

**JOURNAL**  
**of the**  
**ONE HUNDRED AND TWENTY-SIXTH**  
**CONVENTION**

**of the**  
**DIOCESE OF NEWARK**  
**PROTESTANT EPISCOPAL CHURCH**

**JANUARY 28 - 29, 2000**

**GLENPOINTE MARRIOTT HOTEL**  
**TEANECK, NEW JERSEY**

## Table of Contents

|  |     |
|--|-----|
| Officers of the Convention .....                                   | 1   |
| Committees, Boards, Institutions, Organizations, Trustees .....    | 2   |
| <b>The Annual Convention</b>                                       |     |
| Convention Minutes .....   | 9   |
| Extinct Parishes Resolutions .....                                 | 16  |
| Ward J. Herbert Fund Restructure .....                             | 21  |
| Special Order: St. Paul's & Resurrection, Wood-Ridge .....         | 22  |
| Assisting Bishop Resolution .....                                  | 22  |
| Special Order: Grace Van Vorst, Jersey City .....                  | 29  |
| Rules of Order .....   | 31  |
| Bishop's Address .....   | 37  |
| Resolutions .....  | 46  |
| Task Force on Deaf Ministry .....                                  | 59  |
| Companion Diocese Committee .....                                  | 61  |
| Task Force on Total Ministry .....                                 | 63  |
| Minority Vendors Task Force .....                                  | 92  |
| Standing Commission on Clergy Compensation .....                   | 99  |
| Necrology .....  | 107 |
| Election Results .....   | 109 |
| Canonical List of Clergy .....                                     | 113 |
| <b>Official Acts</b>   |     |
| Ordinations .....  | 125 |
| Candidates for Holy Orders .....                                   | 125 |
| Clergy Deceased .....  | 125 |
| Clergy Transferred/Deposed/Received .....                          | 125 |
| Consents Given By Bishops .....                                    | 126 |
| Report of the Chief Financial Officer .....                        | 129 |
| 2000 Approved Budget .....   | 133 |
| Reports Filed by Title .....                                       | 141 |
| Standing Committee Actions .....                                   | 166 |
| Standing Convention Resolutions & Policy Statements .....          | 169 |
| Constitution and Canons .....                                      | 170 |
| Parochial Statistics .....   | 202 |
| (compiled from the 1999 Parochial Reports available at press time) |     |

OFFICERS OF THE CONVENTION

PRESIDENT

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

VICE PRESIDENT

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

SECRETARY

Michael Francaviglia  
31 Mulberry, Newark NJ 07102

ASSISTANTS TO THE SECRETARY

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

TREASURER

John Zinn  
31 Mulberry Street, Newark NJ 07102

CHANCELLOR

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

VICE CHANCELLORS

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

PARLIAMENTARIANS

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

Committees, Boards, Institutions, Organizations, Trustees

ACTS/VIM BOARD

|                                    |                                 |
|------------------------------------|---------------------------------|
| Ms. Lyn Headley-Moore (2002)       | The Rev. Margaret A. Gat (2002) |
| Mr. Tom Martin (2002)              | Mr. Sidney King (2002)          |
| Mr. Charlie Hubka (2003)           | Ms. Laura Russell (2003)        |
| Ms. Barbara Deneka (2003)          | The Rev. Wayne Riley (2003)     |
| The Rev. Stephanie Wethered (2001) | Ms. Joan Smart (2001)           |
| Ms. Barbara Conroy (2001)          | Mr. Patrick McCormick (2001)    |

CATHEDRAL CHAPTER OF TRINITY & ST. PHILIP'S

Ms. Dorothy Gould, Ms. Gail Barkley, Wardens  
 Ms. Frances May, Clerk  
 Ms. Bernice Mayes, Treasurer  
 William (Tim) Carpenter, Esq., Chancellor

|                                      |                                   |
|--------------------------------------|-----------------------------------|
| Mr. Sidney King (2001)               | The Rev. Isaac Persaud (2001)     |
| The Rev. Kevin Coffey (2001)         | Mr. Louie Crow (2002)             |
| Mr. George Hayman (2002)             | The Rev. Stanley E. Morgan (2002) |
| The Rev. Dr. Ellen M. Barrett (2003) | Ms. Kathleen Ballard (2003)       |

CHRIST HOSPITAL

The Rt. Rev. John P. Croneberger, Chair of the Board  
 The Rev. Geoffrey Curtiss, Senior Vice Chair  
 Mr. Frank L. Fekete, Vice Chair for Finance  
 Mr. Peter C. Aslanides, Esq., Vice Chair  
 Mr. James N. Lindemon, Vice Chair  
 Ms. Roseann Mazzeo, Vice Chair  
 Ms. Jacqueline H. Connors, Secretary

CHRISTIAN EDUCATION COMMITTEE

|                        |                                 |
|------------------------|---------------------------------|
| Ms. Bonnie Magnuson    | Ms. Kathleen Ballard, Secretary |
| Ms. Ann Doyle          | Mr. Richard Breggren            |
| Ms. Jan Hardy          | The Rev. Lucy Ann Dure, Chair   |
| Ms. Noanie Kirkland    | The Rev. Jonathan Percival      |
| Ms. Kathy Yamaoka      | The Rev. Richard Bardusch       |
| The Rev. William Lantz | Ms. Kitty Kaweck                |
| Ms. Ross Wisniewski    |                                 |

CHRISTIAN SOCIAL RELATIONS COMMISSION

|                               |                       |
|-------------------------------|-----------------------|
| Ms. Lyn Headley-Moore, Chair  | Ms. Molly Masland     |
| The Rev. Christopher David    | Dr. Richard Masland   |
| The Rev. Edward M. Hasse, III | Ms. Fran Wilson       |
| Mr. George Hayman             | Ms. Martha S. Gardner |



## Committees, Boards, Institutions, Organizations, Trustees

CLERGY COMPENSATION COMMISSION

|                                  |                          |
|----------------------------------|--------------------------|
| The Rev. Lauren Ackland          | Carlotta Budd, Esq.      |
| The Rev. Canon Gervais Clarke    | Ms. Linda Curtiss, Chair |
| Ms. Dale Gruner                  | Mr. John Snyder          |
| The Rev. Stephanie Wethered      | The Rev. Paul Hunt       |
| Mr. A. Gary Shilling, Consultant |                          |

COMMISSION ON AGING

|                          |                                  |
|--------------------------|----------------------------------|
| Ms. Hope Lampe           | Ms. Judith T. Seelbach, Director |
| Mrs. Pasty Brooks        | Ms. Dorothy Fowlkes              |
| Ms. Marymae Henley       | Mr. Julius L. Powell, Jr, Chair  |
| Ms. Elizabeth Moss       | The Rev. John Donnelly           |
| Ms. Diane Rhodes         | The Rev. Dana Rose               |
| Ms. Barbara Van Blaricum | Ms. Cheryl Brocking              |

COMMISSION ON EVANGELISM

|                          |                              |
|--------------------------|------------------------------|
| Ms. Joan Lodge           | Dr. Louie Crew               |
| The Rev. John A. Rollins | The Rev. Mark Waldon, Chair  |
| Ms. Jan Paxton           | The Rev. Geoffrey Curtiss    |
| The Rev. Linda Strohmler | The Rev. Jeannette De Friest |

COMMISSION ON MINISTRY

|                              |                          |
|------------------------------|--------------------------|
| <u>Class of 2001</u>         |                          |
| The Rev. Christopher Brdlik  | The Rev. Dr. Cathy Deats |
| The Rev. Victoria G. McGrath | Ms. Faith Gideon Brown   |
| Ms. NESTA Stephens           |                          |

|                          |                            |
|--------------------------|----------------------------|
| <u>Class of 2002</u>     |                            |
| Ms. Mary Ennon           | Dr. E. Joseph Piel         |
| The Rev. Fletcher Harper | The Rev. Zachary Fleetwood |
| The Rev. Pamela Bakai    |                            |

|                            |                        |
|----------------------------|------------------------|
| <u>Class of 2003</u>       |                        |
| Ms. Mary Barrett           | Ms. Edie Ewing         |
| Ms. Judy Loeb              | The Rev. Allison Moore |
| The Rev. Phillip D. Wilson |                        |

|                               |                         |
|-------------------------------|-------------------------|
| <u>Class of 2004</u>          |                         |
| The Rev. J. Carr Holland, III | The Rev. Lauren Ackland |
| Mr. Ford Livengood            | Mr. Charles Hayes       |
| Mr. Matthew Piermattl, Chair  |                         |

COMMISSION ON RACISM

The Rev. Ken Near, Chair

CONSTITUTION & CANONS COMMITTEE

|   |                           |
|---|---------------------------|
| Mr. Thomas Bladale                          | Ms. Marge Christie        |
| Mr. Wade Cory                               | Ms. Glenda deKruif        |
| Mr. Alberto Caballero                       | Ms. Sally P. Falck        |
| Mr. John C. Garde                           | The Rev. Elton Smith      |
| The Rev. Stanley E. Morgan                  | The Rev. Steven L. Steele |
| Michael F. Rehill, <i>member ex-officio</i> |                           |

Committees, Boards, Institutions, Organizations, Trustees

CORPORATION FOR THE RELIEF OF WIDOWS, WIDOWERS AND CHILDREN OF THE CLERGY  
OF THE PROTESTANT EPISCOPAL CHURCH IN THE STATE OF NEW JERSEY

The Rt. Rev. John P. Croneberger, President  
Michael Francaviglia, Secretary  
Rupert Cole, Treasurer

CURSILLO

The Rev. John Rollins, Spiritual Director  
Mr. Joseph Stewart, Lay Director

DEAF MINISTRY COMMISSION

The Rev. Dr. Cathy Deats & Ms. Shella Shuford, Co-chairs

DEPARTMENT OF MISSIONS

Class of 2001

The Rev. Michael Gerhardt  
The Rev. Paul Hunt

Ms. Bernice Mayes  
Mr. John G. Webb, III

Class of 2002

The Rev. Charles Arlin  
The Rev. Jeannette DeFries

Ms. Hattie Stone  
Mr. Bert Jones

Class of 2003

The Rev. Emory Byrum  
The Rev. Dwight Neglia  
The Rev. David R. Thomas

Mr. Richard E. Horsley  
Mr. William Kibikis  
Mr. Julius L. Powell

OFFICERS

The Rt. Rev. John P. Croneberger, President  
Mr. John Zinn, Treasurer

DIOCESAN COUNCIL

The Rt. Rev. John P. Croneberger, *President*  
Mr. John Zinn, *Treasurer*  
Mr. Michael Francaviglia, *Secretary*  
Mr. Michael F. Rehill, *Chancellor*  
Mr. Dean Weber, *Chancellor-Designate*

*Bishop's Appointments*

The Rev. Geoffrey B. Curtiss (1) (2001), All Saints', Hoboken  
Ms. Diane Rhodes (.5) (2001), St. Peter's, Morristown  
The Rev. John G. Hartnett (1) (2002), St. Elizabeth's, Ridgewood  
Mr. Alan Bowen (1) (2002), St. Paul's, Paterson

## Committees, Boards, Institutions, Organizations, Trustees

### *Elected by Convention*

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. Vlas (2) (2001), St. Paul's, Chatham  
 Ms. Lynn Tyler (2) (2002), Good Shepherd, Wantage  
 Ms. Bonnie Magnuson (1) (2002), St. Clement's, Hawthorne  
 The Rev. Dr. Robert A. Schlessler (2) (2002), St. Luke's, Montclair  
 The Rev. Dr. Ellen M. Barrett (1) (2002), BEAM Ministries

### *Elected by Districts*

#### North East

Ms. Doris Mardirosian (1) (2001), St. Mark's, Teaneck  
 The Rev. William Parnell (2) (2001), Christ, Hackensack  
 Ms. Ann Hirsch (1) (2002), Christ, Hackensack  
 The Rev. Kenneth Near (2) (2002), St. Paul's, Englewood

#### South East

The Rev. Mildred J. Solomon (1) (2001), Newark Regional Ministry  
 Ms. Kathy Ganlm (1) (2001), All Saints', Hoboken  
 The Rev. Paul Walker (1) (2002), Christ, Belleville  
 Ms. Claudette Lewis (1) (2002), Incarnation, Jersey City

#### North West

The Rev. Martin Bagay (1) (2001), St. Mary's, Sparta  
 Ms. Naomi Horsky (1) (2001), St. Gabriel's, Milton/Oak Ridge  
 The Rev. C. Denise Yarbrough (1) (2002), Transfiguration, Towaco  
 Ms. Patty Watts (1) (2002), St. Gabriel's, Milton/Oak Ridge

#### South West

The Rev. Scott Hoogerhyde (2) (2001), St. Mark's, Mendham  
 Mr. Richard Fifield (1.5) (2001), St. Peter's, Washington  
 The Rev. William Lantz (2) (2002), St. Dunstan's, Succasunna  
 Ms. Elizabeth J. Moss (1) (2002), St. John's, Boonton

#### North Central

Mr. Steven Boston (2) (2001), St. John's, Ramsey  
 The Rev. David Badgley (1) (2001), St. Clement's, Hawthorne  
 The Rev. Kevin P. J. Coffey (2) (2002), Bergen Area Episcopal Ministry, Rochelle Park  
 Ms. Susan Schenk (2.5) (2002), St. Elizabeth's, Ridgewood

#### South Central

The Rev. Susan Fortunato (1) (2001), St. James', Upper Montclair  
 Mr. Robert Simmons (2) (2001), Christ Church, East Orange  
 The Rev. Canon Gervais Clarke (1) (2002) Epiphany, Orange  
 Mr. Gerald Harvey (1) (2002), Calvary, Summit

Committees, Boards, Institutions, Organizations, Trustees

DIOCESAN INVESTMENT TRUST OF THE DIOCESE OF NEWARK

The Rt. Rev. John P. Croneberger, President, Ex-officio  
 William P. DuBose, Vice President  
 Bruce N. Bensley, Treasurer  
 John G. Zinn, Secretary

Ms. Linda Curtiss  
 Mr. Joseph Leidy  
 Mr. Howard Mackey  
 Ms. Katharine Laud

Mr. Thomas Mack  
 Mr. Samson Wang  
 The Rev. Lauren Ackland  
 Mr. Thomas McCrann

ECCLESIASTICAL COURT

The Rev Francis S. Bancroft (2002)  
 The Rev. Esar Budhu (2004)  
 Ms. Ross Wisniewski (2003)  
 Karalenne Gayle, Esq. (2003)

John C. Garde, Esq. (2001) *Presiding Judge*  
 The Rev. Dr. Ellen M. Barrett (2003)  
 The Rev. Dr. H. Hamilton (2001)

EPISCOPAL CAPITAL LOAN FUND

The Rt. Rev. John P. Croneberger, Chair  
 Mr. John Zinn, Administrator

Mr. Robert Ewing  
 Mr. Gerald Harvey  
 The Rev. Beverly Huck  
 Mr. Peter Van Brunt

Mr. James Grimstead  
 Mr. Joseph Phillips  
 The Rev. Edward Hasse  
 The Rev. Geoffrey Curtiss

EPISCOPAL COMMUNITY DEVELOPMENT

Carla Leman, Executive Director  
 Mr. James Grimstead  
 Ms. Joan Mebane

The Rev. Geoffrey Curtiss  
 Mr. Peter Van Brunt  
 Mr. John Zinn, President

GERTRUDE BUTTS MEMORIAL HOME ASSOCIATION

The Rt. Rev. John P. Croneberger, Honorary President  
 Ms. Juli Towell, Vice President  
 Mr. John Zinn, Treasurer

Trustee Members

Ms. Faith Gideon Brown  
 Mr. Gerald Harvey  
 Dr. James Pruden, Sr.

The Rev. Esar Budhu  
 The Rev. Richard Louis

MISSION TO DISMANTLE RACISM

Ms. Kathleen Ballard  
 The Rev. Cooper Conway  
 The Rev. Jeannette DeFries  
 Ms. Dale Gruner  
 Mrs. Clara Horsley  
 Ms. Bonnie Magnuson  
 The Rev. Kenneth Near  
 Mr. Robert Simmons

Ms. Marge Christie  
 The Rev. Geoffrey Curtiss  
 The Rev. Margaret Gat  
 The Rev. Fletcher Harper  
 Mr. Bart Jones, Chair  
 Ms. Nina Mosley  
 The Rev. Dana Rose

## Committees, Boards, Institutions, Organizations, Trustees

### THE OASIS

The Rev. Canon Elizabeth Kaeton, Canon Missioner

### PROVINCIAL SYNOD

#### 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 Boughner, Ms. Ronnie Stout-Kopp  
The Rev. Kim Capwell, The Rev. Canon Elizabeth Kaeton

#### Deputies, Class of 2002

Louie Crew, Ph.D., Ms. Doris Mardirosian  
The Rev. J. Carr Holland, The Rev. Lynne B. Weber

#### Alternates, Class of 2002

Mr. Sidney W. King, Mr. John G. Webb  
The Rev. Canon Elizabeth Kaeton, The Rev. John J. Negrotto

### THE STANDING COMMITTEE

|                                      |  |
|--------------------------------------|--|
| E. Kim Byham, Esq. (2003-1)          | The Rev. Edward M. Hasse (2002-0.5)    |
| Louie Crew, Ph.D. (2004-2)           | The Rev. Diana D. Clark (2004-2)       |
| The Rev. Albert Jousset, Jr (2003-2) | Mr. William Helck (2002-1)             |
| The Rev. Beverly Huck (2001-0.5)     | Mr. Peter Van Brunt (2001-1)           |
| Michael Rehill, Esq., Chancellor     | Dean Weber, Esq., Chancellor-Designate |

### STEWARDSHIP COMMISSION

|                          |                             |
|--------------------------|-----------------------------|
| Ms. Ross Wisniewski      | The Rev. Orion Davis, Chair |
| The Rev. Fletcher Harper | Ms. Edle Ewing              |
| Mr. John Zinn            |                             |

### SUBSTANCE ABUSE COMMISSION

The Rev. Harold J. Dwyer, Chair

### TRUSTEES OF THE EPISCOPAL FUND AND DIOCESAN PROPERTIES

|                                  |                          |
|----------------------------------|--------------------------|
| Deborah A. Brown, Ph.D.          | Carlotta M. Budd, Esq.   |
| 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 P. Croneberger |                          |

### YOUTH MINISTRIES BOARD

|                           |                          |
|---------------------------|--------------------------|
| Mr. Don Cairns            | Mr. George Hayman, Chair |
| Ms. Bonnie Magnuson       | Ms. Margaret Otterburn   |
| The Rev. Marshall Shelly  | Mr. Durrant Hart         |
| Ms. Eble Zobitz           | Ms. Kitty Costello       |
| The Rev. Jack Stanton     | Ms. Susie Hart           |
| The Rev. Rich Bardusch    | Mr. Tim Wong             |
| The Rev. Cooper Conway    | The Rev. Paul Hunt       |
| The Rev. Victoria McGrath | Ms. Chris Badgley        |

## Committees, Boards, Institutions, Organizations, Trustees

WARD J. HERBERT FUNDClass of 2001

The Rev. Scott Hoogerhyde (.6)  
 Ms. Faith Gideon Brown (1)

Mr. Robert Ewing (2)  
 The Rev. Rose Hassan (1)

Class of 2002

The Rev. Michel Belt (1)  
 Ms. Jan Paxton (2)

Mr. Michael James (2)  
 Mr. Steven Boston (1.6)

Class of 2003

Mr. William Helck (2)  
 Ms. Diane Kaczmarek (2)

Mr. Walter Jahrling (2)  
 The Rev. Jennifer L. Baskerville (1)

WOMEN'S COMMISSION

Ms. Janet R. Brocklesby  
 The Rev. Lucy Ann Dure  
 The Rev. Maggie Gat, Co-Chair  
 The Rev. Rose Hassan  
 The Rev. Canon Elizabeth Kaeton  
 Ms. Edie Lauderdale  
 Ms. Susan Robinson  
 The Rev. Denise Yarbrough

The Rev. Kevin P.J. Coffey  
 Mr. Michael Francaviglia  
 Ms. Lisa Green  
 Ms. Lyn Headley-Moore  
 The Rev. Dr. Allison Moore  
 Ms. Marie Obermann  
 Ms. Fran Trott, Co-Chair  
 Mrs. Marilyn Cronsberger

## ANNUAL DIOCESAN CONVENTION MINUTES

The 126<sup>th</sup> Annual Convention of the Episcopal Church in the Diocese of Newark was held on Friday, January 28, and Saturday, January 29, 2000 at the Glenpointe Marriott Hotel, Teaneck, New Jersey.

### FRIDAY AFTERNOON SESSION

January 28, 2000

The Eucharist was celebrated at 12:00 p.m. at the hotel. The Rt. Rev. John S. Spong, Diocesan Bishop, was the celebrant; The Most Rev. Richard Holloway, Primate of Scotland, was the preacher.

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

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

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

|                               |         |
|-------------------------------|---------|
| Bishops                       | 2       |
| Priests                       | 138     |
| Deacons                       | 2       |
| Lay Deputies                  | 346     |
| Total Deputies                | 488     |
| <br>Congregations Represented | <br>120 |

### ADOPTION OF AGENDA

Michael F. Rehill, Esq., Chancellor, moved the adoption of the proposed agenda with the addition of a resolution for an Assisting Bishop and to change the time for the Order of the Day: Budget to 2:15 p.m. The motion was seconded and the amended agenda as follows was adopted:

#### Friday, January 28

12:00 p.m. EUCCHARIST - Grand Ballroom, Glenpointe Marriott Hotel  
                   The Right Reverend John S. Spong, Celebrant  
                   The Most Reverend Richard Holloway, Preacher

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

Treasurer of Convention (written report)

**Appointment of the Parliamentarians**

**Recognition of the Chancellor and Vice Chancellors**

**Elections:** Committees on the Rights of Clerical Deputies & Lay Deputies

Committee on Elections & Ballot

Ballot for Uncontested Elections

Balloting Begins (Preferential and Majority Ballot Systems)

Institution of Secretary of 126th Annual Convention

Appointment of Assistant Secretaries

2:15 p.m. **ORDER OF THE DAY: 2000 Proposed Unified Budget**

Proposed 2000 Budget (for information)

Call for Resolutions on the Budget

2:40 p.m. **REPORTS**

Total Ministry Task Force

Minority Vendors Task Force

Task Force on Deaf Ministry

Extinct Parish Resolutions

Lutheran/Episcopal Camp & Conference Center Committee

Christine Spong Fund for Youth Ministries

Planned Giving

Commission on Aging

Companion Diocese Relationship Committee

**UNITED THANK OFFERING (UTO) INGATHERING REPORT**

3:30 p.m. **THE PRESENTATION OF DIOCESAN AWARDS**

4:00 - **HEARINGS**

5:00 p.m. 4:00 - 4:45 Budget - East Room III, 1<sup>st</sup> floor

4:00 - 4:45 Total Ministry Task Force - East Room I & II, 1<sup>st</sup> floor

4:00 - 4:30 Resolutions - Morris Room, 1<sup>st</sup> floor

4:30 - 5:00 Minority Vendors Committee - Morris Room, 1<sup>st</sup> floor

5:00-

6:30p.m. **SYMPOSIUM: *Christianity in the 21<sup>st</sup> Century* - East Room I, II & III**

7:00 p.m. **DINNER - Grand Ballroom & Manhattan Room**

8:30 p.m. **DINNER PROGRAM - Grand Ballroom & East Room**

9:45 p.m. **CONVENTION PARTIES - Grand Concourse, 1<sup>st</sup> floor & Manhattan Room**



Saturday, January 29

- 8:15 a.m. EUCHARIST - Grand Ballroom, Glenpointe Marriott Hotel  
The Right Reverend John S. Spong, Welcome  
The Right Reverend John P. Croneberger, Celebrant & Preacher  
- Recognition of the Diocesan Bishop  
- Departure of The Right Reverend & Mrs. John S. Spong

STATE OF THE DIOCESE ADDRESS - The Right Reverend John P. Croneberger

- 10:30 a.m. BUSINESS SESSION - Grand Ballroom, Glenpointe Marriott Hotel  
Appointments of the Chancellor, Vice Chancellor and Parliamentarians

REPORTS

Standing Commission on Clergy Compensation  
Total Ministry Task Force  
Youth Ministries  
Ward J. Herbert Fund  
Minority Vendors Task Force  
Assisting Bishop Resolution  
Resolutions

- 11:30 a.m. SPECIAL ORDER OF THE DAY: RESURRECTION/ST. PAUL'S, WOOD-RIDGE

ELECTION RESULTS WILL BE ANNOUNCED WHEN KNOWN

INTRODUCTION OF NEW CLERGY, CANDIDATES AND POSTULANTS

- 11:45 a.m. READINGS, HOMILY, PRAYERS OF THE PEOPLE (*Necrology will be read*)

LUNCH

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

REPORTS

Electronic Technology Committee  
United Thank Offering  
Jersey City Ministry  
Ecumenical Officer  
Canterbury Village  
Resolutions (continued)  
Episcopal Community Development Corporation

- 3:15 p.m. ORDER OF THE DAY: 2000 Proposed Unified Budget

- 3:30 p.m. SPECIAL ORDER OF THE DAY: GRACE CHURCH VAN VORST, JERSEY CITY

**Reports filed by Title**

- Appointments**
- Commission on Ministry (for ratification)
  - Committee to Certify the Minutes
  - Bishop's Appointments (Council, Chapter, Acts/Vim)

**RESOLUTIONS OF GREETINGS AND THANKS**

**THE GREAT THANKSGIVING**

5:00 p.m. **PEACE AND ADJOURNMENT**

**RESOLUTIONS ON NEW MATTERS**

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

-a resolution giving thanks for the leadership of Bishops Spong and Croneberger in issues of sexual morality, justice and reproductive rights. This resolution became number ten and was placed on the Consent Calendar.

**RESOLUTION OF COURTESY**

Ms. Rebecca Livengood, St. Andrew and Holy Communion, South Orange, a youth page, moved the following Resolution of Courtesy:

**RESOLVED**, that the courtesy of seat and voice be accorded to the following: The Most Reverend Richard Holloway; 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; Postulants and Candidates for Holy Orders and, Christine Mary Spong and Marilyn Anne Croneberger.

The motion was seconded and adopted.

**REPORT OF THE SECRETARY OF CONVENTION**

Mr. Michael Francaviglia welcomed the deputies and guests to the new location for the convention, urged deputies to visit the many display booths highlighting the ministries within the diocese and to listen carefully to the instructions for elections, since two balloting systems would be used again. He expressed gratitude and thanks to the many volunteers who worked on the convention.

**RULES OF ORDER COMMITTEE**

Mr. Ray Anderson, Committee Chair, reported that the committee met in December to consider any proposed changes to the Rules of Order. There being none, he moved the Rules of Order amended and adopted by the 125th Convention be adopted for this convention.

The motion was seconded and adopted. (The Rules of Order are printed in the Journal following the minutes.)

### 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. (The report is printed in this Journal.)

### PARLIAMENTARIANS

The President appointed 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. Bishop Spong commended Mr. Rehill for his work as chancellor during the last nine years; work that was courageous and loyal to his church.

### RIGHTS OF CLERICAL DEPUTIES

Ms. Sue Bennett, The Saviour, Denville, moved the election of the following to the Committee on the Rights of Clerical Deputies: the Rev. Dana Rose, The Oasis; the Rev. Michael Gerhardt, Christ Church, Teaneck; and Mr. Harold Krieger, Atonement, Fair Lawn; to the Committee on the Rights of Clerical Deputies. The motion was seconded and adopted.

### RIGHTS OF LAY DEPUTIES

The Rev. Jeannette DeFries, Messiah, Chester, moved the election of the following to the Committee on the Rights of Lay Deputies: Ms. Yvonne Ashby, St. Agnes/St. Paul's, East Orange; Mr. Dana Hiscock, Epiphany, Allendale; and the Rev. Brad Whitaker, Christ, Newton; to the Committee on the Rights of Lay Deputies. The motion was seconded and adopted.

### COMMITTEE ON ELECTIONS

Ms. Barbara Barnard, Chair, presented the report and list of candidates for elected offices and gave final instructions for balloting in both the preferential system used for all contests, except the fourth clergy alternate to General Convention, and the majority system, used to elect the fourth clergy alternate to General Convention.

### BALLOT FOR UNCONTESTED ELECTIONS

Ms. Barbara Barnard presented the offices for the uncontested elections. It was moved that the Secretary cast a unanimous ballot for the uncontested elections. The motion was seconded and adopted.

**CONSTITUTION AND CANONS COMMITTEE - Class of 2001**

Thomas A. Bisdale, Grace, Westwood  
 Alberto Caballero, All Saints', Leonia  
 Marge Christie, Christ, Ridgewood  
 Wade P. Cory, St. Michael's, Wayne  
 Glenda deKruif, St. James', Ridgefield  
 Sally P. Falck, St. Elizabeth's, Ridgewood  
 John C. Garde, St. Thomas', Lyndhurst  
 Stanley Morgan, Holy Communion, Paterson  
 J. Elton Smith, Grace, Westwood  
 Steven Steele, St. Thomas', Vernon

**DEPARTMENT OF MISSIONS - Clergy Class of 2003**

Dwight Neglia, St. Agnes', Little Falls  
 David R. Thomas, St. Cyprian's, Hackensack  
 Emory E. Byrum, St. Mary's, Belvidere

**SECRETARY OF CONVENTION - One year term**

Michael Francaviglia, St. George's, Maplewood

**TREASURER - One year term**

John Zinn, St. Paul's, Paterson

**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. Margaret Giammarino as Assistants to the Secretary.

**ORDER OF THE DAY: 2000 PROPOSED UNIFIED BUDGET**

Mr. John Zinn, Treasurer and Chief Financial Officer, reviewed the budget and moved its referral to the Convention Budget Committee. The motion was seconded and adopted.

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

**TOTAL MINISTRY TASK FORCE**

Ms. Mary Barrett and Ms. Hattie Stone, Co-chairs, presented the report along with the members of the committee who were present and on stage: the Rev. Jacob David, Resurrection/St. Paul's, Wood-Ridge; the Rev. Lucy Ann Dure, St. Luke's, Montclair; Mr. Charles J. Hayes; the Rev. Carolyn Lumbard, St. Alban's, Oakland; the Rev. Wayne Riley, St. James', Hackettstown; Mr. Peter Van Brunt, Messiah, Chester; and the Rev. Phillip D. Wilson, Redeemer, Morristown.

The report and its three resolutions were referred to the open hearing. (The full report is presented elsewhere in the Journal.)

The resolutions moved and referred to the open hearings were:

- (1) **RESOLVED**, that this 126<sup>th</sup> Convention of the Episcopal Diocese of Newark receives with thanks the report of the Task Force on Total Ministry and affirms their focus on lay and diaconal ministries.
- (2) **RESOLVED**, that this Convention fully recognizes and affirms the historic order of Deacon; and, be it further

**RESOLVED**, that this Convention endorses the re-introduction of the vocational diaconate into the life and ministry that we share.

- (3) **RESOLVED**, that the Commission on Ministry, acting under the provisions of Title III, Canon 1 Section 4, and with the approval of the Bishop, make provision for three committees of the Commission (the members to be appointed by the Bishop): a Committee on Lay Ministry, a Committee on the Diaconate, and a Committee on Priestly Ministry.

#### MINORITY VENDORS TASK FORCE

Ms. Lyn Headley-Moore and the Rev. Dr. Robert Schiesler, Co-chairs, presented the report along with members of the committee who were present and on stage: Dr. Louie Crew, Grace, Newark; Ms. Kathy Ganim, All Saints', Hoboken; the Rev. Rose Hassan, Trinity, Kearny; the Rev. William Potter, St. Luke's, Hope; the Rev. John Rollins, Christ, Pompton Lakes; Ms. Laura Russell, St. Martin's, Maywood; and Mr. Stephen Shaw, St. Mary's, Sparta. (Mr. Bert Jones, St. Mark's, West Orange, was not available.)

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

The resolutions moved and referred to the open hearings were:

- (1) **RESOLVED**, as stewards of God's abundant creation and Christ's model of intentional inclusiveness, the administration, program groups, committees, commissions and other entities of the Episcopal Diocese of Newark hold as a goal that 20% of all bids received, contracts awarded and services rendered will be from minority vendors; and, be it further

**RESOLVED**, that the Diocese of Newark will maintain and make available a listing of vendors assembled through recommendations received from congregations and other sources including but not limited to the State of New Jersey, municipalities, counties and educational institutions which is comprised of a minimum 20% of minority vendors; and, be it further

**RESOLVED**, that congregations, living out this model of stewardship and inclusiveness locally, will embrace the same goal of 20% by intentionally seeking bids from and engaging minority vendors for contracts and services.

- (2) **RESOLVED**, that the Task Force on Minority Vendors be extended for an additional year for the purposes of making available a vendor list and surveying the use of minority vendors in the year 2000.

#### **TASK FORCE ON DEAF MINISTRY**

The Rev. Dr. Cathy Deats and Ms. Shelia Shuford, Co-chairs, presented the report of the Task Force. A deaf ministry resource directory was distributed to the deputies. Ms. Shuford explained that "you get the deaf into your churches, if you reach out to them, just like you would with any group. Hearing people need to change their attitude to accept the non-hearing members and understand that we are all alike." Ms. Deats thanked the Technology Committee and the Rev. John Rollins for the assistance with the web site for the deaf ministry task force. The purpose of the resource directory was to help congregations make their liturgies and other events friendly and inviting to the hearing impaired.

The Rev. Dr. Cathy Deats moved a resolution requesting the bishop to appoint a Deaf Ministry Commission to reach out to the Hard of Hearing, Late Deafened and Deaf People. The mission of the Deaf Ministry Commission will be to enable this community to fully participate in the sacraments and the life of the church. The motion was seconded and adopted.

#### **SPECIAL GREETINGS**

Bishop Spong introduced the Rev. Richard Kirker who briefly addressed the deputies.

Bishop Croneberger introduced the Rev. C. David Williams, the Dean-elect of Trinity + St. Philip's Cathedral, who briefly addressed the deputies.

#### **EXTINCT PARISH RESOLUTIONS**

Mr. Michael F. Rehill, Chancellor, moved the following resolutions:

**RESOLVED**, that pursuant to the provisions of N.J.S.A. 16:12-16, the Parish of the Protestant Episcopal Church in the Diocese of Newark known as The Rector, Wardens and Vestrymen of St. John's Church in the Jersey City, having ceased to maintain regular church services and to elect wardens and vestry in accordance with its certificate of incorporation is hereby declared extinct.

The motion was adopted.

**RESOLVED**, that pursuant to the provisions of N.J.S.A. 16:12-16, the Parish of the Protestant Episcopal Church in the Diocese of Newark known as The Rector, Wardens and Vestrymen of St. Mary the Virgin in Ridgefield Park, having ceased to maintain regular church services and to elect wardens and vestry in accordance with its certificate of incorporation is hereby declared extinct.

The motion was adopted.

### LUTHERAN/EPISCOPAL CAMP & CONFERENCE CENTER

Mr. John Lynch, Chair, introduced the other diocesan representatives to the committee: Ms. Christina Hembree, St. Paul's, Montvale; the Rev. Orion Davis, St. James', Upper Montclair; the Rev. Mark Lewis, Our Saviour, Secaucus; and Mr. Peter Van Brunt, Messiah, Chester. He announced the name selected for the camp was Cross Roads Outdoor Ministry and that the closing was scheduled for February 23, at which time the bishops of the Diocese of Newark and the Lutheran Synod in New Jersey would sign the new joint ownership documents.

### CHRISTINE SPONG FUND FOR YOUTH MINISTRIES

Mr. George Hayman, Youth Ministries Board Chair, announced that the Christine Spong Fund for Youth Ministries had been established whose funds would be available for use by the Board for diocesan youth work. Mrs. Christine Spong presented a check in the amount of \$15,000, written as the last check on the bishop's discretionary fund, to begin the fund. The Spongs intended to match the amount with personal funds in payments over the next three years.

### PLANNED GIVING

Mr. David Farrand, Planned Giving Executive, reported on the work of the Planned Giving Commission and introduced the members. The members present and on stage were: the Rev. Emory Byrum, St. Mary's, Belvidere; Mr. John E. (Jack) Lynch, St. Mary's, Sparta; L. Allison Garde, Esq., St. Thomas', Lyndhurst; Ms. Carol McKinney, St. James', Hackettstown; Ms. Julie Towell, Christ, Short Hills. (Other members not present were: the Rev. Richard Ottaway, Christ, Short Hills; the Rev. Zachary Fleetwood, St. Peter's, Morristown; and Ron Nickleson.)

The commission assisted congregations with planned giving programs for their members and in making the decisions on disposition of assets. The work was both stewardship and fund raising. It was about tax savings. It was about death and dying and the reality that churches have a responsibility to assist people in planning for such discussions. Planned giving was a process for everyone, regardless of church size, location, or income levels.

### COMMISSION ON AGING

Mrs. Hope Lampe, Commission Chair, and Ms. Judith Seelbach, Executive Director, addressed the deputies and reported on the work of the commission. The commission provided programs, resources and ministry to, for, of and with older members of the congregations within the diocese. The annual Lifetime Achievement Awards ceremony and evensong had nearly 400 people in attendance and a third celebration was planned for May 2000. A variety of workshops were available for churches on issues of aging.

### UTO INGATHERING REPORT

Ms. Patricia Yankus, United Thank Offering Chair, announced that the ingathering totaled \$12,774.60.

### SPECIAL AWARDS

Bishop Spong presented the Certificates of Merit, Church of the Year award, the Canterbury Scholar, the recipient of the Bishop's Cross.

The Bishop's Certificates of Merit for outstanding service were presented to the following individuals: the Rev. Beverly Huck, The Saviour, Denville; the Rev. Orion Davis, St. James', Upper Montclair; Ms. Faith Gideon Brown, St. Andrew and Holy Communion, South Orange; and, Mr. Michael James, Trinity + St. Philip's Cathedral, Newark.

The Canterbury Scholarship for 2000 was presented to the Rev. Dr. Emory Byrum, vicar, St. Mary's, Belviders.

The Bishop's Banner for Congregational Excellence was presented to St. John's Church, Boonton.

The Bishop's Cross was presented to Dr. Louie Crew, Grace Church, Newark.

After the awards presentation, the convention adjourned for hearings, the symposium and the farewell dinner for the Spongs.

The Symposium, entitled *Christianity in the 21<sup>st</sup> Century*, was moderated by The Most Rev. Richard Holloway. The panelists were: Prof. Gordon Kaufman, Harvard Divinity School; Prof. Rustum Roy, Penn State University; Bishop Krister Stendahl, Harvard Divinity School Dean, Retired; and The Rt. Rev. Paul Moore, Bishop of New York, Retired.

The farewell banquet was held in the Grand Ballroom of the Glenpointe Marriott Hotel. The program was video simulcast into the adjoining East Ballroom, because of the overflow crowd.

Michael F. Rehill, Esq., Chancellor, was the Master of Ceremonies. The Invocation was presented by the Rev. Canon Francis S. Bancroft, III, St. James', Ridgefield. The speakers were: The Most Rev. Richard Holloway, Primate of the Episcopal Church of Scotland; the Rt. Rev. Herbert A. Donovan, Jr., Resigned Bishop of Arkansas and Anglican Delegate to the United Nations; The Rt. Rev. Don Taylor, Resigned Bishop of the Virgin Islands and Assistant Bishop of New York; Mr. Sander Zulauf, Poet Laureate of the Diocese of Newark; the Rev. H. Gaylord Hitchcock, Rector, Church of St. Ignatius of Antioch, New York City; Mrs. Marge Christie, Christ Church, Ridgewood; Dr. Louie Crew, Grace Church, Newark; Ms. Juli Savettiere, Redeemer, Morristown; Mr. Elliot Knight, Grace Church, Madison; The Rev. Lauren Ackland, Grace Church, Madison; and the Rt. Rev. John P. Croneberger, Bishop Coadjutor of Newark.

The Rt. Rev. John S. Spong and Mrs. Christine Spong responded to the comments with gratitude and thanks. The benediction was pronounced by Bishop Spong.

### SATURDAY, JANUARY 29

The service of the Holy Eucharist was celebrated throughout the day and wrapped around the business of convention, in three distinct parts: the morning, just prior to lunch and at the conclusion of business in the afternoon. The activities took place in the Grand Ballroom of the



Glenpointe Marriott Hotel.

The day began with the Recognition of the Diocesan Bishop and the departure of Bishop Spong and Christine Spong.

### RECOGNITION OF THE DIOCESAN BISHOP

The service of Episcopal Transition was led by the Most Rev. Richard Holloway. During the brief service, Bishop Spong presented the pastoral staff to Bishop Croneberger. Bishop Croneberger promised to fulfill the responsibilities and obligations of the office. The deputies greeted the new bishop with appropriate applause.

The service continued with the singing of Hymn 594, *God of Grace, God of Glory*, during which time Bishop and Christine Spong left the hall, walking down an aisle lined by clergy on either side.

### STATE OF THE DIOCESE ADDRESS

The Right Reverend John P. Croneberger delivered his first address to the convention, following the departure of Bishop and Mrs. Spong. (The address text follows the minutes.)

Bishop Croneberger was the presiding officer for convention.

### ELECTION RESULTS

General Convention - Fourth Clergy Alternate - Ballot #1

Ms. Barbara Barnard, Chair of the Elections Committee, announced the results of the first ballot for the fourth clergy alternate to General Convention. Total ballots cast 208. Necessary to elect 105. There was no election of a fourth alternate.

|    |                     |
|----|---------------------|
| 8  | Martin Bagay        |
| 28 | John Donnelly       |
| 40 | Ellen M. Barrett    |
| 60 | Lynne B. Weber      |
| 22 | Robert A. Schiesler |
| 20 | John J. Negrotto    |
| 30 | Kim Capwell         |

### STANDING COMMISSION ON CLERGY COMPENSATION

The President commended Mr. John Snyder, outgoing chair, for his years of leadership and work on the commission. He announced that Ms. Linda Curtiss had accepted his appointment as the new chair of the commission.

Carlotta Budd, Esq., Commission Member, presented the report of the Commission and the resolutions. (The full report and resolutions follow the minutes.) The resolutions established minimum clergy salaries; recommended a merit increase scale; increased the clergy supply remuneration; and, recommended an annual minimum allowance for continuing education.

### APPOINTMENTS OF THE CHANCELLOR, VICE CHANCELLORS, PARLIAMENTARIANS

The President announced that Michael Rehl III intended to retire from the Office of Chancellor sometime during the next triennium and he named Dean Weber as Chancellor-designate, to succeed as Chancellor upon Michael's retirement.

The President recognized L. Allison Garde, Esq., and John Pendleton, Esq., as Vice Chancellors.

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

### COMPANION DIOCESE RELATIONSHIP

The Rev. Dr. Canon David Hamilton, St. Paul's, Jersey City, and Co-chair of the Committee, presented a status report on the work of the Living Waters project with our companion diocese of Lebombo, Mozambique. Sr. Barbara Jean Packer announced the new fund raising projects to purchase a vehicle for Bishop Sengulane and for medication to combat malaria; the latter campaign called "Dollar A Dose." Other committee members were present and on stage: the Rev. William Parnell, Christ, Hackensack; Mr. Bruce Whitehouse and Mrs. Ginny Whitehouse, St. Mary's, Sparta; the Rev. Margaret Hodgkins, Calvary, Summit; Ms. Dorothy Fowlkes, Incarnation, Jersey City; the Rev. William Guthrie, Christ, East Orange; and Ms. Marge Christie, Christ, Ridgewood.

### TOTAL MINISTRY TASK FORCE

Ms. Mary Barrett and Ms. Hattie Stone, Co-chairs, presented the resolutions that were referred to the Friday open hearing. The three resolutions were adopted, with a minor change to the third resolution.

- (1) RESOLVED, that this 126<sup>th</sup> Convention of the Episcopal Diocese of Newark receives with thanks the report of the Task Force on Total Ministry and affirms their focus on lay and diaconal ministries.

The motion was adopted.

- (2) RESOLVED, that this Convention fully recognizes and affirms the historic order of Deacon; and, be it further

RESOLVED, that this Convention endorses the re-introduction of the vocational diaconate into the life and ministry that we share.

The motion was adopted.

- (3) RESOLVED, that the Commission on Ministry, acting under the provisions of Title III, Canon 1 Section 4, and with the approval of the Bishop, make provision for three committees of the Commission (the members to be appointed by the Bishop): a Committee on Lay Ministry; a Committee on the Diaconate as a vocation, and a Committee on Priestly Ministry.

The motion was adopted, *as amended*.

### YOUTH MINISTRIES

The Rev. Richard Bardusch, Youth Ministries Director, Mr. George Hayman, Grace, Madison, and Youth Ministry Board Chair, and other board members were on stage. Mr. Hayman announced that additional gifts to the Christine Spong Fund would be gratefully accepted. He introduced the board members present and on stage: Mr. Durant Hart, Ms. Kitty Costello, the Rev. Cooper Conway, the Rev. Jack Stanton, Mr. Don Cairns, the Rev. Paul Hunt, the Rev. Vicki McGrath, the Rev. Marshall Shelley, and Ms. Margaret Otterburn.

The Rev. Richard Bardusch expressed his gratitude for the support of the board which enabled the work of youth ministries to increase in numbers served and in energy gathered. The events were so successful in attendance and interest level that waiting lists were formed. He thanked John Horsky and John King for their years as supervisors of the pages.

Youth representatives presented Bishop Croneberger with a variety of gifts. Susie Adobe presented a rainbow flag as a reminder of the diversity within our diocese. Tom Day presented a roll of duct tape as a symbol of his efforts to bind the diocese together. Rachel Capwell presented a warm fuzzy for use at the monthly Standing Committee meetings. Dave Hassan presented a bottle of Jack Daniels as a reminder that none of us should drink and drive.

### WARD J. HERBERT FUND

Mr. Michael James, Ward J. Herbert Fund Board Chair, reported on the grant activities for the past year. He introduced the other board members present and on stage: Mr. Steve Boston, St. John's, Ramsey; Ms. Jan Paxton, Christ, Pompton Lakes; the Rev. Scott Hoogerhyde, St. Mark's, Mendham; the Rev. Michel Belt, St. Gregory's, Parsippany; Ms. Faith Gideon Brown, St. Andrew and Holy Communion, South Orange; and Mr. William Heick, St. Paul's, Morris Plains.

Mr. James moved the following resolution on the restructure of the Ward J. Herbert Fund Board:

**RESOLVED**, that the membership of the Board of the Ward J. Herbert Fund ("the Board") be increased to 18, consisting of 11 members (4 clergy and 7 lay) elected by Diocesan Council, of which not less than four shall be members of the Diocesan Council, the Standing Committee or the Board of the Episcopal Capital Loan Fund ("ECLF"); 5 members (2 clergy and 3 lay) appointed by the Bishop; a member of the Diocesan staff designated by the Bishop; and the Diocesan Property Manager; and, be it further

**RESOLVED**, that the Ward J. Herbert Fund ("the Fund") shall continue to be administered by the Board under the authority of Diocesan Council, and that the Board shall continue to make matching fund grant recommendations to Diocesan Council for the repair and restoration of church structures in the diocese from the return on investment from the capital of the Fund; and, be it further

RESOLVED, that the role of the Board shall be expanded to act as the primary diocesan agency responsible for property maintenance; and in connection therewith the Board shall administer all interest received by the ECLF on its outstanding loans and such additional funds as are made available to it annually by Convention from the Unified Budget of the Diocese for property maintenance (collectively the "Property Maintenance Fund"), with the power to make such grants and/or loans from the Property Maintenance Fund for property repairs and maintenance as it deems necessary and appropriate in accordance with such procedures as are adopted by Diocesan Council.

The motion was seconded and adopted.

#### ASSISTING BISHOP RESOLUTION

Michael F. Rehili, Esq., Chancellor, presented and moved the following resolution:

RESOLVED, that the Bishop with the consent of the Standing Committee having requested the creation of the position of Assistant Bishop in accordance with the provisions of Canon III.27.1, the Convention of the Diocese of Newark hereby creates the position of Assistant Bishop and authorizes the Bishop to appoint a Bishop for the position, with the consent of the Standing Committee of the Diocese, and under such conditions as the Bishop may determine.

Mr. Rehili explained that Canon III.27.1 provided that "when a Diocese, in the opinion of its Bishop, requires additional episcopal services, the Bishop may, with the consent of the Standing Committee of the Diocese, ask the Convention of the Diocese to approve the creation of the position of Assistant Bishop and to authorize the Bishop to appoint a Bishop for the position, with the consent of the Standing Committee of the Diocese, and under such conditions as the Bishop may determine." Although having no present intention of appointing an Assistant Bishop, this resolution would give the Bishop the authority to do so should the need arise prior to the next Diocesan Convention. The Standing Committee had given its consent.

The motion was seconded and adopted.

#### SPECIAL ORDER OF THE DAY: RESURRECTION/ST. PAUL'S, WOOD-RIDGE

The Rev. Paul Hunt, Executive Assistant to the Bishop, requested the Convention to receive into membership the congregation of St. Paul's and Resurrection, Wood-Ridge. He called the congregation a success because of the remarkable blending of culture, faith and worship traditions that have come together and become one community. The congregation worked to transcend established barriers and unite their different cultural backgrounds, celebrating the uniqueness and seeking to provide a model exemplifying the possibility of complete unity through diversity, and celebrating both the Church of South India and Episcopal traditions.

Mr. Hunt moved the following resolution:

RESOLVED, that this 126<sup>th</sup> Annual Convention gives thanks to God for St. Paul's and Resurrection Church in the Borough of Wood-Ridge, Bergen County, New Jersey, as they

have worked to build a new congregation from two which existed previously. This Convention commends the effective proclamation of the gospel by words and deeds of its laity, applauds its mature, effective commitment to stewardship of its financial and physical assets, relishes its warm Christian fellowship, and, recognizing that St. Paul's and Resurrection has submitted papers applying for union with this Convention, and that such papers have been found to comply with the Constitution and Canons of this Diocese, and that the application has the recommendation of the Department of Missions, the Standing Committee and Bishop; therefore, be it further

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

The motion was seconded by the Rev. Jacob David, vicar of St. Paul's and Resurrection Church. The motion was adopted with applause and cheers.

The Rev. Jacob David, the wardens, Ms. Ruth Polifronio and Mr. Varghese David, treasurer, Mr. Jacob Thomas and clerk, Namita David, along with vestry members, the choir and other parishioners entered the ballroom in song and celebration.

### ELECTION RESULTS

General Convention - Fourth Clergy Alternate - Ballot #2

Ms. Barbara Barnard, Chair of the Elections Committee, announced the results of the second ballot for the fourth clergy alternate to General Convention. Total ballots cast 312. Necessary to elect 157. There was no election of a fourth alternate.

|     |                     |
|-----|---------------------|
| 4   | Martin Bagay        |
| 43  | John Donnelly       |
| 57  | Ellen M. Barrett    |
| 135 | Lynne B. Weber      |
| 11  | Robert A. Schlesler |
| 23  | John J. Negrotto    |
| 39  | Kim Capwell         |

The Reverends Schlesler and Negrotto withdrew from further consideration for election.

At midday, texts from the old and new testament were read, the prayers of the people were presented by the youth pages, the necrology was read and a homily delivered by Bishop Croneberger. The convention recessed for lunch after the exchange of peace.

### SATURDAY, AFTERNOON SESSION

January 29, 2000

### INTRODUCTION OF NEW CLERGY, CANDIDATES AND POSTULANTS

The Rev. Paul Hunt, Executive Assistant to the Bishop, introduced the new clergy, candidates for Holy Orders and the postulants.

The Rev. Anne Bolles-Beaven, interim, Holy Spirit, Verona

The Rev. Amy Egan, assistant, St. John's, Ramsey  
 The Rev. Susan Fortunato, assistant, St. James', Upper Montclair  
 The Rev. Walter Lewis, priest-in-charge, St. Paul's, North Arlington  
 The Rev. Oscar Mockridge, assistant, Grace, Madison  
 The Rev. Reginald Payne-Wiens, assistant, St. Paul's, Paterson  
 The Rev. J. Elton Smith, rector, Grace, Westwood  
 The Rev. Molly D. Smith, interim, Christ Church, Ridgewood  
 The Rev. E. Bevan Stanley, rector, Christ Church, Short Hills  
 The Rev. Paul Walker, vicar, Christ Church, Belleville  
 The Rev. C. Denise Yarbrough, rector, Transfiguration, Towaco

Ms. Lily DeYoung, candidate, Redeemer, Morristown  
 Mr. Philip W. Dougharty, candidate, All Saints', Hoboken  
 Mr. Howard Hess, candidate, All Saints', Leonia  
 Ms. H. Jocelyn Irving, candidate, Holy Communion, Paterson  
 Ms. Tanya Wallace, candidate, Transfiguration, Towaco

Ms. Dorothy Fowkes, postulant, Our Saviour, Secaucus  
 Mr. Mariano Gargiulo, postulant, Good Shepherd, Fort Lee  
 Ms. Elizabeth K. Golub, postulant, St. Michael's, Wayne  
 Mr. Edgar Gutierrez-Duarte, postulant, Good Shepherd, Fort Lee  
 Ms. Melissa Hall, postulant, St. Stephen's, Millburn  
 Mr. Robert Keaton, postulant, St. Peter's, Morristown  
 Ms. Ellen Sloan, postulant, St. Paul's, Englewood  
 Ms. Ronnie Stout-Kopp, postulant, All Saints', Bergenfield

#### MINORITY VENDORS TASK FORCE

Ms. Lyn Headley-Moore and the Rev. Dr. Robert A. Schiesler, Co-chairs, read the resolutions that were presented the day before and referred to the open hearing. The resolutions were not revised or amended.

The two resolutions as presented were adopted.

#### RESOLUTIONS

Mr. Edger Kim Byham, Chair of the Resolutions Committee, introduced the other committee members present and on stage: the Rev. Michel Belt, St. Gregory's, Parsippany; the Rev. Kevin P.J. Coffey, Bergen Episcopal Area Ministry; Ms. Glenda deKruif, St. James', Ridgefield; the Rev. Maggie Gat, St. John's, Dover; the Rev. Peggy Hodgkins, Calvary, Summit; Mr. Richard Horsley, St. Peter's, Morristown; Ms. Bea Kota, St. Alban's, Oakland; Ms. Claudette Lewis, Incarnation, Jersey City; the Rev. William Pamell, Christ, Hackensack; Ms. Christine West, St. George's, Maplewood; and Ms. Ginny Whitehouse, St. Mary's, Sparta.

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

Consent Calendar: Resolution 1, *Amend New Jersey State Statute 16*; Resolution 2, *Creation of a Commission on Liturgy and Church Music*; Resolution 3, *The Cambridge Accord*;

*Resolution 4, Task Force to Study Violence; Resolution 5, College Chaplaincy; Resolution 6, Syringe Exchange; Resolution 7, "Stop Domestic Violence" Stickers; Resolution 8, Resolution to Help Implement Lambeth Conference Resolution 11.7, Urbanization; Resolution 10, Religious Declaration on Sexual Morality, Justice and Healing.*

TRev. Robert Morris, Interweave; Dr. Louie Crew, Grace, Newark; the Rev. Esar Budhu, St. Agnes & St. Paul's, E. Orange; the Rev. Jacob David, St. Paul's & Resurrection, Wood-Ridge; the Rev. Michael Gerhardt, Christ, Teaneck; the Rev. William Guthrie, Christ, E. Orange; the Rev. Fletcher Harper, St. Luke's, Haworth; the Rev. John Hartnett, St. Elizabeth's, Ridgewood; the Rev. Brian Laffler, St. Anthony's, Hackensack; the Rev. Vicki McGrath, All Saints, Glen Rock; Mr. Niles Ring, St. Michael's, Wayne; Ms. Elizabeth Golub, St. Michael's, Wayne, was adopted as amended and agreed to by the General Convention Deputies.

Resolution 11 - *Anti-Racism Training*, submitted by the Mission to Dismantle Racism and the Oasis, was replaced by a substitute resolution after the open hearing and further amended on the floor of the convention. The amended substitute was adopted.

#### ELECTION RESULTS

##### General Convention - Fourth Clergy Alternate - Ballot #3

Ms. Barbara Barnard, Chair of the Elections Committee, announced the results of the third ballot for the fourth clergy alternate to General Convention. Total ballots cast 368. Necessary to elect 185. The Rev. Lynne B. Weber was elected as the fourth alternate.

- 1 Martin Bagay
- 26 John Donnelly
- 46 Ellen M. Barrett
- \*271 Lynne B. Weber
- Robert A. Schiesler (withdrew after the second ballot)
- John J. Negrotto (withdrew after the second ballot)
- 24 Kim Capwell

#### ELECTION RESULTS

##### Preferential Ballot System

Ms. Barbara Barnard, Chair of the Elections Committee, announced the results of the preferential ballot elections. (\* = elected)

#### ACTS/VIM BOARD

##### *Lay Class of 2003 (2 for three year term)*

- \*Charlie Hubka, St. Mary's, Sparta
- Ross Wisniewski, St. Mary's, Sparta
- Phyllis Biggs, Epiphany, Orange
- Ruth Gabay, St. Peter's, Morristown
- Laura Russell, Atonement, Fair Lawn
- Mollie Galletty, St. Elizabeth's, Ridgewood
- \*Barbara Deneka, St. Peter's, Mt. Arlington

**DIOCESAN COUNCIL**

*Lay Class of 2003 (2 for two year term)*

Richard Haslett, St. Peter's, Morristown  
 Alan W. Bowen, St. Paul's, Paterson  
 \*Bonnie Magnuson, St. Clement's, Hawthorne  
 Dave Golub, St. Michael's, Wayne  
 \*Lynn Tyler, Good Shepherd, Wantage

**DIOCESAN COUNCIL**

*Clergy Class of 2003 (2 for two year term)*

\*Robert A. Schlesier, St. Luke's, Montclair  
 John Donnelly, St. Michael's, Wayne  
 \*Ellen M. Barrett, BEAM, Rochelle Park

**ECCLESIASTICAL COURT**

*Clergy Class of 2004 (1 for four year term)*

\*Eaar Budhu, S. Agnes/S. Paul's, E. Orange  
 Cathy Deats, St. Paul's, Englewood  
 Stanley Morgan, Holy Communion, Paterson

**ECCLESIASTICAL COURT**

*Lay Class of 2003 (1 for three year term)*

Laura Russell, Atonement, Fair Lawn  
 Claudette Lewis, Incarnation, Jersey City  
 \*Ross Wisniewski, St. Mary's, Sparta  
 Dave Golub, St. Michael's, Wayne

**DEPARTMENT OF MISSIONS**

*Lay Class of 2003 (3 for three year term)*

*Lay Class of 2001 (2 for two year term)*

\*Jay Powell, St. John's, Montclair - elected Class of 2003  
 \*John G. Webb, Good Shepherd, Wantage - elected Class of 2001  
 Mark Hoyer, Christ Church, Newton  
 Frank Failla, St. Peter's, Morristown  
 \*William Kiblidis, St. Mary's, Sparta - elected Class of 2003  
 \*Bernice Mayes, Trinity+St. Philip's, Newark - elected Class of 2001  
 \*Richard E. Horsley, St. Peter's, Morristown - elected Class of 2003

**PROVINCIAL SYNOD DEPUTIES & SUPPLEMENTARIES**

*Clergy Class of 2002 (2 for two years as deputies, 2 for two years as supplementaries)*

\*Elizabeth Kaeton, The Oasis, Newark - First Supplementary  
 \*J. Carr Holland, Grace, Newark - First Deputy  
 \*Lynne B. Weber, St. Elizabeth's, Ridgewood - Second Deputy



\*John J. Negrotto, Holy Trinity, Hillsdale - Second Supplementary  
Jennifer L. Baskerville, St. Peter's, Morristown

**PROVINCIAL SYNOD DEPUTIES & SUPPLEMENTARIES**

*Lay Class of 2002 (2 for two years as deputies, 2 for two years as supplementaries)*

\*Sidney King, Incarnation, Jersey City - First Supplementary  
\*Louie Crew, Grace, Newark - First Deputy  
\*John G. Webb, Good Shepherd, Wantage - Second Supplementary  
\*Doris Mardirosian, St. Mark's, Teaneck - Second Deputy  
Peter Van Brunt, Messiah, Chester

**THE STANDING COMMITTEE**

*Clergy Class of 2004 (1 for four year term)*

*Clergy Class of 2002 (1 for two year term)*

Kim Capwell, St. Peter's, Mt. Arlington  
William S. Gannon, St. Andrew's, Harrington Park  
\*Edward M. Hasse, St. Paul's, Montvale - elected Class of 2002  
\*Diana Clark, St. John's, Montclair - elected Class of 2004  
J. Carr Holland, Grace, Newark  
Steven Steele, St. Thomas', Vernon  
Tracey Lind, St. Paul's, Paterson  
John J. Negrotto, Holy Trinity, Hillsdale  
Ken Near, St. Paul's, Englewood  
Jonathan Percival, S. Andrew & Holy Communion, South Orange

**THE STANDING COMMITTEE**

*Lay Class of 2004 (1 for four year term)*

\*Louie Crew, Grace Church, Newark  
Diane L. Rhodes, St. Peter's, Morristown  
Patrick C. McCormick, St. Peter's, Washington

**TRINITY & ST. PHILIP'S CATHEDRAL CHAPTER**

*Clergy Class of 2003 (1 for three year term)*

Douglas Bendall, St. Andrew's, Newark  
\*Ellen Barrett, BEAM, Rochelle Park

**TRINITY & ST. PHILIP'S CATHEDRAL CHAPTER**

*Lay Class of 2003 (1 for three year term)*

Marge Christie, Christ Church, Ridgewood  
\*Ms. Kathleen Ballard, Christ, East Orange

**ELECTRONIC TECHNOLOGY COMMITTEE**

Mr. Steven Boston, St. John's, Ramsey, Chair of the Technology Committee, reviewed the

resources on line through the diocesan web site of [www.dioceseofnewark.org](http://www.dioceseofnewark.org). He encouraged individuals to sign onto the Newark List.

### UNITED THANK OFFERING

Mrs. Patricia Yankus, UTO Coordinator, recounted for the deputies the recipients within the diocese of UTO grants over the past five years. Using video slides, the ministries and programs were described in pictures as well as text. The past grant recipients were: St. Phillip's Academy, Newark; Isaiah House, East Orange; Highlands Community Development Corporation, West Milford; St. Paul's Community Development Corporation, Paterson; Friends for Life, Good Shepherd, Fort Lee; St. Peter's Haven, Clifton; and the Episcopal Community Development Corporation of the diocese.

### ST. AUGUSTINE'S, JERSEY CITY

The Rev. Isaac Persaud, rector, Incarnation, Jersey City, Ms. Carol Ford Arnold and Mr. Sidney King presented a status report on the planning for the construction of St. Augustine's in Jersey City. The anticipated groundbreaking date was May 2000 with building occupancy at Easter 2001. The estimated cost was \$3.5 million, of which the congregation would raise one million dollars. Presently, there were sufficient funds to construct a church building, but not enough money to include the construction of the community center, an important aspect of the ministry project. The Rev. Scott Kallstrom described the youth ministry program of the area ministry within Jersey City.

### ECUMENICAL OFFICER

The Rev. Lynne B. Weber, Ecumenical Officer, addressed the deputies. She explained that with the mission of the Church to restore all people to unity with God and each other in Christ, ecumenism seeks to fulfill that mission by promoting dialogue, understanding and ultimately full communion among all in Christ. This mission urges us to seek relationships of trust and common commitment to justice with people of all faiths. As Diocesan Ecumenical Officer, she represented the diocese at several conferences and meetings with her counterparts in other denominations. She will represent the Episcopal Church in a Moslem-Christian dialogue taking place in northern New Jersey.

She reported that the General Convention will review the revised Concordat, "Called to Common Mission", with the Evangelical Lutheran Church in America. The Anglican-Roman Catholic International Commission released its statement, "The Gift of Authority", in late 1999, which began to address the concerns of Anglicans who were uneasy with the thought of accepting the authority of the papacy.

### CANTERBURY VILLAGE

The Rev. Wade Renn, Canterbury Village Board of Trustees, welcomed Bishop Croneberger as the new chair of the Board by virtue of being the diocesan bishop. He announced that construction loan for the renovations was recently transferred to a permanent mortgage loan. He described the new facilities and the programs available for the elderly residents.

### EPISCOPAL COMMUNITY DEVELOPMENT CORPORATION

Mrs. Carla Lerman, Executive Director, described enthusiastically the on going programs of ECD and its new housing efforts in the South Ward of Newark. Using video slides, she displayed the new homes built and the new families who moved into the houses.

### SPECIAL ORDER OF THE DAY: GRACE VAN VORST, JERSEY CITY

The Rev. Paul Hunt, Executive Assistant to the Bishop, requested the Convention to receive into membership the congregation of Grace Church, Van Vorst. The church name – Grace Church, Van Vorst – derived from the name of the town of Van Vorst in which the church was built before Van Vorst became part of Jersey City. Grace Church had a long history of urban ministry. It was the ordaining church for Paul Moore, Jr., in 1949, who led the church into a vital and growing urban ministry. During the 70s, Grace Church fell into decline. Rather than close the church and selling its assets, a new commitment was made to rebuild a congregation and Scott Kallstrom was called as the new vicar in the mid-80s. New programs were begun including ministries with the arts, housing and youth, and the congregation began to grow steadily. Church attendance averages 120; the facility had been restored to its original beauty and the church was active seven days a week. Programs include ministry to the homeless, a seniors program, an after-school program, housing, an art gallery, gay and lesbian outreach, a play group and community parties.

Mr. Hunt moved the following resolution:

RESOLVED, that this 126<sup>th</sup> Annual Convention gives thanks to God for Grace Church, Van Vorst located in Jersey City, County of Hudson, New Jersey. This Convention commends the effective proclamation of the gospel by words and deeds of its laity, applauds its commitment through the stewardship of its financial and physical assets and warm Christian fellowship to build a strong congregation; and, recognizing that Grace Van Vorst has submitted papers applying for union with this Convention, and that such papers have been found to comply with the Constitution and Canons of this Diocese, and that the application has the recommendation of the Department of Missions, the Standing Committee and Bishop; therefore, be it further

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

The motion was seconded by the Rev. Scott Kallstrom, vicar of Grace Church Van Vorst. The motion was adopted with applause and cheers.

The Rev. Scott Kallstrom, and wardens, Mr. John Donofrio and Mr. Don Ross, treasurer, Amy Lago, vestry members and other parishioners addressed the deputies in song and celebration.

### COMMISSION ON MINISTRY APPOINTMENTS

The Rt. Rev. John P. Croneberger presented the following names for ratification to the Commission on Ministry, Class of 2004: Mr. Matthew Piermatti, Christ, Hackensack; Mr. Ford Livengood, St. Andrew and Holy Communion, South Orange; Mr. Charles Hayes; the Rev. Carr Holland, Grace, Newark; and, the Rev. Lauren Ackland, Grace, Madison.

Bishop Croneberger thanked the Rev. Ed Hasse as he concluded his term on the COM and for his service as chair. He announced that Mr. Piematti was appointed as the new chair. The Rev. Fletcher Harper would continue to serve as the screening chair.

#### OTHER APPOINTMENTS

Bishop Croneberger announced the appointments of the Rev. Lucy Ann Dure as chair of the Christian Education Commission, and the Rev. Eric Hinds as chair of the Science and Theology Committee.

#### COMMITTEE TO CERTIFY THE MINUTES

The members of the Committee to Certify the Minutes were ratified: the Rev. Michel Belt, St. Gregory's, Parsippany; Mrs. Gail Deckenbach, Our Saviour, Denville; and, Ms. Susan Robinson, All Saints', Hoboken.

#### RESOLUTIONS OF GREETINGS AND THANKS

Ms. Meredith Schiebner, Messiah, Chester, presented the following resolutions which were seconded and adopted:

RESOLVED, that this 126<sup>th</sup> 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 Sengulane, Diocese of Lebombo; and to Bishop and Mrs. Desmond Tutu.

RESOLVED, that this 126<sup>th</sup> 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. Edgar Kim Byham, Chairperson; to the Nominations Committee and Mr. William Nikel, Chairperson; to the Convention Worship Committee and the Reverend Mark Lewis; the Reverend Edward Hasse, the Reverend Jacob David, and the Reverend Rose Hassan, emcees; to the Committee on Elections and Ms. Barbara Barnard, Chairperson; L. Allison Garde, Esq., Parliamentarian; Alan Stephens, Esq., Assistant Parliamentarian; to the Tellers; to the WOODY Pages and the Reverend Richard Bardusch, Youth Ministries Director; to the Technology Committee and Mr. Steve Boston, Ms. Jan Paxton and the Reverend John Rollins.

Following the adjournment at 4:00 p.m., the convention moved into the Great Thanksgiving with the Rt. Rev. John P. Croneberger as celebrant and the Most Rev. Richard F. Holloway presiding.

Respectfully submitted,

*Michael Francaviglia*

Michael Francaviglia  
Secretary of Convention

**RULES OF ORDER**  
**ONE HUNDRED AND TWENTY-SIXTH CONVENTION**  
January 28 & 29, 2000

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

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 until noon 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.

G. For the election of General Convention Deputies, beginning with the fourth 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 the number of vacancies plus two. (For example, if after the third ballot, seven candidates are standing for election and there are three vacancies to be filled, then the names of the two candidates with the lowest number of votes on the third ballot will be withdrawn from consideration by the Convention, leaving five candidates remaining for consideration on the fourth ballot.) All candidates who were not elected as Deputies shall be eligible for consideration as alternate Deputies.

### 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.

#### On Dispatch of Business

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

#### To Certify Minutes

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

#### On Decorum and Debate

X. Except when in conflict with the Constitution or Canons or any Rule herein contained, the latest edition of "Robert's Rules of Order" shall govern the interpretation of these rules and 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,<br>- must be recognized, and<br>- 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.
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.

**126<sup>TH</sup> Annual Convention  
Diocese of Newark  
Teaneck, New Jersey  
The Rt. Rev. John Palmer Croneberger  
Ninth Bishop of Newark**

**FIRST EPISCOPAL ADDRESS - JANUARY 29, 2000**

It's probably not possible to describe in words what just happened here in this place, or for that matter what's been happening since we arrived on Friday. It's very appropriate that this particular Convention takes place so near the Epiphany, because I believe we have indeed found ourselves to be in the midst of an Epiphany...a manifestation of God's self, experienced within the life of a gathered community as it pauses to reflect on a substantial portion of it's common life. It is right and good, (I dare say, necessary, ) to hold up and celebrate this unique and wondrous and challenging journey that we have been on together. It is right and good that we mark the events that have brought us to this grace-filled and poignant moment.

This Epiphany has also been revealed to us in and through the lives of two very special people, Jack and Christine Spong, who came to be with us for a significant time and who graced us with their presence: with charm and challenge, intellect and integrity, vision and vitality, foresight and foibles. How blessed we have been.

As was experienced in other, perhaps more notable mountain-top Epiphanies, we have a tendency to want to bask in them for as long as possible..."Master, it's good that we are here...let's build some booths and settle in." "Michael Francaviglia, it's good that we are here - this is really nice - how about arranging with the management for us to stay - you work out the rooms and the table settings, etc. - we'll just whip out the magic plastic ....and stay."

And then comes Jesus, loving and affirming all that has just happened, inviting us to revisit these good memories, but looking anxiously down the mountain and slowly, gently, but firmly nudging us on - back to Samaria - Galilee - Jerusalem - Newark, Paterson, Milton/Oak Ridge, Ridgewood, Hackettstown, Jersey City, your town. Jesus says, "Follow me."

As we come down off this particular mountain, back to the places where God is calling us to faithful ministries, let my focus this first Episcopal address on what I see... On how I hope we might respond to God as a Diocese, as groups within the Diocese, as congregations and as individuals.

A few years ago, Leonard Sweet, Dean of the Seminary at Drew in Madison, New Jersey led a small clergy conference for the Diocese of Newark, and talked with us about some of his vision of the future church. Some deep responsive chords were struck for me. I was delighted recently to see and read his latest book *Aqua Church*, which describes more fully the material he shared with the clergy at that earlier conference. I have talked to Leonard about the possibility of coming back to be with all the clergy at a fall conference to continue and deepen the conversation. Dr. Sweet's book offers a prescription for how we might navigate as the church in a post-modern world and it has influenced the way in which I want to frame my vision and dreams for what is ahead for us.

If Leonard Sweet is correct, as I believe he is, we have lived through the modern era from the

fifteenth century through much of the twentieth century using landed or earth images. We have used landscapes to describe our reality: being rooted and grounded, singing "How Firm a Foundation"; hearing, "You are Peter and upon this Rock I will build my church;" using words - "boundaries, borders, rock- solid- stable - hard and fast, waterproof, water-tight, ordered, taking a stand."

In the post-modern world our reality is described by and surrounded by "seascapes", and the words we now hear are: "fluidity, chaos, uncertainty, otherness, openness, surfing the Net, multiplicity, change. "What different understanding and connection could scripture have for us if we went back and re-read it with particular attention and focus on the water images? What might it mean for us to replace images of Peter the Rock with Peter the Fisherman? Perhaps Noah and Jonah and the Samaritan woman at the well with their water images need more focus and attention. The relatively recent focus of the church on living water and on the Baptismal Covenant with the waters of Baptism is indicative of a developing awareness of new imagery in this post-modern culture.

How do we propose to navigate as the Church in a post-modern world here in the Diocese of Newark?

I begin with a few personal observations. I like to sit on a four-legged stool - I outgrew those three-legged ones. Truthfully, sometimes I sits and thinks -sometimes I just sits. Somehow seated on a four-legged stool while meeting with the clergy and laity gives me comfort - I suppose I feel myself being supported by Scripture, tradition, reason, and experience. I am aware, however, that by living in a post-modern culture, the surface is not usually flat, the playing field may not be level or even solid. In order to maintain the stool I must recognize that from time to time some legs will need to be longer, while other legs will be shorter. The trick in navigating in this post-modern culture will be to know when the scripture and tradition legs need to be lengthened or shortened, so also with the reason and experience legs, and to be able to adjust quickly when the ground shifts. And, if we adjust this metaphor to be in sync with our water imagery, perhaps this is our anchor.

Let me give you some examples about how I believe we need to navigate in this new world. Later today you will be asked to vote on a resolution asking the Bishop to appoint a Commission on Liturgy and Church Music, specifically inviting the Commission to develop rites which address the particular needs of this Diocese. I would be pleased to have you approve this resolution; to tell you the truth, I was already committed to appointing such a Commission. I do have a broad vision in mind for the work of such a Commission. Since the Bishop is recognized as the Chief Liturgical Officer in the Diocese, I plan to chair this Commission, bringing together some of the most talented and creative musicians and liturgists - lay and clergy - to do this important work for the Diocese. Let me list just three of the many possibilities for us to consider:

First, I have to confess I love Evensong. Evensong is like fine china, and that's a problem. We tend to take our best dinnerware and put it away - up high in a cupboard where it is safe and gathers much dust. On a regular basis we are more likely to eat from paper plates with plastic forks, or perhaps monotonous, plain plates and utensils. One of the beauties of Anglicanism is the rich offering of its liturgies.

I will ask this Commission to assist me in gathering us together in different parts of the Diocese (with special emphasis at the Cathedral) to provide for diocesan services of Evensong. We will also provide other liturgies that will adequately celebrate and affirm lay ministries and other particular

pastoral moments, congregational events, or community celebrations. These will all need to be carefully prepared. Our goal will not be, "Well, we do it" - but rather our goal will be, "We do it well!"

Second, In my first year traveling about the Diocese, I have been excited by the rich variety of music and liturgy presently taking place around us. Sadly, much of it remains a well-kept secret. The Commission will explore ways to share liturgical and musical ideas, as well as to create special opportunities within the Diocese to experience the gifts among us as we become more of a Diocesan worshipping community. These worship opportunities will include everything from Gospel rock to Solemn High Mass...from Grace, Van Vorst to Grace, Newark.

Third, I will ask the Commission to gather and examine liturgies which theologically and sacramentally make real that which is already true in the lives of gay or lesbian persons living in faithful, committed, monogamous relationships, asking of them no more nor no less than we ask of heterosexual couples. Although as Bishop I can authorize the use of trial services, I will ask the Commission to present its best liturgical efforts in this area to next year's Convention for its support and approval. We must and will listen carefully to discussion and debate at the General Convention in July but I want to be clear that although some may choose not to use such a liturgy, others have simply waited far too long. The naming and description of this liturgy will need further discussion, with heavy reliance upon the wisdom of the gay and lesbian community. We don't need to make a big fuss about this...we just need to do it. We need to have this liturgy available in order to provide the pastoral ministry to which the Church is being called in this Diocese. Today's Rosa Parks might be a lesbian - and I'm just not willing to ask her to go to the back of the bus...and wait. Justice delayed is justice denied. We need to anchor our pastoral and congregational ministries with Scripture and experience and tradition and we also need to cast this anchor ahead of us into the future.

We need also to continue to anchor our lives with reason. I love living and working in a Diocese that has valued highly academic pursuits and possibilities. We will of course continue the annual John Hines Science and Theology lecture series. I thank Skip Vilas and now Eric Hinds especially for their work on this series. A small endowment has been established for it and we have been challenged by the high quality of the lectures. I will invite some of you to review with me the New Dimensions lecture tradition in order to best determine how we might maintain and grow that teaching tradition. I have also held some initial conversations about the development of a new series of Diocesan Educational events for laity and clergy which might include a new version of the old Journey in Christian Living conferences. I was encouraged to hear during this past year's listening events the significant requests for more adult education on a congregational and diocesan level. More on this to follow, but if reason and tradition is the anchor in this navigational imagery, then let's raise this anchor also and cast it ahead of us into the future.

Next I would like to comment on two Leadership Arts that Leonard Sweet describes for navigating as the Church in this post-modern world. These two leadership arts happen to describe my management style.

#### First - Valuing the Crew - Collaboration and Teamwork:

One of the best things that has happened to me during this past year has been to share space at 31 Mulberry Street with thirty other employees. The gifts and skills, diversity and dedication among them are deeply appreciated. I have been warmly welcomed, and I am proud to be a part of this team dedicated to the Mission of the Church, especially in the Diocese of Newark.

The management team that meets weekly with me includes the Rev. Paul Hunt, Executive Assistant to the Bishop, about to become the Canon to the Ordinary (now that I've become Ordinary!); Ms. Gail Deckenbach, Assistant to Paul Hunt; Ms. Susan Robinson, Assistant to the Bishop; Mr. John Zinn, Chief Financial Officer of the Diocese, and Mr. Michael Francaviglia, Chief Administrative Officer of the Diocese. The Very Rev. C. David Williams will join us next week when he assumes his place as Dean-Elect of our Cathedral in Newark. And we eagerly await his coming. You approved the budget yesterday and that will enable us, later in the year, to add a Missioner for Congregational Development. Together we shall seek to serve God in the carrying out of our common mission in this Diocese. Given my style of leadership, most of the decisions that come to my office will be made after consultation with the team. I also want you to know that all of the members of the management team will be available to visit parishes and missions for various occasions - to preach, teach, celebrate or to listen.

Another very clear example of collaboration and teamwork is our recent decision to enter into a partnership in a Camp and Conference ministry with the local Lutheran synod. This venture provides many wonderful and exciting opportunities to expand our ministry within the Diocese, particularly offering excellent resources for use by individual congregations. There are certainly challenges to be faced, but the future in this area looks bright. Our thanks to Jack Lynch and Bonnie Magnuson, and all those serving on the Boards and Committees of the Camp! One Caveat - what's in a name? The young people with whom I've spoken to seem to think - a lot - perhaps the name ought to be revisited.

Teamwork has also enabled us to meet a challenge expressed in the listening meetings and at District meetings to give attention to our youth. In our budget we have provided sufficient funding within the budget for full-time youth ministry leadership for the Diocese in addition to our summer camping program. I salute Rich Bardusch and Cooper Conway and Chris Badgley for their excellent leadership with young people and encourage your congregation to get connected with the world of our Diocesan youth. The young people present with us at this Convention as youth delegates and as pages and assistants are testimony to the vitality of youth ministry in the Diocese of Newark.

Continuing to discuss collaboration and teamwork: during this transition year I listened to thirty clergy or laity groups, as well as numerous committees, commissions, vestries, wardens, and other individuals. One of the unpleasant realities I faced was that given our present trend, we could have twenty or more congregations being transferred to the roles of the Department of Missions within a few years. If these figures are accurate, then something needs to happen.

I'd like to propose some images to assist us in charting a new course. I want us to develop our own model of mission based on Claude Payne's successful strategy in Texas. When asked how many churches we have in the Diocese of Newark, I want us to say "ONE" - one church with one hundred nineteen mission stations. And, if we include parish and diocesan community development corporations, and other affiliated institutions such as Youth Consultation Services, Heath Village, Canterbury Village, Christ Hospital, that number of mission stations rises to well over one hundred and forty...with more to come!

In such a model we will need to commit to a time of serious discernment with respect to how we support and develop healthy congregations. During my years in this diocese the task of congregational development has chiefly fallen on the Department of Missions. The DOM has done good work over the years. However, to take such a significant amount of our people and financial resources and funnel it to

only 25 or so of our mission stations is not good stewardship. Over the next year we are going to have to imagine and evolve into something different – something broader – something more creative.

In the end we need to be able to respond to the needs of congregations in ways that are continually evolving and adaptive. We need to put our resources into ministry that can be as fluid as the world in which we are called by God to minister. Our current structure, with the DoM, set up as a separate corporation, and being the focal point for congregational development is not one that will work for us in the future. At some point this year we will be launching a nationwide search for a new staff person to oversee this shift in focus that has already begun with the resolution you will be voting on to change the makeup of the Ward J. Herbert fund. In order for us to move ahead - we really need to approve the reorganization of the Ward Herbert Fund. Believe me, I have no illusions that these transitions will be easy. It is going to take hard work and will at times be painful. Nevertheless, I have spent over a year listening to all of you and many others, and am certain that we can move into a better model for how we build and support healthy ministry in our 119 stations.

I do believe at least three things will have to happen for this new model of mission to work: the first is a willingness to develop teamwork and area planning. As long as 119 congregations choose to relate independently to the Diocese ultimately many will fail, a few will continue, but always with a struggle; and a few will actually grow and flourish, almost in spite of our plans. Rivalry, competition, secret-keeping, turf wars, jealousy, mistrust or just plain apathy will describe the way in which we choose to navigate in this changing culture. Measuring success as moving from Mission to Parish status, and measuring failure as moving from parish status to mission status are not adequate measurements for success or failure.

Rather, can you imagine a number of Mission Stations gathering together to discuss the common mission shared by all? Proclaiming the Good News of God in Christ to a hungry world around us? Seeking and serving Christ in all persons? Will you imagine working and making ourselves available to each other and others, as we strive for justice and peace and the integrity of all creation in the mission field in which we find ourselves called by God? Our Mission, through the proclamation of the Gospel is to influence the culture, not preserve the institution.

Example - the present Mission Stations already at work in Jersey City, Union City, Bayonne, Secaucus and Hoboken come together to discuss the Mission of the church. They ask: Which gifts and ministries are already at work? What resources are needed to enhance and expand these ministries? What's missing? Where does the next Mission Station in our area need to be planted? What can each of us bring to this new work? What is the nature and focus of this Mission? Now change the names in the example - insert your own, together with those about you and ask somewhat similar questions, adjusting for your particular circumstances.

Further imagine that as these plans take shape, they come to District Councils for further conversation and refinement - and then on to Diocesan Council. The Diocesan Council reverses its current method of operation so that the bulk of its meetings are spent hearing, discussing, and prioritizing District plans. (Currently, these are the last item on the agenda and rarely reported.)

The second thing we need to envision for this idea of Mission and Congregational Development to work is to strengthen the District Clergy and District Council groups. Can you imagine as many as nine districts rather than the present six? To improve two-way communication between District and

Diocese and make the work within the Districts manageable. If we organize in such a fashion I would ask the District Councils to meet every month, excluding July and August. The January meetings would be pre-convention meetings as they were this year. At the remaining monthly meetings either I or the Canon to the Ordinary or the Missioner would meet with each District Council. We would be participants and resources in the District conversations as mission stations share and refine strategies to present to the Diocesan Council. If my math is correct, I would meet with each District Council at least three times each year - so also would my Canon and the Missioner. And other members of the management team and the Diocesan staff would be readily available as needed.

I ask you to imagine the above as a possibility. Let your imaginations soar - we may discover other ways to communicate and manage our mission. As you know from the budget presentation, I have requested funds for a consultant. This consultant will help us to look at the structure and organization of the Diocese to discern new ways to function. You may also recall that during the selection process (or the election process), I spoke of taking our traditional management pyramid and turning it on its side. It is my hope that the consultant will assist us in doing exactly that! Whatever the final design, I assure you that I am committed to us being ONE church with many mission stations.

I am also asking the clergy for an additional time commitment. Following a schedule similar to that outlined above I, or the Canon to the Ordinary, or the Missioner will meet with each of the District Clergy groups one morning a month. The format might include Morning Office, Bible study, sharing stories and planning and dreaming and visioning the future while we live into the present, sharing a meal. There will also be time for individual appointments following the meetings.

The third thing that I ask you to envision is the commitment of adequate resources to support and sustain this Mission at the local level. We simply cannot organize ourselves programmatically for Mission, if financially we are determined to organize only for maintenance. It's about good stewardship - we will need to improve the income side of the budget if we expect to meet the challenges of our Mission.

Another part of valuing the crew with Collaboration and Teamwork involves the report and recommendations from the Task Force on Total Ministry that you heard yesterday. I appreciate the time and work offered by the committee members, and I personally support the adoption of the report.

If I am to guard the faith, unity, and discipline of the church, while also encouraging and supporting all baptized people in their gifts and ministries, then I will remind us all that the Catechism clearly describes the ministers of the church as lay persons, bishops, priests, and deacons. The Ordinal makes provision for three distinct orders of ordained ministers - Bishops, priests, and deacons.

I believe the report of the Task Force seeks both to restore to this Diocese the three orders of ministry provided in the Ordinal of the Prayer Book, and also to affirm the presence and celebration of all the ministries of the church - lay people, bishops, priests, and deacons. I believe the central ministry of the deacon is to organize, support and encourage the servant ministry of the laity, in part by modeling that servant ministry in his/her own life, as well as being an icon for the church's servant ministry in the world. The deacon also brings the needs and concerns of the world back to the church for prayer and for the church to respond actively and passionately to those needs and concerns. Given that description, the deacon will be able to take responsibility for some of the concerns which usually fall on the priest and lay leader's shoulders, thereby supporting the ministry of priest and laity. Implemented with careful



study and loving concern, in such models, no one's ministry is replaced and everyone's ministry is enhanced. I eagerly look forward to working with the Commission on Ministry and others to implement the resolutions if you approve them.

One ingredient in this proposal to focus on Mission and Congregational Development in the Diocese, relates to Episcopal visits and Confirmation. As you have probably heard by now, I am not calling for a Bishop Suffragan at this Convention, although I am asking the Convention to approve a resolution authorizing me to employ an Assisting Bishop if that seems to be the best choice to make during the course of the year. For now, I believe the best decision is to put our financial resources into employing a Consultant and the Missioner for Congregational Development so we can get to work on the Mission to which God is calling us. That being the case, I am planning a series of Regional Confirmations to take place between September, 2000 and June, 2001. We have some good ideas about how to make those very special events. We will solicit the advice and council of the about-to-be formed Commission on Liturgy and Music, as well as individual District Councils and District clergy groups to take into consideration time, place, and format. I will continue to make regular Episcopal Visits throughout the year, offering a variety of formats for that time together, and being open to ideas and suggestions you might have. Some considerations include special community celebrations, affirmations and celebrations of lay and ordained ministries, teaching opportunities, meetings with lay leaders, appropriate visits sharing a meal together, sharing our stories. As I said at the Clergy Conference in the Fall, I see the Office of the Bishop as more than just one person - it includes the Canon to the Ordinary, his Assistant, my Assistant, the Chief Financial Officer, the Diocesan Administrator, the Missioner, the Dean. Each has particular gifts in ministry that I hope your congregation will seek to discover.

Another leadership art is Communication. Our working together in a new structure should certainly improve our communications with each other. But we also need to look at the means by which we communicate. We need to have the very best means of communication, utilizing all the technology available to us. The simple fact is that those who choose not to get on board with electronic technology will be left behind, whether Bishop or congregation. There really are no acceptable excuses left. I do have a strong commitment to *The Voice*. It will continue to play an important part in our communication system as a Diocese, but regular and timely communication will increasingly be on the Internet. Those of you who have been trying to reach me by e-mail know I have work to do! I'll get there!

Another of Leonard Sweet's leadership arts for navigating church in this post-world is titled: Taking Shore Leave - Sabbath Rest

One of the neat things about this Jesus of Nazareth is that he seemed to figure this one out from the very beginning, and was clearly better at it than many of us. Jesus would engage, often vigorously with those in the world around him, and then after a time, he would withdraw - disengage- go up to the mountain - out on a boat - into the desert. There's a kind of arrogance about me when I believe I can do what Jesus couldn't or at least wouldn't do - that I can stay engaged all the time - say yes to everybody and everything. Many of us think its great to imagine ourselves as the center of the universe - and then complain to anyone who will listen about how tired and overworked and abused we are. Remember that conversation Moses had with God - complaining about all God had given Moses to do? God told Moses, "Look, I never intended for you to do it that way - go get some colleagues - take them off on a conference. I'll spread some of My Spirit around and everything will be fine." Or, at least,

that's how I interpret that story.

When one of you complains to me about not taking time off for weeks at a time - you do not honor God, the Church, me or you. We need to get with the program - find the Mary and Martha rhythm in your life - take time off regularly - in the midst of a busy, hectic day, close the door, declare a mini-sabbatical - call your spouse or partner or a friend - or go into the chapel or church or quiet room and be at peace with God.

The integrity of creation includes a concern for the health and well-being of all of God's creation, including us. The church needs to model healthy life-styles for all of God's people. Clergy and lay leaders need to be good role model in this area for the world around us.

Plan ahead for a sabbatical time in your life and ministry. Lay leaders, imagine planning at least two retreats for yourself this next year - a vestry or congregational retreat and also an individual or family retreat. The Sisters at the Convent of St. John Baptist would welcome your visit. Bob and Suzanne Morris and the whole team at Interweave have much to offer. Check it out. Of course, there are also many other resources available beyond the Diocese of Newark in nearby locations. Clergy, I'm asking you to plan on two conferences a year with your Bishop. The Fall Clergy Conference is already on the schedule, and a Spring Conference for Clergy and Spouses or Partners is also being developed by Brad and Harriet Whitaker and crew for April 7 - 8 -9. Marilyn and I are committed to making this Clergy- Spouse/Partner conference an on-going part of our lives in the Diocese of Newark since we know something about the spiritual hazards of living in a rectory and being a spouse or partner to a priest. I'm seeking funds to cover most of the expenses of both these conferences in order that all who wish to attend may do so regardless of cost. Healthy families greatly improve the health of congregations...it's that simple.

The final Category for Navigating as the church in this post-modern world combines three of Leonard Sweet's Leadership Arts:

Risk Taking:

Vibrations:

Vision:

One of the questions asked of each of the candidates for Bishop in the Diocese of Newark was - "what risks have you taken for the Gospel?" You don't have to be a Bishop to be asked that question, you just have to be baptized. I believe the Baptismal Covenant encourages creativity and risk-taking. On the one hand we are called to be responsible stewards of all that is entrusted to us. On the other hand, God calls us to be ready to risk, to venture out on new seas, to set sail on a new Mission.

Pay attention to both calls.

In this Diocese we have stood firm, risking much for the Gospel in our quest for justice, diversity, and inclusivity. We will continue that course! But risk-taking will also have a place in our evolving mission of congregational development.

During this past year of listening, I came to understand something of Leonard Sweet's pieces about Vibration and Vision - suggesting that as we are able, oft-times we need to hear and feel what we are seeing before we can see what we are hearing and feeling. (You might want to work with that one for a time.) At least for me, hearing and feeling has become a pre-requisite to my seeing. As I travel around the Diocese I've been hearing and feeling a music - way down - deep - inside - a music that

seems to connect with other sounds around me - other music - some is softly sweet and tender, some is loud, harsh, blaring, some is plaintive, painful, crying, some is bubbling, joyful, happy, some is strong, measured, sure- different, and yet the same. In 1945 Oscar Hammerstein wrote these words for a song in *Carmen Jones*:

"I'll tell you why I want to dance.  
It ain't the sweetness in the music.  
I like the sweetness in the music,  
but that ain't why I want to dance.  
It's somethin' thumpin' in the Bass  
a bumpin' underneath the music.  
That bum-bum-bumpin' under music  
is all I need to start me off.  
I feel it beatin' in my bones  
It feels like twenty million tom-toms  
I know there's twenty million tom-toms  
beatin' way down deep inside my bones.  
I feel it beatin in my heart  
And then I get a kind of dream  
And in my dream it kind of seems  
There ain't but one big heart for all the world.

And now my heart is beatin' fast  
And that's a rhythm I can dance to.  
I'm mighty glad I got a chance to  
with a one big heart that's beatin' fast!  
Tomorrow mornin' let it rain!  
Tomorrow mornin' let it pour!  
Today we're in the groove together  
Ain't gonna worry about stormy weather  
Gonna kick old trouble out the door. "

Well - I'm left with two images that sustain me as we begin this part of the journey together: the first is solo voices ...many solo voices. different solo voices...some singing without words - with hands or acts or unspoken words of prayer...solo voices...called by God to sing together...humbled egos...solo voices...come together joyfully to sing the Lord's Song in a Strange Land...rising in strength and volume and determination...rising to crescendo...determined to be felt and heard so that other voices might be added...and somehow in the doing of all that we all become changed. I think we can dance to that music.

The second image comes from Leonard Sweet. If you trust me, place your index finger in your mouth and then removing it, raise it high. You will find yourself in the company of many navigators of old, putting your finger to the winds. The wind of the Spirit is blowing through this place. I can feel it. Let's hoist the Anchor of our past *tradition*? and set sail into the future, whose certainty is only in God's hands. That will be sufficient.

Amen.

**CONSENT CALENDAR****Resolution 1*****Amend New Jersey State Statute 16***

**RESOLVED**, that this 126th Convention of the Diocese of Newark petition the State of New Jersey to amend New Jersey State Statute 16:12-1a to change the form of the corporate title of incorporated parishes to read as follows:

The Rector, Wardens and Vestrymembers of ..... Church in .....; and, be it further

**RESOLVED**, that the Secretary of the Convention send a copy of this resolution to the Secretary of Convention of the Diocese of New Jersey, requesting that a similar resolution be brought before the next meeting of its Diocesan Convention; and, be it further

**RESOLVED**, that once the Diocese of New Jersey joins the Diocese of Newark in this action, the Secretaries of both diocesan conventions petition the State of New Jersey to make said amendment.

Submitted by: The Rev. Randall Day, Ms. Amy Fink, St. Mark's, Teaneck, and Ms. Marge Christie, Christ Church, Ridgewood

**SUPPORTING INFORMATION:**

As women have been allowed to serve on vestries since 1965, we propose that the wording of this statute be changed from "vestrymen" to "vestry." [The Term "Vestry" was modified to "Vestrymember" by the Diocesan Council on March 1, 2000 to be consistent with the language of the resolution adopted by the Diocese of New Jersey.]

*Resolution 1 was adopted on the Consent Calendar.*

**CONSENT CALENDAR****Resolution 2*****Creation of a Commission on Liturgy and Church Music***

**RESOLVED**, that this 126<sup>th</sup> Convention of the Diocese of Newark urges the Bishop to appoint a commission on liturgy and church music to enrich the liturgical life of the diocese which could among other things to develop rites which address the particular needs of the diocese.

**SUPPORTING INFORMATION:**

There is great resistance on the national level to further revision of the Book of Common Prayer. Liturgy, as the work of the people, can not be stifled by bureaucratic anxiety or apathy. Yet, we need to proceed in order and in concert with each other. This resolution allows us to continue to

develop creative, relevant liturgical resources within the context of our diocesan family, in concert with the resources in the Book of Occasional Services and the existing Supplemental Liturgical Texts which are already authorized by General Convention.

These rites are to be available as resources and diocesan supplemental liturgical texts to priests and lay leaders in congregations for situations of major life transitions and tragedies, and concerns of justice. These may include but are not limited to: the end of a marriage, healing after incest or rape, the death of a child due to accident, miscarriage or stillbirth, comfort and solace after abortion, the blessing of a committed relationship (of any gender combination), the celebration of creation, the blessing of animals, a particular ministry, i.e., urban, prison, AIDS, hospital chaplaincy, etc., or the awareness of a particular issue of justice, i.e., racism, sexism, homophobia, ageism, etc.

The Commission would also be a consultative resource to diocesan and congregational liturgists to make certain our corporate worship is reflective of our theology of inclusion and diversity in language concerning God and humankind in prayer, psalm and hymn, as well as in the full participation of all four orders of ministry whenever possible and appropriate. The diversity of liturgical styles in this diocese from evangelical, charismatic, Anglo-Catholic, high, low and broad, needs to be reflected in our worship as well. All work by the Diocesan Liturgical Commission would require the expressed approval of the Bishop diocesan prior to use in the diocese.

Submitted by: The Oasis; the Mission to Dismantle Racism; The Women's Commission; the AIDS Resource Center at St. Barnabas; former members of the 1997 Task Force on Prayer Book Revision: Ms. Marge Christie, Christ Church, Ridgewood; The Rev. Ed Hasse, St. Paul's, Montvale; Ms. Lyn Headley-Moore, St. Mark's, West Orange; Ms. Marie Obermann, St. Paul's, Chatham; The Rev. Michael Delaney, St. Peter's, Washington; The Rev. Phillip Wilson, Redeemer, Morristown; Ms. Ann Hirsch, Christ Church, Hackensack.

Resolution 2 was adopted on the Consent Calendar.

## CONSENT CALENDAR

### Resolution 3 *The Cambridge Accord*

**RESOLVED**, that this 126<sup>th</sup> Convention of the Episcopal Diocese of Newark supports and gratefully joins the initiative of Bishop Steve Charleston, President and Dean of The Episcopal Divinity School in Cambridge, MA, in response to the increase of the worldwide violence and murder of lesbian and gay people. The Cambridge Accord calls bishops in the Anglican Communion to provide leadership for human rights and calls us all to join them in embracing this simple accord:

*In the Name of God, we the bishops of the Anglican Communion who have affixed our names to this Accord, publish it as a statement of our shared opinion in regard to all persons who are*

*homosexual. We affirm that while we may have contrasting views on the Biblical, theological, and moral issues surrounding homosexuality, on these three points we are in one Accord.*

- 1. That no homosexual person should ever be deprived of liberty, personal property, or civil rights because of his or her sexual orientation.*
- 2. That all acts of violence, oppression, and degradation against homosexual persons are wrong and cannot be sanctioned by an appeal to the Christian faith.*
- 3. That every human being is created equal in the eyes of God and therefore deserves to be treated with dignity and respect.*

*We appeal to people of good conscience from every nation and religious creed to join us in embracing this simple Accord as our global claim to human rights not only for homosexual men and women, but for all God's people.*

and, be it further

**RESOLVED**, that a copy of this resolution be sent to Bishop Charleston at E.D.S. and memorialized at the 73<sup>rd</sup> General Convention.

Submitted by: The Oasis, the Women's Commission

#### **SUPPORTING INFORMATION:**

This Accord was initiated in direct response to reports from a newspaper in Kampala (Reuters, 9/28/99) that Ugandan President Yoweri Museveni has ordered the arrest of homosexuals for carrying out "abominable acts", further saying that his upbringing and the Bible told him homosexuality is wrong. The newspaper report also noted that "Homosexuality is illegal or taboo in many African countries and few gay people feel able to be open about their sexuality. Zimbabwean President Robert Mugabe once described homosexuals as 'lower than dogs'". This Accord also addresses the tragic Human Sexuality Resolution at 1998 Lambeth which is reflective of this homophobic position, and calls on the leadership of the world-wide Christian community to stand in opposition to hatred and persecution in any form of humankind.

*Resolution 3 was adopted on the Consent Calendar.*

#### **CONSENT CALENDAR**

##### **Resolution 4 *Task Force to Study Violence***

**RESOLVED**, that this 126<sup>th</sup> Convention of the Diocese of Newark abhors the current unrestrained power of violence in our culture; and, be it further

**RESOLVED**, that this Convention requests the bishop to establish a task force that will address the urgent problems of violence in our society and analyze existing materials on non-violence; and, be it further

**RESOLVED**, that this task force report to the 127<sup>th</sup> Convention its findings and recommendations for actions to be taken by individuals and congregations.

Submitted by: The Youth Commission of the Diocese of Newark; The Rev. Richard Bardusch, Director of Youth Ministries; The Rev. Sunil Chandy, Christ Church, Ridgewood; The Rev. Cooper Conway, Grace Church, Newark; The Rev. Margaret Hodgkins, Calvary, Summit; Ms. Bonnie Magnuson, Co-chair of the Camp Committee; The Rev. Canon Elizabeth Kaeton, The Oasis; The Rev. Dana Rose, The Oasis; The Rev. Jennifer Baskerville, St. Peter's, Morristown; Ms. Kitty Kaweck, Director of the Bishop Anand Resource Center

#### **SUPPORTING INFORMATION:**

Members of the Youth Commission see and experience violence and the possibility of violence on a daily basis in school and in their communities. As adults we see violence on the news, highways, and in our congregations. We are increasingly aware and concerned by the proliferation of violent images, attitudes, and acts in our society.

#### **Data**

- I Every day in the U.S., thirteen children die from gun related accidents and violence.
  - II Between 1979 and 1991, nearly 50,000 children were killed by firearms—a number close to the American battle fatalities in the Vietnam War.
  - III Homicide is now the third leading cause of death for children ages five to fourteen. Every day, 135,000 of them bring guns to school.
  - IV A child growing up in the U.S. is fifteen times as likely to be killed by gunfire as a child growing up in Northern Ireland.
  - V Every day, 1.2 million latchkey children come home to houses in which there is a gun.
  - VI A Harvard study that polled 2,508 elementary, middle, and high school students around the country found that roughly the same percentages of inner-city and suburban students said they had been shot at, had been seriously threatened with a gun, or had fired a gun at someone else.
- Data was gathered from "Violence in the Lives of Children and Youth: The Church's Response." The National Council of Churches in the U.S.A., Volume III, pp. 3-4.*

*Resolution 4 was adopted on the Consent Calendar.*

#### **CONSENT CALENDAR**

##### **Resolution 5** **College Chaplaincy**

**RESOLVED**, that this 126<sup>th</sup> Convention of the Diocese of Newark urges the Bishop to appoint a task force to study the benefits of a full-time chaplaincy program on the church's ministry on the many college campuses located within the diocese; and, be it further

**RESOLVED**, that this task force report to the 127<sup>th</sup> Convention its findings and

recommendations for actions to be taken.

Submitted by Ms. Marge Christie, Christ Church, Ridgewood

#### **SUPPORTING INFORMATION**

Everything one reads about church, ministry, youth leads one to recognize the critical need to interact and relate with young people during their college years. It is also accepted knowledge that a major reason for the "aging" seminary student body and ordained ministry is related to the lack of suggesting ministry as a vocation and actively recruiting potential postulants. This diocese, like most of the Episcopal Church, has neglected college ministry for too long. Hopefully, the task force will give consideration to hiring someone to replace the very part time volunteer system the diocese has employed for many years.

*Resolution 5 was adopted on the Consent Calendar.*

#### **CONSENT CALENDAR**

##### *Resolution 6 Syringe Exchange*

**RESOLVED**, that this 126<sup>th</sup> Convention of the Episcopal Diocese of Newark, in recognition of the overwhelming humanitarian and public health imperative, supports harm reduction in its widest interpretation including the immediate establishment of legal syringe exchange and relaxing of drug paraphernalia laws in New Jersey as a component of a comprehensive HIV and other blood-borne disease prevention program; and, be it further

**RESOLVED**, that the Episcopal Diocese of Newark supports the bills introduced by New Jersey State Senators Wynona Lipman, (deceased) and Joseph Vitale to implement the above pro-health position: S267 which would permit hypodermic syringes in quantities of 10 or less to be sold without prescription in pharmacies, and S453, which would establish a three year pilot comprehensive needle exchange program through the N. J. Department of Health; and, be it further

**RESOLVED**, that copies of this resolution be sent to the Governor, the N. J. Senate President, the Assembly Speaker, the Senate Health Committee of the New Jersey Department of Health and Senior Services, the Governor's Advisory Council on AIDS and the NJ Harm Reduction Coalition.

Submitted by: the AIDS Resource Center at St. Barnabas, Newark

#### **SUPPORTING INFORMATION:**

New Jersey ranks fifth in the nation with reported cumulative AIDS cases. New Jersey has two cities (Newark and Jersey City) on the top ten list of United States cities with the highest rate of AIDS per capita.



As of December 31, 1998, 26,238 New Jerseyans, including 10,397 people from the five counties of the Newark Eligible Metropolitan Area (Essex, Morris, Sussex, Union and Warren) and in Jersey City, over 3,666 cumulative cases since documentation began in 1981, are living with HIV or AIDS.

New Jersey has the third highest rate of injection-related HIV in the United States. 50% of the HIV infections in adults and adolescents in New Jersey are directly caused by the sharing of contaminated syringes by injection drug users. An additional one quarter of all infections are indirectly caused – children with AIDS who are born to women who contracted AIDS through injection drug use or sexual contact with an injection drug user – by the sharing of contaminated syringes.

New Jersey has the third highest number of pediatric AIDS cases of any state. Approximately 95 percent occur as a result of perinatal transmission from mother to fetus and a greater percentage of AIDS cases among women (28% of cumulative AIDS cases; but 35% of the AIDS cases reported in 1998) than any other state.

Among those who inject drugs, African-Americans are five times more likely than whites to get AIDS, and Latinos are at least one and a half times as likely as whites to get AIDS. In light of the disproportionate impact of injection drug-related HIV on communities of color, the continuing inaction to implement effective HIV prevention targeting this group undermines the credibility of the State of New Jersey and the Federal government's stated goal of reducing racial and ethnic health disparities.

There is a need in NJ to adequately address and prevent where possible, the continues spread of this disease through intravenous drug use and needle sharing. NJ is the only state in the northeast United States without legal provisions for syringe exchange. On April 3, 1996, the N. J. Governor's Advisory Council on AIDS adopted a position in favor of clean syringe sales in pharmacies without a prescription and pilot needle exchange programs in New Jersey.

Over 115 needle/syringe exchange programs exist in 31 states exchanging 17.5 million syringes annually. Six reputable national studies have concluded that clean syringe availability in pharmacies without a prescription and needle exchange programs reduce the spread of HIV/AIDS and hepatitis without increasing drug use. Studies have found that needle exchange programs save lives and taxpayers money and provide a safe disposal system for the used syringes.

Comprehensive needle/syringe exchange and prevention programs for HIV and other blood-borne diseases must include drug and HIV education as well as referrals to a full range of social and medical services including drug treatment. The must also be established with the cooperation of law enforcement officers and demonstrate acceptance by community and religious groups as well as local government.

Harm reduction is a concept that values and supports any and all lessening of harmful behavior(s) as an appropriate move in the right direction, even if the decrease is not an ideal and total elimination of the damaging behavior. Social scientists have recognized that harm reduction is a way of meeting individuals where they are and encouraging incremental change as people are able to make it and to whatever level people are able to achieve. The relaxing of drug paraphernalia laws would include allowing for the purchase of clean needles/syringes over the counter and, for persons registered in a legal syringe exchange program, would not result in immediate arrest, as is currently the law.

The National Institutes of Health Consensus Panel reviewed studies on the effectiveness of syringe exchange programs and concluded that syringe exchange programs do not increase syringe injecting behavior among current drug users, and do not increase the amount of discarded drug paraphernalia. In addition, the NIH stated that "legislative restriction on (syringe exchange programs) must be lifted. Such legislation constitutes a major barrier to realizing the potential of a powerful approach and exposes millions of people to unnecessary risk".

The impact of HIV/AIDS is felt significantly disproportionately among women of child-bearing

age, youth, children, gay men, people of color, particularly African-Americans, people living in poverty, injection drug users – people already marginalized and devalued in our society. It is important that the church, in addition to community-based organizations and medical and professional associations, take a stand on protecting all God's children in every possible way available to us.

*Resolution 6 was adopted on the Consent Calendar.*

## CONSENT CALENDAR

### Resolution 7

#### *"Stop Domestic Violence" Stickers*

**RESOLVED**, that every restroom in every church and office of the Episcopal Diocese of Newark have stickers posting the telephone number where victims of Domestic Violence can get help on the **INSIDE** of the door of every toilet stall.

Submitted by: The Rev. Margaret A. Gat, St. John's, Dover and Co-chair of the Women's Commission

### SUPPORTING INFORMATION:

There is no safe place for victims of abuse to find out where they can get help. Memory and a toilet stall are about the best options they have. The Women's Commission will distribute these stickers at Convention.

*Resolution 7 was adopted on the Consent Calendar.*

## CONSENT CALENDAR

### Resolution 8

#### *Resolution to Help Implement Lambeth Conference Resolution 11.7 - Urbanization*

**RESOLVED**, that this 126<sup>th</sup> Convention of the Episcopal Diocese of Newark supports the full implementation of Lambeth Conference Resolution 11.7 which a) "calls upon the member Churches of the Anglican Communion to address the process of urbanization across the world, both in our cities and all other communities" and b) asks member churches to give "urgent attention to 'Living and Proclaiming the Good News' in our cities so that all that destroys our full humanity is being challenged, the socially excluded are being welcomed and the poor are hearing the Good News (Matthew 11.3)."; and, be it further

**RESOLVED**, that this 126<sup>th</sup> Convention supports the Lambeth Conference goal of formation of an Anglican Urban Network to share information and experience on urbanization and urban mission within the Anglican Communion and also formation of a "Faith in an Urban World" Commission in consultation with other churches in ecumenical partnership; and, be it further

**RESOLVED**, that the following resolution be submitted to the 73rd General Convention of the Episcopal Church by the Secretary of Convention on behalf of this convention:

*Resolved*, the House of \_\_ concurring, that this 73rd General Convention hereby endorses the goals of Lambeth Conference Resolution 11.7 and calls for the Episcopal Church to support the formation of an Anglican Urban Network to share information and experience on urbanization and urban mission within the Anglican Communion and also formation of a "Faith in an Urban World" Commission in consultation with other churches in ecumenical partnership.

and, be it further

**RESOLVED**, that the Secretary of Convention be directed to contact the Anglican Communion Secretariat to convey this resolution and to express the desire of the Diocese of Newark to participate in whatever way possible in both of these bodies when they are established.

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

#### SUPPORTING INFORMATION:

The Diocese of Newark is a leader in urban ministry, but we have much to learn from others. Over half of the world's population now live in cities but much of the Church's method of spreading the Good News still assumes an agrarian society. The forward thinking elements of the Lambeth Conference must not be lost and we should do all we can to support the establishment of these committees.

*Resolution 8 was adopted on the Consent Calendar.*

#### Resolution 9

*Seeking Reconciliation* (This resolution was amended; see following substitute.)

**RESOLVED**, that this 126th Convention of the Episcopal Diocese of Newark encourages our Bishop and 73rd General Convention Deputies to pursue and/or continue working for reconciliation within our denomination—that is, the fostering of that sense of shared faith and mission that can exist in spite of serious and continuing disagreements on specific issues of faith and practice, by:

(1) initiating and/or participating in non-legislative discussions, dialogues and debates on major issues of disagreement within the Church, seeking to involve persons of all viewpoints; and,

(2) that the Bishop and General Convention Deputies seek to support legislation to facilitate greater intra-denominational reconciliation, when such efforts can be undertaken without denying or compromising the principles of the Episcopal Church and of this diocese, as adopted in Convention; and,

(3) that they report back on these efforts following the 73<sup>rd</sup> General Convention, and make such recommendations to the Diocese of Newark, as will promote continuing healthy exchange of faith, mission strategy, and viewpoints on contested issues; and,

(4) that all of us seek in our own witness and ministry to support these efforts.

Submitted by: The Rev. John Donnelly, St. Michael's, Wayne; The Rev. Robert Morris, Interweave; Dr. Louie Crew, Grace, Newark; The Rev. Esar Budhu, St. Agnes & St. Paul's, E. Orange; The Rev. Jacob David, St. Paul's & Resurrection, Wood-Ridge; The Rev. Michael Gerhardt, Christ, Teaneck; The Rev. William Guthrie, Christ, E. Orange; The Rev. Fletcher Harper, St. Luke's, Haworth; The Rev. John Hartnett, St. Elizabeth's, Ridgewood; The Rev. Brian Laffler, St. Anthony's, Hackensack; The Rev. Vicki McGrath, All Saints, Glen Rock; Mr. Niles Ring, St. Michael's, Wayne; Ms. Elizabeth Golub, St. Michael's, Wayne

#### SUPPORTING INFORMATION:

Various constituencies within the Episcopal Church and within this diocese have engaged in debate for many years over many issues, such as Prayer Book revision, women's ordination, the authority of scripture, sexuality issues, etc. The legitimate debate over the doctrine and polity of the church has too frequently descended to antagonistic conflict, sometimes shattering fellowship and threatening our Eucharistic unity itself.

During the past year, a number of clergy engaged in some informal dialogues on scripture and our common life as Episcopalians. Those participating found that in spite of differences over theology and polity, that they shared many similar convictions and concerns. This resolution is an out growth of that effort. It is hoped that more clergy and laity in ECUSA will do all things possible to focus upon reconciliation- -that is, seeking out the common areas of shared faith and mission that can exist in spite of serious and continuing disagreements on specific issues of faith and practice- so that our denomination can more effectively preach the gospel and promote justice in the name of the God.

#### Resolution 2

##### *Seeking Reconciliation (Amended)*

**RESOLVED** that this 126<sup>th</sup> Convention of the Episcopal Diocese of Newark encourages all Episcopalians to pursue and/or continue working for reconciliation within our denomination – that is, fostering of that sense of shared faith and mission that can exist in spite of serious and continuing disagreements on specific faith and practice, by initiating and/or participating in

legislative and non-legislative discussions, dialogues and debates on major issues of disagreements within the Church, seeking to involved persons of all viewpoints.

#### SUPPORTING INFORMATION

Various constituencies within the Episcopal Church and within this Diocese have engaged in debate for many years over many issues, such as Prayer Book revision, women's ordination, the authority of scripture, sexuality issues, etc. The legitimate debate over the doctrine and polity of the church has too frequently descended to antagonistic conflict, sometime shattering fellowship and threatening our Eucharistic unity itself.

During the past year, a number of clergy engaged in some informal dialogues on scripture and our common life as Episcopalians. Those participating found that in spite of differences over theology and polity, that they shared many similar convictions and concerns. This resolution is an outgrowth of that effort. It is hoped that more clergy and laity in ECUSA will do all things possible to focus upon reconciliation – that is, seeking out the common areas of shared faith and mission that can exist in spite of serious and continuing disagreements on specific issues of faith and practice – so that our denomination can more effectively preach the gospel and promote justice in the name of the God.

[Note: As deputies to General Convention we are elected not as delegates who represent a particular constituency or theological perspective, but as faithful witnesses of the Gospel and active participants in the legislative process, through which we humbly acknowledge the power of the working of the Holy Spirit. Reconciliation can and does occur when we actively work for justice.]

Signed: All Deputies and alternates to General Convention 2000.

*This is a substitute resolution for Resolution 9. The substitute resolution has been accepted by the movers of the original resolution (The Rev. John Dormelly, St. Michael's, Wayne; The Rev. Robert Morris, Interweave; Dr. Louie Crew, Grace, Newark; The Rev. Esar Budhu, St. Agnes & St. Paul's, E. Orange; The Rev. Jacob David, St. Paul's & Resurrection, Wood-Ridge; The Rev. Michael Gerhardt, Christ, Teaneck; The Rev. William Guthrie, Christ, E. Orange; The Rev. Fletcher Harper, St. Luke's, Haworth; The Rev. John Hartnett, St. Elizabeth's, Ridgewood; The Rev. Brian Laffler, St. Anthony's, Hackensack; The Rev. Vicki McGrath, All Saints, Glen Rock; Mr. Niles Ring, St. Michael's, Wayne; Ms. Elizabeth Golub, St. Michael's, Wayne).*

***Resolution 9 was adopted as amended.***

**CONSENT CALENDAR****Resolution 10*****Sexual Morality, Justice and Healing***

**RESOLVED**, that this 126<sup>th</sup> Convention of the Episcopal Diocese of Newark gives thanks for the courageous leadership of John Shelby Spong, Bishop Diocesan, most especially in issues of sexual morality, justice and reproductive rights; and, be it further

**RESOLVED**, that this Convention rejoices in the continuation of that courageous leadership in John Palmer Croneberger, Bishop Coadjutor, most recently as his name was assigned in endorsement of a full page advertisement which appeared in the January 17<sup>th</sup> issue of the Star Ledger and the January 25<sup>th</sup> issue of the New York Times in a Religious Declaration on "Sexual Morality, Justice and Healing", the text of which appears in the supporting documentation of this resolution; and, be it further

**RESOLVED**, that this Convention continues to maintain its position in support of sexual morality, justice and reproductive rights which it has maintained in convention since 1976.

Submitted by the Women's Commission

**SUPPORTING INFORMATION:****RELIGIOUS DECLARATION ON SEXUAL MORALITY, JUSTICE AND HEALING**

Sexuality is God's life giving and life-fulfilling gift.

We come from diverse religious communities to recognize sexuality as central to our humanity and as integral to our spirituality. We are speaking out against the pain, brokenness, oppression and loss of meaning that many experience about their sexuality.

Our faith traditions celebrate the goodness of creation, including our bodies and our sexuality. We sin when this sacred gift is abused or exploited. However, the great promise of our traditions is love, healing, and restored relationships.

Our culture needs a sexual ethic focused on personal relationships and social justice rather than particular sexual acts.

All persons have the right and the responsibility to lead sexual lives that express love, justice, mutuality, commitment, consent, and pleasure. Grounded in respect for the body and for the vulnerability that intimacy brings, this ethic fosters physical, emotional and spiritual health. It accepts no double standards and applies to all persons, without regard to sex, gender, color, age, bodily condition, marital status, or sexual orientation.

God hears the cries of those who suffer from the failure of religious communities to address sexuality. We are called today to see, hear, and respond to the suffering caused by violence

against women and sexual minorities, the HIV pandemic, unsustainable population growth and over-consumption, and the commercial exploitation of sexuality.

Faith communities must therefore be truth seeking, courageous and just.

We call for:

- \* Theological reflection that integrates the wisdom of excluded, often silenced peoples, and insights about sexuality from medicine, social science, the arts and the humanities.
- \* Full inclusion of women and sexual minorities in congregational life, including their ordination and the blessing of same sex unions.
- \* Sexuality counseling and education throughout the lifespan from trained religious leaders.
- \* Support for those who challenge sexual oppression and who work for justice within their congregations and denominations.

Faith communities must also advocate for sexual and spiritual wholeness in society.

We call for:

- \* Lifelong, age appropriate sexuality education in schools, seminaries, and community settings.
- \* A faith-based commitment to sexual and reproductive rights, including access to voluntary contraception, abortion, and HIV/STD prevention and treatment.
- \* Religious leadership in movements to end sexual and social injustice.

God rejoices when we celebrate our sexuality with holiness and integrity. We, the undersigned, invite our colleagues and faith communities to join us in promoting sexual morality, justice, and healing.

*Resolution 10 was adopted on the Consent Calendar.*

#### Resolution 11 *Anti-Racism Training*

**RESOLVED**, that this 126th Convention of the Diocese of Newark acting on the recommendation of the National Church, urges all members of the Diocese of Newark and specifically the members of and all future members of the Standing Committee, Diocesan Council, Department of Missions, Trustees, ACTS/VIM, Commission on Ministry and the Ward J. Herbert Fund to have participated in anti-racism dialogues during the year 2000. Anti-racism dialogues are defined as participation in one of the previous events held in November 1998 in Teaneck and September 1999 in Dover, as well as the 10 hour workshop being offered by the Commission to Dismantle Racism which currently has 23 trainers, and the upcoming diocesan-wide training event planned for May 19-20, 2000. Participants in these training events will be reported to the various bodies listed in the resolution as well as the Annual Convention of our diocese. The Commission to Dismantle Racism is charged to offer

an annual diocesan wide training event and to enlarge the number of trainers available for local training; and, be it further

**RESOLVED**, that a majority of the leadership of all congregations (clergy, wardens and vestry) participate in anti-racism dialogues and report as such to the Secretary of Convention by the Diocesan Convention 2001.

Submitted by: The Mission to Dismantle Racism and The Oasis

**SUPPORTING INFORMATION:**

One does not have to *be* a racist in order to *act* in a racist fashion. Racism is insidiously present in the language we use, the jokes we tell, the decisions we make in the workplace, the church and the community. The Mission to Dismantle Racism believes that requiring anti-racism training is the way to achieve a broader and more comprehensive understanding of the evils of racism. Therefore, it has planned an overnight retreat for May 19-20, 2000, to support the first resolve using two programs currently in place: the diversity training available through the Oasis and the Anti-Racism Dialogues created by the National Church. These programs are also available for congregations and other organizations anticipating making grant requests. Experienced trainers are available for both programs.

*Resolution 11 was adopted.*



**TASK FORCE ON DEAF MINISTRY REPORT**  
**THE 126<sup>th</sup> CONVENTION - DIOCESE OF NEWARK**  
**JANUARY 28 - 29, 2000**

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.

Approximately 10% of the population have 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 the term *late deafened* to denote individuals who have lost their hearing later in life, usually well into adulthood. 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 were obvious: in order to address the needs of people with varying degrees of hearing loss, we needed 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.

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 were presented in our interim report to the 1999 Diocesan Convention. It was apparent from the survey that many congregations were trying to include people with hearing loss into the life of the church, but that for the most part they were at a loss when it came to locating resources to do so.

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.

As a result of our interim report, our goals for the past year were:

1. 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
2. assembling of resources for congregations to address the needs of deaf and hard of hearing members
3. devise strategies for congregations to become aware of hearing impairment and offer solutions which congregations can implement to better include persons with hearing loss
4. 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 have met our first two goals and have addressed the other two in our proposed resolution. First, we believe a centralized Deaf Ministry is the best method of addressing the needs the deaf / late deafened / hard of hearing persons in our diocese. To that end, we are recommending that there be established a permanent Commission on Deaf Ministry to continue the work of the Task Force and address our second two goals. Secondly, we have developed a resource booklet for use by our congregations. This booklet, "Resources for Deaf Ministry," is one of the results of our eighteen months' work. In addition to the print version, this directory is available online at the website of the Task Force on Deaf Ministry which can be accessed through the Diocese of Newark Web Page (<http://www.dioceseofnewark.org>) beginning January, 2000.

We therefore present the following resolution:

Whereas: the survey of the Task Force on Deaf Ministry has established that there is a need in the Diocese of Newark for an organized ministry to the Deaf / Late Deafened / and Hard of Hearing; and

Whereas: the Task Force on Deaf Ministry has established that there are a number of resources available for this ministry;

Be it resolved that the Diocese of Newark establish a Deaf Ministry Commission to reach out to Hard of Hearing, Late Deafened and Deaf people. The mission of the Deaf Ministry Commission will be to enable this community to fully participate in the sacraments and the life of the church.

Respectfully submitted,

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

Ms. Sheila Shuford, co-chair  
 Ms. Amy Beasley  
 Ms. Diane Biesel  
 The Rev. Fain Webb (1999)  
 Ms. Mary Sunden

**COMPANION DIOCESE RELATIONSHIP**

**DIOCESE OF NEWARK**

**DIOCESE DOS LEBOMBOS**

**COMMITTEE MEMBERS**

**Ms. Marge Christie**

**Mrs. Virginia Whitehouse**

**The Rev. Margaret Hodgkins**

**The Rev. Dr. William Guthrie**

**Sr. Barbara Jean, CSJB**

**Dr. Richard Shim-Chim**

**Dr. A. A. Phillips**

**Mr. Bruce Whitehouse**

**Ms. Susan Kynor**

**The Rev. William Parnell**

**Ms. Lillian Cochran**

**Ms. Dorothy Fowlkes**

**CO-CHAIR**

**The Rev. Canon David H. Hamilton**

**Ms. Bernice Mayes**

**126<sup>TH</sup> DIOCESAN CONVENTION**

**JANUARY 28 & 29, 2000**

**GLENPOINTE MARRIOTT HOTEL**

**TEANECK, NEW JERSEY**

## CDR 2000

1999 was a very active year for the Companion Relationship Committee. At the Convention last year we hosted Bento Michangula, the Secretary of the Diocese of Lebombo at our Convention. He remained as a guest of the Cathedral for two weeks in February. Bento brought a real sense of the warmth of the people of the diocese of Lebombo and Mozambique to the several congregations and many individuals that he met.

In June, David Hamilton and Dr. Richard Shim-Chim, the supervising hydro-geologist of the State of New Jersey, traveled to Maputo as official guests of the Triennial Synod of The Diocese of Lebombo, and to develop further strategies to facilitate in the installation of the water systems. Father Hamilton worked on strengthening our Companion Relationship with Bishop Sengulane and the many clergy and lay people attending the Convention. Dr. Shim-Chim made numerous contacts with people active in the installation of pumps in Mozambique. During that time, arrangements were made for the installation of our first solar pump in Buquene. As most of you know, that pump is now on line and is producing 1800 gallons of water per day. In March of 2000, Dave Hamilton and Richard Shim-Chim, as well as Dr. Al Phillips of Trinity & St. Philip's Cathedral will again be headed toward Maputo to arrange for the installation of 5 other water systems in the regions of Maputo and Gaza. We will be installing solar pumps, grid electric submersibles, and some hand pumps depending on the need of given communities.

In October of this year, under the leadership of the Rev. William Parnell, 5 clergy and lay people of the Diocese of Newark traveled to the Diocese of Lebombo to deepen the "companion" portion of our relationship with the people of Mozambique. They brought back a new way in which we can help our brothers and sisters there by raising money to help those suffering from malaria. "A Dollar A Dose" buttons are available at our booth in the exhibit hall for those who would like to help in that effort.

Our fundraising has passed the \$100,000.00 mark and includes gifts from many/most congregations in our Diocese; The Diocesan Outreach portion of the budget, The Presiding Bishop's Fund, and the Consortium of Endowed Episcopal Parishes. If everyone continues to give, a quarter of a million dollars is easily within our reach.

2000 will be even better—support "*Living Water*" and the companion relationship with our brothers and sisters in Mozambique.

**Report of the Task Force on**

**Total Ministry**

to the 126<sup>th</sup> Convention of the  
Episcopal Diocese of Newark

Ms. Mary Barrett

Ms. Hattie Stone

Co-Chairs

The Rev. Jacob David

The Rev. Lucy Ann Dure

Mr. Charles J. Hayes

The Rev. Carolyn Lumbard

The Rev. Wayne Riley

Mr. Peter R. Van Brunt

The Rev. Phillip Dana Wilson

## **The Report of the Task Force on Total Ministry**

|              |   |           |
|--------------|---|-----------|
| <b>I.</b>    | <b>Introduction</b>   | <b>3</b>  |
| <b>II.</b>   | <b>The Role of Lay Ministry</b>   | <b>5</b>  |
|              | Ways to Support and Strengthen Lay Ministry in Parishes                       | 6         |
| <b>III.</b>  | <b>The Role of the Vocational Diaconate</b>                                   | <b>8</b>  |
|              | A Discussion of the Role of the Vocational Diaconate                          | 8         |
|              | Summary of Concerns regarding Introduction of the Vocational Diaconate        | 15        |
|              | Interviews with People trained to serve as Deacons and Serving as Deacons     | 17        |
|              | Conclusions regarding the Vocational Diaconate                                | 22        |
| <b>IV.</b>   | <b>Recommendations for Furthering Total Ministry in the Diocese of Newark</b> | <b>23</b> |
| <b>V.</b>    | <b>Resources for Strengthening Total Ministry</b>                             | <b>24</b> |
| <b>VI.</b>   | <b>Acknowledgments</b>  | <b>26</b> |
| <b>VII.</b>  | <b>Footnotes</b>  | <b>27</b> |
| <b>VIII.</b> | <b>Resolutions</b>  | <b>29</b> |

## The Report of the Task Force on Total Ministry

### Introduction

In response to a request from Bishop John S. Spong in his episcopal address to the 123rd Convention of the Diocese of Newark, the Convention passed a resolution directing the Commission on Ministry to oversee a study of the total ministry of the diocese including, but not limited to, lay ministry and the possible role of vocational deacons. This report is the result of the study of the Task Force on Total Ministry appointed by the Commission on Ministry.

In a July 1997 letter to prospective members of the Task Force, Bishop Spong stated, "for at least two decades the leaders of this diocese have been working to turn around declining churches by developing new models of ministry appropriate to our day. As a result, the shape of ordained ministry has begun to change." He asked that the Task Force "rethink, redefine, and clarify" the ministry of our church in a study that would aid us in our attempt to develop new forms of congregational life.

For a little over two years, members of the Task Force have worked together to examine and understand what "total ministry" might mean in the Diocese of Newark. Interviews with priests who have varied and innovative styles of ministry, research into the practice of new models of ministry in other dioceses, examination of the many publications now available on total ministry, and attendance at a national conference on total ministry are among the diverse approaches which the Task Force has taken to its study. In the process, the Task Force has clarified some of the concerns of the diocese and identified areas of useful focus as we continue to adapt our understanding of ministry to meet the needs of the church and the world.

Professor Timothy Sedgwick of Virginia Theological Seminary, the keynote speaker at Living the Covenant: A Ministry Consultation, a national conference on total ministry held in June 1999, recalled that in 1999, there is already more than 40 years' history of evolving understanding of ministry. Furthermore, he stated that there is substantial "evidence of fundamental changes in the church (which) point to a new vision of the church or...an emerging church in the midst of old structures and practices."

Quoting the Rt. Rev. Wes Frensdorff, Professor Sedgwick continued, "this emerging church (is) a church where there is no clerical status and no classes of Christians, but where all together know themselves to be part of the *laos*, - the holy people of god. Such a church would be a ministering community rather than a community gathered around a minister. In such a community, ordained people, professional or not, employed or not, would be present for the sake of ordering and signing the church's life and mission, not as signs of authority or dependency, nor of spiritual or of intellectual superiority, but with the Pauline patterns of ministry supporting church, instead of the common pattern of church supporting ministry. In such a church, bishops would be signs and animators of the church's unity, catholicity, and apostolic mission, priests would be signs and animators of the church's eucharistic life, and deacons would be signs and animators-living reminders- of the church's servanthood as the Body of Christ who came as, and is, the servant slave of all God's beloved children. Such a church would be so salty and so yeasty that it really would be missed if no longer around."

A commitment to total ministry expresses this goal in the life of the congregation: that the grace received in Holy Baptism confers upon all the baptized the responsibility to carry out together the ministry of the whole Body of Christ. (Eph. 4:4-16)<sup>1</sup> The ministry of the whole Body of Christ, —the ministry of the whole, or *total ministry*, — is a diaconal ministry, a priestly ministry, and an apostolic ministry. There is a diaconal ministry for all who have been baptized because the life and work of every Christian must be formed as a life of service to those in need. (Matt. 25:31-46)<sup>2</sup> There is a priestly ministry for all who have been baptized because the life and work of every Christian ought to reflect an understanding of reconciliation as the center of God's will for the world. (II Cor. 5:17-20)<sup>3</sup> And there is an apostolic ministry for all who have been baptized because the life and work of every Christian should be watchful, in keeping with Christ's own witness and teaching to the first apostles.<sup>4</sup> Total ministry is the responsibility of all baptized Christians to offer the Gospel, to carry out ministries, and to transform lives. It is a commitment to open up our systems and structures and allow ministry to happen in and through all of God's people. The arena for total ministry is the routine of daily life in the church and the world.

The Task Force singled out three areas of congregational life as especially relevant to the goal of total ministry: (1) the role of lay ministry; (2) the role of the vocational diaconate; and (3) congregational development.

First, we explore the role of lay ministry, because the challenge of *total ministry* is to *all* the baptized: to support and encourage each other in the discernment and use of our gifts and skills in the service of God, our neighbors and ourselves, thus living out our baptismal covenants. Is there a view of the ministry of all the baptized in the parishes of the Diocese of Newark which encourages us to offer our skills and gifts toward transformation of the parish and the world around it?

Second, we explore in detail the role of the vocational diaconate, because we have concluded that deacons are a way of promoting total ministry, clergy wellness, and the development of lay ministry. How can the introduction of the vocational diaconate help, rather than hinder, our goal of total ministry? And, does our theological understanding of the ministry of the whole church support the development of the vocational diaconate?

Third, the Task Force found that a commitment to total ministry in the Diocese of Newark could not be considered apart from a strategy for congregational development. In fact, total ministry is one strategy for congregational development, but it is not all that is needed for thriving, growing churches. But the challenges of an effective and comprehensive congregational development strategy, while hand in glove with the challenges of developing total ministry, raise questions and issues which lie beyond the scope of this Task Force. The Task Force recommends that a thoroughly researched diocesan strategy for congregational development be undertaken which will facilitate the implementation of our recommendations for total ministry.



### The Role of Lay Ministry

The members of the Task Force on Total Ministry began their work realizing that all ministry, be it lay, diaconal, priestly or episcopal, flows from the community's experience of God in its midst. This experience is the power and validation of every ministry. Therefore, looking for the place of lay ministry as a part of the whole, it seemed fitting to begin where all ministry must begin: naming the presence of God in the midst of the community. Ministry is valued and validated when it is understood as responding to that presence of God.

The members of the Task Force became excited when they began to visualize how a community could, in new ways, see and name God in their midst. We began to think of programs of discernment and of "naming" that could be created or, were already available for parishes to use in order to hear where God is calling them in terms of their ministries. Parishes already go through a self-study and discernment process when they call new rectors and vicars. Maybe just as important a time to do this is when a parish, with leadership firmly in place, wants to revitalize its entire ministry: lay and ordained. It must start with naming God in its midst.

Such a period of discernment and openness could easily last a year. It would need a systematic and intentional process. A sign of this being done well is that the community would hear some specific implications of the presence of God. It would see some concrete steps it needs to take in order to live out this calling.

What this process does, if it is done well, is to validate every ministry, lay and ordained, because it makes clear the origins and purpose of those ministries. Whether an individual ministry is supportive in nature or is on the "front lines" to bring about change, such a process connects each ministry to its source. This process is inherently supportive and validating of all ministries.

The Task Force sought out examples of how different parishes in the Diocese have tried to revitalize their ministry by first seeking and naming God in their midst. One such example of this process is seen in the way the Church of the Redeemer in Morristown named their experience of God as "Liberation: that which sets all people free to be who they were created to be, sons and daughters of God." With such a naming of their experience of God, the people of that parish began to look for ways that they could live out its implications. They began to look at the racism, sexism and homophobia all around and within them. They began to look at ways to support people in recovery not only in weekend meetings but also within the actual worship services. They began to look at their worship, pastoral care, sharing and Bible study groups in the same light. They began to look at the lives of people living with AIDS, both within and outside the parish. Ministry naturally began to flow from this experience of God. Two specific outgrowths were, one, the creation, from the former rectory, of the Eric Johnson House for people living with AIDS and, two, the establishment of an AIDS Memorial Chapel containing a parish AIDS quilt, within the church itself. God, clearly seen within the events of Liberation, became the standard against which that parish began to look at how it lived its life and made its decisions. All parish ministries, both supportive and in direct service, began to be seen in the same light, giving them their meaning and worth.

As the members of the Task Force thought about lay ministry, they realized that it needs an established Diocesan group that is charged with its development and nothing else. Lay ministry, when lumped with other tasks pertaining to ordained ministry, always seems to get lost. Part of the reason is that the tasks connected with ordained ministry are more specific with procedures already in place. Part of the problem is that lay ministry has been so devalued that it is not clear how to effectively support it.

Tom Ray, retired Bishop of Northern Michigan, once said, "(Lay Ministry) is considered inferior, unprepared, inadequate, inevitably second-class. I think you could wash all day and not clean that word up." The more we engage in creatively and lovingly encouraging and supporting the ministries of each one of us, the more that perception will recede and the more we will grow individually and communally in surprising and wonderful ways. We may even land in, as Presiding Bishop Frank Griswold recently said, "Places of perceiving and understanding we never dreamt of occupying. Such is God's imagination and persistent humor."

The members of the Task Force felt that lay ministry warrants attention and creative thinking on its own. Instead of developing our thoughts further, we advocate that a committee be called and empowered by the Diocese to do this work. It is vitally important. To do it right means going to the heart of what we are about as a people of God and how clearly we can name the God that lives in our midst.

Besides calling for the establishment of a committee focused on lay ministry, the members of the Task Force offer a number of suggestions that might immediately strengthen that ministry. In no way are they seen as a substitute for more intentionally addressing this issue.

### **Eleven Ways to Support and Strengthen Lay Ministry in Parishes**

1. provide opportunities through diocesan-supported programs for discernment of one's gifts for ministry and ways to fulfill them;
2. publicly commission individual ministries in the midst of the assembled community;
3. create job descriptions for individual ministries and enter into ministry contracts with people;
4. create an annual process in which people name, commit to and change ministries. These could be recorded and published.
5. publicly recognize and appreciate different ministries, both within and outside the parish and those who perform them;
6. teach that the response to the commitments of Holy Baptism and Confirmation is a life of ministry;
7. support lay initiative and lay responsibility for running parish ministries;
8. train and encourage clergy to support ministries by his/her presence and participation at individual ministries without being in control;

9. invite bishops to intentionally acknowledge and celebrate lay ministries on the occasion of their annual visits;
10. provide leadership training to clergy which teaches: how to raise up lay leaders, how to encourage lay ministries, how to support lay leaders (with skills such as follow-through, trouble-shooting, positive reinforcement and appreciation, appropriate accountability, etc.), how to learn about one's personal style of leadership—what works, and what doesn't work about it—, and how to be present in support of individual ministries without being in control.
11. ordain deacons who can enlist, train and support baptized persons in their ministries.

A foundation for our discussion and exploration for the past two years of lay ministry and its role in our diocese has been the 1979 *Book of Common Prayer* and its emphasis on Holy Baptism and the Baptismal Covenant. Holy Baptism is the complete, full and sufficient initiation into the church.<sup>5</sup> Any other offices or functions in the church are articulations of the ministry to which a Christian is commissioned for ministry by baptism.

In the early church, there was a fundamental idea of Christian equality won by the death and resurrection of Jesus Christ. The cross set all men and women on the same footing in relation to God and one another. Early Christian writers described the people of God as a *laos* or one undifferentiated community. Lay person or *laicos*, in the Greek sense of the uneducated masses, is a word that does not occur in the New Testament. The title of a "royal priesthood" is associated with the people of God as a whole and not with ordained persons alone.

Over the centuries, the church shifted gradually from an equal community of fellowship to a body divided by ecclesiastical, hierarchical class.

Human structures evolve out of the milieu of the particular culture of a particular time and need to be reassessed periodically as to their appropriate and beneficial functions. The essence of Christianity and the forms and structures of the church are not the same thing. As a community of Christians, our fundamental concern is for the essence of faith and our structures and forms should reflect and serve this essence.

Over the last fifty or so years there has been movement away from clericalism, in varying degrees in different places. The idea that the clergy do the ministry for the congregation is an inadequate concept if either the clergy or the laity are to live up to their baptismal covenant. Rather than a provider/consumer model of ministry in which clergy provide and congregations consume ministry, the 1979 *Book of Common Prayer* calls us to mutual ministry which engages the gifts of all the baptized.

This vision does not devalue theological education and those so educated. Rather it is a challenge to us all to join with clergy to take responsibility for service to God on an equal footing. One way to begin may be with all the people of a community of faith, clergy and lay alike, entering the spiritual discipline of naming the presence and movement of God in their midst. To do so will change everyone's life.

## **The Role of the Vocational Diaconate**

In two years of discussion, debate and research regarding the introduction of the vocational diaconate in the Diocese of Newark, the Task Force on Total Ministry focused on the following questions: What is the role of a deacon? How would the ordination of vocational deacons add to the health of congregations in the Diocese of Newark? What concerns did members of the Task Force and other members of congregations voice regarding the ordination of vocational deacons?

For purposes of clarification, we have organized our report into four sections; First, we discuss the role of vocational deacons in a question-answer format. Second, we list some of the concerns expressed regarding the implementation of the vocational diaconate in the Diocese of Newark. Third, we provide interviews with people who have been trained to serve as deacons or who are serving as deacons. Fourth, we summarize our conclusions. Suggestions for the implementation of the vocational diaconate are enumerated in the final section of the report.

### **A Discussion of the Role of the Vocational Diaconate in the Diocese of Newark**

#### **1.) What is a deacon?**

A deacon (a word derived from the Greek word *diakonos*, meaning servant) is a person ordained for "the essential work of serving others, especially the poor, the weak, the sick, and the lonely, and for leading and training lay people in such service."<sup>6</sup>

The ordinal charge to the deacon states, "you are charged to study the Holy Scriptures, to seek nourishment from them, and to model your life upon them. You are to make Christ and his redemptive love known, by word and example, to those among whom you live, and work, and worship. You are to interpret to the Church the needs, concerns, and hopes of the world. You are to assist the bishop and priests in public worship and in the ministrations of God's Word and Sacraments, and you are to carry out other duties assigned to you from time to time. At all times, your life and teaching are to show Christ's people that in serving the helpless they are serving Christ himself."<sup>7</sup>

#### **2.) What does a deacon do?**

The role of the deacon is:

- a. "...to serve all people, particularly the poor, the weak, the sick and the lonely."<sup>8</sup>
- b. "...to interpret to the Church the needs, concerns, and hopes of the world."<sup>9</sup>
- c. The deacon is a bridge of information between the church and the world's needs.<sup>10</sup>
- d. to remind their congregations of their baptismal covenant by word and example.
- e. to inspire and encourage the efforts of their congregations to address the needs and concerns of the world.

- f. to support the clergy in empowering the laity to initiate and carry out social and pastoral ministries.<sup>11</sup>
- g. to represent servant ministry in the liturgy as a prophetic reminder of Christ's own prophetic role, who said, "I am among you as one who serves."<sup>12</sup>

### 3.) How does a deacon's role differ from the role of the priest?

The priest is a model of leadership, especially by having spiritual responsibility for the congregation through pastoral oversight. The priest has a preaching and teaching ministry, oversees liturgy and is the guardian of the Word and Sacraments.

The deacon is a model of servant ministry, with a primary responsibility of ministering to the poor, the sick, the needy and the marginalized. The deacon is a symbol of the servanthood of all Christians; an enabler of others, and a bridge between the church and the world. The deacon aids a priest in ministering to the congregation and is under the priest's supervision of the parish where he/she serves, ultimately serving under the authority of the bishop.

### 4.) Where do deacons serve?

Deacons serve where the Bishop perceives a need and the parish family has so indicated and defined the need.

### 5.) What is a deacon's ministry, in general terms?

A deacon's ministry is focused in two areas: Social Ministry and Pastoral Care.

Primarily, the deacon's ministry is "a ministry of care to those in need, and a ministry of leadership in service.... Deacons enlist, train, and support baptized persons in ministries of care."<sup>13</sup> Ideally, in addition, deacons serve a liturgical role on Sunday mornings in their parish. However, the deacon should spend only a limited part of his or her diaconal work in carrying out liturgical functions.<sup>14</sup>

The particular area that is chosen for the deacon's ministry of social and pastoral care will vary. "As a catalyst to outreach ministries, the deacon ... and rector/vicar discuss and agree upon goals, areas of responsibility, and extent of participation that are most appropriate to the deacon's skills and time commitment, and the needs of the community."<sup>15</sup>

### 6.) What are examples of some diaconal ministries?

Diaconal ministries may include the following, depending on the gifts of the deacon, the needs of the parish and the prerogative of the bishop:

### **Social Ministry<sup>16</sup>**

- Works of mercy and justice with prisoners, the old, the sick, the poor, the homeless, the handicapped, abused women, alcoholics and addicts and their families and numerous others in need.
- Involvement in politics, business, culture, and local community development. Professional occupations of caregiving such as social workers, doctors, nurses, lawyers, and teachers

### **Pastoral Care<sup>17</sup>**

- Visiting the sick, infirm, and newcomers
- Training and supervising Eucharistic Ministers
- Taking communion to the hospitalized and homebound
- Anointing the sick
- Supporting parish visiting committees (newcomers and absent members)
- Supporting ministry to specific parish/mission groups (youth, singles, seniors, etc.)
- Fostering and supporting education for lay ministry

### **Liturgical Functions<sup>18</sup>**

- Read the Gospel
- On appropriate occasions, preach
- Lead the Prayers of the People
- Set and clear the table
- Receive the offerings
- Administer Communion
- Administer Healing
- Dismiss the people
- Train acolytes

## **7.) Who is called to be a deacon?**

Any adult confirmed communicant of the Episcopal Church in good standing may be called to be a deacon.

## **8.) Why should deacons be considered in the Diocese of Newark?**

- A. Since earliest times, the ministers of the Church have been lay persons, bishops, priests, and deacons.<sup>19</sup> The four ministers of the church represent the fullness and diversity of ministries within the church.
- B. Because they are ordained "to a special ministry of servanthood..."<sup>20</sup> deacons would provide economic, social and spiritual benefits to parishes within the diocese.

- C. There are members of the diocese of Newark who have expressed the hope that they may be called to be deacons in this diocese.
- D. There is an urgent need to revitalize congregations in the diocese of Newark. Deacons can serve to support over-worked clergy. Deacons encourage and support the ministries of the laity. The deacon is uniquely suited to recruit others for service because his or her role is to serve as an example of servant ministry.
- E. The needs of the world cry out to the church to be addressed in physical and tangible ways. Deacons enable congregations to reach out to the world in social and pastoral areas.

#### 9.) Why should deacons be ordained?

The ordination of deacons serves to:

- (a) affirm the measure of commitment of the deacon and the level of accountability.
- (b) inspire confidence because of the amount of training and commitment evidenced prior to ordination.
- (c) raise the commitment of the deacon due to the promises made at ordination.
- (d) support the sacrifices of time made by the deacon, who, except in rare circumstances receives no financial compensation for his or her ministry.
- (e) support through the "gifts of grace" given at ordination the promise to uphold the lifelong commitment made to minister.
- (f) validate the formal training acquired, the knowledge and skills and abilities required for ordination
- (g) support the public role which the deacon must have as servant leader.
- (f) establish trustworthiness in the eyes of the congregation.<sup>21</sup>

#### 10.) What qualities or skills are expected of deacons?<sup>22</sup>

- (a) **Faith Development:** A person who has a questing prayer life, studies scripture for nourishment, has a spiritual depth and a sense of God's presence in his or her life journey. One who can articulate their faith and share his or her vision with others.

- (b) **Ability to be a Risk-taker and Interpreter:** One who has the willingness to try new things creatively, the capacity to persevere in difficulty, and shows resilience in adversity. The capacity to work hard. The ability to interpret the needs and concerns of the world to the church.
- (c) **Ability to Develop Leaders:** A person who has demonstrated accomplishment in previous leadership roles, with the ability to hear others, and the ability to raise up others as leaders. Strong educator skills. The ability to learn and help others to learn.
- (d) **Ability to Offer Caring Support:** A person of supportive compassion for those in need in the church and in the world. One in touch with his or her own need and willing to seek support as needed. A willingness to be a caring presence in the face of overwhelming pain and need.
- (e) **Ability to Communicate:** One who can develop and deliver a sermon that addresses the scripture, the needs of God's people and the hope of the Gospel. The ability to write, read and speak clearly and communicate the message of God's love to all people.
- (f) **Ability to Serve in Liturgy:** An understanding of the various liturgies of the Episcopal Church and the deacon's role in each. The ability to plan and lead worship. A comfort in worship that assists other participants in a reverent and joyful offering to God.

#### 11.) How is the call to be a deacon discerned?

A process of discernment must take place in accordance with the canonical requirements of the Episcopal Church.<sup>23</sup>

"Dioceses with a diaconate program usually require that prospective deacons already function in specialized ministries among the poor, sick and needy."<sup>24</sup> Several years of *diakonia*, particularly in servant ministry in the world and/or the church, are among the personal qualifications required of a deacon.<sup>25</sup>

#### The Responsibility of the Aspirant

"Selection of deacons should occur as part of a larger process whereby the church discerns the needs of the church's own life and of the world and the gifts of the church's people. Dioceses and parishes should help all people to discover and evaluate their own ministries."<sup>26</sup>

An aspirant may be recruited, or approach the rector of the parish to consider a call to the diaconate.



### **The Responsibility of the Congregation**

"The congregation plays a crucial role in selection and must be willing to involve itself in the preparation of persons for the diaconate. The parish which has never seen a deacon must find out about deacons, invite them to speak and serve in the liturgy. The parish where deacons are to serve must clearly want them as deacons. The rector must want them. The congregation must be carefully prepared, potential deacons carefully screened, and a consensus carefully reached. The persons must also be tentatively acceptable to the diocese and the bishop. Finally, the potential deacons may or may not have considered the diaconate before their selection. They have the right to accept or to refuse." <sup>27</sup>

### **The Responsibility of the Diocese<sup>28</sup>**

Once accepted by the COM (the sub-committee on the diaconate of the COM) as a postulant, the process of training deacons includes three more years of ongoing discernment. At any time, during this training and discernment, the deacon may be asked, or personally elect, to discontinue training. A crucial pastoral and gatekeeper role is thereby given to some person (Trainer? Archdeacon? Bishop?) who is both close enough to the postulant/candidate and detached enough to discern with them the continuing affirmation or inadequacy of diaconal commitment.

An age requirement of 45 years may discourage aspirants prone to transience, because people tend to be more settled later in life.

#### **12.) What kind of training is envisioned for the deacon after being accepted as a postulant?**

Once a person has been accepted into the vocational deacon program, a candidate is required to spend three years in other areas of study, focusing mainly in social and pastoral areas as well as on liturgy, church history, Holy Scripture, contemporary theology, Christian Ethics/Moral Theology and homiletics. In some dioceses, Education for Ministry (EFM) serves to satisfy this requirement. CPE is a vital part of the program as well as a year or more in social ministry such as a hospital, prison or specialized institution, and pastoral ministry in a social or liturgical setting. It is important that the candidate serve in a church other than the candidate's home parish and that the candidate show ability to teach others about servant ministry. There is ongoing evaluation of the candidate's progress in each area.

A Committee, often referred to as the Deacon Formation Committee, will review the candidate's qualifications and progress at stated intervals so that a final recommendation will be submitted to the Commission on Ministry, who refer the files for review to the Standing Committee before making recommendations to the Bishop.

The final decision for ordination remains with the Bishop. Placement may not be in the deacon's home parish unless the Bishop deems it necessary.

**13.) How is the accountability of the deacon maintained?**

In fulfillment of the ordination vows, the deacon is under the direct pastoral care and authority of the bishop. In this relationship a deacon is expected to seek counsel from the bishop for issues related to pre-marital planning or crisis, hospitalization and illness, and other serious concerns of ministry. The deacon is directly accountable to the bishop or the archdeacon (or to whoever has been designated to administer the deacon program).

At the beginning of each year, a new contract is signed by all parties. Under the supervision of the archdeacon or bishop, a yearly evaluation is submitted and reviewed carefully by all parties.

**14.) Where does the deacon receive ongoing support?**

In fulfillment of the ordination vows, the deacon is under the direct pastoral care of the Bishop. In this relationship a deacon is expected to seek counsel from the Bishop for issues related to pre-marital planning or crisis, hospitalization and illness, and other serious concerns of ministry. The deacon is directly accountable to the Bishop or the Archdeacon (where there is one who serves to administer the deacon program).

Under the supervision of the Archdeacon or Bishop, all parties submit a yearly evaluation. At the end of each year, all parties also sign a new contract.

**15.) How is the deacon program financed?**

Although deacon candidates usually assume responsibility for financing their training, the home parish will hopefully contribute to the cost of their training. The diocese must cover the cost of those involved in the Deacon Formation Training, ongoing deacon formation and continuing education.

**16.) Can a deacon transfer from one diocese to another?**

At the present time, there are many different requirements in the various dioceses for the ordination of deacons. The National Association for the Advancement of Deacons (NAAD) has been working actively to facilitate the standardization and transfer of deacons from one diocese to another.

### **A Summary of the Concerns Regarding the Introduction of the Vocational Diaconate in the Diocese of Newark**

Members of the Task Force expressed concerns in three areas, summarized below.

- I. Would the ordination of vocational deacons contribute to increased *clericalism* and *hierarchicalism*\* in the Diocese of Newark? This concern was expressed in the following ways:
  1. All clerical titles seem to confer a higher rank than laity, and to suggest a military view of the distribution of power and authority.
  2. There is little or no benefit to be gained from more clerical authority figures.
  3. Because deacons serve at the altar, it may appear that only clergy are the important ministers and dispensers of grace.
  4. If servant ministry is the work of the deacon rather than the priest, then servant ministry may seem "second-class," because of the deacon's lower rank.
  5. The ordination service of bishops and priests can seem like a coronation. This conveys the impression that ordained ministry is more important than the ministry of the laity. Servant leadership among the laity would not be enhanced by a coronation-like ordination service of deacons.
- II. Would the vocational diaconate devalue the ministry of the laity, and convey wrong impressions about lay and ordained ministry? Specific reservations in this regard were:
  1. If the Diocese of Newark were to begin ordaining deacons, it might send the message to laity that, without ordination, ministry can not be as valid.
  2. It may seem that laity can't undertake servant ministry *unless* they are ordained as deacons.
  3. It may seem that baptism is less important if you need to be ordained to perform certain ministries, when in fact, many of the responsibilities of deacons are the responsibility of all the baptized, conferred with the grace given at baptism.

---

\**Clericalism* is a preferential treatment of all ordained people, based upon a view that authority, influence and gifts are derived solely from ordination. It reflects the bias that clergy are more important to the ministries of the church than laity, simply because they have titles, and wear collars. *Hierarchicalism* is preferential treatment granting influence and authority solely because of rank.

4. The role of deacons as "sacramental assistants" at the altar may lead to the perception that the work of the clergy is to be specialists in liturgy and Sunday morning worship only.
5. Ordaining deacons will not in and of itself accomplish the goal of total ministry. The goal of total ministry may be overlooked if the diocese ordains deacons.
6. Lay people may think, "the deacon's on staff to do the servant ministry." This might discourage lay people from taking responsibility for their own ministries.

### III. There may be too many practical difficulties in introducing the vocational diaconate.

1. It may be very difficult to clarify what the role of a deacon should be in the Diocese of Newark.
  - a. It will be hard to train deacons and educate the diocese about their role because there are so many different opinions about what the role of the deacon should be.
  - b. The laity may not understand what deacons are to do. The role of deacons in their parishes may confuse them, and problems may result.
  - c. Ordination conveys sacramental permanency. There will be problems if deacons are not faithful to the obligations of their contract and the vows made at their ordination.
  - d. It is not clear what the relationship between the transitional diaconate, which priests "pass through," and a vocational diaconate should be.
2. The Task Force was unclear who should be deacons, or how they should be raised up. There were questions about how those who are best suited to diaconal ministry would be recognized. Reservations were expressed along these lines:
  - a. The idea of a call from God to be a deacon may be so hard to objectively define that it is meaningless.
  - b. It may be that lots of deacons really want to be ordained to the priesthood, and this may become a "back door" for them into the process of becoming a priest.
  - c. There will be a flood of people who want to be deacons and the Bishop and Commission on Ministry may be overwhelmed with the task of discerning who the church will call as deacons.
  - d. Many people may misunderstand the role of deacon to be primarily that of ordained sacristans.

- e. Some laity might believe they are called to be deacons only to achieve more validation for their ministry.
  - f. It may appear to some lay people that ordination to the vocational diaconate is a reward for good service.
3. As another practical matter, the Task Force was unsure who would administer the diaconal program, and unclear who would supervise the deacons.
- a. The deacon's power in the parish could rival the priest's. Deacons might "become built-in ordained popes in various congregations."<sup>29</sup>
  - b. Who will pay for the education and formation program for deacons and who will oversee it?
  - c. The education, training and formation of deacons present many problems for the administrator of the diaconal program, because it may be too hard to define what a deacon should do and be.

### **Interviews with People Trained to Serve as Deacons and Serving as Ordained Deacons**

Listed in the 1998 Clerical Directory are five vocational deacons in the Diocese of Newark. Four were ordained by Bishops Rath or Stark in the 1970's, and range in age from their upper sixties to eighties; the fifth, interviewed below, was ordained in Illinois in 1974. They are associated with Christ Church, Glen Ridge; Grace Church, Westwood; Christ Church, Pompton Lakes; and St. Stephen's, Millburn.

#### **I. Interview with a Person Trained to Serve as a Deacon**

From 1985-1990, Barbara Conroy received diaconal training in the Diocese of Rhode Island, where she worked with Bishop George Hunt, and the Diocese of Maryland. When she moved to the Diocese of Newark in 1991, she was unable to be ordained deacon, but she has continued to exercise her vocation in fruitful and effective ways.

#### **Why ordain deacons?**

One can live without ordination. I do. But I feel ordination completes the ministry cycle – the ministry cycle becomes circular with deacons, rather than hierarchical. What we've been missing in this diocese is that sense of the church going back into the world and then the world coming back into the church, which the deacon symbolizes and leads. We need people out there who have been given that grace and that authority – who have been set apart – to do that work and bring that back into the church. The deacon does that liturgically by proclaiming the Gospel, calling the people to prayer, and dismissing the people.

People yearn to have people "out there" in the world that they can turn to and find focus—a truly working person who knows what you go through on a day-to-day basis. It's hard to believe your priest can understand what you're going through, when they aren't in the office. A deacon is someone out there for them who understands what they are going through.

#### **How do deacons enhance the goal of total ministry?**

##### **With the laity**

Congregations ought to do needs assessment, and present it to the diocesan staff. The bishop can then appoint deacons that have skills to do the things that are needed. The congregation gets their needs met. It may not be what the parish priest wants, but what the congregation needs. Then the priest will stay away from the things the priest isn't as skilled at, or doesn't have time for, but which are still needed: education, pastoral care, outreach...

I've trained over 50 people to do lay Eucharistic ministry. I am still in contact with many of them. I teach them that they are "set apart to do this" by their training. I enable the relationship building, making connections in the diocese, bringing them together, so they can hear the different ways people do their ministry. They see that I really care about their ministry. For once, they are actually getting the skills and techniques to become an effective minister. They ask me, "Can you tell me some things I can do for this person—to be a better pastoral presence?" Deacons maintain connections with people in the community outside the community of the church.

##### **With the priest**

The priest is within the institution, and is always associated with the institution. We have so many priests trying to be pastors to their institution and do everything else, too: Chaplain to the police, college, and hospital. But the essential roles of the priest are preacher, teacher and pastor.

##### **With the bishop**

If the bishop does the job of supervising the deacons, he is kept more in the loop as to what is happening. He has a company of angels out there helping him to understand what's happening in the diocese, keeping him abreast of change. How often do rectors call the bishop and have a discussion of the needs of his community? Deacons do this with the bishop.

A deacon must be the kind of person who can respond when the bishop says, "This is where my trouble spot is, this is where a congregation needs help. Go there."

#### **What about the vocation and training of deacons?**

The joy I have in my diaconal work is that I am able to give people the tools for ministry.

A deacon must be called to do the work, if the deacon is going to be effective and successful.

Deacons must be extremely well trained. You can't send unskilled, untrained people to do the work.

## **II. Interview with an Ordained Deacon Serving in the Diocese of Newark**

The Rev. Herb Tinning will celebrate the 25<sup>th</sup> anniversary of his ordination to the diaconate in December 1999. He was ordained a vocational deacon by Bishop James Montgomery in the Diocese of Chicago in 1974. Having graduated from Stevens Institute of Technology with an engineering degree in 1952, he worked in association management until his retirement in 1996. He now serves as a deacon at St. Stephen's in Millburn, New Jersey.

### **Why ordain deacons?**

When I did my hospital ministry, there was a lay person I went with. We took communion to the sick. She was the organizer. She made the arrangements. She guided us around. I said the prayers. I administered the oil. She was competent to say the prayers. She could have done it all. But the fact that I was there enhanced the service. It's an imponderable... I'm not trying to justify my existence, but because I am a deacon, what I do, saying the prayers, bringing the communion, has a little more meaning. I bring some measure of authority. She liked my being there. It was our ministry. We shared that ministry. Instead of everybody running around doing their ministry by themselves, it's important that we work together.

My professional work was association management. I worked with associations of engineers. In an association people share knowledge, and work together on national projects. Every association needs staff coordination of volunteers. The deacon group is a coordinating group. We are separate from the group, but the same as the group. We are part of the whole.

I bring a clearer perspective on what it is to serve God.

### **How do deacons enhance the goal of total ministry?**

#### **With the laity**

My work as a deacon continues what I did in association management, which was to bring out the best in people, to advance their careers in their situations. I loved to see people advance themselves. I had a lot of pride when that was some of my doing. That is really a service.

When I came to St. Stephen's in 1992 I kept a low profile. Nobody knew I was a deacon for two years. I was involved in the church, elected to the vestry. There was a strong laity. It's not my style to go around saying, I'll do the Gospel, I'll read the prayers. Somebody found out I was a deacon when I inquired if it was appropriate for a deacon to serve on the vestry. Then the rector said it'd be nice to have me at the altar, to read the Gospel and so on.

#### **With the clergy**

When I retired in 1996, the rector saw I was getting antsy and gave me a job as superintendent of the cemetery. I run the occasional funeral, monitor interments, talk with the family, make sure everything is okay. It turned out to be a splendid ministry. Being an engineer, I like the technical part. I deal with people that call and ask where their relatives are buried. I am a

Sherlockian, so I like tracking down the clues. ...And working with people, that's what I enjoy. I am learning about bereavement. There are a lot of sensitivities you have to be careful about.

There are things the priest can do that volunteers can't or won't do. The priest's the head staff person. There are things that are the job of the priest, especially in a small parish, where the priest's the focus, the impetus to get people going, —for example, in a capital fund. I can support the rector, but I can't do that job.

#### **What about the vocation and training of deacons?**

I had a crisis in my job, and went to a healing service where I prayed for help. I learned to be careful what you pray for. The Lord answers prayer, sometimes very dramatically. I was fired the next day. Around the same time my rector at St. Simon's in Arlington Heights, Illinois suggested that I look into diaconal work. I resisted at first. But then when I was more open to it, he arranged to get me into Deacon School at Seabury-Western Theological Seminary. I had three classmates. We met on Saturdays, and in between we got a lot of reading done, in Scripture, Theology, Ethics, Liturgics... Also, I had informal mentoring with my rector. It reinforced that I was doing the right thing, that it was what I should be doing.

Just last year I finished HFM. That was a wonderful program.

### **III. Interview with an Ordained Deacon Serving in the Diocese of New York**

The Rev. Ken Arnold began his training for the diaconate in 1990 in the Diocese of Pennsylvania, and when he moved to New York in 1993 continued his training until his ordination in 1998. He works full-time as a writer, editor, playwright and publisher, and serves as a deacon at St. Clement's in New York City.

#### **Why ordain deacons?**

...Because some of us are called to be that way. It is the order that provides the right outline for us. Had there not been a diaconate, I would have tried to make myself a presbyter, and I probably would have succeeded. But I think the Church would have lost something, and so would I.

The work of a deacon is a full-time ministry, not a leisure activity. Even though we are all priests through our baptism, ordination means that one is called out of the church to perform a particular function for the church. All of us are called to ministry, but orders mean that we are called in a specific way to serve the church. One's function changes and is formalized by orders. It is no longer my choice—as in, I'd like to work this year in the soup kitchen. I agree to do ministry under authority.



The life of the deacon is taken over by this work, because we agree to become institutionally responsible to the needs of the church in a way that is completely absorbing.

A deacon is what I am. Being ordained doesn't complete me in a way that I wasn't complete in myself. But the role of the deacon confirmed who I am.

### **How does the vocational diaconate enhance total ministry?**

My primary diaconal work is pastoral care. I am the chaplain on call on weekends at St. Luke's-Roosevelt Hospital and I have organized a hospital ministry there, training members of the parish to do pastoral care. I teach, preach, help to organize the education program in the parish, give workshops on prayer and spiritual practice both in my parish and elsewhere, and carry out the deacon's liturgical role on Sundays and at Wednesday evening services. We have two deacons at St. Clement's, and we share liturgical roles. I am helping to develop a Spanish service with our priest. I do spiritual direction and discernment in the parish.

A deacon is "turned outward," is a representative figure: for the church in the community and for the community in the church. I stand on the border on behalf of both communities.

### **How would you describe your call to be a vocational deacon?**

First, I felt called to ministry when I was called back into the church in 1979, having dropped out in the sixties. I felt called to a more formal religious life. The question was, what kind of ministry and religious life. I began to read about religious orders, and looked into the 3<sup>rd</sup> Order of St. Francis. I talked about the priesthood with Frank Griswold who was the rector of my parish back in 1984. He said, "Hah! I don't know... We've got too many priests." Our parish then brought in a deacon who was a professor of education at U. Penn -- a scholar, teacher and deacon -- and it knocked me out that he could do all of that. I got to know him. I discovered I wanted to live a life in both worlds, secular and the church. I wanted to keep my life in the academic world, and my work as a writer/editor... to continue to do all of that but under the aspect of diaconal ministry.

I went through a parish process with a Discernment Committee. They took their task very seriously. We addressed the question of ministry in all forms, but ordination was always there. It was hard to sort out for over a year, especially because some thought I was very suited to the priesthood. Then I had a personal crisis, which led to my moving to New York and beginning again, in a sense, to sort out what God was calling me to do, this time in a new diocese and a new parish. More and more it was clear that the vocational deacon fit my sense--and others' sense--of who I am. And not only did I feel called to do it, but I knew I could do it, because I am a public person, a speaker and a writer. I recognized myself in this order.

### **What about the training of the deacon?**

The work of preparing to be a deacon is every bit as hard as a priest's, although it is not as focused on formal seminary training. The criteria and discernment process are the same, the

psychic readiness and maturity are the same. Like priests, deacons must be formed theologically, must be thinkers *and* doers—they must be smart enough to generalize beyond their personal experience, but not to intellectualize religion.

The deacon must be a person who knows how to get things done, and have the ability to reflect theologically. This is more about a certain degree of maturity and faith, than intellectual ability. A deacon must be a person who can grow.

The role of the deacon puts great demands on one's people skills. You can't take sides in a political situation in a parish. That's the presbyter's realm. You are the "bishop's person," and that means that sometimes in the parish, the lines of authority can get muddled. A good deacon will learn to work with both diocese and parish.

The distinctive characteristic of the diaconate is that it has roots in the local community. A deacon is formed by community perhaps more than presbyters are. I can be a deacon somewhere else, of course—I am ordained for the whole church—but if I move to another place and diocese I will need to learn about the whole in order to function there as a deacon, not just about the parish to which the bishop assigns me.

### **Summary of Conclusions regarding the Vocational Diaconate**

In conclusion, the Task Force affirms that vocational deacons are a way of promoting the goal of total ministry in the Diocese of Newark. Vocational deacons complete the ministry cycle, so that the ministry of the church is circular rather than hierarchical. Through their servant ministry, deacons symbolize and lead the church going into the world, and the world coming back into the church.

Vocational deacons enhance clergy wellness and lay ministry through actively empowering all the baptized to carry out the work of the church. The deacon is uniquely suited to recruit others for service because their own role is to serve as an example of servant ministry. Deacons directly support over-worked clergy. They contribute to the development of lay ministry by training, enlisting and supporting baptized persons in their ministries of outreach and pastoral care. With deacons, the model of the church is "a ministering community, rather than a community gathered around a minister."

The concerns raised about the potential difficulties surrounding the introduction of the diaconate are valid and need careful attention. However, the practical effects and benefits of the vocational diaconate experienced in other dioceses override these fears. The concerns serve to underscore what is well known: Intensive and thorough diocesan education about the vocational diaconate, with the supportive leadership of the bishop, is the key to its success.

Finally, in the view of the Task Force, our theological understanding of total ministry supports the development of the vocational diaconate in the Diocese of Newark. In baptism, each Christian becomes a part of the whole Body of Christ, and receives with other Christians the responsibility of the ministry of the whole church. This is a diaconal, priestly and apostolic ministry, and yet, "to each of us is given grace according to the measure of Christ's gift." (Eph. 4:7) "The gifts he gave were that some would be apostles, some prophets, some evangelists, some pastors and teachers..." (Eph. 4:11) The deacon's gift is the "special ministry of servanthood." (BCP, 543) This is their unique part in "equipping the saints for the work of ministry, for building up the body of Christ... [For] we must grow up in every way into him who is the head, into Christ, from whom the whole body, joined and knit together by every ligament with which it is equipped, as each part is working properly, promotes the body's growth in building itself up in love." (Eph. 4:12,15-16)

#### **Recommendations for Furthering Total Ministry in the Diocese of Newark**

1. That the Diocese of Newark establish a Committee on Lay Ministry whose purpose it is to develop programs to support and validate lay ministry as a response to the call of God found within a community of faith. This committee might also set up a year long program for exploring and developing gifts and skills for ministry, including leadership training, which is open to all baptized persons. Such a program will help individuals to identify and test the gifts and skills that will enable them to live out their baptismal covenant and to exercise their ministries more fully in God's service. This program will also provide training for parish leaders so that they may offer workshops in exploring ministry possibilities and gifts for ministry within their own parish.
2. That all congregations actively engage in a self-study process to discover:
  - How are the ministries of individuals encouraged in our parish?
  - How is the corporate ministry of the whole congregation encouraged in our parish?
  - What kinds of formal affirmation of lay ministry occur on a regular basis?
  - Would a commissioning of some lay ministers and leaders be advisable annually?
  - Could a group be formed in our parish to further the educational exploration of gifts for ministry?
  - Is a permanent committee needed in our parish to provide trained listeners for the discernment of vocations and gifts for ministry?
3. That a Committee on the Vocational Diaconate be formed, to work closely with the bishop to create an overall plan for introducing the vocational diaconate in the Diocese of Newark. This plan should be implemented over a period of no less than three years and should include the following:
  - (a) strategy for educating congregations about the history, ministry and role of vocational deacons, especially demonstrating the relationship of the diaconate to the goal of total ministry.
  - (b) guidance for discernment of call to the vocational diaconate within the parish.
  - (c) the screening and formation of criteria for postulancy to the vocational diaconate
  - (d) the formation of a training program to prepare persons aspiring to the diaconate.
  - (e) the ongoing support for ordained vocational deacons in the church.

### Resources for Strengthening Total Ministry

Adult Education Programs which encourage discussion of vocation, mutual ministry and personal discernment of one's gifts for ministry would serve as useful resources to strengthen total ministry. Some examples would be:

Education for Ministry (EFM)

Disciples of Christ in Community (D.O.C.C.).

*The Catechumenal Process: Adult Initiation & Formation for Christian Life and Ministry*, Church Hymnal Corporation, 1990.

### Guidance in Discernment

Collins, J. M.: *Are All Christians Ministers?* Dwyer and Lovell, 1992.

Maureen Conroy: *The Discerning Heart: Discovering a Personal God*

Edwards, Lloyd: *Discerning Your Spiritual Gifts*, Cowley, 1988.

Farnham, Suzanne, et al.: *Listening Hearts: Discerning Call in Community*, Morehouse, 1991.

Farnham, Suzanne et al.: *Grounded in God. Listening Hearts for Group Deliberations*, Morehouse, 1996.

Green, Thomas: *Weeds Among the Wheat*, Ave Maria Press, 1990.

Lonsdale, David: *Listening to the Music of the Spirit: The Art of Discernment*

McKinney, Mary Benet: *Shared Wisdom Approach*

Palmer, Parker: *The Clearness Committee: A Communal Approach to Discernment Quaker Style*

### Education about Total Ministry and the Vocational Diaconate

Barnett, James M.: *The Diaconate: A Full and Equal Order*, Revised Ed., Trinity Press International, Valley Forge, Pa., 1995.

Bongison and Wilson, eds.: *Reshaping Ministry: Essays in Honor of The Right Rev. Wesley Frensdorff*, Jethro Publications, 1990.

Booty, John: *The Servant Church—Diaconal Ministry and the Episcopal Church*, Morehouse-Barlow, 1982.

Collins, John: *Diakonia: Re-interpreting the Ancient Sources*, Oxford, 1990.

Doucette, Lee F.: *The Ordained Diaconate: Help or Hindrance to Servant Ministry?*, United Theological Seminary of the Twin Cities, Dissertation, 1986.

Fenhagen, James C. with Celia A. Hahn: *Ministry for A New Time: Case Study for Change with Study Guide by Jean M. Haldane*, The Alban Institute, 1995.

Hall, Christine, ed.: *The Deacon's Ministry*, England: Gracewing, (US dist by Morehouse), 1992.

Lowry, James: *The Deacon in the Episcopal Church*, Boston: National Center for the Diaconate, 1982.

Menuet, D. Barry, Executive: *Raising Up Servant Ministry*, a study by The Permanent Diaconate Evaluation Committee, Education for Mission and Ministry, 1985.

Plater, Ormonde: *Many Servants: An Introduction To Deacons*, Cowley Publications, 1991.

Plater, Ormonde: *Deacons in the Episcopal Church: Guidelines on their Selection, Training, and Ministry*, NAAD, 1991.

Shugrue, The Rev. Timothy J.: *Service Ministry of the Deacon*

Sims, The Right Rev. Bennett, *Servanthood*, Cowley Publications, 1997.

Vanier, Jean: *The Scandal of Service*

*Diaconal Ministry, Past, Present and Future*, Talks at 1992 symposium NAAD, 1994.

*Diakoneo: Anglican Deacons and Diakonia in North America*, a publication of North American Association for the Diaconate, 271 No. Main St., Providence, RI 02903

Organizations which support Total Ministry

Living Stones Diocesan Partnership

Leaveners: Companions in Reshaping Ministry, P.O. Box 337, Durham, CT 06472 or [leaveners@juno.com](mailto:leaveners@juno.com)

North American Association for the Diaconate (NAAD), 271 No. Main St., Providence, RI 02903

Synagogy, P.O. Box 51931, Knoxville, TN 37950-1931

### Acknowledgments

The members of the Task Force on Total Ministry wish to thank the following persons who found time in their busy schedules to meet with us and/or to direct us to resources without which we could not have accomplished this report:

The Reverend Denise Mantell, COM and COD liaison, Diocese of New Jersey  
 The Reverend Susan P. Norris, Director, Deacon of Formation Programs, Diocese of New Jersey  
 Deacon W. Keith McCoy, Chair, Committee on the Diaconate, Diocese of New Jersey  
 Deacon Edwin F. Hallenbeck, Executive Director, North American Association for the Diaconate (NAAD)  
 The Reverend John Nieman, Saint Andrew's Episcopal Church, Ann Arbor, MI  
 The Reverend Steve Giovangelo, St. John's Church, Union City  
 The Venerable Nancy B. Foote, Archdeacon, Diocese of Maryland  
 The Right Reverend David B. Joslin, Diocese of New Jersey  
 The Reverend Svea Gray, Saint Andrew's Episcopal Church, Ann Arbor, MI  
 The Right Reverend Robert W. Ihloff, Diocese of Maryland.  
 St. Paul's Episcopal Church, Chatham, NJ  
 The Right Reverend John S. Spong, Diocese of Newark  
 The Right Reverend Jack B. McKelvey, Diocese of Western New York  
 The Right Reverend Jack Croneberger, Diocese of Newark  
 The Reverend Linda Strohmer, Bergen Episcopal Area Ministry (BEAM)  
 The Reverend Scott Kallstrom, Grace Van Vorst, Jersey City  
 Mr. Gerald Bedard, Parish Administrator, St. Paula Church, Chatham  
 Ms. Barbara Conroy  
 Deacon Herb Tinning, St. Stephen's, Millburn  
 Deacon Kenneth Arnold, St. Clement's, NYC  
 The Right Reverend George Hunt  
 The Commission on Ministry of the Diocese of Newark

## Footnotes

1. "There is one body and one Spirit, just as you were called to the one hope of your calling, one Lord, one faith, one baptism... To each of us is given grace according to the measure of Christ's gift." "The gifts he gave were that some would be apostles, some prophets, some evangelists, some pastors and teachers, to equip the saints for the work of ministry, for building up the body of Christ... [For] we must grow up in every way into him who is the head, into Christ, from whom the whole body, joined and knit together by every ligament with which it is equipped, as each part is working properly, promotes the body's growth in building itself up in love." (Eph. 4: 4-5, 7, 11-12, 15-16)
2. "When the Son of Man comes in his glory, and all the angels with him, then he will sit on the throne of his glory. All the nations will be gathered before him, and he will separate people one from another as a shepherd separates the sheep from the goats, and he will put the sheep at his right hand and the goats at the left. Then the king will say to those at his right hand, 'Come, you that are blessed by my Father, inherit the kingdom prepared for you from the foundation of the world; for I was hungry and you gave me food, I was thirsty and you gave me something to drink, I was a stranger and you welcomed me, I was naked and you gave me clothing, I was sick and you took care of me, I was in prison and you visited me.' Then the righteous will answer him, 'Lord, when was it that we saw you hungry and gave you food, or thirsty and gave you something to drink? And when was it that we saw you a stranger and welcomed you, or naked and gave you clothing? And when was it that we saw you sick or in prison and visited you?' And the king will answer them, 'Truly I tell you, just as you did it to one of the least of these who are members of my family, you did it to me.' Then he will say to those at his left hand, 'You that are accursed, depart from me into the eternal fire prepared for the devil and his angels; for I was hungry and you gave me no food, I was thirsty and you gave me nothing to drink, I was a stranger and you did not welcome me, naked and you did not give me clothing, sick and in prison and you did not visit me.' Then they also will answer, 'Lord, when was it that we saw you hungry or thirsty or a stranger or naked or sick or in prison, and did not take care of you?' Then he will answer them, 'Truly I tell you, just as you did not do it to one of the least of these, you did not do it to me.' And these will go away into eternal punishment, but the righteous into eternal life." (Matt 25:31-46)
3. "So if anyone is in Christ, there is a new creation; everything old has passed away; see, everything has become new! All this is from God, who reconciled us to himself through Christ, and has given us the ministry of reconciliation; that is, in Christ God was reconciling the world to himself, not counting their trespasses against them, and entrusting the message of reconciliation to us. So we are ambassadors for Christ, since God is making his appeal through us..." (II Cor. 5:17-20a)
4. "The Church is apostolic, because it continues in the teaching and fellowship of the apostles and is sent to carry out Christ's mission to all people." (Book of Common Prayer (BCP), 854)
5. BCP, 298.
6. Pamphlet produced by the North American Association for the Diaconate (NAAD), 1997.
7. BCP, 543.
8. *Ibid.*
9. *Ibid.*
10. Interview with Bishop George Hunt, April 28, 1999.
11. BCP, 543.
12. Luke 22:27; BCP, 543.
13. Pamphlet produced by the North American Association for the Diaconate (NAAD), 1997.
14. Bishop George Hunt recommends no more than 20% of the total time be spent in liturgical work.
15. *The Diaconate in the Diocese of Maryland: A Handbook*, May 1996, p. 10.
16. Plater, Ormonde, *Many Servants: An Introduction To Deacons*, Cowley Publications, 1991, p.21.
17. *Ibid.*, *The Diaconate in the Diocese of Maryland: A Handbook*, May 1996, p. 10.
18. *The Diaconate in the Diocese of Maryland: A Handbook*, May 1996, p. 11.
19. BCP, 855.

<sup>20</sup> *Ibid.*, 543.

<sup>21</sup> *Raising Up Servant Ministry*, a study by The Permanent Diaconate Evaluation Committee, D. Barry Menuez, Executive, Education for Mission and Ministry, 1985, p. 18.

<sup>22</sup> *Ministry Discernment Manual*, Diocese of Maryland, January 1999 (1-800-443-1399)

<sup>23</sup> Canons III.4, 5, 6, and 7: "Of Postulants for Holy Orders...Of Candidates for Holy Orders...Of the Ordination of Deacons...Of Ordination to the Diaconate and Priesthood" states that: (1) The preparation of vocational deacons and transitional (those deacons preparing for priesthood) deacons is the same in Canons 4 and 5 in that both must meet the requirements for postulancy and candidacy which are set forth in those canons. (2) In canons 6 and 7 specific distinctions are made between requirements in preparation for the vocational diaconate and the transitional diaconate: (a) although a vocational deacon must pass a test in the same areas of study as a transitional deacon candidate, his or her Bishop and the Commission on Ministry decide the form and content of that test. The transitional deacon candidate must prepare for and receive a certificate from the Board of Examining Chaplains having taken the GOB's. (b) the vocational deacon candidate shall receive "training or practical experience suitable to the Candidate's occupation, and ministry in the Church and the world." (III.6.4) There is no more specific standard for this training for the vocational diaconate specified. (c) The transitional deacon candidate must also complete "practical training in work as a Deacon in preparation for ordination to the Priesthood." (III.7.10) (3) The vocational deacon candidate must sign a statement how "the Candidate intends to exercise the ministry of a Deacon both in the Church and in the world and that there is no intent to apply for ordination to the Priesthood." (III.6) (However, Canon 6 states that, while a Deacon who is ordained under the provisions of Canon 6 is not eligible for ordination to the priesthood, nonetheless if his or her Bishop and Standing Committee give written consent, "and for good cause shown" he or she may be ordained to the priesthood having fulfilled the requirements of Canon 7, "On Ordination to the Diaconate and Priesthood".)

<sup>24</sup> NAAD, 1997.

<sup>25</sup> *Deacons in the Episcopal Church: Guidelines on their Selection, Training, and Ministry*, Ormonde Plater, ed., NAAD, 1991.

<sup>26</sup> Plater, *op.cit.*, 6. Programs designed to aid this discernment (such as *Exploring Ministry*, *Living into Ministry*, *Finding our Way in the Diocese of Maryland* and *Listening Hearts*) ought to be undertaken as a program of diocesan-wide affirmation of total ministry, in the context of which more specific calls to various tasks and roles may be discerned. (See *Ministry Discernment Manual*, Diocese of Maryland, January 1999, pp. 1-4, 2-19).

<sup>27</sup> Plater, *op.cit.*, 7.

<sup>28</sup> Interview with the Rt. Rev. George Hunt, April 24, 1999.

<sup>29</sup> Interview with the Rt. Rev. John S. Spong, March 23, 1998.



## **TOTAL MINISTRY TASK FORCE RESOLUTIONS**

**RESOLVED**, that this 126<sup>th</sup> Convention of the Episcopal Diocese of Newark receives with thanks the report of the Task Force on Total Ministry and affirms their focus on lay and diaconal ministries.

*(The motion was adopted.)*

**RESOLVED**, that this Convention fully recognizes and affirms the historic order of Deacon; and, be it further

**RESOLVED**, that this Convention endorses the re-introduction of the vocational diaconate into the life and ministry that we share.

*(The motion was adopted.)*

**RESOLVED**, that the Commission on Ministry, acting under the provisions of Title III, Canon 1 Section 4, and with the approval of the Bishop, make provision for three committees of the Commission (the members to be appointed by the Bishop): a Committee on Lay Ministry, a Committee on the Vocational Diaconate as a vocation, and a Committee on Priestly Ministry.

Supporting information -

The Commission on Ministry will serve as the oversight committee for all the ministry committees. These committees will work with the Bishop to oversee the further development of lay ministry, and the re-introduction of the vocational diaconate, and the continued work on priestly formation.

*(The motion was adopted as amended.)*

## REPORT OF THE TASK FORCE ON MINORITY VENDORS

### The Members of the Task Force on Minority Vendors

Dr. Louis Crew  
 Ms. Kathy Ganim  
 The Rev. Rosemarie Hassan  
 Mr. Bert Jones  
 The Rev. William Potter  
 The Rev. John Rollins  
 Ms. Laura Russell  
 Mr. Stephen Shaw  
 Ms. Lyn Headley-Moore and The Rev. Robert Schiesler  
 Co-chairs

The Task Force on Minority Vendors operated out of the understanding that we are stewards of God's abundant creation and Christ's model of inclusiveness. In a diocese noted for its commitment to diversity, our committee was representative and held as a goal seeking ways to encourage the full participation of all people in all aspects of the life of the church.

In many areas of our lives, we are becoming more informed and conscientious consumers — reading labels at the supermarket to identify the ingredients and labels at clothing stores to find out where they were made, studying and choosing socially responsible financial investments. More and more often, we are obliged to become informed and intentional about areas of our lives that, until recently, we have taken for granted — like choosing our utility servers for the home. In this diocese, we have made a commitment to working to dismantle racism and take pride in our leadership role in the larger church in establishing and supporting the Oasis. The members of the Task Force on Minority Vendors believe strongly that we need to bring this same intentional consciousness and conscientiousness to the business side of the life of our diocesan community.

Our work focused in two areas: a survey that examined the current stewardship of our vendor choices and discussion of what our representative committee understood might be the barriers to inclusive vendor decisions.

### **Congregational Audit**

We developed a congregational audit to examine the patterns and habits of our congregations as they gather bids and estimates to determine whether or not opportunities are being offered to minority vendors to participate in the process. The results of the survey are attached. Thank you all for your responses. We were delighted that so many of you took the time to help us in our work.

The purpose of the congregational audit was to gather data to inform us of our current status as regards vendors and particularly minority vendor participation. The Task Force sought this information with the knowledge that the Diocese of Newark has an abundance of opportunities

available through the many contracts and services that are used by the diocese and the more than 120 congregations that comprise the it.

For example, we recognize that the term "vendor" encompasses a wide variety of suppliers of services, materials/products, equipment and maintenance, repairs, parts and labor. Congregations routinely use vendors for such items as custodial supplies, stationery, paper goods, foodstuffs, flowers, and building maintenance contracts, small and major furnishings and for capital expenditures. In the survey, we specified minority vendors as people of Color, different physical abilities, non-heterosexual orientation and women. In our definition, people of Color includes people of African, Asian, Indigenous and Latino descent.

Clearly from the results of the survey, it is not yet the regular practice to incorporate minority vendors into the bidding and selection process or into the thinking process that guides our pool of choices. It is also clear that there needs to be a heightened awareness that the resources do exist within our diocese and could be available if the names were more widely disseminated.

### **Barriers**

However, the survey also points to influences that underlie our decision-making regarding choosing vendors. For instance, in looking at the factors that inhibit the use minority vendors, 69% of the responses indicated that they do not use race or sexual orientation as any part of the criteria; 69% also responded that they do not distinguish as to race, physical ability, gender or sexual orientation in their selection process. Our committee questioned such a large percentage of results implying that we are a "colorblind" society, when minorities daily (and often several times daily) experience responses, reactions and behavior that clearly indicate that their gender, sexuality, name and ethnic origin, race and accent have, in fact, been noted, and in some way, acted upon.

This speaks to the prejudicial assumptions, positive and negative, that are embedded in our society when it comes to making decisions that affect our spending. We rely on vendors that are local, familiar and comfortable, from whom we are confident we will receive quality, simply because we "know" them. The other side of this is that in a diverse society, where the people we "know" tend to be like us as a function of institutional bias, again negative or positive, we deny that we notice differences and unconsciously exclude those who are in some way different. Traditional networking is a long-established mechanism for exclusion.

In operating unconsciously in the patterns that are familiar to us, we deny ourselves the benefit of what the person who is different may offer given the opportunity. This practice continues to deny opportunity to those who are outside the familiar, habitual sphere even when they may be in our own backyard. It requires vigilance and intention to overcome habits and patterns of years and entire communities to open ourselves to new choices, new neighbors, new ideas and new gifts.

The results of the survey made it clear to the Task Force on Minority Vendors that lack of knowledge of and accessibility to good vendors is an obstacle in identifying and engaging vendors of comparable quality, minority or otherwise. A key to increasing accessibility is a list of vendors that would include at least 20% minority vendors, which would offer a wide variety of services

and products and would be available in some centralized manner from the diocese to the congregations (and individuals) of the diocese.

The Task Force on Minority Vendors recommends that the committee be mandated for an additional year for the purpose of continuing to raise awareness on the use of minority vendors, developing a list of vendors and a system that will make it accessible to congregations and surveying the churches of the diocese again in a year to ascertain whether or not minority vendor usage has increased.

We believe the choice to conscientiously include minority vendors is an act of justice. The same criteria of quality, price, expertise, experience and recommendation should apply to all equally. Invitation to the table should also be offered to all equally and willingly. In so doing, we widen the parameters of our community as we recognize others as our neighbors and honor the gifts they bring. In sharing resources and opportunities and raising up the dignity of all God's people, we live out our baptismal covenant in a more substantial and profound way.

#### Resolutions as Policy

Resolutions passed by the Convention of the Diocese become policy for our life together and policy is a statement of who and what we are, what we value and what we hold dear. Policy tells us and the world what informs and guides us defines our levels of consciousness and conscientiousness. It speaks to who we are as a community and whose we are. Policy decisions that identify us as intentionally and faithfully inclusive, help us to live as active stewards God's abundance in the practice of Christ's model.

### Summary of Responses to the Congregational Audit on Vendors

1. Twenty-one percent (26) of the congregations in the diocese responded regarding their experience during 1997 and 1998. Each had used an average of 15 vendors during that period. Seventy-seven percent reported that they had major capital expenses during that period, and that they used an average of 2.65 vendors for those projects.
2. Use of minority vendors
  - a. 19% used 0 minority vendors
  - b. 27% did not know how many of their vendors were minority vendors  
46%
  - a. 15% used 1 minority vendor
  - b. 12% used 2 minority vendors
  - c. 4% used 3 minority vendors
  - d. 4% used 4 minority vendors
  - e. 12% used 5 minority vendors
  - f. 4% used 6 minority vendors
  - g. 4% used 7 minority vendors  
54% used minority vendors
3. Ninety-two percent said that they would find it helpful if there were a directory of vendors recommended by others in the diocese, but only eight percent offered the names of vendors that they have found good.
4. Of the 54% who used minority vendors, minority vendors averages 37% of all vendors they reported using. They estimated that they spent an average of 38% of their vendor dollars on minority vendors.
5. Capital expenses:
  - a. Only 15 percent of the congregations reported major capital expenses of \$50,000 or more during this period and only a quarter of those indicated using a minority vendor for the major capital project.
  - b. Sixty-nine percent of the congregations reported major capital expenses of less than \$50,000, and a quarter of those indicated using minority vendors for those major capital projects.
6. Congregations indicated that the following factors may have inhibited their use of minority vendor, in descending order of influence:
  - a. 69% Don't distinguish vendors as to race
  - b. 9% Don't distinguish vendors as to sexual orientation
  - c. 65% Don't distinguish vendors as to physical ability
  - d. 65% Don't distinguish vendors as to gender
  - e. 50% Not a part of our criteria
  - f. 23% The Resources are available within the congregation
  - g. 19% Don't know any

- h. 19% Never thought of it
  - i. 19% Rarely seek new vendors
  - j. 12% There are none locally
  - k. 04% Complicates the procedure
  - l. 0% Not confident of quality
  - m. 0% Rarely seek competitive bids
7. Of all vendors used, seventy-eight percent were local.
8. Those reporting major capital expenses of \$50,000 or more spent an average of 74% on local vendors.
9. Congregations reporting compared prices or obtained estimated on services or produces that they contracted or purchased in the amounts of
- a. 42% Up to \$500 per year.
  - b. 62% \$500 - \$3,000 per year:
  - c. 50% \$3,000 - \$10,000
  - d. 50% \$10,000 - \$40,000
  - e. 23% Over \$50,000
10. Congregations used their own terms to indicate their primary criteria in deciding to use a particular vendor, excluding price. Minority status showed up much less frequently than the other popular criteria:
- a. 62% quality
  - b. 38% reputation
  - c. 35% our experience with
  - d. 31% local
  - e. 31% recommendations
  - f. 19% availability
  - g. 15% reliability
  - h. 12% minority
  - i. 8% warranty
11. Several other criteria showed up with less frequency, including,
- a. 'estimates of specs that meet our criteria,'
  - b. 'response,' 'schedule,'
  - c. 'service,' 'stability (follow-up ability),' and
  - d. 'trust.'
12. When they sought multiple estimates or bids of a new vendor, congregations looked to and asked for, in their own terms:
- a. 73% parishioners
  - b. 46% professionals
  - c. 42% yellow pages
  - d. 35% other churches

- e. 23% listings
- f. 19% friends and colleagues
- g. 19% diocese
- h. 12% advertising

13. Those who used vendors who were not local gave as their major reasons, in descending order of frequency in their responses:

- a. 19% availability
- b. 12% quality and expertise
- c. 12% recommendation or reputation
- d. 12% special work
- e. 8% expediency
- f. 8% experience
- g. 8% price

### **RESOLUTION ON MINORITY VENDORS**

**RESOLVED**, as stewards of God's abundant creation and Christ's model of intentional inclusiveness, the administration, program groups, committees, commissions and other entities of the Episcopal Diocese of Newark hold as a goal that 20% of all bids received, contracts awarded and services rendered will be from minority vendors; and, be it further

**RESOLVED**, that the Diocese of Newark will maintain and make available a listing of vendors assembled through recommendations received from congregations and other sources including but not limited to the State of New Jersey, municipalities, counties and educational institutions which is comprised of a minimum 20% of minority vendors; and, be it further

**RESOLVED**, that congregations, living out this model of stewardship and inclusiveness locally, will embrace the same goal of 20% by intentionally seeking bids from and engaging minority vendors for contracts and services.

### **SUPPORTING INFORMATION**

The term minority as used in this resolution includes people of Color, different physical abilities, non-heterosexual orientation and women. The term vendors as used in this resolution encompasses the complete scope of suppliers and contractors of services, materials, products, equipment and maintenance, bids, repairs (parts and labor), renovations and restorations. The selection and engagement of any and all vendors is always to be based on equal criteria in competing bids and an expectation of a high standard of quality for all work and services. The goal of 20% refers to the number of vendors engaged.

This resolution's intent is to increase opportunity for minority vendors toward a more balanced rota of service and materials suppliers, to increase our substantive interactions with people who may be different from us and to become more just in our financial and professional interactions.

*(The motion was adopted.)*

**RESOLUTION N THE CONTINUATION OF  
THE TASK FORCE ON MINORITY VENDORS**

**RESOLVED**, that the Task Force on Minority Vendors be extended for an additional year for the purposes of making available a vendor list and surveying the use of minority vendors in the year 2000.

**SUPPORTING INFORMATION**

The Task Force on Minority Vendors hopes, by setting in place a list of vendors of which 20% will be minorities, to effectuate an awareness of inclusive minority vendor use which we hope will become policy and practice of the Episcopal Diocese of Newark.

It is with this in mind that we request an extension of the Task Force's mandate for an additional year:

1. to get the list operative and accessible to the diocese and its congregations,
2. to conduct a survey, once the list is in place, to determine the effect of such a list and
3. to report, in writing, the results of the survey and a count of the frequency of access of the list to the 127<sup>th</sup> Convention of the Episcopal Diocese of Newark.

*(The motion was adopted.)*



## THE STANDING COMMISSION ON CLERGY COMPENSATION

### SECTION 1 – Resolutions

#### RESOLUTION I: (adopted)

RESOLVED, that the 126th Convention of the Diocese of Newark adopts the following minimum salary rates, effective January 1, 2001:

#### Minimum Salaries

|                  |          |
|------------------|----------|
| Deacon           | \$23,000 |
| Assisting Priest | 24,550   |
| Priest-in-charge | 30,650   |

#### Supporting Information:

The Diocese of Newark has adopted a system of salary administration for clergy that 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 1/1/1991 | \$17,250 | \$18,400         | \$23,000         |
| Effective 1/1/1992 | 17,950   | 19,125           | 23,925           |
| Effective 1/1/1993 | 18,700   | 19,900           | 24,900           |
| Effective 1/1/1994 | 19,350   | 20,600           | 25,775           |
| Effective 1/1/1995 | 19,930   | 21,220           | 26,550           |
| Effective 1/1/1996 | 20,330   | 21,650           | 27,100           |
| Effective 1/1/1997 | 20,840   | 22,190           | 27,780           |
| Effective 1/1/1998 | 21,470   | 22,850           | 28,600           |
| Effective 1/1/1999 | 22,000   | 23,450           | 29,300           |
| Effective 1/1/2000 | 22,550   | 24,040           | 30,040           |
| Proposed 1/1/2001  | 23,000   | 24,550           | 30,650           |

The Commission has 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. While inflation is expected to be quite low (in fact, some economists predict modest deflation) in the next couple of years, median compensation in our diocese lags the median in nearby dioceses: Connecticut (\$58,602), Pennsylvania (\$53,319), Long Island (\$52,780), New Jersey (\$54,961), New York (\$52,312), Newark (\$50,921). These analyses have led to the recommendation of a proposed 2.0% increase.

**RESOLUTION II: (adopted)**

RESOLVED, that the 126th Convention of the Diocese of Newark recommends the following scale, effective January 1, 2001, for annual merit increases in salaries paid to clergy in the Diocese:

**Merit Increase Scale**

|              |      |
|--------------|------|
| Outstanding  | 5.0% |
| Very Good    | 3.5% |
| Satisfactory | 2.0% |

**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 126th 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 2000, the IRS-approved rate is 32.5 cents per mile, an increase from the current rate of 31 cents per mile. Remuneration standards shall be as follows:

Sunday services: \$125 for one service plus \$50 for each additional service

Weekday service: \$50 per service, without sermon

**Supporting Information:**

The recommended remuneration for supply clergy has not increased during the five years for which standards have been set by convention. This resolution recommends an increase from the previous standard of \$100 for one Sunday service and \$25 for additional services on Sunday and \$40 for weekday services without sermon.

In any year in which the total payments to any one individual exceed \$800, 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 non-retired cleric who is paid \$200 a month or more for three consecutive months.

**RESOLUTION IV: (adopted)**

**RESOLVED**, that the 126<sup>th</sup> Convention of the Diocese of Newark recommends each congregation provide a minimum annual allowance for continuing education of \$500 for each full-time cleric and a proportionate amount for those employed on a part-time basis.

**Supporting Information:**

The diocese has long recommended that congregations assist their clergy in finding and affording continuing education opportunities. The recommended minimum allowance has remained at \$300 for the past ten years. This suggested increase to \$500 recognizes that costs for such programs have increased over the years.

## SECTION 2 – 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 | 1999 - \$29,300<br>2000 - \$30,040<br>2001 - \$30,850  | 1999 - \$23,450<br>2000 - \$24,040<br>2001 - \$24,550 | 1999 - \$22,000<br>2000 - \$22,550<br>2001 - \$23,000 |
| 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.  |   |   |
| Short-term Disability Insurance                       | Recommended                | Rates vary by coverage and carrier. 70% of pay up to \$1000/week should cost no more than \$360 per year. This benefit allows for pay to continue during times of temporary disability (maternity, heart disease, injury, cancer treatment are common disability occurrences). |   |   |
| Continuing Education                                  | Recommended                | Minimum \$500 annually.  |   |   |
| Housing Equity  | Recommended                | 5 – 10% of Total Compensation as tax-deferred set aside if cleric lives in church-owned housing.   |   |   |

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 lowest of the following three amounts: the rental value of the house (fully furnished), the actual amount spent to provide housing (including furnishings and utilities), or the amount designated in the vestry designation.

**Part-Time Clergy – Including Part-Time Interim Clergy**

| <b>Benefit</b>                  | <b>Convention Action</b>   | <b>All Part-time Clergy Including Part-time Interim Clergy</b>   |
|---------------------------------|----------------------------|--|
| 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          | 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                | Reimbursed as Incurred, administered through an accountable plan. Subject to mutually agreed upon budgetary total.   |
| Health Insurance                | Mandated                   | Clergy choice from available plans. Parish pays percentage of full cost unless other coverage is provided.   |
| Dental Insurance                | Mandated                   | Parish pays percentage of full cost unless other coverage is provided.   |
| 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.  |
| Short-term Disability Insurance | Recommended                | Rates vary by coverage and carrier. 70% of pay up to \$1000/week should cost no more than \$360 per year. This benefit allows for pay to continue during times of temporary disability (maternity, heart disease, injury, cancer treatment are common disability occurrences).                             |
| Vacation                        | Recommended                | Negotiable. Extent should be agreed upon in advance, recognizing that even part-time clergy need vacation.   |
| Continuing Education            | Recommended                | Negotiable. Extent should be agreed upon in advance, recognizing that even part-time clergy need time for continuing education.  |
| Housing Equity                  |                            | Not applicable.  |

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. 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 (31 cents per mile from 4/1/99 to 12/31/99; 32.5 cents per mile effective 1/1/2000).

### SECTION 3 – HEALTH AND DENTAL INSURANCE RATES FOR 2000

#### Health Insurance

All clergy have a choice of 4 plans. 2000 annual premium rates, payable to the Diocese in quarterly installments.

| Insurer/Plan   | Single  | Two Person | Parent/Children | Family   |
|----------------|---------|------------|-----------------|----------|
| Prudential POS | \$4 490 | \$8 831    | \$8 038         | \$12 409 |
| Prudential HMO | \$3 385 | \$8 839    | \$5 528         | \$8 935  |
| CIGNA HMO      | \$4 040 | \$8 347    | —               | \$8 897  |

#### Dental Insurance

Current annual rates, payable semi-annually to the Diocese in January and July. Rates change 7/1/2000.

| Insurer/Plan | Single   | Two Person | Family (3 or more) |
|--------------|----------|------------|--------------------|
| Delta Dental | \$408.48 | \$658.20   | \$1 105.20         |

### SECTION 4 - EXAMPLES

#### Pension Assessment

##### I. Clergy receiving cash housing allowance:

|                             |              |
|-----------------------------|--------------|
| Salary                      | \$30,650     |
| Housing & Utility Allowance | 14,000       |
| Social Security Offset      | <u>3,384</u> |
| Total Compensation          | \$48,044     |

|                    |                             |
|--------------------|-----------------------------|
| Pension Assessment | = 18% of Total Compensation |
| (.18 x \$48,044)   | = \$8,648                   |

II. Clergy in rectory or vicarage:

|                            |               |                 |
|----------------------------|---------------|-----------------|
| Salary (a)                 |               | \$30,650        |
| Utility expense (b)        | 3,000         |                 |
| Social Security Offset (c) | 3,403         |                 |
| Housing "value"            | <u>11,116</u> | [.30 x (a+b+c)] |
| Total Compensation         | \$48,169      |                 |

Pension Assessment = 18% of Total Compensation  
 (.18 x \$48,169) = \$8,670

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  | \$30,650      |
|         | Utilities   | 3,000         |
|         | Housing   | 11,116        |
|         | Social Security Estimate  | <u>3,403*</u> |
|         | Total Self-Employment Income  | \$48,169      |
| Step 2: | Income Adjustment (subtract 7.65% of Total)   |               |
|         | .0765 * \$48,169 =  | \$3,685       |
| Step 3: | Taxable self-employment income:   | \$44,484      |
| Step 4: | \$44,484 X 15.3% (full SECA tax) =  | \$6,806       |
| Step 5: | \$6,806 X 50% (Diocesan recommendation)=  | \$3,403       |
|         | 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 ExamplesOverall cost of full-time clergy compensation and benefits package

|  | <u>Church-provided<br/>Housing</u> | <u>Church Provides<br/>Housing Allowance</u> |
|--|------------------------------------|--|
| Salary   | \$30,650                           | \$30,650                                     |
| Social Security Offset                         | 3,403                              | 3,304  |
| Housing Allowance                              | n/a                                | 14,000                                       |
| Business Expense Reimbursement                 | 3,500                              | 3,500  |
| Education Allowance                            | 500                                | 500  |
| Health Insurance (family)                      | 8,897                              | 8,897  |
| Dental Insurance (family)                      | 1,105                              | 1,105  |
| Short-term Disability Insurance                | 360                                | 360  |
| Pension Assessment                             | 8,870                              | 8,848  |
| Housing Equity Allowance @ 5%                  | 2,402                              | n/a  |
| Utilities provided                             | 3,000                              | n/a  |
| Rectory Maintenance                            | <u>2,000</u>                       | <u>n/a</u>                                   |
| Sub-total "cash cost" to congregation          |                                    | \$64,487                                     |
| \$70,964                                       |                                    |  |
| Estimated rental value of rectory              | \$12,000                           | N/A  |
| Total "value" of salary and benefits to clergy | \$76,487                           | \$70,964                                     |

## Submitted by the Standing Commission on Clergy Compensation:

|                               | <u>Office</u> | <u>Home</u>  |
|-------------------------------|---------------|--------------|
| Linda Curtiss, chair          | 800-223-6602  | 201-963-6378 |
| The Rev. Lauren Ackland       | 973-377-0106  | 973-377-0889 |
| Carlotta Budd                 | 973-822-3778  | 973-822-3649 |
| The Rev. Canon Gervais Clarke | 973-676-8886  | 973-675-1643 |
| Dale Gruner                   | 608-394-5281  | 808-226-0695 |
| The Rev. Paul Hunt            | 973-430-9916  | —            |
| John Snyder                   | —             | 201-652-8572 |
| The Rev. Stephanie Wethered   | 973-334-3655  | 973-335-5710 |

A. Gary Shilling, Consulting Economist



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

From the Episcopacy:

Metropolitan Alexander of the MarThoma churches  
The Right Reverend Robert Bracewell Appleyard, retired Bishop of Pittsburgh and  
Convocation of American Churches in Europe  
The Right Reverend George E. Bates, retired Bishop of Utah  
The Right Reverend Charles F. Boynton, retired Bishop Suffragan of New York  
The Right Reverend Nelson Marigold Burroughs, retired Bishop of Ohio  
The Right Reverend Herbert D. Edmondson, retired Bishop of Jamaica  
The Right Reverend Luc Anatole Jacques Gamier, retired Bishop of Haiti  
The Right Reverend Harold C. Gosnell, retired Bishop of West Texas  
The Right Reverend Lloyd E. Grassle, retired Bishop of Bethlehem  
The Right Reverend Joseph H. Harte, retired Bishop of Arizona  
The Right Reverend Paul A. Kellog, retired Bishop of the Dominican Republic  
The Right Reverend William Moutrie Moore, retired Bishop of Easton  
The Right Reverend Lemuel B. Shirley, retired Bishop of Panama  
The Right Reverend Alexander D. Stewart, retired Bishop of Western Massachusetts  
The Right Reverend Gray Temple, retired Bishop of South Carolina  
The Right Reverend Frank Jeffrey Terry, Bishop of Spokane  
The Right Reverend Albert W. Van Duzer, retired Bishop of New Jersey  
The Right Reverend James Stuart Wetmore, retired Bishop Suffragan, Diocese of New York  
The Right Reverend Frederick Barton Wolf, retired Bishop of Maine  
The Right Reverend Stewart C. Zabriskie, Bishop of Nevada

From the Clergy Family of the Diocese:

The Rev. Donald H. Allen, retired, formerly at St. Paul's, Englewood,  
Ascension, Bloomfield and Trinity, Irvington  
Mary M. Anastasi, widow of the Rev. Joseph Anastasi, former Vicar of St. Anthony of Padua,  
Hackensack  
Ruth Baldwin, wife of the Rev. Harris E. Baldwin, Rector Emeritus, St. Mary's, Haledon  
Agnes Boardman, mother of Linda McKelvey  
Raikmon Budhu, father of the Rev. Esar Budhu  
Dorothy Case Clark, mother-in-law of the Rev. Diana Clark and mother of Lee Clark  
Phyllis Colyer, wife of the Rev. Robert Colyer  
The Rev. David B. Earnest, retired, former rector of Christ Church, Short Hills  
The Rev. Charles Fisher, Rector Emeritus, Christ Church, Hackensack  
Pauline Hall, widow of the Rev. Robert E. Hall  
The Rev. Denver Hart, former curate, Grace, Newark  
Godfrey Hartnett, father of the Rev. John Hartnett  
Loyal Hurlbert, father-in-law of the Rev. Rickey Del Edwards  
The Rev. Edmund E. Jacobitti, retired, St. Martin's, Maywood  
Richard Keith, father of the Rev. Stephanie Keith Wethered  
The Rev. George W.R. MacCray, former rector, Christ Church, Short Hills  
Brenda Moore, wife of Paul Moore, retired Bishop of New York & former priest of this diocese  
The Rev. Eric Muehlheisen, brother of Marilyn Croneberger  
Jerry Neal, husband of the Rev. Ashley Neal

The Rev. Percy T. Olton, Jr., former Rector, St. James, Newark  
 Nievesita Osborn, grandmother of Jennifer Hunt  
 The Rev. Arthur Gotfred Pedersen, retired priest of this diocese  
 The Rev. John H. Seabrook, husband of Ginny, former curate of Grace, Newark  
 Doolie Boyce Spong, mother of the Right Reverend John Shelby Spong  
 Kathleen Stanton, wife of the Rev. John Stanton  
 Dorothy Housman Stilwell, widow of The Rev. Richard R. Housman  
 Priscilla Tarplee, mother of the Rev. Cork Tarplee  
 William Sellers Wilson, Jr., father of the Rev. Philip Wilson

Persons in the Diocese known for Special Contributions:

George Ballard, husband of Kathleen Ballard, ECW  
 Jean Bowden, widow of the Rev. George Bowden and mother of the Rev. G. Edward Bowden  
 David Carpenter, St. David's, Kinnelon, board of Christianity for Third Millennium  
 May Ganim, mother of Kathy Ganim, member of Diocesan Council and the Oasis Board  
 Frederick Carter Gilman, former deputy to General Convention  
 Margaret Gilman, former member of The Standing Committee, and a past president of ECW  
 Virginia Rose Shaw Gruner, mother of Dale Gruner, member of Mission to Dismantle Racism  
 and the Isaiah Team  
 Michael Steven Hales, St. Paul's, Englewood, former member of the DOM  
 Evelyn Jenisch, mother of Lynn Tyler, member of Diocesan Council  
 Ronald Jordan, brother of Joyce Riley, Diocesan staff member  
 John David Kelley, St. Michael's, Wayne, former member of the Urban Committee  
 Pong Kim, mother-in-law of Michael F. Rehill, Chancellor of the Diocese  
 Whitney Parker, member of the Gertrude Butts Board and Trinity & St. Philip's, Cathedral  
 The Rev. Marlon Pratt, deacon, mother of Gerald Pratt, Trinity & St. Philip's Cathedral Chapter  
 member  
 Arthur Thibault Riedel, formerly of the Board of Missions  
 Mildred Seely Trotman, first woman elected senior warden in the Episcopal Church, 1950, and  
 member of St. Paul's, Morris Plains

## **ELECTION RESULTS**

### **UNCONTESTED ELECTIONS (Preferential Ballot)**

#### **CONSTITUTION AND CANONS COMMITTEE - Class of 2001**

Thomas A. Bisdale, Grace, Westwood  
Alberto Caballero, All Saints', Leonia  
Marge Christie, Christ, Ridgewood  
Wade P. Cory, St. Michael's, Wayne  
Glenda deKruif, St. James', Ridgefield  
Sally P. Falck, St. Elizabeth's, Ridgewood  
John C. Garde, St. Thomas', Lyndhurst  
Stanley Morgan, Holy Communion, Paterson  
Elton Smith, Grace, Westwood  
Steven Steele, St. Thomas', Vernon

#### **DEPARTMENT OF MISSIONS - Clergy Class of 2003**

Dwight Neglia, St. Agnes', Little Falls  
David R. Thomas, St. Cyprian's, Hackensack  
Emory E. Byrum, St. Mary's, Belvidere

#### **SECRETARY OF CONVENTION - One year term**

Michael Francaviglia, St. George's, Maplewood

#### **TREASURER - One year term**

John Zinn, St. Paul's, Paterson

### **CONTESTED ELECTIONS (Preferential Ballot)**

#### **ACTS/VIM BOARD**

*Clergy Class of 2003 (1 for three year term)*

\*Wayne Riley, St. James', Hackettstown  
Fain Webb, Good Shepherd, Wantage

#### **ACTS/VIM BOARD**

*Lay Class of 2003 (2 for three year term)*

\*Charlie Hubka, St. Mary's, Sparta  
Ross Wisniewski, St. Mary's, Sparta  
Phyllis Biggs, Epiphany, Orange  
Ruth Gabay, St. Peter's, Morristown  
Laura Russell, Atonement, Fair Lawn  
Mollie Galletty, St. Elizabeth's, Ridgewood  
\*Barbara Deneka, St. Peter's, Mt. Arlington

**DIOCESAN COUNCIL**

*Lay Class of 2003 (2 for two year term)*

Richard Haslett, St. Peter's, Morristown  
Alan W. Bowen, St. Paul's, Paterson  
\*Bonnie Magnuson, St. Clement's, Hawthorne  
Dave Golub, St. Michael's, Wayne  
\*Lynn Tyler, Good Shepherd, Wantage

**DIOCESAN COUNCIL**

*Clergy Class of 2003 (2 for two year term)*

\*Robert A. Schlesier, St. Luke's, Montclair  
John Donnelly, St. Michael's, Wayne  
\*Ellen M. Barrett, BEAM, Rochelle Park

**ECCLESIASTICAL COURT**

*Clergy Class of 2004 (1 for four year term)*

\*Esar Budhu, S. Agnes/S. Paul's, E. Orange  
Cathy Deats, St. Paul's, Englewood  
Stanley Morgan, Holy Communion, Paterson

**ECCLESIASTICAL COURT**

*Lay Class of 2003 (1 for three year term)*

Laura Russell, Atonement, Fair Lawn  
Claudette Lewis, Incarnation, Jersey City  
\*Ross Wisniewski, St. Mary's, Sparta  
Dave Golub, St. Michael's, Wayne

**DEPARTMENT OF MISSIONS**

*Lay Class of 2003 (3 for three year term)*

*Lay Class of 2001 (2 for two year term)*

\*Jay Powell, St. John's, Montclair - elected Class of 2003  
\*John G. Webb, Good Shepherd, Wantage - elected Class of 2001  
Mark Hoyer, Christ Church, Newton  
Frank Falla, St. Peter's, Morristown  
\*William Kibildie, St. Mary's, Sparta - elected Class of 2003  
\*Bernice Mayes, Trinity+St. Philip's, Newark - elected Class of 2001  
\*Richard E. Horsley, St. Peter's, Morristown - elected Class of 2003

**PROVINCIAL SYNOD DEPUTIES & SUPPLEMENTARIES**

*Clergy Class of 2002 (2 for two years as deputies, 2 for two years as supplementaries)*

\*Elizabeth Kaeton, The Oasis, Newark - First Supplementary  
\*J. Carr Holland, Grace, Newark - First Deputy  
\*Lynne B. Weber, St. Elizabeth's, Ridgewood - Second Deputy  
\*John J. Negrotto, Holy Trinity, Hillsdale - Second Supplementary  
Jennifer L. Baskerville, St. Peter's, Morristown

**PROVINCIAL SYNOD DEPUTIES & SUPPLEMENTARIES**

*Lay Class of 2002 (2 for two years as deputies, 2 for two years as supplementaries)*

\*Sidney King, Incarnation, Jersey City - First Supplementary  
\*Louie Crew, Grace, Newark - First Deputy  
\*John G. Webb, Good Shepherd, Wantage - Second Supplementary  
\*Doris Mardirosian, St. Mark's, Teaneck - Second Deputy  
Peter Van Brunt, Messiah, Chester

**THE STANDING COMMITTEE**

*Clergy Class of 2004 (1 for four year term)*

*Clergy Class of 2002 (1 for two year term)*

Kim Capwell, St. Peter's, Mt. Arlington  
William S. Gannon, St. Andrew's, Harrington Park  
\*Edward M. Hasse, St. Paul's, Montvale - elected Class of 2002  
\*Diana Clark, St. John's, Montclair - elected Class of 2004  
J. Carr Holland, Grace, Newark  
Steven Steele, St. Thomas', Vernon  
Tracey Lind, St. Paul's, Paterson  
John J. Negrotto, Holy Trinity, Hillsdale  
Ken Near, St. Paul's, Englewood  
Jonathan Percival, S. Andrew & Holy Communion, South Orange

**THE STANDING COMMITTEE**

*Lay Class of 2004 (1 for four year term)*

\*Louie Crew, Grace Church, Newark  
Diane L. Rhodes, St. Peter's, Morristown  
Patrick C. McCormick, St. Peter's, Washington

**TRINITY & ST. PHILIP'S CATHEDRAL CHAPTER**

*Clergy Class of 2003 (1 for three year term)*

Douglas Bendall, St. Andrew's, Newark  
\*Ellen Barrett, BEAM, Rochelle Park

**TRINITY & ST. PHILIP'S CATHEDRAL CHAPTER**

*Lay Class of 2003 (1 for three year term)*

Marge Christie, Christ Church, Ridgewood

\*Ms. Kathleen Ballard, Christ, East Orange

**GENERAL CONVENTION FOURTH CLERGY ALTERNATE** (Majority Ballot)

*First Ballot:*

Total ballots cast 208. Necessary to elect 105.

|    |                     |
|----|---------------------|
| 8  | Martin Bagay        |
| 28 | John Donnelly       |
| 40 | Ellen M. Barrett    |
| 60 | Lynne B. Weber      |
| 22 | Robert A. Schlesler |
| 20 | John J. Negrotto    |
| 30 | Kim Capwell         |

*Second Ballot:*

Total ballots cast 312. Necessary to elect 157.

|     |                     |
|-----|---------------------|
| 4   | Martin Bagay        |
| 43  | John Donnelly       |
| 57  | Ellen M. Barrett    |
| 135 | Lynne B. Weber      |
| 11  | Robert A. Schlesler |
| 23  | John J. Negrotto    |
| 39  | Kim Capwell         |

At the end of the second ballot, Robert A. Schlesler and John J. Negrotto withdrew from further consideration.

*Third Ballot:*

Total ballots cast 368. Necessary to elect 185.

|      |                     |
|------|---------------------|
| 1    | Martin Bagay        |
| 28   | John Donnelly       |
| 48   | Ellen M. Barrett    |
| *271 | Lynne B. Weber      |
| —    | Robert A. Schlesler |
| —    | John J. Negrotto    |
| 24   | Kim Capwell         |

The Rev. Lynne B. Weber was elected the fourth clergy alternate on the third ballot.

# Canonical List of Clergy

## CANONICAL LIST OF CLERGY

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

### BISHOP

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 07980.

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) 973-377-0889; (W) 973-377-0108

Allen II, George C. (1980), 988 Duxbury Ct, Cincinnati OH 45255

Ailing, Frederic (1955), 1134 Fearlington 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) 201-384-8063; (W) 201-384-0286

Augustine, Emil (1992), 1450 Route 517, Hackettstown NJ 07840; Rector, Panther Valley Ecumenical Ministry; (H) 908-650-1776; (W) 908-652-5444

Austin, Dorothy (1997), Seminary Hall, Drew University, Madison NJ 7840

Badgley, David G. (1996), 447 Belmont Ave., Haledon NJ 07508; Rector, St. Mary's Memorial, Haledon; (H) 973-942-2767; (W) 973-942-4485

Baer, Kenneth (1984), 142 Exeter Court, Hendersonville NC 28739 Retired

Bagay, Martin J. (1996), Two St. Mary's Terrace, Sparta NJ 07874; Rector, St. Mary's, Sparta; (H) 973-729-8858; (W) 973-729-3138

Bakal, Pamela (1997), 204 Highfield Lane, Nutley NJ 07110; Rector, Grace, Nutley; (H) 973-235-0385; (W) 973-235-1177

Baldwin, Harris E. (1955), Butler Ridge, Apt 10, 1805 Route 23, Butler NJ 07405 Retired

Baldwin, Judith (1993), 135 Main Street, Millburn NJ 07041; Assistant, St. Stephen's, Millburn; (H) 973-376-8218; (W) 973-376-0886

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

## Canonical List of Clergy

Baskerville, Jennifer (1999), 7 Hamilton Road, Apt 2M, Morristown NJ 07960; Associate for Christian Formation, St. Peter's, Morristown; (H) 973-359-1222; (W) 973-539-0555

Beach, Diana (1996), 497 Jersey Ave., Jersey City NJ 07302; Priest Associate, Christ, Short Hills; (H) 201-332-1561; (W) 973-379-2666

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

Belshem, 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 1278, Newark NJ 07101-1278; Vicar, St. Andrew's, Newark; (H) 973-923-4360; (W) 973-375-3012

Bennett, Dudley (1963), 380 Passaic Ave, West Caldwell NJ 07006; (H) 973-575-8787; (W) 973-575-8662 Retired

Biggadike, MayLin (1996), 398 Shelbourne Terrace, Ridgewood NJ 07450; Assistant, All Saints', Glen Rock; (H) 201-445-0105; (W) 201-444-6674

Bowen, George (1957), 43 Willow Ave., Rockaway NJ 07866; (H) 973-983-0496 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

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

Budhu, Esar (1987), 206 Renshaw Ave., E. Orange NJ 07017; Rector, St. Agnes & St. Paul's; (H) 973-677-1317; (W) 973-678-6718

Butler, Susan Jamie (1997), 9 Overlook Ct, Lambertville NJ 08530

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

Carlson, Walter D. (1967), Six Otis Place, Verona NJ 07044; (H) 973-239-6150

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

Chandy, Sunil (1996), 107 Cottage Place, Ridgewood NJ 07450; Assistant, Christ, Ridgewood; (H) 201-699-6273; (W) 201-652-2350

Chang, Mark C. M. (1987), 403 Ninth Street, Pelisade Park NJ 07650; (H) 201-461-5476; (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 (transferred 2000)

Chrystal, Susan P. (1990), 129 Hillcrest Ave., Summit NJ 07901



# Canonical List of Clergy

Clark, Diana D. (1988), 59 Montclair Ave., Montclair NJ 07042; Rector, St. John's, Montclair; (H) 973-748-9004; (W) 973-748-2474

Clarke, Gervais (1987), 104 William Street, PO Box 93, Orange NJ 07050; Rector, Epiphany, Orange; (H) 973-675-1643; (W) 973-676-8888

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) 201-766-4991; (W) 201-712-0207

Constantinos, Richard (1963), PO Box 575, Otis MA 01253 Retired

Conway, Cooper (1998), 24 Caman 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) 212/887-1834

Criste-Troutman, Robert (1998), 27 Bennet St., Phillipsburg NJ 08865; (H) 908-859-8268

Curtiss, Geoffrey B. (1975), 1236 Park Avenue, Hoboken NJ 07030; Rector, All Saints', Hoboken; (H) 201-983-6378; (W) 201-792-3563

David, Christopher L. (1985), 11 Baldwin 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. (1982), 12 Longwood Dr., Whiting NJ 08758; (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

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

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

Delaney, Michael (1988), 780 Greenwich Street, New York NY 10014; Interim Chaplain, Christ Hospital, Jersey City; (H) 212-807-8153; (W) 201-785-8200

Dixon, Robert K. (1968), 73 Fernbank Avenue, Delmar NY 12054

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

## Canonical List of Clergy

Donnelly, John A. (1991), 11 Hinchman Ave., Wayne NJ 07470; Co-Rector, St. Michael's, Wayne; (H) 973-698-1980; (W) 973-694-1026

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

duPlessis, Michael (1981), 280 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) 201-795-9825; (W) 973-744-6220

Dwyer, Harold J. (1984), 396 Clifton Ave., Clifton NJ 07011; Rector, St. Peter's, Clifton; (H) 973-478-5874; (W) 973-548-5020

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

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) 973-208-9148; (W) 973-697-5888

Egan, Amy M. (1999), 18 Lakewood Ave., Ho-Ho-Kus NJ 07423; Assistant, St. John's, Ramsey; (H) 201-251-1292; (W) 201-327-0703

Fleetwood, Zachary W. M. (1997), 16 Miller Road, Morristown NJ 07980; Rector, St. Peter's, Morristown; (H) 973-538-1804; (W) 973-538-0555

Fortunato, Susan B. (1999), 17 Carolin Rd, Montclair NJ 07042; Assistant, St. James', Upper Montclair; (H) 973-746-2060; (W) 973-744-0270

Fox III, Frederick C. (1983), 441-4 Lockhart Mountain Rd., Lake George NY 12845-4909

Galleher, Stephen C. (1982), 8115 B Boulevard East, West New York NJ 07093; (H) 201-881-3159; (W) 212-268-3087, ext. 238

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

Gannon, William S. (1991), 38 Lynn St., Harrington Park NJ 07640; Rector, St. Andrew's, Harrington Park; (H) 201-750-9222; (W) 201-788-0819

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

Get, Margaret A. (1994), 81 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. (1998), 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) 201-223-1826

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

## Canonical List of Clergy

- Grater, Coval T. (1967), 2316 Lark Lane, Sarasota FL 34231-5534 Retired
- Groff, Addison K. (1953), 427 Front St., Houston DE 19954; (H) 302-422-6112 Retired
- Gross, Jr., Joseph O. (1979), Avon Crest No. 173 Killamey Dr., Schenectady NY 12309; (H) 518-782-1530
- Guthrie, William A. (1992), 6 Rosemont Ct., West Orange NJ 07052; Rector, Christ, East Orange; (H) 973-731-4828; (W) 973-678-1180
- 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), 38 Duncan Ave., Jersey City NJ 07304; Rector, St. Paul's, Jersey City; (H) 201-333-4980; (W) 201-433-4922
- Harper, Fletcher (1993), 43 Massachusetts Avenue, Haworth NJ 07841; 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) 201-991-0911; (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; deceased 2/21/00
- 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), 510 Plantation Rd., Goldsboro NC 27530
- Hinds, Eric Kimball (1998), 221 Boulevard, Mountain Lakes NJ 07046; Rector, St. Peter's, Mountain Lakes; (H) 973-541-1802; (W) 973-334-4429
- Hinman, Allen A. (1970), 149 Pennington Ave., Passaic NJ 07055; Rector, St. John's, Passaic; (H) 973-776-5618; (W) 973-779-0968
- Hodgkins, R. Margaret (1998), 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) 973-623-1739
- Hoogerhyde, Scott (1996), 7 East Main St, Mendham NJ 07845; Rector, St. Mark's, Mendham; (H) 973-543-7080; (W) 973-543-4471
- Huck, Beverly J. (1984), 155 Morris Ave., Denville NJ 07834; Rector, The Saviour, Denville; (H) 973-596-3214; (W) 973-627-3304

### Canonical List of Clergy

- Hunt, Paul S. (1991), One Osborne Terrace, Pompton Plains NJ 07444; Canon to the Ordinary; (H) 973-835-5226; (W) 973-430-9915
- 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
- Joussel Jr., Albert D. (1978), 105 Cottage Pl, Ridgewood NJ 07450; Rector, Christ, Ridgewood; (W) 201-652-2350
- Kaeton, Elizabeth M.C. (1991), 28 Midland Boulevard, Maplewood NJ 07040; Canon Missioner, The Oasis, Newark; (H) 973-275-1022; (W) 973-430-9909
- Kallstrom, Scott A. (1984), 288 2nd Street, Jersey City NJ 07302; Rector, Grace, Jersey City; (H) 201-795-9050; (W) 201-659-2211
- Kebbe, Elaine (1985), 80 Kiel Ave., Kinnelon NJ 07405; Rector, St. David's, Kinnelon; (H) 973-492-5812; (W) 973-636-8686
- Keith, Briggott J. (1966), 55 George St, Allendale NJ 07401; Rector, Epiphany, Allendale; (H) 201-818-0855; (W) 201-327-3012
- Keller Jr., C. Edward (1956), 37 Warren St., Clifton NJ 07013; (H) 973-877-8499 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) 919-766-3257
- King, W. Alan (1984), 827 Edgewater Landing, Edgewater FL 32141; (H) 904-423-0245
- Kirchgassner, 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, Phillip (1976), 20 Maple Ave., Montvale NJ 07645; (H) 201-391-6069; (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) 201-489-4726; (W) 201-489-3286
- Lampert, Richard B. (1986), 3901 Park Ave., Union City NJ 07087; Rector, Grace, Union City; (H) 201-863-8334; (W) 201-863-8334
- 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) 973-744-8518; (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) 904-446-6703 Retired

## Canonical List of Clergy

- Lewis, Mark A. (1991), 380 Mountain Rd. Apt 304, Union City NJ 07087; Vicar, Our Saviour, Secaucus; (H) 201-817-0586; (W) 201-863-1449
- Lewis, Walter E. (1972), 80 Dryden Road, Upper Montclair NJ 07043-2420; (H) 973-783-8157; (W) 973-918-0702
- Libby, Glenn (1995), U. of So. Calif. University Religious Center, #203, Los Angeles CA 90089-0751; (H) 819-433-8755; (W) 213-740-2873
- Lills, Rosemary H. (1994), 47 Evergreen Drive, Holyoke MA 01040; (H) 413-533-2495; (W) 413-539-2848 (transferred 2000)
- Lincoln, Thomas C. (1986), 3283 D Sutton Place NW, Washington DC 20016
- Lind, Tracey (1987), 310 Cedar Hill Ave., Wyckoff NJ 07481; Rector, St. Paul's, Paterson; (H) 201-652-3744; (W) 973-278-7900 (transferred 2000)
- Lochner, Charles (1987), Five Havencrest Drive, Thiells NY 10984; Interim, Atonement, Tenafly; (H) 914/429-8401; (W) 201/568-1783
- Long, Frederick L. (1958), 8930 Windsong Ln., Port Richey FL 34668 Retired
- Louis, Richard M. (1971), 284 No. Island Ave., Ramsey NJ 07448; 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) 201-337-8018; (W) 201-337-4908 (transferred 2000)
- Lydecker, William J.F. (1982), P.O. Box 148, Ashland NY 12407-0148
- MacDonell, Alexander (1980), 301 Clairmore Ave., Lanoka Harbor NJ 08734; (H) 609-971-8757 Retired
- Magnuson, Fred C. (1976), 268 West Walnut Tree Dr., Blandon PA 19510; (H) 215-928-1867
- Maitland Jr., Robert (1955), Memorial Dr. P.O. Box 544, Winthrop ME 04364; (H) 207-377-2162
- Mason Jr., Robert T. (1985), 11 Circuit Drive East, Succasunna NJ 07876; (H) 973-584-4233;
- McGrath, Victoria Geer (1994), 113 Center St., Chatham NJ 07928; Interim, All Saints', Glen Rock; (H) 973-701-1663; (W) 201-444-8874
- McNish, Jill Lois (1997), 31 Elston Road, Upper Montclair NJ 07043; Interim, St. Mark's, West Orange; (H) 973-744-8297; (W) 973-738-0212
- Mockridge III, Oscar (1985), 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) 201-944-8165; (W) 201-481-7280
- Morgan, Stanley E. (1991), 99 Pearl St., Paterson NJ 07501; Rector, Holy Communion, Paterson; (H) 973-278-8355; (W) 973-742-5553
- Morris, Robert C.V. (1969), 422 Clark St., South Orange NJ 07079; (H) 973-783-0416; (W) 973-783-8312
- Neal, Ashley C. (1991), 74 Fisherman's Cove, Ponte Vedra FL 32082 (transferred 2000)

## Canonical List of Clergy

Near, Kenneth M. (1991), 130 Winthrop Pl., Englewood NJ 07631; Rector, St. Paul's, Englewood; (H) 201-569-1318; (W) 201-568-3276

Neglia, Dwight L. (1981), 75 Union Avenue, Little Falls NJ 07424; Rector, St. Agnes', Little Falls; (H) 973-812-0028; (W) 973-258-5020

Negrotto, John J. (1972), 88 Trinity Pl., Hillsdale NJ 07642; Rector, Holy Trinity, Hillsdale; (H) 201-864-3156; (W) 201-864-2428

Nelson, Carl E. (1957), 47 Harbor View Drive, Sagle ID 83860-6726; (H) 208-263-2731

Neske Jr., Robert N. (1972), Office of the Div. Chaplain, 4824 Smallwood Rd, Apt 201, Columbia SC 29223

Oh, David Young Sam (1990), 1224 McClaren Drive, Carmichael CA 95806-6118

Owens, John C. (1985), 245 44th Ave., St. Pete Beach FL 33708; (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) 201-531-1848; (W) 201-438-8823

Partridge, Ivan H. (1953), P.O. Box 235, Cotuit MA 02635; (H) 508-477-6694 Retired

Payne-Wiens, Reginald (1986), 61 East 39<sup>th</sup> St., Paterson NJ 07514; Assistant, St. Paul's, Paterson; (H) 973-754-1758; (W) 973-278-7800

Percival, Jonathan B. (1988), 116 Turrell Rd., So. Orange NJ 07076; 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) 201-433-8804

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) 201-383-9321; (W) 201-288-0002

Pisani Jr., Gerard A. (1988), 141 Broadway, Bayonne NJ 07002; Rector, Trinity, Bayonne; (H) 201-858-4480; (W) 201-858-4480

Pojlase, Kenneth A. (1980), 3924 Rhode Harbor Rd., Edgewater MD; 410-798-9421

Potter, William A. (1985), 172 Goldfinch Court, Hackettstown NJ 07840; Rector, St. Luke's, Hope; (H) 908-884-1025; (W) 908-458-4340

Ragsdale, Katherine H. (1993), 180 South Rd, Box 292, Pepperell MA 01463

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. (1984), 558 Highland Ave., Upper Montclair NJ 07043; (H) 973-855-1052

Rice, Charles L. (1988), R.D.1. P.O.B. 1279A1, Bangor PA 18013; (H) 610-588-7581

## Canonical List of Clergy

- Riker, William (1997), 249 Harlshome Road, Locust NJ 07780; Interim Rector, Christ, Bloomfield/Glen Ridge; (H) 908-872-7354; (W) 973-743-5911
- Riley, Wayne T. (1985), 214 Washington St., Hackettstown NJ 07840; Rector, St. James', Hackettstown; (H) 908-850-4549; (W) 908-852-3968 (transferred 2000)
- Rodger, Alexander M. (1945), 2855 Nebraska Ave. Apt. 620, Palm Habor FL 34684; (H) 813-785-2576 Retired
- Rollins, John A. (1989), 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, The Oasis, Newark; (H) 201-420-8336; (W) 973-430-9907
- Salmon, John F. (1985), 752 York Road, Mt. Laurel NJ 08054; (H) 609-886-9328 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
- Schlesier, 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 (1958), Main St., P.O. Box 308, Essex NY 12936-0308; (H) 914-424-3943; (W) 212-867-8400
- Sexton, Lewis R. (1981), 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) 212-382-8244; (W) 201-839-8786
- Sickles, Clarence W. (1953), 57 Barn Owl, Hackettstown NJ 07840-3208; (H) 908-852-2839
- Simon, Irwin L. (1959), 810 West Hand Ave., Cape May Court Hse NJ 08210; (H) 609-465-1624 Retired
- Smelser, Todd (2000), 6 Midvale Drive, Pittstown NJ 08867; Interim Rector, St. George's, Maplewood; (H) 908-238-1684; (W) 973-782-1319
- Smith, Harry E. (1974), 854 Avenue C, Bayonne NJ 07002; Interim Rector, Calvary, Bayonne; (H) 201-339-3112; (W) 201-339-3112 Retired
- Smith, J. Elton (1999), 122 Harrington Ave., Westwood NJ 07675; Rector, Grace, Westwood; (H) 201-358-6977; (W) 201-664-0407
- Smith, Ralph E. (1990), 40 East 94th St., Apt 6A, New York NY 10128; (H) 212-876-5767

### Canonical List of Clergy

Smith, Robert R. (1995), 66 Summit Street, Norwood NJ 07648; Rector, Holy Communion, Norwood; (H) 201-768-1176; (W) 201-768-0834

Smithers-Koeniger, Margaret (1995), 574 Ridgewood Rd., Maplewood NJ 07040; Assistant, St. Paul's, Chatham; (H) 973-763-9028; (W) 973-835-8085

Snyder, Roger C. (1981), 13 Partlow St., Staunton VA 24401; (H) 703-885-8440 Retired

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) 973-877-8773; (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 (1955), 8 Binney Rd., Old Lyme CT 06371; (H) 880-434-8797 Retired

Stanley, E. Bevan (1999), 9 North Rd, Short Hills NJ 07078; Rector, Christ, Short Hills; (H) 973-379-3321; (W) 973-379-2898

Stanton, John F. (1982), 447 W. Anderson St., Hackensack NJ 07601; Vicar, St. Matthew's, Paramus; (H) 201-489-7817; (W) 201-282-5288

Steele, Steven L. (1987), 307 Rt. 94, Vernon NJ 07462; Vicar, St. Thomas', Vernon; (H) 973-784-8828; (W) 973-764-7508

Stopfel, Barry L. (1990), Jack's Mountain Farm, RR1, Box 146, Mifflensburg PA 17844

Strain, William H. (1957), 4 Acacia Drive, Boynton Beach FL 33436 Retired

Strohmier, Linda S. (1998), 30 Passaic Ave., Hewitt NJ 07421; Vicar, Good Shepherd, Ringwood; (H) 973-853-4037; (W) 973-882-9510

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) 973-378-0888

Taylor, Alton H. (1982), 25 Naim Place, Nutley NJ 07110; (H) 973-887-5922

Thomas, David R. (1972), 22 Pearl St., Passaic NJ 07055; (H) 973-773-2813; (W) 973-470-3025

Thomas, Trevor E.G. (1951), 80 Rossini Rd. Shelter Harbor, Westerly RI 02881; (H) 401-322-0434 Retired

Thompson-Quarley, John (1997), 325 Pleasant St., Concord NH 03301

Thom, Jack H. (1983), 209 Chestnut St. P.O. Box 198, Boonton NJ 07005; (H) 973-257-0556 Retired

Tomaine, Jane A. (1995), 349 Short Drive, Mountainside NJ 07092; Rector, St. Peter's, Livingston; (H) 908-233-0134; (W) 973-882-1832



## Cazonical List of Clergy

- Tremaine, Christine F. (1983), 150 W. Orton Rd., West Caldwell NJ 07008; Interim Rector, Holy Trinity, West Orange; (H) 973-403-7867 (W) 973-325-0369
- Tremaine, Gordon H. (1981), 150 W. Orton Rd., West Caldwell NJ 07008; Rector, St. Peter's, Essex Fells; (H) 973-403-7867; (W) 973-226-8500
- Vest, Susan R. (1989), 3448 10<sup>th</sup> Ave. South, Minneapolis MN 55407-2114; (H) 612-288-0547
- 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, Hazleton PA 18201; (H) 717-454-3383 Retired
- Wamke, James (1996), 680 Albin, Teaneck NJ 07666; (H) 201-892-1858
- Webb, Fain (1987), Five Estate Drive, Sussex NJ 07461; Vicar, Good Shepherd, Wantage; (H) 973-702-7214; (W) 973-875-0919
- Weber, Lynne Bleich (1983), 623 Lincoln Avenue, Glen Rock NJ 07452; Assistant, St. Elizabeth's, Ridgewood; (H) 201-612-9474; (W) 201-444-2299
- Wethered, Stephanie (1993), 224 Cornella 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. (1986), 143 Day Court, Mahwah NJ 07430; (H) 201-891-7575
- Williams, C. David (2000), 515 Parker St., Newark NJ 07104; Dean, Trinity + St. Phillip's Cathedral, Newark; (H) 973-484-3280; (W) 973-622-3505
- 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. (1989), PO Box 584, Chilmark MA 02535-0584
- Woodrum, L. Paul (1989), 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 07948; Assistant, All Saints', Millington; (H) 908-903-0559; (W) 908-647-0067
- Wrede, Richard C. (1990), 37 Northfield Road, Millington NJ 07948; Rector, All Saints', Millington; (H) 908-903-0559; (W) 908-647-0067
- Yarbrough, C. Denise (1999), 11 Two Bridges Road, Towaco NJ 07082; Rector, Transfiguration, Towaco; (H) 973-394-0566; (W) 973-334-2882

Canonical List of Clergy

DEACONS

Coursen, Jr., Wallace (1972), 180 Walnut St. Apt A31, Montclair NJ 07042; Perpetual Deacon (H) 973-783-4078

Delaney, James W. (1975), 28 Prescott Road, Ho-Ho-Kus NJ 07423; Perpetual Deacon (H) 201-852-8797; (W) 201-864-0407

Lampton, Robert K. (1980), 498 N.E. Tenth Street, Boca Raton FL 33432; Perpetual Deacon (H) 407-391-2752

Lundquist, Helmer C. (1988), 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 08758-2858; Perpetual Deacon (H) 201-350-2327

Searles, Clarence (1972), 115 Oakwood Dr., Wayne NJ 07470; Perpetual Deacon (H) 973-884-8868; (W) 973-835-2270

Steele, Robert E. (1988), 3503 Wofford Lane Court, College Park MD 20740; Perpetual Deacon

ORDINATIONS

|             |   |
|-------------|---|
| June 5      | Susan B. Fortunato, Deacon, by Bishop Croneberger, Trinity + St. Philip's Cathedral, Newark |
| June 5      | Amy M. Egan, Deacon, by Bishop McKelvey, Trinity + St. Philip's Cathedral, Newark           |
| October 30  | Maylin Biggadike, Priest, by Bishop Spong, All Saints', Glen Rock                           |
| December 11 | Susan B. Fortunato, Priest, by Bishop Spong, St. James', Upper Montclair                    |
| December 11 | Amy M. Egan, Priest, by Bishop Spong, St. John's, Ramsey                                    |

CANDIDATES FOR HOLY ORDERS

Lily DeYoung  
 Phillip W. Dougharty  
 Howard Hess  
 H. Jocelyn Irving  
 Tanya Wallace

CLERGY DECEASED

|            |                             |
|------------|-----------------------------|
| February 2 | The Rev. Edmund Jacobitti   |
| June 29    | The Rev. Donald H. Allen    |
| August 1   | The Rev. John H. Seabrook   |
| November 9 | The Rev. David B. Earnest   |
| December 1 | The Rev. Arthur G. Pedersen |

CLERGY TRANSFERRED

|              |   |
|--------------|---|
| January 21   | The Rev. Carol Burnside to the Diocese of Maryland          |
| January 26   | The Rev. Jo-Ann R. Murphy to the Diocese of Virginia        |
| February 8   | The Rev. Martha L. Dyson to the Diocese of Vermont          |
| April 21     | The Rev. Louise Kalemkerian to the Diocese of Connecticut   |
| May 12       | The Rev. Margaret Gunness to the Diocese of West Tennessee  |
| July 27      | The Rev. Ray Harbort to the Diocese of California           |
| September 9  | The Rev. Dr. Lawrence Falkowski to the Diocese of Oregon    |
| September 14 | The Rev. Maria W. E. Tjeltvliet to the Diocese of Bethlehem |
| October 13   | The Rev. Caroline Bruschi to the Diocese of Bethlehem       |
| November 23  | The Rev. David John Morris to the Diocese of Pennsylvania   |

CLERGY RECEIVED

|             |   |
|-------------|---|
| February 5  | The Rev. Paul Walker from the Diocese of Rochester                    |
| March 18    | The Rev. David K. Taylor from the Diocese of New Jersey               |
| May 4       | The Rev. Jennifer L. Baskerville from the Diocese of Central New York |
| June 1      | The Rev. J. Elton Smith from the Diocese of Upper South Carolina      |
| June 21     | The Rev. C. Denise Yarbrough from the Diocese of Ohio                 |
| October 16  | The Rev. E. Bevan Stanley from the Diocese of Connecticut             |
| December 31 | The Rev. Reginald Payne-Wiens from the Diocese of Georgia             |

CLERGY DEPOSED

|          |                                |
|----------|--------------------------------|
| March 24 | The Rev. Karen Christie Murphy |
|----------|--------------------------------|

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

|             |  |
|-------------|--|
| January 11  | Consent to the Ordination and Consecration of The Rev. J. Michael Garrison as Bishop of the Diocese of Western New York      |
| January 11  | Consent to the Ordination and Consecration of The Rev. William D. Persell as Bishop of the Diocese of Chicago                |
| February 11 | Consent to the Ordination and Consecration of The Rev. Keith B. Whitmore as Bishop of the Diocese of Eau Claire              |
| March 8     | Consent to the Election of a Bishop Coadjutor for the Diocese of Mississippi   |
| March 29    | Consent to the Resignation of The Rt. Rev. Charles Lovette Kayser as Bishop Suffragan for the Armed Forces                   |
| March 29    | Consent to the Resignation of The Rt. Rev. John Henry Smith as Bishop of the Diocese of West Virginia                        |
| May 17      | Consent to the Resignation of The Rt. Rev. Rustin R. Kinsey as Bishop of the Diocese of Eastern Oregon                       |
| May 17      | Consent to the Resignation of The Rt. Rev. John C. Buchanan as Bishop of the Diocese of West Missouri                        |
| June 27     | Consent to the Resignation of The Rt. Rev. Don A. Wimberly as Bishop of the Diocese of Lexington                             |
| June 27     | Consent to the Election of a Bishop Suffragan for the Diocese of Albany  |
| July 25     | Consent to the Ordination and Consecration of The Rev. Jack Marston McKelvey as Bishop Coadjutor of the Diocese of Rochester |
| July 27     | Consent to the Ordination and Consecration of The Rev. Canon David Bruce McPherson as Bishop Suffragan of the Diocese of     |

|              |   |
|--------------|---|
|              | <b>Dallas</b>   |
| July 29      | Consent to the Ordination and Consecration of The Rt. Rev. Andrew Donnan Smith as Bishop of the Diocese of Connecticut        |
| August 2     | Consent to the Election of a Bishop for the Diocese of Michigan   |
| September 14 | Consent to the Election of a Bishop Coadjutor for the Diocese of Taiwan   |
| September 17 | Consent to the Election of a Bishop Coadjutor for the Diocese of Colombia   |
| November 9   | Consent to the Ordination and Consecration of The Rev. Wendell N. Gibbs, Jr., as Bishop Coadjutor of the Diocese of Michigan  |
| November 9   | Consent to the Resignation of The Rt. Rev. David B. Joslin as Bishop of the Diocese of Central New York                       |
| November 22  | Consent to the Election of two Bishops Suffragan for the Diocese of Connecticut   |
| December 7   | Consent to the Election of a Bishop for the Diocese of Atlanta  |
| December 10  | Consent to the Ordination and Consecration of The Rev. Edward Stuart Little, II, as Bishop of the Diocese of Northern Indiana |
| December 20  | Consent to the Resignation of The Rt. Rev. John S. Spong as Bishop of the Diocese of Newark                                   |

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

|             |   |
|-------------|---|
| January 11  | Consent to the Ordination and Consecration of The Rev. J. Michael Garrison as Bishop of the Diocese of Western New York |
| January 11  | Consent to the Ordination and Consecration of The Rev. William D. Persell as Bishop of the Diocese of Chicago           |
| February 11 | Consent to the Ordination and Consecration of The Rev. Keith B. Whitmore as Bishop of the Diocese of Eau Claire         |
| February 22 | Consent to the Election of a Bishop Coadjutor for the Diocese of Los Angeles  |
| March 8     | Consent to the Election of a Bishop Coadjutor for the Diocese of Mississippi  |
| March 29    | Consent to the Resignation of The Rt. Rev. Charles Lovette Keyser as Bishop Suffragan for the Armed Forces              |
| March 29    | Consent to the Resignation of The Rt. Rev. John Henry Smith as Bishop of the Diocese of West Virginia                   |
| May 17      | Consent to the Resignation of The Rt. Rev. Rustin R. Kimsey as Bishop of the Diocese of Eastern Oregon                  |
| May 17      | Consent to the Resignation of The Rt. Rev. John C. Buchanan as Bishop of the Diocese of West Missouri                   |
| June 27     | Consent to the Election of a Bishop Suffragan for the Diocese of Albany   |
| July 2      | Consent to the Resignation of The Rt. Rev. Don A. Wimberly as Bishop of the Diocese of Lexington                        |

|              |   |
|--------------|---|
| July 25      | Consent to the Ordination and Consecration of The Rev. Jack Marston McKeivley as Bishop Coadjutor of the Diocese of Rochester   |
| July 27      | Consent to the Ordination and Consecration of The Rev. Canon David Bruce McPherson as Bishop Suffragan of the Diocese of Dallas |
| July 29      | Consent to the Ordination and Consecration of The Rt. Rev. Andrew Donnan Smith as Bishop of the Diocese of Connecticut          |
| August 2     | Consent to the Election of a Bishop for the Diocese of Michigan   |
| September 14 | Consent to the Election of a Bishop Coadjutor for the Diocese of Taiwan   |
| September 17 | Consent to the Election of a Bishop Coadjutor for the Diocese of Colombia   |
| November 9   | Consent to the Ordination and Consecration of The Rev. Wendell N. Gibbs, Jr., as Bishop Coadjutor of the Diocese of Michigan    |
| November 9   | Consent to the Resignation of The Rt. Rev. David B. Joslin as Bishop of the Diocese of Central New York                         |
| November 22  | Consent to the Election of two Bishops Suffragan for the Diocese of Connecticut   |
| December 7   | Consent to the Election of a Bishop for the Diocese of Atlanta  |
| December 10  | Consent to the Ordination and Consecration of The Rev. Edward Stuart Little, II, as Bishop of the Diocese of Northern Indiana   |
| December 20  | Consent to the Resignation of The Rt. Rev. John S. Spong as Bishop of the Diocese of Newark                                     |

# the diocese of newark



JOHN G. ZINN  
Chief Financial Officer

January 10, 2000

To: Diocesan Council and Diocesan Convention

Attached to this letter is the financial statement for 1999. The purpose of this letter is to summarize the major points of the statement.

## Income

Pledge income is projected to be on budget for 1999. The 1999 pledge accrual is approximately \$152,000, this amount has been recorded as income, but has not yet been received. This is based upon the amount outstanding against church estimates of 1999 giving, the total accrual is somewhat higher than the 1998 accrual. The full amount must be received for the bottom line results to be realized.

## Disbursements

The statement reflects giving 25% of pledge and investment income to the National Church. All, but \$37,000 has been paid with this amount accrued as an accounts payable. All of the other outreach, mission and program lines have been funded to the extent requested.

The diocesan staff category is under budget by \$5,000. This is primarily due to reimbursement from Christ Hospital for the CFO's salary for the time spent as interim CEO at the hospital. A total of \$25,000 has been accrued against the Bishop Suffragan's line for funding for the Episcopal Reserve. These funds will be used towards the expenses of the Diocese's next Episcopal election.

Operating expenses were over budget by almost \$9,000. Almost 1/3 of that was offset by additional office expense reimbursement. The bulk of the general expense and convention and other meeting expense lines were satisfactory. The expenses of the 1999 Diocesan Convention exceeded budget by over \$13,000. The Diocesan Convention functions as a designated fund, that is it is to be fully funded by the convention fees. Any surplus or deficit is carried forward to be made up or used against the costs of future conventions.

**Summary**

After adjusting for the designated income and expense lines, the statement reflects a small surplus. The final 1999 results will not be known until all pledge income is received and the effect of any other year end adjustments is known. Any 1999 surplus will become an income line in the 2001 budget.

Please let me know if there are any questions.

Sincerely yours,

A handwritten signature in cursive script, appearing to read "John G. Zinn".

**John G. Zinn**  
**Chief Financial Officer**



| Category               | Annual Budget | Monthly Budget | Monthly Actual | Variance | YTD Budget | YTD Actual | Variance |
|------------------------|---------------|----------------|----------------|----------|------------|------------|----------|
| Belated Pledges        |               |                | -27370         |          |            | 61599      |          |
| Moore Fund Income      | 26000         | 2167           | 18500          | 16333    | 28000      | 27978      | 1976     |
| Pledge Income          | 2408000       | 200667         | 477071         | 276404   | 2408000    | 2408000    | 0        |
| Investment Income      | 115000        | 9583           | 18721          | 9138     | 115000     | 118046     | 3046     |
| Other Income           | 38000         | 3167           | 10056          | 6889     | 38000      | 36606      | -1394    |
| Office Expense Reimb   | 19300         | 1608           | 2987           | 1379     | 19300      | 22066      | 2766     |
| Convention Fees        | 57700         | 4808           | -140           | -4948    | 57700      | 58798      | 1098     |
| VOICE Revenue          | 18300         | 1525           | 1893           | 168      | 18300      | 17147      | -1153    |
| Prior Year's Surplus   | 61000         | 5083           |                | -5083    | 61000      | 61000      | 0        |
| Total Income           | 2743300       | 228608         | 501518         | 300280   | 2743300    | 2811238    | 6339     |
| Outreach               |               |                |                |          |            |            |          |
| National Church        | 630750        | 52563          | 123473         | 70911    | 630750     | 631496     | 746      |
| NJ Council/Churches    | 21300         | 1775           | 1775           | 0        | 21300      | 21300      | 0        |
| The Oasis              | 44000         | 3667           | 3667           | 0        | 44000      | 44000      | 0        |
| ECD                    | 25000         | 2083           | 2083           | 0        | 25000      | 25000      | 0        |
| International Outreach | 18000         | 1500           | 13000          | 11500    | 18000      | 18000      | 0        |
| Outreach Projects      | 69100         | 5758           | 4057           | -1701    | 69100      | 73057      | 3957     |
| Total Outreach         | 808150        | 67346          | 148055         | 80709    | 808150     | 812853     | 4703     |
| Mission & Program      |               |                |                |          |            |            |          |
| DOM - Debt Service     | 166170        | 13848          | 13848          | 1        | 166170     | 166170     | 0        |
| DOM - Program          | 179700        | 14975          | 14975          | 0        | 179700     | 179700     | 0        |
| Com. on Ministry       | 2000          | 167            |                | -167     | 2000       | 2139       | 139      |
| Clergy Conference      | 4000          | 333            |                | -333     | 4000       | 4565       | 565      |
| Dept. Of Program       | 19985         | 1665           | 9600           | 7935     | 19985      | 20395      | 410      |

Diocesan Council - 1998 Year End

| Category                | Annual Budget | Monthly Budget | Monthly Actual | Variance | YTD Budget | YTD Actual | Variance |
|-------------------------|---------------|----------------|----------------|----------|------------|------------|----------|
| Youth Ministry          | 40000         | 3333           |                |          | 40000      | 40000      | 0        |
| The VOICE               | 49400         | 4117           | 7421           | -3333    | 49400      | 49400      | 0        |
| Planned Giving          | 3300          | 275            | 2460           | 3304     | 3300       | 2827       | -473     |
| Electronic Technology   | 4800          | 400            | 1434           | 2185     | 4800       | 4949       | 149      |
| Int. Clergy Training    | 1500          | 125            |                | 1034     | 1500       | 872        | -628     |
| MDR                     | 22800         | 1908           | 1560           | -125     | 22800      | 16249      | -6551    |
| Companion Diocese       | 6000          | 500            | 4618           | -348     | 6000       | 6000       | 0        |
| Total Mission & Prog.   | 499755        | 41646          | 55916          | 4118     | 499755     | 493286     | -6469    |
| Diocesan Staff          |               |                |                |          |            |            |          |
| Diocesan Bishop         | 190700        | 15892          | 12473          | -3418    | 190700     | 189204     | -1496    |
| Bishop Suffragan        | 161500        | 13458          | 31027          | 17569    | 161500     | 161500     | 0        |
| Deployment Officer      | 117000        | 9750           | 3822           | -5928    | 117000     | 121483     | 4483     |
| Administrative Officer  | 134800        | 11233          | 10658          | -575     | 134800     | 134372     | -428     |
| Chief Financial Officer | 228100        | 19092          | 11843          | -7249    | 228100     | 221286     | -7804    |
| Custodian               | 32500         | 2708           | 2336           | -372     | 32500      | 32439      | -61      |
| Property Management     | 31400         | 2617           | 8447           | 5830     | 31400      | 31400      | 0        |
| Anand Center            | 6600          | 550            |                | -550     | 6600       | 8600       | 0        |
| Technological Assist.   | 25000         | 2083           | 8830           | 6747     | 25000      | 25000      | 0        |
| Commission on Aging     | 3000          | 250            | 3000           | 3000     | 3000       | 3000       | 0        |
| Total Staff             | 931600        | 77633          | 92436          | 14803    | 931600     | 926294     | -5306    |
| Operating Expenses      |               |                |                |          |            |            |          |
| Utilities               | 21000         | 1750           | 1473           | -277     | 21000      | 21926      | 926      |
| Telephone               | 34000         | 2833           | 2553           | -280     | 34000      | 34448      | 448      |
| Heat & Other Services   | 20000         | 1667           | 1723           | 56       | 20000      | 16771      | -3229    |
| Building Maintenance    | 30000         | 2500           | 9024           | 6524     | 30000      | 32049      | 2049     |

| Category                          | Annual<br>Budget | Monthly<br>Budget | Monthly<br>Actual | Variance | YTD<br>Budget | YTD<br>Actual | Variance |
|-----------------------------------|------------------|-------------------|-------------------|----------|---------------|---------------|----------|
| Casualty Insurance                | 18000            | 1333              |                   | -560     | 18000         | 13844         | -2356    |
| Office Supplies                   | 20000            | 1667              | 2462              | 795      | 20000         | 25111         | 5111     |
| Postage                           | 28000            | 2333              | 2802              | 469      | 28000         | 30602         | 2602     |
| Office Machines                   | 48000            | 4000              | 5120              | 1120     | 48000         | 52913         | 4913     |
| Debt Service                      | 16000            | 1333              | 8151              | 6818     | 16000         | 15053         | -947     |
| Miscellaneous Exp.                | 6000             | 500               | 277               | -223     | 6000          | 5401          | -599     |
| Total Operating Exp.              | 239000           | 19917             | 33025             | 13108    | 239000        | 247918        | 8918     |
| <b>General Expense</b>            |                  |                   |                   |          |               |               |          |
| Audit                             | 3000             | 250               |                   |          | 3000          | 3000          | 0        |
| Fid. Bond & W. Comp               | 5500             | 458               |                   | -250     | 5500          | 4782          | -718     |
| Group Medical                     | 161000           | 13417             | 25286             | 11879    | 161000        | 159594        | -1406    |
| Total General Exp.                | 169500           | 14125             | 25286             | 11171    | 169500        | 167376        | -2124    |
| <b>Conv. &amp; Other Meetings</b> |                  |                   |                   |          |               |               |          |
| Lambeth Conference                | 1700             | 142               | 1700              | 1558     | 1700          | 1700          | 0        |
| Gen. Conv. Dep Exp.               | 15500            | 1292              | 15500             | 14208    | 15500         | 15500         | 0        |
| Prov. Synod Assmnt                | 7980             | 665               |                   | -665     | 7980          | 7980          | 0        |
| Prov. Synod Dep Exp.              | 2315             | 193               |                   | -193     | 2315          | 3441          | 1126     |
| Diocesan Conv Exp.                | 57700            | 4808              | 366               | -4442    | 57700         | 70814         | 13214    |
| Diocesan Journal                  | 5100             | 425               | 2595              | 2170     | 5100          | 2236          | -2864    |
| Diocesan Council                  | 3000             | 250               | 295               | 45       | 3000          | 2430          | -570     |
| Ecclesiastical Court              | 1000             | 83                | 698               | 615      | 1000          | 1000          | 0        |
| Episcopal Reserve                 | 1000             | 83                | 1000              |          | 1000          | 1000          | 0        |
| Total Meeting Exp.                | 95295            | 7941              | 22154             | 14213    | 95295         | 106201        | 10906    |
| Total Expenses                    | 2743300          | 228608            | 376882            | 148274   | 2743300       | 2753908       | 10608    |
| Revenue/Expenses                  | 0                | 0                 | 123636            | 123636   |               | 57330         | 57330    |

## DIOCESE OF NEWARK



APPROVED 2000 BUDGET

The proposed 2000 budget was revised by the Diocesan Council budget committee just prior to the 2000 Diocesan Convention based upon updated income projections. The proposed revisions along with the rest of the proposed budget was adopted by the Convention without debate. The final revisions were also based upon priority setting exercises conducted at each of the district meetings prior to Convention.

Projections of pledge and investment income were increased as part of the final budget revision. Pledge income is projected to increase by \$29,000 over the original estimate. This came primarily from churches that did not meet the canonical deadline for pledge submission rather than from churches adjusting their original estimate. Investment income is projected to increase by an additional \$18,000 due to the receipt of a bequest of almost \$400,000.

The first use of this additional income was to honor our commitments to the National Church and to outreach. The balance of the increase has been used to restore funding for the position of Congregational Development Officer. This will allow this position to be filled about May 1<sup>st</sup>. This item was clearly the highest priority at the District Meetings. Minor adjustments were made within the Diocesan Staff category to allow the hiring of an interim VOICE editor at the same rate as the prior editor. The total of the new budget is \$2,838,000.

The budget committee of the Diocesan Council is pleased to present the proposed 2000 Diocesan Budget to the Diocesan Council and the Diocesan Convention. While still following the guidelines of our 50/50 giving system there have been some changes in the budget process. The budget has always been presented to the Council prior to distribution to Convention Deputies. Because there has not been sufficient time between the pledge in gathering and the December Council meeting, the budget has traditionally been presented to the Council at its January meeting. This meant that Convention Deputies did not see the budget for the first time until the January district meetings.

In the preparation of the 2000 budget, one of the goals was to distribute the budget to the Convention Deputies at an earlier date. To accomplish this goal, the December Council meeting was moved back to the third Wednesday in December. This meant that the budget committee had to recommend a proposed budget during the second week of December, immediately after the service on December 5<sup>th</sup>. Unfortunately the level of compliance with the pledge deadline deteriorated this year. Only 80% of our churches submitted a complete pledge on time compared to 90% a year ago. The proposed budget is based upon conservative projections for the missing churches. The budget committee will review the budget once more before Convention. If appropriate, changes to the budget will be proposed when the budget is presented to Convention.

The proposed budget was prepared as the Diocese was nearing the beginning of new Episcopate. Bishop Croneberger has requested that 2000 be a year of study and discernment of how the Diocese should be best organized for ministry. In light of that process, the Bishop also requested that any new initiatives be limited especially in terms of new staff positions.

#### Income

Total income is projected to increase by only 1.7%. This represents the smallest projected pledge increase since 1997. Almost all of this is due to lower estimates of giving. There have been no significant reductions in the percentage pledge. The remaining income categories are basically flat. The projected increase in Convention Fee income is offset by increased expenses, the Convention functions effectively as a designated fund.

#### Disbursements

The proposed budget honors our commitments to outreach. The National Church is once again the first line in the budget. Funding is equal to 25% of pledge and investment income, projected to be \$642,500. Funding for other outreach honors the Diocesan Council's commitment to increase other outreach by 1/3 of 1%. The projected outreach funding represents 6.5% of projected pledge and investment income plus the income from the Paul Moore Outreach Fund.

The New Jersey Council of Churches, the Oasis and ECD are proposed for full funding. The committee discussed with the leadership of the Oasis whether the organization is

An editor for the VOICE will be hired in 2000 on a per issue basis. The staff person filling the position of production assistant for the VOICE has also taken on the responsibilities of Technology Coordinator. The salary has been adjusted to take into account these new responsibilities. There are no changes in the administrative, financial and custodial staff. There have been some adjustments in salaries based upon a comparison with industry norms. All other salaries have been increased by 4%. Staff costs have also gone up due to increases in the cost of medical insurance ranging from 10 to 23%.

There is a new line item in the staff category entitled consultant. The intent is to hire a consultant from outside the diocese to lead the discernment and planning process referred to earlier. The projected cost for this item was \$30,000. In order to accomplish this within the restrictions of the budget, the intent is to borrow the money internally and then repay it over a five year period. The first installment is included in the budget.

Operating expenses are projected to decrease somewhat in 2000. This is partially due to the fact that we now have better historical data to project these expenses. The technological support line has been moved from the staff section as this is no longer a staff person, but funding for maintenance contracts, replacement and repair. The funding has been reduced from 1999 due to the financial situation. The group medical insurance line was hit with a significant increase in the cost of the Medicare supplements that the diocese purchases for retired clergy.

The convention and other meetings category continues basically the same as in 1999 with the exception of the Episcopal Reserve. The purpose of this line is to reserve funds for the next time there is an Episcopal election. Bishop Croneberger has indicated that he will not call for such an election at the 2000 Convention. There will be a contribution to this reserve in 1999 from some budget savings in the staff category. That amount plus the 2000 funding will be a start towards funding this reserve. The goal is for the reserve to cover the costs of nomination, election, consecration and some transition expenses like moving and new office equipment.

## Diocesan Budget 2000

| Income                       | 1999 Budg | 2000 Proj |  |
|------------------------------|-----------|-----------|--|
| Investment Income            | 115000    | 135000    |  |
| Other Income                 | 38000     | 38000     |  |
| VOICE Revenue                | 18300     | 18300     |  |
| Convention Fees              | 57700     | 61700     |  |
| Office Expense Reimbursement | 19300     | 20000     |  |
| Paul Moore Fund Income       | 26000     | 22000     |  |
| Prior Year's Surplus         | 61000     | 61000     |  |
| Sub Total                    | 335300    | 358000    |  |
| Congregational Pledges       | 2418000   | 2492000   |  |
| Reserve for Non-Payment      | 10000     | 10000     |  |
| Net Pledge Income            | 2408000   | 2482000   |  |
| Total Income                 | 2743300   | 2838000   |  |



## Diocesan Budget 2000

| Line Number                            | 1999+<br>Approved | 2000+<br>Requested | 2000+<br>Proposed |
|--|-------------------|--------------------|-------------------|
| <b>Outreach</b>                        |                   |                    |                   |
| 1. National Church                     | 630750            | 654250             | 654250            |
| 2. N.J. Council of Churches            | 21300             | 23400              | 23400             |
| 3. The Oasis                           | 44000             | 48000              | 48000             |
| 4. Episcopal Commun. Dev.              | 25000             | 30000              | 30000             |
| 5. International Outreach              | 18000             | 18400              | 18400             |
| 6. Domestic Outreach                   | 69100             | 74500              | 74500             |
| Total Outreach                         | 808150            | 846550             | 846550            |
| 7. Dept. of Miss. Debt Service         | 166170            | 181800             | 179600            |
| 8. Dept. of Miss. Program              | 179700            | 186200             | 145900            |
| 9. Commission on Ministry              | 2000              | 2300               | 2300              |
| 10. Clergy Conference                  | 4000              | 7000               | 7000              |
| 11. Commission on Aging                | 7000              | 9000               | 8000              |
| 12. Bishop Anand Resource Center       | 11000             | 13400              | 12400             |
| 13. Department of Program              | 11700             | 13800              | 11800             |
| 14. Youth Ministry                     | 40000             | 98400              | 57000             |
| 15. The VOICE                          | 49400             | 53100              | 50000             |
| 16. Planned Giving                     | 3300              | 2852               | 2000              |
| 17. Electronic Technology              | 4800              | 21000              | 5000              |
| 18. Interim Clergy Training            | 1500              | 2865               | 2800              |
| 19. Mission to Dismantle Racism        | 22900             | 23250              | 23250             |
| 20. Companion Diocese                  | 6000              | 8000               | 8000              |
| 21. Belsler/Eagles Nest                |                   | 48500              | 18500             |
| Total Mission & Program                | 509470            | 671487             | 531550            |
| Total Outreach, Miss & Prog.           | 1317620           | 1518017            | 1378100           |
| <b>Diocesan Staff</b>                  |                   |                    |                   |
| 22. Diocesan Bishop & Staff            | 190700            | 181900             | 181900            |
| 23. Congregational Development Officer | 119000            | 68000              | 64900             |
| 24. Canon to the Ordinary & Secretary  | 123500            | 144500             | 144500            |
| 25. VOICE Editor & Technology Coord.   | 36200             | 53400              | 53400             |
| 26. Administrative Officer & Staff     | 134800            | 144700             | 144700            |
| 27. Chief Financial Officer & Staff    | 229100            | 246100             | 246100            |
| 28. Custodian                          | 32500             | 31700              | 31700             |
| 29. Property Management                | 31400             | 32700              | 32700             |
| 30. Consultant                         |                   | 28000              | 6000              |
| Total Staff                            | 897200            | 931000             | 905900            |

## Diocesan Budget 2000

| Line Number                                   | 1999+          | 2000+          | 2000+          |
|---|----------------|----------------|----------------|
|   | Approved       | Requested      | Proposed       |
| <b>Operating Expenses</b>                     |                |                |                |
| 31. Utilities                                 | 21000          | 21000          | 21000          |
| 32. Telephone                                 | 34000          | 35000          | 35000          |
| 33. Heat & Other Services                     | 20000          | 15000          | 15000          |
| 34. Building Maintenance                      | 30000          | 33000          | 33000          |
| 35. Casualty Insurance                        | 18000          | 18000          | 18000          |
| 36. Office Supplies                           | 20000          | 25000          | 25000          |
| 37. Postage                                   | 28000          | 25000          | 25000          |
| 38. Office Machines                           | 48000          | 43000          | 43000          |
| 39. Debt Service                              | 18000          | 18000          | 18000          |
| 40. Technological Support                     | 25000          | 20000          | 20000          |
| 41. Miscellaneous Expense                     | 8000           | 5200           | 5200           |
| <b>Total Operating Expenses</b>               | <b>264000</b>  | <b>254200</b>  | <b>254200</b>  |
| <b>General Expense</b>                        |                |                |                |
| 42. Audit                                     | 3000           | 4000           | 4000           |
| 43. Fidelity Bond & Workers' Comp             | 5500           | 6500           | 6500           |
| 44. Group Medical Insurance                   | 181000         | 180500         | 180500         |
| <b>Total General Expense</b>                  | <b>189500</b>  | <b>191000</b>  | <b>191000</b>  |
| <b>Conventions &amp; Other Meetings</b>       |                |                |                |
| 45. Lambeth Conference                        | 1700           | 2000           | 2000           |
| 46. General Convention Deputies Expense       | 15500          | 14000          | 14000          |
| 47. Provincial Synod Assessment               | 7980           | 8000           | 8000           |
| 48. Provincial Synod Deputies Expense         | 2000           | 4000           | 4000           |
| 49. Diocesan Convention Expense               | 57700          | 61700          | 61700          |
| 50. Diocesan Journal                          | 5100           | 5100           | 5100           |
| 51. Diocesan Council                          | 3000           | 3000           | 3000           |
| 52. Ecclesiastical Court                      | 1000           | 1000           | 1000           |
| 53. Episcopal Reserve                         | 1000           | 10000          | 10000          |
| <b>Total Conventions &amp; Other Meetings</b> | <b>94980</b>   | <b>108800</b>  | <b>108800</b>  |
| <b>Total Administration</b>                   | <b>1425680</b> | <b>1485000</b> | <b>1459900</b> |
| <b>Total Budget</b>                           | <b>2743300</b> | <b>3003017</b> | <b>2838000</b> |

**Bishop's Compensation**

| <b>Bishop Croneberger</b> | <b>1999</b>   | <b>2000</b>   |
|---------------------------|---------------|---------------|
| <b>Salary</b>             | <b>76100</b>  | <b>79100</b>  |
| <b>Benefits</b>           | <b>55300</b>  | <b>64500</b>  |
| <b>Total</b>              | <b>131400</b> | <b>143600</b> |

# The AIDS RESOURCE CENTER

at the Episcopal Church of St. Barnabas  
505 West Market Street  
Newark, New Jersey 07107  
(973) 481-0009  
(973) 481-1339 Fax

## REPORT TO DIOCESAN CONVENTION 2000

In October 1999, the AIDS Resource Center at St. Barnabas Church celebrated its 10<sup>th</sup> anniversary. We have committed ten years serving in response to the needs of people living with HIV and AIDS in the Newark metropolitan area. In fulfilling our mission of hospitality, we have provided food, fellowship, counseling, education and emotional, social and spiritual support to improve the lives of the infected and affected neighbors we serve. Sadly, although we have learned a great deal about HIV and AIDS in these last ten years and combination retroviral therapies have changed the experience of the disease, HIV and AIDS continues to be a crisis, particularly in the State of New Jersey.

For ten years, we have served people living with HIV/AIDS who are extremely poor and, too often, frightened, isolated, unsupported and hungry. In addition to their HIV positive status, a majority of our consumers struggle with histories of substance abuse, violence in their environments, a high degree of traumatic experiences and the limitations of poor education and ignorance about resources and issues that impact them daily. ARC works to relieve some of these difficulties by providing Food Connections Home Delivered Meals, the Food Connections Pantry and Positive Steps, Counseling, Pastoral Care and Support Services.

In 1999, ARC served an average of 135 HIV infected consumers daily with hot home delivered meals with Ryan White Funding. Our pantry provided emergency food to 400 to 500 clients monthly. Our Program for Dependent Children served daily delivered meals and provided the Legacy Project to 40 affected children, through funding from the Diocesan Outreach Council, Prudential and the Turrell Fund. We implemented the Legacy Project this year primarily for infected parents and infected or affected children, employing supervised MSW interns. The Legacy Project is designed to facilitate the difficult intergenerational family conversations about the impact of HIV/AIDS on the family, its social and emotional infrastructure and its future. The Legacy Project also provides a means for the creation of a chronicle of family memories through photos, videos, stories and shared wisdom that parents can share and leave their children in lieu of a material bequest.

In 1999, ARC focused on expanding Positive Steps, our Pastoral Care program. Positive Steps provides a place of sanctuary, psychosocial and spiritual support. Our Pastoral Care Team is responsible for the research, planning and supervision of our counseling and facilitated group sessions, complimentary therapies, educational and spiritual support. Our group sessions are led by professionals from collaborative agency partners, ordained clergy and peer facilitators.

As our consumers are living longer and healthier, we have added program components to support and improve the quality of their lives and increase their capacity to assist and advocate for themselves. As 70% of our group participants have a history of alcohol and/or substance abuse, we provided short-

term individual counseling and ongoing support groups specifically geared to their needs -- "Addiction and HIV", "Spiritual Issues of AIDS, Addiction and Recovery" led by the Rev. Hank Dwyer, and "HIV Infected and Affected". This year, we added a Gay Men's Support Group and a Self-esteem Group Series led by the Rev. Dana Rose -- A Celebration of Life, Bereavement Support, and Gardening for Self-esteem. We offered training seminars on HIV/AIDS education and prevention, nutrition, harm reduction, self-advocacy, medications, adherence and treatment issues and choices.

This coming year we plan to begin a group for consumers who have been in deepening recovery for significant periods who need additional support and assistance in coping with daily and crisis issues, their disease and complexities of sustaining recovery.

Because the population ARC serves is largely African-American, the group most under-treated for HIV/AIDS, we have begun a very intentional campaign of education about the benefits of available medication therapies to encourage them to seek and adhere to treatment options. We plan to expand that curriculum next year and to include our delivered meal clientele. In response to client interest, we began basic computer training.

We received, through competitive grants and donations, recycled and new computers and internet access for our consumers to avail themselves of HIV/AIDS information and resources and to increase their potential marketability and opportunities for meaningful activity. In January 1999, we began to offer massage therapy two days each month and plan to increase to three days. As respite support, we took program participants on our first four-day retreat at Willow Lane Farm, a working farm/retreat center near Albany, New York. We and took 120 consumers and their affected children on respite outings to sports events, bowling, pumpkin-picking, movies, holiday celebrations at restaurants, museums, the Names Project and an amusement park.

10 years ago, when the Diocese of Newark founded the ARC as a 501(c)(3), the primary hope was to provide housing for people living with HIV/AIDS and their affected families so that they could remain together and work together. Our goal for 2000 is to begin the development of supportive permanent housing for families living with HIV/AIDS in the Newark metropolitan area. The ARC Board of Trustees is committed to the realization of this dream and has voted to change the ARC incorporation to a Community Development Corporation 501(c)(3). The board and staff of the ARC will be working hard in 2000 to build new partnerships with local and diocesan congregations and individuals to help us to fulfill our dream.

#### **Board of Trustees**

The Rev. Canon Elizabeth Kaeton, President  
The Rev. Paul Hunt, Chair  
Mr. Larry Taber, Treasurer  
Mr. Jeffrey Kittross  
The Rev. Thomas Laws  
Ms. Bonnie Layton  
Ms. Elena Perez  
Mrs. Louise Waiters

#### **Staff**

Ms. Lyn Headley-Moore, Executive Director  
Mrs. Katoya Winfield-Pierce, Program Director  
Ms. San-ya Cross, Secretary  
Ms. Doreatha Wertz, Outreach Manager  
Ms. Johnnie Mae Hines, Chef  
Mr. Tyrone Mans, Van Driver  
Mr. Ernest Aidoo, Van Driver  
The Rev. Rosemarie Hassan,  
Pastoral Care Counselor

---



---

## THE DIOCESE OF NEWARK COMMISSION ON AGING 1999 ANNUAL REPORT

---



---

The Commission on Aging has as its mission to provide programs, resources, and ministry to, for, of and with older members of the congregations of the diocese. This charge has been accepted and undertaken by Volunteers who serve as members of the Commission's Resource Committee and/or sit as Commissioners. Their work is carried out under the guidance of and coordinated by a part time paid Director.

The Commission on Aging began as a small information and referral resource center. Through financial support from grants, individuals and churches throughout the Diocese the Commission on Aging has been able to expand the scope of services to include the development and presentation of programs on aging and aging issues.

These Programs and workshops are available for presentation within the Diocese. **AGING ISSUES -- RESOURCES AND TOOLS** explore community resources, living options, legal tools, insurance issues, and financial aids, benefits, and entitlements. **CAREGIVER ISSUES -- RESOURCES AND TOOLS** explore the aging process, community resources, living options, legal tools, insurance and financial issues, respite for the caregiver, and support systems. **ENTITLEMENTS AND BENEFITS** include information on Medicare, Social Security, Supplemental Security Income, Medicaid, Title Twenty Block Grants, and subsidized housing. **PARISH MINISTRIES TO, FOR, OF, AND WITH THE AGING** includes brainstorming, sensitivity and clarification training which helps to prioritize concerns and needs. **RETIREMENT PLANNING** includes information on nutrition, health and physical fitness, social and housing needs, income, investment, and financial planning, legal and estate planning and spiritual considerations. **REMINISCENCE (FRIENDLY VISITOR) PROGRAM** is a volunteer training and a support program designed by AARP. **THINK OF YOUR FUTURE SEMINAR** is a six-session program developed by AARP and designed to address the needs and interests of men and women who are today thinking about making plans for their future. Each session is two hours in length. **KEEPSAKE A PROGRAM ON MEMORY, AGING, AND ALZHEIMER'S** is a workshop developed by The National Council on Aging, the Alzheimer's Association, Eisai and Pfizer aim to heighten awareness and understanding between older adults and their families about memory, aging, and the signs and symptoms of Alzheimer's Disease. **LOVE & LIFE - A HEALTHY APPROACH TO SEX FOR OLDER ADULTS** is an educational program developed by National Council on Aging and Pfizer is designed to increase awareness and understanding among older adults that healthy sexuality is a natural part of aging and that most age-related challenges to sexual function are actually very treatable. **ENLIGHTEN - A NEW LIGHT ON DEPRESSION IN OLDER ADULTS** this educational program

developed by The National Council on Aging and Pfizer strives to identify how to recognize depression, how to obtain help and, how to talk to a doctor about depression.

Along with being available to members of the diocese who are seeking information on care and alternative placements and the development of programs the Commission has agreed to publicly support and actively collaborate on two projects with The Institute for Creative Aging at William Paterson University. The first is a conference on ethical issues surrounding the end of life and death with dignity issues. The second is a task force focused on Grandparents as Parents. The purpose of this task force is to promote public awareness and the education of elected officials on the problems these families are encountering including the need for financial and medical support.

Again this year Lifetime Achievement Awards were presented at the Annual Evensong "ONCE AGAIN IT'S A CELEBRATION." This year's celebration was hosted by Christ Church, Ridgewood. With more than 400 in attendance formal recognition was given to 45 honorees selected for their contributions to church and community.

**BISHOP ANAND RESOURCE CENTER**  
**Annual Report 1999**

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 is staffed three days a week from 10-2 throughout the year. 1999 has been a year of increased congregational contact. We have interacted with at least 40% of the congregations in the Diocese via visitation, telephone, email or director outreach. This percentage has risen from last year by over 7%. There is a tendency for 'repeat business' as people find the center to be a valuable resource. BARC continues to serve as a resource for various commissions, committees and Diocesan staff.

The Resource Center continues to consult with congregations looking for guidance in meeting the needs of their adult, youth and children in programs such as Bible Study, Sunday School, etc. BARC has also served as a central reservation center for various Diocesan workshops and lectures.

This year, the Bishop Anand Resource Center has worked with the ECW and JPIC to cooperatively purchase and promote materials for the Children's Sabbath. BARC has also worked to purchase materials to support the efforts of the Women's Commission, the Commission on Christian Education, Youth Ministries, Oases and the Commission on Aging. The Resource Center also provided an extensive resource packet for the workshop "A Call to Dismantle Racism", much of which was then forwarded to the House of Bishops.

The Bishop Anand Resource Center is under the direction of the Commission on Christian Education and works closely with that group to support and participate in various programs and workshops.

Kitty Kawecki  
Director-Bishop Anand Resource Center



Annual Report for the Commission on Christian Education 1999

The work of the Commission of Christian Education( COCE) in the Diocese of Newark is to equip parishes to be leaders in Christian Education both in the arena of Christian social issues and creative worship for adults and children. The Commission also gives support to parish Church Schools and educational initiatives. To this end the Commission demonstrates and publicizes curriculum and resources to facilitate on going educational programs for children and adults in parishes. The Commission also serves as consultant for individuals and Churches in a variety of programming and management areas and serves as the Board of Directors for the Anand Center. The past two years has seen a deliberate effort to collaborate with other commissions and groups and to include interested individuals from throughout the Diocese in the Commissions projects .

The years events were many and varied starting with a highly successful Godly Play teacher training. COCE 's master teachers held a two day workshop attracting Sunday School teachers interested in learning or expanding their knowledge of the "Godly Play" program. May saw a Music Aces at St. Agnes Little Falls .A morning of gospel music , little sung hymns and hymns of different ethnic origins was enjoyed by many . COCE collaborated with JPIC and the Women's Commission to promote the Children's Sabbath. Together they bought and sent Children's Sabbath manuals to every parish in the Diocese. About 12 Churches reported a Children's Service. COCE in collaboration with the Women's Commission , Diocesan Ecumenical Officer, and other interested individuals planned the Celebrating Creative Congregations II Conference. As many other commissions and organizations as comfortably fit the congregational development model presented workshops covering a large range of topics. Hosted at Calvary , Summit the event brought presenters and participants from all over the Diocese. COCE sent two Diocesan

members to be trained in the Youth Assets program as it relates to parishes and Churches. This concept was presented at a luncheon and is available for interested parishes wishing to host their own event. COCE has started to evaluate curricula of other mainline churches on sexuality. The desire is to find materials that put sexuality in a Christian framework for children and adolescents. This study like other Commission endeavors involves other interested Diocesan members as well as commission members. And finally work on the development of a Child Care and Protection of Children: Diocesan Procedure for the Diocese of Newark is a collaborative effort with the Women's Commission, ECW and Youth Ministries. The members of the Christian Education Commission are Kathleen Ballard, Christ Church, East Orange; The Rev. Rich Bardusch, Youth Ministries, Episcopal House; Richard Breggren, St. George's, Maplewood; The Rev. Cooper Conway, Grace Church, Newark; Ann Doyle, St. Andrew's & Holy Communion, South Orange; The Rev. Lucy Ann Dure, St. Luke's, Montclair; Bobbie Farrelly, Grace Church, Madison; Jan Hardy, St. George's, Maplewood; Kitty Kaweckl, St. Agnes, Little Falls; The Rev. Jonathan Percival, St. Andrews & Holy Communion, South Orange; Ross Wisenewski, St. Mary's, Sparta; Kathy Yamaoka, St. Andrews & Holy Communion, South Orange.

submitted by Bonnie Magnuson, St. Clement's, Hawthorne

**ANNUAL REPORT OF  
THE COMMISSION ON MINISTRY  
DIOCESE OF NEWARK**

**1999**

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 14 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 8 regular monthly meetings, 3 pre-screening conferences, 2 postulancy conferences, and 1 candidacy conference. Six persons have become Postulants and four have become Candidates. In addition there were 2 people who were ordained to the Diaconate, 3 people to the Priesthood, and approximately 30 people at other stages of the process considering ordination.

In 1999, 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.

In the Spring of 1999, the Commission had a two-day planning retreat with Bishop Croneberger. We began to explore the full scope and mission of the COM as spelled out in the national church canons, and are making plans for expanding the work of the COM to comply with the canons. Our working sub-committees include Minority Recruitment, Total Ministry Task Force, Education, Exploration of Ministry, and Post-Candidacy Programs.

Respectfully submitted,

The Rev. Edward M. Hasse, III  
Chair, Commission on Ministry

### **The Steering Committee of the Diocesan Council Report to the 126<sup>th</sup> Convention of the Diocese of Newark**

The transition from the long-standing leadership of Bishop Spong to the new leadership of Bishop Croneberger brought new opportunities and challenges to the Diocesan Council this year. The Steering Committee has also continued to work to meet our own goals addressing the JPIC resolutions that were passed at the 124<sup>th</sup> Convention requiring Diocesan Council action, and has enthusiastically responded to these challenges in several ways.

As recommended last year, the Planning committee of Council was reinvigorated this year through regular meetings with the Bishop Coadjutor, further enhancing communication between the Bishop's office and the Council. Jointly, they have decided to call in a consultant to make recommendations on staffing needs. Other actions aimed at fulfilling the Intent of the JPIC resolutions included having the Jubilee Officer of the diocese speak at a council meeting so that we could distribute social action materials at our Council visitations to congregations. We also called for a gathering the leadership of diocesan-wide organizations for a day of "planning."

In May, the Steering and Planning committees hosted a Planning Day, inviting all members of Council and representatives of every diocesan organization that receives any part of its funding from the diocesan budget. The day was spent in prayerful, large and small group discussions about the ins and outs of the budgeting process from many vantage points. There arose a general consensus that the process itself was frustrating to many and that people felt that they had little power to impact the final product. The result thus far, is a commitment to begin the budget process earlier in the year so that the proposed budget could be circulated to convention deputies and throughout the diocese by the beginning of January. This allows time for input from the district meetings to be reflected in the final budget presented at Convention.

The Steering committee has also continued with the Council's commitment to interact and dialog with as many congregations as possible through our visitations to vestries, executive committees and interested congregants. This year, teams of two council members visited approximately 40 churches in groups of three or more throughout the diocese. We have found this program to be a beneficial and enjoyable way to enhance communication between congregations and Council.

Finally, the Steering committee, in an effort to support and expand the important ministry of Community Development Corporations within the diocese, has begun the process of forming a new CDC committee of Council. This CDC committee is charged with the responsibility of providing a knowledge base for all current and future CDC endeavors.

# DIOCESAN ECUMENICAL OFFICER ECUMENICAL/INTERFAITH COMMISSION

The "Outline of Faith" from the 1979 Book of Common Prayer states that "the mission of the Church is to restore all people to unity with God and each other in Christ." (BCP, page 855) Ecumenism seeks to fulfill this mission by promoting dialogue, understanding and ultimately, full communion among all our sisters and brothers in Christ. This mission of unity and reconciliation also propels us to seek relationships of trust and a common commitment to justice with people of all faiths.

In the Episcopal Church, the ministry of ecumenism is fulfilled in part by the appointment of a diocesan ecumenical officer (DEO), who serves as a primary resource for the Bishop, and for the diocese. A chief task of the DEO is to meet with ecumenical officers of other Christian traditions (and sometimes other faiths) in the New York metropolitan region and also with other Episcopal DEO's. To this end, in 1999, I attended the National Workshop on Christian Unity, held concurrently with the annual meeting of the Episcopal Diocesan Ecumenical Officers in Rochester, New York. At this conference the latest developments in our discussions with various denominations and faiths were presented. Serving also as our diocese's Deputy to Province II, I presented the ecumenical report to that meeting in Albany shortly thereafter. I also attended three meetings with the ecumenical officers of New Jersey, and also met with the ecumenical officers of Province II. At these meetings, we invited representatives of the Evangelical Lutheran Church in America (ELCA), and together we reviewed the revised Concordat, "Called to Common Mission" as well as initiatives with other denominations. I represented our diocese at the Annual Interfaith Brotherhood-Sisterhood Breakfast of Bergen County, and local prayer services. I have been a speaker and a resource person at ecumenical events sponsored by congregations in the diocese.

In 2000 full communion between Episcopalians and Lutherans will again be an important issue. In 1997, the ELCA failed by six votes to reach the required two-thirds majority necessary to approve the "Concordat of Agreement," which had been overwhelmingly passed by the General Convention of the Episcopal Church (EC). However, in August the ELCA approved a revised document named "Called to Common Mission" (CCM). CCM will come before our General Convention this year. In our diocese, ecumenical dialogue with the Lutherans continues in tandem with plans to create an Episcopal-Lutheran camp and conference center (see the separate report).

In the Fall of 1999, the most recent statement of the Anglican-Roman Catholic International Commission (ARCIC), "The Gift of Authority," was released, and should promote much discussion. Just as CCM addresses the concerns of Lutherans who are uneasy with the adoption of the historic episcopate, the ARCIC report begins to address the concerns of Anglicans who are uneasy with the thought of accepting the authority of the papacy.

In 2000 I have also agreed to represent the Episcopal Church in a Moslem-Christian dialogue taking place in northern New Jersey. This is an exciting and busy time for ecumenical and interfaith dialogue. Consequently, Bishop Croneberger will appoint a commission to work with me which will meet four to six times a year. If you are interested in serving on this commission, or if you would like more information about ecumenical developments, please contact me at 201-444-2299.

Lynne Bleich Weber  
Diocesan Ecumenical Officer

## ECW President's Annual Report to Diocesan Convention

The ECW Board of the Diocese, in its practice of meeting in various places, gives opportunity to see how women carry out their ministries in their churches and communities. In 1999 we gathered at Church of the Epiphany, Orange, Seamen's Institute, Port Newark and at Church of the Good Shepherd, Ringwood. The Board was so moved in hearing of the plans and projects of the women of Good Shepherd who hope to address economic and racial barriers, it was decided to designate this work as our Special Missionary Project for the Year.

Early in the Year Bishop Croneberger, accompanied by Mrs. Croneberger, shared in our board meeting of his new responsibilities, his appreciation of our gift of his Crozier (and its symbolism) and the work of the women in this Diocese. Bishop Spong was celebrant at the Annual Meeting and UTO Ingathering. We will long remember his support of ECW.

Memorializing women who died in the year 1998 through The Book of Remembrance, the Mary Rankin Fund provided four scholarships including for the first time an over 50 year old woman to further her career as a Chef.

North Porch continues to provide, on an emergency basis, services to women with infant children in Newark, Patterson and Dover and has reached out to additional referral agencies whose clients are affected adversely by Welfare Reform. The Annual Tea and Toy Fest celebrated the 15<sup>th</sup> year of North Porch and honored Bishop and Mrs. Spong for their ministry among us. Bishop Croneberger was oriented to this valuable mission of women of the Diocese.

In the Spring, Today's Woman VI drew many participants, young and not so young, to reflect on the theme "Reclaim, Sexism - Spiritually Connected?" The keynote, the well-known Judy Conley, titled her message "How you do dat dere?" as a kick off to workshops of interest to all ages.

In late April we hosted the ECW Province II Conference and Annual Meeting at Xavier Center where testimonies of speakers Laurie Wurm, Tracey Lind, Lynn Headley-Moore, Elizabeth Kaston, Glenda Kirkland and James Pruden presented the realities of Urban Mission, Immigration, Aids, Sexism, Homelessness and Health Care. Many respondents commented on this type of program which offered enlightenment on the diverse problem where church women can make a difference.

Contributions from Congregations in support of our budget have enabled us to support the following: National ECW, United Thank Offering Memorial and Gift Fund, National and New Jersey Church Women United, Church Periodical Club, book scholarships to three seminarians, Province II ECW, New Jersey Council of Churches, the Bishop's Discretionary Fund, the Presiding Bishop's Fund and a scholarship to St. Augustine's College.

In cooperation with the Women's Commission, ECW supported the Saturday AM breakfast during Convention. The speaker, Pauline Muchina, portrayed in vivid form the hardships caused by Third World Debt. We have received letters of thanks from Pauline for the financial gifts from women of the Diocese that helped fund a successful seminar in South Africa on the topic of Women's Theologies.

Several fund-raisers were planned to assist four delegates to Triennial 2000, the most successful being a Prayer Pilgrimage to Washington National Cathedral.

As we enter the new millennium, winds of change are blowing positively to bring Women's Ministries under one umbrella. Over the summer a local task force addressed the issues of change.

*Clara M. Headley*  
President

# Evangelism Consultants

Report to 2000 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 people who question religion and the 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. In 1999 the Rev'd Martin Smith, Superior of SSJE & Chaplain to Lambeth Conf. led a prayerful exploration of how Evangelism grows out of our devotional existence.



On Nov. 3-4, 2000, the Rev'd **Mark Cle-venger**, Mission Strategist for the Diocese of Minnesota, will lead a practical workshop on how your congregation can develop an Evangelism Program that grows out of your life and is also tailored to meet the needs of your local community. How can you invite people into the life of Christ as it's lived on in your Congregation?

He'll also help us understand how a cluster of congregations, or the Diocese, can mount an effective advertising program. We are lucky to have him leading this year's Evangelism Conference; mark your calendars today for November 3-4!

**For more information or help** phone the Rev'd Mark Waldon at 973/595-0349.

Enthusiastically submitted,

—Mark Waldon

for the **ANGELS**,

**Association of Newark's Growth & Evangelism Leaders**

## **HEATH VILLAGE REPORT**

### **2000 DIOCESAN CONVENTION**

Heath Village enjoyed another year of growth, prosperity and significant achievement during 1999. Campus renovations and improvements continued to be our focus and several recreational facilities were added and/or enhanced for the increased enjoyment of our resident population.

Our single greatest accomplishment during 1999, was that of the Clarence W. Sickles Health Care Center receiving accreditation status from the Joint Commission Accreditation of Healthcare Organizations (JCAHO). We are extremely proud of this achievement, made possible by a total team effort on the part of our professional staff under the guidance of our healthcare services administrator, Linda Brobst, R.N., L.N.H.A. Accreditation by the Joint Commission is considered a "Good Housekeeping" seal of approval for long term care facilities. Heath Village takes pride in its reputation for providing quality care and we view accreditation as yet another step toward excellence.

This year marked the expansion of the Village's existing three-hole golf course creating more challenge and adding several new tees. Our Faith Chapel was refurbished with new carpeting, lighting, wall coverings, a new organ, and a beautifully constructed altar built by the Heath Village men. The increasing popularity of the resident Computer Club necessitated relocating the existing Computer Center to a larger space and adding five new computer stations. New outdoor recreational facilities this year include a tennis court complete with fencing and lights, and a six-person Jacuzzi to complement our swimming pool complex.

Resources are being allocated for the renovation and restoration of our lower campus, with individual apartments in this area being renovated as they are vacated. In the upcoming year, administration will work with trustees to plan for exterior building upgrades to further modernize and update our campus appearance. Some important infrastructure improvements were completed this year including the installation of new roofing over our healthcare center, main dining rooms and concourse areas. The Heath Village Board of Trustees remains committed to investing in the future of the Village via a regularly scheduled program of maintenance for on-going facility development.

Activities and celebrations galore filled our 1999 resident calendar. Popular events included the Annual Horse Show, Family Day, poolside dinners and ice cream socials, trips to the New Jersey Symphony, golf tournaments, and numerous interesting and educational programs. Several new events were added this year including a Halloween Masquerade Dance, our first ever "Resident/Staff Tennis Tournament," excursions to Cape Cod and Lake George, a memorable Millennium Gala, and even a resident wedding!



Mary Dell Morrison, a 71-year old Heath resident, attracted a bevy of publicity for the Village when she successfully completed a 2,911 mile cross-country bike trip that began in San Diego, California and ended in St. Augustine, Florida.

The Heath Village Friendship Fund remained the focus of our fund-raising efforts for 1999. The Fund assists residents who have exhausted their financial resources through no fault of their own. The 11<sup>th</sup> Annual Benefit Dinner was once again a sell out affair and succeeded in raising \$34,500 for the Friendship Fund. This fund represents the sense of family caring and generosity that has always been the hallmark of life at the Village.

The Heath Village Men's Club spearheaded a special fund-raising campaign this year for the purpose of securing a new organ for our auditorium. The response was overwhelming, and the Committee succeeded in raising almost the entire \$30,000 towards the purchase of a Rodgers 905 electronic digital organ. To the delight of our residents, several organ concerts have already been held and more are planned.

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 33 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.

Our long-range expansion plans include the development of a new adult lifestyle community across the street from Heath Village. Heath Alliance for Care, Inc. is currently in the process of purchasing an 113-acre farm located opposite Heath Village on Route 24. The planned community will be known as River Valley Farms.

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](http://www.heathvillage.com).

# The Oasis

1989 10<sup>th</sup> Anniversary 1999

31 Mulberry Street, Newark, NJ 07102  
973.480.9908 Fax: 973.622.3503

## Long Term:

1. To become a place which provides diversity training in a faith-based model.
2. To develop some sort of residential facility for elderly gays and lesbians.

## Short Term Goals.

|                               |   |  |
|-------------------------------|---|--|
| 1. Spiritual Renewal          | Advent Rumi Caffe with Interweave                             | Accomplished   |
|                               | Lenten Quiet Day  | Accomplished   |
|                               | Iona Retreat with LGCM  | Cancelled  |
|                               | Re-visit and revitalize mission statement and logo            | Accomplished   |
|                               | Continue dialogue: organizational identity, program v. agency | On-going   |
|                               | Nine Monthly worship services                                 | Accomplished   |
| 2. Increase Membership By 10% | Annual Renewal Process  | Established  |
|                               | Affiliate Member Status                                       | Established  |
|                               | Membership Drive  | Funds increased by over 37%  |
|                               |   | Welcomed 6 new congregations, to 51  |
|                               | The Wellspring Annual Report                                  | Published quarterly  |
|                               |   | Professionally done  |
| 3. Fundraising                | Annual Appeal, Spring '99                                     | Raised \$ 8,000  |
|                               | Endowment Fund  | Raised \$27,369  |
|                               | GALA - Winter   | Raised \$1,000   |
|                               | Fall '99  | Planned for 11/20  |
|                               | Grant Writing   | Projection over-enthusiastic   |
|                               |   | Expanded to included Ryan White funding  |
| 4. Events                     | 10 <sup>th</sup> Anniversary Service                          | Accomplished   |
|                               | PRIDE Day NYC   | Largest presence yet   |
|                               | EpiscoDisco at Convention                                     | Accomplished   |
|                               | Booth at Convention   | Accomplished   |
|                               | Annual Meeting with entertainment                             | Accomplished   |
| 5. Committee re-evaluation    | Membership  | See above Goals  |
|                               | Fundraising   | See above Goals  |
|                               | Events  | See above Goals  |
|                               | Education   | Hired Dana Rose  |
|                               |   | Diversity Training   |
|                               |   | Bereavement  |
|                               |   | LEM  |
|                               |   | Support Groups   |
|                               |   | Claiming the Promise   |
|                               |   | All Love Is of God   |
| Pastoral Care                 |   | Seminarian   |
|                               |   | established program with ARC at St. B's  |
|                               |   | Assisted with 3 parish-based support groups, in addition to The Family Closet. |
|                               |   |  |

*The Oasis is a ministry of cultural and racial diversity in the Episcopal Diocese of Newark with all who experience prejudice and oppression because of their sexual orientation - as well as their families and friends - offering reconciliation, education, liberation and hope to all who seek sanctuary, empowerment, justice and peace.*

## Other notes:

Gave away 50% of offering income to community service programs.

More than 90% of the work of the staff is outside the diocese and the church.

Completed External Compilation Audit - first in 10 years.

Will attend "Solutions In Seattle" - work toward avoiding schism - November 5-11

Missioner appointed to Integrity National Board

Missioner Working closely with Beyond Inclusion, Integrity and other Consultation

members to organize and develop strategies for GC 2000, including joint

fundraising. Oasis and Integrity will share a booth as part of The Consultation.

Presented "Homosexuality and the Black Church" as part of the "Mission To Dismantle

Racism" Conference, and will make similar presentation to Lay Leadership and

Union Black Episcopallians in November

Lay Eucharistic Ministry Program now has over 40 graduates, with two programs

currently running and an additional LEM Support Group.

Published our Lesbian and Gay Resources Guide and distributed them to every

congregation in the diocese. We also maintain the State Minority Vendors Guide.

Co-authored "Staying in the City: Report of Newark Urban Hearings" and assisted in the

development of the congregational study guide with NJECM

Co-sponsored "In Memory of Her: 25th Anniversary of the Ordination of Women" with

the Women's Commission.

Winter Gala was the first one in over two years, and the first to be financially successful.

Began successfully selling Episcopal Sportswear with great support from congregations

The Oasis is the only diocesan organization which consistently and regularly calls the

diocese to prayer on issues of general community concern: creation, thanksgiving,

AIDS, relationships, addiction/recovery, racism, and sexism.

In process of establishing "Oasis Affiliated Congregations" in Ann Arbor, MI, St. Louis,

MO, Portland, OR, and NYC, and working with Diocese of ME, and

congregations in Queens and Staten Island

NOTE: We now have 51 Sponsoring Congregations in this diocese.

## **THE DIOCESE OF NEWARK PLANNED GIVING COMMITTEE**

### **REPORT TO THE DIOCESAN CONVENTION      JANUARY, 2000**

The Planned Giving Committee is part of the Stewardship ministry of the Diocese of Newark. We serve as a resource for educational and operational support for Planned Giving programs for the congregations and agencies of the Diocese and for their individual member/donors.

The Planned Giving Committee executes its mission within the following *Plan of Implementation* which was adopted at the founding of the Committee in 1995:

#### *Plan of Implementation*

*It is our intent to provide educational and operational support for the necessary decisions which we all must make regarding the ultimate disposition of our assets. There are several planned giving vehicles available to serve the various needs and abilities of individual donors and their families. We seek to identify those and to provide the assistance necessary to complete gift transactions in favor of the congregations of the diocese.*

*We are prepared to serve as a resource to all congregations, large or small, rich or poor. We will interact with each congregation to the degree and in the manner that its leadership considers appropriate and helpful.*

*We will continue this program with regular assessment of our performance and effectiveness.*

1999 was a successful year in that we have continued to engage new congregations and groups in our program, and to facilitate parishioners' planned gifts. Listed below are the congregations/agencies with which we have worked since inception:

Bayonne, Trinity  
Boonton, St. John's  
Chatham, St. Paul's  
Clifton, St. Peter's  
East Orange, Christ  
Englewood, St. Paul's  
Essex Fells, St. Peter's  
Glen Rock, All Saints  
Hackensack, Christ  
Haworth, St. Luke's  
Hilldale, Holy Trinity  
Hoboken, All Saints

Madison, Grace  
Millburn, St. Stephen's  
Montclair, St. John's  
Montclair, St. Luke's  
Montclair, Trinity  
Montvale, St. Paul's  
Morristown, St. Peter's  
Mountain Lake's St. Peter's  
Pompton Lakes, Christ  
Ridgewood, Christ  
Ridgewood, St. Elizabeth's  
Secaucus, Our Saviour

Short Hills, Christ  
Sparta, St. Mary's  
Succasunna, St. Dunstan's  
Summit, Calvary  
Tenafly, Atonement  
Towaco, Transfiguration  
"Celebrating Creative Congregations"  
Interweave  
The Convent of St. John Baptist  
The Northeast District Clergy  
The Oasis  
The Southwest District

**Bold = 1999 Activity**

The general goal of the Planned Giving Committee for 2000 is to continue to encourage planned giving within the Diocese of Newark. Specific objectives include the following:

- ◆ Increase the number of congregations/agencies with which we are engaged.
- ◆ Pursue new ways to bring our message to the Diocese's congregational leaders and their members.
- ◆ Co-operate with the development of new planned giving programs at The Episcopal Church Foundation (Wills Emphasis; Diocesan Support; Investment Management Services, etc.).
- ◆ Encourage joint (inter-congregational and interfaith) planned giving programs.
- ◆ Broaden the Committee's working involvement, e.g., more people making more presentations.
- ◆ Develop a program of follow-up and re-visitation to maintain planned giving vigor where our original work was done.

There is a temptation to use "dollars raised" as the main criterion of evaluation for the planned giving effort. However, the methodology does not exist to capture, in a current time frame, the estate plans made by members of our congregations. It will be years before the fruits of this labor are harvested. Therefore, the "how did we do today (this month, this year, etc)" question cannot be answered in concrete dollar terms. There will be anecdotal evidence of this gift or that bequest, but parishioners are not obligated to share such details and many are quite reluctant to boast of such generosity. They simply go to their attorney/financial planner and quietly make their arrangements,

One thing is certain: we must do the seed work of this aspect of stewardship if we expect to harvest any fruit. Consequently, we should look to penetration of the congregations and agencies of the diocese as the main indicator of success.

The members of the Planned Giving Committee are: The Right Reverend John P. Croneberger; The Reverend Emory E. Byrum, St. Mary's, Belvidere; David C. Farrand, Calvary, Summit; The Reverend Zachary W. M. Fleetwood, St. Peter's, Morristown; L. Allison Garde, Esq., St. Thomas', Lyndhurst; John E. Lynch, St. Mary's, Sparta; Carol A. McKinney, St. James', Hackettstown; Ronald R. Niclas, CFP, EA, St. Paul's, Montvale; The Reverend Richard N. Ottaway, Christ Church, Short Hills; and Juli S. Towell, Christ Church, Short Hills. Please feel free to contact any of us to discuss how we might help you or your congregation.

Respectfully submitted,



David C. Farrand  
Executive Director for Planned Giving

**Statement of Proceedings of the Trustees  
of the Episcopal Fund and Diocesan Properties**

During 1999 the Trustees met on a quarterly timetable (March, June, September, December). Also, in order to more effectively carry out our responsibilities, we are evaluating (and modifying or appropriate) the following:

- Bylaws/Operating procedures
- Financial monitoring/controls
- Status of title to all real property in the Diocese of Newark, and
- Our functional relationship with the Bishop in implementing the Ministry of the Diocese.

Some of the more significant actions taken by the Trustees in 1999 include:

- Made additional transition funding available for the residence for Bishop Croneberger.
- Provided funding for bringing the Rev. Paul Hunt on the diocesan staff during 1999. Also, approved an equity loan for purchase of a home.
- Approved increasing the Episcopal House mortgage in order to provide funds for repairing the exterior surface of Episcopal House (to prevent water damage).
- Continued to release funds for the Jersey City Strategy (as requested by Diocesan Council).
- Established an Episcopal Election Transition Trust Fund (to be funded from the diocesan budget).
- Agreed with Bishop McKelvey, to have the Diocesan Property Manager take over responsibility for selling the Bishop's residence in New Jersey (jointly owned with the Diocese).

A summary of the assets of the Trustees as of September 30, 1999 is attached.

Respectfully submitted,

John E. Lynch, President

**THE TRUSTEES OF THE EPISCOPAL FUND AND DIOCESAN  
PROPERTIES OF THE DIOCESE OF NEWARK**

**STATEMENT OF FINANCIAL POSITION  
SEPTEMBER 30, 1999**

**ASSETS**

|  |            |            |
|--|------------|------------|
| Cash and cash equivalents                        |            | 167,408    |
| Dividends Receivable - Diocesan Investment Trust |            | 125,408    |
| Investments:                                     |            |            |
| Diocesan Investment Trust - At redemption value: |            |            |
| Fund A (\$8,227,175 cost value)                  | 8,634,623  |            |
| Fund B (\$2,742,722 cost value)                  | 11,674,822 |            |
| Equity in Suffragan bishop's residence           | 150,000    |            |
| Equity in Executive assistant's residence        | 70,000     |            |
| Advance to Diocesan Council                      | 58,170     |            |
| Other  | (865,532)  |            |
| Total Investments                                |            | 19,720,083 |
| Property:  |            |            |
| Episcopal House - At cost                        |            |            |
| Land   | 416,500    |            |
| Building & Building Equipment                    | 2,133,926  |            |
| Computer/Telephone/Furniture & Fixtures          | 192,127    |            |
| Accumulated Depreciation (deduct)                | (118,908)  |            |
| Total  | 2,623,647  |            |
| Miscellaneous Realty - At cost                   |            |            |
| Land   | 60,911     |            |
| Houses   | 652,762    |            |
| Accumulated Depreciation (deduct)                | (22,499)   |            |
| Total  | 691,174    |            |
| Total Property                                   |            | 3,314,821  |
| Cash surrender value of donated Insurance        |            | 18,688     |
| Total Assets                                     |            | 23,346,404 |

**LIABILITIES AND NET ASSETS**

|                                      |            |
|--------------------------------------|------------|
| Funds held for the benefit of others | 1,963,741  |
| Unrestricted net assets              | 21,382,663 |
| Total Liabilities and Net Assets     | 23,346,404 |

### The Women's Commission Annual Report

Since the late 1970's the Women's Commission, made up of men and women, lay and ordained, of the Diocese of Newark, working to further the realm of God as proclaimed by Jesus Christ, has been an advocate and support for the ministries of women, lay and ordained. Each year the Commission sets goals and develops programs and liturgies to achieve those goals.

During 1999 the commission sought to support and empower women in our ministries by hosting gatherings for clergywomen and Lay Leaders of the diocese. Also, working with the Program Board on The Creative Congregations Program, the Women's Commission supported or led workshops on Liturgical Dance, Handicapped Access and the very effective program prepared by Lucy Ann Dure entitled *"Who Are You Looking For? A Tool for Search Committees,"* which offers ways in which Search Committees might explore the ways to include different types of people in their process.

The Commission sponsors at least one diocesan inclusive liturgy each year. The Commission is indebted to the leadership of The Rev. Elizabeth Kaeton for the development of Inclusive Liturgies honoring the ministries of women. The Commission and OASIS jointly sponsored a Service honoring Paul Murray, the first African-American Clergywoman in the Episcopal Church in March. In October we joined together to celebrate the 25<sup>th</sup> Anniversary of the Ordination of Women at a liturgy and dinner hosted by The Rev. Abby Hamilton and the people of Holy Innocents, West Orange.

The Commission continues to speak out on issues of peace, justice, and the freedom and preservation of Creation. The increasingly popular Convention Breakfast Invited Pauline Muchina, a Ph.D. candidate at Union Theological Seminary to address the impact of Third World Debt on the lives of women in Africa.

The Women's Commission continues to speak out about Racism in our society and in our church. In 1999 we participated in ongoing discussions at our monthly meetings. Through Maggie Gat's presence, the Women's Commission took an active role in the Diocesan Conference to Dismantle Racism at St. John's in Dover last September. In addition the Commission worked with The Episcopal Church Women on the Today's Woman Conference on Racism last spring.

The Commission continues to provide Domestic Violence Hotline # stickers so that all churches in the diocese might post them in their restrooms, which is often the only safe place for a woman to find out where she can get help. The speaker for the Convention 2000 Breakfast, an annual event sponsored by the Women's Commission, will address the issue of Domestic Violence, particularly in the African-American community.

Finally the Commission offers financial support to organizations that seek justice or freedom and/or minister to women. This year we have supported Planned Parenthood, the National Coalition of Reproductive Rights, the Episcopal Women's Caucus, the Appalachian Women's Alliance and two centers for Battered Women in Northern New Jersey. We have received donations through our liturgies and other efforts for this purpose.

Also, the Commission has helped fund opportunities for individuals in the diocese to attend conferences on behalf of women. The Rev. Kevin Coffey attended a Conference on Mutual Ministry in Minnesota, Marie Obermann and The Rev Elizabeth Kaeton attended the Episcopal Women's National Conference and Marge Christie attended the International Conference of Women in Ministry in Zimbabwe.

In the coming year the Women's Commission will continue to affirm inclusiveness by supporting women's ministry and issues, to call the church together to celebrate inclusive liturgies and to speak out about issues of peace and justice.

Respectfully submitted,

Maggie Gat, Fran Trott, Co-chairpersons, Janet Brocklesby, Kevin Coffey, , Marilyn Croneberger, Lucy Ann Dure, Michael Francaviglia, Rose Hassan, Elizabeth Kaeton, Allison Moore, Lyn Headley-Moore, Edle Lauderdale, Lisa Green, Marie Obermann, Susan Robinson



### **YOUTH CONSULTATION SERVICE**

Youth Consultation Service (YCS) of the Diocese of Newark was founded in 1918 as the Church Mission of Help and is today the major private, nonprofit, nonsectarian social service organization in New Jersey. The mission of the organization is to provide critically needed therapeutic residential care, special services in foster care and adoption and a comprehensive range of educational services for emotionally handicapped and autistic children. The agency operates preventive and remedial behavioral health programs including family preservation, mental health counseling, therapy and education for children and families. The following are significant events during 1999:

- Division of Youth and Family Services (DYFS) and YCS enter into a partnership agreement that streamlines funding sources, allowing seamless service provisioning for DYFS children served throughout the spectrum of services offered by YCS. Called the **YCS Kid Connection**, the new agreement will be the first network of its kind for children and their families in New Jersey.
- Saturday programs are initiated in Jersey City, Newark and Union City to provide drug and alcohol addiction prevention skills to elementary school children in a recreational-based program.
- The New Jersey Division of Youth and Family Services (DYFS) awards YCS a Certificate of Approval as an adoption agency.
- YCS receives Joint Commission on Accreditation of Healthcare Organizations (JCAHO) accreditation for the New Brunswick Group Home, the Adolescent Development Program and the Therapeutic Learning Center.
- Together with Family Intervention Services and Care Plus in Paramus, YCS increases its involvement in the DYFS foster care system by providing parent evaluations and in-home behavioral supports. The two partner groups form a Friendly Visitors program to assist first-time foster parents.
- YCS parenting classes offered at various North Jersey churches and civic groups continue to expand into Montclair, Paterson, Hackensack, Hoboken, West New York, Belleville and other areas. In addition to the Active Parenting series, there is a Parent/Grandparent Support Network and a "Confident Parenting in Six Lessons" series in Montclair.
- A series of intergenerational visits is launched for children in the Therapeutic Learning Center (TLC) and older adults at Canterbury Village, an assisted living facility. Events include an Easter egg hunt and a summer picnic at Canterbury and Thanksgiving dinner at TLC.
- In celebration of Mental Health Month, YCS co-sponsors this year's Community Child Abuse Prevention Conference. The daylong event, held in Secaucus, featured

workshops and seminars aimed at broadening the definition of mental health among parents and professionals.

- Honorary Trustee Ernest M. May receives the Sawtelle Memorial Award in recognition of his more than 50 years of volunteer service to YCS. The award is named in memory of Virginia Harkness Sawtelle, a longtime benefactor of YCS.
- Some 125 YCS residential and foster care children participate in a successful 12-day sleep-away camping experience at Camp Linwood-McDonald in Sussex County. In addition, 40 youngsters from Adolescent Development Program (ADP), Fresh Start and the two shelters go for a day-long outing, and those in Youth Leadership Venture for a weekend.
- Teen-age volunteers in Kids for Kids NJ Inc. make return visits to Davis House and Laurie Haven with book bags and school supplies for residents, as well as more than 1,000 volumes collected during a summer-long book drive and distributed among YCS programs.
- Following the lead of the successful YCS Sawtelle Annex in Ridgewood, officials in the Paramus school system begin partnering with YCS in a similar program to serve children within the spectrum of autism in that school district. YCS Sawtelle educators help the pre-schoolers with behavioral and cognitive issues.
- The YCS Ernest M. May Academy expands to serve even more children in the Jersey City school district. An upper school for students in 7<sup>th</sup> through 12<sup>th</sup> grade remains at the Bentley Avenue location where the school re-located last year. A lower school for those in kindergarten through 6<sup>th</sup> grade is located in a new YCS building at 36 Emory Street.
- YCS purchases the building at 270 Union Street, Hackensack, location of the YCS Foundation and Volunteer Services.
- The Montclair Public Library displays selected artwork from students at the YCS Sawtelle Learning Center in an effort to create awareness about autism. A Library Endowment establishes the Cornelius Kirby Autism Collection, an extensive collection of works gathered by the longtime resident of Montclair.
- YCS and West Bergen Mental Health join forces to provide therapy to Bergen County pre-schoolers. Modeled after the successful YCS Therapeutic Learning Center in Newark, the new joint venture is housed at the West Bergen Center for Children and Youth in Ramsey. Designed for children ages 3 to 5 that need special assistance to improve their behavior and education, it is the first program of its kind in Bergen County.

- A horticultural therapist begins working as a consultant with YCS students at the Sawtelle Learning Center, Adolescent Development Program and Fresh Start to provide the children with the benefits that come from working with living things.
- Charles Venti, director, New Jersey Division of Youth and Family Services is guest speaker at this year's YCS Annual Meeting at the Montclair Golf Club.
- The Ernest M. May Society is inaugurated to help provide financial resources and public awareness to ensure that YCS behavioral health programs and educational services are accessible to all children of New Jersey. Named to honor the longtime YCS honorary trustee and child advocate, the Society seeks to cultivate key decision-makers in the public and private sectors, philanthropists and major contributors across the state.
- YCS completes purchase of Kilbarchan Residential Treatment Center in Paterson and begins renovations with the intention of acquiring JCAHO accreditation for that program by next June. Established in 1831, Kilbarchan is the oldest continuously operated residential center in America.
- More than 25 leading area restaurants showcase their gourmet specialties at the first YCS Festival of Flavors benefit at Valley Regency in Clifton. Claudine Pepin, co-host with her father of the popular television series "Jacques Pepin's Kitchen: Encore with Claudine," serves as honorary chairperson of the YCS event and is on hand to help auction off an autographed cookbook of the same name.
- Two YCS residences mark anniversary milestones: Davis House at 10 years and the New Brunswick Group Home at five years.
- YCS purchases the former Immaculate Conception School in Hackensack to provide a permanent home for the YCS George Washington School, currently housed in leased space in Edgewater.
- The number of residential beds is increased at the YCS New Brunswick Group Home to serve adolescent girls, and a five-bed emergency shelter is created in Newark for children in need. Facilities at Fisher Hall are expanded as well. Also increased are the number of foster homes, both infant and adolescent, to serve the ever-increasing numbers of children who need these services.
- A Wide Area Network of computers is created to link all YCS locations together using the Internet, and the entire YCS organization is brought into Y2K compliance. The new computer system promises increasingly efficient tracking of care and analysis of costs as clients move through the YCS system.
- All YCS schools add life-skills training to their curriculums, which helps prevent and guard against juvenile delinquency, violence, teen pregnancy, HIV/STD/AIDS, and substance abuse.

- YCS sponsors an awards program for the New Jersey Association of Mental Health Agencies (NJAMHA) which advocates against the stigma and discrimination experienced by the mentally ill.
- YCS holds first Depression Screening Day in Newark to help families identify children who may be suffering from the disease.
- Parent support classes are offered in a shelter for homeless persons in St. Anne's Church in Newark.
- YCS begins development of continuum of care for Substance Abuse Treatment, which would provide individualized care for the specific range of needs of each client and family.
- Members of the YCS family are honored by the New Jersey Association of Children's Residential Facilities (NJACRF) with three awards: Outstanding Treatment Home Family of the Year, Child Care Worker of the Year and Clinician of the Year. Victor and Luz Mora of Passaic are recognized as Outstanding Treatment Home Family of the Year. Staff member Gloria Ross of YCS Laurie Haven is named Metro Region ChildCare Worker of the Year, and social worker Cynthia Arch, also of Laurie Haven, receives the Clinician of the Year award.
- More than 90 volunteers are actively involved in programs throughout YCS, including 57 graduate and undergraduate students from Montclair State University, and Widows on the Move, a group from the Church of the Epiphany, Orange. Summit Bank, Ridgefield Park; MCS Canon, Lyndhurst; and Prudential Securities, Paramus, are among companies whose employees hosted parties or outings for YCS children.

YCS provides more than 60 educational and behavioral health programs for children in 35 locations in 21 towns and cities. It continues to respond to the charge of its mission with dedication, competence, and concern for the many children and families it serves.

Richard Mingoia  
President/CEO

Standing Committee Actions - 1999

January

- Approved the reclassification of St. Mary the Virgin, Ridgefield Park, from Incorporated Mission to Mission status and dissolved same mission in accordance with Canon 9, Section 3.
- Consented to the election of the Very Rev. Keith B. Whitmore to be Bishop of the Diocese of Eau Claire.
- Consented to the election of the Very Rev. William D. Persell to be Bishop of the Diocese of Chicago.
- Consented to the consecration of the Rev. J. Michael Garrison as Bishop of the Diocese of Western New York.

February

- Elected the Rev. Albert Jousset as President and Dr. Louie Crew as Secretary of the Standing Committee.
- Consented to the sale of the old rectory of All Saints', Leonia, for a sales price of \$227,500.

March

- Approved a change in status for Holy Trinity, West Orange, from parish to Incorporated Mission.
- Consented to the election of a Bishop Coadjutor for the Diocese of Mississippi.
- Consented to the election of a Bishop Coadjutor for the Diocese of Los Angeles.
- Consented to the ceding of territory the Diocese of Minnesota to the Diocese of North Dakota.

April

- Consented to St. Dunstan's, Succasunna, granting a right of way on Hillside Avenue to the County of Morris.
- Consented to the ordination to the diaconate of Susan Fortunato and Amy Egan.

Actions by Standing Committee, 1999:  
page 2

- Consented to the ordination of the Rev. James A. Kelsey to be Bishop of Northern Michigan.

May

- Consented to a lease by Trinity, Irvington, of the vicarage at 42 Myrtle Avenue, Irvington, for the sum of \$1500 per month.
- Consented to the sale by the Department of Missions and the Trustees of the Episcopal Fund of a building lot in Vernon on behalf of St. Thomas, Vernon.

June

- Consented to the sale by the Department of Missions and the Trustees of the Episcopal Fund of the property at 33 Grant Avenue in East Orange for the sum of \$115,000.

September

- Ratified with one vote the following consents which had been gathered by mail poll and duly reported during the summer months:
  - Diocese of Dallas, ordination as Bishop the Rev. Cn. Bruce MacPherson
  - Diocese of Connecticut, election of the Rt. Rev. Andrew Smith as diocesan Bishop
  - Diocese of Rochester, election of Jack McKelvey as diocesan Bishop
  - Diocese of Albany, election of a bishop suffragan
  - Diocese of Michigan, election of a bishop coadjutor
- Accepted the resignation of Bishop Jack McKelvey.
- Consented to the lease by St. Matthew's, Paramus, of the sexton's house.
- Consented to the lease by All Saints', Glen Rock, of the rectory.
- Consented to the sale by Christ Church, Ridgewood, of the rectory at 216 West Ridgewood Avenue for the sum of \$425,000.
- Consented to the sale by the Department of Missions and the Trustees of the Episcopal Fund of St. Matthew's Church in Jersey City for the sum of \$210,000.

Actions of the Standing Committee, 1999:  
page 3

October

- Consented to the ordinations to the priesthood of the following deacons:  
Amy M. Egan, December 11<sup>th</sup> at St. John's, Ramsay  
Susan Fortunato, December 11<sup>th</sup> at St. James', Upper Montclair.
- Consented to the election of the Rev. George Packard to be Bishop of the Armed Forces.
- Consented to the sale by the Department of Missions and the Trustees of the Episcopal Fund of St. Thomas, Newark, for the sum of \$125,000.
- Consented to the election of the Rev. Wendell N. Gibbs, Jr., as Bishop Coadjutor of the Diocese of Michigan.

December

- Consented to the change in status from Mission to Parish for St. Paul's & Resurrection, Wood-Ridge.
- Gave consent to request the Convention to permit the appointment of an assistant bishop.
- Recommended Grace Van Vorst Church in Jersey City for parish status subject to the consent of the Bishop and to review by the Chancellor of paper work yet to be submitted.
- Consented to the election of the Rev. Robert G. Trache to be bishop of the Diocese of Atlanta.
- Consented to the election of two bishops suffragan for the Diocese of Connecticut.
- Consented to the sale of the rectory of Grace Greenville in Jersey City to The Community Development Resources for the sum of \$59,000.

## STANDING CONVENTION RESOLUTIONS &amp; POLICY STATEMENTS

## PAGE

## DIOCESAN JOURNAL

|         |  |      |
|---------|--|------|
| 105     | ABORTION                                       | 1981 |
| G-1     | BIRTH CONTROL                                  | 1991 |
| H-8     | ABORTION - MINOR WOMEN                         | 1991 |
|         | ABORTION - WAITING PERIOD/TRIMESTER            | 1998 |
| 231     | INFORMED CHOICE                                | 1990 |
|         | SEXUALITY MORALITY/REPRODUCTIVE RIGHTS         | 2000 |
| 173     | AFFIRMATIVE ACTIONS                            | 1981 |
| 133     | ALCOHOL AT CHURCH FUNCTIONS                    | 1982 |
|         | BLESSING SAME SEX UNIONS                       | 1999 |
| 95      | BUDGET, DIOCESAN UNIFIED                       | 1979 |
| 42      | BURIAL OF THE DEAD                             | 1955 |
| 72      |  | 1963 |
| 93      | CAPITAL INVESTMENT IN SOUTH AFRICA             | 1977 |
| 237     | INVESTMENT POLICY OF DIOCESAN INVESTMENT TRUST | 1990 |
| 212     |  | 1986 |
| 73      | CAPITAL PUNISHMENT                             | 1965 |
| 105     |  | 1981 |
| 63      | CAPITAL PUNISHMENT OPPOSITION REAFFIRMED       | 1998 |
|         | CAPITAL PUNISHMENT OPPOSITION REAFFIRMED       | 1999 |
| 167     | CLERGY, CONTINUING EDUCATION                   | 1983 |
| 214     |  | 1985 |
| 146     | CLERGY SALARIES                                | 1979 |
| 135     |  | 1980 |
| 125     |  | 1981 |
| 127     |  | 1982 |
| 111     |  | 1983 |
| 123-125 |  | 1985 |
| 70      | CLERGY WIDOWS                                  | 1967 |
| 72      | CONFIRMATION INSTRUCTION                       | 1967 |
| 74      | GAMBLING                                       | 1954 |
| 76      |  | 1974 |
| 72      | INTER-RACIAL PAROCHIAL ASSIGNMENTS             | 1965 |
| 182     | MEDICAL INSURANCE                              | 1984 |
|         | PARENTAL LEAVE                                 | 1998 |
| 75      | STEWARDSHIP                                    | 1958 |
| 94-94   |  | 1979 |
| 104     |  | 1981 |
| 180     | (50/50 GIVING)                                 | 1989 |
| 154     | TITHING, MINIMUM STANDARD OF GIVING            | 1983 |
|         | WELFARE REFORM                                 | 1998 |





**CONSTITUTION  
&  
CANONS  
OF THE  
EPISCOPAL DIOCESE OF NEWARK**

***January 2000***

*(no revisions were made at the 2000 Convention)*

# TABLE OF CONTENTS

|                            | Page   |
|----------------------------|--|
| <b><u>CONSTITUTION</u></b> |  |
| <b><u>ARTICLE</u></b>      |  |
| I                          | ACCEDING TO THE GENERAL CONSTITUTION . . . . . 1             |
| II                         | THE DIOCESAN CONVENTION . . . . . 1                          |
| III                        | CHANCELLOR . . . . . 4                                       |
| IV                         | THE STANDING COMMITTEE . . . . . 4                           |
| V                          | DEPUTIES TO THE GENERAL CONVENTION . . . . . 4               |
| VI                         | DEPUTIES TO THE PROVINCIAL SYNOD . . . . . 4                 |
| VII                        | ELECTION OF A BISHOP . . . . . 5                             |
| VIII                       | ADMISSION OF NEW PARISHES . . . . . 5                        |
| IX                         | AMENDMENTS . . . . . 6                                       |
| X                          | INCLUSIVE LANGUAGE . . . . . 6                               |
| <b><u>CANONS</u></b>       |  |
| 1                          | THE CONVENTION . . . . . 7                                   |
| 2                          | VOTING AND ELECTIONS . . . . . 8                             |
| 3                          | THE REGISTRAR . . . . . 9                                    |
| 4                          | THE COMMISSION ON MINISTRY . . . . . 9                       |
| 5                          | THE DIOCESAN COUNCIL . . . . . 9                             |
| 6                          | DEPARTMENT OF FINANCE . . . . . 11                           |
| 7                          | DIOCESAN ADMINISTRATION . . . . . 11                         |
| 8                          | DISTRICT CONVOCATIONS . . . . . 12                           |
| 9                          | PARISHES AND MISSIONS . . . . . 13                           |
| 10                         | LEASES . . . . . 19  |
| 11                         | PLEDGE OF BUDGET . . . . . 19                                |
| 12                         | ARCHDEACONS . . . . . 19                                     |
| 13                         | COMMITTEE ON THE CHURCH PENSION FUND . . . . . 19            |
| 14                         | INSURANCE . . . . . 20                                       |
| 15                         | TRUSTEES OF THE FUND FOR AGED & INFIRMED CLERGY . . . . . 20 |
| 16                         | THE DIOCESAN INVESTMENT TRUST . . . . . 21                   |
| 17                         | THE ECCLESIASTICAL COURT . . . . . 21                        |
| 18                         | THE PRESENTMENT & TRIAL OF A PRIEST OR DEACON . . . . . 23   |
| 19                         | AMENDMENTS . . . . . 30                                      |
| 20                         | INTERPRETATION OF CANONS . . . . . 31                        |
| 21                         | SERVICE ON MULTIPLE COMMITTEES . . . . . 31                  |

## 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 clergy person 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 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.



| Ch. Name                         | 91  | 100 | 9   | 8.9%   | 95  | 0  | 5  | 2  | 3  | 0  | 58  | 47  | 56  | 9   | 1  | 6   | 71  | 37  |
|----------------------------------|-----|-----|-----|--------|-----|----|----|----|----|----|-----|-----|-----|-----|----|-----|-----|-----|
| Alameda, Epiphany                | 81  | 82  | 1   | 1.2%   | 67  | 0  | 0  | 0  | 0  | 2  | 92  | 18  | 34  | 18  | 2  | 7   | 42  | 13  |
| Anglican (Ransom) Trinity        | 70  | 71  | 1   | 1.4%   | 42  | 0  | 5  | 0  | 0  | 0  | 53  | 5   | 12  | 2   | 2  | 5   | 31  | 24  |
| Baptist, Christy                 | 132 | 140 | -3  | -2.0%  | 98  | 0  | 1  | 1  | 0  | 2  | 54  | 28  | 0   | 0   | 0  | 2   | 52  | 10  |
| Bethlehem, Christ                | 130 | 64  | -66 | -50.8% | 64  | 0  | 2  | 0  | 0  | 0  | 96  | 40  | 128 | 87  | 3  | 5   | 45  | 4   |
| Bethlehem, St. Mary's            | 122 | 158 | 36  | 29.5%  | 158 | 1  | 2  | 2  | 3  | 2  | 92  | 47  | 75  | 9   | 0  | 3   | 48  | 15  |
| Bethlehem, All Saints            | 176 | 177 | 1   | 0.6%   | 142 | 0  | 5  | 0  | 2  | 0  | 81  | 16  | 7   | 0   | 3  | 3   | 50  | 28  |
| Bethlehem, Old Ridge, Christ     | 588 | 530 | -38 | -6.5%  | 468 | 0  | 14 | 1  | 0  | 3  | 102 | 72  | 12  | 20  | 6  | 8   | 80  | 14  |
| Bloomfield, Christ               | 191 | 216 | 28  | 14.7%  | 171 | 0  | 9  | 0  | 6  | 2  | 118 | 8   | 34  | 48  | 1  | 5   | 68  | 29  |
| Bloomfield, St. John's           | 91  | 91  | 0   | 0.0%   | 52  | 0  | 2  | 2  | 0  | 0  | 49  | 3   | 0   | 6   | 1  | 1   | 54  | 28  |
| Budd Lake, Christ                | 635 | 608 | -27 | -4.3%  | 392 | 0  | 13 | 1  | 8  | 2  | 87  | 54  | 34  | 0   | 2  | 7   | 133 | 146 |
| Chatham, St. Paul's              | 275 | 294 | 19  | 6.9%   | 147 | 1  | 2  | 0  | 0  | 0  | 87  | 13  | 11  | 24  | 3  | 2   | 83  | 48  |
| Chatham, Marsh                   | 301 | 223 | -78 | -25.9% | 144 | 0  | 7  | 2  | 0  | 3  | 94  | 38  | 41  | 0   | 3  | 3   | 144 | 6   |
| Chillicothe Park, Trinity        | 165 | 163 | -2  | -1.2%  | 109 | 0  | 1  | 0  | 0  | 0  | 95  | 13  | 31  | 5   | 0  | 6   | 41  | 36  |
| Chillicothe, St. Peter's         | 705 | 711 | 6   | 0.9%   | 425 | 0  | 16 | 1  | 0  | 3  | 95  | 10  | 0   | 7   | 5  | 134 | 80  | 80  |
| Danville, Our Saviour            | 168 | 187 | 11  | 6.5%   | 130 | 1  | 8  | 1  | 4  | 0  | 97  | 33  | 26  | 3   | 6  | 10  | 98  | 44  |
| Dover, St. John's                | 257 | 268 | 12  | 4.7%   | 209 | 0  | 23 | 0  | 8  | 2  | 96  | 41  | 0   | 7   | 12 | 7   | 184 | 25  |
| East Orange, Christ              | 276 | 285 | 9   | 3.3%   | 203 | 0  | 2  | 0  | 0  | 0  | 108 | 7   | 51  | 16  | 0  | 1   | 40  | 12  |
| East Orange, St. Andrew's        | 537 | 551 | 14  | 2.6%   | 479 | 11 | 4  | 5  | 5  | 2  | 104 | 114 | 17  | 20  | 3  | 13  | 155 | 42  |
| East Orange, St. Paul's          | 727 | 728 | -1  | -0.1%  | 698 | 1  | 5  | 1  | 10 | 3  | 105 | 46  | 25  | 0   | 9  | 16  | 161 | 102 |
| East Falls, St. Peter's          | 147 | 148 | 2   | 1.4%   | 110 | 0  | 3  | 1  | 4  | 0  | 104 | 8   | 23  | 1   | 1  | 3   | 61  | 30  |
| East Lawn, Mount                 | 108 | 135 | 29  | 27.4%  | 102 | 1  | 2  | 2  | 0  | 3  | 103 | 50  | 95  | 10  | 2  | 4   | 90  | 12  |
| East Lee, Good Shepherd          | 157 | 161 | 4   | 2.5%   | 158 | 0  | 6  | 0  | 0  | 0  | 98  | 9   | 8   | 5   | 0  | 4   | 70  | 37  |
| Elm Park, All Saints             | 208 | 201 | -8  | -3.8%  | 181 | 1  | 6  | 0  | 0  | 0  | 88  | 73  | 38  | 14  | 0  | 17  | 88  | 24  |
| Hamden, Christ                   | 352 | 383 | 31  | 8.8%   | 383 | 1  | 21 | 1  | 0  | 16 | 195 | 255 | 269 | 198 | 0  | 6   | 172 | 42  |
| Hamden, St. Andrew's             | 74  | 73  | -1  | -1.4%  | 71  | 0  | 0  | 0  | 2  | 0  | 49  | 3   | 12  | 3   | 0  | 1   | 20  | 13  |
| Hamden, St. Stephen's            | 480 | 488 | 8   | 1.7%   | 421 | 0  | 7  | 21 | 10 | 0  | 15  | 4   | 74  | 54  | 10 | 9   | 151 | 71  |
| Hamden, P.V.E.M.                 | 394 | 399 | 5   | 1.3%   | 385 | 0  | 5  | 2  | 1  | 4  | 51  | 24  | 25  | 7   | 4  | 5   | 128 | 72  |
| Hamden, St. James'               | 125 | 132 | 7   | 5.6%   | 73  | 0  | 0  | 1  | 1  | 0  | 7   | 2   | 2   | 61  | 2  | 6   | 43  | 5   |
| Hamden, St. Mary's (1998 Report) | 100 | 103 | 3   | 3.0%   | 69  | 0  | 4  | 0  | 0  | 0  | 94  | 18  | 17  | 8   | 3  | 1   | 50  | 17  |
| Hamden, St. Paul's               | 49  | 49  | 0   | 0.0%   | 32  | 0  | 0  | 0  | 0  | 0  | 35  | 3   | 6   | 15  | 0  | 1   | 15  | 0   |
| Hamden, Christ                   | 185 | 215 | 30  | 16.2%  | 143 | 1  | 1  | 0  | 0  | 2  | 47  | 12  | 7   | 3   | 2  | 8   | 50  | 17  |
| Hamden, Holy St. John's          | 240 | 244 | 4   | 1.7%   | 189 | 0  | 2  | 0  | 0  | 0  | 85  | 53  | 122 | 10  | 2  | 5   | 75  | 50  |
| Hamden, St. Luke's (1998 Report) | 242 | 243 | 1   | 0.4%   | 188 | 1  | 0  | 0  | 4  | 1  | 104 | 93  | 15  | 16  | 4  | 10  | 85  | 30  |
| Hamden, St. Clement's            | 372 | 369 | -3  | -0.8%  | 217 | 1  | 2  | 5  | 0  | 8  | 102 | 12  | 100 | 18  | 11 | 8   | 100 | 52  |
| Hillside, H. Trinity             | 179 | 186 | 7   | 3.9%   | 185 | 1  | 10 | 0  | 5  | 0  | 102 | 50  | 65  | 0   | 5  | 8   | 150 | 59  |
| Holt/Ken, St. Bartholomew        | 199 | 193 | -6  | -3.0%  | 193 | 1  | 2  | 1  | 0  | 0  | 149 | 5   | 2   | 189 | 2  | 1   | 130 | 65  |
| Hamden, All Saints               | 184 | 183 | 9   | 4.9%   | 150 | 0  | 4  | 0  | 0  | 0  | 91  | 8   | 28  | 0   | 2  | 4   | 57  | 36  |
| Hope, St. Luke's                 | 89  | 73  | -4  | -5.8%  | 68  | 6  | 5  | 5  | 3  | 0  | 52  | 5   | 1   | 0   | 1  | 1   | 49  | 14  |
| Hamden, Trinity                  | 280 | 280 | -20 | -7.1%  | 186 | 2  | 0  | 5  | 0  | 0  | 56  | 3   | 0   | 0   | 0  | 1   | 104 | 20  |
| Hamden, City, Grace              | 270 | 258 | -12 | -4.4%  | 134 | 1  | 10 | 2  | 5  | 0  | 74  | 21  | 39  | 12  | 2  | 6   | 93  | 40  |
| Hamden, St. Ignace               | 188 | 203 | 15  | 8.0%   | 180 | 0  | 10 | 0  | 0  | 0  | 104 | 60  | 23  | 0   | 0  | 4   | 65  | 33  |
| Kimberlin, St. Wendel            | 250 | 264 | 14  | 5.6%   | 183 | 0  | 5  | 1  | 3  | 1  | 83  | 55  | 7   | 12  | 1  | 3   | 80  | 40  |

| Name                             | Membership |      |      | Comm    |         |          | Confirmations |       |       | Sections of Holy Communion |       |       | Marriages & Baptisms |     |    | Average Church School |        |       |
|----------------------------------|------------|------|------|---------|---------|----------|---------------|-------|-------|----------------------------|-------|-------|----------------------|-----|----|-----------------------|--------|-------|
|                                  | On         | On   | On   | Percent | In good | Standing | Adult         | Child | Adult | Child                      | Adult | Child | Other                | M   | B  | Attendance            | Sunday | Class |
| James All Saints                 | 283        | 283  | 0    | 0.0%    | 245     | 0        | 5             | 1     | 1     | 0                          | 108   | 18    | 18                   | 34  | 5  | 2                     | 70     | 20    |
| Lincoln Park St. Andrew's        | 227        | 235  | 8    | 3.5%    | 184     | 0        | 4             | 0     | 0     | 0                          | 87    | 12    | 23                   | 1   | 3  | 70                    | 35     |       |
| Little Park St. Agnes            | 211        | 210  | -1   | -0.5%   | 194     | 0        | 4             | 3     | 0     | 0                          | 84    | 30    | 11                   | 39  | 4  | 5                     | 78     | 30    |
| Livingston St. Peter's           | 134        | 130  | -2   | 1.5%    | 82      | 0        | 3             | 0     | 0     | 0                          | 51    | 53    | 7                    | 1   | 0  | 4                     | 42     | 3     |
| William St. Thomas'              | 146        | 144  | -2   | -1.4%   | 94      | 0        | 0             | 0     | 0     | 0                          | 41    | 3     | 5                    | 16  | 0  | 0                     | 22     | 0     |
| Madison Glens (1998 merged)      | 822        | 810  | -8   | 0.1%    | 488     | 0        | 23            | 4     | 12    | 4                          | 141   | 177   | 93                   | 329 | 10 | 10                    | 282    | 171   |
| Maplewood St. George's           | 388        | 380  | -8   | -0.8%   | 350     | 0        | 17            | 0     | 6     | 7                          | 100   | 6     | 8                    | 3   | 2  | 4                     | 120    | 54    |
| Maplewood St. Martin's           | 113        | 73   | -40  | -35.4%  | 59      | 1        | 0             | 1     | 1     | 0                          | 68    | 9     | 2                    | 3   | 1  | 3                     | 30     | 10    |
| Maplewood St. Mark's             | 318        | 327  | 9    | 2.8%    | 188     | 1        | 4             | 0     | 0     | 0                          | 109   | 29    | 13                   | 12  | 0  | 3                     | 70     | 35    |
| Maplewood St. Good Shepherd      | 318        | 223  | -95  | -29.8%  | 185     | 0        | 2             | 0     | 2     | 2                          | 91    | 8     | 31                   | 0   | 5  | 5                     | 70     | 24    |
| Millbrook St. Stephen's          | 280        | 308  | 9    | 3.0%    | 306     | 0        | 8             | 1     | 5     | 6                          | 104   | 68    | 0                    | 8   | 10 | 16                    | 90     | 24    |
| William St. All Saints           | 484        | 476  | -12  | -2.6%   | 226     | 0        | 12            | 0     | 4     | 1                          | 131   | 61    | 61                   | 46  | 7  | 7                     | 120    | 55    |
| Monmouth St. John's              | 382        | 387  | 5    | 9.7%    | 348     | 0        | 13            | 2     | 3     | 3                          | 92    | 9     | 28                   | 5   | 3  | 2                     | 128    | 88    |
| Monmouth St. Luke's              | 442        | 448  | 7    | 1.6%    | 384     | 0        | 4             | 0     | 0     | 0                          | 104   | 49    | 38                   | 6   | 2  | 14                    | 141    | 50    |
| North St. Smith                  | 251        | 168  | -85  | -33.9%  | 166     | 0        | 0             | 0     | 0     | 0                          | 52    | 5     | 21                   | 0   | 0  | 1                     | 65     | 42    |
| North St. Paul's                 | 288        | 278  | -7   | -2.6%   | 207     | 0        | 8             | 0     | 1     | 4                          | 84    | 61    | 52                   | 10  | 9  | 11                    | 105    | 60    |
| North Plains St. Paul's          | 384        | 380  | -4   | -1.0%   | 371     | 0        | 8             | 0     | 0     | 0                          | 104   | 104   | 97                   | 4   | 1  | 6                     | 131    | 52    |
| North Plains Robinson            | 435        | 458  | 21   | 4.8%    | 468     | 1        | 4             | 0     | 0     | 0                          | 104   | 7     | 48                   | 0   | 13 | 5                     | 168    | 40    |
| North Plains St. Peter's         | 1386       | 1474 | 108  | 7.9%    | 1010    | 0        | 22            | 3     | 3     | 3                          | 131   | 64    | 70                   | 32  | 9  | 8                     | 378    | 113   |
| North Arlington St. Peter's      | 141        | 147  | 6    | 4.3%    | 110     | 0        | 2             | 0     | 1     | 3                          | 80    | 4     | 0                    | 8   | 0  | 0                     | 67     | 14    |
| North Lakes St. Peter's          | 422        | 422  | 0    | 0.0%    | 413     | 0        | 11            | 0     | 0     | 0                          | 94    | 10    | 18                   | 2   | 8  | 138                   | 97     |       |
| North Glens                      | 302        | 247  | -55  | -18.2%  | 203     | 3        | 9             | 1     | 0     | 0                          | 65    | 291   | 42                   | 11  | 2  | 3                     | 116    | 46    |
| North House of Prayer            | 143        | 105  | -38  | -26.6%  | 58      | 0        | 0             | 0     | 0     | 0                          | 57    | 3     | 25                   | 8   | 0  | 0                     | 40     | 16    |
| North St. Andrew's               | 103        | 108  | 3    | 2.9%    | 60      | 0        | 2             | 0     | 0     | 0                          | 52    | 39    | 7                    | 0   | 1  | 1                     | 51     | 12    |
| North St. Benedict (1998 merged) | 149        | 160  | 1    | 0.7%    | 72      | 0        | 1             | 6     | 9     | 4                          | 52    | 0     | 6                    | 0   | 0  | 1                     | 40     | 0     |
| North St. Timothy & St. Philip   | 533        | 540  | 7    | 1.3%    | 540     | 0        | 8             | 1     | 4     | 2                          | 104   | 160   | 29                   | 208 | 0  | 2                     | 180    | 18    |
| North Church                     | 512        | 542  | 30   | 5.9%    | 480     | 2        | 11            | 1     | 4     | 4                          | 103   | 77    | 10                   | 0   | 8  | 6                     | 164    | 83    |
| North Arlington St. Paul's       | 99         | 100  | 1    | 1.0%    | 56      | 0        | 1             | 1     | 1     | 1                          | 103   | 3     | 10                   | 2   | 0  | 2                     | 30     | 4     |
| North Plains St. Peter's         | 143        | 155  | 12   | 8.4%    | 133     | 4        | 0             | 0     | 3     | 1                          | 107   | 18    | 12                   | 15  | 2  | 6                     | 68     | 24    |
| North Glens                      | 403        | 407  | 4    | 1.0%    | 407     | 0        | 10            | 4     | 0     | 0                          | 97    | 40    | 5                    | 257 | 13 | 17                    | 125    | 72    |
| North St. Alban's                | 268        | 273  | 17   | 6.6%    | 180     | 0        | 2             | 0     | 5     | 0                          | 102   | 47    | 22                   | 1   | 3  | 5                     | 76     | 48    |
| North St. Gabriel's              | 103        | 74   | -29  | -28.2%  | 28      | 3        | 0             | 1     | 0     | 1                          | 51    | 4     | 0                    | 2   | 0  | 0                     | 28     | 7     |
| North Annunciation               | 595        | 462  | -13  | -2.6%   | 198     | 0        | 6             | 0     | 1     | 3                          | 94    | 42    | 0                    | 11  | 1  | 3                     | 82     | 41    |
| North All Saints                 | 158        | 147  | -11  | -7.0%   | 98      | 0        | 2             | 0     | 0     | 0                          | 52    | 115   | 38                   | 2   | 2  | 52                    | 53     | 0     |
| North St. George                 | 388        | 389  | 0    | 0.0%    | 253     | 0        | 4             | 0     | 0     | 0                          | 94    | 36    | 30                   | 25  | 0  | 4                     | 108    | 26    |
| North St. Matthew's              | 102        | 121  | 20   | 19.6%   | 107     | 0        | 6             | 0     | 1     | 1                          | 88    | 8     | 0                    | 10  | 2  | 9                     | 50     | 8     |
| North St. Stephen's              | 63         | 71   | 8    | 12.7%   | 71      | 0        | 4             | 3     | 0     | 1                          | 52    | 7     | 33                   | 31  | 2  | 5                     | 43     | 14    |
| North St. John's                 | 217        | 215  | -2   | -0.9%   | 108     | 0        | 4             | 0     | 5     | 0                          | 105   | 18    | 34                   | 6   | 1  | 5                     | 68     | 12    |
| North St. Annunciation           | 118        | 62   | -54  | -46.6%  | 40      | 0        | 2             | 1     | 2     | 0                          | 51    | 36    | 30                   | 0   | 0  | 5                     | 40     | 0     |
| North St. Paul's                 | 672        | 540  | -132 | -19.6%  | 540     | 1        | 10            | 8     | 11    | 3                          | 103   | 70    | 0                    | 287 | 2  | 9                     | 232    | 60    |
| North St. Luke's                 | 347        | 347  | 0    | 0.0%    | 347     | 0        | 5             | 0     | 0     | 0                          | 104   | 75    | 0                    | 0   | 0  | 11                    | 140    | 50    |
| North St. Luke's, Christ         | 808        | 846  | 37   | 4.1%    | 598     | 6        | 45            | 2     | 8     | 2                          | 108   | 70    | 11                   | 32  | 35 | 16                    | 145    | 80    |
| North St. John's                 | 532        | 543  | 11   | 2.1%    | 438     | 0        | 23            | 0     | 23    | 3                          | 121   | 80    | 40                   | 7   | 5  | 8                     | 181    | 88    |



|   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |      |
|---|---|---|---|---|---|---|---|---|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|------|
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 | 25 | 26 | 27 | 28 | 29 | 30 | 31 | 32 | 33 | 34 | 35 | 36 | 37 | 38 | 39 | 40 | 41 | 42 | 43 | 44 | 45 | 46 | 47 | 48 | 49 | 50 | 51 | 52 | 53 | 54 | 55 | 56 | 57 | 58 | 59 | 60 | 61 | 62 | 63 | 64 | 65 | 66 | 67 | 68 | 69 | 70 | 71 | 72 | 73 | 74 | 75 | 76 | 77 | 78 | 79 | 80 | 81 | 82 | 83 | 84 | 85 | 86 | 87 | 88 | 89 | 90 | 91 | 92 | 93 | 94 | 95 | 96 | 97 | 98 | 99 | 100 | 101 | 102 | 103 | 104 | 105 | 106 | 107 | 108 | 109 | 110 | 111 | 112 | 113 | 114 | 115 | 116 | 117 | 118 | 119 | 120 | 121 | 122 | 123 | 124 | 125 | 126 | 127 | 128 | 129 | 130 | 131 | 132 | 133 | 134 | 135 | 136 | 137 | 138 | 139 | 140 | 141 | 142 | 143 | 144 | 145 | 146 | 147 | 148 | 149 | 150 | 151 | 152 | 153 | 154 | 155 | 156 | 157 | 158 | 159 | 160 | 161 | 162 | 163 | 164 | 165 | 166 | 167 | 168 | 169 | 170 | 171 | 172 | 173 | 174 | 175 | 176 | 177 | 178 | 179 | 180 | 181 | 182 | 183 | 184 | 185 | 186 | 187 | 188 | 189 | 190 | 191 | 192 | 193 | 194 | 195 | 196 | 197 | 198 | 199 | 200 | 201 | 202 | 203 | 204 | 205 | 206 | 207 | 208 | 209 | 210 | 211 | 212 | 213 | 214 | 215 | 216 | 217 | 218 | 219 | 220 | 221 | 222 | 223 | 224 | 225 | 226 | 227 | 228 | 229 | 230 | 231 | 232 | 233 | 234 | 235 | 236 | 237 | 238 | 239 | 240 | 241 | 242 | 243 | 244 | 245 | 246 | 247 | 248 | 249 | 250 | 251 | 252 | 253 | 254 | 255 | 256 | 257 | 258 | 259 | 260 | 261 | 262 | 263 | 264 | 265 | 266 | 267 | 268 | 269 | 270 | 271 | 272 | 273 | 274 | 275 | 276 | 277 | 278 | 279 | 280 | 281 | 282 | 283 | 284 | 285 | 286 | 287 | 288 | 289 | 290 | 291 | 292 | 293 | 294 | 295 | 296 | 297 | 298 | 299 | 300 | 301 | 302 | 303 | 304 | 305 | 306 | 307 | 308 | 309 | 310 | 311 | 312 | 313 | 314 | 315 | 316 | 317 | 318 | 319 | 320 | 321 | 322 | 323 | 324 | 325 | 326 | 327 | 328 | 329 | 330 | 331 | 332 | 333 | 334 | 335 | 336 | 337 | 338 | 339 | 340 | 341 | 342 | 343 | 344 | 345 | 346 | 347 | 348 | 349 | 350 | 351 | 352 | 353 | 354 | 355 | 356 | 357 | 358 | 359 | 360 | 361 | 362 | 363 | 364 | 365 | 366 | 367 | 368 | 369 | 370 | 371 | 372 | 373 | 374 | 375 | 376 | 377 | 378 | 379 | 380 | 381 | 382 | 383 | 384 | 385 | 386 | 387 | 388 | 389 | 390 | 391 | 392 | 393 | 394 | 395 | 396 | 397 | 398 | 399 | 400 | 401 | 402 | 403 | 404 | 405 | 406 | 407 | 408 | 409 | 410 | 411 | 412 | 413 | 414 | 415 | 416 | 417 | 418 | 419 | 420 | 421 | 422 | 423 | 424 | 425 | 426 | 427 | 428 | 429 | 430 | 431 | 432 | 433 | 434 | 435 | 436 | 437 | 438 | 439 | 440 | 441 | 442 | 443 | 444 | 445 | 446 | 447 | 448 | 449 | 450 | 451 | 452 | 453 | 454 | 455 | 456 | 457 | 458 | 459 | 460 | 461 | 462 | 463 | 464 | 465 | 466 | 467 | 468 | 469 | 470 | 471 | 472 | 473 | 474 | 475 | 476 | 477 | 478 | 479 | 480 | 481 | 482 | 483 | 484 | 485 | 486 | 487 | 488 | 489 | 490 | 491 | 492 | 493 | 494 | 495 | 496 | 497 | 498 | 499 | 500 | 501 | 502 | 503 | 504 | 505 | 506 | 507 | 508 | 509 | 510 | 511 | 512 | 513 | 514 | 515 | 516 | 517 | 518 | 519 | 520 | 521 | 522 | 523 | 524 | 525 | 526 | 527 | 528 | 529 | 530 | 531 | 532 | 533 | 534 | 535 | 536 | 537 | 538 | 539 | 540 | 541 | 542 | 543 | 544 | 545 | 546 | 547 | 548 | 549 | 550 | 551 | 552 | 553 | 554 | 555 | 556 | 557 | 558 | 559 | 560 | 561 | 562 | 563 | 564 | 565 | 566 | 567 | 568 | 569 | 570 | 571 | 572 | 573 | 574 | 575 | 576 | 577 | 578 | 579 | 580 | 581 | 582 | 583 | 584 | 585 | 586 | 587 | 588 | 589 | 590 | 591 | 592 | 593 | 594 | 595 | 596 | 597 | 598 | 599 | 600 | 601 | 602 | 603 | 604 | 605 | 606 | 607 | 608 | 609 | 610 | 611 | 612 | 613 | 614 | 615 | 616 | 617 | 618 | 619 | 620 | 621 | 622 | 623 | 624 | 625 | 626 | 627 | 628 | 629 | 630 | 631 | 632 | 633 | 634 | 635 | 636 | 637 | 638 | 639 | 640 | 641 | 642 | 643 | 644 | 645 | 646 | 647 | 648 | 649 | 650 | 651 | 652 | 653 | 654 | 655 | 656 | 657 | 658 | 659 | 660 | 661 | 662 | 663 | 664 | 665 | 666 | 667 | 668 | 669 | 670 | 671 | 672 | 673 | 674 | 675 | 676 | 677 | 678 | 679 | 680 | 681 | 682 | 683 | 684 | 685 | 686 | 687 | 688 | 689 | 690 | 691 | 692 | 693 | 694 | 695 | 696 | 697 | 698 | 699 | 700 | 701 | 702 | 703 | 704 | 705 | 706 | 707 | 708 | 709 | 710 | 711 | 712 | 713 | 714 | 715 | 716 | 717 | 718 | 719 | 720 | 721 | 722 | 723 | 724 | 725 | 726 | 727 | 728 | 729 | 730 | 731 | 732 | 733 | 734 | 735 | 736 | 737 | 738 | 739 | 740 | 741 | 742 | 743 | 744 | 745 | 746 | 747 | 748 | 749 | 750 | 751 | 752 | 753 | 754 | 755 | 756 | 757 | 758 | 759 | 760 | 761 | 762 | 763 | 764 | 765 | 766 | 767 | 768 | 769 | 770 | 771 | 772 | 773 | 774 | 775 | 776 | 777 | 778 | 779 | 780 | 781 | 782 | 783 | 784 | 785 | 786 | 787 | 788 | 789 | 790 | 791 | 792 | 793 | 794 | 795 | 796 | 797 | 798 | 799 | 800 | 801 | 802 | 803 | 804 | 805 | 806 | 807 | 808 | 809 | 810 | 811 | 812 | 813 | 814 | 815 | 816 | 817 | 818 | 819 | 820 | 821 | 822 | 823 | 824 | 825 | 826 | 827 | 828 | 829 | 830 | 831 | 832 | 833 | 834 | 835 | 836 | 837 | 838 | 839 | 840 | 841 | 842 | 843 | 844 | 845 | 846 | 847 | 848 | 849 | 850 | 851 | 852 | 853 | 854 | 855 | 856 | 857 | 858 | 859 | 860 | 861 | 862 | 863 | 864 | 865 | 866 | 867 | 868 | 869 | 870 | 871 | 872 | 873 | 874 | 875 | 876 | 877 | 878 | 879 | 880 | 881 | 882 | 883 | 884 | 885 | 886 | 887 | 888 | 889 | 890 | 891 | 892 | 893 | 894 | 895 | 896 | 897 | 898 | 899 | 900 | 901 | 902 | 903 | 904 | 905 | 906 | 907 | 908 | 909 | 910 | 911 | 912 | 913 | 914 | 915 | 916 | 917 | 918 | 919 | 920 | 921 | 922 | 923 | 924 | 925 | 926 | 927 | 928 | 929 | 930 | 931 | 932 | 933 | 934 | 935 | 936 | 937 | 938 | 939 | 940 | 941 | 942 | 943 | 944 | 945 | 946 | 947 | 948 | 949 | 950 | 951 | 952 | 953 | 954 | 955 | 956 | 957 | 958 | 959 | 960 | 961 | 962 | 963 | 964 | 965 | 966 | 967 | 968 | 969 | 970 | 971 | 972 | 973 | 974 | 975 | 976 | 977 | 978 | 979 | 980 | 981 | 982 | 983 | 984 | 985 | 986 | 987 | 988 | 989 | 990 | 991 | 992 | 993 | 994 | 995 | 996 | 997 | 998 | 999 | 1000 |
|---|---|---|---|---|---|---|---|---|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|------|

[illegible]

# The AIDS RESOURCE CENTER

at the Episcopal Church of St. Barnabas  
505 West Market Street  
Newark, New Jersey 07107  
(973) 481-0009  
(973) 481-1339 Fax

## REPORT TO DIOCESAN CONVENTION 2000

In October 1999, the AIDS Resource Center at St. Barnabas Church celebrated its 10<sup>th</sup> anniversary. We have committed ten years serving in response to the needs of people living with HIV and AIDS in the Newark metropolitan area. In fulfilling our mission of hospitality, we have provided food, fellowship, counseling, education and emotional, social and spiritual support to improve the lives of the infected and affected neighbors we serve. Sadly, although we have learned a great deal about HIV and AIDS in these last ten years and combination retroviral therapies have changed the experience of the disease, HIV and AIDS continues to be a crisis, particularly in the State of New Jersey.

For ten years, we have served people living with HIV/AIDS who are extremely poor and, too often, frightened, isolated, unsupported and hungry. In addition to their HIV positive status, a majority of our consumers struggle with histories of substance abuse, violence in their environments, a high degree of traumatic experiences and the limitations of poor education and ignorance about resources and issues that impact them daily. ARC works to relieve some of these difficulties by providing Food Connections Home Delivered Meals, the Food Connections Pantry and Positive Steps, Counseling, Pastoral Care and Support Services.

In 1999, ARC served an average of 135 HIV infected consumers daily with hot home delivered meals with Ryan White Funding. Our pantry provided emergency food to 400 to 500 clients monthly. Our Program for Dependent Children served daily delivered meals and provided the Legacy Project to 40 affected children, through funding from the Diocesan Outreach Council, Prudential and the Turrell Fund. We implemented the Legacy Project this year primarily for infected parents and infected or affected children, employing supervised MSW interns. The Legacy Project is designed to facilitate the difficult intergenerational family conversations about the impact of HIV/AIDS on the family, its social and emotional infrastructure and its future. The Legacy Project also provides a means for the creation of a chronicle of family memories through photos, videos, stories and shared wisdom that parents can share and leave their children in lieu of a material bequest.

In 1999, ARC focused on expanding Positive Steps, our Pastoral Care program. Positive Steps provides a place of sanctuary, psychosocial and spiritual support. Our Pastoral Care Team is responsible for the research, planning and supervision of our counseling and facilitated group sessions, complimentary therapies, educational and spiritual support. Our group sessions are led by professionals from collaborative agency partners, ordained clergy and peer facilitators.

As our consumers are living longer and healthier, we have added program components to support and improve the quality of their lives and increase their capacity to assist and advocate for themselves. As 70% of our group participants have a history of alcohol and/or substance abuse, we provided short-

term individual counseling and ongoing support groups specifically geared to their needs -- "Addiction and HIV", "Spiritual Issues of AIDS, Addiction and Recovery" led by the Rev. Hank Dwyer, and "HIV Infected and Affected". This year, we added a Gay Men's Support Group and a Self-esteem Group Series led by the Rev. Dana Rose -- A Celebration of Life, Bereavement Support, and Gardening for Self-esteem. We offered training seminars on HIV/AIDS education and prevention, nutrition, harm reduction, self-advocacy, medications, adherence and treatment issues and choices.

This coming year we plan to begin a group for consumers who have been in deepening recovery for significant periods who need additional support and assistance in coping with daily and crisis issues, their disease and complexities of sustaining recovery.

Because the population ARC serves is largely African-American, the group most under-treated for HIV/AIDS, we have begun a very intentional campaign of education about the benefits of available medication therapies to encourage them to seek and adhere to treatment options. We plan to expand that curriculum next year and to include our delivered meal clientele. In response to client interest, we began basic computer training.

We received, through competitive grants and donations, recycled and new computers and internet access for our consumers to avail themselves of HIV/AIDS information and resources and to increase their potential marketability and opportunities for meaningful activity. In January 1999, we began to offer massage therapy two days each month and plan to increase to three days. As respite support, we took program participants on our first four-day retreat at Willow Lane Farm, a working farm/retreat center near Albany, New York. We and took 120 consumers and their affected children on respite outings to sports events, bowling, pumpkin-picking, movies, holiday celebrations at restaurants, museums, the Names Project and an amusement park.

10 years ago, when the Diocese of Newark founded the ARC as a 501(c)(3), the primary hope was to provide housing for people living with HIV/AIDS and their affected families so that they could remain together and work together. Our goal for 2000 is to begin the development of supportive permanent housing for families living with HIV/AIDS in the Newark metropolitan area. The ARC Board of Trustees is committed to the realization of this dream and has voted to change the ARC incorporation to a Community Development Corporation 501(c)(3). The board and staff of the ARC will be working hard in 2000 to build new partnerships with local and diocesan congregations and individuals to help us to fulfill our dream.

#### **Board of Trustees**

The Rev. Canon Elizabeth Kaeton, President  
The Rev. Paul Hunt, Chair  
Mr. Larry Taber, Treasurer  
Mr. Jeffrey Kittross  
The Rev. Thomas Laws  
Ms. Bonnie Layton  
Ms. Elena Perez  
Mrs. Louise Waiters

#### **Staff**

Ms. Lyn Headley-Moore, Executive Director  
Mrs. Katoya Winfield-Pierce, Program Director  
Ms. San-ya Cross, Secretary  
Ms. Doreatha Wertz, Outreach Manager  
Ms. Johnnie Mae Hines, Chef  
Mr. Tyrone Mans, Van Driver  
Mr. Ernest Aidoo, Van Driver  
The Rev. Rosemarie Hassan,  
Pastoral Care Counselor

## **BISHOP ANAND RESOURCE CENTER**

### **Annual Report 1999**

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 is staffed three days a week from 10-2 throughout the year. 1999 has been a year of increased congregational contact. We have interacted with at least 40% of the congregations in the Diocese via visitation, telephone, email or director outreach. This percentage has risen from last year by over 7%. There is a tendency for 'repeat business' as people find the center to be a valuable resource. BARC continues to serve as a resource for various commissions, committees and Diocesan staff.

The Resource Center continues to consult with congregations looking for guidance in meeting the needs of their adult, youth and children in programs such as Bible Study, Sunday School, etc. BARC has also served as a central reservation center for various Diocesan workshops and lectures.

This year, the Bishop Anand Resource Center has worked with the ECW and JPIC to cooperatively purchase and promote materials for the Children's Sabbath. BARC has also worked to purchase materials to support the efforts of the Women's Commission, the Commission on Christian Education, Youth Ministries, Oasis and the Commission on Aging. The Resource Center also provided an extensive resource packet for the workshop "A Call to Dismantle Racism", much of which was then forwarded to the House of Bishops.

The Bishop Anand Resource Center is under the direction of the Commission on Christian Education and works closely with that group to support and participate in various programs and workshops.

Kitty Kaweck  
Director-Bishop Anand Resource Center





---

---

## THE DIOCESE OF NEWARK COMMISSION ON AGING

### 1999 ANNUAL REPORT

---

---

The Commission on Aging has as its mission to provide programs, resources, and ministry to, for, of and with older members of the congregations of the diocese. This charge has been accepted and undertaken by Volunteers who serve as members of the Commission's Resource Committee and/or sit as Commissioners. Their work is carried out under the guidance of and coordinated by a part time paid Director.

The Commission on Aging began as a small information and referral resource center. Through financial support from grants, individuals and churches throughout the Diocese the Commission on Aging has been able to expand the scope of services to include the development and presentation of programs on aging and aging issues.

These Programs and workshops are available for presentation within the Diocese. **AGING ISSUES -- RESOURCES AND TOOLS** explore community resources, living options, legal tools, insurance issues, and financial aids, benefits, and entitlements. **CAREGIVER ISSUES -- RESOURCES AND TOOLS** explore the aging process, community resources, living options, legal tools, insurance and financial issues, respite for the caregiver, and support systems. **ENTITLEMENTS AND BENEFITS** include information on Medicare, Social Security, Supplemental Security Income, Medicaid, Title Twenty Block Grants, and subsidized housing. **PARISH MINISTRIES TO, FOR, OF, AND WITH THE AGING** includes brainstorming, sensitivity and clarification training which helps to prioritize concerns and needs. **RETIREMENT PLANNING** includes information on nutrition, health and physical fitness, social and housing needs, income, investment, and financial planning, legal and estate planning and spiritual considerations. **REMINISCENCE (FRIENDLY VISITOR) PROGRAM** is a volunteer training and a support program designed by AARP. **THINK OF YOUR FUTURE SEMINAR** is a six-session program developed by AARP and designed to address the needs and interests of men and women who are today thinking about making plans for their future. Each session is two hours in length. **KEEPSAKE A PROGRAM ON MEMORY, AGING, AND ALZHEIMER'S** is a workshop developed by The National Council on Aging, the Alzheimer's Association, Eisai and Pfizer aim to heighten awareness and understanding between older adults and their families about memory, aging, and the signs and symptoms of Alzheimer's Disease. **LOVE & LIFE - A HEALTHY APPROACH TO SEX FOR OLDER ADULTS** is an educational program developed by National Council on Aging and Pfizer is designed to increase awareness and understanding among older adults that healthy sexuality is a natural part of aging and that most age-related challenges to sexual function are actually very treatable. **ENLIGHTEN - A NEW LIGHT ON DEPRESSION IN OLDER ADULTS** this educational program

developed by The National Council on Aging and Pfizer strives to identify how to recognize depression, how to obtain help and, how to talk to a doctor about depression.

Along with being available to members of the diocese who are seeking information on care and alternative placements and the development of programs the Commission has agreed to publicly support and actively collaborate on two projects with The Institute for Creative Aging at William Paterson University. The first is a conference on ethical issues surrounding the end of life and death with dignity issues. The second is a task force focused on Grandparents as Parents. The purpose of this task force is to promote public awareness and the education of elected officials on the problems these families are encountering including the need for financial and medical support.

Again this year Lifetime Achievement Awards were presented at the Annual Evensong **"ONCE AGAIN IT'S A CELEBRATION."** This year's celebration was hosted by Christ Church, Ridgewood. With more than 400 in attendance formal recognition was given to 45 honorees selected for their contributions to church and community.

## Annual Report for the Commission on Christian Education 1999

The work of the Commission of Christian Education (COCE) in the Diocese of Newark is to equip parishes to be leaders in Christian Education both in the arena of Christian social issues and creative worship for adults and children. The Commission also gives support to parish Church Schools and educational initiatives. To this end the Commission demonstrates and publicizes curriculum and resources to facilitate on going educational programs for children and adults in parishes. The Commission also serves as consultant for individuals and Churches in a variety of programming and management areas and serves as the Board of Directors for the Anand Center. The past two years has seen a deliberate effort to collaborate with other commissions and groups and to include interested individuals from throughout the Diocese in the Commissions projects.

The years events were many and varied starting with a highly successful Godly Play teacher training. COCE 's master teachers held a two day workshop attracting Sunday School teachers interested in learning or expanding their knowledge of the "Godly Play" program. May saw a Music Aces at St. Agnes Little Falls .A morning of gospel music , little sung hymns and hymns of different ethnic origins was enjoyed by many . COCE collaborated with JPIC and the Women's Commission to promote the Children's Sabbath. Together they bought and sent Children's Sabbath manuals to every parish in the Diocese. About 12 Churches reported a Children's Service. COCE in collaboration with the Women's Commission , Diocesan Ecumenical Officer, and other interested individuals planned the Celebrating Creative Congregations II Conference. As many other commissions and organizations as comfortably fit the congregational development model presented workshops covering a large range of topics. Hosted at Calvary , Summit the event brought presenters and participants from all over the Diocese. COCE sent two Diocesan

members to be trained in the Youth Assets program as it relates to parishes and Churches. This concept was presented at a luncheon and is available for interested parishes wishing to host their own event. COCE has started to evaluate curricula of other mainline churches on sexuality. The desire is to find materials that put sexuality in a Christian framework for children and adolescents. This study like other Commission endeavors involves other interested Diocesan members as well as commission members. And finally work on the development of a Child Care and Protection of Children: Diocesan Procedure for the Diocese of Newark is a collaborative effort with the Women's Commission, ECW and Youth Ministries. The members of the Christian Education Commission are Kathleen Ballard, Christ Church, East Orange; The Rev. Rich Bardusch, Youth Ministries, Episcopal House; Richard Breggren, St. George's, Maplewood; The Rev. Cooper Conway, Grace Church, Newark; Ann Doyle, St. Andrew's & Holy Communion, South Orange; The Rev. Lucy Ann Dure, St. Luke's, Montclair; Bobbie Farrelly, Grace Church, Madison; Jan Hardy, St. George's, Maplewood; Kitty Kawecki, St. Agnes, Little Falls; The Rev. Jonathan Percival, St. Andrews & Holy Communion, South Orange; Ross Wisenewski, St. Mary's, Sparta; Kathy Yamaoka, St. Andrews & Holy Communion, South Orange.

submitted by Bonnie Magnuson, St. Clement's, Hawthorne

**THE TRUSTEES OF THE EPISCOPAL FUND AND DIOCESAN  
PROPERTIES OF THE DIOCESE OF NEWARK**

**STATEMENT OF FINANCIAL POSITION  
SEPTEMBER 30, 1999**

**ASSETS**

|  |            |
|--|------------|
| Cash and cash equivalents                        | 167,406    |
| Dividends Receivable - Diocesan Investment Trust | 125,406    |
| Investments:                                     |            |
| Diocesan Investment Trust - At redemption value: |            |
| Fund A (\$8,227,175 cost value)                  | 8,634,623  |
| Fund B (\$2,742,722 cost value)                  | 11,674,822 |
| Equity in Suffragan bishop's residence           | 150,000    |
| Equity in Executive assistant's residence        | 70,000     |
| Advance to Diocesan Council                      | 56,170     |
| Other  | (865,532)  |
| Total Investments                                | 19,720,083 |
| Property:  |            |
| Episcopal House - At cost                        |            |
| Land   | 416,500    |
| Building & Building Equipment                    | 2,133,926  |
| Computer/Telephone/Furniture & Fixtures          | 192,127    |
| Accumulated Depreciation (deduct)                | (118,906)  |
| Total  | 2,623,647  |
| Miscellaneous Realty - At cost                   |            |
| Land   | 60,911     |
| Houses   | 652,762    |
| Accumulated Depreciation (deduct)                | (22,499)   |
| Total  | 691,174    |
| Total Property                                   | 3,314,821  |
| Cash surrender value of donated insurance        | 18,688     |
| Total Assets                                     | 23,346,404 |

**LIABILITIES AND NET ASSETS**

|                                      |            |
|--------------------------------------|------------|
| Funds held for the benefit of others | 1,963,741  |
| Unrestricted net assets              | 21,382,663 |
| Total Liabilities and Net Assets     | 23,346,404 |

## **Statement of Proceedings of the Trustees of the Episcopal Fund and Diocesan Properties**

During 1999 the Trustees met on a quarterly timetable (March, June, September, December). Also, in order to more effectively carry out our responsibilities, we are evaluating (and modifying or appropriate) the following:

- Bylaws/Operating procedures
- Financial monitoring/controls
- Status of title to all real property in the Diocese of Newark, and
- Our functional relationship with the Bishop in implementing the Ministry of the Diocese.
- 

Some of the more significant actions taken by the Trustees in 1999 include:

- Made additional transition funding available for the residence for Bishop Croneberger.
- Provided funding for bringing the Rev. Paul Hunt on the diocesan staff during 1999. Also, approved an equity loan for purchase of a home.
- Approved increasing the Episcopal House mortgage in order to provide funds for repairing the exterior surface of Episcopal House (to prevent water damage).
- Continued to release funds for the Jersey City Strategy (as requested by Diocesan Council).
- Established an Episcopal Election Transition Trust Fund (to be funded from the diocesan budget).
- Agreed with Bishop McKelvey, to have the Diocesan Property Manager take over responsibility for selling the Bishop's residence in New Jersey (jointly owned with the Diocese).

A summary of the assets of the Trustees as of September 30, 1999 is attached.

Respectfully submitted,

John E. Lynch, President

## **The Steering Committee of the Diocesan Council Report to the 126<sup>th</sup> Convention of the Diocese of Newark**

The transition from the long-standing leadership of Bishop Spong to the new leadership of Bishop Croneberger brought new opportunities and challenges to the Diocesan Council this year. The Steering Committee has also continued to work to meet our own goals addressing the JPIC resolutions that were passed at the 124<sup>th</sup> Convention requiring Diocesan Council action, and has enthusiastically responded to these challenges in several ways.

As recommended last year, the Planning committee of Council was reinvigorated this year through regular meetings with the Bishop Coadjutor, further enhancing communication between the Bishop's office and the Council. Jointly, they have decided to call in a consultant to make recommendations on staffing needs. Other actions aimed at fulfilling the intent of the JPIC resolutions included having the Jubilee Officer of the diocese speak at a council meeting so that we could distribute social action materials at our Council visitations to congregations. We also called for a gathering the leadership of diocesan-wide organizations for a day of "planning."

In May, the Steering and Planning committees hosted a Planning Day, inviting all members of Council and representatives of every diocesan organization that receives any part of its funding from the diocesan budget. The day was spent in prayerful, large and small group discussions about the ins and outs of the budgeting process from many vantage points. There arose a general consensus that the process itself was frustrating to many and that people felt that they had little power to impact the final product. The result thus far, is a commitment to begin the budget process earlier in the year so that the proposed budget could be circulated to convention deputies and throughout the diocese by the beginning of January. This allows time for input from the district meetings to be reflected in the final budget presented at Convention.

The Steering committee has also continued with the Council's commitment to interact and dialog with as many congregations as possible through our visitations to vestries, executive committees and interested congregants. This year, teams of two council members visited approximately 40 churches in groups of three or more throughout the diocese. We have found this program to be a beneficial and enjoyable way to enhance communication between congregations and Council.

Finally, the Steering committee, in an effort to support and expand the important ministry of Community Development Corporations within the diocese, has begun the process of forming a new CDC committee of Council. This CDC committee is charged with the responsibility of providing a knowledge base for all current and future CDC endeavors.





# Evangelism Consultants

Report to 2000 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 people who question religion and the 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. In 1999 the Rev'd Martin Smith, Superior of SSJE & Chaplain to Lambeth Conf. led a prayerful exploration of how Evangelism grows out of our devotional existence.



On Nov. 3-4, 2000, the Rev'd **Mark Clevenger**, Mission Strategist for the Diocese of Minnesota, will lead a practical workshop on how your congregation can develop an Evangelism Program that grows out of your life and is also tailored to meet the needs of your local community. How can you invite people into the life of Christ as it's lived on in your Congregation?

He'll also help us understand how a cluster of congregations, or the Diocese, can mount an effective advertising program. We are lucky to have him leading this year's Evangelism Conference; mark your calendars today for November 3-4!

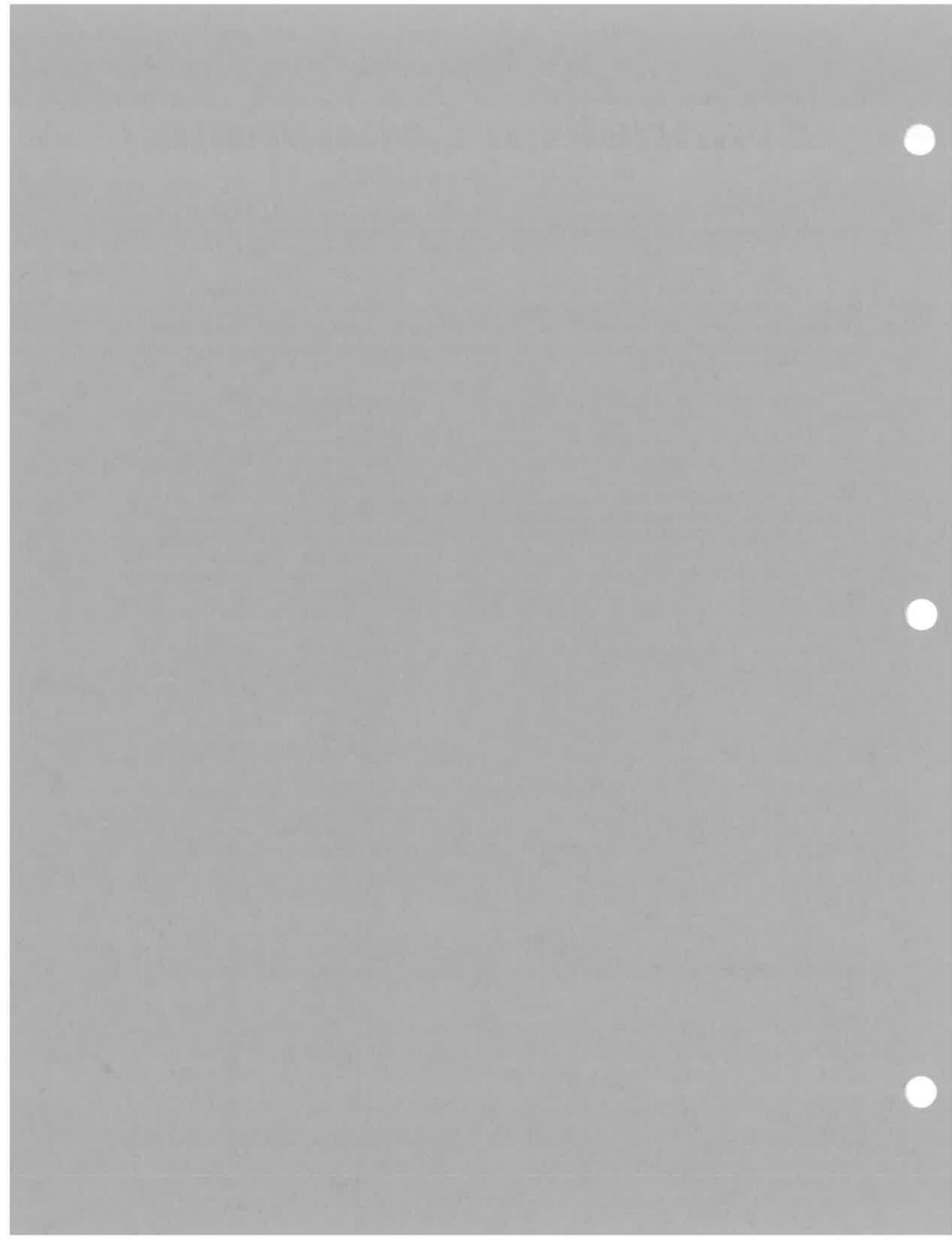
**For more information or help** phone the Rev'd Mark Waldon at 973/595-0349.

Enthusiastically submitted,

—Mark Waldon

for the **ANGELS**,

**A**ssociation of **N**ewark's **G**rowth & **E**vangeli**S**m **L**eaders



**ANNUAL REPORT OF  
THE COMMISSION ON MINISTRY  
DIOCESE OF NEWARK**

**1999**

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 14 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 8 regular monthly meetings, 3 pre-screening conferences, 2 postulancy conferences, and 1 candidacy conference. Six persons have become Postulants and four have become Candidates. In addition there were 2 people who were ordained to the Diaconate, 3 people to the Priesthood, and approximately 30 people at other stages of the process considering ordination.

In 1999, 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.

In the Spring of 1999, the Commission had a two-day planning retreat with Bishop Croneberger. We began to explore the full scope and mission of the COM as spelled out in the national church canons, and are making plans for expanding the work of the COM to comply with the canons. Our working sub-committees include Minority Recruitment, Total Ministry Task Force, Education, Exploration of Ministry, and Post-Candidacy Programs.

Respectfully submitted,

The Rev. Edward M. Hasse, III  
Chair, Commission on Ministry



## ECW President's Annual Report to Diocesan Convention

The ECW Board of the Diocese, in its practice of meeting in various places, gives opportunity to see how women carry out their ministries in their churches and communities. In 1999 we gathered at Church of the Epiphany, Orange, Seamean's Institute, Port Newark and at Church of the Good Shepherd, Ringwood. The Board was so moved in hearing of the plans and projects of the women of Good Shepherd who hope to address economic and racial barriers, it was decided to designate this work as our Special Missionary Project for the Year.

Early in the Year Bishop Croneberger, accompanied by Mrs. Croneberger, shared in our board meeting of his new responsibilities, his appreciation of our gift of his Crozier (and its symbolism) and the work of the women in this Diocese. Bishop Spong was celebrant at the Annual Meeting and UTO Ingathering. We will long remember his support of ECW.

Memorializing women who died in the year 1998 through The Book of Remembrance, the Mary Rankin Fund provided four scholarships including for the first time an over 50 year old woman to further her career as a Chef.

North Porch continues to provide, on an emergency basis, services to women with infant children in Newark, Patterson and Dover and has reached out to additional referral agencies whose clients are affected adversely by Welfare Reform. The Annual Tea and Toy Fest celebrated the 15<sup>th</sup> year of North Porch and honored Bishop and Mrs. Spong for their ministry among us. Bishop Croneberger was oriented to this valuable mission of women of the Diocese.

In the Spring, Today's Woman VI drew many participants, young and not so young, to reflect on the theme "Racism, Sexism - Spiritually Connected?" The keynoter, the well-known Judy Conley, titled her message "How you do dat dere?" as a kick off to workshops of interest to all ages.

In late April we hosted the ECW Province II Conference and Annual Meeting at Xavier Center where testimonies of speakers Laurie Wurm, Tracey Lind, Lynn Headley-Moore, Elizabeth Kaeton, Glenda Kirkland and James Pruden presented the realities of Urban Mission, Immigration, Aids, Sexism, Homelessness and Health Care. Many respondents commented on this type of program which offered enlightenment on the diverse problem where church women can make a difference.

Contributions from Congregations in support of our budget have enabled us to support the following: National ECW, United Thank Offering Memorial and Gift Fund, National and New Jersey Church Women United, Church Periodical Club, book scholarships to three seminarians, Province II ECW, New Jersey Council of Churches, the Bishop's Discretionary Fund, the Presiding Bishop's Fund and a scholarship to St. Augustine's College.

In cooperation with the Women's Commission, ECW supported the Saturday AM breakfast during Convention. The speaker, Pauline Muchina, portrayed in vivid form the hardships caused by Third World Debt. We have received letters of thanks from Pauline for the financial gifts from women of the Diocese that helped fund a successful seminar in South Africa on the topic of Women's Theologies.

Several fund-raisers were planned to assist four delegates to Triennial 2000, the most successful being a Prayer Pilgrimage to Washington National Cathedral.

As we enter the new millennium, winds of change are blowing positively to bring Women's Ministries under one umbrella. Over the summer a local task force addressed the issues of change.

*Clara M. Harsley*  
President



DIOCESAN ECUMENICAL OFFICER  
ECUMENICAL/INTERFAITH COMMISSION

The "Outline of Faith" from the 1979 Book of Common Prayer states that "the mission of the Church is to restore all people to unity with God and each other in Christ." (BCP, page 855) Ecumenism seeks to fulfill this mission by promoting dialogue, understanding and ultimately, full communion among all our sisters and brothers in Christ. This mission of unity and reconciliation also propels us to seek relationships of trust and a common commitment to justice with people of all faiths.

In the Episcopal Church, the ministry of ecumenism is fulfilled in part by the appointment of a diocesan ecumenical officer (DEO), who serves as a primary resource for the Bishop, and for the diocese. A chief task of the DEO is to meet with ecumenical officers of other Christian traditions (and sometimes other faiths) in the New York metropolitan region and also with other Episcopal DEO's. To this end, in 1999, I attended the National Workshop on Christian Unity, held concurrently with the annual meeting of the Episcopal Diocesan Ecumenical Officers in Rochester, New York. At this conference the latest developments in our discussions with various denominations and faiths were presented. Serving also as our diocese's Deputy to Province II, I presented the ecumenical report to that meeting in Albany shortly thereafter. I also attended three meetings with the ecumenical officers of New Jersey, and also met with the ecumenical officers of Province II. At these meetings, we invited representatives of the Evangelical Lutheran Church in America (ELCA), and together we reviewed the revised Concordat, "Called to Common Mission" as well as initiatives with other denominations. I represented our diocese at the Annual Interfaith Brotherhood-Sisterhood Breakfast of Bergen County, and local prayer services. I have been a speaker and a resource person at ecumenical events sponsored by congregations in the diocese.

In 2000 full communion between Episcopalians and Lutherans will again be an important issue. In 1997, the ELCA failed by six votes to reach the required two-thirds majority necessary to approve the "Concordat of Agreement," which had been overwhelmingly passed by the General Convention of the Episcopal Church (EC). However, in August the ELCA approved a revised document named "Called to Common Mission" (CCM). CCM will come before our General Convention this year. In our diocese, ecumenical dialogue with the Lutherans continues in tandem with plans to create an Episcopal-Lutheran camp and conference center (see the separate report).

In the Fall of 1999, the most recent statement of the Anglican-Roman Catholic International Commission (ARCIC), "The Gift of Authority," was released, and should promote much discussion. Just as CCM addresses the concerns of Lutherans who are uneasy with the adoption of the historic episcopate, the ARCIC report begins to address the concerns of Anglicans who are uneasy with the thought of accepting the authority of the papacy.

In 2000 I have also agreed to represent the Episcopal Church in a Moslem-Christian dialogue taking place in northern New Jersey. This is an exciting and busy time for ecumenical and interfaith dialogue. Consequently, Bishop Croneberger will appoint a commission to work with me which will meet four to six times a year. If you are interested in serving on this commission, or if you would like more information about ecumenical developments, please contact me at 201-444-2299.

Lynne Bleich Weber  
Diocesan Ecumenical Officer





# **HEATH VILLAGE REPORT**

## **2000 DIOCESAN CONVENTION**

Heath Village enjoyed another year of growth, prosperity and significant achievement during 1999. Campus renovations and improvements continued to be our focus and several recreational facilities were added and/or enhanced for the increased enjoyment of our resident population.

Our single greatest accomplishment during 1999, was that of the Clarence W. Sickles Health Care Center receiving accreditation status from the Joint Commission Accreditation of Healthcare Organizations (JCAHO). We are extremely proud of this achievement, made possible by a total team effort on the part of our professional staff under the guidance of our healthcare services administrator, Linda Brobst, R.N., L.N.H.A. Accreditation by the Joint Commission is considered a "Good Housekeeping" seal of approval for long term care facilities. Heath Village takes pride in its reputation for providing quality care and we view accreditation as yet another step toward excellence.

This year marked the expansion of the Village's existing three-hole golf course creating more challenge and adding several new tees. Our Faith Chapel was refurbished with new carpeting, lighting, wall coverings, a new organ, and a beautifully constructed altar built by the Heath Village men. The increasing popularity of the resident Computer Club necessitated relocating the existing Computer Center to a larger space and adding five new computer stations. New outdoor recreational facilities this year include a tennis court complete with fencing and lights, and a six-person Jacuzzi to complement our swimming pool complex.

Resources are being allocated for the renovation and restoration of our lower campus, with individual apartments in this area being renovated as they are vacated. In the upcoming year, administration will work with trustees to plan for exterior building upgrades to further modernize and update our campus appearance. Some important infrastructure improvements were completed this year including the installation of new roofing over our healthcare center, main dinning rooms and concourse areas. The Heath Village Board of Trustees remains committed to investing in the future of the Village via a regularly scheduled program of maintenance for on-going facility development.

Activities and celebrations galore filled our 1999 resident calendar. Popular events included the Annual Horse Show, Family Day, poolside dinners and ice cream socials, trips to the New Jersey Symphony, golf tournaments, and numerous interesting and educational programs. Several new events were added this year including a Halloween Masquerade Dance, our first ever "Resident/Staff Tennis Tournament," excursions to Cape Cod and Lake George, a memorable Millennium Gala, and even a resident wedding!

Mary Dell Morrison, a 71-year old Heath resident, attracted a bevy of publicity for the Village when she successfully completed a 2,911 mile cross-country bike trip that began in San Diego, California and ended in St. Augustine, Florida.

The Heath Village Friendship Fund remained the focus of our fund-raising efforts for 1999. The Fund assists residents who have exhausted their financial resources through no fault of their own. The 11<sup>th</sup> Annual Benefit Dinner was once again a sell out affair and succeeded in raising \$34,500 for the Friendship Fund. This fund represents the sense of family caring and generosity that has always been the hallmark of life at the Village.

The Heath Village Men's Club spearheaded a special fund-raising campaign this year for the purpose of securing a new organ for our auditorium. The response was overwhelming, and the Committee succeeded in raising almost the entire \$30,000 towards the purchase of a Rodgers 905 electronic digital organ. To the delight of our residents, several organ concerts have already been held and more are planned.

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 33 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.

Our long-range expansion plans include the development of a new adult lifestyle community across the street from Heath Village. Heath Alliance for Care, Inc. is currently in the process of purchasing an 113-acre farm located opposite Heath Village on Route 24. The planned community will be known as River Valley Farms.

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](http://www.heathvillage.com).

# The Oasis

1989 10<sup>th</sup> Anniversary 1999

31 Mulberry Street, Newark, NJ 07102  
973.430.9909 Fax: 973.622.3503

## Long Term:

1. To become a place which provides diversity training in a faith-based model.
2. To develop some sort of residential facility for elderly gays and lesbians.

## Short Term Goals.

|                               |   |  |
|-------------------------------|---|--|
| 1. Spiritual Renewal          | Advent Rumi Café with Interweave                              | Accomplished   |
|                               | Lenten Quiet Day  | Accomplished   |
|                               | Iona Retreat with LGCM  | Cancelled  |
|                               | Re-visit and revitalize mission statement and logo            | Accomplished   |
|                               | Continue dialogue: organizational identity, program v. agency | On-going   |
| 2. Increase Membership By 10% | Nine Monthly worship services                                 | Accomplished   |
|                               | Annual Renewal Process  | Established  |
|                               | Affiliate Member Status                                       | Established  |
|                               | Membership Drive  | Funds increased by over 37%  |
|                               |   | Welcomed 6 new congregations, to 51  |
| 3. Fundraising                | The Wellspring Annual Report                                  | Published quarterly Professionally done  |
|                               | Annual Appeal, Spring '99                                     | Raised \$ 8,000  |
|                               | Endowment Fund  | Raised \$27,369  |
|                               | GALA - Winter   | Raised \$1,000   |
|                               | Fall '99  | Planned for 11/20  |
| 4. Events                     | Grant Writing   | Projection over-enthusiastic   |
|                               |   | Expanded to include Ryan White funding   |
|                               | 10 <sup>th</sup> Anniversary Service                          | Accomplished   |
|                               | PRIDE Day NYC   | Largest presence yet   |
|                               | EpiscoDisco at Convention                                     | Accomplished   |
| 5. Committee re-evaluation    | Booth at Convention   | Accomplished   |
|                               | Annual Meeting with entertainment                             | Accomplished   |
|                               | Membership  | See above Goals  |
|                               | Fundraising   | See above Goals  |
|                               | Events  | See above Goals  |
| Pastoral Care                 | Education   | Hired Dana Rose  |
|                               |   | Diversity Training   |
|                               |   | Bereavement  |
|                               |   | LEM  |
|                               |   | Support Groups   |
|                               |   | Claiming the Promise   |
|                               |   | All Love is of God   |
|                               |   | Seminarian   |
|                               |   | established program with ARC at St. B's  |
|                               |   | Assisted with 3 parish-based support groups, in addition to The Family Closet. |

*The Oasis is a ministry of cultural and racial diversity in the Episcopal Diocese of Newark with all who experience prejudice and oppression because of their sexual orientation – as well as their families and friends – offering reconciliation, education, liberation and hope to all who seek sanctuary, empowerment, justice and peace.*

Other notes:

Gave away 50% of offering income to community service programs.  
More than 90% of the work of the staff is outside the diocese and the church.  
Completed External Compilation Audit – first in 10 years.  
Will attend "Solutions in Seattle" – work toward avoiding schism – November 5-11  
Missioner appointed to Integrity National Board

Missioner Working closely with Beyond Inclusion, Integrity and other Consultation members to organize and develop strategies for GC 2000, including joint fundraising. Oasis and Integrity will share a booth as part of The Consultation.  
Presented "Homosexuality and the Black Church" as part of the "Mission To Dismantle Racism" Conference, and will make similar presentation to Lay Leadership and Union Black Episcopalians in November

Lay Eucharistic Ministry Program now has over 40 graduates, with two programs currently running and an additional LEM Support Group.

Published our Lesbian and Gay Resource Guide and distributed them to every congregation in the diocese. We also maintain the State Minority Vendors Guide.

Co-authored "Staying in the City: Report of Newark Urban Hearings" and assisted in the development of the congregational study guide with NJECM

Co-sponsored "In Memory of Her: 25th Anniversary of the Ordination of Women" with the Women's Commission.

Winter Gala was the first one in over two years, and the first to be financially successful.

Began successfully selling Episcopal Sportswear with great support from congregations

The Oasis is the only diocesan organization which consistently and regularly calls the diocese to prayer on issues of general community concern: creation, thanksgiving, AIDS, relationships, addiction/recovery, racism, and sexism

In process of establishing "Oasis Affiliated Congregations" in Ann Arbor, MI, St. Louis, MO, Portland, OR, and NYC, and working with Diocese of ME, and congregations in Queens and Staten Island

NOTE: We now have 51 Sponsoring Congregations in this diocese.

# **THE DIOCESE OF NEWARK PLANNED GIVING COMMITTEE**

## **REPORT TO THE DIOCESAN CONVENTION      JANUARY, 2000**

The Planned Giving Committee is part of the Stewardship ministry of the Diocese of Newark. We serve as a resource for educational and operational support for Planned Giving programs for the congregations and agencies of the Diocese and for their individual member/donors.

The Planned Giving Committee executes its mission within the following *Plan of Implementation* which was adopted at the founding of the Committee in 1995:

### *Plan of Implementation*

*It is our intent to provide educational and operational support for the necessary decisions which we all must make regarding the ultimate disposition of our assets. There are several planned giving vehicles available to serve the various needs and abilities of individual donors and their families. We seek to identify those and to provide the assistance necessary to complete gift transactions in favor of the congregations of the diocese.*

*We are prepared to serve as a resource to all congregations, large or small, rich or poor. We will interact with each congregation to the degree and in the manner that its leadership considers appropriate and helpful.*

*We will continue this program with regular assessment of our performance and effectiveness.*

1999 was a successful year in that we have continued to engage new congregations and groups in our program, and to facilitate parishioners' planned gifts. Listed below are the congregations/agencies with which we have worked since inception:

Bayonne, Trinity  
Boonton, St. John's  
Chatham, St. Paul's  
Clifton, St. Peter's  
East Orange, Christ  
Englewood, St. Paul's  
Essex Fells, St. Peter's  
Glen Rock, All Saints'  
Hackensack, Christ  
Haworth, St. Luke's  
Hillsdale, Holy Trinity  
Hoboken, All Saints

Madison, Grace  
Millburn, St. Stephen's  
Montclair, St. John's  
Montclair, St. Luke's  
Montclair, Trinity  
Montvale, St. Paul's  
Morristown, St. Peter's  
Mountain Lake's St. Peter's  
Pompton Lakes, Christ  
Ridgewood, Christ  
Ridgewood, St. Elizabeth's  
Secaucus, Our Saviour

Short Hills, Christ  
Sparta, St. Mary's  
Succasunna, St. Dunstan's  
Summit, Calvary  
Tenafly, Atonement  
Towaco, Transfiguration  
"Celebrating Creative Congregations"  
Interweave  
The Convent of St. John Baptist  
The Northeast District Clergy  
The Oasis  
The Southwest District

**Bold = 1999 Activity**

The general goal of the Planned Giving Committee for 2000 is to continue to encourage planned giving within the Diocese of Newark. Specific objectives include the following:

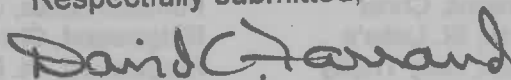
- ◆ Increase the number of congregations/agencies with which we are engaged.
- ◆ Pursue new ways to bring our message to the Diocese's congregational leaders and their members.
- ◆ Co-operate with the development of new planned giving programs at The Episcopal Church Foundation (Wills Emphasis; Diocesan Support; Investment Management Services, etc.).
- ◆ Encourage joint (inter-congregational and interfaith) planned giving programs.
- ◆ Broaden the Committee's working involvement, e.g., more people making more presentations.
- ◆ Develop a program of follow-up and re-visitation to maintain planned giving vigor where our original work was done.

There is a temptation to use "dollars raised" as the main criterion of evaluation for the planned giving effort. However, the methodology does not exist to capture, in a current time frame, the estate plans made by members of our congregations. It will be years before the fruits of this labor are harvested. Therefore, the "how did we do today (this month, this year, etc)" question cannot be answered in concrete dollar terms. There will be anecdotal evidence of this gift or that bequest, but parishioners are not obligated to share such details and many are quite reluctant to boast of such generosity. They simply go to their attorney/financial planner and quietly make their arrangements,

One thing is certain: we must do the seed work of this aspect of stewardship if we expect to harvest any fruit. Consequently, we should look to penetration of the congregations and agencies of the diocese as the main indicator of success.

The members of the Planned Giving Committee are: The Right Reverend John P. Croneberger; The Reverend Emory E. Byrum, St. Mary's, Belvidere; David C. Farrand, Calvary, Summit; The Reverend Zachary W. M. Fleetwood, St. Peter's, Morristown; L. Allison Garde, Esq., St. Thomas', Lyndhurst; John E. Lynch, St. Mary's, Sparta; Carol A. McKinney, St. James', Hackettstown; Ronald R. Niclas, CFP, EA, St. Paul's, Montvale; The Reverend Richard N. Ottaway, Christ Church, Short Hills; and Juli S. Towell, Christ Church, Short Hills. Please feel free to contact any of us to discuss how we might help you or your congregation.

Respectfully submitted,



David C. Farrand  
Executive Director for Planned Giving

## **The Report of The Standing Committee**

As the Diocesan transition committee The Standing Committee continued to oversee the orderly transition of our Diocesan Bishop. We also bid a fond and affectionate farewell to our Bishop Suffragan, Jack McKelvey, as he becomes Bishop in the Diocese of Rochester. It was an unusual and busy year in the life of our Diocese! My thanks to our Bishop, the Chancellor, Lynn Conrad and The Rev. Diana Clark, The Rev. Tracey Lind, The Rev. Beverly Huck, Mr. Kim Byham, Dr. Louie Crew, Mr. Bill Heick and Mr. Peter Van Brunt for their significant talent and hard work in 1999.

### **Standing Committee Actions 1999**

#### **January**

- \* Approved the reclassification of St. Mary the Virgin, Ridgefield Park, from Incorporated Mission to Mission status and dissolved same mission in accordance with Canon 9, Section 3.
- \* Consented to the election of the Very Rev. Keith B. Whitmore to be Bishop of the Diocese of Eau Claire.
- \* Consented to the election of the Very Rev. William D. Persell to be Bishop of the Diocese of Chicago.
- \* Consented to the consecration of the Rev. J. Michael Garrison as Bishop of the Diocese of Western New York.

#### **February**

- \* Elected the Rev. Albert Jousset as President and Dr. Louie Crew as Secretary of the Standing Committee.
- \* Consented to the sale of the old rectory of All Saints, Leonia, for a sales price of \$227,500.

#### **March**

- \* Approved a change in status for Holy Trinity, West Orange, from parish to Incorporated Mission.
- \* Consented to the election of a Bishop Coadjutor for the Diocese of Mississippi.
- \* Consented to the election of a Bishop Coadjutor for the Diocese of Los Angeles.
- \* Consented to the ceding of territory the Diocese of Minnesota to the Diocese of North Dakota.



**April**

- \* Consented to St. Dunstan's, Succasunna, granting a right of way on Hillside Avenue to the County of Morris.
- \* Consented to the ordination to the diaconate of Susan Fortunato and Amy Egan.
- \* Consented to the ordination of the Rev. James A. Kelsey to be Bishop of Northern Michigan.

**May**

- \* Consented to a lease by Trinity, Irvington, of the vicarage at 42 Myrtle Avenue, Irvington, for the sum of \$1500 per month.
- \* Consented to the sale by the Department of Missions and the Trustees of the Episcopal Fund of a building lot in Vernon on behalf of St. Thomas, Vernon.

**June**

- \* Consented to the sale by the Department of Missions and the Trustees of the Episcopal Fund of the property at 33 Grant Avenue in East Orange for the sum of \$115,000.

**September**

- \* Ratified with one vote the following consents which had been gathered by mail poll and duly reported during the summer months:
  - Diocese of Dallas, ordination as Bishop the Rev. Cn. Bruce MacPherson
  - Diocese of Connecticut, election of the Rt. Rev. Andrew Smith as diocesan Bishop
  - Diocese of Rochester, election of Jack McKelvey as diocesan Bishop
  - Diocese of Albany, election of a bishop suffragan
  - Diocese of Michigan, election of a bishop coadjutor
- \* Accepted the resignation of Bishop Jack McKelvey.
- \* Consented to the lease by St. Matthew's, Paramus, of the sexton's house.
- \* Consented to the lease by All Saint's, Glen Rock, of the rectory.
- \* Consented to the sale by Christ Church, Ridgewood, of the rectory at 216 West Ridgewood Avenue for the sum of \$425,000.
- \* Consented to the sale by the Department of Missions and the Trustees of the Episcopal Fund of St. Matthew's Church in Jersey City for the sum of \$210,000.

**October**

- \* Approved as Candidates for Holy Orders Lily DeYoung, Tanya Wallace and Philip Dougherty.
- \* Accepted the Resignation of Bishop Spong with deep gratitude and affection.
- \* Approved All Saint's, Glen Rock, to lease their rectory for one year.
- \* Consent was given for the election of a bishop coadjutor for the Diocese of Taiwan.
- \* Consent was given for the election of a bishop coadjutor for the Diocese of Columbia.
- \* Approved the ordination to the priesthood of Maylin Biggadeke.

**November**

- \* Consented to the ordinations to the priesthood of the following deacons:  
Amy M. Egan, December 11<sup>th</sup> at St. John's, Ramsey  
Susan Fortunato, December 11<sup>th</sup> at St. James', Upper Montclair
- \* Consented to the election of the Rev. George Packard to be Bishop of the Armed Forces.
- \* Consented to the sale by the Department of Missions and the Trustees of the Episcopal Fund of St. Thomas, Newark, for the sum of \$125,000.
- \* Consented to the election of the Rev. Wendell N. Gibbs, Jr., as Bishop Coadjutor of the Diocese of Michigan.

**December**

- \* Consented to the change in status from Mission to Parish for St. Paul's & Resurrection, Wood-Ridge.
- \* Gave consent to request Convention to permit the appointment of an assistant bishop.
- \* Recommended Grace Van Orst Church in Jersey City for parish status subject to the consent of the Bishop and to review by the Chancellor of paper work yet to be submitted.
- \* Consented to the election of the Rev. Robert G. Trache to be bishop of the Diocese of Atlanta.
- \* Consented to the election of two bishops suffragan for the Diocese of Connecticut.
- \* Consented to the sale of the rectory of Grace Greenville in Jersey City to The Community Development Resources for the sum of \$59,000.

Respectfully submitted by: The Rev. Albert D. Jousset, Jr.  
President, The Standing Committee



## YOUTH CONSULTATION SERVICE

Youth Consultation Service (YCS) of the Diocese of Newark was founded in 1918 as the Church Mission of Help and is today the major private, nonprofit, nonsectarian social service organization in New Jersey. The mission of the organization is to provide critically needed therapeutic residential care, special services in foster care and adoption and a comprehensive range of educational services for emotionally handicapped and autistic children. The agency operates preventive and remedial behavioral health programs including family preservation, mental health counseling, therapy and education for children and families. The following are significant events during 1999:

- Division of Youth and Family Services (DYFS) and YCS enter into a partnership agreement that streamlines funding sources, allowing seamless service provisioning for DYFS children served throughout the spectrum of services offered by YCS. Called the **YCS Kid Connection**, the new agreement will be the first network of its kind for children and their families in New Jersey.
- Saturday programs are initiated in Jersey City, Newark and Union City to provide drug and alcohol addiction prevention skills to elementary school children in a recreational-based program.
- The New Jersey Division of Youth and Family Services (DYFS) awards YCS a Certificate of Approval as an adoption agency.
- YCS receives Joint Commission on Accreditation of Healthcare Organizations (JCAHO) accreditation for the New Brunswick Group Home, the Adolescent Development Program and the Therapeutic Learning Center.
- Together with Family Intervention Services and Care Plus in Paramus, YCS increases its involvement in the DYFS foster care system by providing parent evaluations and in-home behavioral supports. The two partner groups form a Friendly Visitors program to assist first-time foster parents.
- YCS parenting classes offered at various North Jersey churches and civic groups continue to expand into Montclair, Paterson, Hackensack, Hoboken, West New York, Belleville and other areas. In addition to the Active Parenting series, there is a Parent/Grandparent Support Network and a "Confident Parenting in Six Lessons" series in Montclair.
- A series of intergenerational visits is launched for children in the Therapeutic Learning Center (TLC) and older adults at Canterbury Village, an assisted living facility. Events include an Easter egg hunt and a summer picnic at Canterbury and Thanksgiving dinner at TLC.
- In celebration of Mental Health Month, YCS co-sponsors this year's Community Child Abuse Prevention Conference. The daylong event, held in Secaucus, featured

workshops and seminars aimed at broadening the definition of mental health among parents and professionals.

- Honorary Trustee Ernest M. May receives the Sawtelle Memorial Award in recognition of his more than 50 years of volunteer service to YCS. The award is named in memory of Virginia Harkness Sawtelle, a longtime benefactor of YCS.
- Some 125 YCS residential and foster care children participate in a successful 12-day sleep-away camping experience at Camp Linwood-McDonald in Sussex County. In addition, 40 youngsters from Adolescent Development Program (ADP), Fresh Start and the two shelters go for a day-long outing, and those in Youth Leadership Venture for a weekend.
- Teen-age volunteers in Kids for Kids NJ Inc. make return visits to Davis House and Laurie Haven with book bags and school supplies for residents, as well as more than 1,000 volumes collected during a summer-long book drive and distributed among YCS programs.
- Following the lead of the successful YCS Sawtelle Annex in Ridgewood, officials in the Paramus school system begin partnering with YCS in a similar program to serve children within the spectrum of autism in that school district. YCS Sawtelle educators help the pre-schoolers with behavioral and cognitive issues.
- The YCS Ernest M. May Academy expands to serve even more children in the Jersey City school district. An upper school for students in 7<sup>th</sup> through 12<sup>th</sup> grade remains at the Bentley Avenue location where the school re-located last year. A lower school for those in kindergarten through 6<sup>th</sup> grade is located in a new YCS building at 36 Emory Street.
- YCS purchases the building at 270 Union Street, Hackensack, location of the YCS Foundation and Volunteer Services.
- The Montclair Public Library displays selected artwork from students at the YCS Sawtelle Learning Center in an effort to create awareness about autism. A Library Endowment establishes the Cornelius Kirby Autism Collection, an extensive collection of works gathered by the longtime resident of Montclair.
- YCS and West Bergen Mental Health join forces to provide therapy to Bergen County pre-schoolers. Modeled after the successful YCS Therapeutic Learning Center in Newark, the new joint venture is housed at the West Bergen Center for Children and Youth in Ramsey. Designed for children ages 3 to 5 that need special assistance to improve their behavior and education, it is the first program of its kind in Bergen County.

- A horticultural therapist begins working as a consultant with YCS students at the Sawtelle Learning Center, Adolescent Development Program and Fresh Start to provide the children with the benefits that come from working with living things.
- Charles Venti, director, New Jersey Division of Youth and Family Services is guest speaker at this year's YCS Annual Meeting at the Montclair Golf Club.
- The Ernest M. May Society is inaugurated to help provide financial resources and public awareness to ensure that YCS behavioral health programs and educational services are accessible to all children of New Jersey. Named to honor the longtime YCS honorary trustee and child advocate, the Society seeks to cultivate key decision-makers in the public and private sectors, philanthropists and major contributors across the state.
- YCS completes purchase of Kilbarchan Residential Treatment Center in Paterson and begins renovations with the intention of acquiring JCAHO accreditation for that program by next June. Established in 1831, Kilbarchan is the oldest continuously operated residential center in America.
- More than 25 leading area restaurants showcase their gourmet specialties at the first YCS Festival of Flavors benefit at Valley Regency in Clifton. Claudine Pepin, co-host with her father of the popular television series "Jacques Pepin's Kitchen: Encore with Claudine," serves as honorary chairperson of the YCS event and is on hand to help auction off an autographed cookbook of the same name.
- Two YCS residences mark anniversary milestones: Davis House at 10 years and the New Brunswick Group Home at five years.
- YCS purchases the former Immaculate Conception School in Hackensack to provide a permanent home for the YCS George Washington School, currently housed in leased space in Edgewater.
- The number of residential beds is increased at the YCS New Brunswick Group Home to serve adolescent girls, and a five-bed emergency shelter is created in Newark for children in need. Facilities at Fisher Hall are expanded as well. Also increased are the number of foster homes, both infant and adolescent, to serve the ever-increasing numbers of children who need these services.
- A Wide Area Network of computers is created to link all YCS locations together using the Internet, and the entire YCS organization is brought into Y2K compliance. The new computer system promises increasingly efficient tracking of care and analysis of costs as clients move through the YCS system.
- All YCS schools add life-skills training to their curriculums, which helps prevent and guard against juvenile delinquency, violence, teen pregnancy, HIV/STD/AIDS, and substance abuse.

- YCS sponsors an awards program for the New Jersey Association of Mental Health Agencies (NJAMHA) which advocates against the stigma and discrimination experienced by the mentally ill.
- YCS holds first Depression Screening Day in Newark to help families identify children who may be suffering from the disease.
- Parent support classes are offered in a shelter for homeless persons in St. Anne's Church in Newark.
- YCS begins development of continuum of care for Substance Abuse Treatment, which would provide individualized care for the specific range of needs of each client and family.
- Members of the YCS family are honored by the New Jersey Association of Children's Residential Facilities (NJACRF) with three awards: Outstanding Treatment Home Family of the Year, Child Care Worker of the Year and Clinician of the Year. Victor and Luz Mora of Passaic are recognized as Outstanding Treatment Home Family of the Year. Staff member Gloria Ross of YCS Laurie Haven is named Metro Region ChildCare Worker of the Year, and social worker Cynthia Arch, also of Laurie Haven, receives the Clinician of the Year award.
- More than 90 volunteers are actively involved in programs throughout YCS, including 57 graduate and undergraduate students from Montclair State University, and Widows on the Move, a group from the Church of the Epiphany, Orange. Summit Bank, Ridgefield Park; MCS Canon, Lyndhurst; and Prudential Securities, Paramus, are among companies whose employees hosted parties or outings for YCS children.

YCS provides more than 60 educational and behavioral health programs for children in 35 locations in 21 towns and cities. It continues to respond to the charge of its mission with dedication, competence, and concern for the many children and families it serves.

Richard Mingoia  
President/CEO

## **The Women's Commission Annual Report**

Since the late 1970's the Women's Commission, made up of men and women, lay and ordained, of the Diocese of Newark, working to further the realm of God as proclaimed by Jesus Christ, has been an advocate and support for the ministries of women, lay and ordained. Each year the Commission sets goals and develops programs and liturgies to achieve those goals.

During 1999 the commission sought to support and empower women in our ministries by hosting gatherings for clergywomen and Lay Leaders of the diocese. Also, working with the Program Board on The Creative Congregations Program, the Women's Commission supported or led workshops on Liturgical Dance, Handicapped Access and the very effective program prepared by Lucy Ann Dure entitled "*Who Are You Looking For? A Tool for Search Committees*," which offers ways in which Search Committees might explore the ways to include different types of people in their process.

The Commission sponsors at least one diocesan inclusive liturgy each year. The Commission is indebted to the leadership of The Rev. Elizabeth Kaeton for the development of Inclusive Liturgies honoring the ministries of women. The Commission and OASIS jointly sponsored a Service honoring Pauli Murray, the first African-American Clergywoman in the Episcopal Church in March. In October we joined together to celebrate the 25<sup>th</sup> Anniversary of the Ordination of Women at a liturgy and dinner hosted by The Rev. Abby Hamilton and the people of Holy Innocents, West Orange.

The Commission continues to speak out on issues of peace, justice, and the freedom and preservation of Creation. The increasingly popular Convention Breakfast invited Pauline Muchina, a Ph.D. candidate at Union Theological Seminary to address the impact of Third World Debt on the lives of women in Africa.

The Women's Commission continues to speak out about of Racism in our society and in our church. In 1999 we participated in ongoing discussions at our monthly meetings. Through Maggie Gat's presence, the Women's Commission took an active role in the Diocesan Conference to Dismantle Racism at St. John's in Dover last September. In addition the Commission worked with The Episcopal Church Women on the Today's Woman Conference on Racism last spring.

The Commission continues to provide Domestic Violence Hotline # stickers so that all churches in the diocese might post them in their restrooms, which is often the only safe place for a woman to find out where she can get help. The speaker for the Convention 2000 Breakfast, an annual event sponsored by the Women's Commission, will address the issue of Domestic Violence, particularly in the African-American community.

Finally the Commission offers financial support to organizations that seek justice or freedom and/or minister to women. This year we have supported Planned Parenthood, the National Coalition of Reproductive Rights, the Episcopal Women's Caucus, the Appalachian Women's Alliance and two centers for Battered Women in Northern New Jersey. We have received donations through our liturgies and other efforts for this purpose.

Also, the Commission has helped fund opportunities for individuals in the diocese to attend conferences on behalf of women. The Rev. Kevin Coffey attended a Conference on Mutual Ministry in Minnesota, Marie Obermann and The Rev Elizabeth Kaeton attended the Episcopal Women's National Conference and Marge Christie attended the International Conference of Women in Ministry in Zimbabwe.

In the coming year the Women's Commission will continue to affirm inclusiveness by supporting women's ministry and issues, to call the church together to celebrate inclusive liturgies and to speak out about issues of peace and justice.

Respectfully submitted,

Maggie Gat, Fran Trott, Co-chairpersons, Janet Brocklesby, Kevin Coffey, , Marilyn Croneberger, Lucy Ann Dure, Michael Francaviglia, Rose Hassan, Elizabeth Kaeton, Allison Moore, Lyn Headley-Moore, Edie Lauderdale, Lisa Green, Marie Obermann, Susan Robinson





