. No person may simultaneously serve on the Department of Missions, Standing Committee, Diocesan Council, or the ACTS/VIM Board (Canon 21).

The Department of Missions fulfills the following specific responsibilities:

- The establishment of congregations for new missions.
- Capital infusion and loan guarantees for the construction of new churches.
- Oversight of existing missions, incorporated missions, and aided parish congregations, including:
- Missions Investment: An annually, mutually-reviewed grant of funds designed to meet a ministry's specific need, i.e., debt support, vicar salary, etc.
- Assistance in specific program needs: Consultations, outreach development, congregational development. In general this assistance is supplemental to funds raised within the congregation and, if appropriate, the Ward Herbert Fund.
- Covenant/Liaison between the Department of Missions and individual ministries. Each member of the DOM is expected to work closely with one or more assigned congregations. The relationship includes the development of a covenant that outlines the mutual expectations of the mission or ministry and the DOM. This covenant is reviewed annually.

## **Appendix**

ACTS/VIM (A Commitment to Serve/Venture in Mission) ACTS/VIM was begun with a capital campaign in 1979. Today it is a \$2,350,000 fund, the income from which is administered by a board of twelve members and the Bishop as an ex-officio member. During the years that the ACTS/VIM board has recommended grants, evaluation and granting procedures have been modified to reflect the changing history and experiences of the grant-making process.

Through financial support of programs and projects which encourage both congregational development and community outreach, ACTS/VIM endeavors to increase the activity of the Episcopal Church in the Diocese of Newark as it expresses Jesus' vision for God's people preserved in the Gospel.

ACTS/VIM funds proposals that address one or more of the following:

- 1. Connect congregational development and community outreach;
- Promote inclusivity and welcome outsiders (or program beneficiaries) into the Episcopal Church;
- 3. Foster and broaden clergy and lay leadership in the congregation;
- 4. Demonstrate responsible stewardship of resources;
- 5. Offer creative vision for the church's witness and presence in the community; and,
- 6. Promote collaboration and cooperation.

## The Bishop Paul Moore Fund for Outreach

This fund was established by the 1990 Diocesan Convention from the proceeds of the sale of the property willed to the Diocese by Fanny Moore, the mother of the retired Bishop of New York, Paul Moore. The funds are administered by the Diocesan Council and are used by it exclusively for outreach projects. This Fund is a Committee of Council, appointed by the Bishop. Currently it meets once a year to make recommendations to the Diocesan Council.

The following are stipulations of the Fund:

- 1. Outreach projects are defined as projects either outside the geographic bounds of the diocese or ecumenical projects within the diocese.
- 2. The 116th Convention directed the Diocesan Council to include congregationally-based outreach ministries in the Diocese of Newark as eligible for funding under the "Outreach Projects" line item of the Diocesan budget.
- 3. All grant recipients are required to submit financial statements covering the period of the grant.
- 4. All grants must be disbursed during the calendar year for which they are approved.
- 5. All groups physically located within the Diocese of Newark must appear at the outreach hearing.

## The Ward J. Herbert Fund

The fund was established by Convention in 1989, and was so named in honor of former Chancellor Emeritus, Ward J. Herbert. The purpose of the fund is to assist in repairs and maintenance of all Diocesan Church properties.

The fund, with a current principal value of approximately \$1,300,000, was established initially from pledge payments made by a majority of the churches in the Diocese.

The Fund is a 50/50 matching grant fund, meaning that each dollar received by the applicant church must be matched equally by any number of methods, including a building fund, short-term pledges, loans, and/or "sweat equity." In-person hearings are required by the Board for any grant request that is in excess of \$10,000.

The principal criteria for funding are said to be centralized in "roofs, "boilers," and "electrical" concerns. However, there are many other authorized repair and upkeep projects that may qualify for funding.

Grants are made twice per year, once in the spring and once in the fall. The Board of the Ward J. Herbert Fund consists of fourteen members, nine of whom are elected by Diocesan Council and four of whom are appointed by the Bishop. In addition, the Diocesan property manager is an ex-officio member.

## THE DIOCESE OF NEWARK

In all of this, our locus is to help congregations help

## PLANNED GIVING COMMITTEE

Mardaret E. Gunneau, The Reverend Emory S. Byrum, David C.

REPORT TO THE DIOCESAN CONVENTION JANUARY, 1997

Michely 2av C. Richard and duti Towell.

Planned Giving deals with the decisions which we all must make regarding the ultimate disposition of our assets.

The Planned Giving Committee, formed in the Spring of 1995, is a part of the Stewardship ministry of the Diocese of Newark. We serve as a resource for educational and operational support for Planned Giving programs for the congregations and other affiliated organizations within the Diocese and for their individual member/donors.

One year ago, we had just completed a series of educational meetings with the clergy of the Diocese. During 1996, we began to interact with congregational leadership (both ordained and lay) and to make presentations before congregations. Twentyfour congregations have been in some sort of relationship with us, ranging from telephone consultations to congregation-wide programs.

In October, we participated in the Episcopal Church Foundation's nationwide, interactive tele-conference, entitled "The Future of Episcopal Philanthropy". Using the facilities of the County College of Morris, this Diocese tosted one of 91 down-link sites around the country.

Also in the Fall, we became one of six Pilot Dioceses in a Planned Giving Program being 1ed by the Eriscopal Church Foundation.

Our plan is to continue and expand these efforts in 1997. Specifically, we are prepared to:

- Conduct congregational leadership training sessions.
- Make Planned Giving presentations to congregations.
- Consult with individuals to help them effect the Planned Gifts which are most appropriate for their situations.

In all of this, our focus is to help congregations help themselves.

The membership of the Planned Giving Committee includes: The Right Reverend John S. Spong, The Right Reverend Jack M. McKelvey, The Reverend Canon Leonard Freeman, The Reverend Margaret B. Gunness, The Reverend Emory E. Byrum, David C. Farrand, L. Allison Garde, Esq., John E. Lynch, William L. Nickel, Jay C. Rippard and Juli Towell.

Please feel free to contact any of the above. Please visit our table in the Exhibit Hall at this convention.

Respectfully submitted,

Sister to puting suit it beared, sest that of puting beared and support of the congress of the

Executive Director for Planned Giving

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## STANDING COMMITTEE ANNUAL REPORT FOR 1996

In 1996 the Standing Committee of the Diocese of Newark met monthly (except July and August) to carry out its varied responsibilities.

As a council of advice for the Bishops, we listened to monthly reports from both Bishops, offering advice, affirmation, or critique as needed or requested. Some of the areas discussed include Bishop McKelvey's sabbatical and Bishop Spong's anticipated 1997 sabbatical; plans for the move of Diocesan offices; and plans for an orderly process for the eventual election of a Bishop Coadjutor. We also supported the work of our Chancellor, Michael Rehill, in his legal defense of Bishop Walter Righter.

Tim Carpenter chaired the Encumbrance of Property sub-committee, and over the course of the year presented 25 petitions from parishes or missions pertaining to the lease, sale, purchase or mortgage of properties.

Gaylord Hitchcock, and later, Marge Christie, chaired the Standing Committee's Liaison Committee with the Commission on Ministry. We received reports from the C.O. M. On postulancy conferences and other areas of discernment and preparation. We gave consent for the ordination to the Diaconate of: Martha Wheeler Bonwitt. Cathy Deats, Margaret Hodgkins, and James Warnke. Later in the year we again approved these four persons for ordination, this time to the Priesthood. We also gave our approval to the following as candidates for Holy Orders in this Diocese: Michael Belt, J. Cooper Conway, Michael Gerhardt, Jill McNish, Garbriel Sinisi, Susan Butler, and Dorothy Austin. We continue to work with the Bishop and Commission on Ministry to strengthen and improve the process of discernment and preparation for ordination.

Al Jousset chaired the Standing Committee's sub-committee on Congregational Relationships. We appointed several Standing Committee members to serve as liaison teams with several parishes with whom we worked during this past year. We recommended St. Alban's to the Convention for approval of their request to gain full Parish status, and we approved the closing of Advent. Bloomfield and the dissolving of the Mission of Grace Church. Greenville in Jersey City.

In 1996, the Standing Committee developed two documents, "Internal Operating Procedures for Ecclesiastical Discipline Matters," and a newly revised "Memo to Petition the Standing Committee." We have also participated with others from the Diocesan Council and the Diocesan Trustees to create a "Policies and Procedures" Manual, for use in the development of new programs within the Diocese.

In 1996, the Standing Committee gave individual consents to the consents to the election of 5 priests as Diocesan Bishops. 4 priests as Bishops Coadjutor, and 2 priests as Bishops Suffragan. WE also gave our approval for 9 Dioceses to elect Bishops - seven Bishops Coadjutor, one Bishop Suffragan, and one Diocesan.

In February, the Standing Committee elected the Rev. John Croneberger as President of the Committee, and Tim Carpenter as it's Secretary. Later in the year, the Committee elected the Rev. Lucinda Laird to fill the vacancy left by the Rev. David Hegg, and subsequently elected the Very Rev. Petero Sabune to fill the vacancy left by the Rev. H. Gaylord Hitchcock.

We appointed 4 priests and 2 lay persons to complete and balance the formation of the Diocesan Profile Committee elected by Districts and we called for a Special Diocesan Convention in May to complete the balloting for Deputies to General Convention.

We carried out our responsibilities related to the George Rath Scholarship Fund, and approved the appointment of new members to the Diocesan Investment Trust Board.

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It was a busy year, but all the members of the Standing Committee, worked well with the Bishops and the chancellor and much was accomplished.

John P. Croneberger
President, Standing Committee

## DEPARTMENT OF MISSIONS ANNUAL REPORT 1996

1996 was a year of new beginnings for many congregations under the care of the Department of Missions. Following more than a year of consultation and preparation The Bergen Episcopal Area Ministry (BEAM) called three members of its team of ordained clergy people. The lay people of Church of the Atonement, Fair Lawn; St. Martin's, Maywood; St. Matthew's, Paramus and St. Peter's, Rochelle Park voted full approval to begin their team ministry and enthusiasm ran high at the Diocesan Convention in January of 1996.

Our churches in Newark, two mission congregations (St. Andrew's and St. Barnabas), Grace Church and Trinity and St. Philip's Cathedral, approved the continuation of work leading to their shared ministry in the city. They will share their mission in an exciting attempt to be mutually supportive one to the other.

Our Episcopal Churches on the Ridge (Christ, Harrison; Trinity, Kearny; St. Thomas', Lyndhurst: St. Paul's, North Arlington) decided during 1996 to reconfigure their Ridge Ministry and share their ministry more deliberately. They will redevelop an Area Council and have requested the sale of two unused clergy homes to establish a fund to help support the ministry. Work has not been easy; however, it is progressing.

St. Peter's Korean Episcopal Church was established when the Rev. Mark Chang was appointed as part-time Vicar of the congregation. Their worship services began in rented space at St. Mark's, Teaneck.

A new ministry was established with St. John the Divine, Hasbrouck Heights and St. Mary the Virgin, Ridgefield Park. It was the decision of their lay leadership to call the Rev. Joe Pickard to serve them as Vicar and educator to develop their baptismal ministries for congregational leadership. The Vicar's position is described as liturgical leader, crisis pastoral care giver and trainer for other ministries in the congregation.

Some other accomplishments in 1996 include:

## St. Mary's, Belvidere

The interior of the Vicarage has been repaired and restored. Renewed congregational energy provided sweat equity to go with DOM assistance. The exterior stucco of the Vicarage has been replaced on the north and west sides in 1995. In 1996, the south and east sides were completed. As with the 1995 half of the project, the expense of repair was shared----DOM 60%, people of St. Mary's, 40%.

## Christ Church, Belleville

This congregation, an Incorporated Mission, continues to grow. Extensive work has been done on long neglected buildings, with more in the planning. The Department of Missions, Ward J. Herbert Fund, NewArk Construction Company and "sweat equity" combine to provide funds and energy to continue restoration work.

## Messiah, Chester

The lay and clergy leadership has agreed to work with a parish development consultant, the Rev. Robert Gallagher, during 1997 to promote long-range planning, mission strategy and leadership development for the purpose of greater clarity of its role in its community.

## Grace, Van Vorst, Jersey City

The leaders of Grace Church, have moved close to their desired parish status with an increased commitment to Every Member Canvass and leadership development. They have redeveloped space in their parish hall (gymnasium) for an office and have reduced their request for funding from the DOM for the second year.

### St. Andrew's, Newark

The leaders of this congregation, while looking to the future, determined to purchase two vacant lots next door to the church to be used as a parking lot. With their own funds and some outside help, the parking lot is paved and in very usable condition.

## Good Shepherd, Ringwood

The Rev. Rosemary Lillis was part-time Vicar for this congregation which serves the Ramapo Native Americans. During her tenure, they have upgraded their buildings, trained lay leadership to provide Morning

Prayer every other Sunday, and developed lay leadership for administration tasks. Their congregation has grown, stewardship is improved, and enthusiastic "sweat equity" has contributed to many of the improvements made on the buildings and property. The Department of Missions hopes now that a full-time person will be hired to develop a social service ministry to accompany the sacramental ministry that has been growing there. DOM financial commitment will provide salary for someone with the necessary expertise to develop an effective outreach ministry to and with this community. The spiritual development of the congregation will continue.

Our Saviour, Secaucus

This congregation has completed renovations to the Vicarage that have made that building more flexible and usable. It is now possible to use the space as an apartment, office space, or a combination of both. Renovations will soon begin in the church basement. Funding will come from the community itself, the Department of Missions and possible Ward J. Herbert Fund. Their goal is to achieve parish status within five years. The congregation has committed to decreasing their asking amount for program support each year by \$2,500 beginning last year. They have achieved that goal.

Christ Church, Teaneck

This congregation continues to struggle from death to life. It became an Incorporated Mission in 1996. A new step from part-time clergy leadership to one half-time clergy help will be made in 1997. With continued lay leadership and development, a fuller ministry and mission can occur.

St. Thomas', Vernon

After several years of planning and preparation, the leadership moved ahead with the support of the DOM to begin construction on a new church building with several meeting rooms and a hall. Work progresses nicely with an early spring completion date.

St. Mark's, West Orange

This congregation is new to the Department of Missions. Conversations have just begun among the leaders of congregations in this area in the hope of developing more effective ministry in a team-like supportive manner.

St. Paul's and Resurrection, Wood-Ridge

The leadership of this congregation continues to build its program and stewardship through training and upgraded Every Member Canvass as it envisions parish status in the near future.

1996 saw the retirement of Mr. Bob Lanterman as Property Manager after twelve years of dedicated service. We are happy to report that a member of Grace Church, Nutley, Mr. Tim Russo, joined us in the late fall as our new Property Manager.

Nothing is more poignant in any given year than the closing and/or opening of congregations. In addition to St. Peter's Korean Episcopal Congregation being opened, we look forward to St. Alban's, Oakland/Franklin Lakes being accepted at our 123rd Annual Convention as a parish in this diocese. A mission for a while, its leadership, both lay and clergy, have worked constantly toward the goal of parish status. Congratulations!

As 1996 came to an end, the fruit of several years of work, and more specifically, a year and a half's worth of consultation in congregational development, saw a decision come to reality in the establishment of an Area Ministry in Jersey City. Two mission congregations, St. Matthew's and St. Stephen's will build a new congregation with the Church of The Incarnation, a parish church. Grace Van Vorst and St. Paul's Church make up the five congregation ministry. An Area Council will ultimately be developed to further the ministry and mission in Jersey City. On the way to that planning, members of all of the congregations will join with a Diocesan Council Committee on Jersey City Strategy to establish the vision, goals, strategy and leadership for this exciting team ministry. The funding for this ministry and mission development will come from the sale of unused property in Jersey City and from the former Ascension Church insurance settlement. A closer relationship is developing between the Jersey City Strategy Group and other diocesan related missions in Jersey City. These institutions include Christ Hospital, Youth Consultation Services, and the Jersey City Episcopal Community Development Corporation. The future looks bright for a new approach to what is proposed to be the largest city in New Jersey early into the next century.

The Rt. Rev. Jack M. McKelvey January 2, 1997

## The Oasis

Report to diocesean Convention January 24-25, 1997

Statement of Mission

The Oasis is established to nurture spiritual growth and to promote a relationship of trust and understanding between the lesbian and gay community and the church through the ministries of outreach, pastoral care, education, and advocacy.

## The Year in Review

The year 1996 was undoubtably one of the most challenging years we have ever had. We are proud to report that our accomplishments have also provided our members and our sponsors with a truly dynamic sense of the vitality and necessity of our ministry.

The year began with the departure of our missioner. Despite the absence of this leadership, the board of directors and membership worked diligently to assure that our ministry lived up to the promises of our mission statement. What follows are the highlights of 1996:

- Continued our previous record of raising more than 60% of our operating budget
- Implemented a *strong* commitment to education; Developed 'Seminars on the Go', a variety of educational presentations available to all congregations in the diocese (three congregations took advantage of the seminars) With the support and leadership of clergy and lay members, we also provided the following seminars to our members and friends:
  - \* A seminar series for former Roman Catholics who expressed an interest in learning more about the Episcopal tradition
  - \* Gay and lesbians: Commonalities, differences and misunderstandings
  - \* Training and orientation for lay liturgical leaders
  - \* Lecture and discussion on the film Harvey Milk
  - \* A forum for non-sponsoring congregations:"What The Oasis can offer to your congregation"
- Began a strong focus on development of the Board of Directors via retreats and
  consultation with long range planning consultants. The board has learned that the mission
  is more important than the missioner. The Board takes much more ownership of our
  mission and feels a greater responsibility for its future financial solvency.
- Maintained our membership base; Despite loss of leadership, we did not loose any members. We examined our expenses vs. membership dues and learned that we were not adequately covering membership operations with the current dues structure and raised our dues without loosing any members.

- Re-established a tracking system for our pledges. Only six pledges are currently outstanding.
- Increased our Parish sponsors by two. Grace Van Vorst, Jersey City, and Holy Communion, Norwood. This brings the total number of sponsoring congregations to thirty-eight.
- Celebrated our seventh anniversary with involvement of the entire diocese and were honored by the presence of our chief celebrant, The Very Rev. Edmond Browning, Presiding Bishop who proclaimed:

"Never let anyone tell you that this cause is a "special interest".

The struggle for human dignity is not a special interest. Christians are diminished when even one is objectified and marginalized. Gay and lesbian Christians are not a part of the division of the church, but a building block of its unity."

• After an aggressive search, we selected the Rev. Elizabeth Kaeton to serve as our missioner who came on board September 2. Under her leadership the plans for 1997 and beyond have taken solid steps toward becoming reality.

## Outlook for 1997 and Beyond

Our vision for the future looks toward organizational growth, financial independence, and national presence. Highlighted are some ways our goals will be attained:

- The Oasis feels there is a necessity to become more financially independent than we currently are. We recognize that although the Executive Committee and Board have many talents, we need even more 'professional' expertise to develop a plan to meet this objective. Bill Anderson of the Cornerstone Project of the National Church and Trinity Wall Street, David Ferrand of the National Church's Planned Giving Center, and Jane Barnes, an attorney and executive with AT&T have volunteered their services to meet with the Executive committee as a task force with the prime goal of developing a long range financial solvency plan. The plan will then be executed over approximately five year time period resulting in our needing little or no support from the diocese.
- We will begin the work of giving The Oasis a national presence via the Oasis Congregation project. Over the next three years we will implement this program which has already been requested by over twelve congregations around the country and in Canada. Oasis Congregations is an educational program developed in 1993 and has been updated by the Education Committee and reviewed by a number of prominent consultants (Bill Doubleday at GTS, Dorothy Austin at Drew, Suzanne Hiatt at EDS, and some professors at Seton Hall university). It is co-sponsored by Christianity for the Third Millennium and will be marketed both locally and nationally.

- We will set goals of raising funds via membership and plan a pledge and membership base increase of 25%; A renewed effort to increase our endowment fund is expected to increase the current base by 25%
- There is a renewed effort to welcome more congregations into The Oasis as sponsors. The board is actively working on this project.
- We have joined efforts with the ecumenical association of gay and lesbian ministry, Open Hands Ministry, to produce a Bible Study program entitled *Claiming the Promise*. Edited by such luminaries as Bill Countryman and Virginia Ramey Mollecott, it is the first of its kind to focus on the issue of homosexuality and the Bible, which we think will be an adjunct to our efforts with the Oasis Congregation program.
- We will explore new avenues for outreach to the gay and lesbian community via ministries such as prison ministry, lay eucharistic ministry and healing ministry
- Together with Bishop Otis Charles, executive director of Oasis California, we will have a National Consultation of Oasis Ministries in October 1997. The goal will be to establish criteria for membership, develop resources and support systems in sponsoring dioceses with special attention to churches in dioceses which are hostile to our mission, and to develop a response to that which develops from our General Convention.
- We will continue our local ministry via regular visitations to diocesean congregations, weekly liturgies and special events.

The Oasis continues to receive national and international attention. We are clearly a beacon which has been borne of the Diocese of Newark. The fact that the diocese has funded us to date illustrates to many that The Diocese of Newark WILL NOT COMPROMISE when it comes the respecting the dignity of every human being.

## YOUTH CONSULTION SERVICE

Youth Consultation Service (YCS) of the Diocese of Newark was founded in 1918 as the Church Mission of Help and is today a private, non-profit, non-sectarian social service organization committed to caring for abused, neglected, and otherwise vulnerable and fragile children and their families in eleven different communities in New Jersey. The agency operates over thirty-one programs organized into three divisions -- residential, educational, and community based.

This past year saw the departure of Stuart Grant as Executive Director after fifteen years of service to the organization. Mr. Grant resigned in August in order to pursue other interests. He is succeeded by Richard Mingoia, a twenty year veteran of YCS, who had been the Associate Executive Director and Chief Financial Officer.

YCS Residential Services expanded this year with the opening of a new ten bed therapeutic group home, for young children, in Edison as well as a five bed increase in the capacity of Robert Davis House in Newark. In addition, YCS began to operate ten new therapeutic foster homes located throughout Essex County. YCS has obtained office space for this innovative program at St. Luke's Church in Montclair.

YCS saw the successful completion and dedication of the Henry and Julie Muller Wing of the Holley Child Care Center in Hackensack. Holley Center is a fifty-five bed residential treatment center for emotionally disturbed young children which was originally started in 1971 by the Rev. Charles Fisher, former Rector of Christ Church, Hackensack. A generous bequest from the family of the late Alice Herbert Holley, a long time member of Christ Church, initiated the construction of the Center. The new Muller Wing now allows for greater space to enhance the children's living conditions.

YCS Educational Services expanded during 1996 with the creation of a new secondary school, for emotionally handicapped adolescents, which operates in Fort Lee. Additionally, YCS started an educational facility for adolescents, in Middlesex County, as a joint venture with the Office of Education of the New Jersey Department of Human Services. The year also saw the expansion of our Virginia Sawtelle Learning Center Annex in Ridgewood to the Ben Franklin Middle School. This innovative program seeks to help integrate autistic children and adolescents in their community school without depriving them of the special help they require nor by sacrificing the learning environment of the other students.

YCS Community Services was awarded a Criminal Justice Coordinating Council contract to create a day treatment program for Essex County pre-adjudicated youth. The twilight education program, at Liberty Park in Jersey City, for delinquent juveniles on probation was expanded so that more youngsters could receive services for a greater amount of time.

YCS in Newark has recently started a program entitled Youth Leadership Venture which tries to match inner city young adolescents with role models and mentors who can expose them to the variety of possibilities that life has to offer. The purpose of this Saturday program is to develop and strengthen the ability of the young people to make life-affirming choices which will carry over into adulthood.

At YCS Newark, our historic building has received a face lift with the creation of a renovated rear entrance and garden as well as with the removal of all of the building's graffiti and the construction of new sidewalks and front steps. The building was also made handicapped accessible with the addition of a wheel chair lift.

YCS hired a coordinator of volunteers who has been very successful at bringing in many energetic and committed people, particularly college students, to work with the children and adolescents we serve. However, more volunteers are needed to continue and expand this work and it would be particularly appropriate to have additional volunteers from the various parishes in the Diocese of Newark.

Youth Consultation Service has grown greatly in recent years in response to the urgent needs of New Jersey's troubled children and families. While many of the agency programs are substantially operated through state government or school district reimbursement, all of them require additional financial support. YCS answers the charge of its mission with professional competence and dedication. However, the amelioration of the increasing conditions of poverty, homelessness and the neglect and abuse of children will require the attention of many in the private sector. The generosity of individuals, churches, and foundations is essential for the continuing work of this organization.

## Richard Mingoia Executive Director

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## WOMEN'S COMMISSION

The Women's Commission is a group of people who do not all think alike, but who try their best to support the ministry of, and raise issues of importance to women in the Diocese of Newark and beyond. We believe that what we do is very important: in all of our activities we seek to carry out the diocesan goals of inclusiveness; quality in the life of the gathered church; speaking to the world on issues of peace, justice, freedom and the preservation of God's creation; and commitment to the expansion of the realm of God as proclaimed and lived by Jesus Christ. The Diocese of Newark has been an important voice in the national church on women's issues in the past; we believe this witness must continue, in part through the work of the Women's Commission.

In 1996, we fulfilled our mission by sponsoring a breakfast at our diocesan convention with Bishop Mary Adelia McLeod, by providing two "Women in Leadership" mealtime gatherings for lay and ordained women (in April and September) and two clergywomen breakfasts (in June and December), by sponsoring a Eucharist on October 30 which gave those present an opportunity to participate in new liturgies and hear a sermon given by The Rev. Nan Peete, and by holding monthly meetings which alternated between Grace Church in Rutherford and St. Elizabeth's Church in Ridgewood. Also, the Commission gave financial assistance for several lay and ordained women from the Diocese to attend the Episcopal Women's Caucus' 25th anniversary gathering and the Province II Conference on Justice, Peace and the Integrity of Creation. The Commission also printed and distributed thousands of Domestic Violence Hotline stickers for parishes in the Diocese. More of these stickers will be available at the Women's Commission table at convention.

In addition, the Women's Commission took part in several discussions with the Black Clergy Caucus on the impact of race and gender on deployment in our Diocese. As a result, at the 1997 diocesan convention we are jointly sponsoring the breakfast with Bishop Catherine Roskam, who will speak about her experiences dealing with issues of multiculturalism, racism and sexism in the Diocese of New York.

In 1997, we will continue to support women in ministry in a variety of ways, planning for the future yet available to respond to immediate needs. We will sponsor an evening of dinner, discussion and liturgy on the subject of abortion in October and co-sponsor, with a group of women from the Diocese of New Jersey, a "Creative Journey" leadership training conference for lay and ordained women in November. We will hold several "Women in Leadership" gatherings during the year (we began with a pre-convention lunch on January 14) and two clergywomen breakfasts, again in June and December. We will continue to work with the Black Clergy Caucus and other groups in the implementation of programs that support our mission and the goals of our Diocese, as we have done in the past.

We are always open to new ideas and new people. The Commission has twelve members serving three year terms, and has always welcomed male members. We are presently considering expanding the Commission. We meet on the third Tuesday of each month (except July and August) at 9:00 a.m. If you are interested in joining the Commission, or would like more information, please call The Rev. Lynne Bleich Weber, Chair, at 201-444-2299, or speak to any member.

<u>Terms expiring 1997</u>: Maggie Gat (Little Falls), Marie Obermann (Chatham), Fran Trott (Lincoln Park), Lynne Bleich Weber (Ridgewood). <u>Terms expiring 1998</u>: Elizabeth Kaeton (Oasis), Edie Lauderdale (Tenafly), Kay Battle (Newark), (clergy opening). <u>Terms expiring 1999</u>: Rose Hassan (Kearny), Lyn Headley-Moore (Clifton), Deborah Rucki-Drake (Rutherford), Angela Ifill (Newark).



Upcoming events sponsored by the

women's Commission, Diocese of Newark

# "WOMEN IN LEADERSHIP" PRE-CONVENTION MEETING & LUNCH

(lay and ordained women - working together)

Tuesday, January 14, 1997, 11:00 a.m. - 1:00 p.m.

(at St. Agnes' Church, Little Falls - see reverse for directions)

A time of conversation and planning for our Convention, of networking and support for the work of women in our Diocese and the larger Church, some "catching up" with each other, and lunch provided by the Commission!

THEN, if you have the inclination, BAKE COOKIES! Join us anytime between 1 and 5 pm in the kitchen at St. Agnes' - see the enclosed flyer.

R.S.V.P. 256-5020 (St. Agnes')

BREAKFAST WITH BISHOP CATHERINE ROSKAM

Saturday, January 25, 6:45 - 7:45 a.m.

(Marriott Hotel, Whippany)

The Women's Commission, in cooperation with the Black Clergy Caucus, is sponsoring the 2nd annual Convention Breakfast. Don't miss this opportunity to get some nourishment and empowerment for the work of the day and beyond. Limited seating.

Price: \$15 for a full served breakfast
Reservations (with check) to: Marie Obermann
65 Windsor Way

Berkeley Heights, NJ 07922

Check payable to: Women's Commission - Diocese of Newark

RESERVE THE FOLLOWING DATES IN '97:

"Body & Soul" - women's health conference: Sat., May 17 (sponsored by The Oasis)

Clergywomen's brunch: Tuesday, June 17, 9:30 a.m.

Dinner, dialogue and liturgy (on abortion): Wednesday, Oct. 29, 5:30/6:30/8:00

"Creative Journey" - women's leadership training: Nov. 13 - 16, Mendham (co-sponsored by the Women's Commission & women of Diocese of NJ)

"Women in Leadership" - two additional dates in 1997, t.b.d.

