

**JOURNAL
OF
THE
DIOCESE
OF
NEWARK**

1999



JOURNAL
of the
ONE HUNDRED AND TWENTY-FIFTH
CONVENTION

JANUARY 29 -30, 1999

HANOVER MARRIOTT HOTEL
WHIPPANY, NEW JERSEY

of the
DIOCESE OF NEWARK
PROTESTANT EPISCOPAL CHURCH

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OFFICERS OF THE CONVENTION

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31 Mulberry Street, Newark NJ 07102

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The Right Reverend John Palmer Croneberger
31 Mulberry Street, Newark NJ 07102

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31 Mulberry, Newark NJ 07102

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Gail Deckenbach and Susan Robinson
31 Mulberry Street, Newark NJ 07102

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John Zinn
31 Mulberry Street, Newark NJ 07102

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P.O. Box 714, Westwood NJ 07675

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23 Noe Avenue, Madison NJ 07940
B. John Pendleton, Esq.
40 Condit Road, Mountain Lakes NJ 07046

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23 Noe Avenue, Madison NJ 07940
Alan Stephens, Esq.
30 Draper Terrace, Montclair NJ 07042

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Mr. Wade Cory	Ms. Glenda deKruif
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Mr. William Kibildis	George F. Mackey, Esq.
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Committees, Boards, Institutions, Organizations, Trustees

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The Rt. Rev. John P. Croneberger, Vice President
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Rupert Cole, Treasurer

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Mr. Joseph Stewart, Lay Director

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The Rev. Paul Hunt	Mr. Thomas Nickerson
The Rev. David J. Morris	Mr. Laurence Taber

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The Rev. Jeannette DeFriest	Mr. Bert Jones
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Mr. John Zinn, Treasurer

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The Rt. Rev. Jack M. McKelvey
Mr. John Zinn, *Treasurer*
Mr. Michael Francaviglia, *Secretary*
Mr. Michael F. Rehill, *Chancellor*

Bishop's Appointments

The Rev. Dr. Robert A. Schiesler (1) (2000), St. Luke's, Montclair
Ms. Diane Kaczmarek (2) (2000), Holy Trinity, West Orange
The Rev. Geoffrey B. Curtiss (1) (2001), All Saints', Hoboken

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Elected by Convention

Ms. Lynn Tyler (1) (2000), Good Shepherd, Wantage
 Ms. Dorothy Gould (1) (2000), Trinity + St. Philip's Cathedral, Newark
 The Rev. Harry Smith (2) (2000), Calvary, Bayonne
 The Rev. Emory Byrum (2) (2000), St. Mary's, Belvidere
 Ms. Joyce Skipper (1) (2001), Grace Van Vorst, Jersey City
 Mr. Leonard Glenn (1) (2001), Epiphany, Orange
 The Rev. Richard C. Wrede (1) (2001), All Saints', Millington
 The Rev. Dr. Franklin E. Vilas (2) (2001), St. Paul's, Chatham

Elected by Districts

North East

Ms. Mary Sunden(2) (2000), Grace, Westwood
 The Rev. Kenneth Near (1) (2000), St. Paul's, Englewood
 Ms. Doris Mardirosian (1) (2001), St. Mark's, Teaneck
 The Rev. William Parnell (2) (2001), Christ Church, Hackensack

South East

The Rev. Mark Lewis (2) (2000), Our Saviour, Secaucus
 Mr. Michael James (2) (2000), Trinity + St. Philips Cathedral, Newark
 The Rev. Mildred J. Solomon (1) (2001), Newark Regional Ministry
 Ms. Kathy Ganim (1) (2001), All Saints', Hoboken

North West

The Rev. Steven Steele (1) (2000), St. Thomas', Vernon
 Mrs. Virginia Whitehouse (2) (2000), St. Mary's, Sparta
 The Rev. Martin Bagay (1) (2001), St. Mary's, Sparta
 Ms. Naomi Horsky (1) (2001), St. Gabriel's, Milton/Oak Ridge

South West

The Rev. William Lantz (1) (2000), St. Dunstan's, Succasunna
 Mr. Christopher Neglia (1) (2000), St. John's , Dover
 The Rev. Scott Hoogerhyde (2) (2001), St. Mark's, Mendham
 Mr. Richard Fifield (1.5) (2001), St. Peter's, Washington

North Central

The Rev. Kevin P. J. Coffey (1) (2000), BEAM
 Ms. Susan Schenk (1) (2000), St. Elizabeth's, Ridgewood
 Mr. Steven Boston (2) (2001), St. John's, Ramsey
 The Rev. David Badgley (1) (2001), St. Clement's, Hawthorne

South Central

The Rev. Margaret Hodgkins (1) (2000), Calvary, Summit
 Mr. Junius Powell (2) (2000), St. John's, Montclair
 The Rev. Lawrence Falkowski (2) (2001), Holy Trinity, West Orange
 Mr. Robert Simmons (2) (2001), Christ Church, East Orange

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 Carlotta Budd, Esq. (2000)
 Karalenne Gayle, Esq. (2003)

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 The Rev. Dr. H. Hamilton (2001)

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The Rev. J. Carr Holland, The Rev. Lynne B. Weber

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The Rev. John J. Negrotto

Deputies, Class of 2001

Ms. Marjorie Hartmeyer, Mr. William Nikel
The Rev. Christopher David, The Rev. Dr. Ellen Barrett

Alternates, Class of 2001

Ms. Martha Broughner, Ms. Ronnie Stout-Kopp
The Rev. Kim Capwell, The Rev. Canon Elizabeth Kaeton

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Louie Crew, Ph.D. (2000-1)	The Rev. Diana D. Clark (2000-1)
The Rev. Albert Jousset, Jr (2003-2)	Mr. William Heick (2002-1)
The Rev. Beverly Huck (2001-1)	Mr. Peter Van Brunt (2001-1)
Mr. Michael Rehill, Esq., Chancellor	

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TASK FORCE ON A SABBATH FOR THE NEW MILLENNIUM

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The Rev. Dr. Allison Moore	The Rev. Bradford Whitaker
The Rev. Robert Morris	The Rev. Canon Angela Ifill
Ms. Diane Kaczmarek	Ms. Susan Neill
Ms. Bonnie Magnuson	Ms. Kathy Franklin
Ms. Cheryl Fox	The Rev. Lucy Ann Dure
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The Rev. Harold J. Dwyer, Chair

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William Carpenter, Esq.	The Rev. Tracey Lind
The Rev. Dr. David H. Hamilton	Mr. John C. Lynch
Michael F. Rehill, Esq.	The Rev. Harry Smith
Mr. Peter Van Brunt	Mr. John Zinn, Secretary
The Rt. Rev. John S. Spong	

Committees, Boards, Institutions, Organizations, Trustees

YOUTH MINISTRIES BOARD

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Ms. Bonnie Magnuson	Mr. John King
Mr. John Horsky	The Rev. Marshall Shelly
Ms. Eebie Zobitz	Ms. Kitty Costello
Ms. LaTonya Johnson	The Rev. Jack Stanton
The Rev. Rich Bardusch	The Rt. Rev. Jack McKelvey
The Rev. Cooper Conway	Mr. Tim Wong
The Rev. Victoria McGrath	The Rev. Diana D. Clark

WARD J. HERBERT FUNDClass of 2000

Mr. William Heick (1)	Mr. Walter Jahrling (1)
Ms. Diane Kaczmarek (1)	The Rev. John Hartnett (.6)

Class of 2001

The Rev. Scott Hoogerhyde (.6)	Mr. Robert Ewing (2)
Ms. Faith Gideon Brown (1)	The Rev. Rose Hassan (1)

Class of 2002

The Rev. Michel Belt (1)	Mr. Michael James (2)
Ms. Jan Paxton (2)	Mr. Steven Boston (1.6)

WOMEN'S COMMISSION

Ms. Janet R. Brocklesby	The Rev. Kevin P.J. Coffey
The Rev. Lucy Ann Dure	Mr. Michael Francaviglia
The Rev. Maggie Gat, Co-Chair	Ms. Geri Hahn
The Rev. Rose Hassan	Ms. Lyn Headley-Moore
The Rev. Canon Elizabeth Kaeton	The Rev. Louise Kalemkerian
Ms. Edie Lauderdale	Ms. Marie Obermann
Ms. Susan Robinson	Ms. Fran Trott, Co-Chair

ANNUAL DIOCESAN CONVENTION MINUTES

The 125th Annual Convention of the Episcopal Church in the Diocese of Newark was held on Friday, January 29, and Saturday, January 30, 1999, in the Hanover Marriott Hotel, Whippany, New Jersey.

FRIDAY AFTERNOON SESSION

January 29, 1999

The Eucharist was celebrated at 12:00 p.m. at the hotel. The Rt. Rev. John P. Croneberger, Bishop Coadjutor, was the celebrant; The Rt. Rev. Robert W. Ihloff, Diocese of Maryland, was the preacher. The Rt. Rev. John S. Spong presided and welcomed the deputies.

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

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

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

Bishops	3
Priests	144
Deacons	2
Lay Deputies	336
Total Deputies	470
Congregations Represented	120

ELECTION OF VICE PRESIDENTS

Bishop Spong moved the elections of Bishop McKelvey and Bishop Croneberger as Vice Presidents 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:

Friday, January 29

12:00 p.m. EUCCHARIST - Grand Ballroom, Hanover Marriott Hotel
The Rt. Rev. John S. Spong, Welcome
The Rt. Rev. John P. Croneberger, Celebrant
The Rt. Rev. Robert W. Ihloff, Preacher

2:00 p.m. BUSINESS SESSION - Grand Ballroom, Hanover Marriott Hotel
Call To Order
Determination of Quorum

Election of Vice Presidents
 Adoption of Agenda
 Call For Resolutions

Note: All resolutions, amendments and substitutions must be written and read before a vote is taken and referred to the Secretary of Convention when accepted. (2/3 vote required to receive each resolution.)

Resolution of Courtesy

Reports: Secretary of Convention
 Rules of Order Committee Chair
 Treasurer of Convention (written report)

Appointment of the Parliamentarians

Recognition of the Chancellor and 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

Balloting Begins (Preferential and Majority Ballot Systems)

Institution of Secretary of 125th Annual Convention

Appointment of Assistant Secretaries

2:20 p.m. ORDER OF THE DAY: 1999 Proposed Unified Budget
 Proposed 1999 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 Sabbath for a New Millennium
 Lutheran/Episcopal Camp & Conference Center Committee
 Planned Giving
 Diocesan Council Report Back on 124th Convention Resolutions
 Commission on Aging
 Companion Diocese Relationship Committee
 Task Force on Deaf Ministry
 125th Anniversary Committee

UTO INGATHERING REPORT

4:30 - **HEARINGS**
 6:45 p.m. 4:30 - 5:15 Budget - Salons A & B, 1st floor
 4:45 - 5:15 Constitution & Canons - Mt. Tabor/Parsippany Rooms, 3rd floor
 5:30 - 6:30 Resolutions - Mt. Tabor/Parsippany Rooms, 3rd floor

SABBATH WORKSHOPS:

4:30 - 5:15 Whippany Room, 3rd Floor
 4:30 - 5:15 Troy Hills Room, 3rd Floor
 5:00 - 5:45 Vacation Gallery, 1st Floor
 5:30 - 6:15 Whippany Room, 3rd Floor

7:00 p.m. DINNER - Grand Ballroom

9:45 p.m. CONVENTION PARTIES - Hotel Lobby & North Assembly Area

Saturday, January 30

8:15 a.m. EUCHARIST - Grand Ballroom, Hanover Marriott Hotel
 The Rt. Rev. John S. Spong, Welcome
 The Rt. Rev. Jack M. McKelvey, Celebrant
 The Rt. Rev. Richard L. Shimpfky, Preacher
- the Necrology will be read

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

REPORTS

Standing Commission on Clergy Compensation
 Task Force on Sabbath for a New Millennium
 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

Electronic Technology Committee
 House of the Holy Comforter
 Committee on Constitution & Canons
 Jersey City Ministry
 Resolutions (continued)
 Episcopal Community Development Corporation
 Commission on Ministry's Total Ministry Task Force

2:15 p.m. ORDER OF THE DAY: 1999 Proposed Unified Budget

2:35 p.m. REPORTS (continued)

Hurricane Mitch Relief Efforts
 Committee on the Bishop's Address
 Reports filed by Title
 Appointments:
 - Commission on Ministry (for ratification)
 - Committee to Certify the Minutes
 - Bishop's Appointments

RESOLUTIONS OF GREETINGS AND THANKS

- 4:40 p.m. BISHOPS' COMMENTS: The Rt. Rev. Robert W. Ihloff and The Rt. Rev. Richard L. Shimpfky
- 4:55 p.m. HYMN - *God of Grace and God of Glory*
- 5:00 p.m. ADJOURNMENT

RESOLUTIONS ON NEW MATTERS

The Convention received the following resolutions that were referred to the Resolutions Committee:

- a resolution regarding Diocesan Council action on resolutions adopted by the 124th Annual Convention (this resolution became number fourteen).

RESOLUTION OF COURTESY

Ms. Meredith Scheibner, Messiah, Chester, and a youth page, moved the following Resolution of Courtesy:

RESOLVED, that the courtesy of seat and voice be accorded to the following: The Right Reverend Robert Ihloff and Mrs. Nancy Ihloff; The Right Reverend Richard Shimpfky and Mrs. Jamal Shimpfky; 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 deputies from the Oasis; members of committees, commissions and institutions reporting to the Convention; Ms. Clara Horsley, Episcopal Church Women; Mr. Dan Connell, President of Christ Hospital, Jersey City; and, Postulants and Candidates for Holy Orders.

The motion was seconded and adopted.

REPORT OF THE SECRETARY OF CONVENTION

Mr. Michael Francaviglia announced that dinner seating was assigned and hoped that the new procedure would ease the evening rush to the tables. Additionally, deputies were asked to listen carefully to the reports given by the Rules of Order Committee Chair and the Elections Chair, because of the election of General Convention Deputies meant that two methods of voting would be used at this convention.

RULES OF ORDER COMMITTEE

Mr. Ray Anderson, Committee Chair, presented the report on behalf of the Committee. He moved the following:

- an addition of a new paragraph to Section VI to take effect immediately:

G. For the election of General Convention Deputies, beginning with the second ballot and for all succeeding ballots, the name of the candidate (or candidates) with the

lowest number of total votes from both orders on the previous ballot will be withdrawn from consideration, such that the number of candidates remaining shall be equal to two times the number of vacancies plus one. All candidates who were not elected as , have Deputies shall be eligible for consideration as alternate Deputies.

The motion was seconded and adopted. This rule change applied to the election of the General Convention Deputies at the Convention.

- a change to the deadline for **Late Nominations** in Section VI, part D., paragraph 2.b. to specify **noon** as the deadline rather than *at the close of business* on the Friday preceding the Convention. The new paragraph would read:

(b.) Late nominations will continue to be accepted until noon on the Friday preceding the start of the Annual Convention.

The motion was seconded and adopted.

- a revision to the section describing the **Resolutions** process. The proposed revision was submitted by the Diocesan Council and the Rules of Order Committee recommended its adoption. The revision read as follows:

The Committee on Resolutions shall be responsible for receiving all resolutions except those provided by standing committees and bodies required to report to this Convention.

A. All resolutions to be considered for action by the Annual Convention shall be submitted to the Secretary of Convention in writing and signed by a Deputy not less than seventy-five (75) days before the date of Convention. Resolutions should be submitted on white 8-1/2 x 11 paper, typed and double-spaced or in electronic format by disk or e-mail. Each should contain two sections: 1) the RESOLVED naming the desired action, and a further RESOLVED, as appropriate, providing for the implementation of the resolution, if adopted; and 2) a brief statement or information in support of the resolution. Resolutions submitted by more than one Deputy must designate one Deputy as capable of agreeing to any amendments by the Committee or offered on the floor of Convention. After the expiration of the seventy-five (75) day deadline, the Secretary shall transmit to the Committee all resolutions submitted to him/her.

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

C. Upon submission of any resolution that in the Secretary's opinion after consultation with the chair of the Committee may have financial implications if adopted, s/he shall submit a copy to the Treasurer or Chief Financial Officer for review and comments. Upon submission of any resolution that in the Secretary's

opinion after consultation with the chair of the Committee may affect insurance, s/he shall submit a copy to the Chair of the Diocesan Insurance Committee for review and comments. Upon submission of any resolution that in the Secretary's opinion after consultation with the chair of the Committee may have canonical or legal implications if adopted, s/he shall submit to the Chancellor for review and comments. Review and comments will be requested in time for the initial meeting of the Committee.

D. The Committee shall have the power to revise or modify any proposed resolution, and shall have the power, by a two-thirds vote of all committee members present and voting, to determine not to offer any proposed resolution on the floor of Convention.

E. The Committee shall submit its report to the Secretary sixty (60) days before the date of Convention with its recommendations for action upon each resolution as proposed or as amended or collated by the Committee. This report shall be mailed by the Secretary to each Deputation during the first week of January. All resolutions considered by the Committee will be included in the report, unless withdrawn by consent of the sponsoring Deputy. If a resolution to be offered to Convention has been amended by the Committee without the consent of the sponsoring Deputy, such amendment(s) will be clearly shown.

F. Any resolution which the Committee determines not to offer on the floor of Convention shall be permitted on the floor of Convention only by a majority vote of all Convention Deputies.

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

H. Consent Calendar. It is recognized that certain resolutions may not require full debate prior to action by Convention. Accordingly, the Committee on Resolutions may propose that certain resolutions be included on a "Consent Calendar". Exclusion of any resolution on the Consent Calendar requires agreement of any three congregations to remove it. Any resolution included on the "Consent Calendar" shall not be subject to amendment or debate, except that the sponsoring Deputy or his/her designee may speak to the resolution for a period not to exceed one minute.

An amendment to the motion was moved by the Rev. Hank Dwyer to delete paragraphs D, E and F and to re-designate G and H appropriately. He expressed a concern that minority opinions would be harder to hear under the change that gave additional power to the Resolutions Committee. After discussion, the substitute failed.

The motion to change the Rules section on Resolutions was adopted.

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, as L. Allison Garde, Esq., as Parliamentarian and Alan Stephens, Esq., as Assistant Parliamentarian.

CHANCELLOR AND VICE CHANCELLORS

The President recognized Michael F. Rehill, Esq., as Chancellor, and L. Allison Garde, Esq., and John Pendleton, Esq., as Vice Chancellors.

RIGHTS OF CLERICAL DEPUTIES

Ms. Claudette Belnavis, Christ Church, Teaneck, moved the election of the following to the Committee on the Rights of Clerical Deputies: the Rev. Jane Tomaine, St. Peter's, Livingston, the Rev. Stephanie Wethered, St. John's, Boonton, and Ms. Ann Hirsch, Christ Church, Hackensack, to the Committee on the Rights of Clerical Deputies. The motion was seconded and adopted.

RIGHTS OF LAY DEPUTIES

The Rev. Pamela Bakal, Grace Church, Nutley, moved the election of the following to the Committee on the Rights of Lay Deputies: Ms. Eva Massey, Trinity + St. Philip's Cathedral, Newark, Mr. Sidney King, Incarnation, Jersey City, and the Rev. Robert Smith, Holy Communion, Norwood, to the Committee on the Rights of Lay Deputies. The motion was seconded and adopted.

COMMITTEE ON ELECTIONS

Ms. Dot Patten, Chair, presented the report and gave final instructions on balloting in both the preferential system for all contests, except the General Convention Deputies and Alternates, and the majority ballot system, used to elect the General Convention Deputies and Alternates.

BALLOT FOR UNCONTESTED ELECTIONS

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

Acts/Vim Board Clergy class of 2002

The Rev. Margaret Gat, St. John's, Dover

Constitution and Canons Committee (Class of 2000)

The Rev. John Donnelly, St. Michael's, Wayne

The Rev. Steven L. Steele, St. Thomas', Vernon
 Mr. William Kibildis, St. Mary's, Sparta
 Mr. George F. Mackey, St. Elizabeth's, Ridgewood
 The Rev. Albert D. Jousset, All Saints', Leonia
 Mr. Wade Cory, St. Michael's, Wayne
 Ms. Marge Christie, Christ Church, Ridgewood
 Ms. Glenda deKruif, St. James', Ridgefield
 The Rev. Stanley E. Morgan, Holy Communion, Paterson
 Mr. Thomas Bisdale, Grace, Westwood

Diocesan Council Clergy Class of 2001

The Rev. Richard Wrede, All Saints', Millington
 The Rev. Dr. Franklin E. (Skip) Vilas, St. Paul's, Chatham

Secretary of Convention

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

Treasurer

Mr. John Zinn, St. Paul's, Paterson

It was moved that the Secretary cast a unanimous ballot for the uncontested elections. The motion was seconded and adopted.

INSTITUTION OF SECRETARY

The President instituted Mr. Michael Francaviglia as Secretary to the Convention. He appointed Mrs. Gail Deckenbach as Assistant Secretary and Ms. Susan Robinson and Mrs. Joyce Riley as Assistants to the Secretary.

ORDER OF THE DAY: 1999 PROPOSED UNIFIED BUDGET

Mr. Zinn announced that detailed year-end financial reports will be mailed to all churches in sufficient quantities for distribution to each member of the vestries and executive committees. The report will contain expenses for the move to the new diocesan offices at 31 Mulberry Street, Newark, and the transition costs following the election of the bishop coadjutor.

He reported that this budget was the tenth budget under the 50/50 giving program. It had become a model for use by other dioceses and the national church. The highest financial commitment of the diocese remained its giving to institutions outside of itself with this giving increased each year. The theology was sound and the practice had proved it. Those churches that followed the same principles were shown to be the healthiest.

He reviewed the details of the 1999 proposed budget. He expressed appreciation for the financial support from the churches. In the outreach category, 25% of diocesan income was pledged to the national church. The exact dollar amount of giving increased as income increased. In 1999, 6% of pledge and investment income was pledged to other outreach. A

new line was created for international outreach, in response to the resolution adopted at Lambeth that called upon dioceses to give .7% to international projects. The line was a simple recognition of the terrible suffering that existed in the world and that we had a responsibility to do something about it.

He reported the DOM was looking for alternate means to fund its program line to the level it would like. The Episcopal Reserve was a line to start saving for the next election of a bishop. In a response to a commonly asked question: "What does the diocese do with all that money?", Mr. Zinn reported that the diocese can increase the work of the national episcopal church, provide help to those abroad and at home, will be able to fund youth ministry and help to eradicate racism.

The President called for resolutions on the budget. There being no resolutions, the budget was adopted without need for a hearing. The Rev. Geoffrey Curtiss, All Saints', Hoboken, expressed his disappointment for the lack of funding for the Jubilee Office.

COMMITTEE ON CONSTITUTION AND CANONS

Mr. Michael F. Rehill, Chancellor and Committee Chair, presented the report. The Committee presented three amendments to the Canons:

- (1) amend Canon 9.7 (qualifications of officers) to limit the term of vestry and executive committee members [This was later withdrawn from consideration after the hearings.];
- (2) amend Canon 17, Section 2a (pertaining to the Ecclesiastical Court) to permit members of the Court who heard a trial to complete their canonical responsibilities and make a sentencing recommendation notwithstanding that the terms of some members of the Court would expire with each Diocesan Convention [This amendment was adopted after the hearings.];
- (3) amend Canon 17.6 (pertaining to the Ecclesiastical Court) to give the Court explicit power to exercise over the Church Attorney and to set a procedure to replace the Church Attorney in the event of a conflict of interest or any other reason [This amendment was adopted after the hearings].

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

STATUS OF CHURCHES

The Rt. Rev. Jack M. McKelvey presented the Status of Churches report. He reported that the Executive Committee after significant efforts voted to close St. Mary the Virgin, Ridgefield Park, but the companion church, St. John the Divine, Hasbrouck Heights, intended to continue with assistance from the Department of Missions; announced that the churches of Incarnation, West Milford and Good Shepherd, Ringwood formed a community development corporation for the purpose of funding a social service ministry to revitalize the area for the Native American Indians; St. Matthew's, Paramus, withdrew from the Bergen Episcopal Area Ministry (BEAM) and became an incorporated mission; BEAM continued to develop its form of mission and ministry; St. Thomas, Vernon dedicated its new worship space in May 1998; Trinity, Irvington and Christ Church, Teaneck both moved from employing supply clergy to calling Vicars – The Rev. Paul Ekezie and The Rev. Michael Gerhardt, respectively; The Rev.

Mildred J. Solomon was called as the missionary to serve St. Barnabas and House of Prayer and the Newark Regional Ministry;

INDIVIDUAL RECOGNITION

The President recognized The Rev. Robert Neske, a canonically resident clergy of the diocese who was on active service as an Army chaplain. Mr. Neske had returned for this convention for an opportunity to be at Bishop Spong's last convention.

SABBATH FOR A NEW MILLENNIUM TASK FORCE

Shaping the Mind of the Body of Christ

The Rev. Fletcher Harper, chair, and members of the task force presented the report, entitled *Shaping the Mind of the Body of Christ*. The members of the task force were Dr. Randall Balmer, The Rev. Lucy Ann Dure, Ms. Cheryl Fox, Ms. Kathy Franklin, The Rev. John Hartnett, Ms. Patrice Henderson, The Rev. Canon Angela Ifill, Ms. Diana Kaczmarek, Ms. Edie Lauderdale, Ms. Geraldine Livengood, Ms. Bonnie Magnuson, Ms. Debbie Mello, The Rev. Robert Morris, Ms. Susan Neill, Mr. Mark Siegel and the Rev. Bradford Whitaker.

The report and its two resolutions were referred to the open hearings and the workshops. (The full report is printed elsewhere in the Journal.)

The resolutions moved and referred to the open hearing were:

Resolved, that the 125th Convention of the Diocese of Newark adopt the report of the Task Force on a Sabbath for the New Millennium on strengthening Christian Education in the Diocese of Newark.

Resolved, that the 125th Convention of the Diocese of Newark authorize the creation of the New Horizons Fund (the Fund), an endowment to be held and managed by Diocesan Council or its appointed agent, income from which would be used to support the training of lay and clergy leaders of this diocese in teaching and leadership skills needed to lead Christian Education programs for persons of all ages, and in exceptional cases to fund the purchase of curricula or materials related to Christian Education programs if these requests to provide for teacher/leadership training; and, be it further

Resolved, that the 125th Convention also authorize the creation of a committee, with members appointed by the Diocesan Bishop, responsible for proposing for the approval of Diocesan Council the legal and organizational structure of the Fund and for raising its principal from congregations of the Diocese, foundations, individuals and other funding sources.

LUTHERAN/EPISCOPAL CAMP & CONFERENCE CENTER

Mr. John Lynch, Chair, reported on the status of the camp and conference center jointly owned with the New Jersey Synod of the Evangelical Lutheran Church in America. Actions by previous conventions and the Diocesan Council had authorized the operation and purchase of a half interest in the existing facility. Long range development would require a major fund raising program by the new joint venture and assisted by both the Diocese and the Synod.

He reported that most of the preliminary site engineering work had been completed; wet lands delineation had been completed; a strategic planning firm had been retained and the Joint Venture Strategic Plan was finalized; an architectural firm was hired and a site Master Plan was under development; and, starting in 1999, Eagle's Nest Camp would be operated jointly with the Beisler Camp.

CHRIST HOSPITAL

Members of the Board of Trustees for Christ Hospital were introduced by Bishop Spong. The members were The Rev. Geoffrey Curtiss, All Saints', Hoboken; The Rev. Scott Kallstrom, Grace Van Vorst, Jersey City; The Rev. Richard Lampert, Grace Church, Union City; The Rev. Steven Giovangelo, St. John's Church, Union City; The Rev. Mark Lewis, Our Saviour, Secaucus; and The Rt. Rev. John P. Croneberger. Mr. Dan Connell, Hospital President, addressed the convention deputies and outlined the continuing work of the hospital within the community and neighborhoods of Jersey City.

CERTIFICATE OF MERIT

The President presented posthumously a certificate of merit to Peg Dengel. (The award was accepted by The Rev. Franklin (Skip) Vilas, rector of St. Paul's, Chatham, Peg's parish.) The award was given for her years of dedicated service to many diocesan organizations and committees, including Diocesan Council, the Ward J. Herbert Fund Board and the Isaiah Team.

PLANNED GIVING

Mr. David Farrand, Planned Giving Officer, presented a report on the programs of the Planned Giving Committee for the diocese. The Planned Giving Committee was part of Stewardship Ministry of the diocese. The committee conducted diocesan and congregational leadership training, made Planned Giving presentations to congregations and consulted with individuals as they sought to make planned gifts. These efforts would be expanded in 1999 along with the development of a planned giving web page; participation in the Episcopal Church Foundation's Tele-conference on Philanthropy II; and support of the upcoming New York/New Jersey area program called "Leave-A-Legacy."

Planned Giving Committee members were: The Rev. Emory Byrum, St. Mary's, Belvidere; The Rev. Margaret Gunness, Christ, Ridgewood; L. Allison Garde, Esq., St. Thomas', Lyndhurst; Mr. John E. Lynch, St. Mary's, Sparta; Ms. Carol A. McKinney, St. James', Hackettstown; Mr. William C. Nikel, St. John's, Montclair; Mr. Jay C. Rippard, Grace, Madison; and Ms. Juli S. Towell, Christ, Short Hills.

DIOCESAN COUNCIL REPORT BACK ON 124TH CONVENTION RESOLUTIONS

Ms. Dagi Murphy, Steering Committee Chair, St. Alban's, Oakland, addressed the deputies. Several resolutions were adopted at the 124th Convention that called for a report back to the 125th Convention by Council leadership. The resolutions included: a request that Council collaborate with the Jubilee Officer to establish a Jubilee Ministry Network; called for Council to study ways for the work of anti-racism, global peace, justice, jubilee ministries, etc. to become part of congregational life; asked Council to collaborate with JPIC to develop plans to

implement Jubilee 2000 and propose five jubilee ministries; establish ways to monitor the work of anti-racism efforts; and, explore ways to fund the work of the Episcopal Public Policy Office for 1999.

Ms. Murphy reported that the Steering Committee met with the Jubilee Officer, Ms. Martha Gardner, in preparation for a presentation to the full council in December. During the vestry/executive committee visits in the fall, Council members included the work of JPIC in their discussions. A member of the Steering Committee had been appointed to represent Council to the Mission to Dismantle Racism.

It was expected that a committee of Council would work with the Jubilee officer to find ways to implement previously adopted resolutions and report back to the 126th Convention, and would work with the Planning Committee to explore ways to fund a JPIC or public policy officer for the 2000 convention budget.

She reported that other Council members who had been working in response to the resolutions adopted by the 124th Convention were Ms. Susan Schink, St. Elizabeth's, Ridgewood; The Rev. Franklin (Skip) Vilas, St. Paul's, Chatham and chair of the Planning Committee; Ms. Diane Kaczmarek, Holy Trinity, West Orange; and The Rev. Scott Hoogerhyde, St. Mark's, Mendham.

COMMISSION ON AGING

Ms. Hope Lampe, Chair of the Commission Board, Ms. Judith Seelbach, Executive Director, and Ms. Barbara Vanbarcum, Board member, reported on the expanded work of the Commission which began as a task force in 1991. New programs had been developed and offered to the churches, that included sessions on retirement planning, medicaid and social security issues, and volunteering as ministry. The third annual evensong, "It's a Celebration," was hosted by St. Michael's, Wayne. A statement from the Presiding Bishop was read which called 1999 the year to celebrate aging. Dorothy Fowlkes read a poem about aging. Commission members, Mr. Jay Powell, St. John's, Montclair, and The Rev. Dana Rose, St. John's, Ramsey, were introduced.

COMPANION DIOCESE RELATIONSHIP

The Rev. Dr. David Hamilton, Trinity + St. Philip's Cathedral, and Ms. Bernice Mayes, Trinity + St. Philip's Cathedral, Co-Chairs, introduced the committee members: Mr. Bruce and Mrs. Virginia Whitehouse, St. Mary's, Sparta; The Rev. William Parnell, Christ Church, Hackensack; Ms. Susan Kynor, Christ Church, East Orange; The Rev. William Guthrie, Christ Church, East Orange; Ms. Dorothy Fowlkes, The Saviour, Secaucus; and Mrs. Marge Christie, Christ Church, Ridgewood. The members shared their thoughts and feelings regarding their recent trip to Mozambique. The Rev. Mr. Guthrie described the lenten study program suggested for congregational use by the CDR. (The materials were distributed at registration.) Also introduced was Mr. Bento Michangua, the administrator for the Diocese of Lebombo, who addressed the deputies with greetings and expressed thanks for the support for the *Living Water* program.

The Rev. Dr. David Hamilton moved the following resolution:

RESOLVED, that the 125th Annual Convention of the Diocese of Newark strongly endorses and recommits itself to the Companion Relationship between Newark and the Diocese of Lebombos; and further, commits to work actively for the success of our joint venture.

The motion was seconded and adopted.

TASK FORCE ON DEAF MINISTRY

The Rev. Dr. Cathy Deats, St. Paul's, Englewood, and Ms. Shelia Shuford, St. Peter's, Mountain Lakes, Co-chairs, introduced the members of the task force who were: The Rev. Charles Arlin, All Saints', Bergenfield; Mr. David Biesel, All Saints', Bergenfield; Ms. Amy Biesel, All Saints', Bergenfield; Ms. Diane Biesel, All Saints', Bergenfield; Ms. Elizabeth Chiminec; Mr. William Schappa; The Rev. Fain Webb, Good Shepherd, Wantage; Mr. Christopher Neglia, St. John's, Dover; and Ms. Mary Sunden, Grace Church, Westwood.

Ms. Shelia Shuford and The Rev. Dr. Cathy Deats made the presentation. The goals for the year included: continued exploration of the various styles of developing ministries to the deaf and hard of hearing persons; assembling resources for congregations to address the need of deaf and hard of hearing; devise strategies for congregations to become aware of hearing impairment and solutions; and, educate congregations and clergy on the benefits of inclusion of the deaf and hard of hearing for the church.

125TH ANNIVERSARY COMMITTEE

The Rev. Mark Lewis, Committee co-chair, reported on planned events and activities that included the publication of a book of essays, sale of tee shirts, printing of newly designed stationery, the 125th Anniversary banner, and the publication of the commemorative book.

UTO INGATHERING REPORT

Mrs. Beverly Rhinehart, United Thank Offering Chair, announced that the ingathering totaled \$17,277.47

AWARDS, INTRODUCTIONS & THE BISHOP'S ADDRESS

The banquet was held in the ballroom of the Hanover Marriott Hotel, Whippany. The Rt. Rev. John P. Croneberger, Bishop Coadjutor, was the Master of Ceremonies. The invocation was delivered by The Rev. Mildred J. Solomon, Newark Regional Ministry missionary.

Bishop Spong presented the Bishop's Certificates of Merit for outstanding service to the following individuals: The Rev. Dr. Franklin (Skip) Vilas, St. Paul's, Chatham; Ms. Dagi Murphy, St. Alban's, Oakland; Ms. Lyn Headley Moore, St. Mark's, West Orange; and The Rev. Fletcher Harper, St. Luke's, Haworth. (Earlier in the day, a certificate was presented posthumously to Peg Dengel, St. Paul's, Chatham.)

The Canterbury Scholarship for 1999 was presented to The Rev. Edward Hasse, III, rector, St. Paul's, Montvale.

The Bishop's Banner for Congregational Excellence was awarded to Church of Our Saviour, Secaucus.

The Bishop's Cross was presented to Mr. John E. Lynch, St. Mary's, Sparta.

Ms. Dale Gruner, Deployment Officer, presented the new clergy:

The Rev. Martin Bagay, rector, St. Mary's, Sparta
 The Rev. David Badgley, rector, St. Mary's, Haledon
 The Rev. Maylin Biggadike, deacon assistant, All Saints', Glen Rock
 The Rev. Sunil Chandy, priest associate, All Saints', Hoboken
 The Rev. Cooper Conway, assistant, Grace, Newark
 The Rev. Robert Criste-Troutman, assistant, St. James', Upper Montclair
 The Rev. Michael Delaney, vicar, St. Peter's, Washington
 The Rev. Lucy Ann Dure, assistant, St. Luke's, Montclair
 The Rev. Paul Ekezie, vicar, Trinity, Irvington
 The Rev. Eric Hinds, St. Peter's, Mountain Lakes
 The Rev. Kenrick Lewis, interim, Trinity, Montclair
 The Rev. Dana Rose, assistant, St. John's, Ramsey, and the Oasis
 The Rev. Mildred J. Solomon, missionary, Newark Regional Ministry

ELECTION RESULTS

General Convention - Ballot #1

Ms. Dot Patton announced the results of the first ballot for General Convention Deputies.
 (Total ballots cast 378; clergy cast 116; lay cast 262. Necessary to elect: clergy: 59; lay: 132)
 (* = elected) (first number is the clergy vote total, second number is the lay vote total)

51-93	The Rev. Canon Elizabeth Kaeton
6-37	The Rev. Christopher David
22-52	The Rev. Jeannette DeFriest
18-44	The Rev. Orion Davis
24-50	The Rev. John Donnelly
39-97	The Rev. Edward M. Hasse, III
21-36	The Rev. William C. Parnell
9-17	The Rev. Dr. Robert Alan Schiesler
17-52	The Rev. Beverly J. Huck
13-44	The Rev. Kim F. Capwell
23-35	The Rev. Louise Kalemkerian
40-105	The Rev. Tracey Lind
13-30	The Rev. Mildred J. Solomon
36-86	The Rev. Albert D. Jousset
23-32	The Rev. Lynne B. Weber
16-22	The Rev. Christopher Brdlik
38-94	The Rev. Fletcher Harper
30-76	The Rev. Geoffrey B. Curtiss
20-31	The Rev. Paul Hunt

(Total ballots cast 378; clergy cast 116; lay cast 262. Necessary to elect: clergy: 59; lay: 132)

(* = elected) (first number is the clergy vote total, second number is the lay vote total)

54-143	Michael F. Rehill
*79-152	Lyn Headley-Moore (Second Lay Deputy)
18-65	Sidney King
33-63	George Hayman
22-55	Bert Jones
7-23	William Nikel
*66-146	Marge Christie (Third Lay Deputy)
31-83	Edgar Kim Byham
*85-174	Louie Crew (First Lay Deputy)
27-76	Steven Boston
33-59	Michael James

SATURDAY, JANUARY 30

The Eucharist was celebrated in the Ballroom of the Hanover Marriott Hotel. The Necrology was read. The Rt. Rev. Richard L. Shimpfky was the preacher. The Rt. Rev. Jack M. McKelvey was the celebrant.

The business session was called to order at 10:30 a.m.

ELECTION RESULTS

Ms. Dot Patton, Chair of the Elections Committee, announced the results of the preferential ballot elections. (* = elected)

ACTS/VIM BOARD

Lay Class of 2002 (2 for three year term)

*Lyn Headley-Moore, St. Mark's, West Orange
 *Sidney King, Incarnation, Jersey City
 Kathleen C. Casiano, The Saviour, Denville
 Molly Galletly, St. Elizabeth's, Ridgewood
 Tom Martin, Christ Church, Ridgewood

DIOCESAN COUNCIL

Lay Class of 2001 (2 for two year term)

Juditha Collins, St. Agnes'/St. Paul's, East Orange
 *Joyce Skipper, Grace Van Vorst, Jersey City
 *Leonard Glenn, Epiphany, Orange

ECCLESIASTICAL COURT

Clergy Class of 2003 (1 for four year term)
 Clergy Class of 2001 (1 for two year term)

*David Hamilton, Trinity + St. Philip's Cathedral, Newark (Class of 2001)
 *Ellen M. Barrett, Bergen Episcopal Area Ministry Rochelle Park (Class of 2003)

ECCLESIASTICAL COURT

Lay Class of 2002 (1 for three year term)

*Keralenne J. Gayle, St. Paul's, Englewood
Barbara Conroy, Redeemer, Morristown

DEPARTMENT OF MISSIONS

Lay Class of 2002 (3 for three year term)

Lay Class of 2001 (1 for two year term)

*Laurence G. Taber, Grace, Madison (Class of 2001)
Nancy B. Boucher, Grace, Madison
*Bert Jones, St. Mark's, West Orange (Class of 2002)
Linda J. Tuorinsky, St. Peter's, Mt. Arlington
Susan E. Kynor, Christ Church, East Orange
Barbara Deneka, St. Peter's, Mt. Arlington
*Hattie Stone, St. Mary's, Sparta (Class of 2002)
*Katherine V. Bates, St. Elizabeth's, Ridgewood (Class of 2002)

DEPARTMENT OF MISSIONS

Clergy Class of 2002 (3 for three year term)

Clergy Class of 2001 (1 for two year term)

Clergy Class of 2000 (1 for one year term)

*William Coats, St. Clement's, Hawthorne (Class of 2002)
*Charles N. Arlin, All Saints', Bergenfield (Class of 2002)
*Jeannette DeFriest, Messiah, Chester (Class of 2002)
*Michael J. Gerhardt, Christ Church, Teaneck (Class of 2001)
Dwight Neglia, St. Agnes', Little Falls
*Sunil Chandy, All Saints', Hoboken (Class of 2000)

PROVINCIAL SYNOD DEPUTIES & SUPPLEMENTARIES

Clergy Class of 2001 (2 for two years as deputies, 2 for two years as supplementaries)

*Ellen M. Barrett, Bergen Episcopal Area Ministry (Second Deputy)
*Christopher L. David, Good Shepherd, Midland Park (First Deputy)
*Kim F. Capwell, St. Peter's, Mt. Arlington (First Supplementary)
Brian Laffler, St. Anthony of Padua, Hackensack
*Elizabeth Kaeton, The Oasis, Newark (Second Supplementary)

PROVINCIAL SYNOD DEPUTIES & SUPPLEMENTARIES

Lay Class of 2001 (2 for two years as deputies, 2 for two years as supplementaries)

*Martha R. Boughner, St. James', Upper Montclair (First Supplementary)
*Ronnie T. Stout-Kopp, Holy Trinity, Hillsdale (Second Supplementary)
*William Nikel, St. John's, Montclair (Second Deputy)
*Marjorie Hartmeyer, St. Luke's, Haworth (First Deputy)

THE STANDING COMMITTEE

Clergy Class of 2003 (1 for four year term)

Clergy Class of 2001 (1 for two year term)

Clergy Class of 2000 (1 for one year term)

*Diana Clark, St. John's, Montclair (Class of 2000)

*Albert D. Jousset, All Saints', Leonia (Class of 2003)

Christopher Brdlik, Calvary, Summit

Kim F. Capwell, St. Peter's, Mt. Arlington

John J. Negrotto, Holy Trinity, Hillsdale

Scott Kallstrom, Grace Van Vorst, Jersey City

*Beverly J. Huck, The Saviour, Denville (Class of 2001)

Geoffrey B. Curtiss, All Saints', Hoboken

THE STANDING COMMITTEE

Lay Class of 2003 (1 for four year term)

*Edgar Kim Byham, All Saints', Hoboken (Class of 2003)

Lois J. Blake-Redman, Incarnation, Jersey City

Patrick McCormick, St. Peter's, Washington

TRINITY & ST. PHILIP'S CATHEDRAL CHAPTER

Clergy Class of 2002 (1 for three year term)

Elizabeth Kaeton, The Oasis, Newark

*Stanley Morgan, Holy Communion, Paterson (Class of 2002)

TRINITY & ST. PHILIP'S CATHEDRAL CHAPTER

Lay Class of 2002 (1 for three year term)

Lay Class of 2001 (1 for two year term)

*Sidney King, Incarnation, Jersey City (Class of 2001)

George Hayman, Grace, Madison

*Louie Crew, Grace, Newark (Class of 2002)

STANDING COMMISSION ON CLERGY COMPENSATION

Mr. John Snyder, Christ Church, Ridgewood and Commission Chair, introduced the members of the Commission. Mr. Snyder presented resolutions one, two and three. The Rev. Stephanie Wethered, St. John's, Boonton, presented resolutions four and five. The members were: The Rev. Lauren Ackland, Grace, Madison; Ms. Carlotta Budd, Grace, Madison; The Rev. Canon Gervais Clarke, Epiphany, Orange; Ms. Linda Curtiss, All Saints', Hoboken; and, Ms. Dale Gruner, Redeemer, Morristown.

The report was presented and the resolutions moved for adoption. The full report follows the minutes.

TASK FORCE ON SABBATH FOR A NEW MILLENNIUM

The Rev. Fletcher Harper, Chair, read the two resolutions presented yesterday that were referred to the open hearing on Friday afternoon. There had been no amendments presented at the hearing.

The two resolutions were presented separately and both were adopted.

EAGLES NEST CAMP & YOUTH MINISTRIES

The Rev. Richard Bardusch, Director of Youth Ministries, introduced the members of the Youth Ministries Board and made the presentation. He reported that more than two dozen youth events were held in 1998, and even more were planned for 1999, including a diversity workshop that addressed racism, sexism and heterosexism. Several young people – Meredith Schiebner and Bob Leong, Matt Rudowsky – shared their experiences with W.O.O.D.Y. (World Of Our Diocesan Youth) and the diversity workshops and the *Happenings* events.

Ms. Bonnie Magnuson, St. Clement's, Hawthorne, and co-chair of the camp board, reported on plans for this summer's camping program at the new location. Family week will be re-introduced. For the first time, there will be sessions for the developmentally disabled. There was a high level of enthusiasm for the joint venture with the Lutheran synod.

The Rev. Richard Bardusch reported that enrollment in the summer camp program had increased over previous years. The program will double this year with the combined sessions with the Lutherans. He introduced Mrs. Chris Badgley, St. Mary's, Haledon, and The Rev. Cooper Conway, who were the youth ministries coordinator and assistant youth minister, respectively.

RESOLUTIONS

Mr. E. Kim Byham, All Saints', Hoboken, Chair of the Resolutions Committee presented the report. He introduced the members of the Resolutions Committee: The Rev. Michel Belt, Mr. James Churchman, Jr., The Rev. Kevin P. J. Coffey, Ms. Glenda DeKruif, The Rev. Margaret Gat, The Rev. Margaret Hodgkins, Mr. Richard E. Horsley, Ms. Bea Kota, Ms. Susan Schink, Ms. Mary Sunden, The Rev. Brad Whitaker, and Mrs. Virginia Whitehouse.

The resolutions had been referred to the open hearings on Friday afternoon. The complete and final texts of the resolutions are in a separate section of this Journal.

Consent Calendar: Resolution 1, *Disagreements*; Resolution 2, *John E. Hines Commemoration*; Resolution 3, *International Debt*; Resolution 4, *Hate Crimes*; Resolution 5, *Blessing Committed, Monogamous Relationships*; Resolution 6, *Making the Connection*; Resolution 7, *Celebrating the 10th Anniversary of the Oasis and the 25th Anniversary of Integrity*; Resolution 8, *To Create the Honorary Position of Diocesan Poet Laureate*.

Resolution 9 - *Anti-Racism* submitted by The Rev. Esar Budhu, St. Agnes & St. Paul's, East Orange; The Rev. John Donnelly, St. Michael's, Wayne; Mr. Durrant Hart, Christ Church, East Orange, was adopted as amended.

Resolution10 - *Electric Deregulation* submitted by The Rev. Franklin E. Vilas, St. Paul's, Chatham, was adopted as amended.

Resolution11 - *Minority Vendors* submitted by The Oasis, the Women's Commission, Christian Social Relations Commission, North Porch, the Commission on Racism, the Black Clergy Caucus, the Union of Black Episcopalians, the Episcopal Church Women and the Mission to Dismantle Racism was replaced by a substitute resolution after discussion. The substitute resolution was moved by The Rev. John Hartnett, St. Elizabeth's, Ridgewood, seconded and adopted.

Resolution 12 - *Affirming Catholicism Conference 1998* submitted by the Women's Commission, The Oasis, North Porch, the Black Clergy Caucus and the Christian Social Relations Commission was adopted.

Resolution 13 - *A Resolution Concerning Deeper Understanding of Scripture, Tradition and Reason in Relationship to Human Sexuality* submitted by The Oasis, the Women's Commission and the Christian Social Relations Commission was adopted.

Resolution 14 - *Diocesan Council and the 124th Convention Resolutions* submitted by The Rev. Geoffrey Curtiss, All Saints', Hoboken, was adopted.

The prayers at midday were provided by The Rt. Rev. Robert W. Ihloff

ELECTION RESULTS

General Convention - Ballot #2

Ms. Dot Patten announced the results of the second ballot for General Convention Deputies. (Total ballots cast 338; clergy cast 92; lay cast 246. Necessary to elect: clergy: 47; lay: 124) (* = elected) (first number is the clergy vote total, second number is the lay vote total)

*49-131	The Rev. Canon Elizabeth Kaeton (Third Clergy Deputy)
27-73	The Rev. Jeannette DeFriest
29-57	The Rev. John Donnelly
45-150	The Rev. Edward M. Hasse, III
26-67	The Rev. Beverly J. Huck
*51-142	The Rev. Tracey Lind (Second Clergy Deputy)
43-92	The Rev. Albert D. Jousset
*49-166	The Rev. Fletcher Harper (First Clergy Deputy)
29-91	The Rev. Geoffrey B. Curtiss

(Total ballots cast 328; clergy cast 90; lay cast 238. Necessary to elect: clergy: 46; lay: 120) (* = elected) (first number is the clergy vote total, second number is the lay vote total)

45-138	Michael F. Rehill
19-43	Edgar Kim Byham
24-52	Steven Boston

SATURDAY AFTERNOON SESSION

January 30, 1999

ELECTION RESULTS**General Convention - Ballot #3**

Ms. Dot Patten announced the results of the third ballot for General Convention Deputies.
 (Total ballots cast 405; clergy cast 105; lay cast 300. Necessary to elect: clergy: 53; lay: 151)
 (* = elected) (first number is the clergy vote total, second number is the lay vote total)

44-151	The Rev. Edward M. Hasse, III
40-66	The Rev. Albert D. Jousset
19-81	The Rev. Geoffrey B. Curtiss

(Total ballots cast 418; clergy cast 108; lay cast 310. Necessary to elect: clergy: 55; lay: 156)
 (* = elected) (first number is the clergy vote total, second number is the lay vote total)

53-164	Michael F. Rehill
20-62	Edgar Kim Byham
32-81	Steven Boston

ELECTRONIC TECHNOLOGY COMMITTEE

Mr. Steven Boston, St. John's, Ramsey, and Chair of the Committee, and other members of the committee addressed the convention. The deputies were urged to sign up for the Newark List which would help with communications between the churches and the churches and the diocese. Additional web page workshops and informational sessions were planned for during the year. The committee published and distributed an updated e-mail directory.

HOUSE OF THE HOLY COMFORTER**Canterbury Village**

The Rev. Wade Renn, President of the Board of Trustees, introduced the members of the Board of Trustees. He presented a status report on the completion of the new construction that increased the capacity of the facility, now called Canterbury Village at House of the Holy Comforter.

BISHOP'S APPOINTMENTS

The Bishop made the following appointments:

- Diocesan Council: The Rev. Geoffrey Curtiss, All Saints', Hoboken
- Acts/Vim Board: Mr. Tom Martin, Christ Church, Ridgewood
- Cathedral Chapter: Mr. George Hayman, Grace, Madison

JERSEY CITY MINISTRY

The Rt. Rev. Jack M. McKelvey, The Rev. Scott Kallstrom, Vicar, Grace Van Vorst, Jersey City, Mr. Thomas Nickerson, Executive Director, Jersey City CDC and Carol Harrison-Arnold, Esq., Incarnation, Jersey City, made the presentation. The Rev. Scott Kallstrom reported on

the programs for youth and adults that operated seven days a week at Grace Church, and expressed the hope that the church would attain parish status in just a few years. The Jersey City Area Ministry Council voted to hire a youth minister to help the churches develop Sunday school programs, teen programs and to tie into the diocesan youth programs. All of the Episcopal churches in Jersey City were working together.

Ms. Carol Harrison-Arnold reported that in the year 2000 a new church would be built in Jersey City, called St. Augustine of Hippo. The plans were coming together, the dream was being realized and the work was getting done. Hopefully, the worship in the new building will happen in December 2000.

Mr. Thomas Nickerson reported on the CDC work since its inception in 1997. Growth exceeded expectations: two after school programs were operating; there was a merger with Corpus Christi Ministries for AIDS services; and, the CDC ventured into the welfare to work arena with an attempt to put 200 people to work which received from the State Department of Welfare two million dollars to oversee the welfare to work fare program.

CONSTITUTION AND CANONS COMMITTEE

Mr. Michael F. Rehill, Chancellor, presented the amendments to the Canons that were referred to the open hearings on Friday.

The amendment to Canon 9.7 (qualifications of officers) that would have limited terms on vestries and executive committees to six consecutive years was withdrawn by the committee.

The amendment to Canon 17.6 (pertaining to the Ecclesiastical Court) that would give the Court authority over the Church Attorney and establish a procedure to replace the Church Attorney was adopted.

The amendment to Canon 17.2 (pertaining to the Ecclesiastical Court) that would permit members of the Court who heard a trial to complete their canonical responsibilities and make a sentencing notwithstanding their term end date was adopted.

Bishop Spong introduced the youth deputies elected to represent their districts: Bob Leong, St. Mary's, Haledon, NC; Emily Lanigan, St. John's, Montclair, SC; David Hassan, Trinity, Kearny, NE; Ariana Matios, All Saints', Hoboken, SE; Megan Gould, Good Shepherd, Wantage, NW; Jonathan Yardley, St. Peters, Morristown, SW.

EPISCOPAL COMMUNITY DEVELOPMENT

Mrs. Carla Lerman, Executive Director, presented a status report on the various housing initiatives within the city of Newark and throughout the diocese, including the Samaritan Project.

COMMISSION ON MINISTRY'S TOTAL MINISTRY TASK FORCE

Ms. Mary Barrett and Ms. Hattie Stone, Co-chairs, introduced the committee members: The Rev. Lucy Ann Dure, St. Luke's, Montclair; Mr. Charles Hayes, Grace Van Vorst, Jersey City; The Rev. Steven Giovangelo, St. John's, Union City; The Rev. Wayne Riley, St. James',

Hackettstown; The Rev. Carolyn Lumbard, St. Alban's, Oakland; The Rev. Phillip Wilson, Redeemer, Morristown; Mr. Peter Van Brunt, Messiah, Chester; and The Rev. Jacob David, Resurrection and St. Paul's, Wood-Ridge. Reports from the three sub-committees – vocational deacons, the role of the laity, congregational development – were presented.

Ms. Barrett moved the following resolution:

Resolved, that the 125th Convention of the Diocese of Newark extends for one year the study in depth of the whole ministry of this Diocese, with oversight by the Commission on Ministry, and asks that a report be made to the 126th Convention for deliberation and debate. The motion was seconded and adopted.

ELECTION RESULTS

General Convention - Ballot #4

Ms. Dot Patten announced the results of the fourth ballot for General Convention Deputies. (Total ballots cast 440; clergy cast 110; lay cast 330. Necessary to elect: clergy: 56; lay: 166) (* = elected) (first number is the clergy vote total, second number is the lay vote total)

55-198	The Rev. Edward M. Hasse, III
40-76	The Rev. Albert D. Jousset
14-51	The Rev. Geoffrey B. Curtiss

(Total ballots cast 438; clergy cast 110; lay cast 328. Necessary to elect: clergy: 56; lay: 165) (* = elected) (first number is the clergy vote total, second number is the lay vote total)

*68-210	Michael F. Rehill (Fourth Lay Deputy)
14-46	Edgar Kim Byham
27-71	Steven Boston

After the results were announced, The Rev. Al Jousset and The Rev. Geoff Curtiss withdrew their candidacies, allowing The Rev. Edward Hasse to be elected the fourth clergy deputy.

The Rev. Geoff Curtiss moved that the Rules of Order be suspended for the casting of an unanimous ballot for the election of The Rev. Edward Hasse, III, as the fourth deputy. The motion was seconded and adopted. The Rev. Mr. Hasse was elected the fourth clergy deputy.

Ms. Dot Patten gave deputies instructions on voting for alternates in both orders. The election required a simple majority of total votes cast. The convention recessed into a fifth ballot to elect the alternates.

Bishop Spong introduced the following candidates and postulants: Ms. Dorothy Fowlkes, Incarnation, Jersey City; Ms. Tanya Wallace, Transfiguration, Towaco; Ms. Joceyln Irving, Holy Communion, Paterson; Mr. Michael MacDonald, Christ, Ridgewood; Ms. Susan Fortunato, St. John's, Montclair; Ms. Lily DeYoung, Redeemer, Morristown; Mr. Howard Hess, All Saints', Leonia; Ms. Karen Rezak, Christ, Hackensack; Ms. Melissa Hall, St. Andrew/Holy Communion, South Orange; and, Mr. Phil Dougharty, All Saints', Hoboken.

COMMISSION ON MINISTRY APPOINTMENTS

The Rt. Rev. John P. Croneberger presented the following names for ratification to the Commission on Ministry: Ms. Mary Barrett, St. John's, Montclair; Ms. Judy Loeb, St. Mary's, Haledon; Ms. Edie Ewing, Holy Spirit, Verona, to the Class of 2003; Ms. Nesta Stephens, Trinity, Montclair, to the Class of 2001.

COMMITTEE ON THE BISHOP'S ADDRESS

Mr. Richard Horsley, St. Peter's, Morristown, Chair, introduced the members of the Committee: The Rev. Brad Whitaker, Christ Church, Newton; Ms. Sally Snyder, Christ Church, Ridgewood; Ms. Gerrie Jeter, St. Paul's, Englewood; and The Rev. Wayne Riley, St. James', Hackettstown.

Mr. Horsley moved the resolutions individually. Each was seconded and adopted. (The resolutions follow the minutes.)

HURRICANE MITCH RELIEF EFFORTS

The Rev. Jack Stanton, St. Matthew's, Paramus; The Rev. Carolyn Lumbard, St. Alban's, Oakland; The Rev. Jeannette DeFriest, Messiah, Chester; and Ms. Ellen Bernstein, Pastors' for Peace; reported on the relief efforts for the victims of Hurricane Mitch. Depots to receive goods were placed in several churches: Messiah, Chester; All Saints', Hoboken; St. Agnes', Little Falls; Christ Church, Newton; St. Alban's, Oakland; and, St. Matthew's, Paramus. The collected goods will be shipped Honduras for distribution by Bishop Frades. (The Technology Committee assisted the group with a video presentation of the collection process.)

COMMITTEE TO CERTIFY THE MINUTES

The members of the Committee to Certify the Minutes were ratified: Ms. Sue Calcagno, Christ, Pompton Lakes; The Rev. Margaret Gat, St. Johns', Dover; and, Ms. Susan Robinson, All Saints', Hoboken.

RESOLUTIONS OF GREETINGS AND THANKS

Mr. David Hassan, Trinity, Kearny, youth deputy for North East District, presented the following resolutions:

RESOLVED, that this 125th Annual Convention of the Diocese of Newark extends warm and affectionate greetings to Mrs. Kenneth Anand, widow of our late Assistant Bishop; to Bishop Melchor and Mrs. Catherine Saucedo-Mendoza, Diocese of Western Mexico; to Bishop and Mrs. Francisco and Reus-Froylan, Diocese of Puerto Rico; to Bishop and Mrs. Leo Frades, Diocese of Honduras; to Bishop Denis Singulane, Diocese of Lebombo; and to Bishop and Mrs. Desmond Tutu.

RESOLVED, that this 125th Convention expresses its appreciation to the Arrangements Committee and Ms. Marie Obermann, Chairperson; to the Committee on Rules of Order and Mr. Ray Anderson, Chairperson; to the Resolutions Committee and Mr. Kim Byham, Chairperson; to the Nominations Committee and Ms. Glenda deKruif, Chairperson; to the

Bishop's Advisory Worship Committee and the Reverend Mark Lewis, and the Reverend Edward Hasse, Co-Chairs; to the Committee on the Bishop's Address and Mr. Richard Horsley, Chairperson; to the Committee on Elections and Ms. Dot Patten, Chairperson; Ms. L. Allison Garde, Parliamentarian; Mr. Alan Stephens, Assistant Parliamentarian; to the Tellers; to the WOODY Pages and the Rev. Richard Bardusch, Youth Ministries Director; to the Technology Committee and Mr. Steve Boston and the Rev. John Rollins; and, to Mr. Phil Storm and the Rev. Larry Falkowski for their assistance.

BISHOPS' COMMENTS

The President invited The Rev. Robert W. Ihloff and The Rev. Richard L. Shimpfky to address the deputies with their comments, impressions and reflections on the convention.

Results of ballot 5 were announced.

ELECTION RESULTS

General Convention - Ballot #5

Ms. Dot Patten announced the results of the fifth ballot for the election of alternates to General Convention.

(Total ballots cast 432. Necessary to elect: 217.) (* = elected)

- *320 The Rev. Albert D. Jousset (First Clergy Alternate)
- *289 The Rev. Geoffrey B. Curtiss (Second Clergy Alternate)
- 189 The Rev. Jeannette DeFriest
- 153 The Rev. Beverly J. Huck
- 114 The Rev. John Donnelly
- 97 The Rev. Orion W. Davis
- 91 The Rev. Lynne B. Weber
- 88 The Rev. Kim F. Capwell
- 77 The Rev. Paul Hunt
- 68 The Rev. William C. Parnell
- 64 The Rev. Louise Kalemkerian
- 62 The Rev. Mildred J. Solomon
- 49 The Rev. Christopher Brdlik
- 29 The Rev. Dr. Robert Alan Schiesler
- 6 The Rev. Christopher David

(Total ballots cast 431. Necessary to elect: 216.) (* = elected)

- *355 Steven A. Boston (First Lay Alternate)
- *321 Edgar Kim Byham (Second Lay Alternate)
- *257 Sidney King (Third Lay Alternate)
- *235 George Hayman (Fourth Lay Alternate)
- 218 Michael James
- 159 Bert Jones
- 99 William Nikel

The deputies sang the hymn, *God of Grace and God of Glory*.

The President pronounced the benediction. The convention adjourned at 4:30 p.m. into the sixth ballot for the remaining two clergy alternates to General Convention. The ballots were counted and the vote tally was as follows:

ELECTION RESULTS
General Convention - Ballot #6

The results of the sixth ballot for the election of clergy alternates to General Convention were tabulated after the adjournment and published in the post-convention issue of the *Voice*. (Total ballots cast 395. Necessary to elect: 198.) (* = elected)

*239 The Rev. Jeannette DeFriest (Third Clergy Alternate)
189 The Rev. Beverly J. Huck
116 The Rev. Lynne B. Weber
115 The Rev. Orion W. Davis
113 The Rev. John Donnelly

A fourth clergy alternate will be elected at the Convention of 2000.

Respectfully submitted,



Michael Francaviglia
Secretary of Convention

125th ANNUAL CONVENTION - DIOCESE OF NEWARK
REPORT OF THE COMMITTEE ON RULES OF ORDER AND ELECTIONS

The Committee on Rules of Order and Elections met on December 3, 1998. It reviewed the Rules of Order adopted by the 124th Convention and received a report from the Nominations Committee elected under the terms of those Rules of Order.

The Nominations Committee worked to meet its mandate to provide more candidates than vacancies and submitted its list of candidates for consideration by the 125th Convention.

The Committee on Rules of Order and Elections recommends that the Rules of Order adopted for the 124th Convention be adopted for the 125th Convention along with a rules change to take effect immediately regarding the election of General Convention Deputies. The change is an addition of a new paragraph to Section VI:

G. For the election of General Convention Deputies, beginning with the second ballot and for all succeeding ballots, the name of the candidate (or candidates) with the lowest number of total votes from both orders on the previous ballot will be withdrawn from consideration, such that the number of candidates remaining shall be equal to two times the number of vacancies plus one. All candidates who were not elected as , have Deputies shall be eligible for consideration as alternate Deputies.

Additionally, there are two other changes recommended for adoption at this convention to take effect at the Diocesan Convention in January 2000.

The first modification is a change to the deadline for **Late Nominations** in Section VI, part D., paragraph 2.b. to specify **noon** as the deadline rather than *at the close of business* on the Friday preceding the Convention. The new paragraph would read:

(b.) Late nominations will continue to be accepted until noon on the Friday preceding the start of the Annual Convention.

The second modification is a revision to the section describing the **Resolutions** process. The proposed revision was submitted by the Diocesan Council and the Rules of Order Committee recommends its adoption. The revised process are pages following this cover sheet.

Respectfully submitted,

Mr. D. Ray Anderson, Chair
 Committee on Rules of Order and Elections

The Report of the Rules of Order Committee was adopted with the recommended changes.

PROPOSAL TO CHANGE THE RULES OF ORDER SECTION ON RESOLUTIONS

Resolutions

The Committee on Resolutions shall be responsible for receiving all resolutions except those provided by standing committees and bodies required to report to this Convention.

A. All resolutions to be considered for action by the Annual Convention shall be submitted to the Secretary of Convention in writing and signed by a Deputy not less than seventy-five (75) days before the date of Convention. Resolutions should be submitted on white 8-1/2 x 11 paper, typed and double-spaced or in electronic format by disk or e-mail. Each should contain two sections: 1) the RESOLVED naming the desired action, and a further RESOLVED, as appropriate, providing for the implementation of the resolution, if adopted; and 2) a brief statement or information in support of the resolution. Resolutions submitted by more than one Deputy must designate one Deputy as capable of agreeing to any amendments by the Committee or offered on the floor of Convention. After the expiration of the seventy-five (75) day deadline, the Secretary shall transmit to the Committee all resolutions submitted to him/her.

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

C. Upon submission of any resolution that in the Secretary's opinion after consultation with the chair of the Committee may have financial implications if adopted, s/he shall submit a copy to the Treasurer or Chief Financial Officer for review and comments. Upon submission of any resolution that in the Secretary's opinion after consultation with the chair of the Committee may affect insurance, s/he shall submit a copy to the Chair of the Diocesan Insurance Committee for review and comments. Upon submission of any resolution that in the Secretary's opinion after consultation with the chair of the Committee may have canonical or legal implications if adopted, s/he shall submit to the Chancellor for review and comments. Review and comments will be requested in time for the initial meeting of the Committee.

D. The Committee shall have the power to revise or modify any proposed resolution, and shall have the power, by a two-thirds vote of all committee members present and voting, to determine not to offer any proposed resolution on the floor of Convention.

E. The Committee shall submit its report to the Secretary sixty (60) days before the date of Convention with its recommendations for action upon each resolution as proposed or as amended or collated by the Committee. This report shall be mailed by the Secretary to each Deputation during the first week of January. All resolutions considered by the Committee will be included in the report, unless withdrawn by consent of the sponsoring Deputy. If a resolution to be offered to Convention has been amended by the Committee without the consent of the sponsoring Deputy, such amendment(s) will be clearly shown.

F. Any resolution which the Committee determines not to offer on the floor of Convention shall be permitted on the floor of Convention only by a majority vote of all Convention Deputies.

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

H. Consent Calendar. It is recognized that certain resolutions may not require full debate prior to action by Convention. Accordingly, the Committee on Resolutions may propose that certain resolutions be included on a "Consent Calendar". Exclusion of any resolution on the Consent Calendar requires agreement of any three congregations to remove it. Any resolution included on the "Consent Calendar" shall not be subject to amendment or debate, except that the sponsoring Deputy or his/her designee may speak to the resolution for a period not to exceed one minute.

The Report of the Rules of Order Committee was adopted with the recommended changes.

RULES OF ORDER
ONE HUNDRED AND TWENTY-FIFTH CONVENTION
 January 29 & 30, 1999

Convention Committees

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

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

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

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

Arrangements

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

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

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

Rules of Order

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

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

- A. By April 30th a nominations committee of clergy and lay members from different churches shall be elected by the districts consisting of:

- 1 member of the clergy from each district
- 2 lay persons from each district
- Secretary of Convention

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Committee members will serve for two years with clergy and lay members rotating off in alternate years. For odd years, there will be elected one clergy and one lay person. For even years, there will be elected one lay person, except for 1995, when a second lay person will be elected for one year. In the event any district fails to provide its representatives, on May 1st the Bishop will make appointments to fill vacancies.

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

C. The Secretary of Convention shall send out in the Call to Convention the time and place of the Convention, a list and job descriptions of the offices by classes to be filled by election, the names of the incumbents of these offices, and an official nomination form. This Call shall be sent out at least one hundred (100) days before the date of the Convention to each clerical member of the Convention and to each lay delegation whose certificate has been transmitted to the Secretary, as provided in Canon I. The Call shall be printed in *The Voice*.

D. Nomination of Candidates

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

- (a.) Any person eligible to run may recommend him or herself.
- (b.) Any person in the Diocese may recommend some one else who is eligible to run.
- (c.) Members of the Committee are strongly encouraged to present names of possible candidates from their own districts particularly, as well as suggestions from other areas of the Diocese.

The Nominations Committee will evaluate recommendations and present a report to the Secretary of Convention and Committee on Rules of Order and Elections by November 30th for distribution with the pre-convention mailing at the end of December. Any nominees not accepted by the Nominations Committee shall be informed in writing by November 30th in order to allow for nomination through other methods.

2. In addition to the slate presented by the Nominations Committee, additional nominations will be received in the following ways:

- (a.) Any five (5) delegates to Convention may nominate a candidate to any office. Nominations post marked not later than December 15th will be included in the pre-convention mailing and publicized in the *Voice* along with the nominations received from the Nominations Committee.
- (b.) Late nominations will continue to be accepted up until the close of business on the Friday preceding the start of the Annual Convention.

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

F. *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.*

Resolutions

The Committee on Resolutions shall be responsible for receiving all resolutions except those provided by standing committees and bodies required to report to this Convention.

- A. All resolutions to be considered for action by the Annual Convention shall be submitted to the Secretary of Convention in writing and signed by a Delegate not less than seventy-five (75) days before the date of Convention. Resolutions should be submitted on white 8-1/2 x 11 paper, typed and double spaced, and contain two sections: the RESOLVED naming the desired action, and a further RESOLVED, as appropriate, providing for the implementation of the resolution, if adopted. A brief statement (supporting information) may be included to support the resolution. After the expiration of the seventy-five (75) day deadline, the Secretary shall transmit to the Committee all resolutions submitted to him/her.
- B. The Committee shall publicize at least eighty-five (85) days prior to Convention dates, place and time of its meeting, inviting submitters of all resolutions to attend. The Committee shall collate all resolutions dealing with obviously similar subjects and shall discuss such collation with the submitters.
- C. The Committee shall submit its report to the Secretary sixty (60) days before the date of Convention with its recommendations for action upon each resolution as proposed or as amended or collated by the Committee. This report shall be mailed by the Secretary to each Delegation during the first week of January. The report shall include all resolutions as submitted by Delegates prior to the submission deadline and by normal business procedures showing such amendments as may be recommended by the Committee, excepting such resolutions as may have been collated by the Committee with the consent of the mover.
- D. Resolutions will be permitted from the floor only when they carry a clear statement in writing of the circumstances that lead to the request for their consideration and only by a two-thirds vote. Such resolutions should be duplicated in advance by the presenter(s) with sufficient copies available for distribution to all convention delegates (650 copies are needed).
- E. Consent Calendar. It is recognized that certain resolutions may not require full debate prior to action by Convention. Accordingly, the Committee on Resolutions may propose that certain resolutions be included on a "Consent Calendar". Exclusion of any resolution on the Consent Calendar requires agreement of any three congregations to remove it. Any resolution included on the "Consent Calendar" shall not be subject to amendment or debate, except that the original mover or his/her designee may speak to the resolution for a period not to exceed one minute.

On Dispatch of Business

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

To Certify Minutes

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

On Decorum and Debate

- X. Except when in conflict with the Constitution or Canons or any Rule herein contained, the latest edition

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of "Robert's Rules of Order" shall govern the interpretation of these rules and procedures to follow.

XI. No motion shall be considered as before Convention unless seconded, and, when required by the President, reduced to writing and signed by the mover, whose name shall be entered on the journal.

XII. Any member about to speak shall, with due respect address the President, and in speaking confine comments to the point in debate.

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

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

XV. The motions below have priority in order listed.

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

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

On the Budget

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

- 1. The tentative budget be adopted by the Diocesan Council and proposed to the Convention.
- 2. Copies of said budget to be sent to convention delegates and available for discussion at January district meetings.
- 3. That the Bishop appoint a Convention Budget Committee, the majority of which is not comprised of Diocesan Council or Diocesan staff membership, to function during the life of the Convention only.

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4. That the proposed budget be presented by the Treasurer, the Chairperson of the Diocesan Budget Committee, or a member of the Diocesan Council to the Convention on the first day.
5. Upon presentation of the budget, proposed changes will be in order. These changes should be of four varieties, submitted in writing, and must be seconded:
 - (a) To add an additional line item
 - (b) To delete a line item
 - (c) To increase a line item
 - (d) to decrease a line item
6. Proposed changes will be referred without debate to the Convention Budget Committee.
7. Line items about which no proposed change is offered will be considered non-debatable by Convention unless upon resolution by the Convention Budget Committee.
8. The Convention Budget Committee will hold open hearings on these proposed budget changes on the first day. Anyone wishing to do so may appear to speak for or against any proposed change. After all speakers are heard, the Convention Budget Committee will go into executive session to consider its report to the Convention. The Committee may at its discretion invite expert witnesses.
9. The Convention Budget Committee will present its recommendations on every line item for which changes have been suggested, its only mandate that the budget must not be in deficit. Changes up will have to be balanced with changes down, additions offset by deletions, subject to the discretion of the Convention Budget Committee.
10. The Convention will vote on every Convention Budget Committee resolution either to approve or not to approve. These resolutions are subject to amendment by the Convention. Each resolution must be considered individually.
11. When all Convention Budget Committee resolutions have been dealt with, a motion to approve the budget will be offered and voted.

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

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

Committee of the Whole

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

- A. A motion to rise and to report to the Convention, with or without leave to sit again, may be made at any time, and shall take precedence of all other motions, and shall be decided without further debate. No such motion once made shall be renewed until further proceeding shall have taken place in the Committee.
- B. A motion that a vote be taken at some designated time may be made and be disposed of without debate at any time, but as before provided a motion to report to the Convention shall take precedence.
- C. No motion to lay on the table shall be entertained.

Reports

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

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

XX. All reports requiring Convention action shall be in writing and, at least, one complete copy and, if available and appropriate, four synopses shall be in the possession of the Delegations prior to Convention. All other reports submitted to Convention shall be read by title only.

Bishop's Address
125th Convention of the Diocese of Newark
January 29th, 1999

Bishop Croneberger, Bishop McKelvey, Bishop Shimpfky, Bishop Ihloff, Chancellor Rehill, honored ecumenical guests, lay and clerical deputies to the 125th Annual Convention of the Diocese of Newark and friends. Grace and peace to you in the name of Christ.

I have sought through the years to place my annual message to you at this Convention into the living flow of human history. In 1998 we lived in a world where peace was always fragile. In October of 1998 we went to the brink of war once more with Saddam Hussein in Iraq, then backed away only to strike with military fury in December. The missiles and bombs ceased in three days as the Moslem holy month of Ramadan began and a fragile peace reappeared. Even in this limited military action we need to recognize that the United States and Great Britain stood alone with little support from the rest of the world. World opinion against military action has grown in recent years to the point that attempts to justify this aggressive act to skeptical nations have become increasingly difficult. The United Nations did succeed in forcing withdrawal of military units from Kosovo, putting a stop to the genocide of Albanian people, but that peace also has not held. In that area of the world two steps forward seem to be followed by one step backward. Western leaders also managed in 1998 to bring Mr. Netanyahu and Chairman Yasser Arafat to agreement on a plan that will exchange land on the West Bank for security in the Middle East, though once again the implementation of that accord has yet to be accomplished. During the past year we also learned in fresh and dramatic ways how totally interdependent all human life is as the collapsing economies in Asia and Russia threatened American prosperity and clipped 2500 points off the Dow Jones Industrial Average in October.

The attention of the nation for most of the year, however, was not riveted on the crucial issues of war and peace or even on our economic well-being. We were rather consumed with sex in the White House and the issue of impeachment. The personal bitterness dividing Democrats and Republicans in Congress increased to a level not seen since the years before the American Civil War. Political casualties have included not just a badly weakened President, but a resigned Speaker of the House and a resigned Speaker-elect, to say nothing of a compromised Chairman Henry Hyde and Representative Robert Barr. In this weird Washington world, we even watched Larry Flynt, the American king of pornography, emerge as an exposee artist. The politics of personal destruction has become so intense that I believe the stage has actually been set in our nation for the birth of a new third party that could well win the White House in 2000. Perhaps a new political start without the burden of the past might be a better way to redeem our present political process. For an independent candidacy to be successful, it will require competent, substantive leadership and a personal respect that the prospective candidate has already won. This broad-based reconciling effort cannot be accomplished by a narrowly focused or single issue candidate. We do need to face the fact that the old political structures have succeeded in alienating so many members of our electorate that less than 50 percent of the eligible voters of this nation even bother going to the polls. These structures have simply become too partisan, too

hostile, too uncompromising to be flexible enough to do the nation's business effectively. Both parties are also today too deeply compromised with illegal campaign financing which is why they will always refuse to police themselves by passing campaign reform legislation. Those are the reasons that I believe the American people are ready to consider new political alternatives. I call on those political leaders whose personal integrity has enabled them to stand loose to partisan pressures and above the traditional political structures, to consider an independent run for the White House. People like former Senator Bill Bradley, a Democrat, and former Governor Thomas Kean, a Republican, both of whom have the qualities about which I speak should be urged to give serious thought to the possibility of choosing a running mate from the opposite party and offering an independent fusion ticket to the American electorate as a fresh alternative that just might deliver this nation from the political chaos that partisan politics has now given us as its heritage. It is almost a shame that these two superior human beings, Bill Bradley and Tom Kean, come from the same state which precludes the possibility that they might run together. We must not, as a nation, continue a pattern of political life that alienates from public service the ablest and most honest of our citizens.

Much of the political extremism we face in this nation is, strangely enough, the deliberate creation of those who hold deep religious convictions in which passion is frequently counted a higher value than either knowledge or truth. It is sometimes amazing how hostile and how divisive religious extremism can become. That was the mentality which emerged in and dominated the Anglican Communion at the Lambeth Conference during 1998. Here a combination of American conservatives, English evangelicals and third world bishops forced upon the Anglican Communion a blatantly hostile stance of rejection directed against gay and lesbian people. This attitude was expressed in unbelievable rhetoric and in a bitter, negative resolution that was typically camouflaged in the sweet words of piety and scripture. Those who supported this negative action revealed that in large parts of the world there is an almost total ignorance of 20th century scientific facts about the origins and nature of sexual orientation. It also made it clear that in our own land scientific data can be either ignored or quickly set aside by those whose deep-seated emotional prejudices are allowed to cloud their judgment! Both of these groups also revealed that in the Anglican Communion there is an unbelievable, and I think inexcusable, ignorance of the biblical scholarship that has been abroad in our world for the last 150 years.

In this debate, as strange as it still seems, appeals were made to a biblical literalism that was outrageous. They seemed not to recognize that slavery, segregation, apartheid, the second class status of women and the murderous oppression of homosexual people were also justified by that kind of appeal to biblical proof texts. An appeal was also made to those fringe religious organizations who boast of their ability to change an individual's personal sexual orientation. There is not one bit of medical or scientific data to back that claim. The American Psychiatric Association has just recently pronounced any attempt to change a person's sexual orientation to be fraudulent. It is nothing less than "pastoral violence." Yet, appeals to this practice were used at Lambeth by some who were uninformed and by others who were manipulative and malevolent to buttress their homophobic attitudes. The sad thing was that in this ecclesiastical setting such blatant ignorance and uninformed prejudice carried the day. This conference was the most disillusioning experience I have had in my entire ordained life. I never expected to see the

Anglican Communion, which prides itself on the place of reason in faith, descend to this level of irrational pentecostal hysteria.

The Lambeth Conference also revealed a tragic weakness in our Church in the major positions of leadership. The Archbishop of Canterbury, George Carey, cheered this uninformed evangelical takeover of our Communion from his seat on the stage. The newly-chosen primate of the Episcopal Church in the United States, Frank Griswold, not only never participated in the debate, but he also then abstained on the most negative vote to the cause of Christ that I can ever recall in 45 years of attending Church conventions. If our elected leaders cannot stand up and be counted on an issue this profound, then I see no reason to expect significant leadership from then on any other issues. If I am to seek to be faithful to the Christ I serve, I have no choice but to stand against the Lambeth resolution which I indeed intend to do. I pronounce the Lambeth Resolution, and I hope I am quoted, unchristian, uninformed, prejudiced and evil. This convention may also wish to state where it stands in relation to the Lambeth Resolutions on human sexuality and to the way in which Holy Scripture was used in that debate.

To move from the painful to the joyous, the big event in the Diocese of Newark in 1998 was that in a special Convention this diocese chose The Rev. Canon John Palmer Croneberger to be our Bishop Coadjutor and ultimately the ninth Bishop of this diocese. He has been a part of our diocesan leadership for eighteen years. He is an able and strong man with deep convictions, a caring style and a wonderful family. I am delighted to welcome him to this new role of leadership and I will be honored to be succeeded by him on February 1st of the year 2000.

Personally, 1998 was for me a year in which I was forced to face the fragility of my health with viral meningitis in August and stomach surgery in December. Both sicknesses took their toll and forced me to embrace, as I never have had to do before, the meaning of finitude. I am happy to report to you that I am now much improved and ready to fulfill my obligations in the plans for this very busy final year of my episcopacy, but be assured I have heard the warning signs of my own mortality and expect to pay them heed.

We begin at this Convention the celebration of our 125th Anniversary as a separate diocese in the State of New Jersey. When I step down next February, I will have shared twenty-four of those 125 years of our history. It has been my privilege to be part of the goodly heritage that marks the Diocese of Newark.

In our years together, we have walked in the shadows of great leaders of the past. I think of Bishop William Odenheimer, who as the bishop of the whole state which was called the Diocese of New Jersey, had served for 16 years before calling for the division of the state into two dioceses in 1874. Exercising his canonical prerogative, he chose to become the first bishop of the new diocese, called then the Diocese of Northern New Jersey, where he served as our first bishop for five more years. Under his administration Christ Hospital in Jersey City was formed. He was succeeded in 1879 by Bishop Thomas Starkey who served 23 years and was a strong advocate for adequate clergy compensation. He also changed the name of the Diocese of Northern New Jersey to the Diocese of Newark. In 1902 Bishop Edwin Lines began his 24-year career as our third bishop. He began the Bishop's Church Extension Fund that to this day continues to make a significant difference in this diocese. In 1926 Bishop Wilson Stearley became our fourth diocesan bishop. His tenure embraced the stock market crash of 1929 and the

depression of the 30's. During that time this diocese lost the land in Cedar Grove on which our Cathedral, to be known as All Saints', was projected to rise. All Saints' Chapel in Episcopal House is the vestigial remains of that project. The longest serving bishop in our history was Benjamin Washburn whose 26 years as our fifth diocesan bishop carried us through World War II and into the religious fervor that followed that war. He in turn was succeeded by Leland Stark who served the diocese as our sixth bishop for 20 years and who turned the post-war religious excitement into rapid suburban expansion. Bishop Stark also brought this diocese with great integrity through the urban riots of the 60's and the Vietnam War of the 70's. History has recorded that this was not accomplished without great pain. Yet the leadership of this diocese was clearly and courageously on the right side of both of those great issues. Bishop Stark also established the Grant Fund and the Bishop's Loaning Fund. Finally, there was my immediate predecessor, the ever-gracious George Edward Rath, who served as our seventh diocesan bishop. His was the shortest tenure in our history, yet it was both prophetic and pastoral. As a prophet he marched at Selma with Martin Luther King, Jr. and as a pastor he established the fund that came to bear his name to assist the children of our clergy with their college educations. Each of these remarkable human beings made valuable contributions and helped to create this special community of faith that we call the Diocese of Newark.

When I look back on my years, I see many things we have accomplished together of which I am proud. In my watch as the Bishop of Newark, the budget of this diocese has grown 440 percent from \$608,226 in 1976 to a proposed \$2.7 million in 1999. Even more spectacularly the Diocesan Investment Trust has grown 800 percent from a corpus of \$5 million in 1976 to almost \$40 million in 1999. We are indebted to Eliot Knight for starting us on the road to more effective investment strategies for the D.I.T. We have conducted two major and one minor capital funds drives during my tenure. The first, begun in 1979, was the ACTS/VIM campaign, an acronym that means "A commitment to serve - Venture in Mission," which raised \$6.3 million and which established the fund we call ACTS/VIM that is so vital to our Church today. That fund was created by taking \$2 million of the total money raised in that campaign and investing in a corpus the income from which was to be spent in our diocese on congregational development. That original corpus has grown to \$3.2 million today. From the income from this fund, we have already invested by direct grants over \$2.8 million in the program development of our churches.

The second capital campaign was begun in 1984 and raised the money we now call the Ward J. Herbert Fund. It was designed to assist our congregations with the costs of the physical maintenance of our structures. The original corpus of this endowment was just over \$1 million, but it has grown to the place where today that corpus is in excess of \$3.7 million dollars. So far we have given away just under \$1 million in matching funds from this fund, which means that almost \$2 million has been invested since this fund was established in our physical structures. So from these two funds we have invested, in our churches beyond our diocesan budget, just under \$4 million dollars in the last twenty years and we still have an income-producing corpus in these two funds of approximately \$7 million. That growing source of income will be present in perpetuity to assist our congregations.

The third capital funds drive was to pay down the debt on Episcopal House. It was almost done privately. I called on less than 50 families, and we raised approximately \$350,000. We have

an indebtedness today on our diocesan headquarters of only \$700,000. Had we stayed in our former building, we would have faced the need for major renovations which would have left us with an indebtedness of more than \$2,000,000. In addition to that the worth of our new building is considerably higher than the worth of 24 Rector Street. In fact, in time we will discover that we occupy one of the most valuable pieces of real estate in the city of Newark. The decision to make this move, driven primarily by our Chancellor Michael Rehill, has proven to be a wise one in our goal of being good stewards of our financial resources.

In other financial matters, under the primary leadership of the Rev. Harry Smith and John Zinn, two of the most dedicated and remarkable human beings I have ever known, this diocese instituted a program of proportional giving in which we did away with assigned quotas and shares. We took this step because it was consistent with our view of stewardship. In every year since this program was begun, the giving of the people of this diocese has gone up and to my knowledge ours is the only diocese in the country today that has no assigned quotas. Others have tried it, but failed. We have succeeded because we have learned to trust one another.

It has oftentimes been painful, but we have, nonetheless, addressed responsibly in the last 24 years the over supply of church structures that was draining our life and resources. We combined three moribund churches in Hoboken into a small single parish called All Saints', which is today one of the strongest churches of our diocese. We have just recently put together three churches in southern Jersey City and plan to build St. Augustine's as the new church into which all three will be folded. We merged Epiphany with Grace Church in Orange to produce a strong, vibrant congregation which, along with All Saints', gives us two vital parishes in that city. We merged St. Agnes' in East Orange with St. Paul's in East Orange, making an exciting new congregation which, along with a revived Christ Church, gives us two thriving churches in East Orange. We brought Resurrection, East Rutherford, and St. Paul's, Wood-Ridge, together and created a multi-cultural and multi-ethnic congregation that has proved ever so beautifully that in Christ there is no east or west. We have experimented with other not merged, but cooperative ministries like the Bergen Episcopal Area Ministry and the Ridge Ministry in our search for effective forms of church life for the future.

Yet we also had to close churches that simply did not issue in a resurrected life. Among these were St. Joseph's Church Byram Township, Trinity Paterson, St. Thomas' Newark, Mediator in Edgewater, St. John's Englewood, St. John's and Ascension in Jersey City. But to balance that, at least to some degree, we have opened and rebuilt St. Thomas' in Vernon, established Messiah in Long Valley and have developed churches that minister to our Indian and Korean constituents. We also moved Christ Church from Stanhope and rebuilt it in Budd Lake and we moved Good Shepherd Church from Hamburg and rebuilt it in Wantage. We have revived churches that were all but dead in Union City, Secaucus, and the Van Vorst section of Jersey City. We have begun plans for the future expansion of St. Peter's in Washington. We have supported churches that were seeking a new way of being the Church in our world, like Redeemer in Morristown. These are the ways in which we have sought to address the statistical slide that began in this diocese in the early 60's. We are smaller today than we were when the post-World War II religious decline began, but I believe we are today stronger and more vibrant. I know we are dedicated to our future and ready to receive the leadership of the 9th Bishop of

Newark.

Caring for the clergy of our diocese and guaranteeing the highest quality of ordained leadership is a major responsibility of every bishop, so I am happy to observe the changes in this area of our life that have occurred since 1976. When I came to this diocese, the minimum clergy annual cash stipend range was between \$9,500 for a deacon and \$11,950 for a priest with 14 years or more of service. Today that range is from \$22,000 for a deacon to \$29,000 for a priest. Even at that level, when one factors in the cost of living in this metropolitan area, we rank no higher than about 40th among the dioceses of our nation.

When George Rath retired, the fund that bears his name, designed to provide college assistance for clergy children, had a corpus of only \$60,000. We have built that corpus to a place where today it totals over \$540,000 and in those intervening years we have given \$363,900 in college scholarship assistance to the children of the clergy of this diocese.

We also added dental insurance to our clergy benefit package. We have moved to have our congregations cover 50 percent of the Social Security Tax paid by our clergy as self-employed people under the IRS code. We have established the Rectory Equity Sharing Fund for clergy who live in rectories so that they will have some equity to enable them to buy a house at the time of their retirement. We have instituted a sabbatical study leave program of three months for every five years of service. All of these new provisions have been endorsed by this Convention and they have served to help us recruit the finest clergy in the United States to serve here. That claim is buttressed by the realization of what the clergy from this diocese have gone on to achieve. During my tenure as Bishop five of our clergy - Herbert Donovan, Richard Shimpfky, Jack McKelvey, Robert Ihloff and John Croneberger - have been elected to the Episcopate. Four of our clergy - David Gillespie in San Francisco, Richard Bower in Syracuse, Dan Rigall in Burlington, Vermont, Cynthia Black in Kalamazo, Michigan - have gone from this diocese to be cathedral deans or the rector of the cathedral congregation. We could also add to that list Richard Demarest, who is now the Dean of the Cathedral in Boise, Idaho and John Smylie, who is the Dean of the Cathedral in Spokane, but they were not elected to those positions while serving in this diocese though I ordained both of them deacon and priest and they are clearly children of this faith community of whom we are justly proud.

Beyond these signal accomplishments, clergy alumni of this diocese now serve in the largest Episcopal parishes in the Diocese of New Jersey in the person of Leslie Smith, in the Diocese of Western Massachusetts in the person of Mark Beckwith, in the Diocese of Southern Virginia in the person of Jim Sell and in the Diocese of Kentucky in the person of Lucinda Laird. Our alumni are today across the street from the White House at St. John's, Lafayette Square, in the person of Luis Leon, and at the church serving the University of Michigan in Ann Arbor, in the person of John Nieman. One of our alumni also serves the whole Church as the Vice President of the Church Pension Fund in the person of David Hegg, and one of our priests, George Allen, is the only chaplain in the Air Force Reserves who holds the rank of Brigadier General. The accomplishments of these and so many other members of our clergy family are worthy of our notice and recognition. Despite this generous gift of leadership from our diocese to the larger Church, we still have a wonderfully diverse and talented group of clergy whose future leadership, not only in this diocese, but throughout the whole Church is all but guaranteed. I

believe I see at least four new bishops in the ranks of our clergy at this moment. Time will tell. The deepest pride I have had as a bishop has come from recognizing and helping to develop the talent pool present among the clergy who have served here. I might add that the deepest appreciation that has been expressed to me about what this diocese has meant comes from our clergy alumni.

We have, through the years of my episcopacy, sought to recognize the accomplishments of the leaders of this diocese at this annual convention by instituting Certificates of Merit, the Church of the Year and the Canterbury Scholar awards. Presenting the Bishop's Cross, our highest symbol of appreciation, has always been a particularly gratifying moment in our history for me. Recipients of the Bishop's Cross read like the roll call of the saints of this diocese. Ward J. Herbert, Marge Christie, Eliot Knight, Harry Smith, Michael Rehill, Gerrie Jeter and Bill Heick.

Other things that I believe deserve a mention in this final address are that we changed dramatically the shape of this Convention so as to empower the deputies. When I arrived in this diocese, the convention was a one-day event held on a Saturday morning, meeting either in the Cathedral or in one of our other churches. It began with a Eucharist at 8:30 a.m., which did not conclude until about 11:00 a.m. It had an hour of business and then adjourned for lunch from 12 noon to 1:00 p.m. It resumed for business at 1:00 p.m. and hardly had a quorum by 2:30 p.m. as people drifted off. There were no hearings on the budget, no real debate on resolutions, no meaty reports to challenge the leadership of the people of the diocese, and almost no way that an individual delegate's witness could be heard.

To change the nature of our Convention, we went to two days, established open hearings, gave major assignments to task forces, initiated pre-convention meetings, and made this banquet the setting for the Bishop's address and the introduction of new clergy. In the process we also made the voice of this Convention well informed, dynamic and real. Our Convention has exercised enormous leadership throughout the Church on more than one occasion. In 1985 we appointed the Task Force on Changing Patterns in Sexuality and Family Life that was chaired by the late Nelson Thayer, one of our finest priests. That Task Force made its report at our Convention in 1987, which commended its findings to a year of study before adopting its recommendations at our Convention in 1988. That report forced the issues of human sexuality onto the agenda of our national church in a way that no other diocesan report has ever done. We received enormous abuse from many people over this initiative but the work of that Task Force prepared the way for our National Church to begin the dialogue that will surely issue a full acceptance for the gifts of homosexual persons, both clergy and laity, and we will be a more authentic and Christ-like body when that change is complete. But change is not always without pain for this report also set the stage for the Church-rendering heresy trial of our assisting bishop, Walter Righter, who, acting on my request and with my authority, ordained a gifted gay man named Barry Stopfel to the diaconate. We need to recognize that this trial ultimately changed the face of our Church by forcing us to make what I call inclusive gospel decisions. It also made Walter Righter and Barry Stopfel, along with Michael Rehill, our chancellor who defended Bishop Righter, household names throughout this entire communion. When the court voted 7 to 1 to exonerate Bishop Righter, the Church was newly defined as an open and inclusive faith community. We owe Walter Righter, Michael Rehill and, above all, Barry Stopfel and his life

partner, Will Leckie, an enormous debt of gratitude for standing in that breach and for bearing the abuse of that moment. They have served as change agents for the whole Church, a role never free of pain.

With other task forces this diocese, through this convention, has also addressed such critical issues as physician-assisted suicide, abortion, corporal punishment and the proper use of the Bible, each of which brought this diocese to the attention of many people, including, in one instance, the Congress of the United States who, because of our report, invited me to testify on the morality of physician-assisted suicide before its Sub-Committee on the Constitution. Interestingly enough, that Sub-Committee is part of the Judiciary Committee which framed the articles of impeachment: so Henry Hyde, Barney Frank, William McCollum, and Charles Canady, were present to interrogate me on that occasion.

In 1977 at the request of our clergy we initiated the New Dimensions Lecture Series in this diocese as a form of continuing education. This series was designed to bring the best minds in Western Christianity to Newark to interact with our clergy and lay leaders on a regular basis. I have, over the years, enjoyed that series and the guests we have sponsored more than I can say. It has kept the clergy and laity of this diocese facing the theological cutting edge of our faith. I hope people recognize how unusual this opportunity has been. The clergy of no other diocese in the entire Anglican community can boast of their opportunity to interact in significant dialogue with such people as Hans Kung, Raymond Brown, Mortimer Adler, Elaine Pagels, Karen Armstrong, Krister Stendahl, James Forbes, Keith Ward and many, many others. I do hope that you have enjoyed feasting on this unusual and rich intellectual diet.

I have also treasured those opportunities provided to me to be one of the New Dimensions lecturers, as well as to do public lectures each fall and during Lent. I hope you recognize that every book that I have published during my Episcopal career has been born in public lectures given first in this diocese. You have encouraged me in my attempt to push the boundaries of this faith tradition we cherish, to find a way to reach those disillusioned by the theological constructs of the past, and to fulfill my vocation to be a teaching bishop. In the process you have enabled me to grow into being a person I could not even have imagined being when on March 6, 1976 George Rath called to tell me that you had elected me to be the bishop of this diocese. For this wonderful opportunity I need to express my gratitude.

We have, as a diocese, over these past twenty-four years, battled consistently, but not always successfully, against institutional racism. It has been a struggle waged against a deeply entrenched and powerful foe. In my first 18 years as a bishop, we had in this diocese only one Afro-American candidate ordained to the priesthood and he left this diocese 18 months after his ordination. It was not a good omen. We recruited two gifted Afro-American women, Gayle Harris and Angela Ifill, only to lose them when the positions to which they were called were terminated. For far too long we had very few Afro-American lay people involved in the structures of our diocese, and no Afro-American clergy serving in predominantly white parishes.

I believe I can say that our persistence in this struggle has finally begun to pay off. These realities are at last beginning to change. Black clergy have now served as president and members of the Standing Committee, and as vice president of our Diocesan Council. We have ordained two Afro-American candidates to the priesthood in the last two years. We have several others in the

pipeline. We have recruited Mildred Solomon, an Afro-American woman, to work in the city of Newark. It was St. Paul's Church in North Arlington that became the first predominantly white congregation in this diocese to call an Afro-American, the Rev. Tom Logan, to serve as its priest in charge. A native American priest, Rickey Edwards, is today the vicar at St. Gabriel's in Milton/Oak Ridge. An Indian priest, Jacob David, is vicar of our church in Wood-Ridge. Another Indian priest, Prince Singh, is an associate on the staff of St. Peter's, Morristown and still another, Sunil Chandy, is assisting in All Saints', Hoboken. An outstanding seminary graduate originally from the African country of Ghana, Chief John Thompson-Quartey, was called two years ago to be the assistant in Christ Church, Ridgewood, and this year another gifted new black ordinand, Dana Rose, has been called to be assistant in St. John's, Ramsey. Black seminarians, in the persons of Dana Rose and Dorothy Fowlkes, have served on the staffs of churches in South Orange and in Secaucus. A native of Bangalore in central India, Jacob David, sits on our Standing Committee. Two Afro-American laymen, Michael James and Robert Simmons, are today on the steering committee of the Diocesan Council. A black veteran of Wall Street, Howard Mackey, is on our Diocesan Investment Trustees Board. Many other Afro-Americans serve on our various boards and committees. The anti-racism dialogue has touched many in this diocese. We await a new Dean who will surely be the fourth black dean in the United States, three of whom will have been the deans of our Cathedral. The leadership given to this diocese today by our black clergy is gratefully acknowledged. Perhaps, finally, the frozen and almost immovable object called racism has begun to melt. But there is much that still needs to be done and vigilance must be observed lest we slip back into the paths of the past.

We have been open to women clergy as few dioceses in this nation have been. I hope our women clergy do not take that for granted or assume that the attitudes present here are necessarily universal in this Communion. Twenty-eight of our churches in this diocese are today under the leadership of women priests, including two of our five largest churches, and eleven women priests serve in assisting roles. This diocese had the first female archdeacon in the Anglican Communion in Denise Haines, one of the first female honorary canons of a Cathedral in Nancy Wittig and today we boast of Canon Elizabeth Kaeton who heads up our Oasis Ministry. Lay and ordained women have been and are in every conceivable position of leadership in this diocese. We have even ceased to be self-conscious about that achievement.

We have also been open to the gifts of self-accepting, out-of-the-closet gay and lesbian clergy. Twenty of our congregations are today served by gay or lesbian clergy as rectors, vicars or priests in charge. Other openly gay clergy serve as assistants and as the heads of special diocesan ministries. Two of the members of the core staff of this diocese are homosexual persons. Openly homosexual people have been elected by this Convention to be members of our Standing Committee, Diocesan Council and deputies to General Convention. Beyond the ranks of the ordained, we have watched many gay and lesbian lay leaders emerge as wardens, treasurers, lay readers and stewardship chairs. They have given freely of their talents to their Lord and to this Church and we in this diocese have the privilege of receiving their gifts and of honoring their contributions.

I sometimes wonder what aspects of my episcopacy will enter into the folklore of the Church's corporate history? I suspect that I will never escape the designation "controversial,"

though I will wager that the issues that have appeared to make me controversial in my time will be the consensus values of our Church in a very few years. My contribution has been simply that I was willing to walk a bit in front of the developing consensus. I suspect I will be known as the author of books, though the content of my books will be difficult for most people to recall in ten years. I hope that the organization known as Christianity for the Third Millennium, the formation of which was basically the work of my wife Christine and two non-Episcopalians, will continue to expand its witness and its ministry of providing educational resources. I suspect that my personal discomfort with copes and miters will continue to get some notice, usually amid laughter, as well as my unwillingness to sit in a chair called a "throne" so that people can kneel before this sitting prelate to be confirmed or ordained. I will probably be the last bishop in the Anglican Communion who did not like to wear copes and miters. I really have tried to adapt to these customs as George Bowen, Gaylord Hitchcock, Brian Laffler and Don Shearer will attest, but every time I put on that attire, something in me rebels. It simply does not reflect my understanding of the bishop's role. I want to be the servant of God's people, not their crowned king or ruler. Besides that, I seem to have developed a habit of passing out whenever I wear a cope and miter. But I am content to realize that young clergy of the future will smile when they are told about the peculiar Bishop of Newark who had trouble wearing the traditional Episcopal garments of his office.

My hope is that in my professional life I will be best remembered as one who wrestled publicly with our faith, trying to free it from the shackles of the past so that it could live into the future. My last book, *Why Christianity Must Change or Die*, is the summation of that theological struggle. I hope people will miss my monthly columns in *The Voice*, even the ones that infuriated some readers. I hope our clergy will appreciate that my purpose as a bishop was to support and undergird their ministries. The clergy are part of the bishop's office. That is why I placed them beside me and behind my crozier when I was in their churches. There is one other clergy habit at which I will take my final shot. I never could bring myself to put a cross beside my name when I wrote it. I could never be "plus" Jack.

I hope you have noticed that Bishop McKelvey and I have worked closely and lovingly in our Episcopal ministry together since 1991. He has been my friend, my pastor, my much admired colleague. He and his wife Linda are two wonderful and special people. I could never have asked for a more satisfying or fulfilling professional relationship than the one I have enjoyed with Bishop McKelvey. His ministry will, I pray, continue to enrich this diocese for years to come.

I also hope you will recognize that I have been assisted in this office by five extraordinary secretaries - Beverly Anderson, Sally Kemp, Wanda Hollenbeck, Lucy Sprague and Lyn Conrad. No one could have asked for more. I pray every day that Lyn will not retire before I do.

The thing I most want the people of this diocese to remember personally about me is that I adore my wife Christine. She has been more deeply my partner in every area of life than I would have ever dreamed possible. I cherish those moments when I have introduced her in your churches as "the most beautiful woman in the world" and then watched as some indignant man in the congregation turned to his wife and said "No, she's not, dear. You are!" What joy that brought me! I am happy to tell you that we are celebrating our anniversary this very night. We have been married 9 years and 28 days today. We expect to have another anniversary tomorrow.

There is no relationship so wonderful as the one human beings can have with the person to whom our lives are most deeply committed. That ultimate relationship is worthy of the highest honor we can bestow on that person who is our spouse and that person should be the recipient of the deepest investment that we can make of ourselves to another human being. If I can be remembered in this diocese as Christine's husband, that will be the greatest compliment you could convey to me and it would be the fulfillment of my highest ambition.

I have indulged in these reminiscences only because this will be my final State of the Diocese address, but please don't rush me. I do not plan to abdicate my Episcopal responsibility for one minute nor do I plan to coast toward that day of retirement which will occur at this Convention next year when at this banquet I, like you, will listen to Bishop Croneberger outline his vision for the future in his first presidential address. My highest agenda in this final year is to do everything possible to enable Bishop Croneberger to be the greatest bishop who has ever served this diocese. I pledge to you and to him that I regard nothing as more important than that. Beyond that wonderful opportunity, we have other important work still to do. We have two reports of magnitude that will come before this Convention for decisions this year and next. One is on the shape of ordained ministry for the Church as we enter the third millennium. Should we rethink the possible use of the permanent diaconate? Shall we seek to develop ordained sacramentalists under the provisions of the national canons to serve developing ethnic ministries of faith or isolated communities? Should we develop more worker priests to serve those small congregations that cannot pay full time salaries? Those are crucial decisions that will determine the shape of this diocese for years to come and we will have the chance to address these issues at the Convention of the year 2000.

The second task force report that will be before us this year is known by the impressive title of "A Sabbath for a New Millennium." This group, chaired by Fletcher Harper, will attempt to show the number of ways in which the Sunday morning programs of our congregations can be significantly enriched. The success of this report will depend on how seriously the leadership people of this diocese take its recommendations. At the risk of repeating my oft stated convictions one more time, I am convinced that a church that does not offer real and provocative educational opportunities for adults, young people and children on Sunday mornings will never win the battle to convert the hearts and minds of the present generation to the wonder of Christ, nor will they ultimately survive. I do not understand churches that believe they can run an effective church school simultaneously with the 10:00 service. Professional educators regard that as a waste of everybody's time. I do not understand clergy who believe that a 12 to 15 minute sermon constitutes adequate adult education for their congregation. Furthermore, I am still convinced that a church which insists on setting its Sunday worship hours at 8:00 and 10:00 a.m. has done nothing less than to elect to die. Yet those hours remain the holy hours in most of our churches. That schedule simply precludes an effective education program for either children or adults. We must ask our people for a minimum of two hours every Sunday and then we must fill those two hours with quality education and quality worship, which must include quality preaching. The task force on "A Sabbath for a New Millennium" poses these issues with powerful and provocative rhetoric and raises our consciousness to the magnitude of the opportunities we face and the inadequacy of so much of our own response. Please listen to their recommendations and

heed their warnings.

Bishop McKelvey is today leading a state-wide initiative in New Jersey to focus the opposition of the religious community to the death penalty. I applaud that initiative and pledge him my full support. This Convention might offer its endorsement to this campaign by reaffirming the oft-stated opposition of the Episcopal Church at every level to the violence of capital punishment and commend to our churches the study of the issues involved in this great debate.

I also welcome the opposition that our Task Force on Public Education has raised to those programs of school vouchers with which the Whitman administration flirts or the development of charter schools that are advocated by the mayor of Jersey City. Both of these proposals, in my mind, constitute daggers aimed at the very future of public education in this state. Public schools remain the best vehicle we have for offering hope and a realistic future to every child of this state. Yes, our public schools are in trouble, especially in our urban areas of Newark, Paterson and Jersey City, but the way to address troubled public schools is not to abandon them in favor of vouchers and charter schools, but to undertake the hard task of fixing them so that they work for all our children.

I rejoice that the prospect of having our own diocesan camp and conference center is now a reality. I spoke to that dream in my first state of the diocese address in January of 1977. It is a tremendous Christian education resource. I am a child of the diocesan camp in North Carolina. My vocation to the priesthood was significantly shaped by a place we called Camp Vade Mecum. I look forward with pleasure to our joint effort with the Lutherans to develop the site now known as Beisler/Eagle's Nest into a major center for our diocese and for the Lutheran Synod of New Jersey. Bishop McKelvey has been the primary force bringing this project to fruition. He deserves our deepest appreciation.

I hope that our clergy and people will continue to claim our leadership role in the institutions of this diocese like Christ Hospital, Youth Consultation Services, Heath Village and the House of the Good Shepherd. I especially call to your attention the recent expansion of the House of the Holy Comforter in West Orange, now called Canterbury Village. This facility is today capable of providing beautiful and convenient retirement living to forty senior citizens at rates well below those of similar facilities. Canterbury Village now offers private rooms with private baths, fully air-conditioned, and yet it remains small enough to continue its family-like, loving atmosphere. This is a resource that this diocese should support with joy and enthusiasm. I am indebted to the chair of that board, the Rev. Wade Renn, the chaplain, the Rev. Donald Shearer, and the entire board of that institution for their competent and effective leadership.

My brothers and sisters this is a good diocese with a good history. The Diocese of Newark is a faith community of which we all should be proud. I rejoice that it has been my privilege to live the major part of my ordained life as part of such a place. You have honored me deeply by electing me to this office. I urge you to spend this 125th year of diocesan history celebrating our life together and pledging ourselves to be faithful to our vision as we enter the next millennium.

God bless you all. Amen.

RESOLUTIONS FROM THE BISHOP'S ADDRESS

Convention January 29 - 30, 1999

1. RESOLVED that this 125th Convention of the Diocese of Newark welcomes The Rt. Rev. John P. Croneberger as our Bishop Coadjutor and also welcomes his wife, Marilyn Croneberger. We look forward to his episcopacy and their ministry among us. **(Adopted)**

2. RESOLVED, that this 125th Convention of the Diocese of Newark expresses its deep appreciation for the past and continued ministry of Jack M. McKelvey, Bishop Suffragan and his wife Linda McKelvey; and, be it further

RESOLVED, that this Convention supports Bishop McKelvey's work in the areas of Camp and Youth Ministry, Congregational Development, and especially his courage for opposition to the Death Penalty; and, be it further

RESOLVED, that this Convention reaffirms its opposition to the Death Penalty. This would affirm the stance taken by all major Christian denominations, as well as the Jewish Community. **(Adopted)**

3. Whereas we recognize the language of resolutions often fall short of the emotion, experience and feeling we have for our bishop, we acknowledge the depths of spiritual growth with which The Rt. Rev. John Shelby Spong has led this diocese, and be it

RESOLVED, that this 125th Convention of the Diocese of Newark thanks The Rt. Rev. John Shelby Spong and his wife, Christine Spong for the years of their ministry to the people of this diocese.

And be it known that The Rt. Rev. John Shelby Spong's episcopacy spanned one-fifth of the history of our diocese.

This episcopacy was marked by major accomplishments in many areas, including:

Stewardship, Congregational Development, Clergy Development, Women's Issues, Racial Issues, Human Sexuality Issues, Encouragement of Lay Ministry, Christian Education, and Influence on Major Issues Within the National and International Church.

Bishop Spong and Christine, you have moved us, changed us and lifted us to greater heights. We thank you and may God bless you both! **(Adopted)**

125TH ANNUAL CONVENTION RESOLUTIONS

1. RESOLUTION ON DISAGREEMENTS
2. JOHN E. HINES COMMEMORATION
3. INTERNATIONAL DEBT
4. HATE CRIMES
5. BLESSING COMMITTED, MONOGAMOUS RELATIONSHIPS
6. MAKING THE CONNECTION
7. CELEBRATING THE 10TH ANNIVERSARY OF THE OASIS AND THE 25TH ANNIVERSARY OF INTEGRITY
8. TO CREATE THE HONORARY POSITION OF DIOCESAN POET LAUREATE
9. ANTI-RACISM
10. ELECTRIC DEREGULATION
11. MINORITY VENDORS
12. AFFIRMING CATHOLICISM CONFERENCE 1998
13. CONCERNING DEEPER UNDERSTANDING OF SCRIPTURE, TRADITION AND REASON IN RELATIONSHIP TO HUMAN SEXUALITY
14. DIOCESAN COUNCIL (ACTIONS MANDATED BY 124TH CONVENTION'S RESOLUTIONS)

CONSENT CALENDAR**RESOLUTION 1**
RESOLUTION ON DISAGREEMENTS

RESOLVED, that this 125th Convention of the Episcopal Diocese of Newark declares that we repent of all the acrimony within our denomination, and seek the forgiveness of God, and any people we may have intentionally or unintentionally offended, and pledge ourselves to speak to one another and to disagree with one another in a spirit of mutual respect and love, while still acknowledging that it is important to be clear and direct about the convictions on which we are divided; and, be it further

RESOLVED, that we encourage our General Convention Deputies to prayerfully consider this resolution, and to seek appropriate action to promote such mutual respect amidst disagreement at the 73rd General Convention in 2000.

SUPPORTING INFORMATION:

Various constituencies within the Episcopal Church (USA) have been engaged in debate for many years over many issues, such as Prayer Book revision, women's ordination, sexuality issues, abortion, social justice, institutional racism, and other significant issues.

The legitimate debate over the doctrine and polity of the church has too frequently descended to uncivil and destructive name calling, personal attacks, gossip, accusations, and ostracism, thereby eroding and sometimes shattering our common fellowship within our denomination.

Various spokespersons from all sides within our denomination have been guilty of such inappropriate disagreement (including the authors of this resolution).

We in the church are called to love one another as the Father loves the Son. We believe that the Diocese of Newark, which has been such a proponent of significant change within our denomination, can also be a proponent of intra-denominational peace, without compromising our integrity or principles,

Submitted by: The Rev. John Donnelly, St. Michael's, Wayne; and, Dr. Louie Crew, Deputy, Grace, Newark

Resolution 1 was adopted on the consent calendar.

CONSENT CALENDAR
RESOLUTION 2
JOHN E. HINES COMMEMORATION

RESOLVED, that this 125th Convention of the Episcopal Diocese of Newark designates October 3 as the date annually to commemorate John Elbridge Hines, 22d Presiding Bishop of The Episcopal Church and Adopted Bishop of the Diocese of Newark, honoring his exemplary Christian life and ministry, adding this date as a diocesan-wide observance in preparation for endorsing Bishop Hines for inclusion in the Calendar of the Church Year and *Lesser Feasts and Fasts*; and, be it further

RESOLVED, that all congregations be encouraged to mark this date in worship and prayer, using the following in the same manner as other dates on the Calendar and in *Lesser Feasts and Fasts*.

JOHN HINES

Prophet and Bishop, 1997

Gracious God, your son taught us that in serving the poor and the oppressed, we both serve him and give the world a glimpse of your Reign. Receive our thanks for the life and witness of John Hines, servant and bishop, who selflessly and with courage prophesied against injustice, prejudice and oppression of every kind, thereby awakening us to the deeper demands of the Gospel. After his good example, strengthen us to risk, giving ourselves as he did for the sake of the least among us and to honor your most holy name. This we ask through Jesus Christ, who bids us, each and all, to take up our cross and follow. *Amen.*

Psalm
18:21-36

Lessons:
Amos 7:7-9a
Corinthians 4:5-12
Luke 9:23-26

Preface of Apostles and Ordinations -- October 3

SUPPORTING INFORMATION:

The 71st General Convention set out guidelines for the addition of names to the calendar in *Lesser Feasts and Fasts* that require inclusion only after a "strong, lengthy local commemoration has attracted the attention of neighboring dioceses." Since Bishop Hines died in July of 1997, and his home diocese, Texas, began the process of inclusion last year, and since Bishop Hines was welcomed into the life of the Diocese of Newark as preacher, prophet and friend, especially during our Diocesan Conventions, it is appropriate for us to become a "neighboring diocese. The Diocese of Texas chose the date of October 3, Bishop Hines' birth date, because the date of his death has already been filled on our calendar, as has been the date he made his historic speech to General Convention in 1967. The Diocese of Newark has honored Bishop Hines when it established the John Elbridge Hines Lecture Series, an annual event sponsored by the Science and Theology Committee.

Born in 1910, John Hines learned Christianity in a tiny Episcopal Church in South Carolina studied at the University of the South and Virginia Theological Seminary and became a disciple of Bishop Will Scarlett, the Episcopal Church's premier advocate of a social action form of Christianity. Called to a large Southern parish at age twenty-six he fearlessly preached challenging sermons against the sin of racism and stood as a friend of all who were bereft of political economical, social, and educational resources.

After election at age thirty-four as Bishop Coadjutor of Texas he become an incomparable builder of ecclesiastical institutions and worked against racial segregation. As Diocesan Bishop, beginning in 1955, Hines successfully moved his diocese to integrate all its institutions and agencies and he put the weight of his office behind engaging the Episcopal Church in the struggle for civil rights.

He was sharp of intellect, full of wit. strong in conviction, warm and charming in personality, humble in deportment, convincing in argument. and affirming in relationships, with unyielding integrity and unshakeable commitment to the cause of justice in the name of his God.

As Presiding Bishop (from 1965-1974, he supported profound changes in the Church's internal structure and outward focus, fostered the advancement of women in Holy Orders and the inclusion of members of minority groups in church councils, and championed justice issues through prophetic preaching. Above all, Hines stood on the "firing line" when Christian values intersected racism and poverty, which was most evident in his response to riots in American inner cities when he proposed a reordering of the Episcopal's Church's priorities. Believing that fairness and equal opportunity alone

could not alleviate the suffering experienced by many African Americans, he called for the empowerment of the urban poor, helping them reach political and economic independence, and enabling them to shape their own destiny by providing financial help granted with "no strings attached."

Through the General Convention Special Program, Hines shifted his church's focus to one of servant-oriented mission and ministry and placed its resources at the forefront of a national effort. Hines provided Episcopal Church leaders with a time of self-appraisal, promoting face to face confrontation between middle class whites and the socially and economically deprived. He also broke new ground by righting against racism outside the United States, initiating an eventually widespread effort to prod American institutions to divest interests in South Africa to pressure the government to end Apartheid.

These actions created controversy and condemnation of Hines, and when criticism reached unprecedented levels, he stood fast in his belief that the Church must risk giving itself away, risk even dying for the sake of its mission. He never flinched in his uncompromising support for the poor and defenseless. In so doing he inspired a similar commitment in others and intensified an interest in social outreach ministry in the Episcopal Church at both national and local levels.

The XXII Presiding Bishop of the Episcopal Church was characterized as "Granite on Fire" because of the integrity of his character and fidelity to his convictions. The granite was his courage and spiritual fortitude, founded on firm biblical faith, and his willingness to suffer for the sake of what he saw as the essential mission of the Church. The fire was his uncompromising zeal for the Christian Gospel, giving him power to preach God's word with rare beauty and prophetic eloquence.

Submitted by: Ms. Marjorie Christie, Deputy, Christ Church, Ridgewood

Resolution 2 was adopted on the consent calendar.

CONSENT CALENDAR

RESOLUTION 3 *INTERNATIONAL DEBT*

RESOLVED, that the Episcopal Diocese of Newark is deeply concerned regarding the International Debt and its repayment, because it so adversely affects the poor, people of color, and especially, women and children, and we call upon Episcopalians more closely to examine and educate ourselves to the various facets of this issue with the intent of sharing our understanding with our legislators.

SUPPORTING INFORMATION:

The issue of International Debt is one which has struck a deep emotional cord within the worldwide Christian community in the short and long term. International Debt is not simply an economic issue, it is a moral and justice concern for all people of faith.

Many heavily indebted, low income developing countries are experiencing enormous human suffering, greatly compounded by the burden of debt. Women and children, the poorest, weakest and most vulnerable citizens, bear a disproportionate share of that suffering.

As the debt crisis worsens and countries grow in indebtedness through original and new loans to help in repayment, social and economic conditions deteriorate. Some of the social and economic degradations are global environmental destruction, poor health care which includes the crisis prompted by the AIDS pandemic and the highest rates of maternal and infant mortality rates in the world, a lack of even primary schools, population explosion and the exploitation of women including slavery and female external genital mutilation.

In countries led by dictators who, in many cases, pocketed significant percentages of the money

intended for debt relief and the needs of the countries people, the ordinary people had to be the ones to challenge and remove these leaders, a particularly difficult task when the dictators are backed by the financial institutions that made the loans with the knowledge of the dictators' corruption. Children who were not even born when these loans were made are now being required to repay these monies.

Highly indebted countries which pay up to 40% of their income on debt servicing (principal and interest), can only repay their debts at great human cost. They are obliged by their creditors, or by pressures to raise capital in foreign markets, to prioritize government resources for foreign debt repayment over expenditure on basic needs such as food, health, clean water, sanitation and education.

After intensive study and education on the theological, moral and economic issues of international debt and the opportunity to hear the many stories of real suffering and deprivation of people in heavily indebted developing nations, the bishops of the worldwide Anglican Communion at Lambeth, despite extreme differences of perspective on other issues, were able to reach an almost unanimous consensus on the resolution on international debt. In fact, the resolution on international debt was scheduled for the "consent calendar".

Globalization interrelates us more than ever before. With the Lambeth bishops, we need to study the many complex issues of international debt to be able to discern an effective means for ensuring equal dignity, value and moral economic and social relief.

Submitted by: The Women's Commission, The Oasis, Christian Social Relations Commission, North Porch, The Commission on Racism, The Black Clergy Caucus, The Union of Black Episcopalians, The Episcopal Church Women, Mission to Dismantle Racism

Resolution 3 was adopted on the consent calendar.

CONSENT CALENDAR

RESOLUTION 4 **HATE CRIMES**

RESOLVED, that the Episcopal Diocese of Newark urge the NJ congressional delegation in the new Congress to support the introduction and passage of legislation in the Congress of the United States which would amend the current federal law to include real or perceived sexual orientation, gender, and disability in the federal prosecution of a hate crime; and, be it further

RESOLVED, that this diocese support the efforts of Episcopal Dioceses working for the passage of state laws in the several states that do not currently have consonant state laws regarding inclusive anti-bias legislation; and, be it further

RESOLVED, that this diocese memorialize the 73rd General Convention of the ECUSA to enact a resolution consistent with the first section of this resolution; and, be it further

RESOLVED, that this diocese direct the Secretary of Convention to appropriately inform the Governor of the State of NJ, members of the NJ State legislature and the US Congressional delegation from NJ, the Bishops and Standing Committee of those dioceses, as well as Secretary of the General Convention of the passage of this resolution.

SUPPORTING INFORMATION:

Our Baptismal Covenant calls us to "seek and serve Christ in all persons, loving your neighbor as yourself" and to "strive for justice and peace among all people, and respect the dignity of every human

being.” Violence on the basis of color, religion, sexual orientation, national origin, gender, or disability is wrong, is evil, is reprehensible. We support the efforts of Episcopalians such as those in the Diocese of Wyoming, whose convention, on October 1-4 of this year, urged the passage of state laws on bias-related crimes. We also support the efforts of those in the wider religious community who are calling for the inclusion of “sexual orientation, gender and disabilities” in the federal anti-bias statute. The last Congress permitted the Hate Crimes Prevention Act (HCPA), H.R. 3081 and S.1529 to die. We strongly support its introduction and passage in the new Congress. Note: States without sexual orientation in current law: AK, AL, CO, ID, MD, MI, MO, MS, MT, NC, ND, NY, OH, OK, PA, SD, UT, VA, WV. States without any anti-bias legislation: AR, GA, KS, HI, IN, NM, SC, TN, TX, WY)

Submitted by: The Oasis, The Women’s Commission, North Porch, Christian Social Relations Commission, The Commission on Racism, Union of Black Episcopalians, The Episcopal Church Women, The Black Clergy Caucus, Mission to Dismantle Racism

Resolution 4 was adopted on the consent calendar.

CONSENT CALENDAR

RESOLUTION 5

BLESSING COMMITTED, MONOGAMOUS RELATIONSHIPS

RESOLVED, this 125th Convention of the Episcopal Diocese of Newark affirms full inclusion of the members of this church who experience prejudice, discrimination and oppression due to their sexual orientation; and, be it further

RESOLVED, that this diocese affirms its support of the blessing of committed, monogamous relationships intended to be life-long; and, be it further

RESOLVED, that this diocese memorializes the 73rd General Convention of the Episcopal Church to that effect and directs the Secretary to send this resolution to the Office of the General Convention of the National Church Center.

SUPPORTING INFORMATION:

If people of different sexual orientation are to have equal access to the rites of the church, it is imperative to develop a church-wide same gender commitment service which provides an opportunity for people of the same gender to make the same kinds of promises required of heterosexuals seeking to be married in the church. Furthermore, in order to provide equality for people who have been discriminated against due to their sexual orientation, particularly in connection with ordination and service in the ordained ministry, some kind of blessing and recognition by the church is required. This is particularly true in connection with pensions and other spousal benefits.

While the Diocese of Newark has been supportive of gay and lesbian people and couples as evidenced by actions and resolutions adopted by previous Diocesan Conventions and Diocesan Councils, a resolution supporting the blessings of same gender couples has not been introduced and adopted. Previous actions extended medical and dental insurance coverage to domestic partners, supported second parent adoption by gay and lesbian couples, called for recognition of gay and lesbian relationships, and urged General Convention to set forms for blessing of same gender relationships and to provide pension fund benefits to domestic partners of gay and lesbian clergy.

Submitted by: The Oasis, Christian Social Relations Commission, the Women's Commission, The Episcopal Church Women.

Resolution 5 was adopted on the consent calendar.

CONSENT CALENDAR

RESOLUTION 6 ***MAKING THE CONNECTION***

RESOLVED, that this 125th Convention of the Episcopal Diocese of Newark steadfastly refuses to be caught in the tangled web of prejudice and seeks to avoid the divisive establishment of a hierarchy of the evils of oppression; and, be it further

RESOLVED, that this Convention supports the efforts of every congregation and individual members of the Episcopal church to make the connections AMONG discrimination based on race, gender, sexuality, ability, and class through educational programs, workshops, and seminars collaborated among diocesan organizations such as the Women's Commission, The Oasis, The Mission to Dismantle Racism, the Black Clergy Caucus, the Union of Black Episcopalians, and any other related program or organization, along with the Offices at the National Church Center dedicated to the issues of minorities; and, be it further

RESOLVED, that this Convention express its expectation that the Presiding Bishop of the Episcopal Church exercise leadership on the issue, and directs the Secretary of Convention to convey our expectations to him.

SUPPORTING INFORMATION:

One of the dynamics at work at Lambeth was a system of setting one minority group against the other. We must demonstrate, by our words and actions, that we unequivocally deplore chauvinism of all kinds, as well as the xenophobia and imperialism which prohibits us from standing in solidarity with each other as full and equal members of the Body of Christ.

The sponsoring groups each recognize the use of different tactics and strategies to address specific as well as broad issues of discrimination in our society, or parallel efforts to achieve the same result of dismantling prejudice in all aspects of our lives.

Submitted by: The Oasis, The Women's Commission, the Episcopal Church Women, North Porch, The Christian Social Relations Commission, The Commission on Racism, the Union of Black Episcopalians, Black Clergy Caucus

Resolution 6 was adopted on the consent calendar.

CONSENT CALENDAR

RESOLUTION 7 ***CELEBRATING THE 10TH ANNIVERSARY OF THE OASIS AND THE 25TH ANNIVERSARY OF INTEGRITY***

RESOLVED, that this 125th Convention of the Episcopal Diocese of Newark commends The Oasis, the

diocesan ministry to gay and lesbian people and their family and friends, on its Tenth Anniversary this year; and, be it further

RESOLVED, that this Convention commends Integrity, a nationwide lesbian and gay justice ministry in the Episcopal Church, on its 25th Anniversary this year; and, be it further

RESOLVED, that this Convention commits this Diocese to continue aiding the efforts of these two organizations for the full inclusion of all people in the Episcopal Church regardless of sexual orientation; and, be it further

RESOLVED, that in honor of The Oasis, Integrity, and in thanksgiving for the ministry of the Rt. Rev. John S. Spong, this Diocese encourages participation by all its congregations in the 29th annual New York City Lesbian and Gay Pride March on June 27, 1999.

SUPPORTING INFORMATION:

Integrity and The Oasis have long participated in the Pride March. It is a marvelous form of evangelism within the lesbian community. Bishop and Mrs. Spong have participated in the past and anticipate participating this June for his last time as our bishop. Last year the Episcopal Diocese of New York sponsored a float in the march. Individual congregations were invited to send members and their parish banners. This resolution encourages congregations in the Diocese of Newark to do likewise. It would be wonderful to schedule services on June 27 so that as many parishioners and clergy as possible can participate in the march.

Submitted by: The Oasis, The Women's Commission, The Christian Social Relations Commission

Resolution 7 was adopted on the consent calendar.

CONSENT CALENDAR

RESOLUTION 8

TO CREATE THE HONORARY POSITION OF DIOCESAN POET LAUREATE

RESOLVED, that the Diocese create the honorary position of diocesan Poet Laureate, whose duties would include, but not be limited to, writing poems for special diocesan occasions, such as the 125th Anniversary and on the occasion of Bishop Spong's retirement and Bishop Croneberger's subsequent installation; and, be it further

RESOLVED, that upon the recommendation(s) of the Diocesan Poetry Group the Laureate be appointed by the diocesan bishop for a term of two years.

SUPPORTING INFORMATION:

Having a Poet Laureate of the Diocese of Newark will affirm the value of language and artistic expression and appreciation of the whole Body of Christ as well as in the lives of individual Christians.

The Diocesan Poetry Group formed in 1998 and meets regularly to encourage creativity and interchange among poets in the Diocese. It sponsors diocesan poetry events and its members have contributed to The VOICE. Participation is open to all interested persons

This resolution requires no funding.

*The flowers appear on the earth;
the time of singing has come,
And the voice of the turtledove
is heard in our land.*

(Song of Songs 2:12)

Submitted by: The Rev. Canon Elizabeth Kaeton, The Oasis; Ms. Pam Malone, Deputy, St. Mark's, Teaneck; The Rev. Dana Rose, Assistant Rector, St. John's, Ramsey; The Rev. Randall Day, Rector, St. Mark's Church, Teaneck; Dr. Louie Crew, Deputy, Grace Church, Newark

Resolution 8 was adopted on the consent calendar.

RESOLUTION 9 *ANTI-RACISM*

RESOLVED, that this 125th Convention of the Episcopal Diocese of Newark, rejoices in the ministry of the Diocesan Anti-Racism Dialogue, a pilot ministry project undertaken in the past year, which began to break down walls between black and white Episcopalians, which led to a deeper understanding of racism within the church, and which brought hope to all who participated; and, be it further

RESOLVED, that this Convention directs the Diocesan Council to support the expansion of this ministry during 1999 by encouraging: the formation of more anti-racism dialogues; pulpit exchanges between African-American clergy of color and Caucasian clergy; and other relevant ministries, so that, we can break down the walls of racism, distrust, and oppression amongst God's people in our diocese; and bring glory to Jesus Christ; and, be it further

RESOLVED, that we encourage the bishops and Diocesan Council to explore the deployment of a permanent diocesan staff for African-American furthering the ministries of people of color, in order to initiate, facilitate, and direct special ministries for and with African-Americans people of color in our diocese and in northern New Jersey.

SUPPORTING INFORMATION:

During 1998, two Anti-Racism Dialogues were held: one in Montclair, and one in East Orange. For six weeks, forty people utilized the Anti-Racism curriculum from the National Episcopal Church, which enabled those participating to form supportive Christian fellowships, so that issues of racism could be effectively explored. The movers for this resolution wish to build on this experience in 1999.

Although the Diocese of Newark has voiced the goal of racial inclusivity, there is still much work to be done to make this a reality. The deployment of a permanent staff, who would serve the African-American community much the way that the director of the Oasis serves the lesbian community, would help to facilitate greater inclusion of African-Americans in the life, ministry, and leadership of the Diocese of Newark.

Submitted by: The Rev. Esar Budhu, St. Agnes & St. Paul's, East Orange; The Rev. John Donnelly, St. Michael's, Wayne; Durrant Hart, Deputy, Christ Church, East Orange, participants in the 1998 Anti-Racism Dialogue

Resolution 9 was adopted as amended.

RESOLUTION 10 *ELECTRIC DEREGULATION*

RESOLVED, that this 125th Convention of the Episcopal Diocese of Newark calls to the attention of the parishes churches of this diocese the imminent recent passage of legislation deregulating the electric industry in the state of New Jersey and urges clergy and laity to acquaint themselves with this issue; and, be it further

RESOLVED, that this Convention urges all people in the Diocese to demand full disclosure of the sources of energy from those who will be marketing electricity and buy only from those who meet New Jersey standards of air quality; and, be it further

RESOLVED, that JPIC (Justice, Peace and Integrity of Creation) be encouraged to work with the Partners for Environmental Quality (PEQ), an interreligious coalition, to investigate the possibility of aggregate buying of power and of promoting renewable sources of energy; and present a plan for such to Diocesan Council.

SUPPORTING INFORMATION:

New Jersey is about to follow the example of California and Massachusetts in passing legislation to deregulate the electric industry, allowing competition among providers-- such as has been occurring with the telephone systems.

Electric utilities in New Jersey comply with rigid standards of emission control, while many of the Midwestern plants burn fossil coal at lower levels of control. Much of the air pollution in New Jersey flows in from the Midwest and is a health hazard to our people-- particularly the young and elderly.

An Episcopal Foundation of people from California and Massachusetts has been formed to aid churches throughout the country in dealing with the problem of deregulation through the formation of purchasing aggregates allowed by the laws, demanding full disclosure, identifying "green energy producers" and investigating renewable energy resources.

This resolution would bring our diocese into relationship with this effort through collaboration with PEQ, which will be seeking ways to deal with this issue on an interfaith basis.

Submitted by: The Rev. Franklin E. Vilas, D.Min., for the Justice, Peace and Integrity of Creation Working Group

Resolution 10 was adopted as amended.

RESOLUTION 11
MINORITY VENDORS

The original resolution was amended by the Resolutions Committee following the hearing. Those changes are shown below. However, during the Saturday business session a substitute resolution was moved by the Rev. John G. Hartnett, St. Elizabeth's, Ridgewood, seconded and adopted. The text of the substitute resolution follows the original resolution and is printed in *italics*.

RESOLVED, that the Episcopal Diocese of Newark maintain ~~a copy of the State of NJ Directory of Minority Businesses (DMB)~~ maintain resources such as state or county directories of minority businesses and publicize and make available to congregations these resources, and that at least 20% of the vendors used by this diocese, including business supply and equipment, contracting and technical work, and consultative services, be assigned to businesses listed in the ~~DMB, which includes business~~ owned and operated by people of color, those with different physical abilities and sexual orientation, and women; and, be it further

RESOLVED, that all congregations and programs which apply for diocesan funds through ACTS/VIM, Ward J. Herbert Fund, Department of Missions, and/or Diocesan Council Outreach grants abide by accept the goal of the same 20% principle of ~~20% minimum use of minority vendors~~; and, be it further

RESOLVED, that this diocese memorialize the 73rd General Convention of the ECUSA to enact a resolution consistent with the first section of this resolution and direct the Secretary of Convention to so inform the Secretary of General Convention.

SUPPORTING INFORMATION:

One way to combat institutional racism is to hold ourselves accountable in our own business practices and policies, as well as our organizational systems as a faith community. Many government grants have a minority vendor stipulation before awarding a contract to a community based service organization which has contracted to provide a specific service. Indeed, the State of NJ maintains a directory of Minority Businesses. Additionally, The Oasis provides a Resource Directory to its Sponsoring Congregations which lists businesses which are either owned and operated by or supportive of people who are discriminated against because of their sexual orientation. We would do well, as a diocese and as a national church, to model a standard of justice-based business practices for the Christian community.

For those who would argue that such a directory is contrary to the "inclusive practices" that this diocese tries to lift up, it is important to remember that our *de facto* practices have been habitually to employ our own "white pages directory". That unwritten directory is the result of a society that is largely segregated and in which the primary power group has contracted the services of those who are also members of that primary group.

Submitted by: The Oasis, The Women's Commission, Christian Social Relations Commission, North Porch, The Commission on Racism, The Black Clergy Caucus, The Union of Black Episcopalians, The Episcopal Church Women, Mission to Dismantle Racism

RESOLUTION 11 (SUBSTITUTE)
MINORITY VENDORS

RESOLVED, that the Bishop appoint a Task Force to investigate the issues raised by Resolution 11 (Minority Vendors) including an audit of current purchasing practices of congregations and the

Diocesan offices, and that this Task Force report back to the Diocesan Convention in January 2000 with recommendations for action.

The substitute Resolution 11 was adopted.

RESOLUTION 12 ***AFFIRMING CATHOLICISM CONFERENCE 1998***

RESOLVED, that this 125th Convention of the Episcopal Diocese of Newark affirms the full text of the formal resolution of the National Council of Affirming Catholicism, a world-wide Anglican Organization, which was first proposed at Keble College, Oxford, England, in August 1998 which states:

Affirming Catholicism is an affirming body. This Conference therefore notes with regret the oppressive resolution of the 1998 Lambeth Conference on Human sexuality, specifically that element referring to homosexual relations. We are grateful for the Pastoral Statement to Lesbian and Gay Anglicans issued by some of the member bishops of the Lambeth Conference, but believe that further points of substance must be made.

This Conference affirms:

- 1. that the bishops' resolution that 'all homosexual practice is incompatible with scripture' lacks the customary reflective balance of scripture, tradition, sound learning and pastoral discernment found in classic Anglican approaches to controversy. Our Church does not approach other issues, such as the Church's treatment of women or of those who remarry after divorce, in this literalist fashion. We believe that the question of homosexual relationships constitutes a similar issue.*
- 2. that, as the English bishops wrote in their report Issues in Human Sexuality, 'there are those whose partnerships are a blessing to the world around them and who achieve great, even heroic, sacrifice and devotion'. Many faithful members of the Anglican Communion, both laity and clergy, conscientiously believe that they are called by God to live in faithful same sex partnerships. We believe that the Church cannot and should not discount such Christian experience.*
- 3. that there has been and remains a longstanding Catholic tradition of pastoral dedication and service in some of the most demanding parishes by priests who are celibate or in a stable relationship. We believe that it is our duty to support all Anglican clergy and the ministers of our ecumenical partners who live in such stable relationships.*
- 4. that our bishops and other leaders should support those who have been honest about their state of life not only (as often) in private, but also in public; and that the latter should not be disadvantaged in matters of ordination and preferment.*

SUPPORTING INFORMATION:

By affirming this resolution, the Episcopal Diocese of Newark will be joining in a world-wide effort to address the ills of the Lambeth Resolution on Human Sexuality.

Submitted by: The Women's Commission, The Oasis, the North Porch, Black Clergy Caucus, Christian Social Relations Committee

Resolution 12 was adopted.

RESOLUTION 13
A RESOLUTION CONCERNING DEEPER UNDERSTANDING OF SCRIPTURE, TRADITION
AND
REASON IN RELATIONSHIP TO HUMAN SEXUALITY

RESOLVED, that this 125th Convention of the Episcopal Diocese of Newark affirms Section (c) of Resolution 1.10 of the 13th Lambeth Conference of Anglican Bishops, which provides recognition of "the presence among us of persons who experience themselves as having a homosexual orientation" and commits the bishops and their churches "to listen to the experience of homosexual persons, remembering that we are all loved by God and that all baptized, believing, and faithful persons, regardless of sexual orientation are full members of the Body of Christ;" and, be it further

RESOLVED, that in the light of the traditional Anglican reliance on Scripture, tradition, and reason for the discernment of God's will in our lives, this Convention does not receive as an authentic teaching that abstinence is the only appropriate response for gay and lesbian Christians; and, be it further

RESOLVED, that in light of modern Biblical scholarship and in reliance on the message of Scripture in its entirety, this Convention also does not receive as an authentic teaching that "homosexual practice as incompatible with Scripture,"; and, be it further

RESOLVED, that a copy of this resolution be sent to the Presiding Bishop and the Archbishop of

Canterbury, with the request that it be shared with the Anglican Consultative Council in accordance with Section (f) of Lambeth Resolution 1.10.

SUPPORTING INFORMATION:

The Anglican churches have, since the earliest years of the Reformation in England, relied not only on Scripture as a source of authority in their discernment of God's will in their communal lives, but also on the resources of a rich tradition and the gift of reason. The Lambeth Conference resolution on human sexuality, however, cites only Scripture as the foundation for some of its conclusions.

Anglican theological tradition as we receive it today represents the current state of our conversation with Scripture through the centuries. Each generation interprets Scripture and tradition out of its own place in time and understanding of the human condition. Similarly, individuals come to the conversation from a variety of contexts and perspectives, and their interpretations often differ. It has been the Anglican way to be in conversation about our differing interpretations and always to be open to the working of the Holy Spirit, rather than settle on a single reading as definitive for all people in all contexts.

Although a few passages in the Bible address sexual behavior between persons of the same sex, they reflect the understandings of particular people living in particular contexts. Ours is a different world, with the benefit of centuries of history and growth in reflecting on the human condition. We have available to us a variety of interpretations of the Scriptural witness, many based on the entire body of Scripture rather than on a few verses taken out of context.

Scripture condemns some behaviors we now consider acceptable (divorce and charging interest) and approves some we now reject (the owning of slaves). In the Anglican Communion we do not have consensus about homosexuality or homosexual practice. It seems at this time more appropriate to live with ambiguity and to continue our conversation.

This resolution thus affirms the Anglican tradition of examining all statements of the Church carefully and, in response to our call to full humanity as Christian men and women in a complex world, to object when we feel that the message of the Gospel has been sacrificed by inappropriate literalism.

Lambeth Conference Resolution 1.10 [As approved, August 5]

This conference:

- (a) commends to the Church the sub-section report on human sexuality;
- (b) in view of the teaching of scripture, upholds faithfulness in marriage between a man and a woman in lifelong union, and believes that abstinence is right for those who are not called to marriage;
- (c) recognizes that there are among us persons who experience themselves as having a homosexual orientation. Many of these are members of the Church and are seeking the pastoral care, moral direction of the Church and God's transforming power for the living of their lives and the ordering of relationships, and we commend ourselves to listen to the experience of homosexual people. We wish to assure them that they are loved by God and that all baptised, believing and faithful persons, regardless of sexual orientation, are full members of the Body of Christ;
- (d) while rejecting homosexual practice as incompatible with Scripture, calls on all our people to minister pastorally and sensitively to all irrespective of sexual orientation and to condemn irrational fear of homosexuals, violence within marriage and any trivialization and commercialization of sex;
- (e) cannot advise the legitimizing or blessing of same-sex unions, nor ordaining of those involved in same-gender unions;
- (f) requests the Primates and the ACC to establish a means of monitoring the work done on the subject of human sexuality in the Communion and to share statements and resources among us;
- (g) notes the significance of the Kuala Lumpur Statement and the concerns expressed in resolutions IV.26, V.1, V.10, V.23, and V.35 on the authority of Scripture in matters of marriage and sexuality and asks the Primates and the ACC to include them in their monitoring process.

(The Anglican Consultative Council is the body of representatives – lay, priests and bishops – from the various churches of the Anglican Communion which meets every 2-3 years.)

Submitted by: The Oasis, The Women's Commission, The Christian Social Relations Commission

Resolution 13 was adopted.

RESOLUTION 14
DIOCESAN COUNCIL

Resolved, that the Steering Committee of the Diocesan Council refer to all resolutions of the 124th Convention which mandated action by the Council during 1998 and circulate a written report to all lay and clerical deputies of the 125th Convention on actions taken on these resolutions no later than June 1, 1999.

Submitted by: The Rev. Geoffrey Curtiss, All Saints', Hoboken

This resolution results from the lack of any such report in either the pre-convention packets or the District Meetings and was submitted on behalf of the North Jersey Episcopal City Mission

Resolution 14 was adopted.

THE COMMITTEE ON CONSTITUTION AND CANONS

The Committee on Constitution and Canons met on December 9, 1998 at Episcopal House in Newark and considered amendments to Canons 9 and 17. The text of each of the proposed amendments is annexed hereto.

Michael F. Rehill, Esq., Chancellor
The Rev. Stanley Morgan
George Mackey, Esq.
The Rev. John Donnelly
Mrs. Marge Christie
Mr. William Kibildis
Ms. Elizabeth Opalka*
Laura Russell, Esq.*
The Rev. Steven Steele
Mr. William Nikel

* Did not participate in recommendations
of Committee

Dated: December 10, 1998

PROPOSED AMENDMENTS TO THE CANONS OF THE DIOCESE OF NEWARK

A. It is proposed that Canon 9.7 (qualifications of officers) be amended to read as follows (proposed new language is shaded):

1. QUALIFICATION OF OFFICERS

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

(b) No person shall hereafter succeed herself or himself more than twice in the office of Warden, and no person shall serve more than six (6) consecutive years in such office.

(c) No person shall hereafter succeed herself or himself more than once as a member of a Vestry or Executive Committee, and no person shall serve more than six (6) consecutive years in such office.

Explanatory Comment: It is the feeling of most of the members of the Committee that the rationale for limiting the terms of Wardens is equally applicable to members of Vestries and Executive Committees, and that new members should regularly be sought for such positions in order to preserve the vitality of the body as a whole. One member of the Committee did not agree with this proposal.

The above canonical amendment was withdrawn from consideration by the Committee.

B. It is proposed that Canon 17.6 (pertaining to the Ecclesiastical Court) be amended to read as follows (proposed new language is shaded):

6. THE CHURCH ATTORNEY

A Church Attorney shall be appointed by the Standing Committee with the advice and consent of the Ecclesiastical Court for a term of three (3) years. The Church Attorney shall be a confirmed adult communicant of this Church in good standing, learned in the law, and admitted to practice law in the State of New Jersey. The Church Attorney may

not be the Chancellor or a Vice Chancellor of the Diocese or a member of the Standing Committee or the Diocesan Council and may not be from the same law firm as the Chancellor, the Clergy Consultant, or any Lay Assessor. The Ecclesiastical Court shall have the power, with or without cause, to remove (or suspend) the Church Attorney by vote of two-thirds (2/3) of its members. Upon any such removal or suspension, the Standing Committee with the advice and consent of the Ecclesiastical Court, shall appoint a temporary replacement (in the case of a suspension) and shall fill the office of Church Attorney (in the event of a removal).

Explanatory Comment: As presently written, the Court is without the explicit power to exercise authority over the Church Attorney, and there is no procedure for replacing a Church Attorney in the event of a conflict of interest or for any other reason. The proposed amendment addresses both. This proposed amendment is proposed by the Committee without dissent.

The above canonical amendment was adopted as proposed.

SUPPLEMENTAL REPORT OF THE COMMITTEE ON CONSTITUTION AND CANONS

The following proposed amendment to Canon 17 was received by the Committee on Constitution and Canons from the Ecclesiastical Court after its pre-convention meeting. Therefore it is presented to Convention without comment pending review by the full Committee at the hearings at Convention.

A. It is proposed that Section 2a of Canon 17 (pertaining to the Ecclesiastical Court) be amended to read as follows:

CANON 17 THE ECCLESIASTICAL COURT

2. VACANCIES

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

Explanatory Comment: The Court has the obligation to make a recommendation as to sentence (*impose sentence*) following a finding that an accused member of the clergy had committed an offense. This proposed amendment would permit the members of the Court who heard a trial to complete their Canonical responsibilities and make a sentencing recommendation notwithstanding that the terms of some members of the Court would expire with each Diocesan Convention.

The above canonical amendment was adopted as proposed.

Shaping the Mind of the Body of Christ

**The Report of the
Task Force on a Sabbath for the New Millennium**

on

**Strengthening Christian Education Programming
in the Diocese of Newark**

for Diocesan Convention, 1999

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Shaping the Mind of the Body of Christ

Preface

"The primary aim of congregational life is to nurture ... a vibrant, life-changing faith, the kind of faith that shapes one's way of being, thinking and acting."¹

"Between 1960 and 1990 the population of the United States increased by approximately 40%, but Sunday School attendance in at least a dozen denominations (including the Episcopal Church) decreased by 40 to 50%.²

Research shows that the single most effective congregational vehicle for promoting church members' spiritual maturity, participation in activities that promote social justice, growing levels of satisfaction in key interpersonal relationships, and a nurturing relationship with God is a well-designed Christian education program.³

Until the late 1980's, in its equivalent of the Episcopal annual parochial report, the Southern Baptist Convention did not ask its members churches to report average Sunday worship attendance. Rather, statistics were sought on attendance at educational programs for persons of all ages.⁴

The Task Force on a Sabbath for the New Millennium believes

- that Christian education is the single most powerful tool available to churches to catalyze transformation in the lives of church members, and thereby society**
- that such programs are underutilized in many congregations of the diocese**
- that with commitment by the diocese and congregations, it is possible to strengthen significantly the education programming of our diocese and thereby the effectiveness of our churches.**

This report seeks to provide a resource for churches interested in strengthening their Christian education programming.

¹Effective Christian Education: A National Study of Protestant Congregations by Peter Benson and Carolyn Eklín, The Search Institute, Minneapolis, 1990, p. 9.

²44 Ways to Expand the Teaching Ministry of Your Church, by Lyle E. Schaller, Abingdon Press, Nashville, 1992, p. 15.

³Benson and Eklín, op. cit.

⁴Schaller, op. cit., p. 43.

Introduction

At Diocesan Convention in 1998, Bishop Spong called for a Task Force to report on ways that the congregations of the Diocese of Newark could strengthen their educational ministries. The Task Force on a Sabbath for the New Millennium presents this report in response to that charge.

This report seeks to accomplish the following:

- To review key research findings highlighting the importance of Christian education
- To provide a snapshot of the current education programming in our diocese
- To describe why children, teenagers and adults want and need to learn, how people in these age groups learn most effectively, and what styles of teaching are most effective at promoting learning for these persons
- To suggest how congregations can start or improve an education program
- To provide strategies for overcoming the most common hurdles churches encounter when seeking to start or strengthen their education programs
- To suggest ways of publicizing or marketing education programs effectively
- To identify the most popular education resources in use in this diocese, and to name other helpful resources useful in strengthening an education program

Based on our year's study, the Task Force believes that **strengthening the Christian education programming of congregations in this diocese is critical if our churches want to pass on a strong Episcopal faith tradition** to persons of all ages in the coming generation. We also believe that such education can be a **primary mode of evangelism and faith development for church members** in the years ahead. We urge increased investment at both congregational and diocesan levels to strengthen such programming.

What Difference Does It Make?

Research on the Impact of Christian Education

Key Research

The Task Force began its work by identifying key research that would help us understand what difference Christian education plays in a person's life of faith.

In 1990, the Search Institute, a Minneapolis-based consulting and research group, published Effective Christian Education: A National Study of Protestant Congregations. By all recognized statistical measures, this report provides reliable data about the current state of mainline Protestant Church Christian education and the impact such education has on the lives of church members.⁵

The Task Force believes the results of this study are relevant for Episcopal congregations and should be understood by denominational and congregational leaders responsible for strategic planning in the church in the coming decade.

Faith Maturity

The study's findings are organized around several themes, the most important of which is "faith maturity." According to the Search Institute report, a person with a mature faith:

- experiences and trusts God in Christ's unconditional love and guidance in daily life
- integrates faith and life, using faith to inform daily choices personally and politically
- seeks ongoing spiritual growth through both private and group activities
- advocates for and participates in activities effecting social change beneficial to the poor, the oppressed and the environment⁶

Important Findings

Using statistical techniques, the Search Institute created a testing instrument to measure the impact of Christian education on faith maturity. The study produced several key findings.

⁵The study presents information gathered from six major Protestant denominations - the Disciples of Christ, the Evangelical Lutheran Church in America, the Presbyterian Church USA, the Southern Baptist Convention, the United Church of Christ and the United Methodist Church. The Episcopal Church was asked to take part in the study but declined, as some Episcopal leaders felt the Episcopal Church could not accurately be categorized as Protestant.

⁶Benson and Eklin, op. cit., p.72

- Christian education is a “low-dosage” activity, involving most persons for less than thirty hours per year. For most Protestants, involvement in Christian education ends at the 9th grade - only 3 out of 10 Protestants aged 14 and older are involved in Christian education programs.
- For adults, of all the areas of congregational life examined (including worship, outreach, fellowship, and congregational leadership), “involvement in an effective Christian education program has the strongest tie to a person’s growth in faith maturity and loyalty to one’s congregation and denomination. While other congregational factors also matter (lifetime church involvement being the most important), nothing matters more than effective Christian education.”⁷
- For youth, “family religiousness” joins Christian education as the factor most strongly associated with faith maturity. Family practices most tied to faith maturity are adolescent conversations with mother or father about faith, family devotions, and family involvement in efforts to help other people.⁸ Parents are far more likely to incorporate these activities into family life if they participate in Christian education.
- For youth and adults together, participation in as little as 15-20 hours per year of effective Christian education contributes significantly to a person’s faith maturity.⁹

Conclusion

Research shows that:

- 70% of all Protestant adults are involved in no Christian education programming
- Participation in effective Christian education is one of the two most important factors in promoting faith maturity among people of all ages (along with family religiousness for youth and lifelong church involvement for adults).
- Spending as little as 15 hours per year in effective Christian education makes a measurable difference in a person’s faith maturity.

If a main purpose of the church is to promote the faith maturity of its members, research suggests that participation in effective Christian education underpins such maturity more powerfully than any other activity. This is not to say that other church activities are not important - worship, fellowship and outreach all contribute to such maturity. But research shows that participation in Christian education makes a greater contribution to faith maturity than any of these.

⁷Benson and Eklun, op. cit., p.2

⁸Benson and Eklun, op. cit., p.38

⁹Benson and Eklun, op. cit., p.53

What We Found

A Snapshot of Christian Education in the Diocese of Newark

The Task Force conducted surveys with over thirty congregations in the diocese, gathering information about their Christian ed programming for children, teens and adults. We also conducted six focus group meetings in different districts around the diocese, seeking to identify what forms of educational ministry have most influentially shaped church members' core beliefs. Our surveying work was not conducted scientifically. However we do believe we identified important themes which describe the current state of education programming in the diocese. These themes are described briefly below.

1) There is great diversity in the way people in this diocese express their core religious beliefs. From the orthodox to the post-modern, from Jesus-centered to spirit-centered, from Biblically-oriented to philosophically-oriented, people we surveyed chose diverse ways to describe their core beliefs. This suggests that diocesan initiatives might be helpful in the area of building teaching skills useful in communicating a wide range of theological viewpoints.

2) A wide range of programs are the vehicles for insight and learning that have formed people's core beliefs. From Bible study to one-time retreats, from lectures to small groups, from outreach work to hearing a series of sermons, people described a wide range of programs that deepened their religious insight and identity. The Task Force concluded from this that to minister educationally to all their members, congregations need to offer more than one kind of Christian education activity.

3) Many people in the diocese (particularly many clergy) perceive a low level of interest among the laity in Christian education. We heard many say that their congregation had tried starting an education program but had encountered discouraging, often terminal barriers to progress. The Task Force concluded that there is a need for a broader cultural shift within the church, a shift that elevates education to a higher level of importance and effectiveness than it currently holds. Such a cultural change should be planned and supported by lay leadership, clergy and diocese.

4) A large gap exists between programs such as DOCC (Disciples of Christ in Community) and EFM (Education for Ministry), programs requiring a high time commitment, and the education programming offered in most churches. Most people are unable or unwilling to commit to DOCC or EFM, but might participate in a quality program requiring less commitment. Anecdotally, we found that people who participate in DOCC or EFM routinely give their experience high marks, while reviews are much more uneven for other congregation-based education programs. The Task Force believes there is a need for high-quality programs that require less time

commitment that DOCC or EFM, but that still make a transformative difference in the lives of those involved.

5) There is an interest in well-run small group programs as a vehicle for faith-sharing and growth, but many congregations do not seem well-equipped to organize and staff a strong small group ministry program. This observation arose in relation to teenagers as well as adults, and points to another area in which diocesan initiatives might be helpful - the training of laity and clergy to be effective teachers and leaders of small group educational ministries.

These five themes were the key ones we encountered in our conversations around our diocese, and we used them as the starting point for the rest of our work.

Why and How?

**Why People Want/Need to Learn
How People of Different Ages Learn
How to Teach People of Different Ages**

The Task Force believes the development of effective education programming requires a familiarity with the basics of educational and developmental theory. In this section of the report we delineate briefly why people of different ages want and need to learn and what learning styles best suit certain age groups. We recognize the oversimplification involved in covering so much information in limited space, and offer the following as an introduction to the subject.

We hope this section of the report can be shared with all persons teaching or leading education programming in congregations - Sunday School teachers, youth group leaders, and adult ed teachers.

Children

Why Do Children Want/Need to Learn?

- To satisfy natural curiosity and to gain knowledge and a sense of security and mastery in life
- To enjoy social experiences which provide opportunities for making and strengthening relationships
- For fun and enjoyment

Do children in your church learn the important basics of our faith tradition? Do they enjoy learning at church? If not, how can this be changed?

How Do Children Learn?

- Children learn best in a secure, clean, well-organized and attractive environment, with age-appropriate decor and furnishings (important for all age groups).
- Children learn through a variety of styles - cognitive, psychomotor, and affective.
- From ages 2-6, a major objective of learning is for children to develop a healthy integration of instinctive self-expression and the beginnings of respect and restraint in relation to self and others. Activities fostering this integration are key at this age.
- Magical explanations for the workings of reality naturally predominate children's thinking from ages 2-6, giving way to the beginnings of logical thinking between ages 7-11.
- From ages 7-11, a major learning objective for children is to internalize a set of ways of understanding how the world works, rules of group life, and rules for treating self and others. Activities that build this knowledge are important here.
- Overall, children learn best when given respect and encouragement for their ideas.

Does your teaching environment (physical environment, teacher training, curricula, scheduling) for young children address these issues effectively?

How to Teach Children

- Get teacher training. Teacher training is critical to enable volunteer teachers to have an enjoyable, successful education experience (important for all age groups).
- Know the children you teach - understand the life-stage they are in and the type of learning likely to be most important for them.
- Understand in your heart and mind the faith concepts or stories you seek to teach. Knowing what you believe simply and clearly enables you to teach it well.
- Prepare lessons ahead of time. Having a clear sense of the structure and content of the lesson helps teachers feel confident, and allows them the ability to interact more spontaneously with children in their classes.
- Story-tell, facilitate and guide discussion - don't be a lecturer.
- Make sure your lessons involve children's different senses, emotions and motor skills.

Does your church provide support and guidelines for teachers to help them teach your congregation's children? Do your teachers have an effective way of preparing and evaluating their teaching? Do lessons for children contain stimulation on the cognitive, affective and physical levels?

Teenagers

Why Do Teens Want/Need to Learn?

- To make sense of the physical and emotional changes they undergo in adolescence
- To exercise emergent critical thinking skills and to reflect on their identity, values and important life choices; to begin constructing an adult self
- To gain and assert an increasingly independent identity, and to have others recognize and respect this identity

How Do Teens Learn?

- Much more than children, teens learn through the use of abstract reasoning and hypothetical problem-solving skills, using these skills to build an inner ideal picture of themselves and their belief-system.
- Teenagers also learn by beginning to share their inner feelings and thoughts, and by learning to receive respectfully the thoughts and feelings of others.
- Teens learn by being treated more and more as adults, and by being held responsible for how they act and express their thoughts.
- Teenagers learn by involvement and reflection, by experiencing something and talking about it.

How to Teach Teenagers

- Get training. For most, teaching teens is an acquired skill, not a natural gift.
- Encourage independent thinking, inviting teenagers to reflect openly on their lives and beliefs. Challenge teens with complicated real-life stories and ask them to make sense of the various emotional, spiritual and ethical issues such stories raise.
- Emphasize the importance of intergenerational contact and of church as a place where people help each other wrestle with life's meaning
- Demonstrate how spiritual insight springs from life experience, and ask teens to think of ways to apply faith to daily life.
- Educate teenagers on issues related to sexuality, alcohol and drugs, how to be a good friend, core moral and religious beliefs.
- Provide opportunities for hands-on social service activities, and the time to reflect on these activities.

Does your church provide a regular opportunity for teens and adult leaders to gather for honest discussion about key life issues and faith? Do you involve teenagers in outreach projects of the church?

Adults

Why Do Adults Want/Need to Learn?

- Personal growth - to help with transitions to new stages of life
- Social change - to learn about effecting changes in society
- Social reasons - to make new relationships and contacts
- For the sake of learning - for the joy of learning, with no immediate application
- For integration - to relate their spiritual self to the rest of their lives¹⁰

How Do Adults Learn?

- Adults need programming which allows them to share and reflect upon their life experience and beliefs, using life as a resource for learning.
- Adults learn best if they have input into what they learn and if their learning preferences are respected.
- Adults need programming that addresses the different psycho-spiritual challenges they face at different stages of the life cycle.
- Adults learn best when they have identified a need or deficit in their own life which learning will address.

How to Teach Adults?

- Get teacher training. It requires skill and practice to present information and to entertain open, emotionally honest discussion.
- Make sure that adult classes draw on the life experience of class members. Make class material relevant and applicable to life, and use class members' lives as a primary locus of reflection and information.
- Adult classes and forums need to incorporate learner involvement, the input of learner interests and information. Adult classes should focus on subjects in which the adult students have expressed an interest and which they will have ample time to discuss. This is not to say that lecturing or the skillful presentation of information is unimportant, but rather that to be as effective educationally as possible, the delivery of information should be accompanied by time for discussion.
- Alternatively, some adults may prefer learning in a tutor-pupil relationship, through private or home reading or study.

*Does your church involve adult members in selecting topics for adult ed programs?
Does your adult ed program encourage adults to share and reflect upon their life experiences as part of Christian education?*

¹⁰Models of Adult Religious Education, R.E.Y. Wickett, Religious Education Press, Birmingham, 1991, pp. 14-17.

Getting Started, Getting Stronger

Suggestions for Starting or Strengthening a Christian Ed Program

There is no one right way to start or strengthen a Christian education program. The following suggestions are meant to call attention to important themes or focus areas which research and experience see as important.

1) Establish a Christian education committee in your congregation. Ideally the clergy should be the enthusiastic leader(s) of this, with strong lay support. Create a simple mission statement for this committee which describes the committee's goals. Ask this committee to decide, based on personal preferences and interaction with church members, what areas of study or learning are most interesting for the congregation.

2) Start with relatively short programs, lasting 2-3 weeks. Evaluate your experience after these programs and incorporate feedback in future work.

3) Before starting a program, identify explicitly the primary teaching style to be used (e.g. lecture followed by discussion, small group discussion, sharing of personal stories, etc.).

4) Set goals for each educational program you undertake (e.g. Teach five class members the basic theology of St. Paul. Encourage ten class members to share in a group setting a spiritual experience important to them.). You will feel a greater sense of accomplishment if you set a goal to work towards.

5) Make the setting for your programs enjoyable. Provide comfortable, attractive space, good refreshments, adequate social time at the beginning and end of each program, and a workable time-schedule.

6) Ask the teacher of the program to spend some time studying educational theory for the age group they will be teaching, and to construct their teaching style in response to this information. Before the class series begins, ask the teacher to share with the Christian education committee what they have learned about educational theory, and how they have used it in constructing this class.

7) Get some kind of teacher training before the program starts, by consulting with a teacher who is a member of the congregation, or by consulting with a member of the diocese with expertise in teaching.

8) Visit the Bishop Anand Resource Center to review curricula and resources available in the diocese. The Anand Center catalogue will shortly be on-line, and already has a written catalog of educational resources.

9) If funding for curricula becomes an issue, talk to clergy in other parishes the size of yours to determine how they fund their education program.

Jumping Hurdles

Getting Past the Common Roadblocks of Christian Education Programming

Once you've gotten off to a start and launched or expanded part of your Christian education program, you will encounter hurdles. Based on our research, here is a list of some common roadblocks and some ideas for maneuvering around them.

Problem: Lack of congregational interest.

Possible solutions

- Don't be upset by small turnout at new programs. Make the commitment to prepare the programs well, and stick with them. Interest will probably grow.
- Get a group of lay leaders to organize a multi-meeting education series. Involving ten parishioners who organize a three-session class gives that class a good starting nucleus of participants.
- Assemble a small committee to draft a list of issues that are controversial in the congregation, and then create a committee of parishioners to address these issues. Some sample topics might include Bishop Spong's new book; Public Leadership and Private Morality - Bill Clinton and King David; Family Values in the Book of Genesis, etc.
- Publicize any program well in advance, with high quality publicity in high profile locations.
- Draw on teachers within your congregation, or on outside leaders in your community willing to teach a class or series at church. Variety makes classes more interesting.
- Have the clergy/lay leadership make clear their commitment to education and persist in improving the quality of programs.

Problem: Complaints about scheduling

Possible Solutions

- Define a trial period for a scheduling change (Lent, Advent, etc.) Evaluate the change at the end of the term.
- Address subjects the congregation is interested in.

- Try a variety of scheduling options - Sunday mornings, weekday evenings, Saturday mornings, etc.
- Provide good refreshments or combine a program with a potluck meal, perhaps in a parishioner's home.
- Don't try to make one time work for everyone.

Problem: Physical space

Possible Solutions

- Meet in church members homes (This worked for the early church!).
- Remove several rows of pews in the back of the sanctuary to create additional discussion space.
- Create a "church kitchen" discussion group that meets in the kitchen.
- Improvise, improvise, improvise.

Problem: Soccer

Possible Solutions

- Remind parents research shows that regular church and Sunday School attendance has been proven to decrease the likelihood that children will engage in self-destructive or high-risk behaviors as teenagers, behaviors such as drug and alcohol use, sexual activity, vandalism, and a number of other negative behaviors (Research really does show this.). Ask parents politely if soccer has the same proven effect.
- Or, if you prefer the serious approach, urge parents to give their child a strong spiritual and religious foundation in life.
- Most Sunday School teachers are happy to have children come to class in their soccer uniforms.

Spreading the Word

Publicity and Your Education Program

The following are suggestions on how to improve the quality of the publicity done for your Christian education events. Developed by the Rev. Robert Morris, Executive Director of Interweave Center for Holistic Living, these suggestions emphasize that publicizing the connection between spiritual and religious education and contemporary concerns is a primary means of attracting people to participate in education programs.

1) Emphasize the link between your education program and current cultural trends. This isn't peddling faddish ideas; it's honoring people's interests in a way that can help them think through things in light of Christian values.

2) Let the "best-seller" lists and TV Guide do most of your research for you - in terms of the style of your publicity and the content of your programs. What Oprah's talking about is likely to be on the minds of some in your community, and the sources mentioned above reflect current cultural interests as well as any source. Another source for program ideas - cover stories for popular magazines. Explore the spiritual-religious-ethical dimensions inherent in these pieces.

3) Make clear in your publicity that your program will share principles and processes more than answers. American culture is more individualistic than ever, and people usually want to be equipped to make up their minds for themselves, not be told what to think. Advertising your program as a "How to ..." program is also a good strategy. People feel better about participating in a program if its practical application to their life is clear.

4) Don't be confined to Sunday morning. Weekday mornings are surprisingly convenient for many. Weekday evenings and Saturday mornings are also an option.

5) Don't be confined to the congregation. When you write your ad copy or design your fliers, always try to imagine how it would sound to a non-church member. Would it attract them? Does the publicity assume too much of an "insider" perspective to be attractive to outsiders?

6) Use the local media. Most communities are served by local papers which happily print press releases about local church events. Other communities have on-line bulletin boards, or local-access cable channels with publicity listings. Take advantage of this free publicity and use it consistently. Most of our churches cannot afford consistent paid advertising. Saturate your market with press releases instead.

Resources

Who to Talk to, What to Use

The following is a list of what the Task Force and the Anand Center staff see as the most commonly-used curricula for children, teens and adults in the diocese. While frequency of use does not guarantee suitability for every church, and while those using these curricula always do some adaptation of the resource for their own location, we decided to include this information in the hope that it will be useful to congregations just starting certain programs.

Copies of most of these curricula are available for review through the Anand Resource Center at diocesan headquarters. The Anand Center can also tell you about several congregations using these curricula, and connect you with a clergy or lay leader available to speak with you about the curriculum in question.

The Anand Center telephone number is 973-430-9902. Anand Center Staff are eager to answer your questions about educational resources.

Sunday School Curricula

Living the Good News
 Godly Play
 Episcopal Church Sunday School Curriculum

Teenagers

Rite 13 and Journey to Adulthood

Adults

Wide range of programs used, with Kerygma products most popular

Resource Books

If you are interested in learning more about Christian education, we recommend the following two books.

44 Ways to Expand the Teaching Ministry of Your Church by Lyle E. Schaller, Abingdon Press, Nashville, 1992. An easy-to-read primer on ways to strengthen your church's educational ministry.

Models of Adult Religious Education, R.E.Y. Wickett, Religious Education Press, Birmingham, 1991. A more carefully-researched examination of the most effective methods of religious education.

Conclusion

The Task Force hopes this report will help congregations in the diocese seeking to strengthen or build their church's Christian education program. Based on our research and work, we believe strongly that more effective Christian education programming is critical to renewal in the Episcopal Church in the coming years.

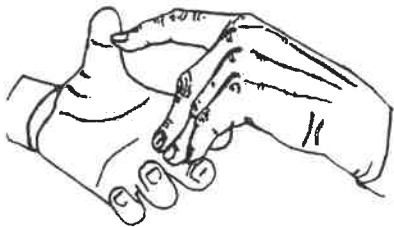
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 Ms. Kathy Franklin
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Acknowledgments

The Task Force wishes to thank the Rev. Philip Wilson and Church of the Redeemer, Morristown for hosting our meetings.



Task Force on Deaf Ministry

The Task Force on Deaf Ministry was appointed by Bishop Spong in April, 1998. The goal of the Task Force was to ascertain: (1) the form and extent of deaf ministry the Diocese of Newark, and (2) the needs of the churches in the diocese to respond to and include deaf and hard of hearing persons in the life of the church. Our report to the 125th Annual Diocesan Convention is an interim report. Our report to Convention 2000 will be a full report with recommendations and resolution(s).

Approximately 10% of the population has some hearing loss. The hard of hearing population is increasing due to increasing numbers of persons over 65 and longer life expectancy. We will use the word *deaf* to denote individuals who define themselves as deaf, identify themselves with the Deaf community and usually use sign language to communicate. We will use *hard of hearing* to denote individuals who still possess usable hearing in the speech range; these persons usually have been hearing most of their lives and do not use sign language to communicate.

The problems for the Task Force are obvious: in order to address the needs of people with varying degrees of hearing loss, we need to take into account the fact that neither providing interpreters for events nor installing assistive listening devices (ALDs) will provide access to church worship and events for this diverse population. This means that we need to understand *the nature of the hearing loss and the person(s)* in order to minister effectively to this population. Rather than leaping from the problem to the supposed solution, we will need to get to know the people before we know what to do to include them.

To this end, our work began with identifying the kinds of people with hearing loss who are presently attending churches in this Diocese. Members of the Task Force surveyed by telephone every congregation in the Diocese. Results of that survey are attached. It was apparent from the survey that many congregations are trying to include people with hearing loss into the life of the church. But one result is misleading: 49 congregations said they knew where to find resources for deaf and hard of hearing people. When asked where they would find the resources, however, many people said, "Contact Sheila Shuford at St. Peter's (Mountain Lakes)" or "Call Cathy Deats." We believe that there is a better way to provide resources in a central location rather than a person. Another important aspect of this question is that people did identify a Deaf Ministry at work in the Diocese, and identified it with St. Peter's Church in Mountain Lakes.

Our work continued with a study of the various ways other dioceses and denominations did the work of deaf ministry. The models covered a wide range of ministry formats including deployment of a "Deaf Missioner" (usually on a diocesan level) to conduct worship services for deaf persons and minister to their pastoral needs; a centralized clearinghouse of information, including interpreter lists, educational materials, and other resources for ministering to people with hearing loss; and a nationwide organization of clergy and lay leaders who work with congregations of deaf people. Since we are also addressing problems associated with age-related hearing loss, we have begun to explore resources for this population: assistive listening devices, sound systems, and modifications for worship which will enhance hearing for the entire congregation.

Our first nine months of operation have been fruitful, educational and fun. We have met three times, completed a diocesan survey, and gathered information and resources. We have learned about the problems deaf and hard of hearing individuals face and how the church has responded or not responded to their needs. We have learned how to take turns talking so our deaf and hard of hearing members can follow the conversation as easily as hearing people can. One of the most startling revelations was that a member of our Task Force is hard of hearing and some of us did not realize it until the third meeting. This testifies to the real invisibility hard of hearing people may experience in our congregations and to our questioning the response to our survey in which many congregations answered "no" to the question "Do you have any deaf or hard of hearing members in your congregation?"

Our goals for this year are:

- ◆ continued exploration of the various styles of deaf ministry in an effort to develop recommendations for how the Diocese of Newark should implement ministry to deaf and hard of hearing persons
- ◆ assembling of resources for congregations to address the needs of deaf and hard of hearing members
- ◆ devise strategies for congregations to become aware of hearing impairment and offer solutions which congregations can implement to better include persons with hearing loss
- ◆ educate congregations and clergy about the benefits of including deaf and hard of hearing persons in the life of the church as a way of enhancing the whole church; often we are so consumed with what we need to do to help the "outsiders" that we do not think that they too have gifts to offer the church

We would like to encourage you to give us feedback about these goals and to continue to seek us out with your problems and questions.

Members:

The Rev. Dr. Cathy L. Deats, co-chair
 The Rev. Charles Arlin
 Mr. David Biesel
 Ms. Elisabeth Chiminec (1999)
 Mr. William Schappa
 The Rev. Fain Webb (1999)

Ms. Sheila Shuford, co-chair
 Ms. Amy Beasley
 Ms. Diane Biesel
 Mr. Christopher Neglia (2000)
 Ms. Mary Sunden

TASK FORCE ON DEAF MINISTRY
CONGREGATION SURVEY - RESULTS
JANUARY 1999

NUMBER OF RESPONSES: 79

Are there any deaf or hard of hearing people in your congregation?

Yes 57 No 15 Don't Know 5 NR (no response) 2

If "Yes," what special services do you provide for them?

- sound system (23)
- ALD (5)
- people sit up front (2)
- signed service (3)
- signed service / activity on request (2)
- signed activities
- make allowances for lipreading
- avoid using certain rooms for meetings (acoustics)
- person brings own ALD system
- printed sermons on request
- none (6)

If deaf or hard of hearing people were to come to your church, do you know where to find resources to make your church activities accessible to them?

Yes 49 No 19 NR 11

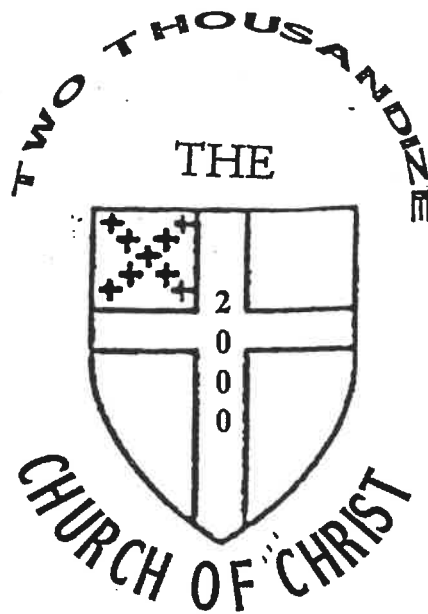
If a Deaf Ministry were established in your district, would you be willing to be the host church?

Yes 39 No 4 Not Sure 18 NR 18

Comments:

- would like list of churches, resources on ALDs (8)
- literature on deaf ministry
- list of trained interpreters

COMPANION DIOCESE RELATIONSHIP



MILLENNIUM

**DIOCESE OF NEWARK
DIOCESE DOS LEBOMBOS
125TH DIOCESAN CONVENTION**

**JANUARY 29 & 30, 1999
HANOVER MARRIOTT HOTEL
MORRIS PLAINS, NEW JERSEY**

COMMITTEE MEMBERS

Ms. Marge Christie	Dr. A.A. Phillips
Mrs. Virginia Whitehouse	Ms. Susan Kynor
Mr. Bruce Whitehouse	The Rev. Cn. Michael DuPlessis
The Rev. Isaac Persaud	Ms. Karalene Gayle
The Rev. William Parnell	The Rev. Dr. William Guthrie
Ms. Cheryl Hamilton-Maurer	Ms. Dorothy Fowlkes

Dr. Margorie Nicol

CO-CHAIR

The Very Rev. David Hamilton
Ms. Bernice Mayes

C.D.R. REPORT- LIVING WATER

1998 HAS BEEN AN EXCITING AND EVENTFUL YEAR FOR THE COMPANION DIOCESE COMMITTEE. THERE HAVE BEEN SEVERAL EVENTS THAT NEED TO BE HIGHLIGHTED FOR THIS CONVENTION. THE FIRST AND FOREMOST WAS OUR TRIP TO MAPUTO IN SEPT./OCT. OF THIS PAST YEAR. 13 SOULS MADE THE JOURNEY AND IT WAS BOTH WORTHWHILE AND PROFITABLE FOR OUR JOINT VENTURE.

THE TRIP ITSELF WAS WONDERFUL. IN MOZAMBIQUE, FEW PERSONAL CONVENIENCES WERE AVAILABLE, BUT ALL WHO WENT WERE BATHED FOR TWO WEEKS IN A SPIRITUALITY UNEQUALED IN OUR LIVES. WE ATTEND EUCHARISTS, BAPTISMS, CONFIRMATIONS, THE DEDICATION OF A CHURCH AND SCHOOL, A SERVICE COMMEMORATING THE PEACE ACCORDS AND MANY OTHER EVENTS. WE MET WITH THE CLERGY OF THE DIOCESE, INVOLVED OURSELVES WITH LOCAL PEOPLE, AND EVEN PARTICIPATED IN SOME OF THE POLITICS OF MOZAMBIQUE.

AS A RESULT OF OUR VISIT WE WERE ABLE TO LAY THE FOUNDATION FOR OUR COMPANION RELATIONSHIP:

1. TO RAISE MONEY TO INSTALL APPROXIMATELY 20 WATER SYSTEMS (\$25,000 EACH).
2. TO EXCHANGE CLERGY AND LAY PEOPLE BETWEEN NEWARK AND LEBOMBO DURING THE COURSE OF THE RELATIONSHIP.
3. HELP TO PROVIDE FOR ADDITIONAL TRAINING FOR MOZAMBIQUE CLERGY IN U.S. SEMINARIES, AND AT THE SAME TIME THEIR SEMINARY WILL BE OPEN TO OUR CLERGY.
4. DEVELOP A FULL RELATIONSHIP BETWEEN THE CATHEDRAL SCHOOL OF ST. PHILIPS' NEWARK, AND ST. CASSIANS OF MAPUTO.
5. DEVELOP COMPANION PARISH RELATIONSHIPS (10 ALREADY EXIST) BETWEEN CONGREGATION OF THE DIOCESE OF NEWARK AND THOSE OF THE DIOCESE OF LEBOMBOS.
6. DEVELOP A PROGRAM TO ENHANCE MEDICAL FACILITIES ALREADY IN OPERATION THERE AND TO ENABLE THE DEVELOPMENT OF NEW ONES.
7. OTHER YET UNNAMED AND UNDISCOVERED POSSIBILITIES.

ANOTHER HAPPENING THIS YEAR WAS THE BEGINNING OF A OUTPOURING OF SUPPORT BOTH FINANCIAL AND OTHER ON THE PART OF OUR DIOCESE. BISHOP'S SPONG, CRONEBERGER, MCKELVEY HAVE EACH MADE SUBSTANTIAL DONATIONS TO BOTH THE SCHOLARSHIP AND PUMP FUND. THE MOST REV. DESMOND TUTU HAS ENDORSED THE PROJECT WHOLE- HEARTEDLY. CLERGY OF THE DIOCESE HAVE BEGUN TO FREE MONEY FROM THEIR DISCRETIONARY FUNDS AND OTHER SOURCES FOR *LIVING WATER*. THE

COALITION OF ENDOWED PARISHES HAS CHOSEN AS ITS MISSION PROJECT FOR 1999: *LIVING WATER* AS ITS ONLY PROJECT.

ACTS/VIM HAS MADE AN AWARD FOR THE DRILLING OF A WELL AND A PRESIDING BISHOP FUND GRANT FOR A PUMP IS POSITIVELY PENDING. THE DIOCESAN BUDGET COMMITTEE HAS RECOMMENDED A BUDGET INCREASE FOR 1999.THERE IS MORE TO COME.

BEST OF ALL, THE PUMP THAT WAS BEING HELD CAPTIVE BY CROWN ASSOCIATES. IN MOZAMBIQUE CUSTOMS HAS BEEN FREED AND AS YOU READ THIS, IT'S BEING INSTALLED.

THE COMING YEAR HAS EVEN MORE POTENTIAL. THERE ARE PLANS FOR ANOTHER TRIP: "MAPUTO 1999"UNDER THE LEADERSHIP OF THE REV. WILLIAM PARNELL (SEE BILL TO SIGN UP AND GET INVOLVED). ALL OF LENT WILL BE DEVOTED TO COMPANION RELATIONSHIP ISSUES AND THE RAISING OF MONEY FOR THE PUMP PROJECT. THERE WILL BE VISITS FROM OUR BROTHERS AND SISTERS FROM MOZAMBIQUE AND OTHER THINGS YET TO BE DEVELOPED.

**IF YOU WOULD LIKE TO BE APART OF THE MILLENNIUM PROJECT OF OUR DIOCESE, PLEASE VOLUNTEER TO ANY MEMBER OF THE COMMITTEE OR CALL ME AT (973) 622-3505.
FOR THE C.D.R.
DAVID HAMILTON.**

RESOLVED THE 125TH ANNUAL CONVENTION OF THE DIOCESE OF NEWARK STRONGLY ENDORSES AND RECOMMITTS ITSELF TO THE COMPANION RELATIONSHIP BETWEEN NEWARK AND THE DIOCESE OF LEBOMBOS; AND FURTHER, COMMITS TO WORK ACTIVELY FOR THE SUCCESS OF OUR JOINT VENTURE.

Report to the 125th Diocesan Convention
From the North Jersey Episcopal City Mission

Mission Statement

The Mission of the North Jersey Episcopal City Mission is to support, strengthen and encourage the varied ministries of the Episcopal Diocese of Newark; its parishes, its missions and affiliated agencies located in the cities of our Diocese. NJECM through collaboration, training, advocacy and service seeks to enlarge the scope for mission and ministry so as to broaden the ability of our Diocese to respond to the needs of our cities. NJECM identifies our cities* as Paterson, Clifton, Passaic, Prospect Park, Newark, Irvington, East Orange, Orange, Bloomfield, Belleville, Nutley, East Newark, Harrison, Bayonne, Jersey City, Hoboken, Union City, West New York, Weehawken, Guttenberg, North Bergen, Fort Lee, Englewood, Hackensack, Garfield, Lodi, Palisades Park, Wallington, Bergenfield, Bogota, Cliffside Park, Dumont, Fairview, Ridgefield Park, Hasbrouck Heights, Summit and Phillipsburg.

- a city meets one or more of the following criteria: the population density requirement of a municipality, incorporated as a city, an urban school district...almost 50% of the population of our Diocese live within these cities. Of these 37 municipalities we have parishes and missions in only 22 of them totaling 34 stations. The population of our Diocese is 3,314,226 of which 1,645,734 lives in these urban municipalities. The suburban and rural population of 1,668,492 are served by almost 100 parishes and missions. For some of us it is clear where the mission field is in our Diocese.

Accomplishments of the North Jersey Episcopal City Mission for 1998

Introduced the JPIC resolutions to our Diocesan Convention

Awaiting a report from Diocesan Council on how to implement

Held a two day conference with Rev. Kenneth Leech on the issues of city ministry

Planned and Held Urban Hearings in our Diocese. (see attached report).

Established a contextual theological training model for the development of Ministry and Mission. This model is applicable regardless of one's context. The Urban Theology Unit is an ecumenical training model available for all clergy and lay leaders. We are affiliated with U.T.U. in Sheffield, England.

Worked with Martha Gardner, our JPIC government officer,
 in Trenton for the Episcopal Dioceses of New Jersey
 to build an ecumenical issue based congregational network

Supported the identification of one new Jubilee Center in our Diocese
 Martha Gardner our Diocesan Jubilee Officer
 All Saints Episcopal Parish/DaySchool and CDC in Hoboken, NJ

North Jersey Episcopal City Mission Goals for 1999

Complete a report to be given to the Diocese on the Urban Hearings
 The report will particularly highlight the things we have learned

To establish a Diocesan JPIC Network as mandated by the 1998 Diocesan Convention for those congregations interested. The JPIC Network includes:

- The Episcopal Peace and Justice Network for Global Concerns
- The Episcopal Network for Economic Justice
- Jubilee Ministries
- The Episcopal Ecological Network
- The Anti-Racism Network
- The Governmental Office in Trenton
- The Episcopal Public Policy Network

To maintain relationships with the Episcopal Urban Caucus; the Justice, Peace, and Integrity of Creation (JPIC) Networks, the Episcopal Economic Justice Network, and the Jubilee Ministry Network..

To identify three locations within our cities where we as a Diocese will begin a new urban congregation as mandated by the 1998 Convention.

To hold a conference with Kenneth Leech

To continue the UTU training model (see attachments)

Explore the structures of our Diocese and how they can become more effective in bringing resources to ministry in our cities.

Develop ecumenical partnerships

- Lutheran Inner City Minister's Guild
- The National Council of Churches of Christ
- development of Micah 6 Congregations
- IAF training and leadership development

REPORT FROM THE
NORTH JERSEY EPISCOPAL CITY MISSION
 to the
 125th DIOCESAN CONVENTION

*"The Episcopal Church has a great and definite mission to undertake on the urban scene.
 The cities of our diocese represent a great missionary opportunity."*

So said Bishop Coadjutor Leland Stark to a Special Diocesan Convention in 1958. Those words seem surprisingly prophetic 40 years later as clergy and lay members of North Jersey Episcopal City Mission (NJEEM) report on a series of urban hearings it sponsored to examine the impact of unemployment, homelessness, health care, schooling, immigration laws and the environment on the lives of the people of the cities of our diocese. The goal was to have diocesan leaders hear the cries of the city and consider the structures through which mission and ministry are done in this time and in this place.

Held during the first week in November at St. Paul's in Paterson, Grace Church in Newark and Grace Van Vorst in Jersey City, the hearings had as panelists all three Bishops and such leaders as the president of the Standing Committee, the chair of the Diocesan Council Steering Committee, the Chief Financial Officer and the Chancellor listening intently all three days. Members of such decision making bodies as Diocesan Council the Department of Missions, Episcopal Church Women, the Trustees and the Commission on Ministry served as additional panelists each day.

Recognizing that New Jersey is the most densely populated state and Newark its most crowded community, that 98 per cent of local revenues come from property taxes and cities have a shortage of taxable properties set the stage for learning of the high incidence of lead poisoning, AIDS, poverty and homelessness in all three cities. Testimony was heard from people who are experts in the fields of community development, tax policy, banking practices and the environment. People on the front lines of providing shelter and health care, educating children, counseling immigrants and addressing substance abuse told the stories of men, women and children caught in what one of the panelists described as a "spider web of poverty."

Each night the panelists reflected on what they heard, identified the pressing issues needing to be addressed and began to think about ways in which diocesan structures might be altered and existing agencies strengthened to address the complex problems which face our urban Communities. NJEEM will present a full report of the hearings, including suggestions for ways in which congregations and individuals can join a mission to the city, in the near future.

Members of NJEEM

Geoff Curtiss, co-chair	Tracey Lind, co-chair	Frank Bancroft	Marge Christie	Hank Dwyer
Martha Gardner	Elizabeth Kaeton	Carr Holland	Scott Kallstrom	Carla Lerman
Mildred Solomon	Ken Near	Bill Parnell	Harry Smith	

TASK FORCE ON TOTAL MINISTRY

INTERIM REPORT

The 123rd Convention of the Diocese of Newark passed a resolution directing 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. It was asked that a report be made to this, the 125th Convention, for deliberation and debate.

Since that resolution passed, the Commission on Ministry appointed this task force, and we have been working together to address the issues laid out in the resolution.

In order to give each issue attention in depth, the task force has divided into three sub-groups:

- 1) sub-committee on vocational deacons;
- 2) sub-committee on the role of the laity;
- 3) sub-committee on congregational development.

The sub-committee on vocational deacons has collected much information from many dioceses that have used vocational deacons. Our aim has been two-fold: first to become informed as to the advantages and disadvantages of using permanent deacons; and, second, to understand the many-faceted process of raising up deacons, as well as of educating parishes, priests, and lay-persons to their use. We are using the many resources available to us from other dioceses, most especially, the ongoing and timely information collected by the North American Association of Deacons (NAAD). Since vocational deacons have traditionally been under the supervision of their Bishops, it has been important for us to meet with our Bishops to understand their views about vocational deacons. The sub-committee on vocational deacons will be making recommendations in a later report after assessing all material available to us.

The sub-committee on the role of the laity is looking at the role of lay people in the church and how they might own a leadership position as equal and complementary to that of the clergy. We are doing this in the following ways:

- 1) defining a process by which the people of the parish can determine and articulate its reasons for existing, what it uniquely has to offer the world. It is assumed that when a parish is clear about its identity and its special gifts, a commitment to its ministry on the part of the members emerges;

- 2) collecting different models of the role and ministry of laity in churches and congregations;
- 3) creating a list of specific ways the role of the laity is defined and honored in various Episcopal churches;
- 4) examining different discernment processes with which the laity can define their gifts and talents as a means of preparation to making commitments to specific ministries.

The sub-committee on congregational development plans to contact clergy in the Diocese to explore what drives their ministries. A statement of their theology, personal ministry goals, the source of energy that characterizes their communities will be helpful. In addition, we are developing a list of resources for congregational development, as well as a list of models of change. Finally, we are working on a list of questions regarding strategic planning, ministry development, clergy and lay resourcing for ministry, and models for effective worshipping communities, which we will present to the Diocese and its congregations.

In the time that this task force has been working, we have been supported by your ideas, your encouragement, and your prayers, and we thank you for this. We have come to believe that, in order to address fully this task, we need additional time. Therefore, we are asking your consideration of the attached resolution, and we sincerely ask for your continued support and prayers.

Respectfully submitted,

The Task Force on Total Ministry

Mary Barrett, Co-chair
 Hattie Stone, Co-chair
 Jacob David
 Lucy Ann Dure
 Wayne Dwyer
 Steve Giovangelo
 Charles Hayes
 Carolyn Lombard
 Peter van Brunt
 Philip Wilson

Resolved, that this 125th Convention of the Diocese of Newark extends for one year the study in depth of the whole ministry of this Diocese, with oversight by the Commission on Ministry, and asks that a report be made to 126th Convention for deliberation and debate.

BEISLER/EAGLE'S NEST CAMP AND CONFERENCE CENTER

At the 1998 Diocesan Convention, a Resolution was unanimously adopted authorizing the formation of a jointly owned Camp/Conference Center together with the New Jersey Synod of the Evangelical Lutheran Church in America. An identical Resolution was also approved by the Synod. (Attachment I) The Resolution called for using the Camp Endowment Fund to:

- Purchase half interest in the existing facility (ex-land)
- Provide money for project development expenses and further site improvement/development

Long-range development of the facilities will require a major fund-raising program by the new Joint Venture (assisted by the Diocese/Synod).

The Diocesan Council has approved spending up to \$50,000 (Diocesan share) from the Camp Endowment Fund for Project development expenses. To date:

- Most preliminary site engineering work has been completed
- Wet Lands Delineation has been completed
- A Strategic Planning firm has been retained and the Joint Venture Strategic Plan is being finalized
- An Architectural Firm has been retained and a site Master Plan is being developed. (We hope to have preliminary sketches for the 1999 Diocesan Convention.)
- Starting in 1999, Eagle's Nest Camp will be operated jointly with the Beisler Camp

The projected 1999 Summer Camp Program will be approximately double our individual program. (In 1998, Eagle's Nest had 424 campers; Beisler had 400. We are budgeting based on a projected 950 campers.) In order to carry out the 1999 combined program, there will be an increase in part-time counselors staff to handle the program expansion, but there will be no increase in full-time staff since Beisler has an Executive Director and the Program Director's position will be transferred from Eagle's Nest.

For 1999, the Beisler/Eagle's Nest program will be as follows:

- operation of the Joint Camp
- complete the Strategic Plan/Site Master Plan
- a complete analysis of the Camp and Conference Center cost/organizational structure (probably with consulting assistance)
- preparation of the financial projections/analysis called for in the Resolution
- complete legal/administrative detail necessary for the establishment of the Episcopal/Lutheran Joint Venture
- target date for Joint Venture: currently, late 1999, early 2000.

John E. Lynch, Chair
Beisler/Eagle's Nest

Attachment I

**Proposed Resolution
to the
124th Diocesan Convention
Diocese of Newark**

RESOLVED, that the 124th Convention of the Diocese of Newark endorse the concept of a Jointly Owned Camp and Conference Center with the New Jersey Synod of the Evangelical Lutheran Church in America, and be it further

RESOLVED that the 124th Convention of the Diocese of Newark authorize, subject to final Diocesan Council review and approval, the following actions:

1. Expenditure of up to \$100,000 from the Camp Endowment Fund for a facilities appraisal and for the Diocese of Newark's share of project development expenses
2. Investment of up to \$730,000 (from the Camp Endowment Fund) for the Diocese of Newark to acquire 50% ownership in the facilities of the existing Beisler Camp and Retreat Center
3. Further investment of up to \$300,000 (from the Camp Endowment Fund) for further investment in facilities renovation and/or new construction, and be it further

RESOLVED that the Diocesan Council's authorization of #2 and #3 above be subject to:

1. Equivalent approval by the New Jersey Synod of the Evangelical Lutheran Church in America
2. All appropriate due diligence in regard to the site/facilities
3. Development and agreement on all necessary joint agreements, Bylaws, Articles of Incorporation and a long-term land lease
4. Development of a long-range site development plan and
5. Development of acceptable long-range financial management, operational and program budgets and plans

Supporting Information

The 119th Convention of the Diocese of Newark passed a resolution endorsing the concept of developing a Joint Camp and Conference Center between the Diocese of Newark and the Diocese of New Jersey. The 120th Convention of the Diocese of Newark passed a resolution authorizing the use of \$50,000 from the Camp Endowment Fund in order to fund the Diocese of Newark's share of project development expenses. At the 121st Convention of the Diocese of Newark a resolution was passed endorsing the Camp and Conference Committee's finding that the Diocese of Newark could not afford the financial risk/burden of a solely financed and operated Camp and Conference but reaffirmed its willingness to proceed with the evaluation of a joint facility with the Diocese of New Jersey whenever they were ready to proceed. The Diocese of New Jersey is not prepared to proceed at this time. The New Jersey Synod of the Evangelical Lutheran Church in America own and operate a Camp and Conference Center in Lebanon Township, (Hunterdon County) New Jersey and are willing to share ownership with the Diocese of Newark. Currently, the Camp Endowment Fund of the Diocese of Newark has in excess of \$1.1 million dollars for such an effort.

The resolution was adopted by the 124th Annual Convention.

THE STANDING COMMISSION ON CLERGY COMPENSATION

The Commission presents the following resolutions:

RESOLUTION I: (ADOPTED)

RESOLVED, that the 125th Convention of the Diocese of Newark adopt the following minimum salary rates, effective January 1, 2000:

Minimum Salaries

Deacon	\$22,550
Assisting Priest	24,040
Priest-in-charge	30,040

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 Diocese. 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 1/1/90	\$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
Effective 1/1/98	21,470	22,850	28,600
Effective 1/1/99	22,000	23,450	29,300
Proposed 1/1/2000	22,550	24,040	30,040

The Commission reviewed economic and inflation projections for the next few years. In addition, the Commission compared compensation ranges in the Diocese of Newark with those of our neighboring dioceses of Connecticut, Pennsylvania, Long Island, New Jersey and New York. It was this comparison that has led to the recommendation of a proposed 2.5% increase, since Newark's clergy compensation was generally below that of the dioceses surveyed. Considering the current environment of modest economic growth and a forecast for inflation of less than one percent (and possibly for deflation to occur in the

next few years), the Commission has attempted 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 presents this recommendation as a step toward closing such a compensation gap.

RESOLUTION II: (ADOPTED)

RESOLVED, that the 125th Convention of the Diocese of Newark recommends the following scale, effective January 1, 2000, for annual merit increases in salaries paid to clergy in the Diocese:

Merit Increase Scale

Outstanding	6.0%
Very Good	4.0%
Satisfactory	2.5%

Supporting Information:

For clergy continuing to serve the same congregation, this Diocese recommends an annual review of goals and performance for clergy, congregations, vestries, and executive committees. Clergy salary should be increased on merit based on this review in accordance with the merit increase scale. The Commission recommends that a true merit increase would exceed the rate of inflation, reflecting the notion that the meritorious performer should be recognized and not merely "kept even" with the economy.

RESOLUTION III: (ADOPTED)

RESOLVED, that the 125th 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 1998, the IRS-approved rate is 32.5 cents per mile. This rate continues until April 1, 1999, when the rate *drops* to 31 cents per mile. Remuneration standards shall be as follows:

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

Weekday service: \$40 per service, 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. Pension assessments are due for any individual who is paid \$200 a month or more for three consecutive months.

RESOLUTION IV: (ADOPTED)

RESOLVED, that all parishes and missions explore the costs and benefits of short term disability insurance, so that insurance monies will be available to help pay for supply clergy and other assistance in the event that the clergy and/or lay employees of the church were to become disabled for a period of time.

Supporting information: In several instances over the past few years, clergy of this diocese have been temporarily disabled and therefore in need of paid leave to aid in their recovery. The Church Pension Fund provides a benefit to those clergy who are totally and permanently disabled, but no such benefit is available for a short-term or temporary disability. Insurance policies are available for purchase, by the church, which pay the individual a stipend while disabled, thus freeing up funds for the church to pay another individual to provide assistance for a period of time. One such policy is available through Church Life Insurance Corporation, a subsidiary of The Church Pension Fund. Other insurance carriers offer similar programs. This resolution suggests that each church investigate such programs and consider the purchase of this protection or set aside sufficient funds to "self-insure" benefits should they be necessary.

RESOLUTION V: (ADOPTED *as amended*)

RESOLVED, that the 125th Convention of the Diocese of Newark supports The Church Pension Fund in its continuing efforts to broaden the pension benefit alternatives for clergy and encourages these efforts to include survivor benefits for partners of retiring clergy, similar to benefits now available to surviving spouses; *and, it further*

RESOLVED, that the Secretary of Convention send a copy of this resolution to the Trustees of the Church Pension Fund.

Supporting information:

The Church Pension Fund provides pension benefits for clergy and additional benefits for surviving spouses of deceased clergy. All clergy, whether married, single or partnered, now have options for providing enhanced survivor benefits to a spouse or a named beneficiary, with these optional benefits funded through a reduction in the cleric's own benefit. Consideration is currently being given, at The Fund, for broadening benefits available to survivors of single and partnered clergy so that the total package of benefits available to clergy who are not married on the date of their retirement is the same as that available to those who are married on that date. In all cases, it would be possible to direct future payments to a beneficiary after the cleric's death on essentially equivalent terms. This resolution supports these efforts by the leadership of The Fund.

SECTION 2 – 1999 SUMMARY OF CLERGY COMPENSATION POLICIES

Full Time Clergy – Including Full Time Interim Clergy

Benefit	Convention Action	Rector or Priest-in-charge	Assisting Priest	Deacon
Cash Stipend	Mandated – Minimum amounts	1998 - \$28,600 1999 - \$29,300 2000 - \$30,040	1998 - \$22,850 1999 - \$23,450 2000 - \$24,040	1998 - \$21,470 1999 - \$22,000 2000 - \$22,550
Housing & Utilities	Mandated	Housing and utilities supplied or appropriate cash allowance provided.		
Social Security Offset	Recommended	50% of estimated Self-Employment (SECA) tax. Refer to example for calculation.		
Pension	Mandated	Assessment of 18% of Total Compensation (Cash plus Housing and Utilities plus Social Security Offset). Paid quarterly to Church Pension Fund.		
Business Expenses	Recommended	\$3,500 minimum for reimbursement of allowable business expenses, including business use of personal car, administered through an accountable plan.		
Health Insurance	Mandated	Clergy choice from available plans. Rates vary by plan choice and coverage level.		
Dental Insurance	Mandated	Rate varies by coverage level.		
Life Insurance	Mandated	Provided as part of pension package. The amount is 2 times Total Compensation, with a minimum of \$5,000 and a maximum of \$50,000.		
Continuing Education	Recommended	Minimum \$300 annually.		
Housing Equity	Recommended	5 – 10% of Total Compensation as tax-deferred set aside if clergy lives in church-owned housing.		

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 clergy person is estimated to work approximately 50 hours in an average week. Compensation calculations for part-time clergy should be based on this workweek 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. The specific compensation recommendations are noted in the following Part-Time Clergy chart. Part-time Interim Clergy who are not residing in church-supplied housing should receive an additional payment to cover travel to and from their residence. This amount is taxable income and should be calculated using the IRS automobile rate for the year (32.5 cents per mile for 1998 and until April 1, 1999; 31 cents per mile after 4/1/99).

Part-Time Clergy -- Including Part-Time Interim Clergy

Benefit	Convention Action	All Part-time Clergy including Part-time Interim Clergy
Cash Stipend	Mandated – Minimum amounts	Based on portion of full time clergy cash stipend. For example, a half-time position would require ½ of the minimum cash stipends listed above.
Housing & Utilities	Mandated	Housing supplied by parish or appropriate cash allowance provided. Interim clergy should receive an <i>additional</i> payment to cover travel to and from their residence if they do not reside in church-provided housing. The amount is taxable income and is provided at the current standard IRS rate.
Social Security Offset Pension	Recommended	50% of estimated Self-Employment (SECA) tax. Refer to example for calculation.
Business Expenses	Mandated	Assessment of 18% of Total Coompensation (Cash plus Housing and Utilities plus Social Security Offset). Paid quarterly to Church Pension Fund.
Health Insurance	Recommended	Reimbursed as incurred, administered through an accountable plan. Subject to mutually agreed upon budgetary total.
Dental Insurance	Mandated	Clergy choice from available plans. Parish pays percentage of full cost unless other coverage is provided.
Life Insurance	Mandated	Parish pays percentage of full cost unless other coverage is provided.
Vacation	Mandated	Provided as part of pension package. The amount is 2 times Total Compensation, with a minimum of \$5,000 and a maximum of \$50,000.
Continuing Education	Recommended	Negotiable. Extent should be agreed upon in advance, recognizing that even part-time clergy need vacation.
Housing Equity	Recommended	Negotiable. Extent should be agreed upon in advance, recognizing that even part-time clergy need time for continuing education.
		Not applicable.

Notes: Tax-exempt housing allowance: a portion of each cleric's cash stipend may be designated by a Vestry or Executive Committee as a "housing allowance" in accordance with the Internal Revenue Code. The designation must be voted upon prior to payment and explicitly noted in the minutes of the meeting. The clergy person is solely responsible for tracking qualified housing expenditures and declaring any excess "housing allowance" as income. The maximum amount of "housing allowance" that is excludable from taxable income is the lesser of the rental value of the house (fully furnished), or the actual amount spent to provide housing (including furnishings and utilities), or the amount designated in the vestry designation.

SECTION 3 – HEALTH AND DENTAL INSURANCE RATES FOR 1999

Health Insurance

All clergy have a choice of 4 plans. 1999 annual premium rates, payable to the Diocese in quarterly installments.

Insurer/Plan	Single	Two Person	Parent/Children	Family
Prudential POS	\$3,742	\$7,271	\$6,627	\$10,180
Prudential HMO	\$2,888	\$5,749	\$4,661	\$7,484
HIP Rutgers	\$2,743	\$5,223	\$4,545	\$6,960
CIGNA HMO	\$3,699	\$5,785	n/a	\$8,091

Dental Insurance

Current annual rates, payable semi-annually to the Diocese in January and July. Rates change 7/1/99.

Insurer/Plan	Single	Two Person	Family (3 or more)
Delta Dental	\$330.60	\$532.32	\$893.88

SECTION 4 - EXAMPLES

Pension Assessment

I. Clergy receiving cash housing allowance:

Salary	\$30,040
Housing & Utility Allowance	14,000
Social Security Offset	<u>3,347</u>
Total Compensation	\$47,387

Pension Assessment	= 18% of Total Compensation
(.18 x \$47,385)	= \$8,530

II. Clergy in rectory or vicarage:

Salary (a)		\$30,040
Utility expense (b)	3,000	
Social Security Offset (c)	3,340	
Housing "value"	10,914	[.30 x (a+b+c)]
Total Compensation	\$47,294	

Pension Assessment = 18% of Total Compensation
 (.18 x \$47,294) = \$8,513

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	\$30,040
	Utilities	3,000
	Housing	10,914
	Social Security Estimate	3,341 *
	Total Self-Employment Income	\$47,295
Step 2:	Income Adjustment (subtract 7.65% of Total) .0765 * \$47,295 = \$3,618	
Step 3:	Taxable self-employment income:	\$43,676
Step 4:	\$43,676 X 15.3% (full SECA tax) =	\$6,682
Step 5:	\$6,682 X 50% (Diocesan recommendation)= \$3,341 If not close to original estimate, plug in a figure between the two and start over at Step 1.	

* 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

	<u>Church-owned Housing</u>	<u>Church Provides Housing Allowance</u>
Salary	\$30,040	\$30,040
Social Security Offset	3,341	3,347
Housing Allowance	N/A	14,000
Business Expense Reimbursement	3,500	3,500
Education Allowance	300	300
Health Insurance (family)	7,484	7,484
Dental Insurance (family)	894	894
Pension Assessment	8,503	8,530
Housing Equity Allowance @ 5%	2,365	2,369
Utilities provided	3,000	N/A
Rectory Maintenance	2,000	N/A
Sub-total "cash cost" to congregation	\$61,427	\$70,464
Estimated rental value of rectory	\$12,000	N/A
Total "value" of salary and benefits to clergy	\$73,427	\$70,464

Submitted by the Standing Commission on Clergy Compensation:

	<u>Office</u>	<u>Home</u>
John Snyder, chair		201- 652-8572
Rev. Lauren Ackland	973- 377-0106	973- 377-0869
Carlotta Budd	" 822-3778	" 822-3649
Rev. Canon Gervais Clarke	" 676-8886	" 675-1643
Linda Curtiss	800- 223-6602	201- 963-6378
Dale Gruner	973- 430-9915	908- 226-0695
Rev. Stephanie Wethered	" 334-3655	" 335-5710

A. Gary Shilling, Consulting Economist

NECROLOGY

*Blessed are the dead who die in the Lord
We remember God's faithful servants who have departed this life since
last Convention with thanksgiving before God:*

From the Episcopacy

The Rt. Rev. John M. Allin, twenty-third Presiding Bishop
The Rt. Rev. Roger W. Blanchard, retired Bishop of South Ohio
The Rt. Rev. Nelson Marigold Burroughs, retired Bishop of Ohio
The Rt. Rev. Harvey Butterfield, retired Bishop of Vermont
The Rt. Rev. William Franklin, retired Bishop of Columbia
The Rt. Rev. Girault McArthur Jones, Retired Bishop of Louisiana
The Rt. Rev. W. Moultrie Moore, Jr., retired Bishop of Eastern Maryland
The Rt. Rev. Jose Saucedo, retired Bishop of Mexico
The Rt. Rev. Fred Wolfe, retired Bishop of Maine

From the Clergy Family of the Diocese

Betty Allen, mother of the Rev. George Allen
Bonnie Lee Baldwin, daughter of the late Rev. Donald Baldwin
Mel Brdlik, father of the Rev. Christopher Brdlik
The Rev. Carington Rowe Cariss, former priest of this Diocese
Rita Pelletier Chasse, mother of the Rev. Canon Richard Chasse
Robert Croneberger, brother of Bishop Coadjutor John P. Croneberger
The Rev. Arthur Delo, retired Rector of St. Stephen's, Jersey City
Michaëlle (pronounced Michelle) Johnson Fabrie, sister of the Rev. Briggett Keith
Mary Ann Laffler, mother of the Rev. Brian Laffler
Floyd Laws, father of the Rev. Tom Laws
The Rev. John T. Mason, Jr., retired priest of this Diocese
John Morris, father of the Rev. Robert Morris
Reid Murphy, father of the Rev. Fain Webb
The Rev. Henry Powers, retired Rector of the Church of the Atonement, Tenafly
Kathleen Propst, mother of Kathy Coffey and mother-in-law of the Rev. Kevin Coffey
Nancy Riley, wife of the Rev. Wayne Riley
The Rev. Betsey Smylie, former priest of this Diocese
John Souza, father of the Rev. Canon Elizabeth Kaeton
The Rev. Anne "Nancy" Talmage
Doris White, widow of the late Rev. William White

Lay Persons in the Diocese Known for Special Contributions

Judy Albers, Calvary Church, Summit, member of the Commission on Ministry
 Margaret "Peg" Dengel, St. Paul's, Chatham, member of the Diocesan Council
 Olga Hayes, retired employee of the Diocese
 Aida Henderson, mother of Joan Lodge, former member of Diocesan Council
 Ed Jenkins, Trinity, Montclair, former member of Diocesan Council
 Georgia Rice Lynch, mother of John Lynch,
 Chair of the Camp and Conference Center Board
 Marguerite Manning, House of Prayer, Newark and The Oasis
 Ann Meier, St. Clement's, Hawthorne, Active in Cursillo and The Oasis
 Julius Milano, uncle of Barbara Lescota, Diocesan Finance Office
 Roger Mook, Grace Church, Newark
 Anne Moore, Senior Warden of Grace Church, Westwood
 Matthew Piermatti, father of D. Matthews Permatti, member of the
 Commission on Ministry
 May Beth Quinlan, wife of Bill Quinlan, former Asst. Treasurer of the Diocese
 Elizabeth Stone, retired employee of the Diocese
 William C. Young, former member of the Diocesan Investment Trust

BALLOT RESULTS **125TH CONVENTION - DIOCESE OF NEWARK**

JANUARY 29 & 30, 1999

ACTS/VIM BOARD

Lay Class of 2002 (2 for three year term)

Lyn Headley-Moore, St. Mark's, West Orange *elected*
 Sidney King, Incarnation, Jersey City *elected*
 Kathleen C. Casiano, The Saviour, Denville
 Molly Galletly, St. Elizabeth's, Ridgewood
 Tom Martin, Christ Church, Ridgewood *appt'd*

DIOCESAN COUNCIL

Lay Class of 2001 (2 for two year term)

Juditha Collins, St. Agnes'/St. Paul's, East Orange
 Joyce Skipper, Grace Van Vorst, Jersey City *elected*
 Leonard Glenn, Epiphany, Orange *elected*

ECCLESIASTICAL COURT

Clergy Class of 2003 (1 for four year term)

Clergy Class of 2001 (1 for two year term)

David Hamilton, Trinity + St. Philip's Cathedral,
 Newark *2001*
 Ellen M. Barrett, Bergen Episcopal Area Ministry
 Rochelle Park *2003*

ECCLESIASTICAL COURT

Lay Class of 2002 (1 for three year term)

Karalenne J. Gayle, St. Paul's, Englewood *2002*
 Barbara Conroy, Redeemer, Morristown

DEPARTMENT OF MISSIONS

Lay Class of 2002 (3 for three year term)

Lay Class of 2001 (1 for two year term)

Laurence G. Taber, Grace, Madison *2001*
 Nancy B. Boucher, Grace, Madison
 Bert Jones, St. Mark's, West Orange *2002*
 Linda J. Tuorinsky, St. Peter's, Mt. Arlington
 Susan E. Kynor, Christ Church, East Orange
 Barbara Deneka, St. Peter's, Mt. Arlington
 Hattie Stone, St. Mary's, Sparta *2002*
 Katherine V. Bates, St. Elizabeth's, Rdgewd *2002*

DEPARTMENT OF MISSIONS

Clergy Class of 2002 (3 for three year term)

Clergy Class of 2001 (1 for two year term)

Clergy Class of 2000 (1 for one year term)

William Coats, St. Clement's, Hawthorne *2002*
 Charles N. Arlin, All Saints', Bergenfield *2002*
 Jeannette DeFricst, Messiah, Chester *2002*
 Michael J. Gerhardt, Christ Church, Teaneck *2001*
 Dwight Neglia, St. Agnes', Little Falls
 Sunil Chandy, All Saints', Hoboken *2000*

PROVINCIAL SYNOD DEPUTIES & SUPPLEMENTARIES

Clergy Class of 2001 (2 for two years as deputies, 2 for two years as supplementaries)

Ellen M. Barrett, Bergen Episcopal
 Area Ministry *2nd Dep*
 Christopher L. David, Good Shepherd,
 Midland Park *1st Dep*
 Kim F. Capwell, St. Peter's, Mt. Arlington *1st Alt*
 Brian Laffler, St. Anthony of Padua, Hackensack
 Elizabeth Kaeton, The Oasis, Newark *2nd Alt*

PROVINCIAL SYNOD DEPUTIES & SUPPLEMENTARIES

Lay Class of 2001 (2 for two years as deputies, 2 for two years as supplementaries)

Martha R. Boughner, St. James', U. Montclair *1st Alt*
 Ronnie T. Stout-Kopp, Holy Trinity, Hillsdale *2nd Alt*
 William Nikel, St. John's, Montclair *2nd Dep*
 Marjorie Hartmeyer, St. Luke's, Haworth *1st Dep*

THE STANDING COMMITTEE

Clergy Class of 2003 (1 for four year term)

Clergy Class of 2001 (1 for two year term)

Clergy Class of 2000 (1 for one year term)

Diana Clark, St. John's, Montclair *2000*
 Albert D. Jousset, All Saints', Leonia *2003*
 Christopher Brdlik, Calvary, Summit
 Kim F. Capwell, St. Peter's, Mt. Arlington
 John J. Negrotto, Holy Trinity, Hillsdale
 Scott Kallstrom, Grace Van Vorst, Jersey City
 Beverly J. Huck, The Saviour, Denville *2001*
 Geoffrey B. Curtiss, All Saints', Hoboken

THE STANDING COMMITTEE*Lay Class of 2003 (1 for four year term)*

Edgar Kim Byham, All Saints', Hoboken 2003
 Lois J. Blake-Redman, Incarnation, Jersey City
 Patrick McCormick, St. Peter's, Washington

TRINITY & ST. PHILIP'S CATHEDRAL CHAPTER*Clergy Class of 2002 (1 for three year term)*

Elizabeth Kaeton, The Oasis, Newark
 Stanley Morgan, Holy Communion, Paterson 2002

TRINITY & ST. PHILIP'S CATHEDRAL CHAPTER*Lay Class of 2002 (1 for three year term)**Lay Class of 2001 (1 for two year term)*

Sidney King, Incarnation, Jersey City 2001
 George Hayman, Grace, Madison *appt'd*
 Louie Crew, Grace, Newark 2002

GENERAL CONVENTION DEPUTIES

*Elect 4 lay deputies and 4 clergy deputies and
 4 lay alternates and 4 clergy alternates*

Lay Deputies:

Louie Crew, Grace, Newark
 Marge Christie, Christ, Ridgewood
 Lyn Headley-Moore, St. Mark's, West Orange
 Michael F. Rehill, Grace, Westwood

Lay Alternates:

Steven A. Boston, St. John's, Ramsey
 Edgar Kim Byham, All Saints', Hoboken
 Sidney King, Incarnation, Jersey City
 George Hayman, Grace, Madison

Clergy Deputies:

Fletcher Harper, St. Luke's, Haworth
 Tracey Lind, St. Paul's, Paterson
 Elizabeth Kaeton, The Oasis, Newark
 Edward M. Hasse, III, St. Paul's, Montvale

Clergy Alternates:

Albert D. Jousset, All Saints', Leonia
 Geoffrey Curtiss, All Saints', Hoboken
 Jeannette DeFriest, Messiah, Chester

UNCONTESTED ELECTIONS**ACTS/VIM BOARD** Clergy class of 2002

Margaret Gat, St. John's, Dover *elected*

CONSTITUTION AND CANONS COMMITTEE*Class of 2000*

John Donnelly, St. Michael's, Wayne *elected*
 Steven L. Steele, St. Thomas', Vernon *elected*
 William Kibildis, St. Mary's, Sparta *elected*
 George F. Mackey, St. Elizabeth's, Ridgewood *elected*
 Albert D. Jousset, All Saints', Leonia *elected*
 Wade Cory, St. Michael's, Wayne *elected*
 Marge Christie, Christ Church, Ridgewood *elected*
 Glenda deKruif, St. James', Ridgefield *elected*
 Stanley E. Morgan, Holy Communion, Paterson *elected*
 Thomas Bisdale, Grace, Westwood *elected*

DIOCESAN COUNCIL*Clergy Class of 2001 (2 for two year term)*

Richard Wrede, All Saints', Millington *elected*
 Franklin E. (Skip) Vilas, St. Paul's, Chatham *elected*
 The Rev. Geoffrey Curtiss, All Sts', Hoboken *appt'd*

SECRETARY OF CONVENTION*One year term*

Michael Francaviglia, St. George's, Maplewood *elected*

TREASURER*One year term*

John Zinn, St. Paul's, Paterson *elected*

Canonical List of Clergy

CANONICAL LIST OF CLERGY

(Date in parentheses indicates year of canonical residency. List reflects deployment at time of Convention.)

BISHOPS

The Right Reverend John S. Spong, D.D., Bishop of the Diocese; consecrated June 12, 1976. Office: 31 Mulberry Street, Newark, NJ 07102, 973-430-9900; Residence: 43 Ogden Place, Morristown NJ 07960.

The Right Reverend Jack M. McKelvey, D.D., (1979), Bishop Suffragan of the Diocese; consecrated April 20, 1991. Office: 31 Mulberry Street, Newark, NJ 07102, 973-430-9900; Residence: 5 Munson Drive, Pompton Plains, NJ 07444.

The Right Reverend John P. Croneberger (1980), Bishop Coadjutor of the Diocese; consecrated November 21, 1998. Office: 31 Mulberry Street, Newark, NJ 07102, 973-430-9900; Residence: 83 South Fullerton Avenue, Montclair, NJ 07042.

PRESBYTERS

Ackland, Lauren (1988), Six Madison Avenue, Madison NJ 07940; Rector, Grace, Madison; (H) 973-377-0869; (W) 973-377-0106

Allen, Donald H. (1971), 1100 Calle de Cerro, San Clemente CA 92672 (deceased 6/29/99)

Allen II, George C. (1980), 644 Centre Street, Oradell NJ 07649; Rector, Annunciation, Oradell; (H) 201-262-2226; (W) 201-262-7222 (transferred 1999)

Alling, Frederic (1955), 1134 Fearington Post, Pittsboro NC 27312; (H) ; (W)

Andersen, Richard B. (1967), 275 East Franklin Tpke, Ho-Ho-Kus NJ 07423; (H) 201-444-8075 Retired

Arlin, Charles (1997), 28 Ralph Street, Bergenfield NJ 07621; Rector, All Saints', Bergenfield; (H) 201-384-6063; (W) 201-384-0286

Augustine, Emil (1992), 1450 Route 517, Hackettstown NJ 07840; Rector, Panther Valley Ecumenical Ministry; (H) 908-850-1778; (W) 908-852-5444

Austin, Dorothy (1997), Seminary Hall, Drew University, Madison NJ 7940

Badgley, David G. (1998), 447 Belmont Ave., Haledon NJ 07508; Rector, St. Mary's Memorial, Haledon; (H) 973-942-2767; (W) 973-942-4465

Baer, Kenneth (), 142 Exeter Court, Hendersonville NC 28739 Retired

Bagay, Martin J. (1998), Two St. Mary's Terrace, Sparta NJ 07871; Rector, St. Mary's, Sparta; (H) 973-729-6858; (W) 973-729-3136

Bakal, Pamela (1997), 204 Highfield Lane, Nutley NJ 07110; Rector, Grace, Nutley; (H) 973-235-0365; (W) 973-235-1177

Baldwin, Harris E. (1955), 19 B Snowberry Lane, Whiting NJ 08759 Retired

Baldwin, Judith (1993), 135 Main Street, Millburn NJ 07041; Assistant, St. Stephen's, Millburn; (H) 973-376-8218; (W) 973-376-0688

Canonical List of Clergy

Bancroft III, Francis (1959), 528 Morse Avenue, Ridgefield NJ 07657; Rector, St. James', Ridgefield; (H) 201/941-0422; (W) 201-945-0079

Bardusch, Richard E. (1997), 403 79th Street, North Bergen NJ 07047; Youth Ministries Director and Camp Beisler/Eagles Nest Director; (H) 201-295-1878; (W) 973-430-9913

Barrett, Ellen M. (1997), 850 Amsterdam Avenue, Apt. 2F, New York NY 10025; Rector, Bergen Episcopal Area Ministry; (H) 212-222-0422; (W) 212-820-9474

Beach, Diana (1996), 497 Jersey Ave., Jersey City NJ 07302; Priest Associate, Christ, Short Hills; (H) 201-332-1561; (W) 973-379-2898

Beers, Donald W. (1954), 619 County Rd 519, Belvidere NJ 07823; (H) 908-475-5063 Retired

Beishem, Donald C. (1952), 109 Park Place, Bogota NJ 07603; (H) 201-487-1576

Belt, Michel (1997), 30 Reynolds Avenue, Parsippany NJ 07054-3328; Rector, St. Gregory's, Parsippany; (H) 973-781-0110; (W) 973-887-5879

Bendall, R. Douglas (1995), P.O. Box 1276, Newark NJ 07101-1276; Vicar, St. Andrew's, Newark; (H) 973-923-4360; (W) 973-375-3012

Bennett, Dudley (1963), 360 Passaic Ave, West Caldwell NJ 07006; (H) 973-575-8787; (W) 973-575-8662 Retired

Biggadike, MayLin (1998), 398 Shelbourne Terrace, Ridgewood NJ 07450; Deacon, All Saints', Glen Rock; (H) 201-445-0105; (W) 201-444-6874

Bowen, George (1957), 43 Willow Ave., Rockaway NJ 07866; (H) 973-983-0498 Retired

Boyle, Peter (1972), 185 Newman Street, Metuchen NJ 08840; (H) 973-548-2431; (W) 212-374-2931

Brant, George (1960), 601 Park St. Apt 11D, Bordentown NJ 08505; (H) 609-291-0431 Retired

Brdlik, Christopher (1995), 41 Woodland Ave., Summit NJ 07901; Rector, Calvary, Summit; (H) 908-277-4509; (W) 908-277-1814

Bruschi, Caroline M. (1990), 519 Chestnut St., Lebanon PA 17402

Budhu, Esar (1987), 206 Renshaw Ave., E. Orange NJ 07017; Rector, St. Agnes & St. Paul's; (H) 973-677-1317; (W) 973-678-6716

Burnside, Carol (1992), 45 Main Street, West Orange NJ 07052; Rector, St. Mark's, West Orange (transferred 1999)

Butler, Susan Jamie (1997), 4522 Piedmont Court, Morristown NJ 07960; Assistant, St. Peter's, Morristown (transferred 1999)

Byrum, Emory E. (1994), 406 Third Street, Belvidere NJ 07823; Vicar, St. Mary's, Belvidere; (H) 908-475-8042; (W) 908-475-5494

Capwell, Kim (1988), 33 Kadel Drive, Mount Arlington NJ 07856; Rector, St. Peter's, Mt. Arlington; (H) 973-398-6318; (W) 973-398-1890

Canonical List of Clergy

Carlson, Walter D. (1967), Six Otis Place, Verona NJ 07044; (H) 973-239-6150; (W) 212-343-1234 ext.2315

Carr, Francis W. (1969), 37 Duncan Ave. Apt 2A, Jersey City NJ 07304; (H) 201-434-5726 Retired

Chang, Mark C. M. (1987), 403 Ninth Street, Palisade Park NJ 07650; (H) 201-461-5479; (W) 201-836-7275

Chasse, Richard P. (1979), 143 N. Mountain Ave., Montclair NJ 07042; Canon Pastor to Clergy and Clergy Families; Chaplain, Christ Hospital; (H) 973-783-5412; (W) 201-795-8397

Chrystal, Susan P. (1990), 35 Lamont Road, SW10 OHS London England

Clark, Diana D. (1988), 59 Montclair Ave., Montclair NJ 07042; Rector, St. John's, Montclair; (H) 973-746-9004; (W) 973-746-2474

Clarke, Gervais (1987), 104 William Street, PO Box 93, Orange NJ 07050; Rector, Epiphany, Orange; (H) 973-675-1643; (W) 973-676-8886

Coats, William R. (1988), 275 Lafayette Ave., Hawthorne NJ 07506; Rector, St. Clement's, Hawthorne; (H) 973-427-7484; (W) 973-427-8118

Coffey, Kevin P.J. (1997), 2-06 31st Street, Fair Lawn NJ 07410; Co-Missioner, Bergen Episcopal Area Ministry; (H) 201-796-4991; (W) 201-712-0207

Constantinos, Richard (1963), 22 Ridge Road, Stanhope NJ 07874; Rector, Christ, Budd Lake; (H) 973-347-2315; (W) 973-347-1866

Conway, Cooper (1998), 24 Carman Rd., Harrington Park NJ 07640; Assistant, Grace, Newark; (H) 201-784-8754; (W) 973-623-1733

Cranston, Dale L. (1972), 21 Stone Fence Road, Mahwah NJ 07430; (H) 201-825-4490; (W) 212/687-1834

Criste-Troutman, Robert (1998), 27 Bennet St., Phillipsburg NJ 08865; (H) 908-859-6266

Curtiss, Geoffrey B. (1975), 1238 Park Avenue, Hoboken NJ 07030; Rector, All Saints', Hoboken; (H) 201-963-6378; (W) 201-792-3563

David, Christopher L. (1988), 11 Baldin Avenue, Midland Park NJ 07432-0326; Rector; Good Shepherd, Midland Park; (H) 201-447-3479; (W) 201-444-6168

David, Jacob T. (1991), 110 First Street, Wood-Ridge NJ 07075; Rector, Resurrection & St. Paul's, Wood-Ridge; (H) 201-935-2011; (W) 201-438-8333

Davidson, George B. (1962), 12 Longwood Dr., Whiting NJ 08759; (H) 732/350-7606 Retired

Davis, Jr., Orion W. (1989), 288 North Mountain Avenue, Upper Montclair NJ 07043; Rector, St. James', Upper Montclair; (H) 973-746-8386; (W) 973-744-0270

Dawson, George R. (1965), 155 Limerock St., Rockland ME 04841 Retired

Day, Randall C. K. (1998), 283 Herrick Ave., Teaneck NJ 07666; Rector, St. Mark's, Teaneck; (H) 201-836-5836; (W) 201-836-7275

Canonical List of Clergy

Deats, Cathy L. (1996), 61 High St, Glen Ridge NJ 07028; Assistant, St. Paul's, Englewood; (H) 973-509-2111; (W) 201-568-3276

Deckenbach, Paul C. (1954), 1551 26th Avenue, San Francisco CA 94122; (H) 415-731-9899 Retired

DeFriest, Jeannette (1991), 50 Route 24, Chester NJ 07930; Vicar, Messiah, Chester; (H) 908-879-9475; (W) 908-879-7208

Delaney, Michael (1998), 127 Broad St., Washington NJ 07882; Priest-in-charge, St. Peter's, Washington; (H) 908-835-9420; (W) 908-689-1019

Dixon, Robert K. (1966), 73 Fernbank Avenue, Delmar NY 12054

Donnelly, F. Ellen A. (1991), 11 Hinchman Ave., Wayne NJ 07470; Co-Rector, St. Michael's, Wayne; (H) 973-696-1980; (W) 973-694-1026

Donnelly, John A. (1991), 11 Hinchman Ave., Wayne NJ 07470; Co-Rector, St. Michael's, Wayne; (H) 973-696-1980; (W) 973-694-1026

Dulfer, John G. (1984), 135 West 22nd Street, #2, New York NY 10011; (H) 212-604-9040

duPlessis, Michael (1981), 260 B Alpine Way, Woodbridge NJ 07095-1471; (H) 732-602-0740

Dure, Lucy Ann (1998), 230 Park Avenue #5R, Hoboken NJ 7030; Assistant, St. Luke's, Montclair (H) 201-795-9625; (W) 973-744-6220

Dwyer, Harold J. (1994), 396 Clifton Ave., Clifton NJ 07011; Rector, St. Peter's, Clifton; (H) 973-478-5874; (W) 973-546-5020

Dyson, Martha L. (1993), 14 White Birch Lane, Williston VT 05495

Eades, Charles H. (1984), 50 Hillcrest Rd., Mountain Lakes NJ 07046; (H) 973-334-7927

Earnest, David B. (1979), 541 Fearington Post, Pittsboro NC 27312

Edler, John R. (1951), 3030 Cleaves Point Rd. POB 239, E. Marion NY 11939-0239; (H) 516-477-0111 Retired

Edwards, Rickey Del (1996), 145 Milton Road, Oak Ridge NJ 07438; Vicar, St. Gabriel's, Milton/Oak Ridge; (H) 973-208-9146; (W) 973-697-5688

Falkowski, Lawrence (1994), 315 Main St., West Orange NJ 07052; Special Assistant to the Bishop; (H) 973-325-1381; (W) 973-430-9906

Fisher, Charles R. (1955), River Bend Road, RR32, Box 727, Wells ME Retired

Fleetwood, Zachary W. M. (1997), 16 Miller Road, Morristown NJ 07960; Rector, St. Peter's, Morristown; (H) 973-538-1604; (W) 973-538-0555

Fox III, Frederick C. (1963), 26 B Van Buren Avenue, River Edge NJ 07661-2165; (H) 201-262-6490

Galleher, Stephen C. (1982), 6115 B Boulevard East, West New York NJ 07093; (H) 201-861-3159; (W) 212-268-3087, ext. 236

Canonical List of Clergy

Gambrill, James (1978), PO Box 1929, York Me 03910

Gannon, William S. (1991), 45 Woodland Ave., Glen Ridge NJ 07028; Rector, Christ, Bloomfield/Glen Ridge; (H) 973-743-4484; (W) 973-743-5911

Gardner, James E. (1990), 602 Fraternity Road, Lewisburg PA 17837; (H) 717-524-2337 Retired

Gat, Margaret A. (1994), 61 Baker Ave., Dover NJ 07801; Priest-in-charge, St. John's, Dover; (H) 973-361-5970; (W) 973-366-2772

Gerhardt, Michael Joseph (1997), 333 Warwick Ave., Teaneck NJ 07666; Rector, Christ, Teaneck; (H) 201-833-2663; (W) 201-833-4502

Giovangelo, Steven M. (1996), 1514 Palisade Ave., Union City NJ 07087; Rector, St. John's, Union City; (H) 201-583-0134; (W) 201-348-3966

Gonzalez, Oscar (1970), 309 43rd St., Union City NJ 07087; (H) 201-223-1926

Goss, Frank (1997), 154 Lincoln Rd., Phillipsburg NJ 08865; Rector, St. Luke's, Phillipsburg; (H) 908-213-0115; (W) 908-859-1479

Grater, Coval T. (1967), 2316 Lark Lane, Sarasota FL 34231-5534 Retired

Green, John R. (1951), 2765 Pine Trace Drive, Maumee OH 43537-1544; (H) 419-865-6200

Groff, Addison K. (1953), 427 Front St., Houston DE 19954; (H) 302-422-6112 Retired

Gross, Jr., Joseph O. (1979), Avon Crest No. 173 Killarney Dr., Schenectady NY 12309; (H) 518-782-1530

Gunness, Margaret B. (1991), 216 W. Ridgewood Ave., Ridgewood NJ 07450; Rector, Christ, Ridgewood; (H) 201-612-1125; (W) 201-652-2350 (transferred 1999)

Guthrie, William A. (1992), 8 Rosemont Ct., West Orange NJ 07052; Rector, Christ, East Orange; (H) 973-731-4828; (W) 973-678-1160

Haines, Denise G. (1977), 180 Summit Ave., Jersey City NJ 07304; (H) 201-451-5044; (W) 212-644-1111, ext. 236

Hamilton, Abigail (1974), 681 Prospect Avenue, West Orange NJ 07052; Rector, Holy Innocents, West Orange; (H) 973-731-3363; (W) 973-731-0259

Hamilton, H. David (1970), 50 Brookdale Gardens, Bloomfield NJ 07003; Interim Dean, Trinity + St. Philip's Cathedral, Newark; (H) 973-748-1599; (W) 973-622-3505

Harbort, Raymond L. (1988), 1703 St. Francis Way, San Carlos CA 94070-4859

Harper, Fletcher (1993), 43 Massachusetts Avenue, Haworth NJ 07641; Rector, St. Luke's, Haworth; (H) 201-384-5703; (W) 201-384-0706

Hartnett, John G. (1993), 207 Fairmount Rd., Ridgewood NJ 07450; Rector, St. Elizabeth's, Ridgewood; (H) 201-444-8269; (W) 201-444-2299

Hassan, Rosemarie (1995), 575 Kearny Avenue, Kearny NJ 07032; Rector, Trinity, Kearny; (H) 201-991-

Canonical List of Clergy

0911; (W) 201-991-5894

Hasse III, Edward M. (1989), 2 Woodland Road, Montvale NJ 07645; Rector, St. Paul's, Montvale; (H) 201-391-8197; (W) 201-391-3181

Healy, Paul E. (1967), 10 North Summit Ave., Apt 457, Park Ridge IL 60068-3388; (H) 312-729-8038

Hegg, II, David (1982), 1735 York Avenue, Apt 15C, New York NY 10128; (H) 212-996-1545; (W) 1-800-223-6602

Herring, Joseph D. (1960), 15 Church Street, Bristol RI 02809

Hinds, Eric Kimball (1998), 221 Boulevard, Mountain Lakes NJ 07046; Rector, St. Peter's, Mountain Lakes; (H) 973-541-1602; (W) 973-334-4429

Hinman, Allen A. (1970), 149 Pennington Ave., Passaic NJ 07055; Rector, St. John's, Passaic; (H) 973-778-5618; (W) 973-779-0966

Hodgkins, R. Margaret (1996), 39 Woodland Ave., Summit NJ 07901; Assistant, Calvary, Summit; (H) 908-273-3134; (W) 908-277-1814

Holland, J. Carr (1977), 261 Elwood Avenue, Newark NJ 07104; Rector, Grace, Newark; (H) 973-497-1069; (W) 973-623-1733

Hoogerhyde, Scott (1996), 7 East Main St, Mendham NJ 07945; Rector, St. Mark's, Mendham; (H) 973-543-4943; (W) 973-543-4471

Huck, Beverly J. (1984), 155 Morris Ave., Denville NJ 07834; Rector, The Saviour, Denville; (H) 973-586-3214; (W) 973-627-3304

Hunt, Paul S. (1991), 107 Terrace Parkway, Lincoln Park NJ 07035; Rector, St. Andrew's, Lincoln Park (H) 973-694-6383; (W) 973-694-5915

Jannucci, James F. (1978), 74 Oakdene Ave., Cliffside Park NJ 07010; Rector, Trinity, Cliffside Park; (H) 201-941-3240; (W) 201-943-1034

Jenkins, Hedley P. (1956), 7100 Sorensen Dr., Boise ID 83709

Jousset Jr., Albert D. (1978), 157 Highwood Ave., Leonia NJ 07605; Rector, All Saints', Leonia; (H) 201-947-4139; (W) 201-947-1233

Kaeton, Elizabeth M.C. (1991), 28 Midland Boulevard, Maplewood NJ 07040; Canon Missioner, The Oasis, Newark; (H) 973-275-1022; (W) 973-43019919909

Kalemkerian, Louise (1995), 624 Freeland Ave., Paramus NJ 07652 (transferred 1999)

Kallstrom, Scott A. (1984), 268 2nd Street, Jersey City NJ 07302; Vicar, Grace, Jersey City; (H) 201-795-9050; (W) 201-659-2211

Kebba, Elaine (1985), 90 Kiel Ave., Kinnelon NJ 07405; Rector, St. David's, Kinnelon; (H) 973-492-5812; (W) 973-838-6696

Keith, Briggett J. (1996), 55 George St, Allendale NJ 07401; Rector, Epiphany, Allendale; (H) 201-818-0655; (W) 201-327-3012

Canonical List of Clergy

- Keller Jr., C. Edward (1959), 37 Warren St., Clifton NJ 07013; (H) 973-977-8499 Retired
- Kern, David P. (1980), P.O. Box 1703, North Eastham MA 02651
- Kimmick, Donald W. (1957), 321 Chadbourne Dr., Winston-Salem NC 27104; (H) 919-768-3257
- King, W. Alan (1964), 627 Edgewater Landing, Edgewater FL 32141; (H) 904-423-0245
- Kirchgessner, Robert (1951), 309 New Jersey Avenue, Point Pleasant Beach NJ 08742; (H) 732-899-1472 Retired
- Kreller, Daniel W. (1984), 210 Sheridan Ave., Ho-Ho-Kus NJ 07423; Rector, St. Bartholomew's, Ho-Ho-Kus; (H) 201-652-6704; (W) 201-444-5025
- Krug, Philip (1976), 20 Maple Ave., Montvale NJ 07645; (H) 201-391-6086; (W) 201-836-7275 Retired
- Kyle, George A. (1983), 109 Widgeon Circle, Hampstead NC 28443 Retired
- Laffler, Brian H. (1990), 72 Lodi St., Hackensack NJ 07601; Rector, St. Anthony of Padua, Hackensack; (H) 201-489-4728; (W) 201-489-3286
- Lampert, Richard B. (1996), 3901 Park Ave., Union City NJ 07087; Rector, Grace, Union City; (H) 201-863-6334; (W) 201-863-6334
- Lantz, F. William (1997), 29 Oakwood Village, Apt. 2, Flanders NJ 07836-8902; Rector, St. Dunstan's, Succasunna; (H) 973-252-0899; (W) 973-927-1485
- Laws, Thomas R. (1996), 11 Harvard St., Montclair NJ 07042; (H) 973-744-6518; (W) 973-548-3433
- Lee, Hosea Mun-Yong (1985), 1600 Parker Ave. Apt 30, Fort Lee NJ 07204; (H) 201-592-1179
- Levy, Jr., Hayward L. (1962), 8208 Hidden Drive North, Jacksonville FL 32216-6322; (H) 904-448-6703 Retired
- Lewis, Mark A. (1991), 380 Mountain Rd. Apt 304, Union City NJ 07087; Vicar, Our Saviour, Secaucus; (H) 201-617-0596; (W) 201-863-1449
- Lewis, Walter E. (1972), 60 Dryden Road, Upper Montclair NJ 07043-2420; (H) 973-783-6157; (W) 973-916-0702
- Libby, Glenn (1995), U. of So. Calif. University Religious Center, #203, Los Angeles CA 90089-0751; (H) 619-433-8755; (W) 213-740-2673
- Lillis, Rosemary H. (1994), 47 Evergreen Drive, Holyoke MA 01040; (H) 413-533-2495; (W) 413-539-2848
- Lincoln, Thomas C. (1966), 566 Ridgewood Ave., Glen Ridge NJ 07028; (H) 973-783-9166; (W) 212-696-0144
- Lind, Tracey (1987), 310 Cedar Hill Ave., Wyckoff NJ 07481; Rector, St. Paul's, Paterson; (H) 201-652-3744; (W) 973-278-7900
- Lochner, Charles (1997), Five Havencrest Drive, Thiells NY 10984; Interim, Atonement, Tenafly; (H) 914/429-8401; (W) 201/568-1763

Canonical List of Clergy

Long, Frederick L. (1956), 8930 Windsong Ln., Port Richey FL 34668 Retired

Louis, Richard M. (1971), 284 No. Island Ave., Ramsey NJ 07446; Rector, St. John's, Ramsey; (H) 201-327-0897; (W) 201-327-0703

Lumbard, Carolyn D. (1990), 950 Surrey Lane, Franklin Lakes NJ 07417; Rector, St. Alban's, Oakland; (H) 201-337-6018; (W) 201-337-4909

Lydecker, William J.F. (1962), P.O. Box 148, Ashland NY 12407-0148

MacCray, George W.R. (1962), Attn: R. Huselrath 18755 W. Bernardo Dr. #1217, San Diego CA 92127

MacDonell, Alexander (1980), 301 Clairmore Ave., Lanoka Harbor NJ 08734; (H) 609-971-6757 Retired

Magnuson, Fred C. (1976), 268 West Walnut Tree Dr., Blandon PA 19510; (H) 215-926-1867

Maitland Jr., Robert (1955), Memorial Dr. P.O. Box 544, Winthrop ME 04364; (H) 207-377-2162

Mason Jr., Robert T. (1965), 11 Circuit Drive East, Succasunna NJ 07876; (H) 973-584-4233;

McGrath, Victoria Geer (1994), 113 Center St., Chatham NJ 07928; Interim, Christ, Short Hills; (H) 973-701-1663; (W) 973-379-2898

McNish, Jill Lois (1997), 31 Elston Road, Upper Montclair NJ 07043; Interim, Holy Trinity, West Orange; (H) 973-744-6297; (W) 973-325-0369

Mockridge III, Oscar (1965), 48 Warren Pl., Montclair NJ 07042; (H) 973-783-5240; (W) 212-560-6774

Moore, Allison (1996), 1576 Palisade Ave., Fort Lee NJ 07024; Rector, Good Shepherd, Fort Lee; (H) 201-944-9165; (W) 201-461-7260

Morgan, Stanley E. (1991), 99 Pearl St., Paterson NJ 07501; Rector, Holy Communion, Paterson; (H) 973-279-6355; (W) 973-742-5553

Morris, David J. (1997), 1115 Sage Court, Mahwah NJ 07430; Vicar, Good Shepherd, Ringwood; (H) 201-785-1947; (W) 973-962-9510

Morris, Robert C.V. (1969), 422 Clark St., South Orange NJ 07079; (H) 973-763-0416; (W) 973-763-8312

Murphey, Karen C. (1990), 638 Cokesbury Road, Lebanon NJ 08833

Neal, Ashley C. (1991), 74 Fisherman's Cove, Ponte Vedra FL 32082

Near, Kenneth M. (1991), 130 Winthrop Pl., Englewood NJ 07631; Rector, St. Paul's, Englewood; (H) 201-569-1316; (W) 201-568-3276

Neglia, Dwight L. (1981), 75 Union Avenue, Little Falls NJ 07424; Rector, St. Agnes', Little Falls; (H) 973-812-0029; (W) 973-256-5020

Negrotto, John J. (1972), 88 Trinity Pl., Hillsdale NJ 07642; Rector, Holy Trinity, Hillsdale; (H) 201-664-3158; (W) 201-664-2428

Nelson, Carl E. (1957), 47 Harbor View Drive, Sagle ID 83860-6726; (H) 208-263-2731

Canonical List of Clergy

Neske Jr., Robert N. (1972), Office of the Div. Chaplain, Fort Stewart GA 31314

Oh, David Young Sam (1990), 1224 McClaren Drive, Carmichael CA 95608-6118

Owens, John C. (1965), 245 44th Ave., St. Pete Beach FL 33706; (H) 813-367-1017 Retired

Parnell, William C. (1994), 799 Summit Ave., Hackensack NJ 07601; Rector, Christ, Hackensack; (H) 201-343-7768; (W) 201-342-2365

Partridge, Edmund B. (1971), 138 West Passaic Ave., Rutherford NJ 07070; Rector, Grace, Rutherford; (H) 201-531-1946; (W) 201-438-8623

Partridge, Ivan H. (1953), P.O. Box 235, Cotuit MA 02635; (H) 508-477-6694 Retired

Pedersen, Arthur G. (1961), 8 Whitecap Way, Bricktown NJ 08723; (H) 732-255-2122 Retired

Percival, Jonathan B. (1988), 116 Turrell Rd., So. Orange NJ 07079; Rector, St. Andrew & Holy Communion, So. Orange; (H) 973-763-3754; (W) 973-763-2355

Persaud, Isaac A. (1991), 68 Storms Ave., Jersey City NJ 07304; Rector, Incarnation, Jersey City; (H) 201-451-7139; (W) 201-433-6604

Pickard, Joseph S. (1986), 110 Van Orden Ave., Leonia NJ 07605; Rector, St. Mary the Virgin, Ridgefield Park, and St. John the Divine, Hasbrouck Heights; (H) 201-363-9321; (W) 201-288-0002

Pisani Jr., Gerard A. (1966), 141 Broadway, Bayonne NJ 07002; Rector, Trinity, Bayonne; (H) 201-858-4460; (W) 201-858-4460

Polglase, Kenneth A. (1960), 3924 Rhode Harbor Rd., Edgewater MD; 410-798-9421

Potter, William A. (1995), 172 Goldfinch Court, Hackettstown NJ 07840; Rector, St. Luke's, Hope; (H) 908-684-1025; (W) 908-459-4340

Ragsdale, Katherine H. (1993), 90 Hutchinson Rd., Arlington MA 02174; (H) 617-646-1758

Rawson, William L. (1967), 3776 Winters Hill Drive, Atlanta GA 30360

Reinfeld-Karda, Margaret (1995), 253 Marshall Hill Rd., West Milford NJ 07480; Vicar, Incarnation, West Milford; (H) 973-728-2923; (W) 973-728-3771

Renn, Wade A. (1964), 558 Highland Ave., Upper Montclair NJ 07043; (H) 973-655-1052; (W) 201-664-0407

Rice, Charles L. (1988), R.D.1. P.O.B. 1279A1, Bangor PA 18013; (H) 610-588-7561

Riker, William (1997), 249 Hartshome Road, Locust NJ 07760; Interim Rector, St. Paul's, Jersey City; (H) 908-872-7354; (W) 201-433-4922

Riley, Wayne T. (1995), 214 Washington St., Hackettstown NJ 07840; Rector, St. James', Hackettstown; (H) 908-850-4549; (W) 908-852-3968

Rodger, Alexander M. (1945), 2655 Nebraska Ave. Apt. 620, Palm Habor FL 34684; (H) 813-785-2576 Retired

Canonical List of Clergy

Rollins, John A. (1969), 413 Lincoln Ave., Pompton Lakes NJ 07442; Rector, Christ, Pompton Lakes; (H) 973-835-5122; (W) 973-835-2207

Rose, Dana (1998), 238 Fifth Street Apt. 3-C, Jersey City NJ 07302; Assistant, St. John's, Ramsey; (H) 201-420-8336; (W) 201-327-0703

Salmon, John F. (1965), 752 York Road, Mt. Laurel NJ 08054; (H) 609-866-9328 Retired

Salt, Alfred L. (1972), 4429 Gratiot Ave., Ft. Gratiot MI 48059 Retired

Schembs, Lois J. (1998), 321 Lamberts Mill Rd., Westfield NJ 07090; Interim Rector, St. Andrew's, Harrington Park; (H) 908-232-8551

Schiesler, Robert Alan (1997), 75 South Fullerton Avenue, Montclair NJ 07042; Rector, St. Luke's, Montclair; (H) 973-783-4507; (W) 973-744-6220

Schwab, A. Wayne (1956), Main St., P.O. Box 308, Essex NY 12936-0308; (H) 914-424-3943; (W) 212-867-8400

Seabrook, John H. (1966), 300 Tuttle Pky, Westfield NJ 07090; (H) 908-232-8551

Sexton, Lewis R. (1961), 320 West 20th St., Holland MI 49423-3914; (H) 616-399-3497

Shaffer, Harold F. (1954), 104 Arbutus Trail, P.O. Box 1225, West Chatham MA 02669; (H) 508-945-1225

Shearer, Donald R. (1975), 438 Valley St., P.O. Box 678, Orange NJ 07051-0678; Rector, All Saints', Orange; (H) 973-674-4366; (W) 973-674-4366

Shelley, Marshall (1998), 5 Surrey Lane, Madison NJ 07940; Assistant, Grace, Madison; (H) 973-660-9440; (W) 973-377-0106

Shike, C. Wesley (1952), 250W. 89th St. Apt. 7B, The Savannah, New York NY 10024; (H) 212-362-8244; (W) 201-939-6786

Sickles, Clarence W. (1953), 57 Barn Owl, Hackettstown NJ 07840-3206; (H) 908-852-2839

Simon, Irwin L. (1959), 810 West Hand Ave., Cape May Court Hse NJ 08210; (H) 609-465-1624 Retired

Sinisi, Gabriel A. (1997), 46 Montrose Avenue, Verona NJ 07044; Rector, Holy Spirit, Verona; (H) 973-239-0723; (W) 973-239-2850 (transferred 1999)

Smith, Harry E. (1974), 954 Avenue C, Bayonne NJ 07002; Interim Rector, Calvary, Bayonne; (H) 201-339-3112; (W) 201-339-3112 Retired

Smith, Ralph E. (1990), 40 East 94th St., Apt 6A, New York NY 10128; (H) 212-876-5767

Smith, Robert R. (1995), 66 Summit Street, Norwood NJ 07648; Rector, Holy Communion, Norwood; (H) 201-768-1176; (W) 201-768-0634

Smithers-Koeniger, Margaret (1995), 574 Ridgewood Rd., Maplewood NJ 07040; Assistant, St. Paul's, Chatham; (H) 973-763-9028; (W) 973-635-8085

Snyder, Roger C. (1981), 13 Partlow St., Staunton VA 24401; (H) 703-885-6440 Retired

Canonical List of Clergy

Soleau, John E. (1952), 238 Main St., Concord MA 01742

Solomon, Mildred J. (1998), 71 Ridge St., Unit 10, Orange NJ 07050; Newark Regional Missioner; Vicar, St. Barnabas', Newark; Rector, House of Prayer, Newark; (H) 973-677-9773; (W) 973-482-3132

Spicer, Norman R. (1951), 6065 South Verde Trail, Apt G215, Boca Raton FL 33433-4417; (H) 305-757-7834 Retired

St. George, David (1958), 8 Binney Rd., Old Lyme CT 06371; (H) 860-434-9797 Retired

Stanton, John F. (1962), 447 W. Anderson St., Hackensack NJ 07601; Vicar, St. Matthew's, Paramus; (H) 201-489-7817; (W) 201-262-5286

Steele, Steven L. (1987), 307 Rt. 94, Vernon NJ 07462; Vicar, St. Thomas', Vernon; (H) 973-764-6626; (W) 973-764-7506

Stopfel, Barry L. (1990), 52 Curtiss Place, Maplewood NJ 07040; Rector, St. George's, Maplewood; (H) 973-762-4139; (W) 973-762-1319

Strain, William H. (1957), 4 Acacia Drive, Boynton Beach FL 33436 Retired

Strohmier, Linda S. (1996), 712 Oak Ave., Maywood NJ 07607; Co-Missioner, Bergen Episcopal Area Ministry; (H) 201-587-8764; (W) 201-712-0207

Swanson, George G. (1977), 349 Seawall Rd. Rte 102A, Manset ME 04679; (H) ; (W)

Swanson, Katrina M. (1977), 349 Seawall Rd. Rte 102A, Manset ME 04679

Tarplee, Cornelius C. (1992), 135 Main St., Millburn NJ 07041; Rector, St. Stephen's, Millburn; (H) 973-376-8218; (W) 973-376-0688

Taylor, Alton H. (1962), 25 Naim Place, Nutley NJ 07110; (H) 973-667-5922

Thomas, David R. (1972), 22 Pearl St., Passaic NJ 07055; (H) 973-773-2613; (W) 973-470-3025

Thomas, Trevor E.G. (1951), 90 Rossini Rd. Shelter Habor, Westerly RI 02891; (H) 401-322-0434 Retired

Thompson-Quartey, John (1997), 107 Cottage Place, Ridgewood NJ 07450; Assistant, Christ, Ridgewood; (H) 201-689-1488; (W) 201-652-2350 (transferred 1999)

Thorn, Jack H. (1963), 209 Chestnut St. P.O. Box 196, Boonton NJ 07005; (H) 973-257-0556 Retired

Tjeltveit, Maria E. (1994), 124 South Madison St., Allentown PA 18102; 610-433-7276

Tomaine, Jane A. (1995), 349 Short Drive, Mountainside NJ 07092; Rector, St. Peter's, Livingston; (H) 908-233-0134; (W) 973-992-1932

Tremaine, Christine F. (1983), 150 W. Orton Rd., West Caldwell NJ 07006; (H) 973-403-7867

Tremaine, Gordon H. (1981), 150 W. Orton Rd., West Caldwell NJ 07006; Rector, St. Peter's, Essex Fells; (H) 973-403-7867; (W) 973-226-6500

Vest, Susan R. (1989), 3448 10th Ave. South, Minneapolis MN 55407-2114; (H) 612-288-0547

Canonical List of Clergy

Vilas Jr., Franklin E. (1991), 94 Chatham St., Chatham NJ 07928; Rector, St. Paul's, Chatham; (H) 973-635-8211; (W) 973-635-8085

Wajnert, Theresa A. (1990), 8473 Bay Colony Drive, Apt 2202, Naples FL 34108; (H) 941-566-2585

Waldon, Mark W. (1985), 39 Boyle Avenue, Totowa NJ 07512; Rector, Christ, Totowa; (H) 973-595-0349; (W) 973-595-0349

Walk, Donald (1978), 27 Harmony Drive, Hazelton PA 18201; (H) 717-454-3383 Retired

Warnke, James (1996), 680 Albin, Teaneck NJ 07666; Assistant, St. Mark's, Teaneck; (H) 201-692-1858; (W) 201-836-7275

Webb, Fain (1997), Five Estate Drive, Sussex NJ 07461; Vicar, Good Shepherd, Wantage; (H) 973-702-7214; (W) 973-875-0919

Weber, Lynne Bleich (1993), 623 Lincoln Avenue, Glen Rock NJ 07452; Assistant, St. Elizabeth's, Ridgewood; (H) 201-612-9474; (W) 201-444-2299

Wethered, Stephanie (1993), 224 Cornelia St., Boonton NJ 07005; Rector, St. John's, Boonton; (H) 973-335-5710; (W) 973-334-3655

Whitaker, Bradford G. (1997), 14 Liberty Street, Newton NJ 07860; Rector, Christ, Newton; (H) 973-383-2225; (W) 973-383-2245

Whitley, Harry B. (1966), 143 Day Court, Mahwah NJ 07430; (H) 201-891-7575

Wilson, Phillip D. (1987), 30 Ogden Pl., Morristown NJ 07960; Rector, Redeemer, Morristown; (H) 973-993-9724; (W) 973-539-0703

Witte Jr., Walter W. (1969), PO Box 584, Chilmark MA 02535-0584

Woodrum, L. Paul (1969), 100 Lexington Ave. Apt. 1-I, Brooklyn NY 11238; (H) 718-398-2877; (W) 718-398-2877

Wrede, Anne McRae (1991), 37 Northfield Road, Millington NJ 07946; Assistant, All Saints', Millington; (H) 908-903-0559; (W) 908-647-0067

Wrede, Richard C. (1990), 37 Northfield Road, Millington NJ 07946; Rector, All Saints', Millington; (H) 908-903-0559; (W) 908-647-0067

DEACONS

Colyer Sr., Robert (1972), 110 Lee Ave., Hawthorne NJ 07506; Perpetual Deacon (H) 973-427-2483

Coursen, Jr., Wallace (1972), 180 Walnut St. Apt A31, Montclair NJ 07042; Perpetual Deacon (H) 973-783-4078

Delaney, James W. (1975), 26 Prescott Road, Ho-Ho-Kus NJ 07423; Perpetual Deacon (H) 201-652-8797; (W) 201-664-0407

Lampton, Robert K. (1960), 498 N.E. Tenth Street, Boca Raton FL 33432; Perpetual Deacon (H) 407-391-2752

Canonical List of Clergy

Lundquist, Helmer C. (1968), 117 Mountain Ave., Summit NJ 07901; Perpetual Deacon (H) 908-277-0048

McEwan, Donald C. (1954), 50 Lacey Road C 224 Crestwood Manor, Whiting NJ 08759-2959; Perpetual Deacon (H) 201-350-2327

Searles, Clarence (1972), 115 Oakwood Dr., Wayne NJ 07470; Perpetual Deacon (H) 973-694-6969; (W) 973-835-2270

Steele, Robert E. (1968), 3503 Wofford Lane Court, College Park MD 20740; Perpetual Deacon

ORDINATIONS

March 21	Robert Criste-Troutman, Deacon, by Bishop McKelvey, St. James' Church, Upper Montclair
May 16	Dorothy Austin, Priest, by Bishop Spong, St. Peter's Church, Morristown
May 30	J. Cooper Conway, Deacon, by Bishop Spong, Trinity + St. Philip's Cathedral, Newark
May 30	Lucy Ann Dure, Deacon, by Bishop Spong, Trinity + St. Philip's Cathedral, Newark
May 30	Michael Delaney, Deacon, by Bishop McKelvey, Trinity + St. Philip's Cathedral, Newark
May 30	Dana Rose, Deacon, by Bishop McKelvey, Trinity + St. Philip's Cathedral, Newark
October 31	Robert Criste-Troutman, Priest, by Bishop Spong, St. James' Church, Upper Montclair
December 4	Michael Delaney, Priest, by Bishop Spong, St. Peter's Church, Washington
December 5	Lucy Ann Dure, Priest, by Bishop Croneberger, St. Luke's Church, Montclair
December 5	Dana Rose, Priest, by Bishop Spong, St. John's Church, Ramsey
December 12	J. Cooper Conway, Priest, by Bishop McKelvey, Grace Church, Newark

CANDIDATES FOR HOLY ORDERS

Susan Fortunato
Howard Hess
H. Joceyln Irving
Amy Egan

CLERGY DECEASED

February 13	The Rev. Anne (Nancy) Talmage
September 29	The Rev. John T. Mason, Jr.
October 27	The Rev. Arthur Delo
December 26	The Rev. Henry Powers

CLERGY TRANSFERRED

January 12	C. Denise Yarbrough to the Diocese of Ohio
February 11	Robert F. Bruschi to the Diocese of Bethlehem
March 13	Wesley Wubbenhorst to the Diocese of Maryland
April 2	William Anthony Beckles to the Diocese of New York
August 1	Leonard Freeman to the Diocese of Minnesota
September 18	Herbert B. Tietjen to the Diocese of Rochester
September 18	Petero A. N. Sabune to the Diocese of New York
October 27	Angela S. Ifill to the Diocese of Ohio
October 28	William H. Willard to the Diocese of Long Island
December 22	Susannah R. Smith to the Diocese of New York

CLERGY RECEIVED

January 12	Lois J. Schembs from the Diocese of New Jersey
August 17	Mildred J. Solomon from the Diocese of Massachusetts
September 8	Randall C. K. Day from the Diocese of Chicago
October 1	Martin J. Bagay from the Diocese of Southern Virginia
October 14	Marshall Shelly from the Diocese of Southern Ohio
November 10	Eric Kimball Hinds from the Diocese of New York
November 30	David G. Badgley from the Diocese of Bethlehem

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

February 3	Consent to the Election of a Bishop Coadjutor for the Diocese of Rochester
February 6	Consent to the Ordination and Consecration of The Very Rev. Mark Sisk as Bishop Coadjutor of the Diocese of New York
February 12	Consent to the Ordination and Consecration of Chilton R. Knudsen as Bishop of the Diocese of Maine
April 1	Consent to the Resignation of The Rt. Rev. David C. Bowman as Bishop of the Diocese of Western New York
April 4	Consent to the Ordination and Consecration of The Rev. Wayne P. Wright as Bishop of the Diocese of Delaware
April 13	Consent to the Ordination and Consecration of The Rev. Harry B. Bainbridge as Bishop Coadjutor of the Diocese of Idaho
June 3	Consent to the Resignation of The Rt. Rev. Frank H. Vest as Bishop of the Diocese of Southern Virginia
June 15	Consent to the Ordination and Consecration of The Rev. Leslie Rabb as Bishop Suffragan of the Diocese of Maryland
June 24	Consent to the Resignation of The Rt. Rev. Walter D. Dennis as Bishop Suffragan of the Diocese of New York

August 18	Consent to the Resignation of The Rt. Rev. F. Clayton Matthews as Bishop Suffragan of the Diocese of Virginia
October 6	Consent to the Ordination and Consecration of The Rev. Canon John P. Croneberger as Bishop Coadjutor of the Diocese of Newark
November 2	Consent to the Election of a Bishop Suffragan for the Diocese of Dallas
November 9	Consent to the Resignation of The Rt. Rev. Clarence N. Coleridge as Bishop of the Diocese of Connecticut
November 9	Consent to the Resignation of The Rt. Rev. Thomas K. Ray as Bishop of the Diocese of Northern Michigan
November 11	Consent to the Resignation of The Rt. Rev. Francis C. Gray as Bishop of the Diocese of Northern Indiana
December 7	Consent to the Ordination and Consecration of The Rev. Charles G. Vonrosenberg as Bishop of the Diocese of East Tennessee
December 14	Consent to the Resignation of The Rt. Rev. Robert G. Tharp as Bishop of the Diocese of East Tennessee
December 21	Consent to the Ordination and Consecration of The Rev. Keith B. Whitmore as Bishop of the Diocese of Eau Claire

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

December 17	Consent to the Resignation of The Rt. Rev. Robert G. Tharp as Bishop of the Diocese of East Tennessee
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JOHN G. ZINN
Chief Financial Officer

January 11, 1999

To: Diocesan Council and Diocesan Convention

Attached to this letter is the financial statement for 1998. The purpose of this letter is to summarize the major points of the statement.

Income

Pledge income is projected to exceed budget for 1998. This is based upon the amounts outstanding against church estimates of 1998 giving and is believed to be conservative. The 1998 pledge accrual is approximately \$111,000, this amount has been reported as income, but has not yet been received. This is the smallest accrual in recent years, but the full amount must be received for this statement to be accurate. Office expense reimbursement is the amount paid to the diocese by related organizations for actual office expenses such as postage and photo copying. The significant positive variance in income is offset by negative variances in office supply and postage expense.

Disbursements

The statement reflects giving 25% of pledge and investment income to the National Church. All, but \$30,000 has been paid with this amount accrued as an account payable. This is by far the lowest amount accrued to the National Church under 50/50 giving and should be paid relatively quickly in 1999. The Mission to Dismantle Racism was unable to spend its full outreach appropriation on outreach projects. This amount will be carried forward into 1999 as an additional outreach funding to be disbursed by the Diocesan Council on recommendation of its Outreach Committee. This amount must be spent in order to honor our commitments to outreach. All mission and program lines were funded to the extent requested.

The diocesan staff category exceeded budget by just over \$15,000. This came almost entirely from a retroactive adjustment in the Bishop Suffragan's housing allowance which was approved by the Committee on Bishop's Compensation. The operating expense category was over budget by \$11,000 which was completely offset by the positive variance in office expense reimbursement. Actual expenses for 1998 gave a more accurate picture of the costs of Episcopal House and the proposed 1999 budget is based upon the actual results. The general expense category and the convention and other meetings

categories were basically satisfactory for the year. The costs of Diocesan Convention exceeded budget due to the Special Convention in 1998. The deficit between these costs and actual 1998 fees was offset by surpluses from prior Conventions.

Summary

After adjusting for the designated income lines the statement reflects a break even result for 1998. The final 1998 results will not be known until the pledge income is received and the effect of any other year end adjustments is determined. Any 1998 surplus will be an income line in the 2000 budget.

Please let me know if there are any questions about this statement.

Sincerely yours,

A handwritten signature in cursive script, appearing to read "John G. Zinn".

John G. Zinn
Chief Financial Officer

Year End Diocesan Council Financial Statement

Category	Annual	YTD	
	Budget	Actual	
Diocesan Staff			
Diocesan Bishop	187700	186114	-1586
Bishop Suffragan	146300	160941	14641
Deployment Officer	111600	114072	2472
Administrative Officer	126000	126432	432
Chief Financial Officer	220100	220127	27
Custodian	31100	31717	617
Property Management	30200	30200	0
Anand Center	6600	5640	-960
Bishop's Int. Assistant	38000	38000	0
Total Staff	897600	913243	15643
Operating Expenses			
Utilities	19800	21999	2199
Telephone	31000	36293	5293
Heat & Other Services	25000	16079	-8921
Building Maintenance	24000	24306	306
Casualty Insurance	23400	17904	-5496
Office Supplies	19500	21898	2398
Postage	18700	26196	7496
Office Machines	42600	50220	7620
Debt Service	9000	8252	-748
Miscellaneous Exp.	5800	7013	1213
Total Operating Exp.	218800	230160	11360
General Expense			
Audit	3000	3183	183
Fid. Bond & W. Comp	6000	5965	-35
Group Medical	166000	164116	-1884
Total General Exp.	175000	173264	-1736

Year End Diocesan Council Financial Statement

Category	Annual	YTD	Variance
	Budget	Actual	
Moore Fund Income	26000	27677	1677
Pledge Income	2302000	2313600	11600
Investment Income	110000	111705	1705
Other Income	39000	34835	-4165
Office Expense Reimb	8500	19969	11469
Convention Fees	51100	58695	7595
VOICE Revenue	17300	17300	0
Prior Year's Surplus	33700	33700	0
Total Income	2587600	2617481	29881
Outreach			
National Church	603000	606313	3313
NJ Council/Churches	20000	20000	0
The Oasis	49000	49000	0
ECD	20000	20000	0
MDR - Outreach	14500	6516	-7984
Outreach Projects	55160	55579	419
Total Outreach	761660	757408	-4252
Mission & Program			
DOM - Debt Service	138000	138000	0
DOM - Program	179700	179700	0
Com. on Ministry	3700	3000	-700
Clergy Conference	4000	4000	0
Dept. Of Program	20000	16434	-3566
Youth Ministry	26330	26330	0
The VOICE	48400	43695	-4705
Planned Giving	3000	3031	31
Electronic Technology	9000	7693	-1307
Int. Clergy Training	1500	385	-1115
MDR	5000	5000	0
Companion Diocese	5000	5000	0
Total Mission & Prog.	443630	432268	-11362

Year End Diocesan Council Financial Statement

Category	Annual	YTD	
	Budget	Actual	
Conv. & Other Meetings			
Lambeth Conference	3000	3000	0
Gen. Conv. Dep. Exp.	16400	16400	0
Prov. Synod Assmnt	7400	7335	-65
Prov. Synod Dep Exp.	1410	1847	437
Diocesan Conv Exp.	51100	61816	10716
Diocesan Journal	5100	5935	835
Diocesan Council	2500	3610	1110
Ecclesiastical Court	4000	4000	0
Total Meeting Exp.	90910	103943	13033
Total Expenses	2587600	2610286	22686
Revenue/Expenses	0	7195	7195

DIOCESE OF NEWARK



PROPOSED 1999 BUDGET

The budget committee of the Diocesan Council is pleased to present the proposed 1999 Diocesan Budget to the Diocesan Council and the Diocesan Convention. This is the tenth year that the budget has been part of our 50/50 giving system. It is hard to believe that this system has been in place for a decade. Our diocese should take pride in the success of this system and in the adoption by the National Church of these principles for all diocesan giving to the National Church.

This is the second consecutive year that we have had a positive budget process. There is much that we have not been able to fund, but for the second consecutive year the budget represents a step forward in a number of areas. Clearly this is in some degree due to the strength of the economy, but it is also due in some part to the response of our churches to a stewardship based approach to diocesan giving. A total of 53 churches have increased the percentage pledge for 1999 while only 2 have lowered the percentage pledge. In addition we, again, received almost 90% of the pledges at the commitment service in early December. At the end of December there were only 2 pledges outstanding, the best record yet.

There appears to be an important lesson in all of this about church finances. It may be that church finances are counter intuitive, that is, what actually makes the most financial sense is the opposite of what we would typically think. The evidence suggests very strongly that the dioceses and the congregations that are the strongest financially are the ones that make giving beyond the institution the first financial priority. It would seem that making giving the first financial priority would weaken finances by leaving less available to meet real and legitimate needs. Our experience, however, is that the model of giving as the first priority is one that people respond to in a very real way. The budget committee wants to express its deep appreciation to the clergy and lay leadership of our diocese for the support that makes possible a positive 1999 budget.

The 12 months covered by the 1999 budget is also a period of major transition for our diocese. As a result a consistent theme in the budget process was the need for the planning. Specific comments and recommendations about certain areas are included throughout the document.

Income

Total income is projected to increase by 6% just as it did a year ago. The major positive factors are pledge income, office expense reimbursement and the prior year's surplus. The increase in office expense reimbursement is based on the actual 1998 results. The prior year's surplus is up by over \$27,000 or over 80%. This is the surplus from the final 1997 results, our churches clearly had a very good year in 1997 as actual diocesan giving exceeded the estimated amount. This surplus is net of additional giving to the National Church and to other outreach. Pledge income is projected to increase by \$106,000 or 4.6%. While not as high as the 6% increase in 1998 this is still one of the largest increases in the ten years of 50/50 giving.

Disbursements

The 1999 budget continues our long-standing commitment to outreach. As in the past the first line in the budget is our giving to the National Church which again equals 25% of pledge and investment income. Since both categories are projected to increase, we are in turn projecting giving an additional \$28,000 to the National Church in 1999. Based on past action of Diocesan Council, the budget also calls for giving an additional ½ of 1% of pledge and investment income to other outreach. This will represent 6% of 1999 pledge and investment income.

The budget committee proposes full funding for the New Jersey Council of Churches, the Oasis and Episcopal Community Development. In recommending full funding for the Oasis, the committee fully supports the work of the Oasis, but is concerned as to whether all of the diocesan funding should be included in the outreach portion of the budget. As a result the committee intends to work with the leadership of the Oasis during the 2000 budget process to determine the appropriate place or places for the Oasis in the budget. The Mission to Dismantle Racism did not submit a request for funding from the outreach portion of the budget choosing instead to focus on work within the diocese.

The budget committee is recommending the establishment of a new line in the outreach category, to be called International Outreach. This is to some degree in response to the resolution that came out of the Lambeth Conference on international debt. That resolution called for all dioceses to give .7 of 1% of their budgets to international development projects, we are proposing that percentage of projected 1999 pledge and investment income. Underlying the debate on international debt is the terrible poverty and suffering that exists in our world. Inclusion of this line in our budget is a tangible commitment by our diocese to work on these issues. Recommendations for the use of this money would be made to the Diocesan Council by its outreach committee. The water project in Mozambique would be eligible for funding under this line. Domestic outreach, that is, outreach projects within the United States would receive an additional \$14,000 in funding in 1999.

In the mission and program areas requested funding totaled over \$645,000, the committee proposes total spending of approximately \$500,000. Under this proposal there would be significant increases for youth ministry and the mission to dismantle racism. Both of these areas are major priorities of our diocese and the budget should reflect those priorities. The additional funding for youth ministry will allow that group to proceed with both the existing youth program and the plans for the joint venture with the New Jersey Synod of the Evangelical Church in America. The mission to dismantle racism plans to engage a part time project coordinator both to coordinate all anti-racism work within the diocese and to plan conferences and dialogues on this issue.

The Department of Missions submitted requests for significant increases in both debt service and program. The increase in debt service is due to additional debt service responsibilities and the beginning of principal payments on some of the existing debt.

Two of the major increases in the requested program funding were for a full time administrative coordinator and additional funding for property repairs. The committee believes that any decision about administrative support should be looked at as part of the planning for staffing for 2000 and beyond. In terms of the property repairs the committee believes that a long term financial plan for maintaining mission and aided parish property is needed. The Chief Financial Officer and others are willing to work with the DOM on such a plan

The committee is recommending that the funding for the electronic technology committee be lower than both the request and 1998 funding. The difference between the proposed and requested funding is the elimination of a proposal to purchase computer hardware for some congregations and to hire a fund-raising consultant. The committee believes that these proposals should await the development of a diocesan technology plan which will be discussed later. Slightly higher funding is recommended for the companion diocese program, the primary use of these funds will be for the costs of representatives of the Diocese of Lebombo to visit our diocese. The remaining program lines are funded either at existing or requested levels.

In the diocesan staff category, the committee received requests for a full time staff person for technological support and development, funding for the commission on aging staff person and moving the property manager to full time. The committee believes that the property manager issue should be part of the staff planning for 2000 and beyond. In terms of the commission on aging staff person, it has been determined that there is sufficient funding from other sources to continue this position in 1999 with \$3,000 in diocesan support. This will allow both the seeking of grant funds for this position as well as considering the position as part of overall staff planning. In terms of technological support the committee believes that the diocese needs a technology plan which would then determine the necessary staffing. A committee of both diocesan staff and members of the electronic technology committee will develop such a plan in 1999. The \$25,000 in 1999 funding will provide some support in this area while the plan is under development.

The staff section includes a 4% salary increase and a 10% increase in the cost of medical insurance. For 1999 the salary and benefits for the Bishop Co-Adjutor and secretary are not part of the diocesan budget, but are funded out of transition funding established by the Council and the Trustees of the Episcopal Fund. Both positions will become part of the budget on February 1, 2000. Summary information for the Bishop Co-Adjutor is included in the exhibit on Bishop's Compensation.

The operating expenses for Episcopal House are projected to increase by \$20,000 or 9%. This is based upon the actual expenses for 1998 which represented our second year in this facility which gave a truer picture of actual expenses than 1997. The increase is not as dramatic as it might seem as the increase in postage expense is offset on the income side by the increase in office expense reimbursement. As part of the final financing on Episcopal House both the Council and the Trustees of the Episcopal Fund approved the establishment of a building reserve in order to provide for the long term maintenance of

the building. Initial funding for this reserve came from the mortgage on the property with annual contributions to be made from the building maintenance line in the budget. This item accounts for the increase in this line. The debt service line has increased as the permanent mortgage was put into place at the beginning of 1999. The total mortgage is \$700,000, the Council will pay 25% of the debt service with the Trustees paying the difference. This has been financed internally in order to obtain the lowest rate possible.

In the general expense category, group medical insurance is projected to decline as Medicare supplement rates from our primary carrier have declined while non-Medicare rates increased. Funding in the conventions and other meetings category is similar to a year ago. Reductions and increases are based upon projections for 1999 expense. This budget includes initial funding for a reserve for the expenses of the next Episcopal transition. The low level of initial funding is intended to begin the process with increased levels of funding beginning in the 2000 budget so that the cost can be spread over a number of years.

Diocesan Budget 1999

Income	1998 Budget	1999 Budget	
Investment Income	110000	115000	
Other Income	39000	38000	
VOICE Revenue	17300	18300	
Convention Fees	51100	57700	
Office Expense Reimbursement	8500	19300	
Paul Moore Fund Income	26000	26000	
Prior Year's Surplus	33700	61000	
Sub Total	285600	335300	
Congregational Pledges	2312000	2418000	
Reserve for Non-Payment	10000	10000	
Net Pledge Income	2302000	2408000	
Total Income	2587600	2743300	

Diocesan Budget 1999

Line Number	1998+	1999+	1999+
	Approved	Requested	Proposed
Outreach			
1. National Church	603000	630750	630750
2. N.J. Council of Churches	20000	21300	21300
3. The Oasis	49000	44000	44000
4. Episcopal Commun. Dev.	20000	25000	25000
Mission to Dismantle Racism - Outreach	14500	0	
5. International Outreach		18000	18000
6. Domestic Outreach	55160	69100	69100
Total Outreach	761660	808150	808150
7. Dept. of Miss. Debt Service	138000	166170	166170
8. Dept. of Miss. Program	179700	293000	179700
9. Commission on Ministry	3700	2000	2000
10. Clergy Conference	4000	4000	4000
11. Department of Program	20000	19985	19985
12. Youth Ministry	26330	41000	40000
13. The VOICE	48400	49400	49400
14. Planned Giving	3000	3300	3300
15. Electronic Technology	9000	22300	4800
16. Interim Clergy Training	1500	8250	1500
17. Mission to Dismantle Racism	5000	25900	22900
18. Companion Diocese	5000	10000	6000
Total Mission & Program	443630	645305	499755
Total Outreach, Miss & Prog.	1205290	1453455	1307905
Diocesan Staff			
19. Diocesan Bishop & Staff	187700	190700	190700
20. Bishop Suffragan & Secretary	146300	161500	161500
21. Deployment Officer & Secretary	111600	117000	117000
22. Administrative Officer & Staff	126000	134800	134800
23. Chief Financial Officer & Staff	220100	229100	229100
24. Custodian	31100	32500	32500
25. Property Management	30200	40000	31400
26. Anand Center	6600	6600	6600
27. Technological Assistance	38000	70000	25000
28. Commission on Aging		12384	3000
Total Staff	897600	994584	931600

Diocesan Budget 1999

Line Number	1998+	1999+	1999+
	Approved	Requested	Proposed
Operating Expenses			
29. Utilities	19800	21000	21000
30. Telephone	31000	34000	34000
31. Heat & Other Services	25000	20000	20000
32. Building Maintenance	24000	30000	30000
33. Casualty Insurance	23400	16000	16000
34. Office Supplies	19500	20000	20000
35. Postage	18700	28000	28000
36. Office Machines	42600	48000	48000
37. Debt Service	9000	16000	16000
38. Miscellaneous Expense	5800	6000	6000
Total Operating Expenses	218800	239000	239000
General Expense			
39. Audit	3000	3000	3000
40. Fidelity Bond & Workers' Comp	6000	5500	5500
41. Group Medical Insurance	166000	161000	161000
Total General Expense	175000	169500	169500
Conventions & Other Meetings			
42. Lambeth Conference	3000	1700	1700
43. General Convention Deputies Expense	16400	15500	15500
44. Provincial Synod Assessment	7400	7980	7980
45. Provincial Synod Deputies Expense	1410	2315	2315
46. Diocesan Conv. Expense	51100	57700	57700
47. Diocesan Journal	5100	5100	5100
48. Diocesan Council	2500	3000	3000
49. Ecclesiastical Court	4000	1000	1000
50. Episcopal Reserve		7000	1000
Total Conventions & Other Meetings	90910	101295	95295
Total Administration	1382310	1504379	1435395
Total Budget	2587600	2957834	2743300

Bishop's Compensation

Bishop Spong	1998	1999
Salary	84600	87900
Benefits	48100	51000
Total	132700	138900
Bishop Croneberger		
Salary		76100
Benefits		55300
Total*		131400
Bishop McKelvey		
Salary	57600	59900
Benefits	51000	58800
Total	108600	118700

*Not funded in
Diocesan Budget

STATUS OF CHURCHES and DEPARTMENT OF MISSIONS 1999

Originally, the Status of Churches Report had been the occasion when someone on behalf of the Diocese reported on churches which had chosen to close or to move before the Convention a motion to close a church.

In the most recent past, I have chosen also to speak about new ministries which have developed. In a sense, it has been the time to speak about small congregations, rejuvenated congregations, and new forms of ordained leadership for our churches. So, too, today.

One of the sadnesses of my position is to share with the Convention and the members of this Diocese the closing of any church. Today is no exception; however, the closing of St. Mary the Virgin, Ridgefield Park is a decision made by their Executive Committee after a significant effort to revive the church's ministry and mission. The congregation was formed in 1906 and became a parish in 1957. It will close its doors on Pentecost, May 23, 1999. Under the leadership of the Reverend Joseph Pickard and the wardenship of Mrs. Mary Sue Kaplow, the congregation's leadership has worked for more than two years to bring about the change needed for growth. It was not to be. As an Incorporated Mission, they have found it to be a better use of their stewardship to allow their resources to be used elsewhere. The members are working together to care for their closing, and have as I call it, a good death. In the face of their decision, I held a most remarkable service of Confirmation on Sunday, January 10, 1999. The Standing Committee on Wednesday, January 13, 1999, under our Canons, approved the Executive Committee's requested classification of St. Mary the Virgin, Ridgefield Park from Incorporated Mission to Mission status for the purpose of dissolving the Mission. The leadership and members are valiant people, and in your name, I thank them for their valiant decision. I now report it to this Convention.

The companion church under the Reverend Joe Pickard's direction, St. John the Divine, Hasbrouck Heights, is making plans to request help from the Department of Missions to employ Joe Pickard full-time. With our help, it is hoped that self-support will be within reach in the next five years. A new life has begun in this congregation.

Perhaps the biggest stretch for congregational revitalization is being taken by two congregations near the New York State line. Good Shepherd, Ringwood and Church of the Incarnation, West Milford has formed a Community Development Corporation for the purpose of funding a social ministry which will also revitalize their worshiping congregations. Good Shepherd has begun a couple of cottage industries under the able leadership of the Reverend David Morris. They have received three grants and in nineteen months their worshiping community has grown from five regulars to an average of thirty-seven people. Twice they have had a house breaking 105 people for community

services. This is the only congregation speaking to the needs of Native Americans in this part of the diocese. Please see their booth in the display hall. West Milford, with the vision and experience of the Reverend Maggie Reinfeld-Karda is developing the Work Room to provide resources and training for the unemployed and under-employed. Their Every Member Canvass has increased since a difficult decision was made to completely change the focus of ministry in this community.

After more than two years, as part of the Bergen Episcopal Area Ministry, St. Matthew's Church, Paramus, decided to withdraw from the ministry experiment and try to move themselves back to a financially self-supporting congregation. Thanks to a risk-taking person by the name of the Reverend Jack Stanton, they agreed to become an Incorporated Mission and employed Jack less than one-half time. After only a few months, and with a successful Every Member Canvass, they have moved beyond the fifty percent level. That congregation, along with the Reverend Jeannette DeFriest and the Reverend Carolyn Lumbard, is spearheading a major diocesan response to Bishop Frade and the people of Honduras.

The B.E.A.M. ministry continues to develop its form of shared ministry, mission and leadership.

St. Thomas' Church, Vernon, dedicated its new worship space on the 30th of May of 1998. A bright, open, airy, welcoming building is now the home of a congregation seeking to grow and to evangelize. They are now the only church housing a homeless program which has showers in its facility. The Department of Missions is providing financing for consultation services to help develop and increase the lay leadership of St. Thomas'!

Two congregations have taken the bold step of employing Vicars when they have been staffed by supply and very part-time clergy for several years. Both have grown slowly and both have refused to give up. Trinity Church, Irvington, has called the Reverend Paul Ekezie, a geologist who works in New York City, and Christ Church, Teaneck has stretched itself to call the Reverend Michael Gerhardt as a half-time Vicar. These are major steps for both churches. I am happy for them, encouraged by their tenacity and prayerful for their continuing step-by-step growth.

A new vision is dawning for our churches in Newark. During this year, the Reverend Mildred Solomon was called to serve St. Barnabas and House of Prayer and also to be staff to the Newark Regional Ministry. Reverend Mildred, as she prefers to be called, following an African-American custom for naming their clergy, has a large job before her. Two mission congregations, two parish congregations and our Cathedral are engaged in an experiment we hope will be supportive of all. Newark is too large a place, with too much needed ministry for any congregation to believe it can go it alone. We are grateful for the leadership which has brought us thus far – we await the full vision and development of dreams yet to be dreamed. We hope the new Cathedral Dean will bring a sense of urgency in support of this ministry.

You will hear later of the continuing development of the Jersey City Area Ministry. The Area Ministry has three foci: 1) the building of a new church building and congregation; 2) the development of its Area Ministry to support all its congregations and; 3) the continued growth of its Community Development Corporation – all three have made positive steps during 1998. We stand, having just finished a planning conference two weekends ago, at the threshold of an exciting history yet to come.

Every congregation looks with bated breath to the coming of a new clergy person. Such is the case at Christ Church, Belleville, as they await the Reverend Paul Walker from Rochester. The church has been a long time in an interim process and with Tom Law's help and support, they are ready to write the next chapter. This will be an important one because the next few years will tell whether or not they can attract the new people to fully call the church into ministry and mission.

Finally, a new challenge faces us in what we are calling the "urban part" of West Orange. With the departure of the Reverend Carol Burnside, and with the new challenges to Holy Trinity, which finds itself unable to provide a full-time salary to its Rector, the Reverend Dr. Lawrence Falkowski, we will be engaged in an exploration of our ministry in West Orange. Bishop Croneberger, Dale Gruner, our Congregation Development Officer, and I, have agreed that this situation is important enough and challenging enough that all three of us will work as a team to explore our future in that part of the Oranges. We will be calling the people to explore, dream, risk, give thanks and stretch to develop a ministry for a new age. I can only imagine that Thomas Edison would wish us to do no less.

During the year, we have continued to work with three congregations who look to a day of self-support and parish status. We continue to encourage, Grace Van Vorst, Jersey City; St. Paul's and Resurrection, Wood-Ridge; and Church of Our Saviour, Secaucus. Their step-by-step development calls them forward to the next stage of ministry.

The small, sometimes struggling church, is alive and struggling and they have a future in our midst. The ones I've mentioned are only a few and yet they represent the care, concern, worry and dreams of many others.

We are all called to be faithful stewards and that is what we attempt to be.

The following is a list of 1998 accomplishments, particularly, as they relate to Department of Mission financing for the year.

Bergen Episcopal Area Ministry (BEAM)

In accordance with the original plan for seeding this ministry, the last payment was made to the BEAM operating budget during the 1998 year. The development of this ministry and its financial stability are on target.

Newark Area Ministry

Trinity and St. Philip's Cathedral, House of Prayer, St. Barnabas, Grace and St. Andrew's are the member churches. They have called a missionary, the Reverend Mildred Solomon, who will serve as Vicar at St. Barnabas and The House of Prayer. DOM provided general budget support to continued ministry and program before the arrival of the Reverend Mildred Solomon and to provide for her moving expenses.

The Department of Missions has been able to assist **St. Andrew's** with long overdue repairs and improvements. During the 198 year, extensive roof repairs and sewer repairs were completed.

Christ Church, Harrison

The DOM assisted with removal of lead paint chips from preschool playground and re-siding and painting of a portion of the church building to prevent the problem from recurring.

St. Gabriel's, Milton/Oak Ridge

There is new energy in this congregation. There has been a significant increase in the pledge income. Rest rooms have been refurbished. The outdoor chapel has been renovated.

Church of the Transfiguration, North Bergen

DOM provided funds to remove one dead tree and prune another with many massive dead limbs.

Church of Our Saviour, Secaucus

This congregation will receive no mission investment after the 1998 budget year in accordance with their stated goals. They are on target with plan for parish status.

Christ Church, Teaneck

DOM contributed to repairs of rectory, along with major funding from the Ward J. Herbert Fund.

Church of the Incarnation, West Milford

DOM assisted with replacement of rotted and leaking windows in the Vicarage with Anderson, double hung, double pane units and re-lined fireplace and chimney. These two projects were done in conjunction with Ward J. Herbert. DOM provided funds for replacement of well pumps (Vicarage was without any water) on an emergency basis.

Church of the Good Shepherd, Wantage

The Department of Missions assisted with repairs of five boilers that served the plant. This church continues to assume more financial responsibility each year, in keeping with their Covenant goals.

The AIDS Resource Center at St. Barnabas

The AIDS Resource Center is charged with the responsibility of overseeing the property at their location. The DOM has granted money to obtain a comprehensive assessment of the building problems at both St. Barnabas Church and the AIDS Resource Center.

Respectfully submitted,

Jack M. McKelvey

STANDING COMMITTEE ACTIONS - 1998

January 14th Meeting:

- authorized the sale of six acres known as Lot 1402, Block 45, to the Trustees of the Episcopal Fund and Diocesan Properties for the sum of \$60,000, in accordance with the conditions stated in the petition.
- approved the change in the selling price of St. Stephen's Church in Jersey City to the Second Bethsaida Christian Church from \$340,000 to \$330,000.
- consented to the ordination and consecration of the Rev. Canon Chilton Knudsen to be Bishop of Maine.
- authorized the filing of a suit against The Protestant Episcopal Church in the United States of America, Inc. (PECUSA, INC.) and Bishop William Wantland.

February 11th Meeting:

- elected the Rev. Albert Jousset as President and re-elected Mr. William Carpenter as Secretary.
- consented to the leasing by St. Paul's, Paterson, of the basement of the parish hall and undercroft of the church, to St. Paul's Community Development Corporation for the sum of \$1 a year.
- consented to the sale of St. Matthew's Church, Jersey City, to Emmanuelle Temple Church, Inc. for the sum of \$250,000.
- consented to the election of a bishop coadjutor for the Diocese of Rochester.
- approved Standing Committee sub-committee assignments as follows:
 Encumbrance of Property: William Carpenter, Chair, William Heick, Petero Sabune
 Congregational Relations: John Croneberger, Chair, Margaret Gunness, Louie Crew
 Commission on Ministry: Louie Crew, Chair, Albert Jousset, Peter Van Brunt

March 11th Meeting:

- recommended to the Diocesan Council, in regard to the special convention, that it consent only to a charge for the lunch and nothing else.
- consented to the sale by the Church of the Good Shepherd in Midland Park of a vacant lot to a parishioner, Arthur W. Conway, for \$80,000 and a cash donation of \$20,000.

Standing Committee Actions - 1998
Page 2

- approved the candidacy of Robert Criste-Troutman.

April 1st Meeting:

- approved the following people for ordination to the diaconate: Maylin Biggadike, Cooper Conway, Michael Delaney, Lucy Ann Dure, Dana Rose.

May 13th Meeting:

- consented to the election of the Rev. Harry Bainbridge as Bishop Coadjutor of the Diocese of Idaho.
- consented to the ordination and consecration of the Rev. Wayne P. Wright as Bishop of Delaware.
- consented to the request by St. Matthew's, Paramus, to be returned to the status of Incorporated Mission.

June 10th Meeting:

- consented to the election of the Rev. John Leslie Rabb as Bishop Suffragan of the Diocese of Maryland.
- consented to the leasing by St. Elizabeth's, Ridgewood, of certain areas of the parish house to the Montessori Learning Center.
- confirmed and consented to the election of the Rev. Canon John Palmer Croneberger as Bishop Coadjutor of the Diocese of Newark.
- consented to St. Mary's, Sparta, obtaining a mortgage on the church property.
- approved the sale of properties during July and August subject to the approval of the Chancellor.
- elected the Rev. Diana Clark, who had been nominated by Mr. Carpenter, and the Rev. Jacob David, who had been nominated by Dr. Crew, as Standing Committee members to replace Dean Sabune and Mr. Croneberger, both of whom are resigning from the Committee, effective immediately following this meeting.

Standing Committee Actions - 1998
Page 3

September 9th Meeting:

- approved the refinancing of the mortgage on the rectory at 216 West Ridgewood Avenue, Ridgewood, to be with Atlantic Stewardship Bank, a five-year balloon, amortized over 20 years.

October 14th Meeting:

- approved for candidacy the following postulants: Howard Hess, Jocelyn Irving, Susan F. Fortunato.
- approved for ordination to the priesthood the following people: Cooper Conway, Robert Criste-Troutman, Michael Delaney, Lucy Ann Dure, Dana Rose.
- approved the sale of the property at 555 Palisade Avenue, Jersey City for \$215,000 to the English Jersey City Jehovah's Witnesses.
- approved an increase in the amount of mortgage for St. Mary's Church, Sparta, from \$300,000 to \$350,000.
- approved a mortgage refinancing by All Saints', Leonia, to facilitate the purchase of a rectory.
- appointed Tim Carpenter to replace the present Church Attorney, effective at the end of Tim's present term on the Standing Committee.

November 11th Meeting:

- consented to the election of a Bishop Suffragan for the Diocese of Dallas.
- referred to the Chancellor the possibility of strengthening and clarifying the canons with regard to the responsibilities of and the relationship between the Church Attorney and the Standing Committee.

December 9th Meeting:

- consented to the election of the Rev. Charles von Rosenberg as Diocesan Bishop of East Tennessee.
- consented to the ceding of territory in Arizona to the Diocese of San Diego.

STANDING CONVENTION RESOLUTIONS & POLICY STATEMENTS

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**CONSTITUTION
&
CANONS

OF THE

EPISCOPAL DIOCESE OF NEWARK**

Revised: January 1999

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CONSTITUTION

ARTICLE I ACCEDING TO THE GENERAL CONSTITUTION

The Church in the Diocese of Newark, as a constituent part of the Protestant Episcopal Church in the United States of America, accedes to the Constitution and Canons of that Church, and acknowledges their authority.

ARTICLE II THE DIOCESAN CONVENTION

1. There shall be a Convention of the Church in this Diocese, on the second Saturday in May in each year, or on such other day as may be specially appointed by the Ecclesiastical Authority. The Convention shall be held at the Cathedral unless the Ecclesiastical Authority appoints otherwise.

2. SPECIAL CONVENTIONS

The Bishop, or if the Episcopate be vacant or the Bishop be incapacitated from acting, the Standing Committee shall have the power when it appears requisite for the good of the Church in this Diocese to call a Special Convention. No business shall be transacted at any such meeting other than that stated in the notice.

3. NOTICE OF CONVENTION

Written notice of every Convention shall be given by the Secretary of the Convention by mail at least four (4) weeks previous to the date of the Convention, stating the time and place. Such notice shall be given to all Clergy entitled to seat in the Convention, every Parish and Aided Parish in union with the Convention, and every Incorporated Mission and Mission. In the case of a Special Convention the notice shall specify the purpose for which the Convention is called.

4. MEMBERS OF THE CONVENTION

The Convention shall be composed of:

- (i) The Bishops:
- (ii) Every Presbyter and Deacon canonically resident in the Diocese on the first day of January immediately preceding the meeting of the Convention, except that a vote shall not be accorded to Deacons having fewer than two years in holy orders or to retired priests whose service in the Diocese was fewer than five years prior to retirement; and
- (iii) Three (3) Lay Deputies from each Parish and Aided Parish in union with the Convention and from each Incorporated Mission and Mission.

(iv) One (1) Youth Deputy and one (1) Alternate Youth Deputy elected by each District Convocation. Each shall be at least 14 years of age and under the age of 20, and none shall serve at more than two consecutive Diocesan Conventions.

5. EXCLUSION OF LAY DEPUTIES FROM VOTING IN CERTAIN CASES

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

- (i) In case the Parish, Aided Parish, Incorporated Mission, or Mission sending such Deputies shall for the year immediately preceding have failed to report to the Bishop as required by Canon.
- (ii) In case the Parish, Aided Parish, Incorporated Mission or Mission sending such Deputies, having been for the two (2) years immediately preceding without a Minister, and not having provided for regular services, shall have failed to notify the Bishop thereof, and to request that a Minister be assigned to it.
- (iii) In case the Parish, Aided Parish, Incorporated Mission, or Mission sending such Deputies shall for one year immediately preceding willfully refuse to comply with any provision of this Constitution or the Canons after having been duly notified by the Ecclesiastical Authority of its failure to comply.

6. PRESIDENT OF CONVENTION

The President of the Convention shall be such one of the following as shall be present, and in the order named: the Bishop; the Bishop Coadjutor; the Suffragan Bishop; and the President of the Standing Committee.

7. QUORUM AND MANNER OF VOTING

Subject to the provisions of this Constitution pertaining to election of a Bishop, the Presbyters entitled to vote who may be present at the time of meeting, with the Deputies from ten (10) Parishes, Aided Parishes, Incorporated Missions, and Missions shall constitute a quorum.

On the demand of five (5) Presbyters entitled to vote, or of five (5) Lay Deputies each from a different Parish, Aided Parish, Incorporated Mission, or Mission, the vote upon any question shall be by orders, each Clerical and each Lay Deputy voting individually; and, when a vote is thus taken, a concurrent majority in both orders shall be necessary to carry any measure.

8. SECRETARY OF THE CONVENTION

At each annual Convention a Secretary shall be elected. The person elected shall be a communicant of the Diocese in good standing. The Secretary shall give notice of all Conventions as required by the Constitution, take Minutes of the proceedings, preserve the journals and records, attest the public acts of the Convention, and perform such other services as may from time to time be prescribed by the Canons or by the Convention. At the commencement of the term of office of a successor, the outgoing Secretary shall deliver to his/her successor all books and papers relating to the concerns of the Convention and to the office of Secretary.

The term of Secretary shall commence at the adjournment of the Convention at which the Secretary was elected and shall continue until the adjournment of the next Annual Convention.

9. ASSISTANT SECRETARIES

The Secretary shall appoint a sufficient number of Assistant Secretaries, not exceeding three, to assist in performing the duties of the office. In the event of a vacancy in the office of Secretary, the senior Assistant Secretary in point of service shall be acting Secretary. If no one of the Assistant Secretaries is able or willing to act as Secretary, the Secretary of the Standing Committee shall act until a Secretary is elected.

10. SECRETARY TO PREPARE REPORT

The Secretary shall prepare, immediately after the adjournment of the Diocesan Convention next preceding the regular meeting of every General Convention, and forward forthwith to the Secretary of the House of Deputies of the General Convention, a report in the form and containing the information required by the Canons of the General Convention.

11. TREASURER AND ASSISTANT TREASURER OF THE CONVENTION

At each Annual Convention a Treasurer and Assistant Treasurer shall be elected to serve until the next Annual Convention. Each shall give satisfactory security for the faithful performance of his/her duties. The Treasurer shall be entitled to a seat in the Convention and shall submit a statement of the accounts to each Annual Convention. The Assistant Treasurer shall perform such duties as may be assigned by the Treasurer of the Convention.

In case the Treasurer should die, resign, move from the Diocese or otherwise be incapable of acting, the Assistant Treasurer shall on certification of the Ecclesiastical Authority, assume all of the duties and powers of the Treasurer, until such time as the Treasurer shall resume his/her duties or a successor be elected or appointed. The Ecclesiastical Authority may fill a vacancy in the office of Treasurer or Assistant Treasurer.

ARTICLE III CHANCELLOR

There shall be a Chancellor appointed by the Bishop for a term of three (3) years. The Chancellor shall be a communicant of the Diocese in good standing and learned in the law. He/she shall be the legal advisor of the Ecclesiastical Authority and the Convention and shall be entitled to a seat in the Convention.

ARTICLE IV THE STANDING COMMITTEE

The Standing Committee shall consist of four (4) Presbyters entitled to vote in the Convention and four (4) Lay Communicants of the Diocese who shall be elected by the Convention for a term of four (4) years, provided that no person shall be elected to serve more than two (2) full terms in succession. As soon as convenient after each election, the Standing Committee shall organize and choose a President from among its members and a Secretary. During the intervals when the Convention is not in session, the Standing Committee may fill vacancies in its membership.

ARTICLE V DEPUTIES TO THE GENERAL CONVENTION

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

2. The Deputies-elect shall signify to the Bishop at least thirty (30) days before the meeting of General Convention their intention to perform their duties as such: in default of which the Bishop shall designate so many of the supplementary Deputies, in the order of their election, as may be necessary to insure a full representation of the Diocese. If such representation cannot be obtained from among the Deputies and supplementary Deputies, the Bishop shall appoint, with consent of the Standing Committee, sufficient individuals to achieve such representation. Supplementary Deputies so designated and other individuals so appointed shall have the same power and authority as Deputies elected by Convention. In case of a vacancy in the Episcopate, the power conferred in this section upon the Bishop, shall be exercised by the Standing Committee.

ARTICLE VI DEPUTIES TO THE PROVINCIAL SYNOD

1. At each Annual Convention, two (2) Clerical and two (2) Lay Deputies shall be elected to the Provincial Synod for a term of two (2) years. The voting shall be by ballot utilizing the Hare Preferential Ballot System (providing for a single ballot election with candidates ranked in order of preference) in accordance with voting procedures established in the Rules of Order of the Convention, and the prescribed quota of all votes cast shall constitute an election. A corresponding number of supplementary Deputies of each order shall be elected in like manner,

except that in the event there are defeated candidates, such of them as shall have received the highest number of votes shall be supplementary Deputies.

2. A full representation of the Diocese at the Provincial Synod shall be secured in the same manner as provided with respect to Deputies to General Convention.

ARTICLE VII ELECTION OF A BISHOP

1. Election of a Bishop shall be made at an Annual Convention or at a Special Convention duly summoned as provided in this Constitution.

2. The voting shall be by ballot, the Clergy and Laity voting by orders and a concurrent majority of both orders shall be necessary to constitute an election. A quorum for the election of a Bishop shall be at least a majority of the Presbyters entitled to vote and Lay Deputies from a majority of Parishes, Aided Parishes, Incorporated Missions and Missions.

ARTICLE VIII ADMISSION OF NEW PARISHES

A new Parish may be admitted into union with this Convention by a majority of votes provided it shall have submitted:

- (i) Satisfactory evidence of the consent of the Bishop upon advice of the Standing Committee, or if the Episcopate is vacant, of the consent of the Standing Committee;
- (ii) Authenticated copies of the proceedings of its organization;
- (iii) A copy of its Certificate of Incorporation; and
- (iv) An authenticated copy of a resolution of its incorporators, Wardens, and Vestry promising conformity and obedience to the Doctrine, Discipline and Worship of the Protestant Episcopal Church in the United States of America and to the Constitution and Canons of that Church and of this Diocese.

ARTICLE IX AMENDMENTS

This Constitution may be amended in the following manner only:

The proposed amendment or amendments having been submitted to the Convention and approved by a majority of the members voting by orders shall lie over until the next Convention; and then if approved by a majority of the members voting by orders shall thereupon stand adopted. The second Convention at which such amendment or amendments are voted shall not be held less than four (4) months later than the prior Convention.

ARTICLE X
INCLUSIVE LANGUAGE

The language of this constitution shall be inclusive.

CANONS

CANON 1 THE CONVENTION

1. THE ROLL OF CLERGY

The Bishop, or in the case of a vacancy in the Episcopate, the Standing Committee, shall on or before January 25th in each year, or one (1) week before the day of meeting of a Special Convention, cause to be delivered to the Secretary of the Convention a certified list of all Clergy canonically resident in the Diocese, together with the names of their respective cures or other stations or assignments. In the case of Clergy who have been ordained or received into the Diocese within the year immediately preceding, the date of their ordination or reception shall also be given. From the list so furnished, the Secretary shall prepare the roll of Clergy entitled to votes or seats in the Convention. The roll thus prepared shall be prima facie evidence of the rights of clerical members. Should any dispute arise, it shall be referred to a committee of two Presbyters and one Layperson appointed by the Convention, who shall decide and report on each case as early as may be; and the decisions thus made, if accepted by the Convention, shall not be called in question again during the same session.

2. THE TESTIMONIAL OF LAY DEPUTIES

Lay Deputies to the Convention shall present certificates of their election in the following form:

(Name of the Church, the Place, and Date)

This certifies that at a meeting of the Congregation of this Church, held for the purpose of electing Church Officers and Deputies and Alternate Deputies to the Diocesan Convention (or, for the purpose of electing Deputies and Alternate Deputies to the Diocesan Convention, if the meeting be for that object alone), A.B., C.D., and E.F., being Communicants of the Church in good standing, and qualified voters in this Parish (Aided Parish, Incorporated Mission, or Mission), were chosen as Deputies; and B.C., D.E., and F.G., also being Communicants in good standing, and qualified voters in this Parish (Aided Parish, Incorporated Mission, or Mission), were duly chosen as Alternate Deputies to represent the Parish (Aided Parish, Incorporated Mission or Mission), in that body for the year ensuing.

.....

In testimony of which I have hereunto set my hand (or if two Wardens subscribe, we have set our hands), the day or year above written.

This certificate in the case of a Parish or Aided Parish shall be signed by the Rector, or the Secretary or Clerk of the Vestry, or by the Wardens; and in the case of an Incorporated Mission or Mission by the Minister in charge, or by the Clerk, or by the Wardens, and transmitted to the Secretary of the Convention, within thirty (30) days after the election.

3. If any of the Deputies elected be unable to attend the Convention, the Rector, or the Minister in charge of an Incorporated Mission or Mission, or if there be no Rector, then the Wardens, or if it

be an Incorporated Mission or Mission, the Wardens, may designate so many of the Alternate Deputies, in order of their election, as may be necessary to insure a full representation of the Parish, Aided Parish, Incorporated Mission or Mission.

4. THE ROLL OF LAY DEPUTIES

From the said certificate of Lay Deputies, the Secretary of the Convention shall prepare a roll of the Lay Deputies entitled to seats and vote in the Convention.

The roll thus prepared shall be prima facie evidence of the rights of the Lay Deputies. But should any dispute arise, it shall be referred to a committee of one (1) Presbyter and two (2) Lay persons appointed by the Convention, who shall decide and report on each case as early as may be; and the decisions thus made, if accepted by the Convention, shall not be called in question again during the same session.

5. ATTENDANCE OF MEMBERS OF CONVENTION

It shall be the duty of every Clergyperson and Layperson having a seat in the Convention, to attend every meeting thereof.

6. OPENING OF CONVENTION

Every Convention shall be opened with the celebration of the Holy Communion. The Bishop's Address and Episcopal Charge, if any, shall be published in the journal.

CANON 2 VOTING AND ELECTIONS

1. Upon any question for which provision is not otherwise specifically made in the Constitution or Canons, a voice vote shall be taken by "ayes" and "nays", all members present being entitled to vote. The President shall forthwith announce the result. But, if the President is in doubt or for other good cause or upon appeal from his/her announcement of the result, the vote shall be taken either by a standing vote or by a show of hands in which case each member shall have one vote.
2. If any of the Deputies elected be unable to attend the Convention, the Rector, or the Minister in charge of a Parish or Aided Parish, or if there be no Rector, then the Wardens, or if it be an Incorporated Mission or Mission, the Wardens, may designate so many of the Alternate Deputies, in order of their election, as may be necessary to insure a full representation of the Parish, Aided Parish, Incorporated Mission, or Mission.
3. In all elections in which provision is not otherwise specifically made in the Constitution or Canons, the vote shall be by ballot utilizing the Hare Preferential Ballot System (providing for a single ballot election with candidates ranked in order of preference) in accordance with voting procedures established in the Rules of Order of the Convention, and the candidates receiving the prescribed margin of the votes cast in each office shall be elected, and further provided however, that by unanimous consent, the ballot may in any case be dispensed with and an election made by vote as in paragraph 1 of this Canon or upon such other terms as the Convention may be by

majority vote determine.

4. Where the Constitution or Canons provide for the filling of vacancies in the interim between Conventions, a person so chosen shall hold office only until the following Annual Convention.

5. Except in cases of death or incapacity, no individual elected or appointed pursuant to the Constitution or Canons may be relieved of his/her duties until a successor assumes such duties.

CANON 3 THE REGISTRAR

There may be appointed by the Convention a Registrar of the Diocese, whose duty it shall be to collect and preserve papers, files, reports, journals, records and other documents relative to the history of the Church, the same to be kept in some safe and accessible place, where the members of the Convention can inspect them.

CANON 4 THE COMMISSION ON MINISTRY

COMPOSITION

There shall be a Commission on Ministry consisting of the Bishop together with ten (10) Clergy and ten (10) Lay persons, who shall be appointed by the Bishop with the concurrence of the Convention. The appointed members shall serve for a term of four (4) years but no such member shall be eligible for reappointment until a year shall have elapsed after the completion of any two (2) terms of service. Vacancies may be filled by the Ecclesiastical Authority until the next Annual Convention.

DUTIES AND FUNCTIONS

The Commission on Ministry shall perform such duties and in such manner as prescribed by the Canons of General Convention and as directed by the Ecclesiastical Authority.

CANON 5 THE DIOCESAN COUNCIL

1. COMPOSITION

There shall be a Diocesan Council consisting of the Bishops; The Secretary of the Convention, who shall also be Secretary of the Diocesan Council; The Treasurer of the Convention, who shall also be Treasurer of the Diocesan Council; and up to thirty-six (36) additional members. The Chancellor as legal advisor to the Council shall be afforded seat and voice at all meetings of the Council.

Of the additional members, half shall be clergy persons and half lay persons. There shall be elected by the Annual Convention four (4) members of each order who shall take office upon adjournment of the Annual Convention, provided however that the initial election by the Convention under this provision two (2) members of each order shall be elected only for a half-term of one (1) year. Up to eighteen (18) additional Council members shall be elected by the

District Convocations, the number of such members to be set by Diocesan Council. Each District Convocation shall elect an equal number of representatives to the Council, half of which shall be clergy persons and half lay persons, who shall take office upon adjournment of the Annual Convention. Each District Convocation may fill vacancies among its representatives to the Council. The remaining number shall be appointed by the Bishop.

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

2. PURPOSE

The Diocesan Council shall act for the Convention in the interim between meetings, and working with the Bishops and staff, shall be responsible for long-range planning and determining program priorities, presenting them clearly to the Convention for consideration. The Council acting for the Convention, shall from time to time review and evaluate the program approved by the Convention. The Council shall have all power necessary to carry out its functions and duties subject to law, the Constitution and Canons of the General Church, and the Constitution and Canons of this Diocese.

3. ORGANIZATION

The President of the Convention shall preside over the Council, and the Council shall have power to enact By-laws and Regulations for the performance of its duties not inconsistent with the Constitution and Canons of General Convention and of this Diocese.

4. DUTIES

- a. Analyze needs, determine primary concerns and program priorities, and develop goals and policy for the Diocese.
- b. Review and evaluate the program of the Diocese, set standards, gather and analyze data, and compare results with goals and policy.
- c. Establish such planning groups as the Council may deem appropriate to carry out its purposes and duties.
- d. Engage consultants and utilize resources sufficient to accomplish the planning process.
- e. Supervise the financial affairs of the Convention, including budgetary matters.
- f. Submit annually to the Convention a unified budget for the ensuing year to provide for the total operation of the Diocese.
- g. Adopt a working budget annually.

h. Provide for the maintenance of sound and accepted business practices in the affairs of the Diocese, its institutions, organizations, and agencies, and its Parishes, Aided Parishes, Incorporated Missions, and Missions. To accomplish this duty the Council shall be empowered to make regulations concerning the investment of trust funds, the bonding of treasurers and custodians, methods of keeping books of account, provisions for auditing and reporting thereof, maintenance of insurance, and such other matters consistent with this Canon, provided that all such regulations shall be subject to review, alteration, or amendment by Convention.

i. Give recognition to accredited organizations, institutions, and other activities of the Diocese and provide regulations whereby such recognition can be given. No such organization, institution, or other activity shall receive financial support from the budget for the program of the Diocese or shall be permitted to use in its title any designation indicating it to be affiliated with the Diocese or in any other way hold itself out as a Diocesan organization, institution, or agency without first having received recognition from the Diocesan Council. The Diocesan Council shall have the further power of establishing standards, requiring reports, and the like in connection with all such organizations, institutions, and activities.

CANON 6 DEPARTMENT OF FINANCE

A Department of Finance is hereby provided for as required by Title 1, Canon 6, Section 2 of the Canons of the Protestant Episcopal Church in the United States of America. Said Department shall be headed by a Chief Financial Officer, who shall be appointed by the Bishop. The Convention, the Diocesan Council or the Bishop may delegate to said Department matters relating to the financial affairs of the Diocese. The Chief Financial Officer shall have the authority to act in the name and on behalf of the Department of Finance in all matters not inconsistent with the Constitution and Canons of the Protestant Episcopal Church in the United States of America or of this Diocese. Said Department and the Chief Financial Officer, as may be appropriate in the circumstances, shall report to the Convention, the Diocesan Council or the Bishop with regard to matters it has considered and actions taken.

CANON 7 DIOCESAN ADMINISTRATION

1. The Bishop shall be responsible for the administration and implementation of all programs and functions adopted by the Convention.

2. The Bishop may allocate responsibilities for the program of the Convention among designated departments, commissions, and committees as necessary, which shall be subject to his/her regulation and control.

3. The Bishop shall be responsible for the coordination of the various Diocesan activities, organizations, and institutions, among themselves and with their counterparts in the General Church.

4. The Bishop may determine the manner and composition of each department, commission or committee, whether by the Bishop's own appointment, by Convention election, or otherwise subject to the provisions of such departments, etc., as may be incorporated, etc.

5. The Bishop shall have authority to employ and supervise such staff as may be necessary to administer the affairs of the Diocese within the limits of the administrative and program budget.
6. The Bishop shall assist the Diocesan Council in its function of review and evaluation.
7. The Bishop and staff shall participate in the planning process as necessary and as requested.
8. The Bishop may delegate any of the foregoing responsibilities to the Suffragan Bishop, if there be one.
9. Whenever the Bishop shall leave the Diocese, the Bishop may designate the Suffragan Bishop, if there be one, to be the ecclesiastical authority of the Diocese during the absence of the Bishop.

CANON 8 DISTRICT CONVOCATIONS

1. The Diocesan Council shall divide the Diocese into geographical districts in each of which there shall be a Convocation.
2. Each Convocation shall be composed of:
 - (i) Every Clergy person 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 clergy person.
 - (ii) Four Lay persons (not less than two of whom shall be a Warden, Treasurer, Clerk or member of the Vestry or Executive Committee) from each Parish, Aided Parish, Incorporated Mission or Mission in the district, elected at an annual or special meeting of the Parish, Aided Parish, Incorporated Mission or Mission.
3. Each Convocation shall elect its own officers in accordance with By-laws adopted by Diocesan Council.
4. The Convocations shall have the following functions and powers:
 - (i) to elect their representatives to the Diocesan Council;
 - (ii) to provide communication between the local congregations and the Diocese; and
 - (iii) to provide a network of support for parish life and development, a clergy collegiality and lay leaders.

They shall also have further functions and powers as may be assigned or delegated to them by the Convention, the Ecclesiastical Authority or the Diocesan Council.

CANON 9 PARISHES AND MISSIONS

1. CLASSIFICATION OF CONGREGATIONS

(a) All congregations which are a part of the Diocese of Newark shall be classified in one of the following categories:

- (1) Parish
- (2) Aided Parish
- (3) Incorporated Mission
- (4) Mission

2. CREATION OF PARISHES

Parishes shall be created as provided by the laws of the State of New Jersey and the Constitution of this Diocese.

3. CREATION OF MISSIONS

(a) Missions shall be created by the Bishop who shall be ex-officio the rector thereof and who may appoint a Vicar to be in charge of each Mission and to serve during the pleasure of the Bishop. No termination of such appointment shall be made except on one (1) month's notice.

(b) The temporal affairs of a Mission shall be in charge of an Executive Committee which shall be elected at an organization meeting.

(c) Such organization meeting shall be held on the call of the Bishop, or at his/her direction of the Archdeacon having jurisdiction. The meeting shall be presided over by the Bishop or such Archdeacon, or by a priest designated by the Bishop. At the organization meeting such persons shall be entitled to vote as shall sign an application for the establishment of the Mission in such form as the Bishop shall require.

(d) The Bishop may appoint one (1) or two (2) Wardens and a Treasurer for the Mission. There shall also be an Executive Committee consisting of the Vicar, the Wardens, the Treasurer, and not less than three (3) nor more than nine (9) additional persons who shall be elected at the organization meeting. The terms of such elected members shall continue until the next Annual Meeting. The Executive Committee shall elect one of their number as Clerk.

(e) The annual election of members of the Executive Committee shall be held on the Monday following the first Sunday in Advent or such other day as the Bishop shall appoint. At the first annual election the notice of the annual election or of any special meeting shall be given as provided in the case of Parish meetings. The Vicar, or such persons as may be designated by the Bishop, shall preside at all meetings of the Mission or Incorporated Mission and of the Executive Committee.

(f) The Bishop shall have the power to set aside any election, to suspend the annual election and to remove from office any and all officers and members of the Executive Committee of a Mission.

(g) Title to all real and personal property of a Mission, excepting funds received for the current expenses thereof, shall be vested in the Department of Missions of the Diocese of Newark, a New Jersey corporation, or another corporation designated by it. Upon the Mission becoming an incorporated Parish in union with the Convention, the said Department, or such corporation, shall with the consent of the Bishop and Standing Committee transfer all such property to the Parish.

(h) All powers and authority given by the preceding subsections of this section to the Bishop shall in the event of vacancy in the Episcopate be exercised by the Standing Committee.

4. REGISTERS AND REPORTS

(a) In every Parish, Aided Parish, Incorporated Mission and Mission there shall be maintained a register in which shall be recorded under the appropriate date the names of all persons baptized, confirmed, married or buried. In the case of baptism of children, the names of the parents and sponsors also shall be recorded. Each entry shall be signed by the person performing the action.

(b) Every Parish, Aided Parish, Incorporated Mission and Mission shall maintain such other records and make such reports as may be provided by General Convention or by or pursuant to authority of the Convention of this Diocese.

5. QUALIFICATION OF VOTERS

The persons entitled to vote at any meeting of a Parish, Aided Parish, Incorporated Mission or Mission shall be:

(a) Baptized;

(b) At least 16 years of age;

(c) Of good moral character;

(d) Adherents of the Protestant Episcopal Church;

(e) Regular attendance at the services of the Parish, Aided Parish, Incorporated Mission or Mission for six (6) calendar months before the meeting; and

(f) Regular contributors for the same period of time to the current expenses of the Parish, Aided Parish, Incorporated Mission or Mission. A record of the regular contributors for the support of the Parish, Aided Parish, Incorporated Mission or Mission shall be maintained by the Treasurer, with the dates of their contributions. Such records shall be sufficient evidence as to the qualification of a voter with respect to the last preceding requirement.

6. QUALIFICATION OF OFFICERS

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

(b) No person shall hereafter succeed herself or himself more than twice in the office of Warden, and no person shall serve more than six (6) consecutive years in such office.

7. BOUNDARIES OF PARISHES, AIDED PARISHES, INCORPORATED MISSIONS AND MISSIONS

In any case where it shall be expedient, the Bishop, upon the advice of the Standing Committee, or if the Episcopate be vacant the Standing Committee may establish the boundaries of Parishes, Aided Parishes, Incorporated Missions and Missions of this Diocese. An opportunity to be heard shall first be granted to the various representatives of any Parish, Aided Parish, Incorporated Mission or Mission which may be affected by the establishment of such boundaries. Boundaries thus constituted shall be valid for all canonical purposes, and also for fixing Parochial connection of all persons desiring, or entitled to, the ministrations of this church, who have not by some act of their own become attached to a congregation and for defining for each Rector or Vicar the extent of his/her responsibility for the cure of souls.

8. CLERGY COMPENSATION

(a) All Parishes, Aided Parishes, Incorporated Missions and Missions within the Diocese of Newark shall provide their full-time clergy with not less than the minimum stipend and other perquisites established by Diocesan Convention, except with the consent of the Bishop and the Standing Committee. Nothing herein shall prevent the acceptance of voluntary service by non-stipendiary clergy. The provisions of this paragraph shall not apply to Clergy holding cures within the Diocese at the time of its adoption with respect to such cures.

(b) Any Parish which is unable to pay the minimum compensation to its Rector may notify the Diocese of its need for financial assistance. During any period of Diocesan assistance, it shall continue to function as a Parish of the Diocese in all respects except that during such temporary status, no assets or endowment funds of the Parish shall be expended without notification to the Finance Office of the Diocese.

9. AIDED PARISHES

(a) A Parish may be reclassified to Aided Parish status if:

- (1) The Parish requests reclassification; OR
- (2) The Parish is no longer able to support the necessary operating expenses and indebtedness of the parish; OR
- (3) The Parish is so diminished in numbers that it is no longer viable as a Parish; OR
- (4) The Parish fails to elect officers in compliance with its corporate charter; OR

(5) The Parish persistently fails to comply with the constitutional and canonical requirements for Parish status; OR

(6) The Parish fails to hold its assets in accordance with the Canons of the Episcopal Church.

(b) A Parish may be reclassified to Aided Parish status as follows:

(1) Report by the Bishop to the Standing Committee with recommendation of reclassification; AND

(2) Concurring action by the Bishop and Standing Committee recommending reclassification to the Diocesan Council; AND

(3) Written notification by the Standing Committee to the Rector and Vestry advising of recommendation of reclassification and of their right to appear before the Diocesan Council to oppose reclassification, such notice to be given not less than thirty (30) days prior to the Diocesan Council considering such recommendation; AND

(4) A hearing before the Diocesan Council at a regular or special meeting thereof on not less than thirty (30) days prior notice to the members of the Diocesan Council; AND

(5) The affirmative vote of not less than two-thirds of the members of the Diocesan Council present and voting.

(c) An Aided Parish shall continue to function as a Parish of the Diocese in all respects as follows:

(1) It shall be eligible to apply for financial assistance from the Diocese;

(2) Title to all real and personal property and endowment funds shall immediately be transferred to the Trustees of the Episcopal Fund and the Diocesan Properties of the Diocese of Newark, in trust for that church until subsequently reclassified.

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

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

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

10. INCORPORATED MISSIONS

(a) An Aided Parish may be reclassified to Incorporated Mission status as follows:

- (1) Certification by Bishop that Aided Parish is no longer viable to the Rector, Wardens and Vestry of the Parish concerned;
- (2) Report by Bishop to an annual or special Convention of the Diocese together with his/her recommendation that the Parish be reclassified; and
- (3) Adoption by Convention of the recommendation of the Bishop.

(b) The failure of Convention to adopt the recommendation of the Bishop for reclassification to Incorporated Mission Status will have the effect of restoring the Aided Parish to full Parish status.

(c) If a Parish or an Aided Parish requests reclassification to Incorporated Mission in writing signed by a majority of all current members of the Vestry, the Bishop may present such request before Standing Committee which may act on such request and reclassify.

(d) The Ecclesiastical status of an Incorporated Mission shall be that of a Mission, and it shall be governed by all of the provisions of these Canons applicable to Missions, except as otherwise specifically provided herein.

(e) Upon reclassification to Incorporated Mission status, the Rector relinquishes tenure, except Rectors in cures at the time of adoption of this canon. Any such Rector will retain tenure notwithstanding reclassification, but upon vacancy in the office of Rector, the Incorporated Mission lose the right to call a successor while so classified. A Rector retaining tenure under this section shall become the Vicar of the Incorporated Mission, and shall act at all times under the authority of the Bishop who shall be the ex officio Rector of such Incorporated Mission and President of the corporation.

(f) An Incorporated Mission shall retain the corporate structure it had as a Parish and shall elect officers and conduct its business in accordance with the provisions of its corporate charter, subject to the provisions of these Canons.

(g) An Incorporated Mission may be reclassified to Mission status upon the approval of the Bishop, the Standing Committee, and a majority of the deputies to an annual or special Convention of the Diocese voting by orders. In addition, if an Incorporated Mission requests such reclassification in writing signed by a majority of the qualified voting members of congregation, an Incorporated Mission may become a Mission with the consent of the Bishop and Standing Committee.

(h) Upon reclassification to Mission status, the church continues to function as a Mission of the Diocese, but the Parish corporation shall be dissolved.

11. AREA MINISTRIES

Two or more Parishes may choose to enter into a compact to establish an Area Ministry with the

prior consent of the Bishop and the Standing Committee. Similarly, one or more Parishes may choose to enter into a compact to establish an Area Ministry with one or more Incorporated Missions or Missions operating under the authority of the Department of Missions. The terms and conditions of such compact shall be as are agreed upon by the respective Rectors, Wardens and Vestries (in the case of Parishes), the Department of Missions and the respective Executive Committees (in the case of Missions and Incorporated Missions) and approved by the Bishop and Standing Committee. Those terms and conditions shall include the following:

- (1) Provisions for the selection, term and compensation of clergy serving the Area Ministry;
- (2) Provisions for the administration of such Area Ministry;
- (3) Provisions for withdrawal from any Area Ministry by any member church; and
- (4) Provisions for the dissolution of the Area Ministry.

12. EMERGENCY POWERS

(a) In the event that the capital assets of a Parish are in imminent danger of being transferred, expended or dissipated in violation of the Canons of the Episcopal Church, the Bishop, with the consent of three-fourths (3/4) of the members of the Standing Committee, may direct that no such transfer or expenditure be made pending a determination by the Diocesan Council as to whether reclassification to Aided Parish Status is appropriate.

(b) In the event that the Treasurer of any Parish fails to act in accordance with his or her duties or engages in acts which are contrary to his or her duties or the Canons of the Episcopal Church, and the Vestry having failed to secure the Treasurer's compliance with his or her duties or the Canons, the Bishop, with the consent of three-fourths (3/4) of the members of the Standing Committee, may temporarily suspend such Treasurer and appoint a temporary replacement until the Treasurer either resigns from that office or agrees to comply. Such action may be appealed to the Diocesan Council, which may over-rule the suspension.

13. DISSOLUTION OF MISSIONS

The Bishop and Standing Committee in any case where they deem it be in the best interests of the Church to terminate a Mission may declare such Mission to be dissolved.

CANON 10 LEASES

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

CANON 11 PLEDGE TO BUDGET

It is the responsibility of every congregation in the Diocese of Newark to make a financial pledge

to the Unified Budget of the Diocese of Newark. Written pledges, in accordance with the approved system of diocesan giving, for each calendar year are due in the Diocesan Finance Office by December 1 of the preceding year.

CANON 12 ARCHDEACONS

The Bishop shall appoint such Archdeacons, assign them such jurisdiction and impose upon them such duties as is deemed expedient.

CANON 13 COMMITTEE ON THE CHURCH PENSION FUND

1. The Bishop shall appoint annually a Committee on the Church Pension Fund whose duties shall be to implement the participation of the Diocese in that Fund by obtaining and transmitting such information, rendering such reports and taking such other action as may be required or appropriate on the part of this Diocese.
2. It shall be the duty of the person charged with paying the compensation of any clergyperson in the Diocese to submit all information in connection therewith as may be required by the Church Pension Fund, and to pay to that Fund all premiums which may become due with respect to such compensation.
3. It shall be the duty of every clergyperson canonically resident in or serving in this Diocese to inform the Church Pension Fund promptly of such facts, as dates of birth, or ordination, or reception, of marriage, births of children, deaths and changes in cures or salaries, as may be necessary for its proper administration and to cooperate with said Fund in such other ways as may be necessary in order that said Fund may discharge its obligations in accordance with the intention of the General Convention in respect thereto.

CANON 14 INSURANCE

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

CANON 15 TRUSTEES OF THE FUND FOR AGED AND INFIRM CLERGY

1. The Trustees of the Fund for Aged and Infirm Clergy consisting of the Bishop and the members of the Standing Committee, shall administer the several funds committed to their care pursuant to the trusts upon which they were established.

2. THE AUTOMATIC PENSION FUND

In the case of the Automatic Pension Fund the Trustees shall annually divide as of May first the

income received on the Fund during the preceding year among those Clergy who:

- (a) have attained the age of sixty-five (65) years and have notified the Trustees of that fact prior to May first of the year in question; and
- (b) were canonically resident in the Diocese for the five (5) years immediately preceding such notification; and
- (c) were for at least five (5) years of their last term of canonical residence settled Ministers or Missionaries duly appointed by the Ecclesiastical Authority; and
- (d) have retired on account of age or disability.

No such clergy person shall receive in excess of \$1,000.00 from this fund in any one (1) year and all surplus of income, if any, and gifts and donations to the Automatic Pension Fund shall be added to the principal of the Fund.

3. FUND FOR THE RELIEF OF CLERGY AND THEIR DEPENDENTS.

In the case of the Fund for the Relief of Clergy and Their Dependents, the Trustees shall at their discretion annually as of May first appropriate the estimated income of the Fund during the current year for:

- (a) the relief of disabled clergy canonically resident in the Diocese;
- (b) the relief of the widows, widowers, and children and the defraying of the funeral expenses of deceased clergy who were canonically resident in the Diocese at the time of their demise.

Unappropriated income shall in the discretion of the Trustees be reserved as a contingency fund for the foregoing purposes or may be added to the principal of the Fund.

CANON 16 THE DIOCESAN INVESTMENT TRUST

The management of the Diocesan Investment Trust shall be under the control of the Bishop of the Diocese, who shall be President thereof, and ten (10) other Trustees who shall be elected by the Bishop and the Standing Committee for terms of five (5) years. In the case of a vacancy in the Episcopate, the election shall be by the Standing Committee. If a trustee leaves office without having served the full term for which he or she was elected, a successor shall be elected for the unexpired term.

Initially, trustees may be elected for terms of less than five (5) years, but only for the purpose of establishing a program whereby the terms of two (2) trustees shall expire each year.

CANON 17 THE ECCLESIASTICAL COURT

1. COMPOSITION

There shall be an Ecclesiastical Court for the trial of a Priest or Deacon which shall be composed of four (4) Priests or Deacons elected by the Convention for a term of four (4) years and three (3) Lay Persons, who are confirmed adult communicants of this Church in good standing, elected by the Convention for a term of three (3) years. No member of the Court may be a member of the Standing Committee. The Court shall appoint not less than one nor more than three Lay Persons who are confirmed adult communicants of this Church in good standing, learned in the law, as Assessors.

2. VACANCIES

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

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

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

3. ORGANIZATION

Annually within two (2) months following the Convention the Court shall organize itself to include the election of a Presiding Judge from among its members. The Court shall also choose a Clerk, and, if necessary, Assistant Clerks who shall be Priests or Deacons or adult confirmed communicants in good standing of this Church and who shall serve at the pleasure of the Court. The Ecclesiastical Court shall also appoint a Reporter who shall provide for the recording of the proceedings and who shall serve at the pleasure of the Court.

4. QUORUM

Five (5) members of the Court shall constitute a quorum.

5. DUTIES OF THE LAY ASSESSOR

The Assessors shall sit with the Court to advise it upon questions of law, procedure or evidence.

6. THE CHURCH ATTORNEY

A Church Attorney shall be appointed by the Standing Committee with the advice and consent of the Ecclesiastical Court for a term of three (3) years. The Church Attorney shall be a confirmed adult communicant of this Church in good standing, learned in the law, and admitted to practice law in the State of New Jersey. The Church Attorney may not be the Chancellor or a Vice Chancellor of the Diocese or a member of the Standing Committee or the Diocesan Council and may not be from the same law firm as the Chancellor, the Clergy Consultant, or any Lay Assessor. The Ecclesiastical Court shall have the power, with or without cause, to remove (or suspend) the Church Attorney by vote of two-thirds (2/3) of its members. Upon any such removal or suspension, the Standing Committee with the advice and consent of the Ecclesiastical Court, shall appoint a temporary replacement (in the case of a suspension) and shall fill the office of Church Attorney (in the event of a removal).

7. THE CLERGY CONSULTANT

A Clergy Consultant shall be appointed by the Standing Committee with the advice and consent of the Ecclesiastical Court for a term of three (3) years. The Clergy Consultant shall be a confirmed adult communicant of this Church in good standing, learned in the law, and admitted to practice law in the State of New Jersey or a Priest, chaplain or other person familiar with the procedures, alternatives, requirements and consequences of the disciplinary Canons. The Clergy Consultant may not be the Chancellor or a Vice Chancellor of the Diocese or a member of the Standing Committee or the Diocesan Council and may not be from the same law firm as the Chancellor, the Church Attorney, or any Lay Assessor. The Consultant shall be available to consult with and advise the Priest or Deacon and his or her legal advisors at reasonable times prior to the issuance of a Presentment. The Consultant shall explain the rights of the Priest or Deacon and the alternatives available under this Canon. A Priest or Deacon shall be notified of the availability and identity of the Consultant at the earliest of (a) the communication to the Priest or Deacon of a Charge; (b) any interrogation or request for a statement; (c) the service of a Temporary Inhibition; (d) submission to the Ecclesiastical Authority; or (e) prior to the Execution of a Waiver and Voluntary Submission to Discipline. All communications between the Consultant and the Priest or Deacon, or his or her legal advisors shall be Privileged Communications. No Consultant shall be required to respond to any questions regarding any Priest or Deacon for whom the Consultant has acted as a Consultant. The expenses of the Consultant shall be the obligation of the Diocese.

8. RIGHT TO COUNSEL

In all proceedings under the disciplinary Canons, whenever a Priest or Deacon suspected of an

offense is required or permitted to appear, the Priest or Deacon shall have the right to be represented by counsel of her or his own choice. This right shall be in addition to the right to the advice and assistance of the Clergy Consultant.

9. DUTY TO APPEAR, RESPOND AND GIVE TESTIMONY

Except as otherwise expressly provided by Canon, it shall be the duty of all Members of this Church to appear and testify or respond when duly served with a Notice or Citation by the Standing Committee or the Ecclesiastical Court in any matter arising under the disciplinary Canons of this Church.

CANON 18 THE PRESENTMENT AND TRIAL OF A PRESBYTER OR DEACON

A. PRESENTMENTS

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

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

3. A Charge may be made:

- (a) by a majority of the lay Members of the Vestry of the Parish of which the Accused is the Rector; or
- (b) by any three Priests canonically resident in the Diocese wherein the Accused is canonically resident or canonically resident in the Diocese wherein the Accused is alleged to have committed the Offense; or
- (c) by any seven adult communicants in good standing in the Diocese wherein the Accused is canonically resident or in the Diocese wherein the Accused is alleged to have committed the Offense; or
- (d) in a case where the alleged Offense is the violation of Ordination vows involving the disregard or disobedience of a Pastoral Direction issued by a Bishop, only by that Bishop or the Ecclesiastical Authority of that Diocese, or by another Bishop, if the Bishop who issued the Pastoral Direction has resigned, retired, or died or is unable to act; or
- (e) in a case where the Offense alleged is a Charge specifying the Offenses of Crime, Immorality or Conduct Unbecoming a Member of the Clergy, by any adult who is (i) the alleged Victim, or (ii) a parent or guardian of an alleged minor Victim or of any alleged Victim who is under a disability, or (iii) the spouse or adult child of a Victim; or
- (f) in a case where the Offense alleged is that of holding and teaching publicly or privately any doctrine contrary to that held by this Church only, by a majority of the members of the Standing Committee of the Diocese in which the Priest or Deacon is canonically resident or of the Diocese wherein the Accused is alleged to have committed the Offense; or

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

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

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

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

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

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

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

9. In a case of a Priest or Deacon canonically resident in this Diocese convicted in a criminal Court of Record in a cause involving Immorality, or against whom a judgment has been entered in a civil Court of Record in a cause involving Immorality, the Priest or Deacon shall notify the Ecclesiastical Authority of the Diocese in which the Priest or Deacon is canonically resident, in writing, of such conviction or entry of judgment, within thirty days thereof, whether or not any time for appeal has expired. It shall be the duty of the Ecclesiastical Authority to give notice of the conviction or entry of judgment to the Standing Committee of the Diocese in which the Priest or Deacon is canonically resident, in which case, or if the Standing Committee shall

otherwise have knowledge of such conviction or judgment, it shall be the duty of the Standing Committee to institute an inquiry into the matter. If the conviction or judgment be established, the Standing Committee shall issue a Presentment against the Priest or Deacon for Trial.

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

11. The Church Attorney shall promptly make an investigation of the matter.

12. Within sixty days after receipt of the statement from the Standing Committee, unless delayed for good and sufficient cause stated, the Church Attorney shall render a confidential Report to the Standing Committee of the findings of that investigation and as to whether or not an Offense may have been committed if the facts disclosed by the investigation be found to be true upon Trial, and with a recommendation as to the matter in the interest of justice and the good order and discipline of this Church and based upon such other matters as shall be pertinent. The Report of the Church Attorney shall be confidential for all purposes as between the Church Attorney and the Standing Committee. Provided, however, the Standing Committee shall share the Report of the Church Attorney with the Bishop of the Diocese.

13. Within thirty days after the receipt of the Report of the Church Attorney, the Standing Committee shall convene to consider the Report and whether or not a Presentment shall issue. In its deliberations, the Standing Committee may consider the Church Attorney's Report, responsible writings or sworn statements pertaining to the matter, including experts' statements, whether or not submitted by the Church Attorney. To assist in its deliberations, the Standing Committee may itself, or through a subcommittee of its members or others appointed by the Standing Committee, provide an opportunity to be heard to the Accused, the alleged Victim, the Complainant or other persons and receive additional evidence which it in its sole discretion deems appropriate. The Standing Committee may issue a Presentment for an Offense when the information before it, if proved at Trial, provides Reasonable Cause to believe that (i) an Offense was committed, and (ii) the Accused committed the Offense.

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

15. If a Presentment be issued, it shall be in writing, dated, and signed by the President or the Secretary of the Standing Committee on behalf of the Standing Committee, whether or not

that officer voted in favor of the Presentment. In the event that there be no President or Secretary, or they be absent, a member of the Standing Committee appointed for that purpose shall sign the Presentment. The Presentment also shall contain (i) a separate accusation addressed to each Offense, if there be more than one, and (ii) a plain and concise factual statement of each separate accusation sufficient to clearly apprise the Accused of the conduct which is the subject of the Presentment.

16. Promptly after the issuance of a Presentment, the Standing Committee shall cause the original to be filed with the Presiding Judge of the Ecclesiastical Trial Court with a true copy thereof served upon the Bishop, the Accused, the Clergy Consultant, the Church Attorney and each Complainant and, unless waived in writing, the alleged Victim, and the Ecclesiastical Authority of the Diocese in which the Accused is canonically resident, in which the Accused is licensed, and in which the Accused resides.

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

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

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

B. TRIALS

1. Ecclesiastical Courts shall be governed by the Rules of Procedure set forth in Appendix A to the Canons of the Episcopal Church and other such procedural rules or determinations as the Ecclesiastical Court deems appropriate and not inconsistent with such Canons, and by The Federal Rules of Evidence in the conduct of the Trial.

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

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

4. (a) Upon receiving a Presentment, the Presiding Judge shall, within thirty days, send to each member of the Court a copy of the Presentment.

(b) The Presiding Judge of the Court shall, within not more than three calendar months from the Presiding Judge's receipt of the Presentment, summon the Accused to answer the Presentment in accordance with the Rules of Procedure.

(c) The Accused's answer or other response to the Presentment in accordance with the Rules of Procedure shall be duly recorded and the Trial shall proceed; Provided, that for sufficient cause the Court may adjourn from time to time; and Provided, also, that the Accused shall, at all times during the Trial, have liberty to be present, and may be accompanied by the Clergy Consultant or other counsel and one other person of his or her own choosing, and in due time and order to produce testimony and to make a defense.

(d) If the Accused fails or refuses to answer or otherwise enter an appearance, except for reasonable cause to be allowed by the Court, the Church Attorney may, no sooner than thirty days after the answer is due, move for Summary Judgment of Offense in accordance with the Rules of Procedure. If the motion is granted, the Accused shall be given notice that Sentence of Admonition, Suspension or Deposition will be adjudged and pronounced by the Court at the expiration of thirty days after the date of the Notice of Sentence, or at such convenient time thereafter as the Court shall determine. Sentence of Admonition, Suspension or of Deposition from the Ordained Ministry may, thereafter, be adjudged and pronounced by the Court.

5. In all Ecclesiastical Trials, the Church Attorney shall appear on behalf of the Standing Committee which shall then be considered the party on one side and the Accused the party on the other. Each Complainant or alleged Victim shall be entitled to be present throughout and observe the trial and for each to be accompanied by counsel or another person of his or her own choosing.

6. Before a vote is taken on the findings and in the presence of the Accused and counsel, counsel for the parties may submit requested proposed instructions. The Presiding Judge of the Ecclesiastical Court, after consultation with the Lay Assessors, shall declare which of the proposed instructions shall be issued and shall instruct the members of the court as to the elements of the Offense and charge them (i) that the Accused must be presumed not to have committed the Offense alleged until established by clear and convincing evidence, and unless such standard of proof be met the Presentment must be dismissed, and (ii) that the burden of proof to establish the the Accused's commission of the Offense is upon the Church Attorney in the name of the Standing Committee.

7. A separate vote shall be taken first upon the findings as to the commission of an Offense by the Accused. The Presiding Judge shall cause the accused, the Clergy Consultant, the Church Attorney, each Complainant, and, unless waived in writing, the alleged Victim to be advised of and provided with a copy of the findings of the Court.

8. For a Judgment that the Accused has committed an Offense, the affirmative vote of two-thirds of the Members of the Ecclesiastical Court then serving for that Trial shall be necessary. Failing such two-thirds vote, the Presentment shall be dismissed.

9. No vote shall be taken on the Sentence to be imposed until at least thirty days

after the Priest or Deacon, the Clergy Consultant, the Church Attorney, each Complainant and, unless waived in writing, the Victim have been informed of the Judgment and each has had a reasonable opportunity to offer matters in excuse or mitigation or to otherwise comment on the Sentence. All matters in excuse or mitigation or comments on the Sentence shall be served on the Accused, Church Attorney, Complainants and, unless waived in writing, the Victim. The Court shall provide a reasonable time for response to the Court which shall also be served as provided above. The Court may schedule hearings on the submissions. The Members of the Court shall vote upon the Sentence.

10. The concurrence of not less than two-thirds of the members of the Ecclesiastical Court then serving for that Trial shall be necessary to adjudge and impose a Sentence upon a Priest or Deacon found to have committed an Offense. The Court shall then vote upon a Sentence to be adjudged and imposed upon the Priest or Deacon and the decision so signed shall be recorded as the Judgment of the Court. The decision of the Court as to all the Charges shall be reduced to writing, and signed by those who assent to it.

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

C. TEMPORARY INHIBITIONS

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

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

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

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

5. At any time, a Bishop may dissolve or modify the terms of a Temporary Inhibition.

6. A Temporary Inhibition shall continue in full force and effect until the earlier of (i) the issuance of an Inhibition as otherwise permitted by Title IV of the Canons of the Episcopal Church, (ii) the withdrawal of the Charge or the allegations, (iii) the refusal of the Standing Committee to make a Presentment on the Charges alleged, (iv) dissolution of the Temporary Inhibition, (v) imposition of Sentence following a voluntary submission to discipline, or (vi) a period of ninety days measured from the date of service of the Temporary Inhibition; provided, however, the ninety-day period may be extended by the Bishop for additional ninety-day periods upon good cause.

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

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

CANON 19 AMENDMENTS

1. COMMITTEE ON CONSTITUTION AND CANONS

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

2. ADOPTION OF AMENDMENTS TO CONSTITUTION AND CANONS

Unless unanimous consent be given by the Convention for the introduction of amendments to the Constitution or the introduction of amendments to the Canons, no such Amendment shall be considered unless it be submitted by its proponents seventy-five (75) days before the Convention meets. The Committee shall transmit a copy of such proposed amendment to the Secretary of Convention and may recommend to the Convention that the amendment be adopted or that it be rejected. A proposed amendment may also be submitted by the Committee without recommendation. The Committee may suggest however to the proponent of an amendment changes which, if made in the proposed amendment, would secure the Committee's favorable recommendation. If the proponent does not accept the Committee's proposed change or changes, the Committee may transmit to the Secretary of the Convention both the proponent's original proposed amendment and the substitute amendment as recommended by the Committee. The Secretary of the Convention shall distribute copies of all proposed amendments to each person entitled to receive notice of the meeting of the Convention.

3. EFFECTIVE DATE OF AMENDMENTS

All amendments to the Canons shall take effect immediately upon their adoption unless otherwise provided.

CANON 20 INTERPRETATION OF CANONS

1. Any person, being either a presbyter of this Diocese or a member of a congregation of this Diocese, having a bona fide question as to the proper interpretation or application of the Constitution or Canons of the Diocese may pose such question to the Chancellor in writing. The Chancellor shall thereafter render a formal written opinion responding to the question. Such written opinion shall be provided to the person propounding the question, and copies thereof shall be filed with the Bishop, the Standing Committee and the Secretary of Convention, and copies thereof shall be mailed to all Presbyters of the Diocese.
2. All such formal written opinions of the Chancellor shall be submitted by the Secretary of Convention to the Committee on Constitution and Canons within thirty (30) days after filing. Within sixty (60) days of receipt, the Committee on Constitution and Canons shall render an opinion by the affirmative vote of a majority of its members, affirming, rejecting or modifying the opinion of the Chancellor. The opinion of the Committee shall be in writing. Such written opinion shall be provided to the person propounding the question, and copies thereof shall be filed with the Bishop, the Standing Committee and the Secretary of Convention, and copies thereof shall be mailed to all Presbyters of the Diocese and, prior to the next regular meeting of the Convention of the Diocese, to all lay members thereof. Upon such filing, the decision of the Committee on Constitution and Canons shall have the legal force of Canon until the next meeting of the Diocesan Convention, at which such decision shall be either confirmed or overruled by a majority of members thereof.
3. Upon confirmation by Convention, such ruling shall have the force of Canon until amended or repealed as provided in Canon 19 above.

CANON 21 SERVICE ON MULTIPLE COMMITTEES

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

Membership				Communicants				Services of				Marriages &		Average Attendance				Church			
On	On	Number	Percent	In good	Baptisms	Confirmations	Holy Communion	Burials	Every	Sunday	Sundays	4 Key	School	Day							
Jan. 1	Dec. 31	Change	Change	All	Standing	Adult	Child	Adult	Child	Adult	Child	Private	M	B	Other	Sunday	Sundays	Size	School		
124	91	-33	-26.6%	84	63	0	5	1	0	0	0	63	43	68	1	3	8	53	108	49	0
	79	81	2	2.5%	71	0	3	0	0	0	0	89	11	27	0	2	12	44	59	19	0
	67	76	9	13.4%	62	0	2	0	0	0	0	54	8	11	2	1	1	29	43	23	0
	142	152	10	7.0%	152	0	5	0	0	5	104	78	2	1	7	2	73	85	32	0	
	131	130	-1	-0.8%	120	130	0	1	0	5	0	51	20	45	3	3	40	51	61	15	0
	129	122	-7	-5.4%	107	77	0	2	2	5	2	98	44	125	5	2	15	56	71	31	0
	174	176	2	1.1%	137	97	0	4	0	0	0	93	13	3	1	3	50	37	62	34	0
	543	588	25	4.6%	449	449	43	5	1	7	1	103	81	72	3	6	49	98	157	32	0
	150	191	41	27.3%	169	136	0	8	2	5	2	91	4	37	4	4	56	73	113	38	0
	88	91	3	3.4%	55	54	0	3	3	0	0	51	3	0	0	2	5	47	48	31	0
	591	635	44	7.4%	635	635	0	19	2	9	1	89	57	46	6	7	8	133	232	160	0
	244	259	15	6.1%	151	125	0	7	1	1	2	70	16	20	1	2	1	72	100	60	0
	287	301	14	4.9%	137	137	0	6	2	1	4	82	34	81	3	0	18	61	104	27	0
	185	183	-2	-1.1%	148	109	0	1	0	0	0	95	13	31	0	6	5	41	100	35	0
	680	705	25	3.7%	421	421	2	21	4	8	1	93	10	2	11	2	10	150	206	90	0
	180	186	6	3.3%	121	114	0	4	0	5	2	96	46	29	1	0	6	87	135	31	0
	257	257	0	0.0%	251	251	1	19	2	6	1	97	46	15	11	12	5	171	278	36	0
	280	276	-4	-1.4%	195	111	0	1	1	6	0	104	15	0	0	3	1	97	153	10	0
	530	537	7	1.3%	504	496	3	13	4	3	7	102	131	30	7	11	22	155	269	36	0
	713	727	14	2.0%	696	629	0	12	0	6	2	101	5	39	4	11	16	180	265	123	0
	145	147	2	1.4%	119	103	0	2	0	0	1	116	21	9	2	2	29	60	84	332	0
	133	106	-27	-20.3%	99	78	1	0	0	0	3	105	54	89	2	3	20	55	72	26	0
	157	157	0	0.0%	148	148	0	0	0	5	4	104	6	9	0	4	0	77	126	57	0
	203	209	6	3.0%	197	197	0	5	2	2	3	60	72	25	1	4	6	76	124	54	0
	282	352	70	24.8%	334	334	0	4	2	7	10	174	253	315	3	7	276	138	201	51	0
	75	74	-1	-1.3%	60	60	0	0	0	0	0	50	3	21	0	1	3	22	30	16	0
	518	480	-38	-7.3%	379	316	38	6	0	14	0	15	4	61	12	8	10	146	226	85	0
	383	394	11	2.9%	388	388	2	6	0	0	1	88	36	28	1	8	15	130	175	92	0
	125	132	7	5.6%	95	73	0	0	1	1	0	?	?	?	2	6	61	43	64	5	0
	96	100	4	4.2%	83	83	0	3	0	0	0	101	16	29	1	1	27	54	61	19	0
	49	49	0	0.0%	41	31	0	1	0	0	0	50	6	3	0	2	3	15	18	0	0
	173	185	12	6.9%	123	104	1	10	0	0	1	48	14	6	3	1	12	50	64	28	0
	240	244	4	1.7%	177	169	0	2	0	0	0	86	53	122	2	5	10	75	98	50	0
	255	242	-13	-5.1%	168	164	1	4	0	0	0	106	129	20	2	8	10	95	125	40	0
	354	372	18	5.1%	372	217	0	12	0	10	5	101	21	115	4	6	137	58	152	61	0
	214	179	-35	-16.4%	179	179	0	10	0	2	0	102	70	52	4	9	2	115	150	67	0
	202	199	-3	-1.5%	199	199	1	7	11	1	5	166	24	2	4	0	206	146	176	61	113
	161	184	23	14.3%	144	136	0	2	0	0	0	91	6	29	0	2	5	60	73	33	0
	65	69	4	6.2%	44	44	0	4	0	2	0	53	2	2	0	2	1	42	87	24	0
	302	280	-22	-7.3%	150	140	0	5	13	0	9	52	20	0	0	0	108	164	31	0	0
	282	270	-12	-4.3%	194	134	1	5	1	8	0	85	32	47	1	5	17	113	146	61	0
	196	188	(8)	-4.1%	165	165	0	7	2	0	1	91	40	13	1	3	4	69	81	36	0
	239	250	11	4.6%	230	230	0	8	1	2	4	91	59	6	1	5	10	78	102	72	0
	287	283	-4	-1.4%	245	245	0	6	1	1	0	109	13	28	2	4	1	75	90	56	57
	227	227	0	0.0%	220	127	0	0	0	3	0	88	20	12	2	3	23	81	117	52	0
	203	211	8	3.9%	211	157	0	5	3	1	0	107	36	8	3	3	13	84	86	29	0

	Membership			Communicants			Services of				Marriages &		Average Attendance			Church					
	On Jan. 1	On Dec. 31	Number Change	Percent Change	All	In good Standing	Baptisms		Confirmations		Holy Communion		Burials		Every Sunday	4 Key Sundays	School Size	Day			
							Adult	Child	Adult	Child	Rec'd	Sundays	Weekdays	Private					M	B	Other
Livingston, St. Peter's	133	134	1	0.8%	98	80	1	2	0	0	1	71	48	34	4	3	0	45	62	7	0
Lyndhurst, St. Thomas	149	146	-3	-2.0%	101	94	0	0	0	0	0	52	50	18	0	5	7	38	33	0	0
Madison, Grace	902	910	8	0.9%	650	486	0	23	4	12	4	141	177	93	10	10	329	252	385	171	0
Maplewood, St. George's	358	388	30	8.4%	388	388	1	17	0	9	4	80	4	0	1	5	0	125	191	76	0
Maywood, St. Martin's	116	113	-3	-2.6%	82	82	0	1	0	2	0	94	28	2	1	2	5	36	54	14	0
Mendham, St. Mark's	328	318	-10	-3.0%	301	158	2	4	0	4	1	102	62	7	1	1	11	73	107	27	0
Midland Park, Good Shepherd	318	318	0	0.0%	194	155	1	7	0	0	4	97	9	37	2	7	45	74	116	18	0
Millburn, St. Stephen's	293	299	6	2.0%	299	291	0	3	0	3	1	97	10	2	4	3	7	90	139	82	33
Millington, All Saints (97)	451	454	3	0.7%	227	152	1	11	1	0	2	101	72	76	13	3	30	117	168	70	77
Montclair, St. John's	340	362	22	6.5%	344	325	0	5	0	6	1	68	10	40	0	3	20	103	191	125	0
Montclair, St. Luke's (97)	430	438	8	1.9%	347	347	0	8	0	2	0	102	47	17	4	7	11	146	209	68	0
Montclair, Trinity	255	251	-4	-1.6%	115	115	0	4	0	0	0	68	27	35	1	4	0	162	101	12	0
Montvale, St. Paul's	262	269	7	2.7%	205	205	0	16	0	5	3	93	54	49	5	11	30	94	157	90	110
Morris Plains, St. Paul's	494	384	-110	-22.3%	379	379	0	8	0	4	5	111	104	20	4	3	3	132	205	122	0
Morristown, Redeemer	402	435	384	8.2%	435	384	0	4	1	0	7	104	8	57	11	6	6	157	186	43	0
Morristown, St. Peter's	1235	1366	131	10.6%	1120	902	2	27	0	7	1	138	69	137	7	10	47	385	614	171	0
Mount Arlington, St. Peter's	135	141	6	4.4%	113	104	0	1	2	3	1	90	7	1	2	3	6	54	85	18	0
Mountain Lakes, St. Peter's	431	422	-9	-2.1%	397	397	0	7	0	6	0	106	10	10	1	4	10	72	194	94	0
Newark, Grace	282	302	20	7.1%	302	302	0	10	2	0	2	105	296	36	0	5	12	106	135	57	0
Newark, House of Prayer	143	143	0	0.0%	80	75	0	0	0	4	0	52	10	3	0	1	0	40	55	15	0
Newark, St. Andrew's	106	103	-3	-2.8%	67	49	0	1	0	0	0	53	20	5	0	1	7	48	69	32	0
Newark, St. Barnabas	149	150	1	0.7%	120	72	0	1	6	9	4	52	0	6	0	1	0	40	69	0	0
Newark, Trinity & St. Philip's	521	533	12	2.3%	533	533	1	11	1	7	2	110	260	38	4	6	0	180	230	16	0
Newton, Christ	476	512	36	7.6%	431	431	0	10	4	2	2	104	73	58	3	10	12	153	267	64	0
North Arlington, St. Paul's (96)	101	99	(2)	(0)	50	67	1	1	0	0	0	52	6	4	0	2	6	22	24	5	0
Norwood, Holy Communion	142	143	1	0.7%	143	118	0	5	0	0	0	89	26	14	1	5	45	66	79	37	0
Nutley, Grace	397	403	6	1.5%	332	307	1	13	1	14	0	110	315	21	11	12	0	150	184	76	0
Oakland, St. Alban's	262	256	-6	-2.3%	180	180	0	5	0	2	0	101	39	7	3	4	48	88	102	64	0
Oak Ridge, St. Gabriel's	96	103	7	7.3%	102	80	0	2	1	0	1	47	4	3	0	0	1	49	69	10	0
Oradell, Annunciation	512	505	-7	-1.4%	267	267	0	8	4	8	5	89	38	31	3	6	6	100	162	76	0
Orange, All Saints	144	158	14	9.7%	75	70	1	7	2	10	0	52	129	33	0	5	38	61	75	0	0
Orange, Epiphany	381	369	-12	-3.1%	278	253	0	2	1	1	0	80	40	38	1	6	23	109	149	41	0
Paramus, St. Matthew's (97)	106	100	(6)	(-5.7%)	68	68	0	0	0	0	1	99	13	2	1	2	5	39	54	13	0
Paramus, St. Gregory's	55	63	8	14.5%	50	50	0	6	1	0	0	53	3	28	3	3	46	35	46	7	0
Passaic, St. John's	209	217	8	3.8%	129	110	1	4	0	0	0	105	13	23	1	3	9	64	92	11	0
Paterson, Holy Communion	117	116	-1	-0.9%	80	64	0	2	1	2	0	52	32	6	2	3	43	43	71	10	0
Paterson, St. Paul's	673	672	-1	-0.1%	470	440	1	3	2	0	7	102	95	21	2	7	169	208	237	68	0
Phillipsburg, St. Luke's	325	330	5	1.5%	250	250	0	3	3	8	0	104	75	0	5	5	0	140	195	65	0
Pompton Lakes, Christ	873	909	36	4.1%	515	510	3	45	2	5	2	106	76	34	34	10	0	144	214	55	0
Ramsey, St. John's	545	532	-13	-2.4%	445	440	0	15	0	7	0	138	73	23	5	11	0	91	259	107	0
Ridgefield, St. James' (97)	505	503	(2)	(0)	392	392	0	9	1	6	3	98	73	239	11	33	49	93	132	77	0
Ridgefield Park, St. Mary's	166	169	3	1.8%	85	85	1	4	1	0	0	45	54	14	1	2	5	38	42	0	0
Ridgewood, Christ	965	913	-52	-5.4%	685	585	2	16	0	13	3	106	61	26	5	11	104	208	331	140	0
Ridgewood, St. Elizabeth's (97)	782	787	5	0.6%	693	693	0	17	1	15	0	98	39	40	4	9	50	227	286	332	0
Ringwood, Good Shepherd	247	259	12	4.9%	76	62	1	9	0	4	0	40	5	17	2	1	31	35	46	50	0
Rochelle Park, St. Peter's	141	101	-40	-28.4%	39	36	0	0	0	0	0	121	13	4	0	3	7	22	16	0	0

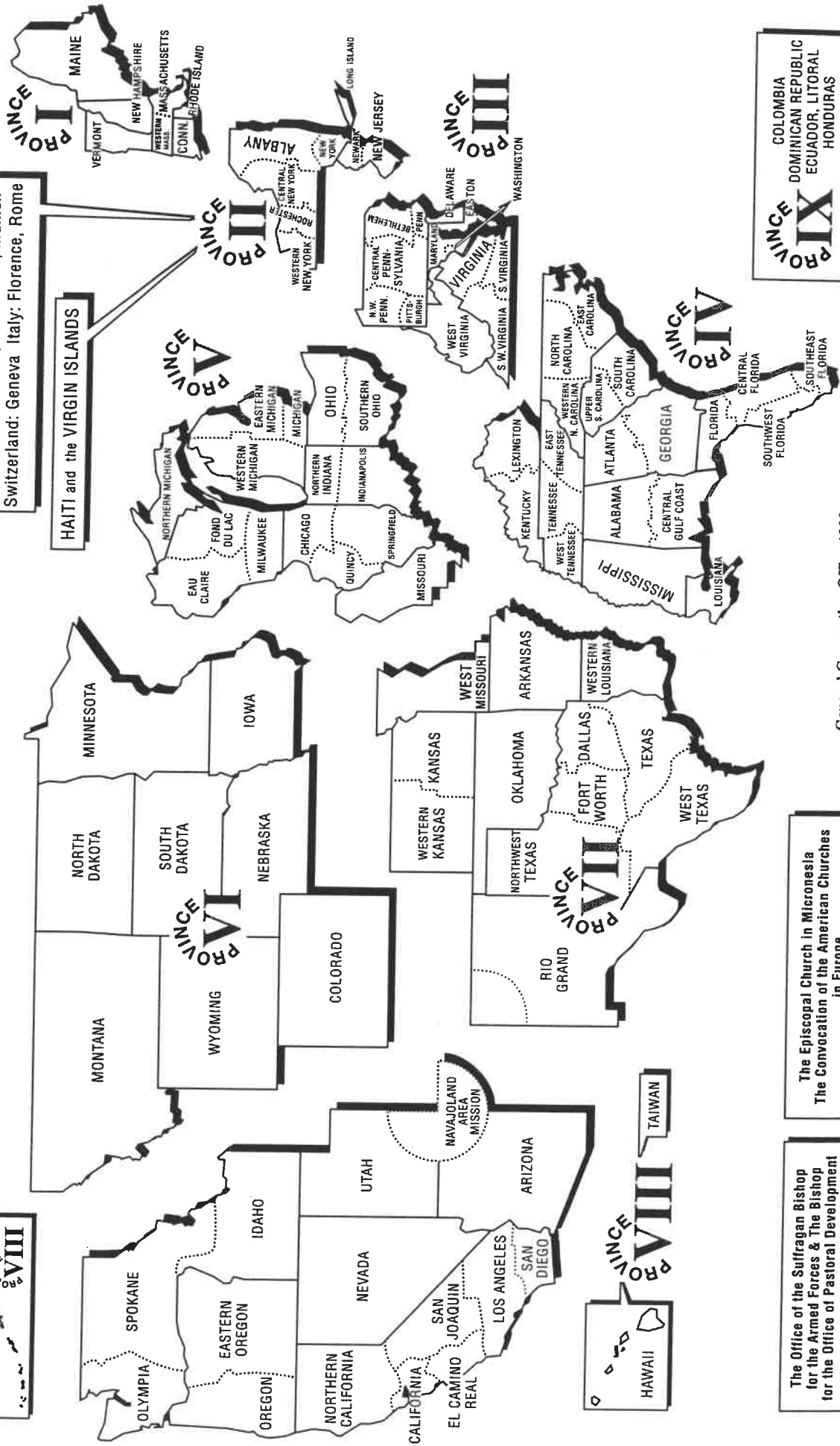
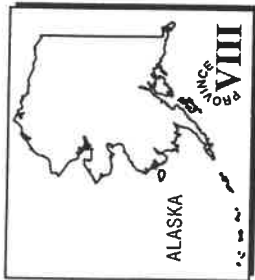
	Membership			Communicants			Baptisms			Confirmations			Services of Holy Communion			Marriages & Burials			Average Attendance			Church		
	On			Percent			In good			Adult			Weekdays			M			Every			Church		
	Jan. 1	Dec. 31	Change	Change	All	Standing	Adult	Child	Rec'd	Adult	Child	Rec'd	Sundays	Private	B	B	Other	Sundays	4 Key	Sundays	Size	School	Day	School
Rutherford, Grace	338	336	-2	-0.6%	302	302	0	4	0	0	2	0	108	47	82	4	9	10	89	108	29	0	0	0
Secaucus, Our Saviour	115	133	18	15.7%	125	125	0	5	0	0	0	2	54	21	4	3	2	6	47	81	5	0	0	0
Short Hills, Christ	1283	1306	23	1.8%	1150	1150	1	20	0	0	6	1	85	42	25	12	16	93	121	322	140	188	188	188
S Orange, St. Andrew & Holy C (97)	299	305	6	2.0%	280	253	0	9	0	0	0	0	95	15	34	2	5	101	148	211	108	75	75	75
Sparta, St. Mary's	380	390	10	2.6%	252	252	1	16	0	0	13	0	103	18	43	3	4	29	163	227	81	0	0	0
Successanna, St. Dunstan's (97)	266	239	-27	-10.2%	220	220	3	5	4	0	0	4	107	4	19	0	5	8	123	168	89	0	0	0
Summit, Calvary	1263	1353	90	7.1%	1353	1353	2	26	9	12	2	2	103	61	66	12	12	10	243	431	214	0	0	0
Teaneck, Christ	141	139	-2	-1.4%	73	70	0	1	0	0	2	0	81	9	3	0	4	0	41	59	22	0	0	0
Teaneck, St. Mark's	371	374	3	0.8%	225	225	0	7	0	0	5	0	103	125	13	2	2	14	108	146	46	0	0	0
Teaneck, St. Peter's	47	43	-4	-8.5%	43	42	1	2	3	0	2	2	45	55	6	12	1	75	28	36	7	0	0	0
Tenafly, Abnoment	517	514	-3	-0.6%	308	238	1	14	1	4	1	1	102	11	2	5	8	1	96	147	64	0	0	0
Totowa, Christ	126	117	-9	-7.1%	79	79	0	0	0	0	0	0	101	57	20	3	7	12	58	71	17	0	0	0
Towaco, Transfiguration	188	164	-24	-12.8%	164	159	0	3	0	0	6	0	91	8	3	0	3	4	77	100	55	99	99	99
Union City, Grace	207	212	5	2.4%	212	204	1	10	2	1	0	0	148	12	4	0	4	400	117	176	75	0	0	0
Union City, St. John's	45	68	23	51.1%	57	56	2	3	8	0	0	6	52	6	14	3	0	1	48	66	0	0	0	0
Upper Montclair, St. James's	649	653	4	0.6%	470	292	0	12	4	3	0	0	101	51	16	7	6	38	203	291	135	80	80	80
Vernon, St. Thomas	264	293	29	11.0%	270	248	1	10	1	4	1	1	102	8	0	10	7	1	100	189	87	0	0	0
Verona, Holy Spirit	194	200	6	3.1%	120	120	1	4	0	0	1	2	94	189	2	0	5	10	65	92	34	0	0	0
Wantage, Good Shepherd	236	245	9	3.8%	230	225	2	9	0	5	0	0	105	48	69	2	7	5	80	118	40	0	0	0
Washington, St. Peter's	111	113	2	1.8%	113	113	0	3	0	0	0	0	91	6	40	1	3	0	58	73	4	0	0	0
Wayne, St. Michael's	538	539	1	0.2%	320	320	0	4	0	0	0	0	100	5	6	3	4	13	147	220	152	0	0	0
West Milford, Incarnation	82	46	-16	-25.8%	40	40	0	5	0	0	0	0	45	6	6	0	3	14	21	31	12	0	0	0
West Orange, Holy Innocents	82	76	-6	-7.3%	57	56	0	3	0	0	0	0	95	44	0	5	7	3	40	57	14	0	0	0
West Orange, Holy Trinity (97)	117	129	12	10.3%	129	129	0	6	1	4	1	1	87	14	21	3	5	1	63	78	26	0	0	0
West Orange, St. Mark's	117	118	1	0.9%	92	92	0	2	0	0	0	0	75	13	9	1	1	24	50	81	20	0	0	0
Westwood, Grace	532	529	-3	-0.6%	365	365	0	3	0	0	2	0	102	117	83	1	6	116	110	138	46	0	0	0
Wood-Ridge, St. P & Res.	124	152	28	22.6%	130	126	0	7	0	0	4	0	102	10	8	1	2	28	81	121	39	0	0	0
<i>Diocesan Median</i>	232	233	2	0.6%	177	152	0	5	0	0	2	0	95	24	20	2	4	10	76	111	37	0	0	0
<i>Diocesan Averages</i>	297	301	4	1.4%	243	224	1	7	1	3	1	1	86	45	31	3	5	29	90	135	54	7	7	7
Total, Diocese of Newark	36,548	37,077	879	1.4%	29,691	27,356	140	820	148	398	180	10,612	5,392	3,796	402	605	3,570	11,171	16,467	6,684	868	868	868	868

Pledging Units	Pledged for Next Year	Total Operating Revenues	Total Non- Operating Revenues	Total Revenues	Operating Expenses	Expenses		Dollars For Work Outside The Congregation	Expenses Operating Accounts	Disposable Budget Income	Unrestricted Assets	Restricted Assets (Total)	
						Within the Car	To Deacons in Dollars						
43	Allendale, Epiphany	\$137,500	\$143,089	\$170,462	\$0	\$170,462	\$140,529	\$13,813	\$28,486	\$169,015	\$1,447	\$40,042	\$8,562
38	Arlington (Kearny), Trinity	\$27,590	\$31,630	\$48,166	\$18,333	\$66,786	\$59,786	\$3,014	\$4,169	\$63,955	\$2,544	\$69,533	\$21,081
31	Bayonne, Calvary (NY)	\$25,000	\$26,419	\$38,098	\$82	\$38,160	\$38,009	\$1,656	\$0	\$1,617	\$38,828	\$1,466	\$112,289
24	Bayonne, Trinity	\$42,548	\$62,671	\$87,477	\$8,079	\$95,556	\$70,469	\$273,933	\$3,500	\$3,622	\$277,555	\$181,999	\$15,398
35	Bellville, Christ	\$26,828	\$39,514	\$82,622	\$25,563	\$108,185	\$59,496	\$70,860	\$6,252	\$14,993	\$65,853	\$22,332	\$532,121
42	Belvidere, St. Mary's	\$40,437	\$43,498	\$60,698	\$32,197	\$92,895	\$52,942	\$68,874	\$754	\$7,792	\$23,724	\$69,171	\$784
35	Bergenfield, All Saints	\$23,493	\$30,943	\$71,681	\$0	\$71,681	\$66,288	\$4,939	\$0	\$4,939	\$71,227	\$454	\$61,601
125	Bloomfield/Glen Ridge, Christ	\$131,849	\$133,557	\$167,325	\$20,781	\$188,106	\$112,790	\$132,859	\$25,957	\$3,160	\$30,261	\$24,966	\$82,826
50	Boonton, St. John's	\$74,616	\$97,796	\$113,359	\$0	\$113,359	\$106,249	\$11,782	\$1,788	\$16,389	\$127,171	\$4,300	\$18,063
20	Budd Lake, Christ	\$166,460	\$185,643	\$188,486	\$191	\$188,678	\$151,655	\$18,154	\$1,169	\$19,324	\$172,519	\$16,158	\$16,364
156	Chatham, St. Paul's	\$258,518	\$272,386	\$305,227	\$253,371	\$558,598	\$292,672	\$346,402	\$56,467	\$35,430	\$91,897	\$438,299	\$120,289
51	Chewter, Mercers (NY)	\$96,600	\$101,166	\$193,163	\$6,851	\$200,014	\$194,646	\$5,160	\$300	\$5,814	\$200,459	\$3445	\$635,283
27	Cliffside Park, Trinity	\$25,687	\$39,064	\$88,089	\$0	\$88,089	\$118,306	\$5,000	\$0	\$5,385	\$123,691	\$35,602	\$4,646
55	Clifton, St. Peter's	\$57,938	\$70,681	\$123,112	\$2,000	\$125,112	\$82,605	\$90,161	\$15,225	\$3,063	\$20,288	\$110,448	\$12,664
104	Denville, Our Saviour	\$140,544	\$148,697	\$201,315	\$51,587	\$252,902	\$155,037	\$171,522	\$26,824	\$14,500	\$46,324	\$217,846	\$3,556
84	Dover, St. John's	\$76,110	\$76,235	\$101,986	\$7,702	\$109,688	\$82,328	\$86,158	\$17,028	\$1,436	\$21,740	\$107,898	\$1,790
158	East Orange, Christ	\$125,000	\$135,875	\$178,826	\$9,744	\$188,570	\$168,764	\$13,755	\$2,889	\$16,983	\$185,747	\$2,823	\$2,844
130	East Orange, St. Paul's	\$98,000	\$103,015	\$153,376	\$0	\$153,376	\$139,617	\$11,101	\$0	\$11,010	\$150,718	\$2,658	\$9,352
186	Englewood, St. Paul's	\$161,271	\$184,797	\$305,654	\$852	\$306,506	\$321,692	\$56,389	\$3,954	\$61,205	\$382,897	\$76,391	\$15,336
248	Essex Falls, St. Peter's	\$341,000	\$348,834	\$411,999	\$199,792	\$531,791	\$354,313	\$414,776	\$88,068	\$28,000	\$114,068	\$528,844	\$2,947
37	Fair Lawn, Anonement	\$42,356	\$49,985	\$76,885	\$2,971	\$79,700	\$74,297	\$6,500	\$310	\$6,810	\$81,107	\$1,407	\$22,100
47	Fort Lee, Good Shepherd	\$47,957	\$57,617	\$150,485	\$3,939	\$154,424	\$134,258	\$10,000	\$766	\$11,042	\$145,301	\$9,123	\$165,620
61	Glen Rock, All Saints	\$65,000	\$69,365	\$111,997	\$55,476	\$167,473	\$111,352	\$8,873	\$400	\$11,849	\$123,201	\$44,272	\$8,061
69	Hackensack, Christ	\$74,170	\$87,270	\$154,338	\$4,466	\$150,816	\$127,826	\$14,430	\$1,870	\$20,737	\$162,139	\$11,323	\$402,345
121	Hackensack, St. Anthony's	\$54,240	\$66,031	\$88,821	\$0	\$88,821	\$80,866	\$7,000	\$0	\$7,000	\$87,866	\$981	\$3,043
10	Hackensack, St. Cyrian's	\$6,604	\$14,506	\$15,106	\$2,775	\$17,881	\$11,685	\$800	\$100	\$20,105	\$1,454	\$22,793	\$859
121	Hackettstown, P.V.E.M	\$131,000	\$147,959	\$167,163	\$36,119	\$203,282	\$163,611	\$2,223	\$3,451	\$11,247	\$174,858	\$28,424	\$44,592
113	Hackettstown, St. James'	\$115,087	\$117,672	\$233,369	\$233,606	\$366,975	\$121,247	\$13,422	\$7,500	\$23,045	\$211,764	\$43,748	\$321,385
29	Haledon, St. Mary's	\$33,533	\$41,902	\$62,426	\$1,128	\$63,554	\$68,147	\$7,125	\$752	\$8,949	\$77,590	\$14,035	\$23,146
34	Harrington Park, St. Andrew's	\$71,940	\$82,531	\$106,268	\$40,551	\$146,819	\$84,859	\$17,050	\$3,488	\$37,080	\$145,948	\$871	\$1,195
27	Harrison, Christ	\$8,000	\$12,199	\$22,660	\$1,500	\$24,160	\$23,273	\$2,968	\$130	\$32,420	\$30,420	\$6,260	\$18,389
47	Hasbrouck Heights, St. John's	\$43,089	\$44,463	\$98,161	\$39,865	\$98,026	\$61,969	\$5,610	\$1,501	\$12,154	\$85,743	\$12,283	\$13,065
76	Haworth, St. Luke's	\$87,815	\$90,210	\$127,128	\$30,717	\$157,845	\$112,477	\$116,538	\$8,335	\$26,545	\$143,083	\$14,761	\$10,145
92	Hawthorne, St. Clement's	\$90,000	\$95,337	\$135,166	\$0	\$135,166	\$117,706	\$15,684	\$0	\$15,684	\$133,390	\$1,776	\$9,203
103	Hilldale, Holy Trinity	\$80,043	\$84,618	\$107,784	\$292	\$108,076	\$100,551	\$7,024	\$374	\$7,525	\$108,076	\$0	\$5,054
80	HoHoKus, St. Bartholomew	\$127,000	\$144,182	\$164,228	\$32,275	\$196,503	\$118,925	\$21,354	\$3,008	\$24,778	\$150,242	\$46,261	\$173,262
85	Hoboken, All Saints	\$130,472	\$120,001	\$220,912	\$231,391	\$452,303	\$112,291	\$16,793	\$213,191	\$235,350	\$475,661	\$23,358	\$54,591
58	Hopes, St. Luke's	\$82,800	\$92,550	\$98,119	\$5,407	\$103,526	\$81,375	\$83,498	\$5,764	\$89,252	\$14,274	\$137,704	\$21,274
20	Irrington, Trinity	\$11,718	\$14,701	\$28,865	\$0	\$28,865	\$17,355	\$974	\$974	\$18,330	\$10,536	\$0	\$0
81	Jersey City, Grace	\$75,035	\$78,391	\$147,098	\$30,610	\$177,709	\$136,013	\$165,485	\$9,136	\$11,391	\$176,876	\$832	\$14,549
92	Jersey City, Incarnation	\$64,822	\$81,378	\$167,794	\$5,835	\$173,629	\$112,270	\$11,270	\$13,788	\$24,788	\$136,058	\$37,571	\$30,816
51	Jersey City, St. Paul's (NY)	\$42,734	\$66,188	\$116,839	\$0	\$116,839	\$100,640	\$18,339	\$700	\$19,039	\$119,079	\$2,840	\$6,273
65	Kinnelon, St. David's	\$101,200	\$101,182	\$150,238	\$13,443	\$163,681	\$122,898	\$143,471	\$6,812	\$26,664	\$170,135	\$6,454	\$114,555
55	Leonia, All Saints	\$75,000	\$74,298	\$152,798	\$0	\$152,798	\$126,926	\$21,392	\$3,645	\$25,037	\$151,963	\$836	\$5,110
62	Lincoln Park, St. Andrew's	\$56,251	\$61,061	\$119,189	\$22,481	\$141,670	\$105,638	\$13,488	\$325	\$14,160	\$148,648	\$6,978	\$281,762
38	Little Falls, St. Agnes	\$73,474	\$78,509	\$106,624	\$6,912	\$113,536	\$97,477	\$104,496	\$14,061	\$15,076	\$119,572	\$6,036	\$22,022
60	Livingston, St. Peter's	\$36,126	\$40,920	\$132,273	\$5,484	\$137,757	\$118,678	\$8,473	\$4,187	\$13,993	\$143,149	\$5,392	\$21,313
43	Lyndhurst, St. Thomas	\$3,000	\$45,275	\$76,816	\$4,855	\$81,671	\$73,792	\$4,318	\$1,367	\$6,608	\$80,400	\$1,271	\$2,396
206	Madison, Grace	\$318,165	\$308,180	\$492,112	\$500,671	\$992,783	\$402,952	\$440,136	\$23,259	\$116,370	\$556,506	\$436,277	\$162,298
93	Maplewood, St. George's	\$219,275	\$226,198	\$236,730	\$96,702	\$332,432	\$244,551	\$59,969	\$70,586	\$427,815	\$95,363	\$0	\$382,453
29	Maywood, St. Martin's	\$36,674	\$48,360	\$74,192	\$102,888	\$177,080	\$88,776	\$76,176	\$256	\$6,952	\$83,128	\$93,951	\$114
67	Mendham, St. Mark's	\$187,000	\$160,086	\$170,418	\$1,089,698	\$1,260,106	\$161,142	\$486,142	\$22,285	\$33,514	\$519,657	\$740,448	\$3,583

Pledging Units	Pledged for Year	Total Operating Revenues	Total Non- Operating Revenues	Total Revenues	Operating Expenses	Within the Year	Expenses For work in Dollars	To Discard in Dollars	Outreach	For Work Outs The Community	Dollars	Expenses Operating Accounts	Disposable Budget Income	Unrestricted Assets	Restricted Assets (total)
Midland Park, Good Shepherd	79	\$114,000	\$115,242	\$122,505	\$114,400	\$236,905	\$102,587	\$165,508	\$17,000	\$775	\$22,910	\$188,418	\$48,487	\$5,480	\$80,156
Millburn, St. Stephen's	81	\$112,820	\$113,521	\$128,971	\$86,357	\$195,328	\$125,609	\$212,280	\$16,392	\$1,532	\$17,925	\$230,215	(\$34,887)	\$17,194	\$25,469
Millington, All Saints (97)	59	\$88,460	\$117,820	\$161,970	\$17,846	\$179,814	\$148,526	\$167,602	\$12,000	\$3,798	\$16,165	\$173,767	\$8,067	\$48,006	\$388,248
Montclair, St. John's	101	\$149,875	\$156,780	\$175,278	\$23,589	\$198,867	\$141,678	\$146,428	\$22,426	\$9,049	\$36,852	\$183,280	\$15,587	\$36,583	\$58,150
Montclair, St. Luke's (97)	131	\$202,000	\$260,388	\$305,006	\$87,233	\$392,841	\$246,957	\$312,430	\$26,781	\$8,610	\$42,942	\$366,372	\$37,489	\$67,744	\$266,276
Montclair, Trinity	45	\$47,296	\$79,116	\$92,518	\$154	\$92,672	\$67,091	\$67,091	\$2,562	\$2,170	\$4,732	\$171,824	\$20,848	\$17,343	\$5,205
Montvale, St. Paul's	98	\$101,994	\$122,941	\$180,064	\$76,673	\$256,737	\$165,858	\$182,752	\$25,321	\$3,715	\$32,589	\$215,351	(\$41,386)	\$342,954	\$111,319
Morris Plains, St. Paul's	102	\$114,273	\$155,726	\$176,420	\$6,322	\$182,742	\$159,770	\$161,241	\$22,334	\$5,127	\$27,461	\$188,702	(\$5,960)	\$93,992	\$1,550
Morrisstown, Redeemer	132	\$217,055	\$232,648	\$290,372	\$165,074	\$455,446	\$232,388	\$429,280	\$34,747	\$23,672	\$64,235	\$463,495	(\$38,049)	\$47,355	\$63,048
Morrisstown, St. Peter's	335	\$445,000	\$467,309	\$616,591	\$324,547	\$941,138	\$518,711	\$551,114	\$130,100	\$16,600	\$317,501	\$868,615	\$72,523	\$10,415	\$9,981,272
Mount Arlington, St. Peter's	38	\$48,478	\$60,769	\$81,001	\$10,338	\$91,339	\$72,957	\$94,134	\$4,547	\$605	\$5,727	\$69,861	\$1,478	\$12,547	\$8,523
Mountain Lakes, St. Peter's	115	\$173,757	\$174,717	\$279,837	\$53,073	\$332,910	\$292,408	\$297,077	\$33,607	\$15,234	\$48,841	\$345,918	(\$13,008)	\$65,481	\$462,723
Newark, Grace	78	\$69,260	\$72,368	\$189,795	\$40,472	\$230,267	\$271,855	\$287,947	\$54,371	\$30,388	\$90,212	\$378,159	(\$147,891)	\$31,689	\$4,062,193
Newark, House of Prayer	27	\$33,894	\$32,819	\$71,354	\$328	\$71,683	\$65,807	\$66,709	\$1,806	\$0	\$2,247	\$68,956	\$2,727	\$33,081	\$280,953
Newark, St. Andrew's	46	\$43,460	\$38,191	\$64,597	\$9,870	\$74,467	\$55,414	\$66,104	\$4,000	\$250	\$4,513	\$70,617	\$3,850	\$0	\$8,762
Newark, St. Barnabas	50	\$8,000	\$9,593	\$46,471	\$100	\$46,571	\$37,797	\$37,797	\$650	\$200	\$850	\$38,647	\$7,923	\$177,625	\$0
Newark, Trinity & St. Philip's	159	\$158,758	\$126,054	\$350,252	\$9,627	\$359,880	\$378,757	\$447,027	\$67,000	\$45,608	\$112,808	\$559,635	(\$199,754)	\$239,762	\$2,123,832
Newton, Christ	120	\$125,310	\$131,708	\$232,247	\$1,175,892	\$1,408,138	\$198,400	\$220,610	\$12,298	\$2,475	\$15,372	\$235,982	\$1,172,156	\$7,529	\$2,949,254
North Arlington, St. Paul's (96)	32	\$17,680	\$19,831	\$40,264	\$127	\$40,380	\$31,586	\$31,586	\$600	\$1,700	\$2,603	\$34,189	\$6,191	\$7,039	\$283
Norwood, Holy Communion	43	\$44,303	\$57,551	\$108,604	\$1,597	\$110,201	\$97,539	\$97,539	\$7,331	\$1,052	\$9,194	\$106,733	\$3,468	\$13,808	\$78,137
Nutley, Grace	109	\$126,160	\$131,571	\$179,282	\$135,808	\$315,090	\$179,812	\$179,812	\$27,081	\$2,421	\$30,285	\$210,097	\$104,933	\$6,588	\$373,493
Oakland, St. Alban's	54	\$74,974	\$89,652	\$139,882	\$4,245	\$144,128	\$121,580	\$121,580	\$17,080	\$3,000	\$24,325	\$145,906	(\$1,778)	\$120,451	\$5,868
Oak Ridge, St. Gabriel's	26	\$38,380	\$39,005	\$64,656	\$22,041	\$86,697	\$60,771	\$84,274	\$4,405	\$1,013	\$7,826	\$92,100	(\$5,402)	\$734	\$3,647
Oradell, Annunciation	97	\$111,294	\$124,347	\$133,610	\$25,100	\$158,710	\$124,613	\$149,713	\$10,500	\$0	\$10,500	\$160,213	(\$1,505)	\$0	\$87,264
Orange, All Saints	61	\$63,168	\$64,783	\$89,352	\$500	\$89,852	\$114,698	\$114,698	\$8,629	\$0	\$8,629	\$123,327	\$33,476	\$22,996	\$377,665
Orange, Epiphany	131	\$76,000	\$84,463	\$120,618	\$52,027	\$172,845	\$102,466	\$116,411	\$14,331	\$971	\$17,604	\$134,015	\$38,630	\$13,467	\$432,415
Paramus, St. Matthew's (97)	33	\$23,844	\$42,846	\$67,622	\$949	\$68,471	\$58,230	\$58,230	\$8,806	\$1,368	\$8,311	\$104,601	\$6,205	\$67,804	\$0
Passaic, St. John's	32	\$45,043	\$40,822	\$90,492	\$879	\$96,396	\$97,658	\$100,630	\$3,092	\$879	\$13,749	\$162,862	\$55,989	\$16,017	\$131,525
Passaic, Holy Communion	80	\$61,000	\$80,942	\$129,766	\$89,066	\$218,832	\$114,461	\$149,113	\$10,761	\$2,241	\$13,749	\$289,920	\$33,287	\$7,364	\$127,861
Paterson, St. Paul's	60	\$95,189	\$76,308	\$104,962	\$200	\$105,162	\$96,183	\$96,183	\$6,000	\$1,100	\$7,100	\$103,283	\$3,037	\$4,584	\$23,213
Paterson, St. James' (97)	150	\$174,000	\$193,216	\$947,811	\$56,531	\$1,004,342	\$277,256	\$488,421	\$45,997	\$5,575	\$124,601	\$613,022	\$391,320	\$113,262	\$1,486,235
Phillipsburg, St. Luke's	88	\$84,132	\$96,119	\$106,877	\$1,303	\$108,180	\$90,521	\$90,521	\$13,862	\$759	\$14,621	\$105,143	\$3,037	\$4,584	\$23,213
Pompton Lakes, Christ	130	\$140,888	\$174,246	\$203,904	\$31,709	\$235,613	\$174,663	\$220,200	\$32,476	\$15,133	\$48,689	\$289,920	(\$16,122)	\$97,127	\$109,835
Ramsey, St. John's	178	\$247,911	\$265,088	\$276,971	\$83,528	\$360,499	\$210,902	\$295,617	\$49,916	\$26,642	\$81,004	\$376,621	(\$17,332)	\$337,446	\$72,426
Ridgefield, St. James' (97)	114	\$68,644	\$78,889	\$135,392	\$1,273	\$136,665	\$120,521	\$120,521	\$18,025	\$1,331	\$17,693	\$138,114	(\$1,449)	\$3,736	\$81,474
Ridgefield Park, St. Mary's	19	\$15,712	\$27,172	\$57,402	\$9,431	\$66,833	\$60,187	\$63,939	\$3,240	\$0	\$6,021	\$69,961	(\$3,127)	\$22,496	\$28,721
Ridgewood, Christ	228	\$405,000	\$430,392	\$460,998	\$704,708	\$1,165,707	\$480,210	\$554,214	\$106,030	\$16,445	\$122,475	\$676,689	\$489,018	\$16,735	\$1,176,176
Ridgewood, St. Elizabeth's (97)	228	\$459,328	\$444,482	\$488,245	\$54,045	\$542,290	\$367,467	\$367,467	\$104,221	\$83,270	\$167,491	\$624,968	\$17,332	\$337,446	\$72,426
Ringwood, Good Shepherd	15	\$6,752	\$5,694	\$64,281	\$15,841	\$80,122	\$79,774	\$79,774	\$1,000	\$500	\$1,500	\$81,274	(\$1,152)	\$4,822	\$0
Rochelle Park, St. Peter's	19	\$11,364	\$17,507	\$30,675	\$3,159	\$33,834	\$25,284	\$26,561	\$2,000	\$176	\$2,220	\$28,781	\$5,053	\$12,938	\$88,510
Rutherford, Grace	103	\$92,954	\$95,757	\$109,484	\$10,765	\$125,724	\$105,476	\$105,476	\$12,600	\$0	\$12,600	\$118,076	\$7,648	\$41,945	\$275,607
Secaucus, Our Saviour	40	\$67,136	\$58,836	\$86,923	\$16,755	\$97,688	\$75,458	\$81,454	\$9,771	\$1,718	\$13,189	\$94,643	\$3,045	\$62,626	\$14,947
Short Hills, Christ	306	\$394,000	\$398,885	\$464,676	\$674,198	\$1,138,874	\$481,809	\$502,226	\$94,500	\$25,600	\$120,100	\$622,326	\$516,326	\$366,533	\$2,432,551
S Orange, St. Andrew & Holy C (97)	126	\$149,000	\$131,353	\$215,102	\$216,102	\$216,102	\$192,191	\$192,191	\$39,718	\$1,000	\$39,718	\$231,909	(\$16,807)	\$22,746	\$1,190,282
Sparta, St. Mary's	117	\$184,512	\$209,142	\$215,816	\$121,198	\$337,015	\$158,569	\$234,947	\$34,576	\$4,581	\$45,435	\$280,382	\$56,633	\$12,191	\$101,864
Succasunna, St. Dunstan's (97)	76	\$100,000	\$97,023	\$84,895	\$3,933	\$98,828	\$73,446	\$74,498	\$8,895	\$3,283	\$13,278	\$87,776	\$11,062	\$3,592	\$204,269
Summit, Calvary	298	\$423,609	\$470,042	\$514,050	\$419,891	\$933,941	\$410,714	\$628,305	\$93,100	\$19,965	\$117,135	\$745,440	\$188,501	\$776,716	\$803,671
Teaneck, Christ	25	\$37,900	\$41,427	\$142,009	\$2,085	\$144,095	\$138,318	\$138,318	\$14,545	\$1,992	\$7,356	\$145,674	(\$1,578)	\$121	\$154,182
Teaneck, St. Mark's	69	\$96,118	\$109,967	\$112,583	\$36,737	\$149,320	\$87,893	\$101,812	\$12,333	\$2,443	\$17,848	\$119,880	\$29,680	\$36,578	\$0
Teaneck, St. Peter's	15	\$27,000	\$33,157	\$45,170	\$7,429	\$52,599	\$46,672	\$46,672	\$215	\$1,555	\$1,770	\$48,442	\$4,157	\$4,157	\$0
Tenafly, Atonement	126	\$155,013	\$171,235	\$216,519	\$77,309	\$293,828	\$231,202	\$350,282	\$39,950	\$3,242	\$45,789	\$396,051	(\$102,223)	\$51,659	\$243,141
Tolovue, Christ	42	\$67,213	\$73,977	\$82,027	\$19,262	\$101,289	\$89,848	\$85,155	\$9,843	\$2,216	\$12,963	\$98,118	\$3,171	\$30,168	\$40,350

Pledging Units for Next Year	Plugged	Total Operating Revenues	Total Non-Operating Revenues	Total Revenues	Operating Expenses Within the Co.	Expenses For work in Dollars	Outreach	Dollars For Work On The Congregation Accounts	Expenses Operating Accounts	Disposable Budget Income	Unrestricted Assets	Restricted Assets (total)
		Plugged & Plate	Operating Revenues	Non-Operating Revenues	Operating Expenses	Expenses For work in Dollars	Outreach	Dollars For Work On The Congregation Accounts	Expenses Operating Accounts	Disposable Budget Income	Unrestricted Assets	Restricted Assets (total)
Towaco, Transfiguration	58	\$80,542	\$81,052	\$106,943	\$1,980	\$108,923	\$1,500	\$11,126	\$87,388	\$21,535	\$56,324	\$14,327
Union City, Grace	72	\$47,848	\$45,789	\$84,858	\$0	\$84,858	\$500	\$8,905	\$85,615	(\$757)	\$82,875	\$385,920
Union City, St. John's	31	\$36,500	\$40,850	\$73,461	\$30,661	\$104,122	\$1,141	\$4,383	\$128,794	\$24,672	\$7,087	\$45,816
Upper Montclair, St. James's	156	\$251,583	\$271,365	\$316,319	\$69,317	\$385,363	\$17,640	\$59,705	\$385,369	\$267	\$40,987	\$1,266,792
Vernon, St. Thomas	62	\$85,838	\$76,458	\$119,036	\$41,900	\$160,936	\$636	\$11,557	\$163,944	(\$3,008)	\$604	\$4,738
Verona, Holy Spirit	43	\$52,030	\$63,174	\$98,542	\$0	\$98,542	\$82,437	\$86,122	\$96,522	\$2,020	\$47,722	\$0
Wantage, Good Shepherd	71	\$73,409	\$79,193	\$161,271	\$7,108	\$168,379	\$1,877	\$23,868	\$144,017	\$24,017	\$16,636	\$37,654
Washington, St. Peter's	40	\$39,700	\$29,987	\$37,448	\$0	\$39,960	\$36,248	\$119,686	\$4,791	\$8,926	\$8,368	\$0
Wayne, St. Michael's	90	\$244,084	\$210,121	\$212,591	\$68,927	\$281,518	\$30,831	\$63,860	\$292,407	(\$10,889)	\$10,135	\$48,924
West Milford, Incarnation	18	\$23,888	\$22,761	\$28,521	\$0	\$23,888	\$500	\$2,397	\$55,389	(\$706)	\$1,870	\$0
West Orange, Holy Innocents	40	\$5,372	\$54,581	\$65,112	\$36,389	\$121,501	\$1,000	\$13,547	\$105,431	\$16,070	\$12,251	\$484,837
West Orange, Holy Trinity (NY)	41	\$33,049	\$37,303	\$68,306	\$13,000	\$71,906	\$0	\$3,800	\$95,029	(\$23,116)	\$40,069	\$28,891
West Orange, St. Mark's	27	\$41,085	\$38,907	\$94,552	\$33,015	\$127,767	\$2,086	\$12,297	\$101,333	\$26,434	\$22,534	\$11,875
Westwood, Grace	82	\$119,516	\$140,007	\$150,215	\$39,339	\$189,554	\$5,015	\$36,576	\$154,242	\$35,312	\$31,392	\$120,819
Wood-Ridge, St. P & Res.	x	x	\$58,240	\$136,565	\$9,245	\$145,810	\$2,502	\$13,637	\$115,843	\$29,967	\$452,788	\$0
<i>Diocesan Median</i>												
	61	\$74,795	\$81,052	\$121,562	\$10,552	\$145,810	\$1,700	\$14,160	\$134,015	\$2,658	\$18,389	\$87,701
<i>Diocesan Averages</i>												
	79	\$100,655	\$110,926	\$155,274	\$70,685	\$225,621	\$7,426	\$30,428	\$186,624	\$34,527	\$58,568	\$302,526
<i>Total, Diocese of Newark</i>												
	9,835	\$12,380,538	\$13,422,076	\$19,088,733	\$8,684,289	\$27,525,821	\$905,982	\$3,773,071	\$23,141,418	\$4,384,403	\$7,145,425	\$47,488,688

Provinces of the Episcopal Church



**Convocation of American Churches
in Europe**
Belgium: Brussels France: Paris
Germany: Frankfurt, Weisbaden, Munich
Switzerland: Geneva Italy: Florence, Rome

HAITI and the VIRGIN ISLANDS

PROVINCE IX
COLOMBIA
DOMINICAN REPUBLIC
ECUADOR, LITORAL
HONDURAS
Extra-Provincial to Province IX
VENEZUELA, PUERTO RICO

The Episcopal Church in Micronesia
The Convocation of the American Churches
in Europe
Under the jurisdiction of the Presiding Bishop

The Office of the Suffragan Bishop
for the Armed Forces & The Bishop
for the Office of Pastoral Development
Under the Direction of the Presiding Bishop

General Convention Office 1998

The AIDS Resource Center

at the Episcopal Church of St. Barnabas

505 West Market Street, P O Box 7178

Newark, NJ 07107-7178

Phone: (973) 481-0009 FAX: (973) 481-1339

1998 REPORT TO THE 125th CONVENTION OF THE EPISCOPAL DIOCESE OF NEWARK

1998 proved to be a challenging year for the AIDS Resource Center (ARC) at St. Barnabas Church. We set and met our goal of increasing the number of individuals and families to be served and the services we would provide through our two major programs, *Food Connections* and *Positive Steps*.

Food Connections provides both meals-on-wheels to homebound and disabled people, and an emergency pantry service for people in need. Both programs are for infected adults and affected dependent children in Newark and the surrounding community of East Orange, Livingston, Maplewood, Orange and Montclair. The ARC is the single largest provider of delivered meals in the Newark Eligible Metropolitan Area. 80% of the funding for Food Connections is made possible through a Ryan White Grant from the City of Newark.

In the second half of 1998, the ARC expanded its services by 15% and delivered 36,400 meals -- an average 140 meals a day, Monday through Friday, including holidays. We worked hard to make the meals serve attractive, nutritionally balanced, culturally sensitive and medically appropriate. For most of our clients, it is the main meal of the day and, for many, our drivers are the only consistent daily contact.

Through our pantry, we provided meals and cleaning and hygiene products for about 40 families each month as well as Thanksgiving dinner baskets for fifty families. It is our goal to expand our pantry services and the number of meals we serve daily in 1999.

Our other major program at the AIDS Resource Center is *Positive Steps*, a Pastoral Care Ministry, for people living with HIV/AIDS, their families and caregivers. The Pastoral Care Team is comprised of the pastoral care counselor, outreach manager, an intern from Yeshiva University's M.S.W. program, and our shared intern from the Oasis who is attending Union Theological Seminary. *Positive Steps* is funded by the Department of Missions and grants from family foundations and churches in the diocese.

Our Pastoral Care Ministry is designed to provide emotional, educational, social and recreational support to those of our clients who are mobile and able to participate in programs outside their homes and includes the participation of their families whenever possible. 100% of our clients, both those who are homebound to whom we provide meals five days a week and those able to come to the ARC site, are living well below the poverty level. Our clientele population is unable to work outside the home and their limited resources are directed to essential survival and healthcare. Very few of our clients have options other than the ARC at St. B's for additional healing and life-supporting activities and the respite they so greatly need.

Adults and children infected and affected with HIV/AIDS need and deserve variety and positive experiences that encourage them to participate in their own healing and to be reassured that they are living with the disease -- actively living rather than surviving on "hold". They also need to be able to offer to their children and other dependents broader opportunities for relationship and the work of relationship, fun and memorable family and community experiences.

In 1998, our Pastoral Care Ministry provided transportation to our site for seminars, family trips, games, medical, therapeutic and spiritual support groups and, starting in September, monthly birthday parties and holiday celebrations. In 1999, we plan to continue to offer peer groups and educational seminars, counseling, hygiene/health products, social opportunities, application assistance, referral and family trips. It is our goal to add retreats and scholarships for retreat and camps for adults and youngsters, therapeutic massage on-site, the use of the internet for access to educational resource and a fully operating *Legacy Project*.

Our focus for 1999 is to work hard and with a renewed commitment to provide a program that will enhance the quality of life of our infected and affected neighbors. We will provide immediately those programs for which we have funding and will gradually expand into new projects. Together, the Board of Directors and the staff will be working toward implementing a much-needed residential program in the Newark area.

We plan to seek funds from a number of sources to diversify our funding stream and to lessen our dependence on our government funding: community, local and diocesan churches and both family and corporate foundations. We will also work hard to develop and foster alliances with other local, diocesan and statewide organizations and social service agencies for advocacy, to offer, collaboratively, more services and programs and to link our clients to available resources and activities.

The very conscientious, committed and compassionate experienced staff and the new Executive director were commissioned by the Board of Directors at the Oasis Candlelight Vigil on December 1, 1998, World AIDS Day. The staff has already logged over 250 hours of training in the second half of 1998. The ARC is renewing the relationship with St. Barnabas Church and the new vicar, The Rev. Mildred Solomon and building up our relationship with the United Community Corporation with whom we share the Parish Center.

The ARC at St. Barnabas is completing 1998 having met its goals for the year and within the budget of \$312,000.

Faithfully submitted,
Lyn Headley-Moore, Executive Director

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BISHOP ANAND RESOURCE CENTER

Annual Report 1998

The Bishop Anand Resource Center, located on the first floor of Episcopal House, is a multi-media special library. It is designed for use by the clergy and lay people of the Diocese of Newark. The center is committed to having up-to-date resources on the issues affecting our lives and the life of the church today. All materials may be borrowed free of charge.

The Bishop Anand Resource Center has been under the direction of two individuals during 1998. Interim Director Lauri Spies ended her tenure in August and Kitty Kawecki took over directorship in August. The year has been a busy one of building on existing resources as well as inputting the resources into the new computer. BARC should be online by the end of 1998. Online access will not only give parishes another way to utilize the center but it will allow our resource center to interact with other resource centers.

The Bishop Anand Resource Center is staffed three days a week from 10-2. We have interacted with over 33% of the churches in the Diocese either through visitation, telephone or director outreach. There is a tendency for 'repeat business' and the feedback is positive. Consultations are available and many have occurred throughout the year both on and off site.

As part of the process of purchasing new materials, we have contacted many different individuals in the Diocese to 'pick their brains' for relevant resources. We have more than seventy-five new videos and books on topics such as women's issues, faith and parish building, stewardship, grief, death and dying, diversity, bible study and racial justice.

BARC is under the direction of the Commission on Christian Education and works closely with that group to support and participate in the various programs and workshops. This joint effort will continue to give both groups increased visibility.

Kitty Kawecki
Director - Bishop Anand Resource Center

ECW PRESIDENT'S ANNUAL REPORT TO DIOCESAN CONVENTION

At mid-point of Triennial, the year 1998 could easily be entitled, "From Boston to Zimbabwe" as representatives of ECW and Affiliated Organizations continued to enlarge the "Site of their Tents" in this Diocese, the National Church and beyond.

In February, three of our women participated in the Episcopal Urban Caucus in Boston and used the experience to strengthen the Diocesan thrust to dismantle racism.

In March a new program entitled "The World of Women" brought Junior and Senior women of 67 parishes (selected by their parishes) to be honored. The work of St. John's Convent was recognized with a financial gift. The Rev. Elizabeth Geitz was keynote speaker. Host parish was Church of the Saviour, Denville.

Another new program was a concert of combined choirs, including members of the Boy's Choir of Grace Church, Newark.

The Rev. Mary Laney of Philadelphia so inspired Triennial delegates with her message that she was invited to be guest preacher at the United Thank Offering Ingathering. Theme of the program was "Women Making a Difference-One Woman's Story." Our parishes continue to give thankfully to UTO. This year the Ingathering offering exceeded \$30,000.

For the first time ever a History of the ECW of the Diocese of Newark was produced. Copies are available and is a source of inspiration well worth reading.

The Mary Rankin Scholarship Fund supported by contributions to the Book of Remembrance, granted four scholarships to high school graduates. The annual Plaskett Memorial Scholarship continues for a student of St. Augustine's College.

The Special Missionary Project was a contribution to the Presiding Bishop's Fund specifically for hurricane relief for "Mitch" victims.

Our outreach was expanded with the opening of a North Porch site in Dover. An intergenerational experience with ECW sharing a day at Hyde Park with teen-agers of Isaiah House Shelter enabled us to lend support to a grant application to the State for faith-based organizations. The grant of \$120,000 was awarded to Isaiah House.

Several regional events were held including a trio to Episcopal House and to the Great Falls of Paterson.

The participation of the women of the diocese was clearly evident as they engaged themselves in the entire process which led to the election and consecration of The Rt. Rev. John Croneberger. The crowning point was the presentation of the Bishop's Crozier, a gift of the women of the diocese on the day of the Bishop's service of Consecration. Additionally, parishes were asked and brought their liberal offerings of food for the gala reception following the service.

We rejoice in the formation of three new ECW chapters in the Diocese. ECW Board welcomes invitations to visit local parishes.

Now it is on to TODAY'S WOMAN V in March and a trip to Alaska in August. Episcopal Church Women continue it "On the Move" programs in support of Triennial expenses.

Clara Horsley
Clara Horsley
President

THE DIOCESE OF NEWARK

COMMISSION ON AGING

31 Mulberry Street • Newark, NJ 07102-5202 • (973) 430-9910 • fax (973) 622-3503

1998 ANNUAL REPORT

The Commission on Aging is presently composed of nine volunteer Commissioners, several resource people and one part-time director.

This year the Commission on Aging expanded its scope of services to include the development and presentation of programs on aging and aging issues. Among those programs developed and offered this past year were:

- "Think of Your Future" a three session retirement planning program

- "Entitlements and Benefits" Medicare, medicaid, Social Security, etc.

- "Accessing Community Services"

- "Aging Issues" - Resources and tools

- "Care giver Issues" - Resources and Tools

- "Why Seniors are Special"

- "Parish Ministry to, for, of and with the Aging"

- "Use Them or Lose Them Utilizing Your Retired" -

- Volunteering is a Ministry

The Director and some of the Commissioners participated in the first Annual Program Department Mega-workshop "Celebrating Creative Congregations."

The Third Annual Evensong "IT'S A CELEBRATION" was hosted by St. Michael's Church, Wayne. Lifetime Achievement Awards were presented to twenty-four individuals in recognition of their contributions to church, community, and the world with 300 in attendance at this Prayer and Praise Evensong.

THE DIOCESE OF NEWARK

DIOCESE OF NEWARK CHRISTIAN EDUCATION COMMISSION
REPORT FOR THE YEAR 1998

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

The Christian Education Commission spent much of its time collaborating with other groups and commissions. It worked with Youth Ministries in training Youth Leaders, with the Bishop Anand Resource Center in a number of consultations and to update its resources, get its resources computerized and on-line for users. It collaborated with the Program Board to organize and run *Celebrating Creative Congregations* and with the Task Force on a Sabbath for A New Millennium to resource materials and programs.

In addition to working with other groups the Commission sponsored "master teachers" to be trained in *Godly Play* techniques making available a cadre of teachers to help congregations in the diocese implementing this program. Diocesan training sessions will be held for the first time this coming February to train *Godly Play* Teachers in the Diocese instead of having to send them away to train.

Because of the time involved in the *Celebrating Creative Congregations* conference only one ACEs was held. A speaker from the Children's Defense Fund came and demonstrated the Children's Sabbath held yearly in October. There were also 18 different programs, most run by our churches, offering a range of services to children. They offered information on start up as well as resources for others interested in providing such services. The commission offered free manuals on the Children's Sabbath to the Diocese. About twelve congregations implemented the program.

The Commission is also active in the Province II Christian Educators' Network, working cooperatively with the other Dioceses in exchange of information and workshop planning. And, of course, participating in ET (Ecumenical Training for Christian Education), a statewide ecumenical event held yearly in Westfield.

REPORT FROM THE CHAIRMAN OF THE BOARD OF TRUSTEES

As the only hospital in the state of New Jersey associated with the Episcopal Church, Christ Hospital was founded with a single mission -- to provide residents of Hudson County and the surrounding areas with the finest healthcare available, regardless of race, creed or national origin.

Our beginnings were modest, and can be traced to a railroad yard accident in Jersey City in 1872. In that mishap, a worker was severely injured, and needed immediate medical attention. Unable to obtain care in Hudson County, the Rev. Richard Mason Abercrombie, D.D., Rector of St. Matthew's Episcopal Church in Jersey City, took the injured worker by ferry to a hospital in Manhattan. From that day forward, Rev. Richard Abercrombie vowed to establish a church hospital in Hudson County. With the backing of the Episcopal clergy, a constitution was drafted and "*The Hudson County Church Hospital and Home*," which would later be renamed "*Christ Hospital*," was born.

In the more than 125 years that followed, Christ Hospital has rededicated itself to the mission of its founding fathers daily. In the past, that meant curing immigrants of scurvy, combating an epidemic of smallpox, and caring for children with polio. Today, that means providing state-of-the-art therapies for cancer patients, testing the blood cholesterol levels of local businessmen and women, and transporting discharged cardiac patients to rehabilitation therapy.

In 1998, Christ Hospital's inpatient a slight increase in admissions remained steady. During 1998, over 18,000 individuals received care as inpatients. Surgical procedures reached a total of 6,900 during the year, while the number of laboratory procedures totaled 453,000. In 1998, our emergency room visits reached an unprecedented 43,000, while our out-patient visits totaled a record 145,000.

In addition to these medical services, Christ Hospital continued to provide a variety of other services to area residents, especially those who are homebound. Of the 172,000 visits provided by our Home Health Services Department, 51,000 were home health nursing visits; 25,000 were physical, occupational and speech therapy visits; 87,000 were homemaker visits; 7,500 were social service visits; and 1,500 were nutritional evaluations.

Meeting the needs of senior citizens in the area has always been a primary concern for Christ Hospital. Last year, over 92,000 rides were provided by the hospital's transportation service. This enabled elderly and disabled persons to keep doctors' appointments, visit outpatient clinics, attend senior day care, do their grocery shopping, and keep their independence.

For those residents unable to leave their homes, Christ Hospital's Meals-on-Wheels Program prepared and delivered some 150,000 nutritious meals during 1998. Included in this total are weekend meals and another program "*Dinner at Your Door*," for residents who do not qualify for the Meals-on-Wheels program.

But meeting the physical needs of our community is only part of our mission. At Christ Hospital, we believe that providing quality healthcare means addressing other issues as well; things like substance abuse, adolescent stress and teenage suicide prevention, and understanding the aging process. This year, 17,000 visits were made to the Christ Hospital Counseling and Resource Center. The Center offers programs for: drug and alcohol abuse; parenting; teenage suicide prevention; services for victims of sexual assault; women's services; and employee assistance programs.

In addition, through its Center for Health Awareness, Christ Hospital offers a multitude of services to the community and local businesses. These include: prepared childbirth classes; exercise programs, cholesterol screenings; support groups; smoking cessation programs; and a variety of occupational health services.

In summary, the Episcopal Church is proud of its long association with Christ Hospital. The Bishop and the Trustees -- both Clergy and Laity -- are pleased to be the visible links between the Diocese of Newark and Christ Hospital, which we believe is a credit to the Diocese of Newark.

The Rt. Rev. John S. Spong
Chairman, Board of Trustees

ANNUAL REPORT OF THE COMMISSION ON MINISTRY DIOCESE OF NEWARK

1998

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.

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 11 persons attended the two postulancy conferences, where they were interviewed in depth by members of the Commission and by representatives of the Standing Committee. A Commission liaison is assigned to all persons accepted as postulants.

This year the Commission had 9 regular monthly meetings, 3 pre-screening conferences, 2 postulancy conferences, and 1 candidacy conference. Four persons have become Postulants and five have become Candidates. In addition there were 4 people who were ordained to the Diaconate, 5 people to the Priesthood, and approximately 20 people at other stages of the process considering ordination.

In 1998, the Commission continued to use the services of Kenwood Psychological Services in New York City for psychological evaluations for those people entering the Postulancy process. The "Guide to Requirements on Seeking Ordination in the Diocese of Newark" has been revised and finalized and is available to all Rectors / Vicars and those interested in entering the process toward ordination.

Respectfully submitted,

The Rev. Edward M. Hasse, III
Chair, Commission on Ministry

Evangelism Consultants

Report to 1999 Diocesan Convention

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

We receive calls from congregations requesting information, retreats, or programs. Often all that people need is referrals to books, literature, or conferences. Sometimes we are able to network one congregation with another that is dealing with the same opportunities. Other calls result in Consultants going to a congregation or convocation to make a presentation.

Our **conferences** provide a well-rounded view of Evangelism. We've had leaders with various points of view and emphasized different stages of drawing people into the life of Christ. Our speakers have been protestant, sociological, theological, & practical in style. They have helped us with four majors steps in Evangelism—proclaiming/inviting, welcoming/ incorporating, nurturing/educating, and outreach/social transformation.

In 1992 Hugh Magers laughed us into an awareness of how to share the story of our faith. Our 1993 conference with Bishop Tom (Ray) of Northern Michigan focused on how we might organize our congregations so that each member exercised her or his ministry. In 1994 The Oasis and we co-sponsored a sold-out workshop with Andrew Weeks of practical tips on how to make visitors feel welcome. In 1995 Arlin Rothauge urged us not to neglect outreach to the questioning and oppressed. In 1996 Verna Dozier lead us in learning and telling the Biblical Story of Salvation. In 1997 Jim Adams helped us discover ways to reach out the the nonreligious. In 1998 Bishop Mark (MacDonald) of Alaska helped us see how we unconsciously set up barriers to growth and evangelism.



On Oct. 22-23, 1999, the Rev'd **Martin Smith**, Chaplain to the Lambeth Conference and Superior of the Society of St. John the Evangelist (SSJE), will help us explore **Breakthrough and Transformation: Reclaiming the Experience of Conversion from Fundamentalism**. How can we change and grow as individuals and congregations?

Recently, many of use were wowed by Fr. Martin's highly original and perceptive analysis of the Lambeth Conference. He has years of the practical experience in spiritual direction...of helping people find creative ways of renewing their faith. He is an acclaimed conference leader in Britain, Canada, and in the USA. Both our House of Bishops and the Lambeth Conference have sought him out as a chaplain and guide. We are lucky to have him leading this year's Evangelism Conference; mark your calendars today for Oct. 22-23.

For more information or help phone the Rev'd Mark Waldon at 973/595-0349.

Enthusiastically submitted,

—Mark Waldon

for the **ANGELS**,

Association of **N**ewark's **G**rowth & **E**vangeli**S**m **L**eaders

DIOCESAN COUNCIL ANNUAL REPORT FOR 1998

In 1998, the Diocesan Council met the second Wednesday of every month except for February, July and August. We met at various churches throughout the diocese, as well as Christ Hospital in Jersey City and Episcopal House.

24 of the 36 council members were elected by the six Districts; eight members were elected at Convention and the remaining were appointed by Bishop Spong. There were an equal number of clergy and lay members. In addition, the Bishop, the Bishop Suffragan, the Secretary and Treasurer of the Convention had seat, voice and vote. The Chancellor of the Diocese and the president of the Episcopal Church Women had seat and voice.

Each council member was asked to serve on at least one committee of the council -

- Planning committee - reviewed the goals prepared by the diocesan staff
- Budget committee - prepared and presented budget recommendation to the Council for final presentation to the

Diocesan Convention

- Insurance Committee - charged with making recommendations on insurance to the council
- Outreach Committee - met in April to review applications and presented it's recommendation for the 1998

Outreach funding at the May meeting

- Congregational Vitality Committee - liaison committee with some of the churches in transition
- Technology Committee - held a number of workshops on setting up a church home page.
- Steering Committee - met the first Wednesday of every month to set the agenda for council meetings, to prepare for orientation of new council members, to handle issues that came up when council was not in session and to plan for the yearly visits to vestries / executive committees.

The yearly congregational visitations were held November - January. This year the council was divided into teams of two persons. The churches were grouped by location and a meeting of the group of churches was scheduled.

The Steering committee of the council put together a packet of information to distribute at meetings, that included:

- The Diocesan Yellow Pages
- The Annual Financial Report
- List of WOODY activities
- List of District Representatives
- Response forms

The feedback from these visitations will be presented to the Diocesan Council for discussion.

Throughout the year various organizations present progress reports to the Diocesan Council. This year we heard from the following:

Jersey City Strategy Committee, Mission to Dismantle Racism, Task Force on Ministry with the Deaf, Episcopal Church Women, Eagles Nest Camp, A Sabbath for the New Millennium, Technology Committee, Lutheran Camp and Conference Center, Companion Diocese Relationship, Commission on Aging, 125th Anniversary Committee, Christian Education Commission, Department of Missions, the Jubilee Officer of the Diocese and the various housing corporations of which the council is the membership.

The Diocesan Council also voted on grant recommendations from the Ward J Herbert Fund, ACTS/VIM Fund and Diocesan Outreach Fund.

The Diocesan Council is a very important link between the diocese, the districts and the people in our congregations.

Dagi Murphy
Vice President, Diocesan Council

Ward J. Herbert Fund 1998 Report

In 1998 the Ward J. Herbert Fund Board met four times, twice in the spring and twice in the fall.

The inclusion of a booth at the 1998 Convention and, I suspect, a change in the content and style of the Diocesan Council visitation process yielded an invigorated crop of applicants to the fund for grant support in 1998.

In 1998 the total number of grant requests was 33, a number equivalent to approximately 25% of the number of parishes in the diocese.

The amount requested in 1998 was \$488,376. The amount granted in 1998 was \$176,740.

To date the total amount of requests to the fund have been 190 for a total of \$2,217,514. The total amount of grants to help restore, repair, improve, beautify and otherwise extend the usefulness of the churches and buildings of the diocese has been \$937,600.

In addition to the grant request reviewing and recommending process the Board interfaces with other diocesan bodies and reviews and updates its own protocols in an attempt to improve overall stewardship of our property resources.

With the ongoing support of the entire diocese the Ward J. Herbert Fund continues to make a difference.

Respectfully submitted,

Michael D. James
Vestry Person, Trinity + St. Philip's Episcopal Church,
the Cathedral of the Diocese of Newark
Chairperson, Ward J. Herbert Fund

HEATH VILLAGE REPORT

1999 DIOCESAN CONVENTION

It has been a year of significant achievement as Heath Village continues its quest to expand resident services and provide value-added quality. On-going campus improvements are helping to make life just a little easier for our residents.

This year marked the completion of a major two-year project that renovated and expanded our Clarence W. Sickles Health Care Center. The initial phase focused on refurbishing the Center's first floor nursing wings. Phase II expanded our skilled nursing facility by adding a 9-bed wing and renovating the facility's ground floor. Heath Village is extremely proud of our Clarence W. Sickles Health Care Center that has become a showcase facility with excellent care and services. A dedication ceremony is being planned for March of 1999.

Proudly, and for the fifth consecutive year, Heath Village achieved a deficiency-free rating during its annual inspection from the New Jersey State Department of Health. Heath Village has also recently applied for accreditation by the Joint Commission on Accreditation of Healthcare Organizations (JCAHO).

Improvements to the Heath Village campus during 1998 included an extensive roofing project and the addition of a new laundry room in the northwest corner of our Mall apartments. Additionally, the common hallways outside of our Heath House apartments were also upgraded with new carpeting and wall treatments. Landscaping improvements included the redesign of our three-hole "pitch and putt" golf course that upgraded the greens, added additional tees and four separate sand traps. Perhaps the most visible and impressive renovation project during 1998, was the construction of our new Heath House front entrance. The new Porte cochere adds a graceful entrance to Heath House, while allowing our residents and visitors to enter under cover.

The basement area of our Residential Health Care facility was renovated this year, creating additional space for our Certified Nurses' Aide Classroom, a dedicated Art Studio for our talented resident Sketch Group, a spacious exercise room used by both residents and staff, and office space for our Grounds & Equipment Coordinator.

During July, a festive dedication ceremony marked the arrival of our new 31-passenger Blue Bird mini-tour bus. The bus features reclining seats, foot rests, adjustable headrests, retractable seat belts and a separate luggage compartment to hold those precious shopping excursion treasures.

Activities and celebrations galore had our 1998 calendar overflowing. Popular events such as the St. Patrick's Day Celebration, Annual Horse Show, Family Day, the Oktoberfest Celebration, poolside Polynesian dinners, the first ever Employee Variety Show, ice cream socials, bus trips to the New Jersey Symphony, golf tournaments and interesting programs were all well-attended. This past November, after many months of hard work and preparation, Heath residents staged an enormously successful bazaar that raised over \$8,000 for the Friendship Fund.

The Heath Village Friendship Fund continues to be the primary focus of our fund-raising efforts throughout the year. The Fund assists residents who have exhausted their financial resources through no fault of their own. During 1997-98, the Friendship Fund assisted nine Village residents and expended a total of \$115,251. The Annual Benefit Dinner marked its 10th anniversary this year and continues to attract a tremendous outpouring of support for the Fund. Heath Village had the distinct honor of welcoming stage and screen actor, Mr. Ossie Davis, as this year's guest speaker for the Annual Benefit Dinner.

Heath Village is a non-profit subsidiary of Heath Alliance for Care, Inc. A full-service retirement community with *no life care fees*, Heath Village has provided seniors with superior retirement living for over 32 years. Our multi-level care community offers independent living options of cottages, studios, one and two bedroom apartments and hotel style studio units. Our 40-bed Residential Health Care Center offers both private and semi-private rooms, and full service nursing care is available in our 99-bed 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, or visit our web site at www.heathvillage.com.

Report to Diocesan Convention, 1999

Prepared

by

The Rev. Rich Bardusch

January 19, 1999

Again this year the Youth Ministries Program has seen concrete growth in several areas. First, during the summer of 1998 Eagle's Nest Camp saw an increase of almost 10% in camper weeks. We went from 434 camper weeks to 472 camper weeks. This is the sixth consecutive increase in as many years. We also had an increase in number of both paid staff and volunteer staff. In addition, we saw a slight increase in income and in minority representation among campers.

We continued a successful tradition of using clergy and lay volunteers to design and implement our Christian Education Programs. Our theme this summer was "Children of Light, Children of Promise: The Baptismal Covenant." In partnership with the Diocese of New Jersey we saw an increase in the number of campers present from that diocese, but a decrease in the amount of money they were able to contribute. This was due to the deteriorating condition in the Diocese of New Jersey.

Second, we have reached agreement with the E.L.C.A. about operating a joint summer camping program in the summer of 1999. The temporary name of this camp will be Beisler-Eagle's Nest Camp. A competition for a permanent name will take place during the 1999 season. With the division of the camping program and the diocesan program the Youth Ministries Board faced certain difficult financial realities. In the past the salary and benefits of the Director of Youth Ministries has been paid for by the summer camping program. This allowed the diocesan program to have a full time director, but not pay for one. A solution was reached whereby the Diocesan Youth Program would employ a half time clergy assistant for 1999 and a part-time secretary to insure continued growth. This solution allowed the current director to devote his time and energy to the set-up of the summer camping program, and yet maintain a relational connection to the diocesan program.

The Diocesan Youth Ministries Program also grew in significant and concrete ways. First, 4 new programs were added to the diocesan events in 1999: One) Young Adult Retreat, Two and Three) St. John the Divine Cathedral Night Watch programs for Junior and Senior High School students and Fourth) Annual Diversity Conference. We had waiting lists for both Night Watch programs. Next year we intend double our number of reserved places. Second, both the Youth Ministries' Board* and the Youth Commission** continued to strengthen and solidify their organizations. Both groups increased in numbers, brought on board new members, and took on greater responsibility for the ministry they share. For the first time both groups will meet September to share their visions and expectations and explore new opportunities for growth.

Finally, with the addition of both a half-time clergy assistant and a part-time secretary, the diocesan program (also known as W.O.O.D.Y.) will continue the ministries it has been doing for years. Moreover, as systems continue to be established and refined the quality and depth of programming will continue to produce young men and women who take seriously their call to faithful discipleship. It is the intention of the Youth Ministries Board to establish a full-time Director of Youth Ministries for the Diocese of Newark as soon as possible.

*The Youth Ministry Board, composed of lay and clergy adults, is responsible for coordinating efforts in the diocese to secure financial resources for continued ministry and to set policies for the safety and growth of our young people.

**The Youth Commission is composed of youth from across the diocese. It is responsible for developing and implementing events and programming for both Middle and High School aged people.

office/conyreport

Standing Committee Report 1998

The Standing Committee experienced a very exciting and busy 1998. A good deal of our time was spent on the election and consecration of our Bishop Coadjutor John P. Croneberger.

Below are the official actions taken by the Standing Committee in 1998.

Official Actions of The Standing Committee 1998

January 14, 1998

- > Authorized the sale of land of St. Peter's, Washington to the Trustees of the Episcopal Fund.
- > Approved the sale of St. Stephens Church, Jersey City
- > Consented to the consecration of the Rev. Canon Chilton Knudsen to be the Bishop of Maine.
- > Authorized the filing of a lawsuit against Pecusa, Inc. and the Rt. Rev. William Wantland.

February 11, 1998

- > Elected The Rev. Albert D. Jousset, President and Mr. Tim Carpenter, Secretary of The Standing Committee.
- > Approved the lease of space at St. Paul's, Paterson to St. Paul's CDC.
- > Consented to the sale of St. Matthews, Jersey City.
- > Consented to the election of a bishop co-adjutor for the Diocese of Rochester.

March 11, 1998

- > Consented to the sale of land owned by the Church of The Good Shepherd, Midland Park.
- > Consented to the Candidacy of Robert Criste-Troutman.

April 1, 1998

- > Approved Maylin Biggadike, Cooper Conway, Michael Delaney, Lucy Ann Dure and Dana Rose for ordination to the Diaconate.

May 13, 1998

- > Consented to the election of the Rev. Harry Bainbridge as Bishop Co-adjutor of the Diocese of Idaho.
- > Consented to the consecration of Wayne P. Wright as Bishop of Delaware.
- > Consented to the request of St. Matthews, Paramus to be returned to the status of Incorporated Mission.

June 10, 1998

- > Consented to the election of the Rev. John Leslie Rabb as Bishop Suffragan of the Diocese of Maryland.
- > Consented to the request of St. Elizabeth's, Ridgewood to lease certain portions of the parish house.
- > Consented to the election of The Rev. Canon John P. Croneberger as Bishop Coadjutor of the Diocese of Newark.
- > Elected the Rev. Diane Clark and the Rev. Jacob David to fill two vacancies on the Standing Committee.

September 9, 1998

- > Approved the re-financing of the Rectory of Christ Church, Ridgewood.

October 14, 1998

- > Approved the sale of 555 Palisade Ave, Jersey City.
- > Approved a mortgage for St. Mary's, Sparta
- > Approved re-financing of a mortgage for All Saints, Leonia.
- > Approved Cooper Conway, Robert Criste-Troutman, Michael Delaney, Lucy Ann Dure and Dana Rose for ordination to the Priesthood.
- > Approved Howard Hess, Joclyn Irving, Susan Fortunato and Amy Egan as Candidates for Holy Orders.

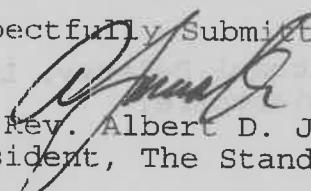
November 11, 1998

- > Consented to the election of a Bishop Suffragan for the Diocese of Dallas.

December 9, 1998

- > Consented to the election of the Rev. Charles G. vonRosenberg to be Bishop of the Diocese of East Tennessee.
- > Consented to the ceding of territory in Arizona to the Diocese of San Diego.

Respectfully Submitted


The Rev. Albert D. Jousset
President, The Standing Committee