

**JOURNAL**

**of the**

**ONE HUNDRED AND TWENTY-NINTH  
CONVENTION**

**of the**

**DIOCESE OF NEWARK  
PROTESTANT EPISCOPAL CHURCH**

**JANUARY 24 - 25, 2003**

**GLENPOINTE MARRIOTT HOTEL  
TEANECK, NEW JERSEY**

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Committees, Boards, Institutions, Organizations, Trustees

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**129th ANNUAL CONVENTION - DIOCESE OF NEWARK**  
**JANUARY 24 & 25, 2003**  
**MINUTES OF PROCEEDINGS**

The 129th Annual Convention of the Episcopal Church in the Diocese of Newark was held on Friday, January 24, and Saturday, January 25, 2003 at the Glenpointe Marriott Hotel, Teaneck, New Jersey. The theme of convention was "Celebration: Life in Our Multi-Ethnic World."

**FRIDAY AFTERNOON SESSION**

January 24, 2003

A candidates' forum was held at 12 noon prior to the start of convention activities, during which time those individuals standing for election to diocesan offices presented themselves to the deputies for questioning.

The Eucharist was celebrated at 1:30 p.m. in the Grand Ballroom. The Rt. Rev. John Palmer Croneberger, Diocesan Bishop, was the preacher. The Rt. Rev. Jane Holmes Dixon and The Rt. Rev. Rufus Theophilus Brome were con-celebrants. The Eucharist was a bi-lingual liturgy with music and prayers presented in Spanish and English, and included prayers of the people in several different languages.

The business session was called to order at 3:00 p.m. by Bishop Croneberger, 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	146
Deacons	4
Lay Deputies	343
Youth Deputies	9
Total Deputies	504
Congregations Represented	115

**ADOPTION OF AGENDA**

The Rev. Dean Weber, Esq., Chancellor, moved the adoption of the proposed agenda. The motion was seconded and the agenda as follows was adopted:

**129th ANNUAL CONVENTION - DIOCESE OF NEWARK**  
**JANUARY 24 & 25, 2003**

Friday, January 24

12:00 p.m. **CANDIDATES' FORUM - Montclair/Palisades Room, 2<sup>nd</sup> floor**

1:30 p.m. **EUCHARIST - Grand Ballroom, Glenpointe Marriott Hotel**  
 The Right Reverend John P. Croneberger, Preacher  
 The Right Reverend Rufus T. Brome  
 The Right Reverend Jane H. Dixon

3:00 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 rescind each resolution.) Any resolution which the Resolutions 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.*

**Resolution of Courtesy**

**Reports:** Secretary of Convention  
 Rules of Order

**Appointment of the Parliamentarians****Recognition of the Chancellor and Vice Chancellor**

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

**Report:** Committee on Elections & Ballot

**Ballot for Uncontested Elections**

**Balloting Begins (Preferential and Majority Ballot Systems)**

3:45 p.m. **ORDER OF THE DAY: 2003 Proposed Unified Budget**  
 Proposed 2003 Budget (for information)  
 Call for Resolutions on the Budget

4:00 p.m. **REPORTS**  
 "Keeping It Real"  
 Cross Roads Outdoor Ministries

**UTO (United Thank Offering) INGATHERING REPORT**

4:30 - **HEARINGS**  
 6:15 p.m. 4:30 - 6:00 Resolutions - *Manhattan Room, 1<sup>st</sup> floor*  
 4:45 - 5:45 Budget - *Princeton Room, 2<sup>nd</sup> floor*

**WORKSHOPS**

4:35- **WORKSHOPS**  
 6:15 p.m. 4:30 - 6:15 "Life Stories through Community Development" - *Morris Room, 1<sup>st</sup> floor*  
 4:30 - 6:15 Commission on Aging - Ms. Judith Seelbach - *Palisades Room, 2<sup>nd</sup> floor*

4:45 - 6:15 Environmental Commission - The Rev. Fletcher Harper - *Montclair Room, 2<sup>nd</sup> floor*

6:15 p.m. DINNER - Grand Ballroom  
Bishop's Address

CELEBRATION! - Grand Ballroom

9:30 p.m. EPISCO-DISCO - Manhattan Room

Saturday, January 25

8:30 a.m. EUCHARIST- Grand Ballroom, Glenpointe Marriott Hotel  
The Right Reverend Rufus T. Brome, Celebrant  
The Right Reverend Steven Charleston, Preacher

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

REPORTS

Standing Commission on Clergy Compensation  
Resolutions - Consent Calendar  
Resolutions - First Engagement

ELECTION RESULTS WILL BE ANNOUNCED WHEN KNOWN

12:00 p.m. NOON DAY SERVICE

LUNCH

Workshops:

Bishops' Panel: Sharing Our Stories - *Manhattan Room, 1<sup>st</sup> floor*  
Environmental Commission - *Princeton Room, 2<sup>nd</sup> floor*  
Theology of Just War Panel - *Montclair/Palisades Room, 2<sup>nd</sup> floor*  
Women of the Sacred Stories - *Morris Room 1<sup>st</sup> floor*

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

INTRODUCTION OF NEW CLERGY, CANDIDATES, POSTULANTS, AND  
SEMINARIANS

Resolutions - Second Engagement  
Resolutions - Other

2:15 p.m. ORDER OF THE DAY: 2003 Proposed Unified Budget

Episcopal Relief & Development Fund  
Bishop's Church Extension Fund



**Reports filed by Title**

- Appointments:**
- Commission on Ministry (for ratification)
  - Committee to Certify the Minutes
  - Bishop's Appointments

**RESOLUTIONS OF GREETINGS AND THANKS**

**CLOSING PRAYERS**

Closing Prayer for the Week of Prayer for Christian Unity  
Commissioning of the Deputies

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

**RESOLUTIONS ON NEW MATTERS**

The convention received the following resolution introduced by Mr. Michael F. Rehill on behalf of the General Convention Deputies that was referred to the Resolutions Committee and the open hearing:

**RESOLVED**, That this 129<sup>th</sup> Convention of the Episcopal Diocese of Newark calls upon the Presiding Bishop and the Executive Council to ensure that their distinct roles be kept separate so that the fiduciary and executive responsibilities assigned to the Executive Council in the Constitution and the Canons of this Church be upheld and that decisions made by Executive Council cannot be overturned or ignored by the Presiding Bishop or the staff of the Church; and, be it further

**RESOLVED**, That the Secretary of Convention convey this resolution to the Presiding Bishop and members of the Executive Council.

The reason stated for the late submission was the view that over the last year there had been a breakdown in communications between the national church's Executive Council and the Presiding Bishop and his the staff. The decision by the PB and his staff not to follow an Executive Council directive regarding the move of national church offices to General Theological Seminary was given as a recent incident to support the submission of the resolution.

**RESOLUTION OF COURTESY**

Mr. Justin Misner, Trinity Church, Keamy, a youth page, moved the following Resolution of Courtesy:

**RESOLVED**, That the courtesy of seat and voice be accorded to the following: The Right Reverend Rufus Theophilus Brome; The Right Reverend Jane Holmes Dixon; The Right Reverend Steven Charleston; officers of the Diocese of Newark and Canon R. Carter Echols; clergy licensed to officiate in the Diocese of Newark, and The Reverend Whitney Altopp, The Reverends Grainger Lesesne, Ernest Katahweire, John Baskaran Sargunam; the Sisters of St. John Baptist Convent; Ecumenical Guests; 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; members of committees, commissions and institutions reporting to the Convention; Mrs. Doris

Mardirosian, Episcopal Church Women President; Provincial representatives; Postulants and Candidates for Holy Orders; and, Mrs. Marilyn Anne Croneberger, and Mrs. Marva Brome.

### RULES OF ORDER COMMITTEE

The Rev. Jane Tomaine, St. Peter's, Livingston and chair of the committee, reported that the committee met in December to consider proposed temporary and permanent changes to the Rules of Order. The Committee reviewed the Rules of Order adopted by the 128<sup>th</sup> Convention and received a report from the Nominations Committee elected under the terms of those Rules of Order.

The Nominations Committee strove to meet its mandate to provide more candidates than vacancies and submitted its list of candidates for consideration by the 129<sup>th</sup> Convention. All the persons recommended as candidates for elected office had either completed the anti-racism training provided by the Mission to Dismantle Racism or had signed up for the sessions scheduled for January 10/11, 2003.

The Committee on Rules of Order and Elections recommended that the Rules of Order adopted for the 128<sup>th</sup> Convention be adopted for the 129<sup>th</sup> Convention along with modifications as presented. The Rev. Jane Tomaine moved the following changes to the Rules of Order (underlining indicates new text):

- Rules of Order, Section VI (A) (pages one and two):
  - A. By April 30th the Nominations Committee of clergy and lay members from different congregations shall be elected by the districts consisting of:
    - one member of the clergy from each district
    - one lay person from each district.

The Secretary of Convention is also on the committee.

Committee members will serve for two years with clergy and lay members rotating off in alternate years. Odd numbered districts will elect a lay person whose term ends in an even year, a clergy person whose term ends in an odd year. Even numbered districts will elect a lay person whose term ends in an odd year, a clergy person whose term ends in an even year.

In the event any district fails to provide its representatives, on May 1<sup>st</sup> the Bishop will make the appointments from within the district to fill vacancies.

- Rules of Order, Section VI (B) (page two):

Delete "Assistant Treasurer" (this office is no longer elected); add Diocesan Review Committee; and delete the word "Trial" to correct the court's name.

- On Decorum and Debate, Section XIII (pages four and five):

No member shall speak more than once and for no more than two minutes in the same debate without leave of the Convention (except the mover who is entitled to reply).

The Rev. John Hartnett, St. Elizabeth's, Ridgewood, moved an amendment to strike the text, except the mover who is entitled to reply. The motion was seconded. The amendment was defeated after a count of 146 for and 149 against.

The motion to adopt the three changes was adopted.

The Rev. Jane Tomaine moved that the Rules of Order be suspended and that the following be accepted:

The Committee on Rules of Order proposes a temporary amendment to the Rules of Order specifically for the purpose of enabling table discussions of Resolutions 15 & 18 ("A045 Task Force Report" and "Living Wage Ordinance", respectively) and Resolutions 13 & 14 ("War on Terrorism" and "Theology of Just War", respectively) on Saturday, January 25.

During a period of twenty-five minutes, the selected resolutions along with an appropriate Bible or other scriptural passage will be the topic of discussion at each of the deputy tables. The purpose of the discussions will be to more deeply engage deputies with the resolutions on a scriptural and theological level. At the conclusion of the twenty-five minute discussion period, the Presiding Officer invites a table representative to share the theological perspective gained at their table in one or two minutes. Thereafter for a period not to exceed fifteen (15) minutes amendments, deletions or substitutions on these resolutions will be considered on the floor in accordance with the regular Rules of Order of convention.

The motion was seconded and adopted.

### REPORT OF THE SECRETARY OF CONVENTION

Mr. Michael Francaviglia welcomed the deputies and visitors to the convention. He expressed thanks and appreciation to the many volunteers and staff members who ably assisted with the convention preparation and operations.

### PARLIAMENTARIANS

The president appointed L. Allison Garde, Esq., as Parliamentarian, and Al Stephens, Esq., as Assistant Parliamentarian.

### CHANCELLOR AND VICE CHANCELLORS

The President recognized The Rev. Dean Weber, Esq., as Chancellor; and, John Garde, Esq. and L. Allison Garde, Esq., as Vice Chancellors.

### RIGHTS OF CLERICAL DEPUTIES

Dr. Allison Cottingham, Christ Church, East Orange, moved the election of the following to the

Committee on the Rights of Clerical Deputies: The Rev. Douglas Bendall, St. Andrew's, Newark; clergy, and Ms. Milanese Stout, Trinity Episcopal Church, Irvington. The motion was seconded and adopted.

### RIGHTS OF LAY DEPUTIES

The Rev. Dana Rose, Trinity, Irvington, moved the election of the following to the Committee on the Rights of Lay Deputies: Ms. Grace Smith, St. Andrew's, Lincoln Park; Ms. Anna Byrne, Church of the Good Shepherd, Fort Lee; and The Rev. Mark Waldon, Christ Church, Totowa. The motion was seconded and adopted.

### COMMITTEE ON ELECTIONS

Mr. Russ Worthington, chair, presented the report and the list of candidates for elected offices and gave instructions on the use of both the preferential ballot system and the majority ballot system; the latter was used for the election of two clergy alternates to the General Convention.

### BALLOT FOR UNCONTESTED ELECTIONS

The president presented the offices for the uncontested elections. It was moved that the Secretary cast an unanimous ballot for the uncontested elections. The motion was seconded and adopted. The uncontested elections were as follows:

### CONSTITUTION AND CANONS COMMITTEE

Thomas A. Bledale, Esq., Grace, Westwood  
 John C. Garde, Esq., St. Thomas', Lyndhurst  
 The Rev. J. Elton Smith, Grace, Westwood  
 The Rev. Rose Hassan, Trinity, Kearny  
 Ms. Clara Horsley, Christ Church, East Orange  
 Mr. John Lealty, Christ Church, Bloomfield/Glen Ridge  
 George F. Mackey, Esq., St. Elizabeth's Church, Ridgewood  
 The Rev. Dana Rose, Trinity, Irvington  
 The Rev. Paul Walker, Christ Church, Belleville  
 The Rev. C. Denise Yarbrough, Transfiguration, Towaco

### DIOCESAN REVIEW COMMITTEE - Lay Class of 2006

John C. Garde, Esq., St. Thomas', Lyndhurst

### ECCLESIASTICAL COURT - Lay Class of 2006

Ms. Rose Wisnewski, St. Mary's, Sparta

### ECCLESIASTICAL COURT - Clergy Class of 2008

The Rev. Ellen Sloan, Christ Church, Ridgewood

THE STANDING COMMITTEE - Lay Class 2007

Mr. Edgar (Kim) Byham, All Saints', Hoboken

TRINITY & ST. PHILIP'S CATHEDRAL CHAPTER - Clergy Class of 2006

The Rev. Paul Williams, Christ Church, Bloomfield/Glen Ridge

TRINITY & ST. PHILIP'S CATHEDRAL CHAPTER - Lay Class of 2006

Mr. Sidney King, Incarnation, Jersey City

SECRETARY OF CONVENTION - one year term

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

TREASURER - one year term

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

ORDER OF THE DAY: 2003 PROPOSED UNIFIED BUDGET

Mr. John Zinn, Treasurer and Chief Financial Officer, reviewed the budget. The budget was moved and seconded by the committee. The President called for resolutions on the budget. There were no resolutions brought forward. The budget was adopted.

CROSS ROADS OUTDOOR MINISTRIES

Mr. John E. Lynch, St. Mary's, Sparta, Camp and Conference Center Board Chair, and Ms. Peggy Mellors, Camp Executive Director, addressed the deputies. Mr. John Lynch presented the report on the ministry and programs available at Cross Roads Ministry. (A power point presentation displayed photos and other visuals depicting the camp and retreat experiences.)

"KEEPING IT REAL"

Members of the Christian Education Commission presented several skits written by youths which demonstrated the need for sexuality education programs. The "Keeping It Real" program was designed to assist in the conversation on sexuality between parents and their teenagers. The members who participated were: Ms. Bonnie Magnuson; The Rev. Prince Singh, St. Alban's, Oakland; The Rev. Lucy Ann Dure, Holy Spirit, Verona; The Rev. Laurie Matarazzo, Calvary, Summit; and Mr. Richard Berggren, St. George's, Maplewood.

UTO (UNITED THANK OFFERING) INGATHERING REPORT

Mrs. Ruth Hook, UTO chair, reported the results of this year's UTO Ingatherings. Seventy-nine churches participated with donations totaling \$23,111.79. (The fall Ingathering produced \$9,710.06.)

This year's recipients of national UTO grants were St. John's CDC, Boonton, and the AIDS Resource Center's teen peer HIV education program. The certificate was presented to Ms. Lyn Headley-Moore, Executive Director of the ARC.

### HEARINGS AND WORKSHOPS

The convention recessed into the hearing on the resolutions and workshops presented by the Commission on Aging, Environmental Commission, and several community development corporations.

### THE BISHOP'S ADDRESS & CELEBRATION

The Friday evening banquet was held in the ballroom of the Glenpointe Marriott Hotel, Teaneck.

The Right Reverend John Palmer Croneberger, Bishop of Newark, presented his State of the Diocese address. [The complete text follows the minutes.]

After the bishop's address, a program rich in cultural diversity of music, songs and dance was presented as part of the Celebration of Life in Our Multi-Ethnic World. The performances included: The Korean Ensemble which performed two dances; the choir from St. Peter's Korean Church; Panamanian Folk Dancers and the Steel Rhythms Band; and Indian songs and dances from St. Paul's & Resurrection Church, Wood-Ridge. The emcee for the evening was Mr. Desmond Figaro; Mr. Tim Wong was the stage manager.

### SATURDAY MORNING SESSION

January 25, 2003

The Saturday morning Eucharist service was based on Native American traditions and the revelation to Native people of God's presence. The purpose of the service was to glorify God in the voice and experience of the First People of Northern New Jersey, the Ramapough band of the Lenni Lenape. To accomplish that, the liturgy drew upon the wisdom, art, music and history of our Native sisters and brothers.

The Rt. Rev. Rufus T. Brome was the celebrant, and The Rt. Rev. Steven Charleston was the preacher.

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

### ELECTION RESULTS

Preferential Ballot

Mr. Russ Worthington, Chair of the Elections Committee, announced the results of the preferential ballot elections. (\* = elected)

### ACTS/WM BOARD - Lay Class of 2006

Ms. Mollie Galletty, St. Elizabeth's, Ridgewood

- \*Ms. Carol Harrison-Arnold, Incarnation, Jersey City
- Mr. Patrick Hunt, Christ Church, Ridgewood
- \*Mr. Peter Jackson, Christ Church, Bloomfield/Glen Ridge

ACTS/VIM BOARD - Clergy Class of 2006

- \*The Rev. Elizabeth Kaeton, St. Paul's, Chatham
- The Rev. Mildred J. Solomon, House of Prayer, Newark & St. Barnabas', Newark

DIOCESAN REVIEW COMMITTEE - Clergy Class of 2007

- \*The Rev. Margaret Gat, St. John's, Dover
- The Rev. Wade Renn, St. James', Ridgefield

THE STANDING COMMITTEE - Clergy Class of 2005 and 2007

- \*The Rev. Jeannette DeFries, Messiah, Chester (Class of 2007)
- \*The Rev. Beverly Huck, Church of The Savior, Denville (Class of 2005)
- The Rev. Mary Frances Schjonberg, Christ Church, Short Hills

ELECTION RESULTS

General Convention Clergy Alternates Ballot #1

Mr. Russ Worthington announced the results of the first ballot for the two General Convention clergy alternates. Needed to elect were 176 votes.

- 85 Robert A. Schlesier, St. Luke's, Montclair
- 135 Mildred J. Solomon, St. Barnabas' and House of Prayer, Newark
- 53 Elton J. Smith, Grace, Westwood
- 96 Margaret Sweetman, St. John's, Union City
- 165 Joseph Pickard, St. John the Divine, Hasbrouck Heights
- 148 C. David Williams, Trinity + St. Philip's Cathedral, Newark

No one was elected as the third or fourth alternate. Under the rules governing the election, the two lowest vote getters – The Rev. Robert Schlesier and The Rev. J. Elton Smith – were dropped from the second ballot.

After the results of the first ballot were announced, the convention deputies voted a second ballot. Rather than recessing for the vote, the tellers assisted by the pages collected the ballots from the deputies who remained seated at their tables.

STANDING COMMISSION ON CLERGY COMPENSATION

Carliotta Budd, Esq., Grace Church, Madison, Chair, presented the report. The other members present were introduced: The Rev. Lauren Ackland, Grace Church, Madison; The Rev. Canon Gervais Clarke, Epiphany, Orange; The Rev. Canon Paul Hunt, Transfiguration, Towaco; Mr. John Snyder, Christ Church, Ridgewood; and The Rev. Stephanie Wethered, St. John's, Boonton.

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

The resolutions established minimum clergy salaries; recommended a merit increase scale; set the minimum supply clergy rate and mileage reimbursement; mandated an annual minimum allowance for continuing education; and, mandated minimum for reimbursable business expenses.

### RESOLUTIONS

The Rev. William C. Pamell, Christ Church, Hackensack, Chair, was joined on the stage by the other members of the Resolutions Committee: The Rev. Charles Arlin, All Saints', Bergenfield; Ms. Cheryl Brocking, St. Luke's, Montclair; Ms. Janet R. Brocklesby, St. Andrew's, Lincoln Park; The Rev. Jeannette DeFries, Messiah, Chester; Ms. Glenda DeKruif, St. James', Ridgefield; Ms. Anahí Galante, Grace Church Van Vorst, Jersey City; The Rev. Mariano Gargiulo, St. Thomas', Lyndhurst; The Rev. Margaret A. Gat, St. John's, Dover; Mr. James Grimstead, Christ Church, East Orange; Ms. Lyn Headley-Moore, St. Mark's, West Orange; Ms. Patrice Henderson, St. Andrew & Holy Communion, South Orange; The Rev. H. Jocelyn Irving, St. Luke's, Montclair; Mr. Peter Madison, St. Andrew's, Harrington Park; Mr. Nat Nelson, St. Paul's, Englewood; The Rev. Margaret Reinfeld-Karda, Good Shepherd, Ringwood; Mr. Jack Reade, St. James', Hackettstown; The Rev. Dana Rose, Trinity, Irvington; Ms. Joyce Skipper, Incarnation, Jersey City; Ms. Patty Watts, St. Gabriel's, Milton/Oak Ridge; and Ms. Patricia Yankus, St. Paul's, Paterson.

The resolutions had been referred to the open hearing on Friday afternoon. [The complete and final texts of the resolutions follow the convention minutes.]

Mr. Pamell explained the rules applied to the Consent Calendar. Resolution Five had been removed from the Consent Calendar. The remaining resolutions on the Consent Calendar were adopted.

### RESOLUTIONS - CONSENT CALENDAR

**Consent Calendar:** Resolution 1: *Ethnic Desks at the National Church Office*. Resolution 2: *Food Allergen Awareness and Protection*. Resolution 3: *Episcopal Relief and Development* (support of). Resolution 4: *Episcopal Women's Caucus and the Angel Project*. Resolution 6: *Domestic Violence Awareness Month in the Diocese of Newark*. Resolution 7: *DNA Rape Test Kits*. Resolution 8: *In Support of the Children's Sabbath*. Resolution 9: *In Support of Prisoners and their Families*. Resolution 10: *Integrated Pest Management*. Resolution 11: *Energy Conservation for Diocesan Headquarters and National Church Headquarters and Global Warming*. Resolution 12: *Engagement and Celebration of Multiculturalism*.

### RESOLUTIONS - FIRST ENGAGEMENT

The temporary Rules of Order adopted yesterday were implemented for this portion of the convention agenda. At this time, table discussions of Resolutions 15 & 18 ("A045 Task Force Report" and "Living Wage Ordinance", respectively) took place during a period of twenty-five minutes. The objective was to use scripture to gain insight and theological perspectives on the issues within the resolution. The scriptural passages used from Resolutions 15 and 18 were John 4:5-30 and John



4:39-42.

At the conclusion of the twenty-five minute discussion period, the Presiding Officer invited a table representative to share the theological perspective gained during the conversations. The resolutions were adopted after being amended. [The complete texts of the resolutions follow the minutes in this Journal.]

### ELECTION RESULTS

#### General Convention Clergy Alternates Ballot #2

Mr. Russ Worthington announced the results of the second ballot for the election of General Convention clergy alternates. Needed to elect were 195 votes. (\* = elected)

146 Mildred J. Solomon  
 69 Margaret Swetman  
 \*211 Joseph Pickard (*elected as third clergy alternate*)  
 174 C. David Williams

### NOON DAY SERVICE

The Prayers at midday were an African-American-based service with liturgical dance and drums and led by The Rev. Mildred J. Solomon.

A third ballot for the fourth clergy alternate to General Convention was taken at the start of the lunch break. During the lunch break, deputies had the opportunity to attend several different workshops: Bishops' Panel: Sharing Our Stories; Environmental Commission; Theology of Just War Panel; and, Women of the Sacred Stories.

### SATURDAY AFTERNOON SESSION

January 25, 2003

The business session reconvened in the Grand Ballroom, Glenpointe Marriott Hotel

### ELECTION RESULTS

#### General Convention Clergy Alternates Ballot #3

Mr. Russ Worthington announced the results of the third ballot for the election of General Convention clergy alternates. Needed to elect were 201 votes. (\* = elected)

111 Mildred J. Solomon  
 28 Margaret Swetman  
 188 C. David Williams

The results indicated that no one was elected. After the report was made, two of the candidates -- The Rev. Mildred J. Solomon and The Rev. Margaret Swetman -- stepped up to a microphone and withdrew from the contest. This left just C. David Williams as the standing candidate.

The secretary cast a unanimous vote for C. David Williams as the elected fourth clergy alternate.

### INTRODUCTION OF NEW CLERGY, CANDIDATES, POSTULANTS, SEMINARIANS

The Rev. Canon Paul S. Hunt, Canon to the Ordinary and Deployment Officer, presented the new clergy: The Rev. Gray Lesane, All Saints', Glen Rock; The Rev. Richard Swanson, St. Peter's, Morristown; The Rev. Ellen Sloan, Christ Church, Ridgewood; The Rev. Beth Glover, Christ Hospital, Jersey City; The Rev. Dean Weber, All Saints', Leonia; The Rev. James Petroccione, The Saviour, Denville; The Rev. Helen O. Harper, St. Paul's, Englewood; The Rev. Timothy Barrett, Grace, Madison; The Rev. Whitney Atopp, St. James', Upper Montclair; The Rev. B. John Edward (Sargunam), Holy Trinity, West Orange; The Rev. Margaret Otterburn, Grace, Newark; The Rev. Bernard Poppe, St. George's, Maplewood; The Rev. Ernest Katahweire, St. Mark's, West Orange.

The new diaconal (permanent) postulants were presented: Mr. William Bailey, St. Peter's, Morristown; Ms. Kathleen Ballard, Christ Church, East Orange; Ms. Lynn Czarnecki, St. Stephen's, Millburn; Mr. Paul Fitzpatrick, Holy Trinity, Hilldale; Mr. Charles Nelson, Trinity + St. Philip's Cathedral, Newark; Ms. Elizabeth Ostuni, St. Mary's, Sparta; Ms. Nancy Read, St. Peter's, Clifton; Ms. Diane Riley, Grace, Madison.

The new postulants were presented: Mr. William Albinger, St. George's, Maplewood; Mr. Randy Webster, Christ Church, Belleville; Ms. Clare Neamith, Grace, Nutley; Ms. Kay Locke, Calvary Summit; Dr. David Cabush, St. Peter's, Morristown; Ms. Elizabeth Golub, St. Michael's, Wayne; Ms. Audrey Hasselbrook, Grace, Nutley; Ms. Susan Lederhouse, St. James', Upper Montclair; Ms. Deborah Venezia, Trinity + St. Philip's Cathedral, Newark; Ms. Marge Lindstrom, Grace, Newark; Ms. Laurie Wurm, All Saints', Hoboken; Mr. Nick Szobota, Grace, Madison; Ms. Lorraine Dughi, St. James', Hackettstown; Mr. William Smith, St. Peter's, Washington; Ms. Anne Koehler, St. Mark's, Mendham; Mr. Edgar Gutierrez-Duarte, Good Shepherd, Fort Lee; Mr. John Mitchell, St. Paul's, Chatham; Ms. Denise Bennett, St. John's, Montclair; Ms. Susan Schink, St. Elizabeth's, Ridgewood; Ms. Karen Coleman, All Saints', Hoboken; Mr. Thomas Mathews, St. John's, Boonton; Ms. Melissa Hall, St. Stephen's, Millburn; Mr. Peter DeFranco, Messiah, Chester; Mr. Tay Moss, St. John's, Dover.

### RESOLUTIONS (continued)

Resolution 5: *Fundamentalism* (originally on the Consent Calendar) submitted by the Women's Commission was adopted (with lowercase "f" for the word Fundamentalism).

During the debate on Resolution Five, two amendments to the resolution were moved, seconded and defeated. In the first instance, it was moved and seconded to change the word "fundamentalism" to "extremism." The motion was defeated. In the second, it was moved and seconded to add several words such that the sentence would read, in part, "a study of *fundamentalism and its value to healthy theology and the effects of its abuse on both the Episcopal Church and society at large.*" The motion was defeated.

Resolution 16: *Ceremonies for Blessing Relationship* submitted by the clergy and lay leaders of Redeemer, Morristown; the Women's Commission; and the Oasis Commission was adopted as

amended.

**Resolution 17: *Support for Same Gender Couples*** submitted by many individuals along with the Women's Commission and the Oasis Commission was adopted.

During the debate on the resolution, an amendment was moved, seconded and defeated to omit the words "to marry and."

**Resolution 18: *Separation of Powers*** submitted by the General Convention deputies was adopted.

### EPISCOPAL RELIEF AND DEVELOPMENT FUND

The Rev. Jack Stanton, ERD co-chair, introduced Ms. Sandra Swan, President of the ERD. She reported on the work of ERD around the world and domestically, especially after the tragedies of September 11, 2001. "We just need to do it!" The Rev. Mr. Stanton asked that each congregation appoint a contact person who would assist in distributing information on ERD locally.

### BISHOP'S CHURCH EXTENSION FUND

Canon R. Carter Echols, Congregational Development Officer, addressed the deputies and described the work of the Bishop's Church Extension Fund (BCEF). The BCEF was established in 1910 by Bishop Lines and has since then provided a financial resource to countless congregations and organizations. Frequently these funds have assisted in solving building problems that were beyond the financial capabilities of a congregation. Financial assistance has enabled projects ranging from repairing rectory neglect to handling lead abatement to establish urban summer day camps. Members sign up to pledge a specific sum of their choice five times a year in response to a call from the bishop. Contributions to the Fund have a heavy payoff as 100 percent of the proceeds go to the call. Since its start in 1910, over 400 congregations have been assisted through this fund.

### APPOINTMENTS

The bishop announced the following appointments to the Commission On Ministry, Class of 2007, for convention ratification: Ms. Judy Loeb, St. Mary's, Haledon; Mr. Ray Anderson, All Saints', Glen Rock; The Rev. Dr. Charles Rice, St. Dunstan's, Succasunna; The Rev. Judith Baldwin, St. Stephen's, Millburn; and, Ms. Jennifer Corey, St. Paul's, Chatham. Also re-appointed for two additional years to the COM deacons' subcommittee were The Rev. Kevin Coffey, Atonement, Fair Lawn; Ms. Pat MacKenzie, The Saviour, Denville; The Rev. Briggitt Keith, Epiphany, Allendale; The Rev. Douglas Bendall, St. Andrew's, Newark; and The Rev. Herb Tinning, St. Stephen's, Millburn. Appointed Dr. Mary Barrett as the chair of the new Lay subcommittee for COM.

The appointments were moved, seconded and ratified.

### RESOLUTIONS - SECOND ENGAGEMENT

The temporary Rules of Order adopted yesterday were implemented for this portion of the convention agenda. At this time, table discussions of Resolutions 13 & 14 ("Concerning the War

on Terrorism" and "Theology of Just War", respectively) took place during a period of twenty-five minutes. The objective was to use scripture to gain insight and theological perspectives on the issues within the resolution. The scriptural passage used from Resolutions 13 and 14 was Micah 8:8.

At the conclusion of the twenty-five minute discussion period, the Presiding Officer invited a table representative to share the theological perspective gained during the conversations. The resolutions were adopted after being amended. [The complete texts of the resolutions follow the minutes in this journal.]

### COMMITTEE TO CERTIFY THE MINUTES

The members of the Committee to Certify the Minutes were ratified: The Rev. Susan Butler, Christ Church, Newton; Mrs. Gail Deckenbach, The Saviour, Denville; and, Mr. William Heick, St. Paul's, Morris Plains.

### RESOLUTION OF GREETING

The Rev. Canon Gervais Clarke, Epiphany, Orange, moved the following resolution of Greetings which was seconded and adopted:

RESOLVED, That this 129<sup>th</sup> Convention of the Episcopal Diocese of Newark extends warm and affectionate greetings to those bishops who have served in our diocese: Bishop John S. and Mrs. Christine Spong; to Bishop Jose and Mrs. Graciela Gonzalez; to Bishop Walter and Mrs. Nancy Righter, former Assistant Bishop; to Bishop Melchor and Mrs. Catherine Saucedo-Mendoza, retired bishop, Diocese of Western Mexico; to Bishop and Mrs. Francisco Reus-Froylan, retired bishop, Diocese of Puerto Rico; to Bishop and Mrs. Leo Frade, Diocese of Southeast Florida; to Bishop and Mrs. Desmond Tutu; and to Bishop Jean-Rigal and Mrs. Anita Elisee, Diocese of Haiti.

### RESOLUTION OF GREETING TO BISHOP PAUL MOORE

The Rev. Orion Davis, St. James', Upper Montclair, moved the following resolution of Greetings to Bishop Paul Moore which was seconded and adopted. [The resolution was drafted by The Rev. John G. Hartnett, St. Elizabeth's, Ridgewood, ordained to the diaconate by Bishop Moore in 1987.]

RESOLVED, That this 129<sup>th</sup> Convention of the Episcopal Diocese of Newark sends warm and grateful greetings to the Rt. Rev. Paul Moore, Bishop of New York, retired, who through decades of faithful and prophetic ministry has proclaimed the love, justice, and mercy of God to a world in desperate need of lasting and effective Good News. Through his early urban ministry in this Diocese, in his unwavering leadership for the ordination of women, in his unrelenting defense of the civil rights of all people, and through his passionate advocacy for peace for all people, Paul Moore has exemplified the highest standards of the Gospel and has kindled the fire of God's justice in the hearts of generations of Christians of all denominations and peoples of all faiths. For your great blessing of the Church and the World, we give you our deep and heartfelt thanks, and we offer you our love and our prayers.

### RESOLUTION OF THANKS

s. Lindsay McHugh, St. George's, Maplewood, moved the following resolution of Thanks which is seconded and adopted:

RESOLVED, That this 129<sup>th</sup> Convention of the Episcopal Diocese of Newark expresses its appreciation to the Arrangements Committee and Mrs. Doris Mardirosian, Chairperson; to the Committee on Rules of Order and the Reverend Jane Tomaline, Chairperson; to the Resolutions Committee and the Reverend Bill Pamell, Chairperson; to the Nominations Committee and Mr. John Calmes, Chairperson; to the Convention Worship Committee and the Reverend Marshall Kelley; to the Committee on Elections and Mr. Russ Worthington; Mrs. Allison Garde, Parliamentarian; Mr. Alan Stephens, Assistant Parliamentarian; to the Tellers; to the Youth Pages of the Reverend Margaret Smithers Koeniger, Interim Youth Ministries Director, and Mrs. Chris Edgley, program team member; to the Technology Committee and Mr. Steve Boston, Ms. Jan Dixon and the Reverend John Rollins; and to all of the members of the Convention Planning Committee.

### GREETINGS TO BISHOP GAYLE E. HARRIS

s. Rev. Mildred Solomon moved that a letter of congratulations from the convention deputies be sent to The Rt. Rev. Gayle Elizabeth Harris on the occasion of her consecration as Bishop Suffragan of the Diocese of Massachusetts. The motion was seconded and adopted. [Bishop Harris had been ordained a priest in the Diocese of Newark in February 1982 by Bishop Spong.]

### THANK YOU TO BISHOPS CHARLESTON AND DIXON

s. convention deputies expressed thanks and appreciation through applause to visiting bishops, s. Rt. Rev. Jane Holmes Dixon and The Rt. Rev. Steven Charleston.

s. President announced that the offerings from the worship services totaled \$4,300 which will be divided equally between the Youth Leadership Venture sponsored by Youth Consultation Service and a project in the Diocese of Mukono in Uganda for the purchase and distribution of mosquito nets as a prevention for malaria.

### CLOSING PRAYERS

s. deputies read the prayer for Christian Unity Week in closing and the prayer was read in both English and Spanish.

*Almighty God, show us your mercy. By the power of your Spirit remove the divisions which separate Christians so that your church may be a visible sign of unity in a fragmented world. Grant us a renewed love, a true wisdom and a new impulse for that unity so that the eternal message of your Son may be received as good news for all. Rekindle our faith and our hope so that we may journey with joy towards your heavenly kingdom, trusting in your promise of eternal glory. AMEN.*

In the conclusion, the deputies were commissioned to "Go in peace to love and serve God." [The commissioning was presented in a variety of languages.]

The convention was adjourned at 5:00 p.m.

A handwritten signature in cursive script, reading "Michael Francaviglia".

Respectfully submitted,  
Michael Francaviglia, Secretary of Convention

**129<sup>th</sup> ANNUAL CONVENTION - DIOCESE OF NEWARK  
REPORT OF THE COMMITTEE ON RULES OF ORDER AND ELECTIONS**

The Committee on Rules of Order and Elections met on November 19, 2002 to consider any proposed changes to the Rules. The committee reviewed the Rules of Order adopted by the 128<sup>th</sup> Convention and received a report from the Nominations Committee elected under the terms of those Rules of Order.

The Nominations Committee strove to meet its mandate to provide more candidates than vacancies and submitted its list of candidates for consideration by the 129<sup>th</sup> Convention. All the persons recommended as candidates for elected office had either completed the anti-racism training provided by the Mission to Dismantle Racism or had signed up for the sessions scheduled for January 10/11, 2003.

The Committee on Rules of Order and Elections recommends that the Rules of Order adopted for the 128<sup>th</sup> Convention be adopted for the 129<sup>th</sup> Convention along with modifications to the following sections:

- Rules of Order, Section VI (A) (pages one and two):

A. By April 30th the Nominations Committee of clergy and lay members from different congregations shall be elected by the districts consisting of:

- one member of the clergy from each district
- one lay person from each district.

The Secretary of Convention is also on the committee.

Committee members will serve for two years with clergy and lay members rotating off in alternate years. Odd numbered districts will elect a lay person whose term ends in an even year; a clergy person whose term ends in an odd year. Even numbered districts will elect a lay person whose term ends in an odd year; a clergy person whose term ends in an even year.

In the event any district fails to provide its representatives, on May 1<sup>st</sup> the Bishop will make the appointments from within the district to fill vacancies.

- Rules of Order, Section VI (B) (page two):

Delete "Assistant Treasurer" (this office is no longer elected); add Diocesan Review Committee; and delete the word "Trial" to correct the court's name.

- On Decorum and Debate, Section XIII (pages four and five):

No member shall speak more than once and for no more than two minutes in the same debate without leave of the Convention (except the mover who is entitled to reply).

Additionally, the Committee on Rules of Order proposes a temporary amendment to the Rules of Order specifically for the purpose of enabling table discussions of (resolutions # \_\_\_\_\_) submitted under the topic (s) of (\_\_\_\_\_) on Saturday, January 25.

During a period of twenty-five minutes, the selected resolutions along with an appropriate Bible or other scriptural passage will be the topic of discussion at each of the deputy tables. The purpose of the discussions will be to more deeply engage deputies with the resolutions on a scriptural and theological level. At the conclusion of the twenty-five minute discussion period, the Presiding Officer invites a table representative to share the theological perspective gained at their table in one or two minutes. Thereafter for a period not to exceed fifteen (15) minutes amendments, deletions or substitutions on these resolutions will be considered on the floor in accordance with the regular Rules of Order of convention.

Respectfully submitted,

The Rev. Jane Tomaine, Chair  
Committee on Rules of Order and Elections

Members: Ms. Marge Christie, Christ Church, Ridgewood  
L. Allison Garde, Esq., St. Thomas', Lyndhurst (Vice Chancellor)  
Mr. Sidney King, Incarnation, Jersey City  
Mr. Russ Worthington, St. James', Hackettstown (Elections Chair)



**RULES OF ORDER (Proposed as amended)**  
**ONE HUNDRED AND TWENTY-NINTH CONVENTION**  
**January 24 & 25, 2003**

**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 Deputies, and shall be responsible for all physical arrangements of the Convention.

**Rules of Order**

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

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~~

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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 1985, when a second lay person will be elected for one year. In the event any district fails to provide its representative, on May 1st the Bishop will make appointments to fill vacancies.

**Replacement Text:**

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

- **one member of the clergy from each district**
- **one lay person from each district**

**The Secretary of Convention is also on the committee.**

**Committee members will serve for two years with clergy and lay members rotating off in alternate years. Odd numbered districts will elect a lay person whose term ends in an even year; a clergy person whose term ends in an odd year. Even numbered districts will elect a lay person whose term ends in an odd year; a clergy person whose term ends in an even year.**

**In the event any district fails to provide its representatives, on May 1<sup>st</sup> the Bishop will make the appointments to fill vacancies from within the district.**

**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, Diocesan Review Committee 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 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 November 30. 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) deputies 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 15th 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

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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, she shall submit to the Chancellor for review and comments. Review and comments will be requested in time for the initial meeting of the Committee.

B. 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 deputies (850 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).~~

Revised Text:

XIII. No member shall speak more than once and for no more than two minutes in the same debate without leave of the Convention (except the mover who is entitled to reply).

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

XV. The motions below have priority in order listed.

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

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

On the Budget

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

1. The tentative budget be adopted by the Diocesan Council and proposed to the Convention.
2. Copies of said budget to be sent to convention deputies and available for discussion at January district preconvention meetings.
3. 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.
4. 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
5. Proposed changes will be referred without debate to the Diocesan Council Budget Committee.
6. Line items about which no proposed change is offered will be considered non-debatable by

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Convention unless upon resolution by the Diocesan Council Budget Committee.

7. The Diocesan Council 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 Diocesan Council Budget Committee will go into executive session to consider its report to the Convention. The Committee may at its discretion invite expert witnesses.
8. The Diocesan Council 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 Diocesan Council Budget Committee.
9. The Convention will vote on every Diocesan Council 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.
10. When all Diocesan Council 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 Diocesan Council 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 Diocesan Council 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.

EPISCOPAL ADDRESS FOR THE 129<sup>TH</sup> ANNUAL CONVENTION  
OF THE DIOCESE OF NEWARK  
FRIDAY, JANUARY 24, 2003  
THE RT. REV. JOHN PALMER CRONEBERGER  
NINTH BISHOP OF NEWARK

*Thou preparest a table before me in the presence of mine enemies."*

Clifford Stanley taught theology at Virginia Seminary while I was a student in the early 1960's. I treated him with a combination of awe, respect, and a bit of fear. He was brilliant, and even more, he was passionate about the gospel. His lectures and his preaching were always well-prepared and always spoke to my heart. He was also one of those people who taught me much more than I realized at the time. My remembrance of an exposition he gave of this one verse of the twenty-third psalm is the thread for this Episcopal address... "thou preparest a table before me in the presence of mine enemies".

Let us begin the thread with "mine enemies". The psalmist probably had his own personal list of favorites, just as, if pushed, I could produce my personal list as well...but it is more likely that the psalmist was referring to the foes and persecutors of the psalmist's people. We also claim that the psalms are universal, speaking to all times and all peoples. I remember Cliff Stanley saying three things about ENEMIES: 1- enemies are enemies, not only because they are strong, but also because we are weak; and 2- we have enemies because we are going to die. Death is the last enemy to be destroyed, because of its power and gravity...and 3- the real and final enemy is finite being...which means to be limited...with doors that cannot be closed, and threats that may ultimately succeed. Tomorrow does not have to come.

Here in our time we seem determined to name some of our enemies...such as Iraq...North Korea...Osama ben Laden. We also seem to have determined that the only way to respond to our enemies is to destroy them, which sends us on a search for reasons to do so. Why are these people and nations our enemies? Why are we hated so intensely in some places around the world? Consider this:

During the Christmas holiday, I had the opportunity to watch three of our youngest grandsons playing together in the same space. The youngest child was playing off to one side by himself...not bothering anyone, and, for a time, not being bothered. The oldest child was clearly in charge...in charge of the resources for play, and in charge of the rules of the game. The middle child, after observing for a brief time, decided that he needed to be able to control some of the resources, and perhaps even determine how the game might be played differently. This led inevitably to a confrontation. Also, on occasion, raids would be made upon the youngest child playing alone, in order to capture some of his resources. Initially, the response was tears, but I could see that it would not be much longer before the youngest child would say, "enough is enough" and more aggressively seek to protect his own turf and his own resources. Child's play??? How far have we really progressed??? Reputable economists and sociologists tell us that there are in fact enough of the world's resources for everyone within the global village. It simply is not a question as to whether we CAN provide basic resources for all people of the world, but whether we WILL. The homiletical story is told of the child who lived in



abject poverty, being asked by a reporter, "do you believe in God?" The child said, "Yes, I do". The reporter continued, "Do you believe God loves you?" and the child responded, "Yes, I do". The reporter's final question was, "Then why are you living in such poverty?" and the child's response... "I believe God asked someone to do something about it, but that person said NO."

We have dedicated a grotesque amount of our federal budget to provide troops and weapons prepared to take on and rid ourselves of some of the enemies we've named. And they have done the same, North Korea has the third largest standing army in the world today, and yet has massive problems with poverty and unemployment ...while in our country we continue to experience significant homelessness and despair among our poorest people. Beyond our borders, children and adults suffer and die each day of starvation and disease, especially vulnerable to the aids pandemic that continues to devastate our global village. We have the capacity and the ability to change that picture...but apparently not the will. We focus our resources, our creativity, and our energy on ridding ourselves of enemies...pointing to broken promises and failed agreements...digging up Augustine and Aquinas and the theory of a "just war". For me this puts us all on a very slippery slope from the "just war" to "it's just a war". As disciples of the prince of peace, we need to raise our voices in cries for peace. We need to demand that we exhaust every, every, every effort to find a way to bring peace to the global village, allowing us to redirect our substantial resources to the well-being of every human being.

This is where I am and where I believe God is calling me to be. Tomorrow you will have the opportunity to speak from your heart as well -- and the wonder and joy of this gathering is that we don't have to see this the same way ... but if we are willing to listen, as well as speak, we might just learn something from each other, and God might just slip in between the listening and the speaking.

Continuing the thread, somehow the psalmist knew that we don't get to rid ourselves of all our enemies before we focus on the preparation of our tables; rather it is in the presence of those enemies which cause us so much fear and anxiety that the table is set up...and therein lies our hope.

The Christ child is born in a (s)table to which shepherds and magi are invited. The table is, of course, a symbol of life...a setting for the messianic banquet...where we come from the east and the west and the north and the south to sit down in the realm of God.

Here in the diocese of Newark, we are constructing a table with attention to size and shape, in order that it might be sufficient for all to whom the invitation is given. This 129<sup>th</sup> diocesan convention for the diocese of Newark is organized around an opportunity to celebrate and engage in the multi-ethnic diversity of our diocese. We are not doing this in order to have a creative feel-good experience, nor because it might be politically correct. We are doing this because if we hope to live in a world that is deeply committed to the health and welfare of all of God's creation, then we will need to know each other far better than we do now. It will take plain hard work and commitment and it will take deconstructing myths and reconstructing opportunities in order to discover the joy and satisfaction that comes from respecting the dignity of every human being.

In his book, "Faithquakes", Leonard Sweet says that Americans now eat more tortillas for breakfast than bagels or biscuits or pita bread; more salsa is now sold than ketchup...and the year 2056 is the magic date cited by sociologists as the moment when the majority of the US American population will be non-European, and nonwhite. As early as 1994, Asians, Africans, and Hispanics made up one fourth of the population. Tuesday's national press release in the New York Times indicated that Hispanics are now the largest minority in our country, numbering 37 million people, while black people number 36.2 million, and Asians number 12.1 million. White people number 199.3 million in a country with a total census of 284.8 million.

We were experimenting with a software program to translate our English texts into Spanish. The computer determined that when we used the word, "Spirif", it translated the word in Spanish as Alcohol. I guess that means, "In the power of the Spirit" might be translated, "under the influence of alcohol" . . . but wasn't it only nine o'clock in the morning?"

Michael Lind in "The Next American Nation" says that one of the consequences of the ideologies of pluralism in multicultural America is that there is no coherent American national community, but rather five national communities, defined by race - white, black, Hispanic, Asian and Pacific Islander, and Native American. Lind believes that the melting-pot image of assimilation has been rejected. The image touted to replace it is America as Mosaic, merging the five national communities without assimilating any. Stephen Rhodes writes, "In many ways we are back to where we started, the story of Babel. But now, instead of just one walled city and one tower, there are many. Human beings are once again afraid of being scattered, so we are busily erecting our cities, our towers, our walls to prevent this scattering. To protect our linguistic, cultural and racial identities, we are sealing ourselves off and imposing a self-styled uniformity to ensure homogeneous purity. As in Babel, once more we refuse to listen to each other...each group shouts more and more loudly, seeking to make a name for itself. This chorus of angry, defensive voices has no harmony, much less melody. The only sound to be heard is babble. There is speaking, but there is no listening. There is ideology, but there is no understanding."

Therein lies the thinking behind this convention...and our effort to work at what it really means to invite everyone to the table in this diocese. Let me tell you briefly about our efforts to establish the diocesan table.

A significant voice at the table this year is that of Rufus Theophilous Brome, assisting Bishop of Newark in 2003. Bishop Brome brings the wisdom of his years and experience as Diocesan Bishop of Barbados, and an understanding of the Greater Anglican Communion. As pastor to the clergy and clergy families, advisor to the Bishop and full-time participant with the diocesan staff and leaders of the diocese, Bishop Brome is a warm and welcome voice and presence at the table.

This past year, the Diocesan Council initiated some important work identifying its responsibilities as a Council. I presented a series of tasks that I hoped the Council would take on as appropriate work to be done, and they have enthusiastically agreed to do so. Those tasks include, providing oversight for the development of a Companion Diocese relationship; taking on the responsibilities of oversight for mission congregations and their ministry; developing a

parish partner program to facilitate the linking of congregations within the diocese as partners in ministry; doing more active liaison work to strengthen and empower the work of District Councils; carrying out an analysis of the commission and committee structure of the diocese; and carrying out the strategic planning function for the diocese, with a particular focus on the threads developed at the visioning convocation. This is an exciting time for the council, and 24 good people have undertaken to do good work!

Slightly more than a year ago, the Rev. Maggie Gat encouraged us to gather some people who were especially sensitive to the need for Hispanic ministry in this diocese which has a rapidly growing Hispanic population. Upon their recommendation, I am delighted to announce the formation of a Hispanic Ministry Task Force for the year 2003, with the following specific objectives...

- Develop strategy to create space and opportunities for Latin American voices to be articulated and heard in our Diocese
- Develop a strategy for evangelization and catechesis of Hispanics in our Diocese
- Develop bilingual strategies for multi-ethnic congregational growth and development
- Partner in facilitating a multi-ethnic environment in our Diocese of Newark
- Explore the possibility of Diocesan staff support for Hispanic Ministry

Presently, Hispanic ministry is being conducted in a variety of ways in at least seven of our congregations. (Included are St. John's Church in Dover; St. Anthony of Padua in Hackensack; Grace Church in Union City; St. Paul's Church in Paterson; Calvary Church and Trinity Church in Bayonne; St. John the Divine in Hasbrouck Heights.)

While we are busily engaged in the building of a diocesan table, as well as smaller congregational tables, we may lose sight of the world beyond ourselves, and our need to be involved in that world as well. With the challenge of this year's economic down-turn, and the financial difficulties faced by some of our congregations, it would have been easy for us to turn inward, perhaps to try out the old "charity begins at home" routine...but then of course that's simply not true...charity that begins at home really isn't charity...it's something else. I am very pleased with our decision to hold fast to our stewardship principles, which include making outreach our first financial priority. Truthfully, I'm not always pleased with some of the decisions made at the National Church level, and I am even more troubled by the failure of some dioceses to honor their financial commitments to the National Church and beyond, but I cannot allow those actions, (or lack thereof) to determine our stewardship. We have provided significant National leadership by our stewardship commitment, and I believe we need to continue to hold this high standard of excellence, as we continue to list our outreach portion of the budget as the first line items in our program budget. We shall also continue to stand firm in our 50 - 50 stewardship principles, giving 25 percent to the National Church and beyond, and moving toward 25 percent for local outreach ministries (currently 8%). At the same time, after a brief initial analysis of parochial report returns and other data available, I am concerned about the possibility that there could be a significant number of congregations operating with deficit budgets, and I will be asking the diocesan council to review this matter in detail, with the assistance of the chief financial officer, Mr. John Zinn.

As a further expression of our commitment to the church in the world beyond our doors, I am announcing the appointment of a committee to explore the establishment of a new companion diocese relationship for the diocese of Newark. Ms. Bernice Mayes from Trinity and St. Philip's Cathedral, and the Rev. William Parnell, rector of Christ Church in Hackensack have agreed to serve as co-chairs for this committee. Other members of the committee include: the Rev. Bear Budhu, St. Agnes' and St. Paul's; Ms. Kitty Ferguson, St. Peter's, Morristown; Ms. Martha Gardner, St. George's, Maplewood; Mr. Reuben Jurado, St. John the Divine, Hasbrouck Heights; Mr. Don Roberts, Church of Our Saviour, Secaucus; the Rev. Bob Schiesler, St. Luke's, Montclair; the Rev. Margaret Swetman, Grace Church, Union City.

The committee will be charged with creating a theological framework for establishing a companionship, together with some practical information which might address the WHO...WHEN...WHERE...WHY...and HOW questions as well as some financial projections for the project. These findings and recommendations will come before the 130<sup>th</sup> diocesan convention in 2004. Entering into a new companion diocese relationship will also bring more voices to our table.

If we want to build a diocesan table which will welcome all of God's children, we have to spend time strengthening the individual congregational tables. That is the place where much of the important work of ministry takes place.

In deployment, I believe, with Canon Hunt's leadership, we are now strong enough (at least politically correct enough) that women, people of color, gay and lesbian clergy, and even straight white males can be interviewed in most of our congregations...although in truth there are still places where some clergy may get to interview, but will not get to celebrate or stand at the table.

We still have a distance to travel before everyone has a non-prejudiced opportunity for a place at the table. This past year I have met with the clergy of color, as well as the gay and lesbian clergy in the diocese and earlier met with the clergy women. I plan to meet with each of these groups annually, and continue my strong commitment to a fall Clergy Conference, spring Clergy Day and Tuesday District gatherings. As we work to keep our communication open with each other, I believe we succeed at bringing more people to the table...and find them to be healthy when they get there.

I believe our congregational development efforts are moving along with good result. In less than one year Canon Echols has gathered significant people and material resources to make it easier for each congregation to build its own table as well as to sit at the diocesan table. The Congregational Development mantra is, "you are not alone...call us first"...the diocesan network is available to you as you plan and implement your ministry and members of the congregational development program team be seen at this convention wearing yellow buttons that say, "Call Us First." We offer staff and commission members with expertise...information on the internet...training events and conferences...funds for buildings, outreach, program, and congregational development....Now is a great time to catch a vision and go after it...to set up your table!

In order to carry out some of our congregational development work, we are in need of some comfortable, accessible, and affordable conference center facilities, for vestry retreats, other

parish group events, as well as district and other functions. We have agreed to undertake the next step in our long-range program to improve the Camp and Conference Center facilities at Crossroads. Our diocesan goal as the diocese is to raise \$500,000. That amount will also be the goal for our partner in this venture, the Lutheran Synod in New Jersey. What a wonderful asset we have in the Crossroads facility...and how useful it will be if we can raise the funds to upgrade the conference part of Crossroads. You will be hearing more from me about this project as we move toward our goal.

In an effort to improve our communication with those already at the table, as well as our desire to communicate with those not yet at the table, or perhaps those at a different table, I have asked Ms. Susan Robinson to take on the responsibility for communication and the planning of special events. I hope you are already noticing the improved communication from 31 Mulberry Street and our connectedness with the larger church, especially via the internet.

For the past fourteen years, the ministry of the Oasis has been focused on the inclusion of Gay, Lesbian, Bi-sexual and Transgendered people at the table. . .here in the diocese as well as in the world beyond us. . .and with great success.

Now it is time to expand the table of justice concerns for which we provide staff support. I have called for a Justice Missioner, who would provide continued support for the work of the Oasis ministry, together with support for our Mission to Dismantle Racism, and for the Bethsaida team ministry which advocates for persons with disabilities, and the need for equal access to the table...where wheelchairs and other support systems will be welcome at the table.

For the last year, we have listened to the concerns of these three groups and together with them have developed a job description for the new position which includes facilitating justice ministries in local congregations. The Justice Missioner will report to Canon Echols as a member of the Congregational Development program team. A national search produced candidates who were lay and clergy, people of many colors, gay and straight, and variously abled. About half the candidates were from inside our diocese.

Representatives of the Bethsaida team, the Mission to Dismantle Racism and the Oasis interviewed final candidates. After a long process, I believe we have found the person called to be our first Justice Missioner. I invite your warm greeting and support for our new Justice Missioner, Ms. Lyn Headley-Moore. May you keep our feet to the fire, admonishing and encouraging us to "DO JUSTICE "!!! AND SEE THAT NOONE IS ABSENT FROM THE TABLE!!

Well, that's the essence of who we are, and the journey we are on together and that's the table as I see it. The simple truth is that the only way it is even remotely possible to set up this table of life in this wondrous diocese is because of the first word of our text...THOU... Thou preparest a table before me in the presence of mine enemies ...this holy Thou...who surrounds us with love and strength and courage to dare to prepare such a table where all are welcome and none are outcasts.

On the year I was ordained (1963), Michel Quoist published a book of prayers called "PRAYERS". I offer you this prayer in closing:

Lord, why did you tell to love all people?  
 I have tried, but I come back to you, frightened....  
 Lord, I was so peaceful-at home, I was so  
 comfortably settled.  
 It was well-furnished, and I felt cozy.  
 I was alone,  
 I was at peace,  
 Sheltered from the wind and the rain, kept clean.  
 I would have stayed unsullied in my ivory tower.  
 But, Lord, you have discovered a breach in my  
 defenses.  
 You have forced me to open my door.  
 Like a squall of rain in the face, the cry of others  
 has awakened me;  
 Like a gale of wind a friendship has shaken me,  
 Stealing in like a shaft of light, your grace has  
 disturbed me.  
 Rashly enough, I left my door ajar. Now, Lord, I  
 am lost!  
 Outside, they were lying in wait for me.  
 I did not know they were so near; in this house, in  
 this street, in this office; my neighbor, my  
 colleague, my friend.  
 As soon as I started to open the door I saw them,  
 with out-stretched hands, anxious eyes, longing  
 hearts, like beggars on church steps.  
 The first came in, Lord. There was, after all, a bit  
 of space in my heart.  
 I welcomed them. I would have cared for them  
 and fondled them, my very own little lambs, my  
 little flock.  
 You would have been pleased, Lord; I would have  
 served and honored you in a proper, respectable  
 way.  
 Until then, it was sensible. . .  
 But the next ones, Lord, the others — I had not  
 seen them;  
 they were hidden behind the first ones.  
 There were more of them. They were wretched;  
 they overpowered me without warning.  
 We had to crowd in, I had to find room for them  
 Now they have come from all over in successive  
 waves, pushing

one another, jostling one another.

They have come from all over town, from all parts  
of the country,  
of the world; numberless, inexhaustible.  
They don't come alone any longer but in groups,  
bound one to another.

They come bending under heavy loads; loads of  
injustice, of resentment and hate, of suffering and  
sin. . .

They drag the world behind them, with everything  
rusted, twisted, badly adjusted.

Lord, they hurt me! They are in the way, they are  
all over.

They are too hungry; they are consuming me!  
I can't do anything any more; as they come in,  
they push the

door, and the door opens wider. . .

Ah, Lord! My door is wide open!

I can't stand it any more! It's too much! It's no  
kind of a life!

What about my job?

My family?

My peace?

My liberty?

And me?

Ah, Lord! I have lost everything; I don't belong  
to myself any longer;

There's no more room for me at home.

And Lord, You answered –

Don't worry, Be Happy! You have gained all,

While others came in to you,

I, your God,

Slipped in among them.

**129<sup>th</sup> ANNUAL CONVENTION RESOLUTIONS**

- 1. ETHNIC DESKS AT THE NATIONAL CHURCH OFFICE**
- 2. FOOD ALLERGEN AWARENESS AND PROTECTION**
- 3. EPISCOPAL RELIEF AND DEVELOPMENT FUND**
- 4. EPISCOPAL WOMEN'S CAUCUS AND THE "ANGEL PROJECT"**
- 5. FUNDAMENTALISM (STUDY OF)**
- 6. DOMESTIC VIOLENCE AWARENESS MONTH IN THE DIOCESE**
- 7. DNA RAPE TEST KITS**
- 8. IN SUPPORT OF THE CHILDREN'S SABBATH**
- 9. IN SUPPORT OF PRISONERS AND THEIR FAMILIES**
- 10. INTEGRATED PEST MANAGEMENT**
- 11. ENERGY CONSERVATION FOR DIOCESAN HEADQUARTERS AND NATIONAL CHURCH HEADQUARTERS AND GLOBAL WARMING**
- 12. ENGAGEMENT AND CELEBRATION OF MULTI-CULTURALISM**
- 13 A-F CONCERNING THE WAR ON TERRORISM  
(DECRIES AGAINST TERRORISM)  
(IMBALANCE IN NATIONAL SPENDING PRIORITIES)  
(USA PATRIOT ACT)  
(INVASION OF IRAQ)  
(RENOUNCE USE OF NUCLEAR WEAPONS)**
- 14. STUDY OF THE THEOLOGY OF "JUST WAR"**
- 15. A045 TASK FORCE REPORT**
- 16. CEREMONIES FOR BLESSING RELATIONSHIPS**
- 17. SUPPORT FOR SAME GENDER COUPLES**
- 18. LIVING WAGE ORDINANCE**
- 19. SEPARATION OF POWERS (PRESIDING BISHOP AND EXECUTIVE COUNCIL)**



**CONSENT CALENDAR (adopted)****Resolution 1****Ethnic Deaks at the National Church Office**

**RESOLVED**, That this 129<sup>th</sup> Convention of the Episcopal Diocese of Newark submits the following resolution to the 74<sup>th</sup> General Convention:

**RESOLVED**, the House of \_\_\_\_\_ concurring that the Episcopal Church Center develop new, creative ways of welcoming and incorporating people of diverse ethnic backgrounds into its fold by the year 2020; and, be it further,

**RESOLVED**, That the Asiamerica Ministries, Black Ministries, Hispanic Ministries, and Native American Ministries desks of the Episcopal Church Center be retained as they were originally chartered, in order to function as an integral part of the Church's work to double its Baptized membership by the year 2020.

Submitted by the Very Rev. C. David Williams, Trinity + St. Philip's Cathedral, with the endorsement of the Clergy of Color

**SUPPORTING INFORMATION**

The Episcopal Diocese of Newark has called this Convention to come together to discuss and explore our multicultural and diverse background. The diocese is composed of a significant number of churches that are made up of peoples of many colors and cultures. The diocese has long demonstrated a desire and willingness to confront racism and promote inclusiveness at every level in our worship together. Further, diocese reflects in its leadership model, the importance of having peoples of color with voice and vote represented at every level of leadership.

**CONSENT CALENDAR (adopted)****Resolution 2****Food Allergen Awareness and Protection**

**RESOLVED**, That this 129<sup>th</sup> Convention of the Episcopal Diocese of Newark asks the Bishop to appoint a committee to develop a program for all congregations and organizations within the Diocese to assure an awareness to the serious, life-threatening condition experienced by those with certain food allergies; and, be it further

**RESOLVED**, That this Convention supports the legislation originally introduced by Senator Edward Kennedy in the US Senate as S. 2499 and by Representative Nita Lowey in the US House of Representatives as H.R. 4704 during the 107<sup>th</sup> Congress: "Food Allergen Consumer Protection Act" to amend the Federal Food, Drug, and Cosmetic Act to establish labeling requirements regarding allergenic substances in food; and, be it further

**RESOLVED**, that this statement be communicated to Senator Kennedy, Representative Lowey and the members of the New Jersey delegation to the United States Congress.

Submitted by the Rev. Scott Hoogerhyde, Mr. Lou Leffler and Mr. Steve Koehler and endorsed by the Vestry of St. Mark's Episcopal Church, Mendham (10/6/02)

### SUPPORTING INFORMATION

One of our congregation at St. Mark's, a young lady just three years old, suffers from allergic reaction to nuts. The significance of this to us could be devastating. We have adopted and maintain an awareness program with strict requirements to help assure safety. This is a universal problem, surely affecting others in the Diocese.

Excerpts from the proposed Legislation:

1. Approximately 7,000,000 Americans suffer from food allergies. Every year roughly 30,000 people receive emergency room treatment due to the ingestion of allergenic foods, and an estimated 150 Americans die from anaphylactic shock caused by a food allergy.
2. Eight major foods—milk, egg, fish, Crustacea, tree nuts, wheat, peanuts, and soybeans—cause 90 percent of allergic reactions. At present, there is no cure for food allergies. A food allergic consumer depends on a product's label to obtain accurate and reliable ingredient information so as to avoid food allergens.
3. Current Food and Drug Administration regulations exempt spices, flavorings, and certain colorings and additives from ingredient labeling requirements that would allow consumers to avoid those to which they are allergic. Such unlabeled food allergens may pose a serious health threat to those susceptible to food allergies.
4. A recent Food and Drug Administration study found that 25 percent of bakery products, ice creams, and candies that were inspected failed to list peanuts and eggs, which can cause potentially fatal allergic reactions. The mislabeling of foods puts those with a food allergy at constant risk.
5. In that study, the Food and Drug Administration found that only slightly more than half of inspected manufacturers checked their products to ensure that all ingredients were accurately reflected on the labels. Furthermore, the number of recalls because of unlabeled allergens rose to 121 in 2000 from about 35 a decade earlier. In part, mislabeling occurs because potentially fatal allergens are introduced into the manufacturing process when production lines and cooking utensils are shared or used to produce multiple products.
6. Individuals who have food allergies may outgrow their allergy if they strictly avoid consuming the allergen. However, some scientists believe that because low levels of allergens are unintentionally present in foods, those with an allergy are unable to keep from being repeatedly exposed to the very foods they are allergic to. Good manufacturing practices can minimize the unintentional presence of food allergens. In addition, when good manufacturing practices cannot eliminate the potential for cross-contamination, an advisory label on the product can provide additional consumer protection.

Further information:

<http://thomas.loc.gov/> [search on S. 2499 or H.R. 4704] [US Congress Legislation]  
<http://www.eatrightill.org/Food%20Allergen%20Bill.htm> [Make the World a Safer Place for those with Food Allergies]  
[http://users.bigpond.net.au/allergydietitian/fa/FA\\_peanut.html](http://users.bigpond.net.au/allergydietitian/fa/FA_peanut.html) [Peanut Free Eating]

**CONSENT CALENDAR (adopted)****Resolution 3  
Episcopal Relief and Development**

**RESOLVED**, That this 129<sup>th</sup> Convention of the Episcopal Diocese of Newark commends the work of Episcopal Relief and Development in the USA and around the world; and, be it further

**RESOLVED**, That this convention asks each congregation of the diocese to appoint a representative for Episcopal Relief and Development to coordinate local education and fund raising activities for ERD, and that the congregations inform the diocesan ERD Coordinator of the name and address of their representative.

Submitted by The Rev. John F. Stanton, Diocesan ERD Coordinator and Vicar, St. Matthew's Church, Paramus

**SUPPORTING INFORMATION**

Episcopal Relief and Development raises funds on behalf of the national Episcopal Church to alleviate human suffering in the face of natural and political disasters and to initiate and support projects around the world which help people avoid such disasters. The Diocese of Newark has supported ERD and its predecessor, the Presiding Bishop's Fund for World Relief. Representatives in each parish and mission would help to coordinate educational and fundraising projects in support of ERD.

**CONSENT CALENDAR (adopted)****Resolution 4  
Episcopal Women's Caucus and the Angel Project**

**RESOLVED**, That this 129<sup>th</sup> Convention of the Episcopal Diocese of Newark congratulates the Episcopal Women's Caucus on the mission and ministry of its "Angel Project" which raised funds for the residence of a female priest in the Diocese of Fort Worth for the canonical permissible 69 days to be among and with clergy and lay people in that diocese yearning for the presence of a female pastor and priest in their midst; and, be it further

**RESOLVED**, That this statement be conveyed to the leadership of the Episcopal Women's Caucus, the presiding bishop and the president of the House of Deputies.

Submitted by the Women's Commission (The Rev. Anne Bolles-Beaven, Ms. Janet R. Brockesby, Ms. Marge Christie, The Rev. Kevin Coffey, Mr. Michael Francaviglia, Ms. Martha Gardner, The Rev. Rose Hassan, Ms. Lyn Headley-Moore, The Rev. Elizabeth Keston, Ms. Edie Lauderdale, Ms. Marie Obermann, The Rev. Ellen Sloan, The Rev. Margaret Swetman, Ms. Fran Trott)

**SUPPORTING INFORMATION**

The Episcopal Women's Caucus created the "Angel Project" precisely for the reasons stated in the resolution. The Rev. Barbara Schlachter, ordained priest in January, 1977, was the first "angel" sent to one of the three non-ordaining dioceses. A fund-raising event was held at NJPAC enabling Newark people who supported the project the opportunity to contribute to its success. Future events may be held to help support future angels. A requirement of the "Angel Project" is that the request for a visit come from a significant number of lay and clergy people in the non-ordaining diocese.

**Adopted (removed from Consent Calendar)****Resolution 5**  
**Fundamentalism**

**RESOLVED**, That this 129<sup>th</sup> Convention of the Episcopal Diocese of Newark asks the Bishop to call the diocese to a study of fundamentalism and its effect on both the Episcopal Church and society at large.

Submitted by the Women's Commission (The Rev. Anne Bolles-Beaven, Ms. Janet R. Brocklesby, Ms. Marge Christie, The Rev. Kevin Coffey, Mr. Michael Francaviglia, Ms. Martha Gardner, The Rev. Rose Hassen, Ms. Lyn Headley-Moore, The Rev. Elizabeth Keeton, Ms. Edie Lauderdale, Ms. Marie Obermann, The Rev. Ellen Sloan, The Rev. Margaret Swetman, Ms. Fran Trott)

**SUPPORTING INFORMATION**

The impact of fundamentalism on our church and our world needs greater attention paid to its effect on theology, scripture, globalization and modernity. Theologian Karen Armstrong described fundamentalism as "representing a kind of revolt or rebellion against the secular hegemony of the modern world...a widespread dislike and disenchantment with modernity" when she opened a Trinity Institute telecast on the subject in November, 2001. Religion can be a liberating force in peoples lives or it can be a tool for their oppression – as has been obvious in Afghanistan, Saudi Arabia recently. It has provided the ethical and theological ballast for female subjection, sexual apartheid and violence against women. In her studies Armstrong has found that fundamentalist movements in all faiths are "rooted in a profound fear" and that their advocates must be taken seriously. Therefore, the need for such a forum

**CONSENT CALENDAR (adopted)****Resolution 6**  
**Domestic Violence Awareness Month in the Diocese of Newark**

**RESOLVED**, That this 129<sup>th</sup> Convention of the Episcopal Diocese of Newark calls upon the congregations and the Diocesan Council of the diocese to observe domestic violence awareness month each October through such means as educational forums and preaching series, prayers and services of healing, books and posters, and support of or volunteer efforts at local shelters for domestic violence; and, be it further

**RESOLVED**, that the this convention asks the Women Commission make available to the congregations and Council resources for bringing to awareness the scandal of the domestic violence.

Submitted by the Women's Commission (The Rev. Anne Bolles-Beaven, Ms. Janet R. Brocklesby, Ms. Marge Christie, The Rev. Kevin Coffey, Mr. Michael Francaviglia, Ms. Martha Gardner, The Rev. Rose Hassen, Ms. Lyn Headley-Moore, The Rev. Elizabeth Keeton, Ms. Edie Lauderdale, Ms. Marie Obermann, The Rev. Ellen Sloan, The Rev. Margaret Swetman, Ms. Fran Trott)

**SUPPORTING INFORMATION**

According to statistics compiled and information provided by the National Domestic Violence Task Force:

- Every 7.4 seconds a woman is battered.
- Every hour an adolescent is sexually assaulted.
- One in three women will be raped by someone they know.
- Battering is the greatest single cause of injury to women in the United States.
- The silence of the various religious communities on the subject, combined with the reading of scripture in church or temple that explicitly or implicitly condones violence to women and children, is a significant contribution to the epidemic of the social disease of domestic violence.

The National Domestic Violence Hotline: 1 800 799-SAFE (7233)  
TTY: 1 800 787 3224  
[www.ndvh.org](http://www.ndvh.org)

RAINN (Rape Abuse and Incest National Network): 1 800 656 HOPE  
[www.rainn.org](http://www.rainn.org)

Healing Club [www.healingclub.com](http://www.healingclub.com)

The Healing Pages provides a space where women can correspond with each other, give and get advice, listen to a survivor's story, tell a story of their own survival, or just lend an understanding ear.

The National Coalition Against Domestic Violence Web Page with links to other national and local resources: [www.ncadv.org/links.htm](http://www.ncadv.org/links.htm)

#### CONSENT CALENDAR (adopted)

##### Resolution 7 DNA Rape Test Kits

**RESOLVED**, That the 129th Convention of the Episcopal Diocese of Newark strongly supports efforts in the U.S. Congress to pass legislation that:

- supplies the resources to address the current backlog of DNA rape evidence collection kits and encourages states and localities to process rape evidence within 10 days of receipt,
- authorizes a minimum appropriation of \$200,000,000 over three years for DNA analysis of evidence kits and a minimum standardization of DNA evidence collection kits,
- provides grants for sexual assault nurse or forensic examiners in hospitals to be trained both in evidence collection and in addressing the emotional aspects of the assaulted victim and authorizes a minimum appropriation of \$210,000,000 over three years to fund training sexual assault examiners,
- requires that states and all local jurisdictions preserve and not destroy DNA evidence and requires that states receiving grants submit a report to Congress so that accurate and speedy identification can assist in stopping rapists from further sexual assaults and exonerate wrongfully imprisoned men; and, be it further

**RESOLVED**, That this resolution be submitted to NJ State legislators, the Congress of the United States of America, the leadership of the National Organization for Women and the Public Policy Network of the Episcopal Church.

Submitted by the Women's Commission (The Rev. Anne Bolles-Beaven, Ms. Janet R. Brocklesby, Ms. Marge Christie, The Rev. Kevin Coffey, Mr. Michael Francaviglia, Ms. Martha Gardner, The Rev. Rose Hassan, Ms. Lyn Headley-Moore, The Rev. Elizabeth Kaeton, Ms. Edie Lauderdale, Ms. Marie Obermann, The Rev. Ellen Sloan, The Rev. Margaret Swetman, Ms. Fran Trott)

#### SUPPORTING INFORMATION

In the U.S. there are 78 rapes each hour – thirty-five percent of these assaults are committed by someone unknown to the victim. In addition to the violence of rape, the risk of retaliation and the fear of court and police and court procedures, women who report their assaults undergo invasive evidence collection for rape test kits.

Rape kits contain DNA that could lead to the arrests and convictions of rapists and free wrongly convicted men. In cities across the country, an estimated half a million or more rape kits are sitting untested in police department evidence rooms. Police departments cannot afford the \$500 to extract the DNA and enter it into the national database. Most hospitals do not have sufficient facilities, programs, tools or professionally trained examiners to collect DNA evidence that will be admissible in court and the rape kits are not standardized for DNA evidence.

Prompt testing is critical as the rapists are able to roam free in the meantime, adding anxiety to the victims and also leaves all women at risk, because the average rapist commits eight to twelve sexual assaults. Howard Saffir, former Police Commissioner of New York City states: "For the price of one B-1 Bomber we could [test] all of the rape kits and convicted offenders."

In August, the Senate Judiciary Committee unanimously approved the DNA Sexual Assault Justice Act of 2002 introduced in May by Senator Biden. The bill requires local law enforcement agencies to assess their DNA backlog, provides \$335 million for laboratory processing, expansion of testing, establishes grant programs for evidence collection and training and extends the five-year statute of limitations on a federal sexual offense.

Two companion bills preceded Biden's but have not yet been heard in committee: "The Debbie Smith Act" (2001), introduced by Representatives Carolyn Maloney and Maria Cantwell and The Rape Test Kit Analysis Backlog Elimination Act of 2002, introduced by Representative Jerrold Nadler and Senator Hillary Clinton. "The Debbie Smith Act", named after a rape victim whose attacker was identified and convicted after six and a half years when her DNA rape evidence kit was processed, also requires that rape kits are to be tested within 10 days of receiving them.

#### CONSENT CALENDAR (adopted)

##### Resolution 8 In Support of the Children's Sabbath

**RESOLVED**, That this 126<sup>th</sup> Convention of the Episcopal Diocese of Newark endorses the National Observance of Children's Sabbaths; and commends this observance to all congregations of the diocese; and, be it further

**RESOLVED**, That this endorsement be conveyed by the Secretary of Convention to the leadership of the Children's Defense Fund.

Submitted by the Bishop Anand Resource Center, Commission on Christian Education, Episcopal Church Women/Diocesan Board, Jubilee Ministry

#### SUPPORTING INFORMATION

Our children are the builders of our future and we need to provide them with a stable and safe foundation. When congregations and communities come together to serve and seek justice for children, they are building secure foundations for future generations. The Children's Defense Fund (a private, nonprofit organization that has never taken government funds) publishes the Children's Sabbath books annually. Each year there is a different theme to support the underlying mission to *Leave No Child Behind* and to ensure that every child has a chance at a *Healthy Start*, a *Head Start*, a *Fair Start*, a *Safe Start* and a *Moral Start* in life. These books are purchased thru the joint effort of the Bishop Anand Resource Center, Commission on Christian Education, Episcopal Church Women and Jubilee ministries and distributed to each congregation to be used as a worship, educational, community outreach and advocacy resource. It includes materials for Episcopal, Protestant, Catholic, Jewish and other faith traditions. This resource is accompanied by an offer from BARC, COCE, ECW and Jubilee to help with the implementation of this resource.

**CONSENT CALENDAR (adopted)****Resolution 9****In Support of Prisoners and their families**

**RESOLVED**, That this 129<sup>th</sup> Convention of the Episcopal Diocese of Newark commands the work of the Prison Ministry Committee and calls upon the congregations of the diocese to witness to the teaching of the Gospel according to Matthew 25:36, "I was in prison and you visited me," by proclaiming and encouraging ministry to the incarcerated, ex-offenders and their families.

Submitted by: The Very Rev. C. David Williams, the Rev. Pamela Bakal, Mr. George Hayman and The Prison Ministry Committee of the Diocese of Newark

**SUPPORTING INFORMATION**

The recidivism rate in most prisons is over 50%. Each year over 550,000 people return to their communities from state and federal prison; most are untreated, and many are unemployable, or sick. Over 350,000 will be rearrested within three years of release (recidivism).

Intervention with education and other programs reduces the recidivism rates.

Inmates who earn a high school diploma or successfully complete a substance abuse program while in prison have significantly lower recidivism rates than those who do not.

More than three fourths of the prison population is minorities. The latest numbers taken from the NJ Department of Corrections statistics website indicate that there are approximately 18,055 black, 5,111 Hispanic, 93 Asian, 7 American Indian and 13 other or unspecified within the Department of Corrections in 2001. On January 8th 2001 63% of all state correctional institution members were black, 19% were white and 18% were Hispanic.

Imprisonment of poor, primarily minority people affects their families and particularly their children.

The work of the Diocese of Newark Prison Ministry Committee and local congregations currently maintain the following programs:

1. Bible Study at Northern State Prison
2. Prison Pen Pal
3. Camperships
4. Holiday Gift Programs
5. Holiday Choirs
6. Offender Aid and Restoration
7. Advocacy

**CONSENT CALENDAR (adopted)****Resolution 10****Integrated Pest Management**

**RESOLVED**, That this 129<sup>th</sup> Convention of the Episcopal Diocese of Newark directs the diocese to implement a system of Integrated Pest Management in all diocesan properties and on all such grounds, managing insect and rodent pests without the use of non-organic chemicals or toxins; and, be it further

**RESOLVED**, That the diocese, with the help of the Environmental Commission, shall research at least two options to accomplish this goal and report the results of this research, including the costs of various strategies, to the congregations of the diocese; and, be it further

**RESOLVED**, That this convention urges the congregations and affiliated agencies of the diocese to implement a similar system on their property and grounds, recognizing that children are among those most susceptible to the negative effects of toxins, and be it further

**RESOLVED**, That this 129<sup>th</sup> Convention of the Diocese of Newark submits the following resolution to the 74<sup>th</sup> General Convention:

**RESOLVED**, the House of \_\_\_\_\_ concurring that a system of integrated pest management be implemented on all national church properties and grounds.

Submitted by The Rev. Fletcher Harper, The Rev. Ed Hase on behalf of the Environmental Commission

#### **SUPPORTING INFORMATION**

Scientific research has established the negative impact of toxic chemical pest management on the water supply and on human health, particularly among children. Toxic chemicals used in most routine lawn maintenance seep into regional water supplies, and their residues remain present in areas where they have been applied for significant periods of time. Recognizing the danger this poses to human health and particularly to children, the State of New Jersey has recently required all public schools to implement a plan of Integrated Pest Management on public school property.

Cost-effective, organic, non-toxic methods of pest management exist. As places where children congregate, as institutions committed to the stewardship of God's earth, and as models for their communities, churches should play a leading role in environmentally sustainable methods of grounds maintenance.

The Diocese of Massachusetts is considering a similar resolution at its convention in mid-November.

Partners for Environmental Quality, an interfaith environmental coalition based in New Jersey, is able to provide the Environmental Commission with the information necessary to fulfill the requirements of this resolution.

#### **CONSENT CALENDAR (adopted)**

##### **Resolution 11**

#### **Energy Conservation for Diocesan Headquarters and National Church Headquarters and Global Warming**

**RESOLVED**, That this 129<sup>th</sup> Convention of the Episcopal Diocese of Newark calls upon the Diocese, through its Diocesan Council and Environmental Commission, to commission an energy audit of Episcopal House to identify the means of reducing energy use at Episcopal House by 10%, and to share the audit results and related resources with the congregations of the diocese, and proceed to implement recommendations from the audit with the goal of reducing energy consumption by the targeted amount; and, be it

**RESOLVED**, That this 129<sup>th</sup> Convention of the Diocese of Newark submits the following resolution to the 74<sup>th</sup> General Convention:

**RESOLVED**, the House of \_\_\_\_\_ concurring that the General Convention authorize an energy audit at the Episcopal Church Center, with the audit process and results shared with the wider church through appropriate means; and, be it further

**RESOLVED**, That those bodies overseeing the development of a new Church Center at General Seminary in New York incorporate in their architectural, financial and operational plans measures to insure that the new headquarters functions in a manner that minimizes energy use and environmental impact, exploring options including but not limited to solar power, LEED certification and Integrated Pest Management.



Submitted by The Rev. Fletcher Harper, The Rev. Ed Hasse on behalf of the Environmental Commission

### SUPPORTING INFORMATION

Energy production and use in the US is a major source of greenhouse gas emissions. Greenhouse gas emissions have been proven to create global warming. Global warming is likely to cause changes in sea levels and disease vectors; and an increased number of catastrophic weather occurrences globally. These effects will almost certainly impact the poor and most vulnerable in developing countries disproportionately.

Despite a strong scientific consensus on the threats posed by global warming, the current US administration has withdrawn the US from international accords on global warming and has downplayed the importance of this critical threat to global well-being. This absence of Federal leadership makes it even more important that the church serve as a model of and advocate for sustainable energy use.

US institutions and households today generally are able to conserve substantial amounts of energy, resulting in financial savings and benefit to the environment. The church should model responsible energy use as a way of fighting global warming and of setting an example in the intelligent restraint in the use of resources for the well-being of all. The Environmental Commission, through Partners for Environmental Quality, has identified the most experienced religious facilities energy auditor in the country, located in Philadelphia and recently recognized by the Environmental Protection Administration for his work. This auditor is available to help the diocese and National Church identify specific strategies to reduce energy use and costs and greenhouse gas emissions.

LEED certification is a process that ensures that a building is functioning in a highly efficient manner regarding energy use and environmental impact.

### CONSENT CALENDAR (adopted)

#### **Resolution 12**

#### **Engagement and Celebration of Multiculturalism**

Whereas this 129th Convention of the Episcopal Diocese of Newark celebrated the theme of Diversity and presented models of Multiculturalism, be it

**RESOLVED**, That this 129th Convention of the Episcopal Diocese of Newark calls upon each congregation to engage in at least one new initiative that celebrates Multiculturalism and Diversity during the year 2003; and to report their experiences through the Districts to the Diocesan Council.

Submitted by the Planning Committee for Convention (Ms. Kathleen Bellard, The Rt. Rev. Rufus T. Brome, The Rev. Jacob David, Canon R. Carter Echols, Mr. Michael Francaviglia, Ms. Martha Gardner, The Rev. Margaret Gat, The Rev. William Guthrie, Mr. Edgar Gutierrez, The Rev. Rose Hassan, The Rev. Canon Paul Hunt, The Rev. George Kaswarra, Ms. Kitty Kaweck, Ms. Doris Mardirosian, The Rev. Canon Martin Oguike, The Rev. Margaret Rainfeld-Karda, Ms. Susan Robinson, The Rev. Prince Singh, The Rev. Mildred J. Solomon, The Rev. Margaret Swetman, Mr. Solomon (K.B.) Yim, Mr. Timothy Wong)

### SUPPORTING INFORMATION

At this 129th Convention the Diocese of Newark has begun a process that intentionally celebrates and models the diversity that is our reality. Fundamental to this process is emphasizing the importance of growing beyond the superficial satisfaction of a diverse convention to the beginning of a genuine celebration of the diverse gifts of this diocese. This Convention has included the celebration of our diversity and offered worship opportunities that incorporate the multicultural community that we represent. It now urges us to do more and to be more.

This Convention recognizes that in order for the work of this body to be meaningful and life changing it is incumbent upon all of us to consciously engage spiritually, emotionally and intellectually with the gifts that our diversity offers us. Therefore we, the Diocese, offers a variety of resources to under gird that engagement:

- the Resources and contacts that are available at this Convention.
- the Primer that is available for each congregation
- the expansion of the Diocesan website to incorporate and encourage a diversity of ideas.

Thus this convention encourages this diocese to take advantage of those resources and to engage in local celebration of our diversity through worship, festival, and engagement.

[The original text of Resolution 13 was divided as follows:]

**Resolution 13A (adopted)**  
**A Resolution Concerning the War on Terrorism**  
**(In Solidarity with the Diocese of Rochester)**

**RESOLVED**, That this 129th Convention of the Episcopal Diocese of Newark affirms that loyalty to the teachings of Jesus Christ commits us to his way of redemptive love, and that our baptismal vows call on us to "renounce the evil powers of this world which corrupt and destroy the creatures of God;" and, be it further

**RESOLVED**, That this Convention decries the abuse, corruption and diminishment of God's name by any who claim to be the sole receiver of God's revelation, and who use force, terror, and violence against all creatures of God's creation.

**Resolution 13B (adopted)**

**RESOLVED**, That this 129th Convention of the Episcopal Diocese of Newark affirms that America's future as a just and safe society lies in supporting economic policies to reduce poverty at home and abroad and in supporting international treaties and cooperating with other nations to work for peaceful resolutions of conflicts; and, be it further

**RESOLVED**, That this Convention calls on the Bush Administration to redress the imbalance in our national spending priorities as reflected in the current Federal budget, which allocates almost 400 billion dollars this fiscal year for the military in contrast to much smaller amounts allocated for domestic programs - such as the less than 16.6 billion funding for TANF (Temporary Assistance to Needy Families).

**Resolution 13C (adopted)**

**RESOLVED**, That this 129th Convention of the Episcopal Diocese of Newark calls into question recent executive and legislative measures, in particular the USA Patriot Act, that erode due process rights, privacy protections and other civil liberties of American citizens guaranteed by the Bill of Rights.

**Resolution 13D (adopted)**

**RESOLVED**, That this 129th Convention of the Episcopal Diocese of Newark opposes pre-emptive strikes by the United States against Iraq or any other nation as contrary to the Episcopal House of Bishops' call to "strive always for justice and peace" as well international law.

**Resolution 13E (adopted)**

**RESOLVED**, That this 129th Convention of the Episcopal Diocese of Newark renounces the use of nuclear weapons and other weapons of mass destruction of any kind deployed in our name against people anywhere on this earth.

**Resolution 13F (adopted)**

**RESOLVED**, That this 129th Convention of the Episcopal Diocese of Newark instructs the Secretary of Diocesan Convention to notify President George W. Bush, and Senators Jon Corzine and Frank Lautenberg and representatives of Congressional Districts within this Diocese of the adoption of Resolutions 13 A through F, of our action and of our fervent prayer for them, for this nation, and this good earth, and especially for those who are oppressed whether in Iraq, our own nation or anywhere in God's creation.

Submitted by: The Rev. Diana Clark (sponsor designate), The Rev. Geoff Curtiss, Ms. Anahí Galante, Ms. Martha Gardner, Ms. Rosemarie Harvey, The Rev. Elizabeth Kaeton, The Rev. Janet Kraft, The Rev. Allison Moore, Mr. Junius (Jay) Powell, Ms. Maren Sugaman (Deputies to the 129th Convention); Women's Commission (The Rev. Anne Bolles-Beaven, Ms. Janet R. Brocklesby, Ms. Marge Christie, The Rev. Kevin Coffey, Mr. Michael Francaviglia, Ms. Martha Gardner, The Rev. Rose Hassan, Ms. Lyn Headley-Moore, The Rev. Elizabeth Kaeton, Ms. Edie Lauderdale, Ms. Marie Obermann, The Rev. Ellen Sloan, The Rev. Margaret Swatman, Ms. Fran Trott)

**SUPPORTING INFORMATION**

As our Presiding Bishop, The Most Rev. Frank T. Griswold, said in his recent statement on military action against Iraq, "A super power, especially one that declares itself to be 'under God,' must exercise the role of super servant. Our nation has an opportunity to reflect the values and ideals that we espouse by focusing upon issues of poverty, disease and despair, not only within our own nation but throughout the global community of which we are a part."

We need look no further than our own Diocese to find those facing poverty, disease and despair: according to the 2000 Census, the city of Newark had the highest poverty rate of any major city in the United States. The current Administration in Washington has determined that, instead of focusing on the alleviation of human suffering, it will: use the bulk of the vast resources of this country to dramatically increase spending on weapons of mass destruction, including nuclear weapons; support a war that is unlimited in scope; and pursue policies which have already resulted in the deaths of many thousands of innocent civilians in Afghanistan.

For us, the abrogation of civil liberties guaranteed under the Bill of Rights and extended to non-citizens in over a century of US Supreme Court rulings is not a theoretical matter either: a still uncouncted number of men of Middle Eastern descent have been detained in Paterson without charge. Our Lord Jesus Christ calls on us to stand with the oppressed and those who suffer injustice, and we cannot in good conscience support policies that deprive our citizens of their basic rights based on ethnicity or religious belief.

With respect to pre-emptive attacks in general, we are guided by the October, 2002 letter from the Episcopal House of Bishops to Congress which stated, "restraint and the ongoing commitment to international cooperation are the means toward peace that we all desire." As to international law, Article 2(4) of the United Nations Charter clearly states that member nations "shall refrain in their international relations from the threat or use of force against the territorial integrity or political independence of any state. Article 51 of the Charter outlines the terms under which a member state may use force in self-defense. The Charter does not allow military force to be used if an armed attack has not occurred.

With respect to Iraq, in particular, the letter stated, "we do not support a decision to go to war without clear and convincing evidence of the need for us to defend ourselves against an imminent attack. The wisdom

of our own Christian faith, as well as other religious traditions, teaches us to demonstrate the greatest prudence and caution when the lethal force of war is contemplated." To this perspective, we also add that of the Archbishop of Canterbury Elect, the Most Reverend Rowan D. Williams, who has termed the proposed war with Iraq "immoral and illegal" and who recently wrote that "to suggest that we should approach military action with hesitation in the present context is to try to honour those who would be most helpless in a regional conflagration in the Middle East – minorities, refugees, ultimately the ordinary citizens of many states."

Our opposition to the use of nuclear weapons and other weapons of mass destruction is in keeping with well-established positions of the Episcopal Church in America. As long ago as 1982, the 67th General Convention passed a Resolution against the First Use of Nuclear Weapons, and this resolution remains in effect.

In the wake of the September 11th attacks, the House of Bishops issued a call to all Christians to "wage reconciliation," not war. Their call echoes the 2000 General Convention resolution to reject violence as a means of solving conflicts and to join in the United Nations' "Decade for a Culture of Peace and Non-violence." We would do well to heed this call and to use all our efforts and all our strength to establish peace for our world and in our time.

#### **Resolution 14 (adopted)** **Study of the Theology of "Just War"**

**RESOLVED**, That this 129<sup>th</sup> Convention of the Episcopal Diocese of Newark asks the bishop to develop a forum for the study of the theology and principles of "just war."

Submitted by the Women's Commission (The Rev. Anne Boles-Beaven, Ms. Janet R. Brockesby, Ms. Marge Christie, The Rev. Kevin Coffey, Mr. Michael Francaviglia, Ms. Martha Gardner, The Rev. Rose Hesse, Ms. Lyn Headley-Moore, The Rev. Elizabeth Keaton, Ms. Edie Lauderdale, Ms. Marie Obermann, The Rev. Ellen Sloan, The Rev. Margaret Swetman, Ms. Fran Trott)

#### **SUPPORTING INFORMATION**

The letter from the House of Bishops meeting in Cleveland, Ohio, on October 1, 2002, states: "...We recognize the possibility that war is sometimes unavoidable, but we do not believe that war with Iraq can be justified at this time.

- Iraq has not attacked the United States
- Our nation has not exhausted all possibilities for a peaceful solution to this potential conflict, including a new vigorous arms inspection regime
- Our nation has not sufficiently garnered world support
- It is highly likely that the consequences of a war with Iraq will not be contained within its borders
- We believe a pre-emptive strike against Iraq, with the overwhelming force such a strike may require to attain an expedient victory, may have many unintended consequences, including unacceptable civilian casualties.

The letter from the House of Bishops also states, "As disciples of Jesus Christ, we abhor violence and war. Our faith requires us to strive always for justice and peace. We believe that restraint and the ongoing commitment to international cooperation are the means toward peace that we all desire."

In raising questions about the wisdom and morality of our country's proposed course of action, the Diocese of Newark will stand with the House of Bishops, with other ECUSA dioceses, the Evangelical Lutheran Church in America, the Presbyterian Church USA, the Orthodox Church in America, the Christian Church (Disciples of Christ), the United Church of Christ, the African Methodist Episcopal Church, the Anglican Consultative Council, the US Conference of Catholic Bishops, the Executive Council of the Episcopal Church and the Church of England's House of Bishops.

**Resolution 15 (Adopted as amended)**  
**A045 Task Force Report**

**RESOLVED**, That this 128th Convention of the Episcopal Diocese of Newark expresses its dismay and outrage at the continued refusal of the three dioceses to adhere to the provision of the 1976 revised Canons of the Episcopal Church which stipulate that ordination "shall be equally applicable to women and men," with the recommendations of the report of the A045 Task Force of Executive Council, which made several visits to the three dioceses which still refuse to uphold the Canons of The Episcopal Church; and also expresses its disappointment at the failure of the A045 Task Force of Executive Council to persuade those three dioceses to so comply and its disappointment with the recommended course of action; and, be it further

**RESOLVED**, That copies of this resolution be communicated to the Presiding Bishop, the members of the Executive Council and the editors of Episcopal Life, The Living Church and The Witness; and, be it further

**RESOLVED**, That this 128th Convention of the Diocese of Newark submits the following resolution to the 74th General Convention:

**RESOLVED**, the House of \_\_\_\_\_ concurring, That the Executive Council develop the necessary systems to assure that all dioceses uphold the Canons of the Church, especially Title III, Canon 8.1 which states that "the provisions of the Canons of this Title for the admission of Postulants and Candidates, and for the ordination to the three Orders, Bishops, Priests, and Deacons, shall be equally applicable to men and women. No one shall be denied access to the ordination process nor postulancy, candidacy or ordination in any parish or diocese of this church solely on account of his or her sex."

Submitted by the Women's Commission (The Rev. Anne Bolles-Beaven, Ms. Janet R. Brookesby, Ms. Marge Christie, The Rev. Kevin Coffey, Mr. Michael Francaviglia, Ms. Martha Gardner, The Rev. Rose Hassan, Ms. Lyn Headley-Moore, The Rev. Elizabeth Kaeton, Ms. Edle Lauderdale, Ms. Marie Obermann, The Rev. Ellen Sloan, The Rev. Margaret Swetman, Ms. Fran Trott)

**Resolution 15 - A045 Task Force Report (Original Text)**

**RESOLVED**, That this 128th Convention of the Episcopal Diocese of Newark expresses its dismay and outrage with the recommendations of the report of the A045 Task Force of Executive Council, which made several visits to the three dioceses which still refuse to uphold the Canons of The Episcopal Church, revised in 1976 to state that the provisions of the canons pertaining to ordination "shall be equally applicable to women and men," and, be it further

**RESOLVED**, That copies of this resolution be communicated to the Presiding Bishop, the members of the Executive Council and the editors of Episcopal Life, The Living Church and The Witness; and, be it further

**RESOLVED**, That this 128th Convention of the Diocese of Newark submits the following resolution to the 74th General Convention:

**RESOLVED**, the House of \_\_\_\_\_ concurring, That the Executive Council develop the necessary systems to assure that all dioceses uphold the Canons of the Church, especially Title III, Canon 8.1 which states that "the provisions of the Canons of this Title for the admission of Postulants and Candidates, and for the ordination to the three Orders, Bishops, Priests, and Deacons, shall be equally applicable to men and women. No one shall be denied access to the ordination process nor postulancy, candidacy or ordination in any parish or diocese of this church solely on account of his or her sex."

### SUPPORTING INFORMATION

A045 was adopted by the 73<sup>rd</sup> General Convention in 2000 to report to the 74<sup>th</sup> General Convention in 2003. Twenty-five years have passed since the Church determined that women should be considered in the discernment, ordination and deployment processes of the Episcopal Church. Three dioceses still refuse to obey that Canon III.8.1, and General Convention in 1997 and 2000 asked the Executive Council to find ways to assist those dioceses. The issue is neither theological nor one of conscience.

In 1977 the then Bishop of Chicago set an example for the Church by enabling women called to priesthood to test that call in neighboring dioceses (Newark was one of those dioceses) and to be ordained by the Bishop Suffragan rather than the Diocesan whose theology and conscience were at odds with the ordination of women as priests and bishops. The A045 Task Force faced a difficult job, but rather than admit that it had failed, it called for study – once again – of the theology of women's ordination and for a day of dialogue at the 2008 General Convention (which would be 36 years and dozens of studies since the possibility of women's full inclusion in ministry was actively discussed and debated in the General Convention – much less the even earlier studies dating back to the 1950s!)

#### Resolution 16 (adopted as amended) Ceremonies for Blessing Relationships

**RESOLVED**, That this 129<sup>th</sup> Convention of the Episcopal Diocese of Newark stands in solidarity with persons who are in faithful monogamous relationships regardless of their gender, and acknowledges the importance of ceremonies of blessing for those relationships, and urges the creation and use of expansive/inclusive language liturgies to solemnize the blessing of same gender relationships; and, be it further

**RESOLVED**, That this Convention commends the efforts of the Claiming the Blessing coalition to have the Episcopal Church authorize rites of Blessing for same-gender couples, regardless of gender and others for whom marriage is not an option; and, be it further

**RESOLVED**, That the Diocese of Newark offers sanctuary and support to people of faith who are living in dioceses which do not stand in solidarity with them in their search for inclusion regardless of their sexuality; and, be it further

**RESOLVED**, That copies of this resolution be sent to the Presiding Bishop, the President of the House of Deputies and the members of the Executive Council.

Submitted by: The Rev. Phillip Dana Wilson and Terry Thomas, Lyle Timpeon and Joan Conley, lay deputies from Redeemer, Morristown, and endorsed by the Vestry of Redeemer.

The Women's Commission (The Rev. Anne Bolles-Beaven, Ms. Janet R. Brocklesby, Ms. Marge Christie, The Rev. Kevin Coffey, Mr. Michael Francaviglia, Ms. Martha Gardner, The Rev. Rose Hassan, Ms. Lyn Headley-Moore, The Rev. Elizabeth Keeton, Ms. Edie Lauderdale, Ms. Marie Obermann, The Rev. Ellen Sloan, The Rev. Margaret Swetman, Ms. Fran Trott)

The Oasis Commission (Mr. Peter Madison, Mr. Donald Peck, Mr. John Simonelli, Rev. Anahí Galante (Interfaith Minister), The Rev. Hank Dwyer, The Rev. Kenneth Near, Ms. Nancy Read, Dr. Tim Mundy, The Rev. Randall Day, The Rev. Jill McNish)

#### Resolution 17 (adopted) Support for Same Gender Couples

**RESOLVED**, That this 129<sup>th</sup> Convention of the Episcopal Diocese of Newark calls upon the State of New Jersey to affirm the rights of same-gender couples who choose to marry and share fully and equally in the rights, responsibilities, and commitment of civil marriage; and, be it further

**RESOLVED**, That this Convention conveys its admiration, support, encouragement and prayers to seven same gender couples who have filed suit against the State of New Jersey for the right to marry, among them members of our diocese, Cindy Meneghin and Maureen Killian (together with their children Josh and Sarah Killian-Meneghin), and Mark Lewis and Dennis Winslow, and Sarah and Suyin Leal (together with their daughter Zenzali); and, be it further

**RESOLVED**, That the Secretary of Convention provide a copy of this resolution to the Office of the Governor, The Justices of the New Jersey Supreme Court, the leadership of the State Senate and Assembly, the Lambda Legal Education and Defense Fund, and the seven plaintiff couples, the presiding bishop and the president of the House of Deputies.

Submitted by: The Rev. William C. Parnell and Ms. Marjorie Jingo, Christ Church, Hackensack; The Rev. Rose Hassan, Ms. Judy Scherzo, Ms. Carol Stec, and Andrea Lambertson, Trinity Church, Kearny; The Rev. Randall Day, St. Mark's, Teaneck; The Rev. Denise Yarbrough, Church of the Transfiguration, Towaco; The Rev. John F. Stanton and Barbara Lewis, St. Matthew's, Paramus; The Rev. Philip S. Krug, retired; The Rev. Hank Dwyer, Nancy Read, Robert Masello, and Ms. Nancy Young, St. Peter's, Clifton; The Rev. Fletcher Harper, Partners for Environmental Quality; The Rev. Elizabeth Kaeton, St. Paul's, Chatham; The Rev. Albert D. Jousset, Jr., Christ Church, Ridgewood; Rosemarie Harvey, St. John's, Passaic; The Rev. Diana Clark, St. John's, Montclair;

The Rev. Phillip Dana Wilson and Terry Thomas, Lyle Timpson and Joan Conley, lay deputies from Redeemer, Morristown, and endorsed by the Vestry of Redeemer.

Women's Commission (The Rev. Anne Bolles-Beaven, Ms. Janet R. Brooklesby, Ms. Marge Christie, The Rev. Kevin Coffey, Mr. Michael Francaviglia, Ms. Martha Gardner, The Rev. Rose Hassan, Ms. Lyn Headley-Moore, The Rev. Elizabeth Kaeton, Ms. Edie Lauderdale, Ms. Marle Obermann, The Rev. Ellen Sloan, The Rev. Margaret Swetman, Ms. Fran Trott)

The Oasis Commission (Mr. Peter Madison, Mr. Donald Peck, Mr. John Simonelli, Rev. Anahí Galante (Interfaith Minister), The Rev. Hank Dwyer, The Rev. Kenneth Near, Ms. Nancy Read, Dr. Tim Mundy, The Rev. Randall Day, The Rev. Jill McNish)

### SUPPORTING INFORMATION

Seven same-gender couples (including three couples who are members of our Diocese) are challenging the laws of the State of New Jersey which today prevent them from marrying. Same-sex couples are not allowed to marry in any state - no matter how long they have been together, no matter how committed they are to their relationship or their children, no matter how much they have already assumed the same responsibilities as different-sex married couples, and no matter how much their families need the protections and benefits that come with civil marriage.

Marriage is a civil right that belongs to everyone. Loving, committed same-sex couples form families and provide emotional and economic support for each other and for their children just like other couples do. This inequality in access to marriage should end, just as our nation has abolished prior discriminatory exclusions. Less than forty years ago, many states prohibited interracial couples from legally marrying. In *Loving v. Virginia*, a married interracial couple was arrested in Virginia and faced up to five years in prison. The state court upheld their conviction because it found interracial relationships to be "unnatural". Similar arguments are used against recognizing same-sex relationships today. But the U.S. Supreme Court held in its 1967 decision in the case that restricting marriage to same-race couples was unlawful discrimination. The government's restriction of marriage to different-sex couples is discriminatory as well. The choice of a marriage partner belongs to each individual, not to the state.

For those couples desiring the full structure and status of marriage, domestic partner benefits are inadequate. In certain cities, states or companies, there is limited recognition of relationships between unmarried partners, often including both different-sex couples and same-sex couples. As domestic partners, couples may gain access to health care coverage and certain other basic family benefits. But many couples wish to structure their families around a broader set of rights and responsibilities. For these couples, domestic partnership is no substitute for civil marriage. Civil Unions are an important step

forward, but separate is still unequal. Vermont offers "civil unions" to same-sex couples. Civil unions provide a set of rights and responsibilities within Vermont that parallel marriage. This is an important step forward. It is not marriage, however, and its implications beyond Vermont have yet to be determined by the courts. It is a separate and unequal institution, setting same-sex couples apart for second-class citizenship in the eyes of others, which will carry over into how such couples are treated in other areas of their lives. Having the choice to marry is full equality. A separate, gay-only institution is not.

Allowing all families access to marriage, if they believe the structures and protections of marriage are appropriate for them, promotes stability for communities overall. Same-sex couples build their lives together like other couples, working hard at their jobs, volunteering in their neighborhoods, and valuing the responsibilities and love that their family commitments provide to them and to the children they may have. These families have everyday concerns, like being financially sound, emotionally and physically healthy, and protected by adequate health insurance. These concerns heighten when there are children in the family. Marriage provides tangible protections that address many of these concerns. Promotion of support and security for families is a benefit to the entire community.

A resource for further information is the website of the Lambda Legal Defense and Education Fund: [www.lambdalegal.org](http://www.lambdalegal.org).

#### **Resolution 18 (adopted)** **Living Wage Ordinance**

**RESOLVED**, That this 128<sup>th</sup> Convention of the Episcopal Diocese of Newark continue its commitment to be a living wage institution by insuring that wages paid by the Diocese to any employee be a minimum of \$8.70 per hour, and that health benefits be offered to all employees working 20 or more hours per week; and, be it further

**RESOLVED**, That this convention commends this standard to all agencies, congregations and institutions of the diocese; and, be further

**RESOLVED**, That this convention commends the work of Jubilee Interfaith Organization for its support of living wage campaigns underway in the cities and counties of our diocese; and be it further

**RESOLVED**, That this convention call upon our representatives and senators to initiate and/or support legislation to raise the federal minimum wage to at least \$8.70 per hour; and, be it further

**RESOLVED**, That this convention strongly affirms the right of workers to organize as protected by federal and state law, especially in low wage industries and businesses.

Submitted by the Rev. Geoffrey B. Curtiss, All Saints', Hoboken

#### **SUPPORTING INFORMATION**

The Jubilee Interfaith Organization brought together 1800 religious and labor leaders from across Northern New Jersey for a public action at Sacred Heart Roman Catholic Church in Valleburg section of Newark. The Rt. Rev. John Palmer Croneberger represented the Episcopal Diocese of Newark with three member congregations St. Paul's Paterson, Christ Church Hackensack and All Saints Hoboken and several other Episcopalians who came to learn about the work of the Jubilee Interfaith Organization on Thursday evening November 14<sup>th</sup>.

Jubilee Interfaith Organization is affiliated with the Gemalliel Foundation one of five national networks recognized for their work with local community organizations to build power in the public arena. JIO is a dues based organization with 43 congregational members and six labor unions who contract with Gemalliel for leadership and training. We will have a full time lead organizer in place beginning in December 2002.

Jubilee is working on three major issues that effect peoples across Northern New Jersey. First is the rights of children of immigrants who have completed their secondary education in our schools to secure



New Jersey based tuition rates for post secondary education. Second is to broaden the living wage ordinances to include all municipal, county and state organizations that use state tax monies for their contracts. Third is to address the issue of metropolitan equity. New Jersey is divided between the haves and the have-nots and this divided is a direct creation of state, county and local municipal policies. Jubilee is working with Myron Orfield to map the state of New Jersey to demonstrate these inequities. For our own Diocese of Newark it will show the impending crisis that many of our inner suburban communities are or will be facing as a result of a loss and shift in the tax base.

This resolution encourages the Diocese of Newark to become a member of the Jubilee Interfaith Organization by joining with other jurisdictions who are members. This resolution also asks congregations in our Diocese to join. This would be a commitment to address the systemic issues of Northern New Jersey which keep people in poverty and deny people basic rights. This would be an effort to become engaged in the work of church based community organizing with other religious leaders.

**Resolution 19 (adopted)**  
**Separation of Powers**

**RESOLVED**, That this 129<sup>th</sup> Convention of the Episcopal Diocese of Newark calls upon the Presiding Bishop and the Executive Council to ensure that their distinct roles be kept separate so that the fiduciary and executive responsibilities assigned to the Executive Council in the Constitution and the Canons of this Church be upheld and that decisions made by Executive Council cannot be overturned or ignored by the Presiding Bishop or the staff of the Church; and, be it further

**RESOLVED**, That the Secretary of Convention convey this resolution to the Presiding Bishop and members of the Executive Council.

Submitted by the General Convention Deputies.

**SUPPORTING INFORMATION**

Just as in the case of the United States of America, where each of the three branches of government have separate and distinct roles, so does the Episcopal Church. The roles of the Presiding Bishop and staff must be kept separate from those of the Executive Council. It has painfully become apparent that those roles have become blurred, and that the decisions of Executive Council are not being followed by the Presiding Bishop and staff, thereby undermining the authority of each and the very structure of this Church.

## **THE STANDING COMMISSION ON CLERGY COMPENSATION**

### **SECTION 1 – Resolutions**

#### **RESOLUTION I: Adopted**

**RESOLVED**, that the 129<sup>th</sup> Convention of the Diocese of Newark adopts the following minimum salary rates, effective January 1, 2004:

#### **Minimum Salaries**

Deacon	\$25,400
Assisting Priest	27,100
Priest-in-charge	33,850

#### **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 changes, if any, that seem appropriate. A history of the last ten years follows:

	Deacon	Assisting Priest	Priest-in-charge
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
Effective 1/1/2001	23,000	24,550	30,650
Effective 1/1/2002	23,700	25,300	31,800
Effective 1/1/2003	24,650	26,300	32,850
Proposed 1/1/2004	25,400	27,100	33,850

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 the next couple of years, median compensation in our diocese lags the median in nearby dioceses. These analyses have led to the recommendation of a 3.0% increase.

**RESOLUTION II: Adopted**

RESOLVED, that the 129<sup>th</sup> Convention of the Diocese of Newark recommends the following scale, effective January 1, 2004, for annual merit increases in salaries paid to clergy in the Diocese:

<u>Merit Increase Scale</u>	
Outstanding	5.0%
Very Good	4.0%
Satisfactory	3.0%

**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. Furthermore, the Commission recommends that the diocese consider the impact of the continuing differential in compensation medians on the clergy of the Diocese of Newark, and the need to address compensation as one means to keeping our best clergy here.

**RESOLUTION III: Adopted**

RESOLVED, that the 129<sup>th</sup> 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 2003, the IRS-approved rate is 36 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.

And be it FURTHER RESOLVED that, for those supply clergy who so desire, this remuneration be declared eligible for the clergy housing allowance exclusion by the passage by the vestry of a resolution so designating.

**Supporting Information:**

The recommended remuneration for supply clergy was increased three years ago after remaining unchanged for the previous five years. No increase is recommended for 2003. Importantly, this remuneration can be eligible for the clergy housing allowance exclusion. The Diocese can supply sample language for such a resolution, which must be passed by the vestry (or executive committee) prior to the payment for services.

In any year in which the total payments to any one individual exceed \$600, a 1099 tax form must be provided at the end of the year, a copy of which is filed with the IRS. Pension assessments are due for any non-retired cleric who is paid \$200 a month or more for three consecutive months.

**RESOLUTION IV: Adopted as amended (in bold)**

**RESOLVED**, that the 129<sup>th</sup> Convention of the Diocese of Newark ~~mandates~~ **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 was raised two years ago to \$500 and remains unchanged for 2003.

**RESOLUTION V: Adopted as amended (in bold)**

**RESOLVED**, that the 129<sup>th</sup> Convention of the Diocese of Newark ~~mandates a reimbursable business expense plan for full time clergy serving parishes and missions in the Diocese and the Commission recommends that the figure be \$4,000 per year. recommends \$4,000 as the minimum for reimbursable business expenses for full-time clergy serving parishes or missions in the Diocese.~~ **All expenses should be items deductible under Internal Revenue Code Section 162 and should be administered under an accountable plan. Examples of expenses include automobile, entertainment, books and periodicals, religious supplies and materials, and dues and conferences for professional organizations.**

Supporting Information:

The amount suggested by Convention for business expenses was raised two years ago from \$3,500, where it had been since 1983, to \$4,000. The Commission does not recommend an additional increase this year.

Beginning in 1989 the Internal Revenue Service put restrictions on the deductibility of business expenses. All business expenses should be paid to the clergyperson through an accountable plan. This plan must be in writing. It must require the clergyperson to substantiate his or her business expenses. It must require that any amount in excess of the substantiated expenses covered by this arrangement be returned. If the plan conforms to all of the above, the reimbursed funds do not have to be included on the clergyperson's W-2 and, and, therefore, never have to appear on his or her tax return.

This recommendation is for a minimum expense allowance. Depending on the geography of the parish/mission which is served and the travel and other expense requirements of the individual, a higher allowance may be warranted.

## 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	2002 - \$31,800 2003 - \$32,850 2004 - \$33,850	2002 - \$25,300 2003 - \$26,300 2004 - \$27,100	2002 - \$23,700 2003 - \$24,650 2004 - \$25,400
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 plus Equity Allowance). Paid quarterly to Church Pension Fund.		
Business Expenses	Recommended	\$4,000 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.		
Parental leave	Mandated	Paid leave available to new parent; 8 weeks with pay if parent is primary care-giver; two weeks with pay for non-primary care-giver; add'l leave available.		
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. Amount should be agreed upon in advance.		
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.		
Sabbatical	Recommended	Cleric Eligible for 3-month sabbatical every five-to-seven years; funding to be set-aside annually in preparation.		

**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 1/2 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.
Parental Leave	Mandated	Paid leave available to new parent; 8 weeks with pay if parent is primary care-giver; two weeks with pay for non-primary care-giver; additional leave available.
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. Amount 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.
Sabbatical	Recommended	Cleric eligible for 3-month sabbatical every five-to-seven years; funding to be set-aside annually in preparation.

As varying models for ministry evolve in this diocese, a number of congregations are employing clergy on a part-time basis. The Commission has recommended guidelines to the diocesan deployment officer. A full-time clergyperson is estimated to work approximately 50 hours

an average week. Compensation calculations for part-time clergy should be based on this three-week average; for example, a half-time position would require 25 hours of work per week. Note that clergy, whether part-time or full-time, are acknowledged to be "on-call" all of the time. 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 (36 cents per mile for 2003).

**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 clergyperson 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.

### **SECTION 3 – HEALTH AND DENTAL INSURANCE RATES FOR 2003**

#### **Health Insurance**

The Diocese offers five different plans. 2003 annual premium rates, payable to the Diocese in quarterly installments:

<b>Insurer/Plan</b>	<b>Single</b>	<b>Two Adult</b>	<b>Parent/Children</b>	<b>Family</b>
Aetna REG POS	\$5,136	\$10,152	\$8,772	\$14,712
Aetna HMO	\$4,224	\$8,256	\$7,452	\$12,288
Aetna NAT PPO	\$5,592	\$10,992	\$9,912	\$16,392
Aetna N NJ HMO	\$4,560	\$10,296	\$9,564	\$14,268
Diocesan Care	\$5,592	\$10,992	\$9,912	\$16,392

#### **Dental Insurance**

Current annual rates:

<b>Insurer/Plan</b>	<b>Single</b>	<b>Two Person</b>	<b>Family (3 or more)</b>
Aetna Dental	\$571.36	\$859.60	\$1,475.36

**SECTION 4 - EXAMPLES****Pension Assessment****I. Clergy receiving cash housing allowance:**

Salary	\$33,850
Housing & Utility Allowance	16,000
Social Security Offset	<u>3,790</u>
Total Compensation	\$53,640

Pension Assessment	= 18% of Total Compensation
(.18 x \$53,640)	= \$9,655

**II. Clergy in rectory or vicarage:**

Salary (a)	\$33,850	
Utility expense (b)	3,600	
Social Security Offset (c) 3,788		
Housing "value"	<u>12,371</u>	[.30 x (a+b+c)]
Total Compensation	\$53,609	

Pension Assessment	= 18% of Total Compensation
(.18 x \$53,609)	= \$9,650

**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 60% 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	\$33,850
	Utilities	3,600
	Housing	12,400
	Social Security Estimate	<u>3,790*</u>
	Total Self-Employment Income	\$53,640
Step 2:	Income Adjustment (subtract 7.65% of Total)	
	.0765 x \$52,663 =	\$4,103
Step 3:	Taxable self-employment income:	\$49,537
Step 4:	\$48,542 X 15.3% (full SECA tax) =	\$7,579
Step 5:	\$7,579 X 50% (Diocesan recommendation) =	\$3,790
	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 .078.

### Summary of Examples

Overall cost of full-time clergy compensation and benefits package

	<u>Church-provided Housing</u>	<u>Church Provides Housing Allowance</u>
Salary	\$33,850	\$33,850
Social Security Offset	3,788	3,790
Housing & Utility Allowance	n/a	16,000
Business Expense Reimbursement	4,000	4,000
Education Allowance	500	500
Health Insurance (family)	12,288	12,288
Dental Insurance (family)	1,475	1,475
Short-term Disability Insurance	360	360
Pension Assessment	10,277 *	9,855 **
Housing Equity Allowance*** @ 5%	2,680	n/a
Utilities provided	3,600	n/a
Rectory Maintenance	3,000	n/a
Sub-total "cash cost" to congregation	\$75,818	\$81,918
Estimated rental value of rectory	\$14,400	N/A
Total "value" of salary and benefits to clergy	\$90,218	\$81,918

Pension assessment =  $.18 \times 1.3 \times (a+b+j+k)$

Pension assessment =  $.18 \times (a+b+c)$

Housing Equity Allowance =  $.05 \times 1.3 \times (a+b+k)$

Submitted by the Standing Commission on Clergy Compensation:

	<u>Phone</u>	<u>email</u>
Rev. Lauren Ackland	973-377-0106	lackland@gracemadison.org
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Rev. Canon Gervais Clarke	973-676-8886	calabar52@hotmail.com
Rev. Canon Paul Hunt	973-430-8816	canonhunt@dioceseofnewark.org
John Snyder	201-560-0626	johnsnnyder1951@msn.com
Rev. Stephanie Wethered	973-334-3655	revmothers@aol.com

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

From the Episcopacy

The Right Reverend Anselmo Carrall-Solar, retired Bishop of Guatemala  
The Right Reverend Hal R. Gross, retired Bishop Suffragan of Oregon  
The Right Reverend Harold S. Jones, retired Bishop Suffragan of South Dakota  
The Right Reverend David H. Lewis, retired Bishop Suffragan of Virginia  
The Right Reverend William Marmion, retired Bishop of Southwestern Virginia  
The Right Reverend George Quarterman, retired Bishop of Northwest Texas  
The Right Reverend Cornelius Wilson, Primate Bishop Emeritus of the Anglican Church of  
Central America

From the Clergy Family of the Diocese

Mrs. Shala W. Anand, widow of the Rt. Reverend Kenneth Anand, former assisting bishop  
The Rev. Alan P. Bell, former priest of the diocese  
Mr. Robert B. Day, father of the Reverend Randall Day  
The Rev. David Hamilton, father of the Reverend Canon David H. Hamilton  
Mrs. Ruth L. Earl, mother-in-law of the Reverend Dwight Neglia  
Mrs. Ann W. Garvin, widow of the Reverend S. Hughes Garvin  
Mrs. Florence Griffin, widow of the Reverend William L. Griffin  
Mr. Vincent Persaud, father of the Reverend Isaac Persaud  
The Reverend Roy Joseph Hendricks, retired rector of St. Paul's, Morris Plains  
Mrs. M. Elizabeth Mason, widow of the Reverend John T. Mason  
Mrs. Ruth E. MacNamara, widow of the Reverend George B. MacNamara  
The Reverend John C. Owens, retired priest of the diocese  
Mr. John Salmon, father of the Reverend John Salmon, retired rector of Advent, Bloomfield  
Mr. Charles Thompson-Quartey, brother of the Reverend John Thompson-Quartey  
Mr. Charles W. Tittle, father of Dwight Tittle, life partner of the Reverend Gerry Pisanl  
The Reverend Rodney B. Whiting, retired priest of the diocese  
The Reverend Kenneth Whitney, former priest of the diocese

Persons in the Diocese Known for Special Contributions

Ms. Barbara Berry, parish administrator, Trinity & St. Philip's Cathedral  
 Ms. Diane Broner, sister of Cecil Broner, diocesan staff member  
 Mrs. Brice Byham, mother of Mr. Kim Byham, member of the Standing Committee  
 Ms. Susanne Echols, mother of the Canon R. Carter Echols, diocesan staff member  
 Mr. Victor Manuel Gutierrez, father of Edgar Gutierrez-Duarte, candidate for Holy Orders  
 Mrs. Jean Garde, mother of John C. Garde, Vice Chancellor  
 Mr. Guy Henderson, father of Mrs. Joan Lodge, former Diocesan Council Member  
 Dr. Ernest May, former Senior Vice-President of Christ Hospital  
 Ms. Ruth Paxton, mother of Jan Paxton, member of Technology Committee  
 Ms. Dot Patten, former Elections Chair and member of the Isaiah Team  
 Mr. Melvin C. RehIII, father of Michael F. RehIII, Chancellor- emeritus  
 Mr. Jarvis Robinson, uncle of Susan M. Robinson, diocesan staff member  
 Mrs. Lucy Sprague, retired diocesan staff member  
 Mr. Harry Williams, former member of ACTS/VIM Board  
 Mr. Henry G. Zinn, father of John Zinn, diocesan staff member

## 2003 CONVENTION - ELECTION RESULTS

[\* = elected]

### ACTS/VIM BOARD - Lay Class of 2006

Ms. Mollie Galletly, St. Elizabeth's, Ridgewood  
 \*Ms. Carol Harrison-Arnold, Incarnation, Jersey City  
 Mr. Patrick Hunt, Christ Church, Ridgewood  
 \*Mr. Peter Jackson, Christ Church, Bloomfield/Glen Ridge

### ACTS/VIM BOARD - Clergy Class of 2006 \*

\*The Rev. Elizabeth Kaeton, St. Paul's, Chatham  
 The Rev. Mildred J. Solomon, House of Prayer, Newark & St. Barnabas', Newark

### DIOCESAN REVIEW COMMITTEE - Clergy Class of 2007

\*The Rev. Margaret Gat, St. John's, Dover  
 The Rev. Wade Renn, St. James', Ridgefield

### GENERAL CONVENTION CLERGY ALTERNATES - Two (2) Clergy Alternates

\*The Rev. Joseph Pickard, St. John the Divine, Hasbrouck Heights (3<sup>rd</sup> Alternate)  
 The Rev. Robert A. Schlesler, St. Luke's, Montclair  
 The Rev. J. Elton Smith, Grace, Westwood  
 The Rev. Mildred J. Solomon, House of Prayer & St. Barnabas', Newark  
 The Rev. Margaret Swetman, Grace, Union City  
 \*The Very Rev. C. David Williams, Trinity + St. Philip's Cathedral, Newark (4<sup>th</sup> Alternate)

### THE STANDING COMMITTEE - Clergy Class of 2005 and 2007

\*The Rev. Jeannette DeFrest, Messiah, Chester (Class of 2007)  
 \*The Rev. Beverly Huck, Church of Our Savior, Denville (Class of 2005)  
 The Rev. Mary Frances Schjonberg, Christ Church, Short Hills

**UNCONTESTED ELECTIONS**

**CONSTITUTION AND CANONS COMMITTEE** - (10 members, either clergy or lay)

Thomas A. Bledale, Esq., Grace, Westwood  
 John C. Garde, Esq., St. Thomas', Lyndhurst  
 The Rev. J. Elton Smith, Grace, Westwood  
 The Rev. Rose Hassan, Trinity, Kearny  
 Ms. Clara Horsley, Christ Church, East Orange  
 Mr. John Leaty, Christ Church, Bloomfield/Glen Ridge  
 George F. Mackey, Esq., St. Elizabeth's Church, Ridgewood  
 The Rev. Dana Rose, Trinity, Irvington  
 The Rev. Paul Walker, Christ Church, Belleville  
 The Rev. C. Denise, Yarbrough, Transfiguration, Towaco

**DIOCESAN REVIEW COMMITTEE** - Lay Class of 2006

John C. Garde, Esq., St. Thomas', Lyndhurst

**ECCLESIASTICAL COURT** - Lay Class of 2006

Ms. Ross Wisnewski, St. Mary's, Sparta

**ECCLESIASTICAL COURT** - Clergy Class of 2008

The Rev. Ellen Sloan, Christ Church, Ridgewood

**THE STANDING COMMITTEE** - Lay Class 2007

Mr. Edgar (Kim) Byham, All Saints', Hoboken

**TRINITY & ST. PHILIP'S CATHEDRAL CHAPTER** - Clergy Class of 2006

The Rev. Paul Williams, Christ Church, Bloomfield/Glen Ridge

**TRINITY & ST. PHILIP'S CATHEDRAL CHAPTER** - Lay Class of 2006

Mr. Sidney King, Incarnation, Jersey City

**SECRETARY OF CONVENTION** - one year term

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

**TREASURER** - one year term

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

# Canonical List of Clergy

## CANONICAL LIST OF CLERGY

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

### BISHOPS

The Right Reverend John P. Groneberger (1980), Bishop of the Diocese; consecrated November 21, 1998. Office: 31 Mulberry Street, Newark, NJ 07102, 973-430-8800; Residence: 83 South Fulterton Avenue, Montclair, NJ 07042.

The Right Reverend John S. Spong, D.D., Retired Bishop of the Diocese; consecrated June 12, 1976; Residence: 24 Puddingstone Road, Morris Plains, NJ 07950.

### PRESBYTERS

Ackland, Loran (1988), 816 Madison Avenue, Madison NJ 07940; Rector, Grace, Madison; (H) 973-377-0889; (W) 973-377-0106

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

Alling, Frederic (1955), 3 Mariners Lane, Marblehead MA 01945; Retired

Alttop, Whitney (20 ), 26 Portland Place, Montclair NJ 07042; Assistant, St. James', Upper Montclair; (H) 973-746-6994; (W) 973-744-0270

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

Arlin, Charles (1987), 11 Baldwin Avenue, Midland Park; Rector, Good Shepherd, Midland Park; (H) 201-447-3479; (W) 201-444-6168

Austin, Dorothy (1997), 50 Holyoke Street, Cambridge MA 02138

Badgley, David G. (1998), 447 Belmont Ave., Haledon NJ 07508; Rector, St. Mary's Memorial, Haledon (H) 973-842-2767; (W) 973-842-4466

Bar, Kenneth (1964), 142 Exeter Court, Hendersonville NC 28739 Retired

Bagay, Martin J. (1998), 8800 Mt. Holly-Huntersville Road, Huntersville NC 28078 (transferred 2002)

Bakai, Pamela (1997), 204 Highfield Lane, Nutley NJ 07110; Rector, Grace, Nutley; (H) 973-235-0365; (W) 973-236-1177

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) 973-376-0688

Bancroft III, Francis (1959), PO Box 882, Weyfleet MA 02687; retired

Barduech, Richard E. (1997), 26 Pomona Avenue, Providence RI (transferred 2002)

Barrett, Ellen M. (1997), now Sister Miriam John, CHS, Community of the Holy Spirit, 621 West 113<sup>th</sup> Street, New York NY; (H) 212-686-8249

Barrett, Timothy (2002), 10 Creemont Place, Montclair NJ 07043; (H) 973-506-7677

Baskerville, Jennifer (1999), 500 Vernon Street, 218, Oakland CA 94610

## Canonical List of Clergy

- Beach, Diana (1998), 487 Jersey Ave., Jersey City NJ 07302; (H) 201-332-1561
- Beers, Donald W. (1954), 619 County Rd 519, Belvidere NJ 07823; (H) 908-475-5063 Retired
- Beishem, Donald C. (1952), 109 Park Place, Bogota NJ 07603; (H) 201-487-1576
- Belt, Michel (1997), 119 Huntington Street, New London CT 06320 (transferred 2002)
- Bendall, R. Douglas (1995), P.O. Box 1276, Newark NJ 07101-1276; Vicar, St. Andrew's, Newark; (H) 973-743-8849; (W) 973-375-3012
- Bennett, Dudley (1983), 380 Passaic Ave, West Caldwell NJ 07006; Interim, St. Paul's, North Arlington; (H) 973-575-8787; (W) 973-575-8662 Retired
- Biggadike, MayLin (1988), 398 Shelbourne Terrace, Ridgewood NJ (H) 201-445-0106
- Bolles-Beaven (2002), 32 Yale Street, Maplewood NJ 07040; Interim, St. Peter's, Essex Fells; (H) 973-761-5759 (W) 973-226-6500
- Bowen, George (1957), 43 Willow Ave., Rockaway NJ 07866; (H) 973-983-0498 Retired
- Brant, George (1950), 801 Park St. Apt 11D, Bordentown NJ 08505; (H) 609-291-0431 Retired
- Brdlik, Christopher (1985), 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) 973-676-6716
- Butler, Susan Jamie (1997), 14 Liberty Street, Newton NJ 07860; Interim, Christ, Newton; (H) 973-840-0283; (W) 973-383-2245
- Byrum, Emory E. (1994), 408 Third Street, Belvidere NJ 07823; Vicar, St. Mary's, Belvidere; (H) 908-475-6042; (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) 973-239-6160; Retired
- Carr, Francis W. (1989), 37 Duncan Ave. Apt 2A, Jersey City NJ 07304; (H) 201-434-5726 Retired
- Chang, Mark C. M. (1987), 135 So. Maple Avenue, Apt D, Ridgewood NJ 07450; (H) 201-612-0627; (W) 201-943-1034
- Chrystal, Susan P. (1990), 129 Hillcrest Ave., Summit NJ 07901
- Clark, Diana D. (1988), 59 Montclair Ave., Montclair NJ 07042; Rector, St. John's, Montclair; (H) 973-746-9004; (W) 973-746-2474
- Clarke, Gervais (1987), 104 William Street, PO Box 93, Orange NJ 07060; Rector, Epiphany, Orange; (H) 973-676-1643; (W) 973-676-8888
- Coats, William R. (1988), 19 Elmwood Avenue, Ho-Ho-Kus NJ 07423; Interim, St. John's, Union City; (H) 201-689-6888; (W) 201-348-3966

### Canonical List of Clergy

Coffey, Kevin P.J. (1997), 2-06 31st Street, Fair Lawn NJ 07410; Rector, Church of the Atonement, Fair Lawn; (H) 201-796-4991; (W) 201-796-4991

Conner, Lu-Anne (2002), 185 Prospect Avenue, C-12, Hackensack NJ 07601; Assistant, St. Elizabeth's, Ridgewood; (H) 201-498-1874; (W) 444-2299

Constantinos, Richard (1983), PO Box 576, Otis MA 01253 Retired

Conway, Cooper (1998), 24 Carmen Rd., Harrington Park NJ 07840; (H) 201-784-8754

Cranston, Dale L. (1972), 21 Stone Fence Road, Mahwah NJ 07430; (H) 201-826-4480

Criste-Troutman, Robert (1996), 27 Bennet St., Phillipsburg NJ 08865; priest-in-charge, St. Peter's, Washington; (H) 908-859-8266; (W) 908-859-1019

Curtise, Geoffrey B. (1975), 1238 Park Avenue, Hoboken NJ 07030; Rector, All Saints', Hoboken; (H) 201-963-8378; (W) 201-792-3583

David, Christopher L. (1998) (transferred 2001)

David, Jacob T. (1991), 110 First Street, Wood-Ridge NJ 07075; Rector, Resurrection & St. Paul's, Wood-Ridge; (H) 201-936-2011; (W) 201-438-8333

Davidson, George B. (1982), Brighton Gardens, 1979 Route 70 East, Cherry Hill NJ 08003 (H) 856-424-1694; Retired

Davis, Jr., Orion W. (1989), 288 North Mountain Avenue, Upper Montclair NJ 07043; Rector, St. James', Upper Montclair; (H) 973-746-8388; (W) 973-744-0270

Dawson, George R. (1965), 165 Limerock St., Rockland ME 04841 Retired

Day, Randall C. K. (1996), 283 Herriok Ave., Teaneck NJ 07686; Rector, St. Mark's, Teaneck; (H) 201-836-5838; (W) 201-836-7275

Deals, Cathy L. (1998), 10 School House Lane, Flinders NJ 07838; Rector, St. James', Hackettstown; (H) 973-262-2160; (W) 908-882-3968

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

DeFries, Jeannette (1991), 60 Route 24, Chester NJ 07930; Rector, Messiah, Chester; (H) 908-879-9476; (W) 908-879-7208

Delaney, Michael (1998), 40 Old Mill Road, Staten Island NY (transferred 2002)

DeYoung, Lily (2000), 18 River Street, Concord MA 01742

Dixon, Robert K. (1988), 73 Fernbank Avenue, Delmar NY 12054; Retired

Donnelly, F. Ellen A. (1991), 11 Hinchman Ave., Wayne NJ 07470; Co-Rector, St. Michael's, Wayne; (H) 973-686-1880; (W) 973-694-1026

Donnelly, John A. (1991), 11 Hinchman Ave., Wayne NJ 07470; Co-Rector, St. Michael's, Wayne; (H) 973-686-1880; (W) 973-694-1026

Dougherty, Philip W. (2000), 51 Colonial Circle, Buffalo NY (transferred 2001)

Dulfer, John G. (1984), (transferred 2001)



## Canonical List of Clergy

- duPlessis, Michael (1981), 260 B Alpine Way, Woodbridge NJ 07095-1471; (H) 732-602-0740
- Dune, Lucy Ann (1998), 48 Montrose Avenue, Verona NJ 07044; Rector, Holy Spirit, Verona (H) 973-857-2955; (W) 973-239-2850
- Dwyer, Harold J. (1994), 396 Clifton Ave., Clifton NJ 07011; Rector, St. Peter's, Clifton; (H) 973-478-8874; (W) 973-546-5020
- Eades, Charles H. (1984), 248 Locust Lane, Madison MS 39110; retired
- Edler, John R. (1951), 3030 Cleaves Point Rd. POB 239, E. Marion NY 11939-0239; (H) 516-477-0111 Retired
- Edwards, Rickey Del (1996), 20 Apache Trail, Rockaway NJ 07886; Interim, St. Andrew & Holy Communion, South Orange (H) 6/03; (H) 973-586-7080
- Ekezie, Paul (2000), 2072 Davidson Avenue, #9, Bronx NY 10453; (H) 718-365-1993
- Fleetwood, Zachary W. M. (1997), 16 Miller Road, Morristown NJ 07960; Rector, St. Peter's, Morristown; (H) 973-538-1804; (W) 973-538-0555
- Fox III, Frederick C. (1983), 441-4 Lookhart Mountain Rd., Lake George NY 12845-4909; Retired
- Gable, David L. (20 ), 138 W. Passaic Avenue, Rutherford NJ 07070; Rector, Grace, Rutherford; (H) 201-531-2285; (W) 201-438-8823
- Galleher, Stephen C. (1982), 6115 B Boulevard East, West New York NJ 07093; (H) 201-758-9887
- Gambrell, James (1978), PO Box 1929, York Me 03910
- Gannon, William S. (1991), 11 French Drive, Bedford NH 03110; Rector, St. Andrew's, Harrington Park (ret 9/03); (H) 603-471-0186
- Gargiulo, Mariano (2001), 384 Hilltop Avenue, Leonia NJ 07605; supply, St. Thomas', Lyndhurst NJ (H) 6/03; rector, St. James', Ridgefield (off 7/03)(H) 201-592-7063; (W) 201-945-0079
- Gat, Margaret A. (1994), 61 Baker Ave., Dover NJ 07801; Priest-in-charge, St. John's, Dover; (H) 973-361-5970; (W) 973-366-2772
- Gerhardt, Michael Joseph (1997), 333 Warwick Ave., Teaneck NJ 07666; Vicar, Christ, Teaneck; (H) 201-633-2863; (W) 201-633-4502
- Giovangelo, Steven M. (1998), 337 North Canyon Street, Indianapolis IN 46219 (transferred 2002)
- Glover, Beth Faulkner (2002), 29 Village Gate Way, Nyack NY 10960; director, Pastoral Care, Christ Hospital, Jersey City; (H) 845-727-5964; (W) 201-795-8284
- Gonzalez, Oscar (1970), 954 Avenue C, Bayonne NJ 07002; priest-in-charge, Calvary, Bayonne; (H) 201-339-3112; (W) 201-339-3112
- Goss, Frank (1997), 154 Lincoln Rd., Phillipsburg NJ 08865; Rector, St. Luke's, Phillipsburg; (H) 908-213-0115; (W) 908-859-1479
- Grater, Coval T. (1967), 2316 Lark Lane, Sarasota FL 34231-5534 Retired
- Groff, Addison K. (1953), 427 Front St., Houston DE 19954; (H) 302-422-6112 Retired

## Canonical List of Clergy

- Gross, Jr., Joseph O. (1979), Avon Crest No. 173 Killamey Dr., Schenectady NY 12309; (H) 518-782-1530; Retired
- Guthrie, William A. (1992), 8 Rosemont Ct., West Orange NJ 07052; Rector, Christ, East Orange; (H) 973-731-4828; (W) 973-878-1160
- Haag, Kimberly (2001), 35 Mary Lane, Waldwick NJ 07463; Rector, Annunciation, Oradell (till 8/03); (H) 201-282-2226
- Haines, Denise G. (1977), 28 W. Third Street, South Orange NJ 07079; (H) 973-313-1206; (W) 212-844-1111, ext: 211
- Hamilton, Abigail (1974), 681 Prospect Avenue, West Orange NJ 07052; Rector, Holy Innocents, West Orange; (H) 973-731-3383; (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), 75 Highwood Avenue, Tenafly NJ 07670; (H) 201-871-3998
- Harper, Helen O. (2002), 784 Columbus Avenue, New York NY 10025; Assistant, St. Paul's, Englewood; (H) 212-663-1783; (W) 201-568-3276
- 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
- Hesse III, Edward M. (1989), 2 Woodland Road, Montvale NJ 07645; Rector, St. Paul's, Montvale; (H) 201-391-8197; (W) 201-391-3181
- Herring, Joseph D. (1980), 23818 Grasty Place, Middleburg VA 20177 (till 8/03); St. Stephen's, 355 Main St., Ridgefield CT 06887 (eff 8/03)
- Hess, Howard (2000), 204 Woodbridge Drive, Aiken SC 29801 (transferred 2001)
- Hinds, Eric Kimball (1998), 221 Boulevard, Mountain Lakes NJ 07046; Rector, St. Peter's, Mountain Lakes; (H) 973-541-1602; (W) 973-334-4429
- Hinman, Allen A. (1970), 149 Pennington Ave., Passaic NJ 07055; Rector, St. John's, Passaic; (H) 973-778-5818; (W) 973-779-0986
- Holland, J. Carr (1977), 281 Elwood Avenue, Newark NJ 07104; Rector, Grace, Newark; (H) 973-497-1089; (W) 973-623-1733
- Hoogerhyde, Scott (1998), 7 East Main St, Mendham NJ 07945; 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) 973-586-3214; (W) 973-827-3304
- Hunt, Paul S. (1991), One Osborne Terrace, Pompton Plains NJ 07444; Canon to the Ordinary; (H) 973-835-5228; (W) 973-430-8915
- Irving, H. Jocelyn (2000), 380 Ninth Avenue, Paterson NJ 07614; Associate Pastor, St. Luke's, Montclair; (H) 973-742-9391; (W) 973-744-6220

## Canonical List of Clergy

Jannucci, James F. (1978), 74 Oakdene Ave., Cliffside Park NJ 07010; Rector, Trinity, Cliffside Park (ret 8/03); (H) 201-841-3240; (W) 201-843-1034

Jenkins, Hedley P. (1956), 7100 Sorensen Dr., Boise ID 83709; Retired

Jousset Jr., Albert D. (1978), 105 Cottage Pl, Ridgewood NJ 07450; Rector, Christ, Ridgewood; (W) 201-852-2350

Kaeton, Elizabeth M.C. (1991), 94 Chatham Street, Chatham NJ 07828; Rector, St. Paul's, Chatham; (H) 973-635-2045; (W) 973-635-8085

Kallstrom, Scott A. (1984) (deposed 2001)

Kaswarra, George (2002), 23 North Willow Street, Montclair NJ 07042; Rector, Trinity, Montclair; (H) 973-783-9050; (W) 973-783-9050

Keaton, Robert (2001), 45 Long Ridge Road, Randolph NJ 07869; Rector, St. Andrew's, Lincoln Park; (H) 973-455-0173; (W) 973-694-5915

Kebba, Elaine (1985), (Transferred 2002)

Kelth, Briggett J. (1986), 55 George St, Allendale NJ 07401; Rector, Epiphany, Allendale; (H) 201-818-0655; (W) 201-327-3012

Keller Jr., C. Edward (1959), 37 Warren St., Clifton NJ 07013; (H) 973-977-8499 Retired

Kern, David P. (1980), P.O. Box 1703, North Eastham MA 02651; Retired

Kimmick, Donald W. (1957), 321 Chadbourne Dr., Winston-Salem NC 27104; (H) 919-768-3257; Retired

King, W. Alan (1984), 627 Edgewater Landing, Edgewater FL 32141; (H) 904-423-0245; Retired

Kirchgessner, Robert (1951), 308 New Jersey Avenue, Point Pleasant Beach NJ 08742; (H) 732-889-1472 Retired

Koeniger, Margaret Smithers (1985), 574 Ridgewood Rd., Maplewood NJ 07040; Interim Diocesan Youth Missioner; (H) 973-783-9028; (W) 973-430-8813

Kraft, Janet, 273 Ogden Avenue, Jersey City NJ 07307; Interim, Grace Church Van Vorst, Jersey City; (H) 201-883-0920 (W) 201-659-2211

Kreller, Daniel W. (1984), 210 Sheridan Ave., Ho-Ho-Kus NJ 07423; Rector, St. Bartholomew's, Ho-Ho-Kus; (H) 201-852-6704; (W) 201-444-5025.

Krug, Philip (1978), 20 Maple Ave., Montvale NJ 07645; Associate, Christ, Hackensack; (H) 201-391-9088; Retired

Kyle, George A. (1983), 109 Widgeon Circle, Hampstead NC 28443; Retired

Laffler, Brian H. (1990), 72 Lodi St., Hackensack NJ 07601; Rector, St. Anthony of Padua, Hackensack; (H) 201-489-4728; (W) 201-489-3286

Lantz, F. William (1997), 1115 Black Rush Circle, Mount Pleasant SC; Retired

Laws, Thomas R. (1996), 11 Harvard St., Montclair NJ 07042; Interim vicar, St. Gabriel's, Milton/Oak Ridge; (H) 973-744-6518; (W) 973-548-3433

**Canonical List of Clergy**

- Lee, Hosea Mun-Yong (1985), 1600 Parker Ave. Apt 30, Fort Lee NJ 07204; (H) 201-582-1179
- Lesesne, William Grainger (Gray), 11 Berkeley Place, Glen Rock NJ 07452; Rector, All Saints', Glen Rock; (H) 201-870-4231; (W) 201-444-8874
- Levy, Jr., Hayward L. (1982), 8208 Hidden Drive North, Jacksonville FL 32216-6322; (H) 904-448-8703 Retired
- Lewis, Mark A. (1991), 380 Mountain Rd. Apt 304, Union City NJ 07087; Vicar, Our Saviour, Secaucus; (H) 201-817-0696; (W) 201-863-1449
- Lewis, Walter E. (1972), 80 Dryden Road, Upper Montclair NJ 07043-2420; Interim Rector, St. Clement's, Hawthorne; (H) 973-783-8157; (W) 973-916-0702
- Lincoln, Thomas C. (1986), 1156 Carolina Circle SW, Vero Beach FL 32962
- Long, Frederick L. (1956), 8830 Windsong Lane, Port Richey FL 34668
- Louis, Richard M. (1971), 2395 Quill Court, Mahwah NJ 07430; (H) 201-831-0267 Retired
- Lydecker, William J.F. (1982), Nelson House, 5 Samaritan Road, Albany NY 12208 Retired
- MacDonell, Alexander (1980), 301 Clakmore Ave., Lanoka Harbor NJ 08734; (H) 609-971-8757 Retired
- Magnuson, Fred C. (1978), 288 West Walnut Tree Dr., Blandon PA 19510; (H) 215-828-1867; Retired
- Mason Jr., Robert T. (1965), 11 Circuit Drive East, Succasunna NJ 07878; (H) 973-684-4233; Retired
- Matarszzo, Laura Rice (2002), 39 Woodland Avenue, Summit NJ 07901; Assistant, Calvary, Summit; (H) 908-918-1208; (W) 908-277-1814
- McGrath, Victoria Gear (1994), 113 Center St., Chatham NJ 07928; Rector, All Saints', Millington; (H) 973-701-1663; (W) 908-647-0087
- McNish, Jill Lois (1997), 31 Elston Road, Upper Montclair NJ 07043
- Mockridge III, Oscar (1965), 48 Warren Pl., Montclair NJ 07042; Associate, Grace, Madison; (H) 973-783-8240; (W) 973-377-0108
- Moore, Allison (1996), 1576 Palisade Ave., Fort Lee NJ 07024; Rector, Good Shepherd, Fort Lee; (H) 201-944-8166; (W) 201-481-7260
- Morgan, Stanley E. (1991), 2437 Kings Arms Drive, Atlanta GA 30345; retired
- Morris, Robert C.V. (1969), 422 Clark St., South Orange NJ 07078; Director, Interweave; (H) 973-783-0418; (W) 973-783-8312
- Near, Kenneth M. (1991), 130 Winthrop Pl., Englewood NJ 07631; Rector, St. Paul's, Englewood; (H) 201-568-1316; (W) 201-568-3276
- Neglia, Dwight L. (1981), 76 Union Avenue, Little Falls NJ 07424; Rector, St. Agnes', Little Falls; (H) 973-812-0029; (W) 973-258-5020
- Negrotto, John J. (1972), 88 Trinity Pl., Hillsdale NJ 07642; Rector, Holy Trinity, Hillsdale; (H) 201-884-3158; (W) 201-884-2428
- Nelson, Carl E. (1967), 47 Harbor View Drive, Segle ID 83860-8726; (H) 208-263-2731; Retired

## Canonical List of Clergy

Neske Jr., Robert N. (1972 ), Office of the Div. Chaplain, 4824 Smallwood Rd, Apt 281, Columbia SC 29223

Oh, David Young Sam (1990), 1224 McClaren Drive, Carmichael CA 95606-6118

Ottarburn, Margaret (2002), 950 Broad Street, Newark NJ 07102; Assistant, Grace, Newark; (H) 973-623-1733; (W) 973-623-1733

Owens, John C. (1965), 245 44th Ave., St. Pete Beach FL 33706; (H) 813-367-1017 Retired

Packer, Barbara Jean (2000), Route 24, PO Box 240, Mendham NJ 07946; (H) 973-543-4641

Palmer, Jr., Archie M. (2000), 18 Ridgewood Avenue, Glen Ridge NJ 07028; Interim, St. Luke's, Hawth; (H) 973-743-2411 (W) 201-384-0706

Parnell, William C. (1994), 799 Summit Ave., Hackensack NJ 07601; Rector, Christ, Hackensack; (H) 201-343-7766; (W) 201-342-2365

Partridge, Edmund B. (1971), 106 Cambridge Lane, Williamsburg VA 23185; (H) 757-259-9422; Retired

Partridge, Ivan H. (1953), P.O. Box 235, Cotuit MA 02635; (H) 508-477-6694 Retired

Persaud, Isaac A. (1991), 68 Storms Ave., Jersey City NJ 07304; Rector, Incarnation, Jersey City; (H) 201-451-7139; (W) 201-433-6604

Petroccione, James V. (2002), 28 Ross Road, Stanhope NJ 07874; (H) 973-691-2722

Pickard, Joseph S. (1986), 115 Oak Grove Avenue, Hasbrouck Heights 07604; Vicar, St. John the Divine, Hasbrouck Heights; (H) 201-727-9354; (W) 201-286-0002

Pisani Jr., Gerard A. (1986), 141 Broadway, Bayonne NJ 07002; Rector, Trinity, Bayonne; (H) 201-858-4460; (W) 201-858-4460

Polglase, Kenneth A. (1960), 3924 Rhode Harbor Rd., Edgewater MD; 410-798-9421

Poppe, Bernard (2002), 18 DeHart Road, Maplewood NJ 07040; Rector, St. George's, Maplewood; (H) 973-763-3676; (W) 973-762-1319

Potter, William A. (1995), 409 Mt. Herman Road, Hope NJ 07844; Rector, St. Luke's, Hope; (H) 908-256-4915; (W) 908-459-4340

Ragsdale, Katherine H. (1993), 180 South Rd, Box 292, Pepperell MA 01463

Rawson, William L. (1967), 3776 Winters Hill Drive, Atlanta GA 30360; Retired

Reinfeld-Karda, Margaret (1995), 253 Marshall Hill Rd., West Milford NJ 07480; Vicar, Good Shepherd, Ringwood; (H) 973-853-8456; (W) 973-862-9510

Renn, Wade A. (1964), 558 Highland Ave., Upper Montclair NJ 07043; Interim Rector, St. James', Ridgely (till 6/03); (H) 973-655-1052

Rice, Charles L. (1988), R.D.1, P.O.B. 1279A1, Bangor PA 18013; Interim, St. Dunstan's, Succasunna; (H) 610-588-7561; (W) 973-927-1485

Riker, William (1997), 249 Hartshome Road, Locust NJ 07760; Interim Rector, St. Paul's, Morris Plains (till 5/03); (H) 908-872-7354

# Canonical List of Clergy

Rodger, Alexander M. (1945), 2855 Nebraska Ave. Apt. 620, Palm Harbor FL 34684; (H) 813-785-2578 Retired

Rollins, John A. (1988), 413 Lincoln Ave., Pompton Lakes NJ 07442; Rector, Christ, Pompton Lakes; (H) 973-836-5122; (W) 973-835-2207

Rose, Dana (1988), 305 Ocean Avenue, Brooklyn NY 11226; Vicar, Trinity, Irvington; (H) 846-752-6770; (W) 973-372-8095

Salmon, John F. (1985), 752 York Road, Mt. Laurel NJ 08054; (H) 609-888-8328 Retired

Salt, Alfred L. (1972), 4428 Gratiot Ave., Ft. Gratiot MI 48069 Retired

Schembe, Lola J. (1988), 321 Lamberts Mill Rd., Westfield NJ 07080; Rector, St. Martin's, Maywood; (H) 908-232-8551; (W) 201-843-6360

Schlesler, Robert Alan (1997), 75 South Fullerton Avenue, Montclair NJ 07042; Rector, St. Luke's, Montclair; (H) 973-783-4507; (W) 973-744-8220

Schjonberg, Mary Frances (2001), 1314 Sun Valley Way, Florham Park NJ 07832; Assistant, Christ, Short Hills; (H) 973-635-1788; (W) 973-379-2898

Schwab, A. Wayne (1958), RR1 Box 6, Essex NY 12836; (H) 914-424-3943; (W) 212-867-8400

Sexton, Lewis R. (1981), 320 West 20th St., Holland MI 49423-3914; (H) 616-399-3497; Retired

Shaffer, Harold F. (1964), 104 Arbutus Trail, P.O. Box 1225, West Chatham MA 02669; (H) 508-845-1226; Retired

Shearer, Donald R. (1975), RR #1, Box 83R, Greentown PA 18428; (H) 670-876-4584; Retired

Shelley, Marshall (1988), 7673 Country Club Road, Athens OH 45701; Assistant, Grace, Madison (H) 6/03

Shika, C. Wesley (1952), 855 Middle Neck Road, Great Neck NY 11024; (H) 516-482-0450

Sica, Susan Saucedo, 30 Reynolds Avenue, Parsippany NJ 07054; Vicar, St. Gregory's, Parsippany; (H) 973-598-1889; (W) 973-887-5879

Sickles, Clarence W. (1953), 57 Barn Owl, Hackettstown NJ 07840-3206; (H) 908-852-2839

Simon, Irwin L. (1959), 810 West Hand Ave., Cape May Court Hse NJ 08210; (H) 609-465-1824 Retired

Singh, Prince G. (2000), 950 Surrey Lane, Franklin Lakes NJ 07417; Rector, St. Alban's, Oakland; (H) 201-337-8018; (W) 201-337-4909

Sloan, Ellen (2002), 401 Walnut Street, Englewood NJ 07631; Assistant, Christ, Ridgewood; (H) 201-227-9189; (W) 201-852-2350

Smith, J. Elton (1999), 122 Harrington Ave., Westwood NJ 07875; Rector, Grace, Westwood; (H) 201-368-6977; (W) 201-864-0407

Smith, Robert R. (1995), 66 Summit Street, Norwood NJ 07848; Rector, Holy Communion, Norwood; (H) 201-768-1176; (W) 201-768-0634

Smithers-Koeniger, Margaret (1995), see Koeniger, Margaret Smithers

Snyder, Roger C. (1981), 13 Parlow St., Staunton VA 24401; (H) 703-885-8440 Retired

## Canonical List of Clergy

- Soleau, John E. (1952), 238 Main St., Concord MA 01742 (died 2003)
- Solomon, Mildred J. (1998), 185 Midland Avenue, East Orange NJ 07018; (H) 973-877-9773
- Spicer, Norman R. (1951), (died 2002)
- St. George, David (1958), 8 Binney Rd., Old Lyme CT 06371; (H) 860-434-9797 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. (1962), 447 W. Anderson St., Hackensack NJ 07601; Vicar, St. Matthew's, Paramus; (H) 201-489-7817; (W) 201-262-5286
- Steele, Steven L. (1987), 307 Rt. 94, Vernon NJ 07462; Vicar, St. Thomas', Vernon; (H) 973-764-6626; (W) 973-764-7506
- Stopfel, Barry L. (1990), Jack's Mountain Farm, RR1, Box 146, Mifflensburg PA 17844
- Strain, William H. (1957), 4 Acacia Drive, Boynton Beach FL 33436 Retired
- Strohmler, Linda S. (1998) (transferred 2001; died 2003)
- Swanson, George G. (1977), 349 Seawall Rd. Rte 102A, Manset ME 04679; Retired
- Swanson, Katrina M. (1977), 349 Seawall Rd. Rte 102A, Manset ME 04679; Retired
- Swanson, Richard (2002), 213 Pitney Place, Morristown NJ 07960; Associate for Youth & Family Ministry, St. Peter's, Morristown; (H) 973-267-3320; (W) 973-538-0555
- Swetman, Margaret (2002), 3901 Park Avenue, Union City NJ 07087; Rector, Grace, Union City; (H) 201-863-6334; (W) 201-863-6334
- Tarplee, Cornelius C. (1992), 135 Main St., Millburn NJ 07041; Rector, St. Stephen's, Millburn; (H) 973-376-8218; (W) 973-376-0688
- Taylor, Alton H. (1962), Lumberton Lees, 222 Woodside Drive, Mt. Holly NJ 08060; Retired
- Thomas, David K., 124 Franklin Court, Flemington NJ 08822
- Thomas, David R. (1972), 22 Pearl St., Passaic NJ 07055; (H) 973-773-2613; (W) 973-470-3025; Supply, Christ, Harrison
- Thomas, Trevor E.G. (1951), 90 Rossini Rd. Shelter Harbor, Westerly RI 02891; (H) 401-322-0434 Retired
- Thompson-Quartey, John (1997), 325 Pleasant St., Concord NH 03301
- Thorn, Jack H. (1983), 209 Chestnut St. P.O. Box 196, Boonton NJ 07005; (H) 973-257-0556 Retired
- Tomaine, Jane A. (1995), 349 Short Drive, Mountainside NJ 07092; priest-in-charge, St. Peter's, Livingston; (H) 908-233-0134; (W) 973-992-1932
- Tremaine, Christine F. (1983), 2310 NW 15<sup>th</sup> Place, Gainesville FL 32605
- Tremaine, Gordon H. (1981), 2310 NW 15<sup>th</sup> Place, Gainesville FL 32605 (transferred 2002)

# Canonical List of Clergy

- Tuttle, Margaret (2002), 19 Oberlin Street, Maplewood NJ 07040; Assistant, All Saints', Millington; (H) 973-761-1661; (W) 908-647-0037
- Vest, Susan R. (1988), 3448 10<sup>th</sup> Ave. South, Minneapolis MN 55407-2114; (H) 612-288-0547
- Vilas Jr., Franklin E. (1991), 18 Greylawn Drive, Lakewood NJ 08701; (H) 732-864-6314 Retired
- Wajnart, Theresa A. (1990), 8473 Bay Colony Drive, Apt 2202, Naples FL 34108; (H) 941-586-2585
- 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
- Walker, Paul (2000), 393 Washington Avenue, Belleville NJ 07108; Vicar, Christ, Belleville; (H) 973-759-5478; (W) 973-751-0616
- Wallace, Tanya (2000), 129 Fifth Avenue, Brooklyn NY 11227 (transferred 2002)
- Warnke, James (1986), 680 Albion, Teaneck NJ 07686; (H) 201-692-1858
- Webb, Fain (1987), Five Estate Drive, Sussex NJ 07461; Vicar, Good Shepherd, Wantage; (H) 973-702-7214; (W) 973-876-0919
- Weber, Dean (2002), 81 Highwood Avenue, Tenafly NJ 07670; Priest-in-charge, All Saints', Leonia; (H) 201-503-1931; (W) 201-947-1233
- Weber, Lynne Biech (1993), 81 Highwood Avenue, Tenafly NJ 07670; Rector, Church of the Atonement, Tenafly; (H) 201-503-1931; (W) 201-568-1763
- Wethered, Stephanie (1993), 224 Cornelia St., Boonton NJ 07005; Rector, St. John's, Boonton; (H) 973-335-5710; (W) 973-334-3656
- Whitaker, Bradford G. (1987), 1 Christ Church Lane, Grosse Pointe Farms MI 48286 (transferred 2002)
- Whitley, Harry B. (1986), 143 Day Court, Mahwah NJ 07430; (H) 201-891-7575; Retired
- Williams, C. David (2000), 515 Parker St., Newark NJ 07104; Dean, Trinity + St. Philip's Cathedral, Newark; (H) 973-484-3280; (W) 973-622-3505
- Williams, James E. (2001), 284 No. Island Avenue, Ramsey NJ 07446; Rector, St. James', Ramsey; (H) 201-934-0082; (W) 201-327-0703
- Wilson, Phillip D. (1987), 30 Ogden Pl., Morristown NJ 07980; Rector, Redeemer, Morristown; (H) 973-993-9724; (W) 973-639-0703
- Witte Jr., Walter W. (1969), PO Box 584, Chilmark MA 02535-0584
- Wolf, David B. (2001), 61 East 39<sup>th</sup> Street, Paterson NJ 07514; Rector, St. Paul's, Paterson; (H) 973-754-8210; (W) 973-278-7900
- Won, Jonathan (2000), 118 Chadwick Road, Teaneck NJ 07686; vicar, St. Peter's Korean Church, Teaneck; (W) 201-836-7275
- Woodrum, L. Paul (1969), 100 Lexington Ave. Apt 1-I, Brooklyn NY 11238; (H) 718-398-2877; (W) 718-398-2877



## Canonical List of Clergy

Wrede, Anne McRae (1991), 1068 Weldorf Terrace, Lakewood NJ 08701; (H) 732-942-8289

Yarbrough, C. Denise (1989), 11 Two Bridges Road, Towaco NJ 07082; Rector, Transfiguration, Towaco;  
(H) 973-394-0566; (W) 973-334-2882

## DEACONS

Coursen, Jr., Wallace (1972), 180 Walnut St. Apt A31, Montclair NJ 07042; Perpetual Deacon (H) 973-783-4078

Dejaney, James W. (1975), 28 Prescott Road, Ho-Ho-Kus NJ 07423; Perpetual Deacon (H) 201-852-8787; (W) 201-864-0407

Lundquist, Helmer C. (1968), 117 Mountain Ave., Summit NJ 07901; Perpetual Deacon (H) 908-277-0048

McEwan, Donald C. (1954), 50 Lacey Road C 224 Crestwood Manor, Whiting NJ 08759-2959; Perpetual Deacon (H) 201-350-2327

Searles, Clarence (1972), 115 Oakwood Dr., Wayne NJ 07470; Perpetual Deacon (H) 973-894-8989; (W) 973-835-2270

Steele, Robert E. (1968), 3503 Wofford Lane Court, College Park MD 20740; Perpetual Deacon

Tinning, Herb (2002), 93 Sagamore Road, Millburn NJ 07041; Perpetual Deacon, St. Stephen's, 119 Main Street, Millburn NJ 07041; (H) 973-763-8250

<b>Allendale</b>		
Church of the Epiphany 55 George Street, 07401	The Rev. Briggett J. Keith	W-201-327-3012 H-201-818-0655
<b>Bayonne</b>		
Calvary Church 954 Avenue C, 07002	The Rev. Oscar Gonzalez	W-201-339-3112 H-201-223-1926
<b>Bayonne</b>		
Trinity Church 141 Broadway, 07002	The Rev. Gerard A. Pisani, Jr.	W-201-858-4460 ext. 10 H-201-858-4460
<b>Belleville</b>		
Christ Church 393 Washington Ave., 07109	The Rev. Paul Walker	W-973-751-0616 H-973-759-5479
<b>Belvidere</b>		
St. Mary's Church 408 Third Street, 07823	The Rev. Dr. Emory Byrum	W-908-475-5494 H-908-475-8042
<b>Bergenfield</b>		
All Saints' Church 12 W. Central Ave., 07621	The Rev. Kathryn King	W-201-384-0286 H-201-385-2734
<b>Bloomfield/Glen Ridge</b>		
Christ Church 74 Park Ave., 07028	The Rev. Paul B. Williams	W-973-743-5911 H-973-743-4492
<b>Boonton</b>		
St. John's Church 226 Cornelia St., 07005	The Rev. Stephanie Wethered	W-973-334-3655 H-973-335-5710
<b>Budd Lake</b>		
Christ Church 369 Sand Shore Road, 07828	The Rev. Robert Mikol (I)	W-973-347-1866 H-610-866-7378
<b>Chatham</b>		
St. Paul's Church 200 Main Street, 07928	The Rev. Elizabeth Kaeton	W-973-635-8085 H-973-635-8752
<b>Chester</b>		
Church of the Messiah 50 Route 24, 07930	The Rev. Jeannette DePriest	W-908-879-7208 H-908-879-9475
<b>Cliffside Park</b>		
Trinity Church 555 Palisade Ave., 07010	The Rev. James F. Jannucci (ret. 9/03)	W-201-943-1034 H-201-941-3240
<b>Clifton</b>		
St. Peter's Church 380 Clifton Ave., 07011	The Rev. Harold J. Dwyer	W-973-546-5020 H-973-478-5874
<b>Denville</b>		
Church of The Saviour 155 Morris Ave., 07834	The Rev. Beverly J. Huck	W-973-627-3304 H-973-586-3214
<b>Dover</b>		
St. John's Church 11 South Bergen St., 07801	The Rev. Margaret Gat	W-973-366-2772 H-973-989-8759
<b>East Orange</b>		
Christ Church 422 Main Street, 07018	The Rev. William A. Guthrie	W-973-678-1160 H-973-731-4828
<b>East Orange</b>		
St. Agnes/St. Paul's Church 206 Renshaw Ave., 07017	The Rev. Esar Budhu	W-973-678-6716 H-973-677-1317

Englewood		
St. Paul's Church 113 Engle St. PO Box 84, 07631	The Rev. Kenneth M. Near	W-201-568-3276 H-201-569-1316
Essex Falls		
St. Peter's Church 271 Roseland Ave. Box 96, 07021	The Rev. Anne Bolles-Beaven (I)	W-973-226-6500 H-973-761-5759
Fair Lawn		
Church of the Atonement 1-36 30th St. PO Box 2565, 07410	The Rev. Kevin P.J. Coffey	W-201-797-0760 H-201-796-4991
Fort Lee		
Church of the Good Shepherd 1576 Palisade Ave., 07024	The Rev. Dr. Allison Moore	W-201-461-7260 H-201/944-9165
Glen Rock		
All Saints' Church 40 Central Ave., 07452	The Rev. Gray Lesene	W-201-444-6874 H-201-444-670-4231
Hackensack		
Christ Church 251 State St., 07601	The Rev. William C. Parnell	W-201-342-2365 H-201-343-7768
Hackensack		
St. Cyprian's Church 269 First St., 07601		W-201-342-5560 H-
Hackensack		
St. Anthony of Padua 72 Lodi St., 07601	The Rev. Brian H. Laffler	W-201-489-3286 H-201-489-4728
Hackettstown		
Panther Valley Ecumenical Ministry 1490 Route 517, 07840	The Rev. Keith Jones (I-5/03) The Rev. Harry Taylor	W-908-852-5444 H-
Hackettstown		
St. James' Church 214 Washington St., 07840	The Rev. Cathy Deats	W-908-852-3968 H-908-522-1537
Haledon		
St. Mary's Church 447 Belmont Ave., 07508		W-973-942-4465 H-
Harrington Park		
St. Andrew's Church Lynn St. & La Roche Ave., PO Box 161, 07640	The Rev. William Gannon (ret. 9/03)	W-201-768-0819 H-
Harrison		
Christ Church 100 Frank E. Rodgers Blvd N., 07029	The Rev. David R. Thomas	W-973-483-1260 H-973-773-2613
Hasbrouck Heights		
St. John the Divine Terrace & Jefferson Aves., PO Box 128, 07604	The Rev. Joseph S. Pickard	W-201-288-0002 H-201-727-9354
Haworth		
St. Luke's Church 43 Massachusetts Ave., 07641	The Rev. Archie Palmer	W-201-384-0706 H-973-743-2411
Hawthorne		
St. Clement's Church 271 Lafayette Ave., 07506	The Rev. Walter Lewis (I-7/03) The Rev. Stuart H. Smith (8/03)	W-973-427-8118 H-973-783-6157
Hilldale		
Holy Trinity Church 326 Hilldale Ave., 07642	The Rev. John J. Negrotto	W-201-664-2428 H-201-664-3158

<b>Ho-Ho-Kus</b>	<b>St. Bartholomew's Church</b> 70 Sheridan Ave. 07423	<b>The Rev. Daniel Kreller</b>	<b>W-201-444-3025</b> <b>H-201-652-6704</b>
<b>Hoboken</b>	<b>All Saints' Church</b> 707 Washington St., PO Box 5149, 07030	<b>The Rev. Geoffrey B. Curtiss</b>	<b>W-201-792-3563</b> <b>H-201-963-6378</b>
<b>Hope</b>	<b>St. Luke's Church</b> Main St., PO Box 292, 07844	<b>The Rev. William A. Potter</b>	<b>W-908-459-4340</b> <b>H-908-684-1025</b>
<b>Irvinton</b>	<b>Trinity Church</b> 36 Myrtle Ave., 07111	<b>The Rev. Dana Rose</b>	<b>W-973-372-6095</b> <b>H-646-752-5770</b>
<b>Jersey City</b>	<b>Grace Van Vorst Church</b> 39 Erie St., 07302	<b>The Rev. Janet Kraft</b>	<b>W-201-659-2211</b> <b>H-201-963-5269</b>
<b>Jersey City</b>	<b>Church of the Incarnation</b> 68 Storms Ave., 07306	<b>The Rev. Isaac Perreud</b>	<b>W-201-433-6604</b> <b>H-201-536-0124</b>
<b>Jersey City</b>	<b>St. Paul's Church</b> 38 Duncan Ave., P.O.B. 4176, 07304	<b>The Rev. Canon David H. Hamilton</b>	<b>W-201-433-4922</b> <b>H-201-333-4980</b>
<b>Kearny</b>	<b>Trinity Church</b> 575 Kearny Ave., 07032	<b>The Rev. Rosemarie Hassan</b>	<b>W-201-991-5894</b> <b>H-201-991-0911</b>
<b>Kinnelon</b>	<b>St. David's Church</b> 91 Kinnelon Rd., 07405	<b>The Rev. William Rich (I)</b>	<b>W-973-838-6696</b> <b>H-212-280-2524</b>
<b>Leonia</b>	<b>All Saints' Church</b> 150 Park Ave., 07605	<b>The Rev. Dean Weber</b>	<b>W-201-947-1233</b> <b>H-201-503-1931</b>
<b>Lincoln Park</b>	<b>St. Andrew's Church</b> 211 Main St., 07035	<b>The Rev. Robert Keaton</b>	<b>W-973-694-5915</b> <b>H-973-455-0173</b>
<b>Little Falls</b>	<b>St. Agnes' Church</b> 65 Union Ave., 07424	<b>The Rev. Dwight L. Neglia</b>	<b>W-973-256-5020</b> <b>H-973-812-0029</b>
<b>Livingston</b>	<b>St. Peter's Church</b> 94 E. Mt. Pleasant Ave., 07039	<b>The Rev. Jane A. Tormaine</b>	<b>W-973-992-1932</b> <b>H-908-233-0134</b>
<b>Lyndhurst</b>	<b>St. Thomas' Church</b> 300 Forest Ave., 07071		<b>W-201-438-5668</b> <b>H-</b>
<b>Madison</b>	<b>Grace Church</b> Four Madison Avenue, 07940	<b>The Rev. Lauren Ackland</b>	<b>W-973-377-0106</b> <b>H-973-377-0869</b>
<b>Maplewood</b>	<b>St. George's Church</b> 550 Ridgewood Rd., 07040	<b>The Rev. Bernard Poppe</b>	<b>W-973-762-1319</b> <b>H-973-763-3676</b>
<b>Maywood</b>	<b>St. Martin's Church</b> 29 Parkway, P.O.Box 807, 07607	<b>The Rev. Lois Schembs</b>	<b>W-201-843-5360</b> <b>H-908-232-8551</b>

Mendham	St. Mark's Church Nine East Main Street, 07945	The Rev. Scott Hoogerhyde	W-973-543-4471 H-973-543-7080
Midland Park	Church of the Good Shepherd 497 Godwin Ave., P.O. Box 326, 07432	The Rev. Charles Arlin	W-201-444-6168 H-201-447-3479
Millburn	St. Stephen's Church 119 Main St., 07041	The Rev. Cornelius C. Tarplee	W-973-376-0688 H-973-376-8218
Millington	All Saints' Church 15 Basking Ridge Rd. PO Box 415, 07946	The Rev. Victoria Geer McGrath	W-908-647-0067 H-973-701-1663
Milton/Oak Ridge	St. Gabriel's Church Milton Road, R.D. 2, PO Box 490, 07438	The Rev. Thomas Laws (I)	W-973-697-5688 H-973-744-6518
Montclair	St. Luke's Church 73 So. Fullerton Ave., 07042	The Rev. Dr. Robert A. Schiesler	W-973-744-6220 H-973-743-4507
Montclair	St. John's Church 55 Montclair Ave., 07042	The Rev. Diana D. Clark	W-973-746-2474 H-973-746-9004
Montclair	Trinity Church 19 North Willow Street, PO Box 361, 07042	The Rev. George Kaswarra	W-973-783-9050 H-973-783-9050
Montvale	St. Paul's Church Two Woodland Road, 07645	The Rev. Edward M. Hasse III	W-201-391-3181 H-201-391-8197
Morris Plains	St. Paul's Church Hillview Ave. & Mountain Way, POB 104, 07950	The Rev. William Riker (I)	W-973-285-0884 H-
Morristown	Church of the Redeemer 36 South St., 07960	The Rev. Phillip D. Wilson	W-973-539-0703 H-973-993-9724
Morristown	St. Peter's Church 70 Maple Ave., 07960	The Rev. Zachary Fleetwood	W-973-538-0555 H-973-538-1604
Mount Arlington	St. Peter's Church 50 Edgewater Ave., P. O. Box 403, 07856	The Rev. Kim Capwell	W-973-398-1890 H-973-398-6318
Mountain Lakes	St. Peter's Church 215 Boulevard, 07046	The Rev. Eric K. Hinds	W-973-334-4429 H-973-541-1602
Newark	Grace Church 950 Broad St., 07102	The Rev. J. Carr Holland, III	W-973-623-1733 H-973-497-1069
Newark	House of Prayer 407 Broad St., 07104		W-973-483-8202 H-
Newark	St. Barnabas' Church 505 W. Market St., 07107		W-973-482-3132 H-

<b>Newark</b> St. Andrew's Church 933 So. 17th St., 07108	The Rev. Dr. R. Douglas Bendall	W-973-375-3012 H-973-923-4360
<b>Newark</b> Trinity & St. Philip's Cathedral 24 Rector St. 07102	The Very Rev. C. David Williams	W-973-622-3505 H-973-484-3280
<b>Newton</b> Christ Church 62 Main Street, 07860	The Rev. Susan Butler (I)	W-973-383-2245 H-973-940-0283
<b>North Arlington</b> St. Paul's Church 11 York Rd., 07031	The Rev. Dudley Bennett (I)	W-201-991-7252 H-973-575-8787
<b>Norwood</b> Church of the Holy Communion 66 Summit St., 07648	The Rev. Robert R. Smith	W-201-768-0634 H-201-768-1176
<b>Nutley</b> Grace Church 200 Highfield Lane, 07110	The Rev. Pamela Bakai	W-973-235-1177 H-973-235-0365
<b>Oakland</b> St. Alban's Church 1 Church Lane, 07436	The Rev. Prince Singh	W-201-337-4909 H-610-588-7561
<b>Oradell</b> Church of the Annunciation 343 Kinderkamack Rd., 07649	The Rev. Kimberly Haag	W-201-262-7222 H-201-262-2226
<b>Orange</b> All Saints' Church 438 Valley St., P. O. Box 678, 07051		W-973-674-4366 H-
<b>Orange</b> The Church of the Epiphany 105 Main St., P. O. Box 93, 07050	The Rev. Canon Gervais Clarke	W-973-676-8886 H-973-675-1643
<b>Paramus</b> St. Matthew's Church 167 Spring Valley Rd., 07652	The Rev. Jack Stanton	W-201-262-5286 H-201-489-7817
<b>Passaic</b> St. Gregory's Church 480 So. Beverwyck Rd., 07054-3328	The Rev. Susan Sica	W-973-887-5879 H-973-599-1869
<b>Passaic</b> St. John's Church 215 Lafayette Ave., 07053	The Rev. Allen A. Hinman	W-973-779-0966 H-973-778-5618
<b>Pateroson</b> Church of the Holy Communion 99 Pearl St., 07501	The Rev. Kendrick Lewis (I)	W-973-742-5553 H-201-795-4023
<b>Pateroson</b> St. Paul's Church 451 Van Houten St., 07501	The Rev. David Wolf	W-973-278-7900 H-973-754-8210
<b>Phillipsburg</b> St. Luke's Episcopal Church 500 Hillcrest Blvd., 08865	The Rev. Frank M. Goss	W-908-859-1479 H-908-213-0115

<b>Pompton Lakes</b>		
Christ Church 400 Ramapo Ave., 07442	The Rev. John A. Rollins	W-973-835-2207 H-973-835-5122
<b>Ramsey</b>		
St. John's Church E. Main St. @ Franklin Pike, 07446	The Rev. James Williams	W-201-327-0703 H-201-934-0092
<b>Randolph</b>		
Mar Thoma Church, New Jersey 790 Route 10 West, 07869	The Rev. Samuel Mathai	W-973-361-8380 H-973-328-7386
<b>Ridgefield</b>		
St. James' Church 514 Abbott Ave., 07657	The Rev. Mariano Gargiulo	W-201-945-0079 H-201-592-7063
<b>Ridgewood</b>		
Christ Church 105 Cottage Place, 07450	The Rev. Albert D. Jousset, Jr.	W-201-652-2350 H-201-689-1275
<b>Ridgewood</b>		
St. Elizabeth's Church 169 Fairmount Rd., 07450	The Rev. John G. Hartnett	W-201-444-2299 H-201-444-8269
<b>Ringwood</b>		
Church of the Good Shepherd 80 Margaret King Ave., PO Box 363, 07456	The Rev. Margaret Reinfield-Karda	W-973-962-9510 H-973-728-2923
<b>Rutherford</b>		
Grace Church 128 W. Passaic Ave., 07070	The Rev. David Gable	W-201-438-8623 H-201-531-2285
<b>Secaucus</b>		
Church of Our Saviour 191 Flanagan Way, 07094	The Rev. Mark A. Lewis	W-201-863-1449 H-201-617-0596
<b>Short Hills</b>		
Christ Church 66 Highland Ave., PO Box C, 07078	The Rev. E. Bevan Stanley	W-973-379-2898 H-973-379-3321
<b>South Orange</b>		
St. Andrew & Holy Communion 160 W. So. Orange Ave., 07079	The Rev. Rickey Edwards (I- 6/03) The Rev. Theresa Matthews (I)	W-973-763-2355 H-
<b>Sparta</b>		
St. Mary's Church 85 Conestoga Trail, 07871	The Rev. Kamila Blessing (I)	W-973-729-3136 H-973-729-6858
<b>Succasunna</b>		
St. Dunstan's Church 179 So. Hillside Ave., 07876	The Rev. Dr. Charles Rice (I)	W-973-927-1485 H-610-588-7581
<b>Summit</b>		
Calvary Church 31 Woodland Ave., 07901	The Rev. Christopher M.F. Brdlik	W-908-277-1814 H-908-277-4509
<b>Teaneck</b>		
Christ Church 480 Warwick Ave., 07666	The Rev. Michael Gerhardt	W-201-833-4502 H-201-833-2663
<b>Teaneck</b>		
St. Peter's Mar Thoma 480 Warwick Ave., 07666	The Rev. Philip P. George	W-201-833-4502 H-
<b>Teaneck</b>		
St. Mark's Church 118 Chadwick Rd., 07666	The Rev. Randall Day	W-201-836-7275 H-201-836-5836

<b>Tenack</b> St. Peter's Korean Episcopal Church 118 Chadwick Road, 07666	The Rev. Jonathan S.H. Won	W-201-836-7275 H-
<b>Tenafly</b> Church of the Atonement 97 Highwood Ave. 07670	The Rev. Lynne Bleich Weber	W-201-568-1763 H-201-503-1931
<b>Totowa</b> Christ Church 39 Boyle Avenue, 07512	The Rev. Mack W. Waldon	W-973-595-0349 H-973-595-0349
<b>Towaco</b> Church of the Transfiguration 9 Two Bridges Rd., 07082	The Rev. C. Denise Yarbrough	W-973-334-2882 H-973-394-0566
<b>Union City</b> Grace Church 3901 Park Ave., 07087	The Rev. Margaret Swetman	W-201-863-6334 H-201-863-6334
<b>Union City</b> St. John's Church c/o 1514 Palisade Avenue, 07087	The Rev. William Coats (I)	W-201-348-3966 H-201-689-6886
<b>Upper Montclair</b> St. James' Church 581 Valley Rd., 07043	The Rev. Orion Davis	W-973-744-0270 H-973-746-8386
<b>Vernon</b> St. Thomas' Church 307 Route 94, 07462	The Rev. Steven L. Steele	W-973-764-7506 H-973-764-6626
<b>Verona</b> Church of the Holy Spirit 36 Gould St., 07044	The Rev. Lucy Ann Dure	W-973-239-2850 H-973-857-2965
<b>Wantage</b> Church of the Good Shepherd 200 Route 23, 07461	The Rev. Fain M. Webb	W-973-875-0919 H-973-702-7214
<b>Washington</b> St. Peter's Church 127-131 Broad St., 07882	The Rev. Robert Criste-Troitusman	W-908-689-1019 H-908-859-6266
<b>Wayne</b> St. Michael's Church 1219 Ratzer Rd., 07470	The Rev. Dr. John A. Donnelly The Rev. F. Ellen A. Donnelly	W-973-694-1026 H-973-696-1980
<b>West Orange</b> Church of the Holy Innocents 681 Prospect Ave., 07052	The Rev. Abigail J.W. Hamilton	W-973-731-0259 H-973-731-3363
<b>West Orange</b> Holy Trinity Church 315 Main St., 07052	The Rev. B. John Edward	W-973-325-0369 H-973-731-8523
<b>West Orange</b> St. Mark's Church 13 Main St., 07052	The Rev. Ernest Katahweire	W-973-736-0212 H-973-736-4827
<b>Westwood</b> Grace Church 9 Harrington Ave., 07675	The Rev. J. Elton Smith, Jr.	W-201-664-0407 H-201-358-6977
<b>Wood-Ridge</b> St. Paul's & Resurrection Church 483 Cedar Street, 07075	The Rev. Jacob T. David	W-201-438-8333 H-201-935-2011



ORDINATIONS & RECEPTION OF ORDERS

April 13	Laura Rice Matarazzo, Deacon, by Bishop Croneberger, Trinity + St. Philip's Cathedral, Newark
April 13	James Victor Petroccione, Deacon, by Bishop Brome, Trinity + St. Philip's Cathedral, Newark
May 23	Beth Faulk Glover, Deacon, by Bishop Croneberger, St. Luke's, Montclair
May 23	Timothy Lewis Barrett, Deacon, by Bishop Croneberger, St. Luke's, Montclair
June 1	Helen Othelia C. Harper, Deacon, by Bishop Brome, Trinity + St. Philip's Cathedral, Newark
June 1	Margaret Otterburn, Deacon, by Bishop Croneberger, Trinity + St. Philip's Cathedral, Newark
June 1	Ellen Margaret Sloan, Deacon, by Bishop Croneberger, Trinity + St. Philip's Cathedral, Newark
June 1	Margaret Tuttle, Deacon, by Bishop Croneberger, Trinity + St. Philip's Cathedral, Newark
June 1	Dean Alan Weber, Deacon, by Bishop Brome, Trinity + St. Philip's Cathedral, Newark
October 19	Laura Rice Matarazzo, Priest, by Bishop Brome, Calvary, Summit
October 20	James Victor Petriccione, Priest, by Bishop Croneberger, St. John's, Ramsey
December 1	Dean Alan Weber, Priest, by Bishop Croneberger, All Saints', Leonia
December 7	Margaret Otterburn, Priest, by Bishop Brome, Trinity + St. Philip's Cathedral, Newark
December 7	Ellen Margaret Sloan, Priest, by Bishop Brome, Christ Church, Ridgewood
December 14	Margaret Tuttle, Priest, by Bishop Brome, All Saints', Millington
December 14	Beth Faulk Glover, Priest, by Bishop Croneberger, St. Paul's, Paterson
December 15	Timothy Lewis Barrett, Priest, by Bishop Croneberger, Grace Church, Madison

CANDIDATES FOR HOLY ORDERS

Denise Harper Bennett, St. John's, Montclair  
 Peter DeFranco, Messiah, Chester  
 Elizabeth Kress Golub, St. Michael's, Wayne  
 Edgar Gutierrez-Duarte, Good Shepherd, Fort Lee  
 Charlotte Melissa Hall, St. Stephen's, Millburn  
 Anne Eldridge Koehler, St. Mark's, Mendham  
 Thomas Etienne Mathews, Jr., St. John's, Boonton  
 John Patrick Mitchell, St. Paul's, Chatham  
 William Tay Moss, St. John's, Dover  
 Susan Alma Schink, St. Elizabeth's, Ridgewood

CLERGY DECEASED

January 10	The Rev. Rodney B. Whiting
May 13	The Rev. Alan P. Bell
September 5	The Rev. Kenneth Lawson Whitney
November 23	The Rev. Roy Joseph Hendricks
December 9	The Rev. John C. Owens

CLERGY TRANSFERRED

March 5	The Rev. Jonathan Percival to the Diocese of New Jersey
April 25	The Rev. Phillip Wilmot Dougherty to the Diocese of Western New York
September 12	The Rev. Richard Bardusch to the Diocese of Rhode Island
September 12	The Rev. Margaret R. Hodgkins to the Diocese of New Jersey
November 6	The Rev. Tanya Wallace to the Diocese of Vermont
November 6	The Rev. Steven Giovangelo to the Diocese of Indianapolis
December 19	The Rev. Michel Belt to the Diocese of Connecticut
December 19	The Rev. Elaine Kebba to the Diocese of North Carolina
December 19	The Rev. Bradford G. Whitaker to the Diocese of Michigan

The Rev. Lily DeYoung to the Diocese of  
 The Rev. Stanley Morgan to the Diocese of  
 The Rev. Susan Sharples  
 The Rev. Stephen M. Winsett to the Diocese of

CLERGY RECEIVED

January 4	The Rev. Anne Bolles-Beaven from the Diocese of Rhode Island
January 30	The Rev. Margaret Swetman from the Diocese of Los Angeles
February 2	The Rev. Luella Anne Connor from the Diocese of Maine
February 21	The Rev. David Gable from the Diocese of Missouri
April 2	The Rev. Janet Broderick Kraft from the Diocese of New York
November 6	The Rev. Bernard Poppe from the Diocese of Long Island
December 19	The Rev. George Abouk Kaswarra from the Diocese of Mukono, Nigeria

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

January 10	Consent to the Election of the Rev. George Wayne Smith as Bishop Coadjutor of the Diocese of Missouri
March 3	Consent to the Election of a Bishop Coadjutor for the Diocese of New Hampshire
March 3	Consent to the Election of a Bishop Coadjutor for the Diocese of Texas

May 25	Consent to the Resignation of the Rt. Rev. D. Bruce MacPherson as Bishop Suffragan of the Diocese of Dallas
June 1	Consent to the Election of the Rt. Rev. D. Bruce MacPherson to be Bishop Coadjutor of the Diocese of Western Louisiana
June 10	Consent to the Election of a Bishop Coadjutor for the Diocese of Kansas
June 10	Consent to the Resignation of the Rt. Rev. Andrew H. Fairfield as Bishop of the Diocese North Dakota
July 8	Consent to the Resignation of the Rt. Rev. Arthur B. Williams, Jr. as Bishop Suffragan of the Diocese of Ohio
August 1	Consent to the Election of a Bishop Coadjutor for the Diocese of Colorado
August 1	Consent to the Election of the Rt. Rev. Don A. Wimberly as Bishop Coadjutor of the Diocese of Texas
August 14	Consent to the Ordination and Consecration of the Rev. Gayle Elizabeth Harris as Bishop Suffragan of the Diocese of Massachusetts
November 5	Consent to the Resignation of the Rt. Rev. Roger J. White as Bishop of the Diocese of Milwaukee
November 8	Consent to the Election of a Bishop Coadjutor for the Diocese of Arizona
November 25	Consent to the Ordination and Consecration of the Rev. James Joseph Shand as Bishop of the Diocese of Easton

# the DIOCESE of newark



JOHN G. ZINN  
Chief Financial Officer

To: Diocesan Council and Diocesan Convention

Attached to this letter is the financial statement for 2002. The purpose of this letter is to summarize the major points of the statement.

## Income

Year to date pledge income includes an accrual of about \$280,000 of 2002 pledge income that should be received in 2003. This accrual is significantly higher than pledge accruals over the past few years and the extent to which those receivables are collected will determine the final 2002 financial results. In total the remaining income lines will not have any significant positive or negative impact on the results.

## Disbursements

Through December 31<sup>st</sup> the diocese has given 25% of pledge and investment income received to the National Church, in addition 25% of the accrued pledge income has been accrued as an expense due to the National Church. This will be paid to the extent that the pledge income is actually received. The negative variance in the Oasis line is due to a Diocesan Council decision in June to provide another \$10,000 to this ministry. Other program and ministry lines were funded to the extent requested, in total this area was under budget by almost \$15,000.

Negative variances in the staff and operating expense categories were largely made up by the positive variance in the office expense reimbursement income line. The general expense and conventions and other meetings expenses were basically on target for 2002. In addition to the amount due the National Church a number of expenses for reserves and other items were accrued, but not paid at the end of 2002. Should there be a shortfall in the collection of pledges receivable some of these expenses may have to be reversed.

## Summary

The financial statement reflects a small surplus, this is subject to the collection of the pledges receivable and any additional 2002 expenses. Any 2002 operating surplus will, by convention action, become an income line in the 2004 budget.

Sincerely yours,

EPISCOPAL HOUSE • 31 MULBERRY STREET • NEWARK, NEW JERSEY • 07102  
PHONE (973) 622-4306 • FAX (973) 622-3563

Category	Annual Budget	Monthly Budget	Monthly Actual	Variance	YTD Budget	YTD Actual	Variance
Belated Pledges			-21908			125299	
Moore Fund Income	22000	1833	11861	10028	22000	23005	1005
Pledge Income	2707500	225625	577840	352215	2707500	2719857	12357
Investment Income	127000	10583	8915	-1668	127000	126702	-298
Other Income	48700	4058	25780	21722	48700	38790	-9910
Office Expense Reimb.	13000	1083	5760	4677	13000	28088	15088
Conv. & Conf. Fees	60000	5000		-5000	60000	79844	19844
VOICE Revenue	18000	1500	1641	141	18000	17716	-284
Prior Year's Surplus	83300	6942		-6942	83300	83300	0
Total Income	3079500	256625	631797	375172	3079500	3117302	37802
Outreach							
National Church	708675	59058	206299	147243	708675	711640	2965
NJ Council/Churches	27100	2258	2342	84	27100	27100	0
The Oasis	40000	3333	9230	5897	40000	50000	10000
ECD	50000	4167	4167	0	50000	50000	0
International Outreach	20000	1687		-1687	20000	20000	0
Domestic Outreach	97575	7965	-8771	-16738	97575	97229	-346
Total Outreach	943350	78446	213267	134821	943350	955969	12619
Mission & Program							
DOM - Debt Service	72000	6000	6000	0	72000	72000	0
DOM - Program	68000	5667	6172	505	68000	68200	200
Com. on Ministry	7650	638	300	-338	7650	7650	0
Clergy Conference	8000	667	-180	-847	8000	3729	-4271
Commission on Aging	57400	4783	33483	28700	57400	57400	0
Resource Center	29700	2475	2067	-408	29700	30038	338
Dept. of Program	15000	1250	6172	4922	15000	13500	-1500

## Diocesan Council Year End 2002

	Annual Budget	Monthly Budget	Monthly Actual	Variance	YTD Budget	YTD Actual	Variance
Youth Ministry	84000	7000	14000	7000	84000	84000	0
The VOICE	50000	4167	1980	-2187	50000	39710	-10290
Planned Giving	4000	333	1637	1304	4000	1752	-2248
Electronic Technology	6000	500	829	329	6000	6000	0
Int. Clergy Training	6000	500	236	-264	6000	4162	-1838
Crossroads Odr. Min.	40000	3333		-3333	40000	40000	0
Creative Congregations	6000	500		-500	6000	10900	4900
Bethsaida Team Proj	2500	208	1418		2500	2500	0
Ward J. Herbert Fund	25000	2083	25000		25000	25000	0
Total Mission & Prog.	481250	40104	99114	34883.5	481250	466541	-14709
Diocesan Staff							
Diocesan Bishop	198100	16508	33877	17369	198100	206283	7193
Cong. Dev. Officer	113000	9417	8880	-557	113000	91587	-21413
Canon to the Ordinary	156200	13017	15511	2494	156200	179930	23730
VOICE Ed. & Tech. Cr	68200	5683	5595	-88	68200	69161	961
Administrative Officer	159700	13308	10238	-3070	159700	157878	-1822
Finance Department	273900	22826	12	-22813	273900	272768	-1132
Property Mgr & Staff	106400	8867	7954	-913	106400	111876	5476
Consultant	6000	500		-500	6000	6000	0
Total Staff	1081500	90125	82047	-8078	1081500	1094493	12993
Operating Expenses							
Utilities	21000	1750	1653	-97	21000	18906	-1094
Telephone	33000	2750	5028	2278	33000	30842	-2358
Heat & Other Services	24000	2000	2488	488	24000	18311	-5689
Building Maintenance	34000	2833	1452	-1381	34000	33942	-58

	Annual Budget	Monthly Budget	Monthly Actual	Variance	YTD Budget	YTD Actual	Variance
Casualty Insurance	16700	1392	534	-858	16700	16630	-70
Office Supplies	20000	1667	4293	2626	20000	35310	15310
Postage	24000	2000	2541	541	24000	29591	5591
Office Machines	40000	3333	1935	-1398	40000	36644	-3356
Debt Service	16500	1375	2886	1511	16500	15258	-1242
Technological Support	21000	1750		-1750	21000	23612	2612
Miscellaneous Exp.	6000	500	506	6	6000	5844	-156
Total Operating Exp.	256200	21350	23316	1986	256200	265690	9490
General Expense							
Audit	4000	333	-41507	-41840	4000	3959	-41
Fld. Bond & W. Comp	10100	842		-842	10100	3229	-6871
Group Medical	200000	16667	575	-16092	200000	207292	7292
Total General Exp.	214100	17842	-40932	-58774	214100	214480	380
Conv. & Other Meetings							
Lambeth Conference	1000	83	1000	917	1000	1000	0
Gen. Conv. Dep. Exp.	10000	833	10000	9167	10000	10000	0
Prov. Synod Assmnt	7500	625		-625	7500	7335	-165
Prov. Synod Dep. Exp.	500	42		-42	500	500	0
Diocesan Conv. Exp.	60000	5000		-5000	60000	59170	-830
Diocesan Journal	5100	425	-865	-1290	5100	5418	318
Diocesan Council	2000	167	266	99	2000	2191	191
Episcopal Reserve	7000	583	7000	6417	7000	7000	0
Districts	10000	833	3506	2673	10000	8500	-3500
Total Meeting, Exp.	103100	8592	20907	12315	103100	98614	-4486
Total Expenses	3079500	258459	397719	141260	3079500	3095787	16287
Revenue/Expenses			234078	234078		6286	6286

## **Episcopal Diocese of Newark**



**Adopted 2003 Budget**



The Budget Committee of the Diocesan Council is pleased to present the proposed 2003 Diocesan budget to the Diocesan Council and the Diocesan Convention. For the fourth consecutive year the proposed budget has been developed so that it can be provided to Convention Deputies at the earliest possible date. The major issue in accomplishing this goal is Council approval of the budget in December as opposed to January. For this to be done in a way that provides careful examination of a full range of budget options, pledge cards from the churches of the diocese must be submitted on a timely basis.

Unfortunately performance in this area continues to deteriorate. One year ago some 30% of pledges were not submitted on time, this year over 43% of the pledges were not submitted by the canonical deadline of December 1<sup>st</sup>. Clearly steps need to be taken in the future to insure a higher level of compliance, there is no reason to believe that this will improve without action on the part of the Diocese. The budget committee will make a final review of the 2003 budget just prior to the Convention and, if necessary, will propose changes to the Convention.

#### Income

For more than ten years now, the Diocese of Newark has used a stewardship approach to diocesan giving which is more popularly known as 50/50 giving. Under that approach each congregation has a goal of giving 25% of its general purpose income to the Diocese and the Diocese itself has a goal of giving 25% of income to the National Church. In addition congregations and the Diocese have a goal of giving an additional 25% of income to other outreach. When the system began in 1990, the idea was that churches and the Diocese should gradually increase their giving as they moved towards these goals. Diocesan budgets have consistently honored the Diocese's responsibilities under this program.

Since over 85% of the Diocesan budget is funded from pledge income, the success of this system has a major impact upon diocesan finances. For 2003 pledge income is projected to increase by only \$7,000 or about 1/4 of 1%, one of the lowest increases in the history of 50/50 giving. To some degree this is understandable and it would be naive to think that the churches and the Diocese can escape the impact of the current economic problems. At the same time there is a definite lack of consistency in the way churches are participating in the 50/50 giving program. Some churches clearly have a plan and are gradually moving towards the 25% goal, unfortunately a number of churches have made little or no increase in percentage giving and some have not increased the percentage given since the system began in 1990. This inconsistency should be addressed during the coming year.

Fortunately the slight increase in pledge income is somewhat supplemented by the prior year's surplus which is up by over \$40,000. This is the 2001 operating surplus which by Convention action becomes an income line in the 2003 budget. This surplus is almost entirely due to congregational pledge income exceeding budget which has been the case every year that we have utilized the 50/50 giving approach. This additional pledge

income is not of meeting our full percentage commitments to the National Church and to other outreach.

### **Disbursements**

Since projected 2003 income will increase by only \$60,000 or about 2%, decisions about the disbursement side of the budget were very difficult. In making decisions about funding, priorities included honoring our commitments to outreach, preserving existing funding for program and ministry and preserving as many staff positions as possible. Funding for new programs and funding for reserves was severely limited.

### **Outreach**

Proposed 2003 outreach funding maintains all of the Diocese's commitments to outreach. Once again 25% of pledge and investment income will go to the National Church. In addition the Diocese will continue to honor its response to the resolution of the 1998 Lambeth Conference about funding international outreach. Funding for other outreach will increase from 7.5% to 8% of pledge and investment income.

There has been one significant change in the outreach section of the budget regarding the Oasis and a staff position for a justice missioner. In past budgets funding for the Oasis was included in the outreach section of the budget. This was based upon analysis which indicated that a sufficient portion of the organization's work was outreach, that is, for the benefit of those outside the Episcopal Church. The intent in 2003 is to change the Oasis Missioner position to that of a Justice Missioner. The Justice Missioner will facilitate the Diocese's ministry to the Gay/Lesbian community, anti-racism work and the ministry of the Bethsaida team among others. While the primary focus of this position will be within the Episcopal Church, it is also clear that anyone working on justice issues should and will have impact outside the church. At this time it is impossible to be precise as to how exactly this will work out. For 2003, \$20,000 towards this position will remain in the outreach portion of the budget with the balance in the mission and program section. This will be reviewed at the end of 2003 and a very strict standard will be applied to any portion of this funding that might be continued in the outreach section in 2004 and beyond.

### **Mission and Program**

A number of difficult decisions were made in this area of the budget. To the extent possible funding was kept at 2002 levels; in some cases carry forward funding will assist groups in funding their work in 2003. Other requests were cut back as part of an overall effort to balance the budget with an attempt to provide enough funding so that the group could manage although probably with some difficulty.

As part of its consolidation into the Diocesan Council, the Department of Missions was able to eliminate some of its administrative expenses. In addition some \$15,000 of mission investment funding will be absorbed by other DOM funds. The increases in

funding for the Commission on Aging and the Resource Center represent the difference in funding those positions for the full year, both areas of ministry were identified as priorities by the Visioning Convocation in 2001. The difference between the requested and proposed amounts is the effects of the salary freeze referred to later in this narrative.

The situation in the Youth Ministry line requires some explanation. The 2002 funding of \$84,000 included almost \$30,000 for an administrative support staff position. This position and its funding have been transferred to the staff section of the budget which is part of new approach of pooling administrative support at the program level. Proposed funding for 2003 for Youth Ministry included over \$20,000 in new initiatives as well as funding for the vacant position of a full time youth minister. This position will not be filled before April 1<sup>st</sup>, the proposed level of funding allows this ministry to decide between some of its proposed new initiatives and deferring filling the position even later into the year.

No funding is provided for planned giving in 2003 since there are sufficient carry forward funds to continue this ministry during the coming year. The Mission to Dismantle Racism was not included in the 2002 budget as the group was using up significant carry forward funding. There should be a small balance of this funding left at the end of 2002, which along with the proposed funding should provide about 75% of the original request. The balance of budget funding for the justice missionary position is included as a new line item; there are additional resources available for this position through housing owned by the Trustees of the Episcopal Fund. While funding for Cross Roads Outdoor Ministries remains at the 2002 level, additional funding from the Butts Fund and from funds carried forward from past years will allow the Diocese to meet its full 2003 obligation to this joint venture.

Only limited funding is proposed for the Ward J. Herbert Fund due primarily to the overall financial situation. However, one final amount to be transferred from the DOM will make up enough of the difference to allow the Board to meet its projected 2003 expenses.

#### Staff

The staff section of the budget includes those positions that are funded through the diocesan budget, that is, through funds that are under the authority of the Diocesan Convention. Historically other positions have been funded through such things as user fees, special grants and funds raised for a specific purpose. In 2003 the Assistant Bishop will provide a higher level of Episcopal assistance through designated funds arranged specifically for this purpose. The specific details of how this will work are still being developed. These and all funds that are not provided through the annual budget flow through other diocesan entities and are fully audited each year.

One of the steps necessary to balance the 2003 budget is to freeze staff salaries at the 2002 level, in most cases this amount makes up the difference between the requested and proposed amounts of the 2003 budget. Freezes of this nature also affect payroll taxes and

pension contributions so that the full difference is not totally salary. Should additional funds become available in 2003 it is hoped that some portion of the proposed salary increase of 4% can be restored. In addition one administrative staff position has been eliminated from the 2003 budget. As noted earlier the former administrative support position in the youth ministry area has been transferred to the Administrative Officer and staff line. One new position that was introduced in 2002 is the Director of Communications and Events which now appears in the Communications and Technology line. Finally the significant difference between 2002 and 2003 for the line for the Canon for Congregational Development and administrative assistant is the effect of a full year of two positions.

#### **Operating Expense, General Expense and Conventions and Other Meetings**

In the last three sections of the budget every effort was made to keep these expenses at the minimum level including no funding for reserves. This is the case in the building maintenance line, the Lambeth Conference line and the Episcopal Reserve. In each of these cases it is believed that one year without funding can be absorbed without any significant problems. The debt service line is for the mortgage on Episcopal House which is split between the Trustees of the Episcopal Fund (75%) and the budget (25%). For 2003 the Trustees have agreed to absorb the full amount helping out the budget in this way.

## Diocesan Budget 2003

5.

Income	2002+ Budget	2003+ Budget	
Investment Income	127000	127000	
Other Income	48700	43700	
VOICE Revenue	18000	19500	
Convention Fees	60000	64800	
Office Expense Reimbursement	13000	25000	
Paul Moore Fund Income	22000	20000	
Prior Year's Surplus	83300	125700	
Sub Total	372000	425500	
Congregational Pledges	2717500	2724000	
Reserve for Non-Payment	10000	10000	
Net Pledge Income	2707500	2714000	
Total Income	3079500	3139500	
			0

## Diocesan Budget 2003

Line Number	2002+	2003+	2003+
	Approved	Requested	Proposed
<b>Outreach</b>			
1. National Church	708876	710250	710250
2. N.J. Council of Churches	27100	25800	25800
3. Oasis (2002)/Justice Missioner (2003)	40000	20000	20000
4. Episcopal Community Development	50000	55000	55000
5. International Outreach	20000	20000	20000
6. Domestic Outreach	97575	128500	126500
<b>Total Outreach</b>	<b>943350</b>	<b>957550</b>	<b>957550</b>
<b>Mission and Program</b>			
7. Department of Missions Debt Service	72000	64900	64900
8. Department of Missions Program	69000	69800	64800
9. Commission on Ministry	7650	16721	12000
10. Clergy Conference	8000	11400	8000
11. Commission on Aging	57400	72895	70900
12. Resource Center	29700	31660	30700
13. Program Groups	15000	24033	17050
14. Youth Ministry	84000	84000	51000
15. The VOICE	50000	54150	50000
16. Planned Giving	4000	4000	0
17. Electronic Technology	6000	7200	6000
18. Interim/Clergy Training	6000	6000	5000
19. Mission to Dismantle Racism		18225	12000
20. Justice Missioner		30000	30000
21. Cross Roads Outdoor Ministries	40000	68000	40000
22. Creative Congregations	6000	2750	2700
23. Bethsaida Team Project	2500	10400	5000
24. Ward J. Herbert Fund	25000	50000	5000
<b>Total Mission &amp; Program</b>	<b>481250</b>	<b>624134</b>	<b>465050</b>
<b>Total Outreach, Miss &amp; Prog.</b>	<b>1424600</b>	<b>1581684</b>	<b>1422600</b>
<b>Diocesan Staff</b>			
25. Diocesan Bishop & Staff	198100	211500	199200
26. Canon for Cong. Dev. & Staff	113000	140800	132100
27. Canon to the Ordinary & Staff	156200	159100	150700
28. Communications & Technology	68200	122031	119100
29. Administrative Officer & Staff	159700	225700	189800
30. Chief Financial Officer & Staff	273900	285700	274800
31. Property Manager & Staff	106400	116100	110000
32. Consultant	6000	6000	0
<b>Total Staff</b>	<b>1081500</b>	<b>1266731</b>	<b>1175700</b>

## Diocesan Budget 2003

Line Number	2002+ Approved	2003+ Requested	2003+ Proposed
<b>Operating Expenses</b>			
33. Utilities	21000	20000	20000
34. Telephone	33000	28000	28000
35. Heat & Other Services	24000	19000	19000
36. Building Maintenance	34000	36000	31000
37. Casualty Insurance	16700	18000	18000
38. Office Supplies	20000	25000	25000
39. Postage	24000	28000	28000
40. Office Machines	40000	37000	37000
41. Debt Service	16500	16500	0
42. Technological Support	21000	26500	15800
43. Miscellaneous	6000	6000	6000
<b>Total Operating Expenses</b>	<b>256200</b>	<b>260000</b>	<b>227800</b>
<b>General Expense</b>			
44. Audit	4000	4000	4000
45. Fidelity Bond & Workers' Comp	10100	5000	5000
46. Group Medical Insurance	200000	200000	200000
<b>Total General Expense</b>	<b>214100</b>	<b>209000</b>	<b>209000</b>
<b>Conventions &amp; Other Meetings</b>			
47. Lambeth Conference	1000	1500	0
48. General Convention Deputies Expense	10000	13400	13400
49. Provincial Synod Assessment	7500	7300	7300
50. Provincial Synod Deputies Expense	500	1500	1500
51. Diocesan Convention Expense	60000	64600	64600
52. Diocesan Journal	5100	5100	5100
53. Diocesan Council	2000	2500	2500
54. Episcopal Reserve	7000	10000	0
55. Districts	10000	10000	10000
<b>Total Conventions &amp; Other Meetings</b>	<b>103100</b>	<b>115900</b>	<b>104400</b>
<b>Total Administration</b>	<b>1654900</b>	<b>1851631</b>	<b>1716900</b>
<b>Total Budget</b>	<b>3079500</b>	<b>3433315</b>	<b>3139500</b>

## Bishop's Compensation

Bishop Cronberger	2002	2003
Salary	85600	85600
Benefits	67500	64000
Total	153100	149600



## STANDING COMMITTEE OFFICIAL ACTIONS 2002

The Standing Committee meets at Diocesan House at 12:35 p.m. on the second Wednesday of the month, except in July and August. The President runs the meetings and the Secretary records the minutes. Also present are the Bishop and the Diocesan Chancellor. At the meetings, the Bishop presents issues of local and national concern to the Committee whose members may offer advice and counsel. Confidentiality is a critical aspect of these discussions.

In addition, members of the Committee attend day-long postulancy and candidacy conferences sponsored and organized by the Commission on Ministry. The SC's charge is to approve postulants for candidacy and candidates for ordination to the diaconate and the priesthood. We do our best to have representation at every ordination.

The Committee is divided into three subcommittees: Property, Parish Relations and Ministry. Members may visit and/or study and provide support for parishes in need of advice regarding use of property or the administration of the parish.

Information about procedures for lease and sale of parish property is contained under Standing Committee on the Diocesan website.

It is recommended that submissions for SC consideration be made to the Bishop's office no later than the first Wednesday of the month.

Respectfully submitted,  
The Rev. Diana Doyle Clark, President

### January

- Approved Candidacy for those not in Apostolic Succession: The Rev. Timothy Barrett and The Rev. Beth Glover,
- Consented to the Election of a Bishop Coadjutor, Diocese of Texas
- Approved mortgage for renovations to rectory, St. Paul's, Chatham

### February

- Elected The Rev. Diana D. Clark President and Edgar (Kim) Byham, Esq. as Secretary of the Standing Committee
- Appointed The Rev. Edward Hasse to the Ward J. Herbert Board

### March

- Appointed members of three subcommittees: Ministry: Ms. Lyn Headley-Moore, Ms. Diane Mayo, The Rev. Diana Clark, The Rev. Fletcher Harper; Parish Relations: The Rev. Al Jousset, Mr. Kim Byham, Ms. Diana Mayo; Property: Dr. Louis Crew, The Rev. Ed Hasse

### April

- Approved the diaconal ordination of The Rev. Beth Faulk Glover
- Approved diaconal ordinations of: Mr. Dean Weber, Ms. Margaret Tuttle, Ms. Margaret Otterburn, Ms. Helen Harper, Ms. Ellen Sloan

## May

- Approved diaconal ordination of The Rev. Timothy Lewis Barrett
- Approved the petition to sell the rectory of Christ Church Budd Lake contingent upon submission of an acceptable contract and agreement of sale.
- Appointed a subcommittee on the relief of seminary debt to work with the Commission on Ministry and the Trustees to fulfill 2002 Convention resolution
- Consented to the Election of a Bishop Coadjutor for the Diocese of Florida

## June

- Accepted resignation of The Rev. Fletcher Harper as member of the Standing Committee and congratulated him on his new position on Partners for Environmental Equality
- Consented to the election of D. Bruce MacPherson, Bishop Coadjutor, Diocese of Western Louisiana
- Consented to the election for Bishop Coadjutor, Diocese of New Hampshire

## September

- Approved Ordination to the Priesthood of The Rev. Laura Rice Matarazzo and The Rev. James Petroccione
- Consented to the elections of: The Rt. Rev. Don Wimberly as Bishop Coadjutor, Diocese of West Texas and The Rev. Gayle Harris, as Bishop Suffragan, the Diocese of Massachusetts
- Consented to the Elections of Bishops Coadjutor in the Dioceses of Kansas and Colorado
- Approved a petition from St. John's, Ramsey to lease the rectory

## October

- Gave preliminary approved of a petition from St. James Ridgefield Park to sell the rectory contingent upon presentation of a contract of sale acceptable to the Standing Committee
- Approved the lease of the parish hall at St. Gabriel's, Milton/Oak Ridge
- Approved the rental of the Vicarage at St. Gabriel's, Milton/Oak Ridge

## November

- Approved Lease of the Winston School, Christ Church, Short Hills
- Approved the Candidacy of Ms. Karen Coleman, Mr. Tay Moss, Ms. Melissa Hall, Mr. Peter DeFranco and Mr. Thomas Matthews
- Approved for ordination to the priesthood: Timothy Barrett, Beth Faulk Glover, Margaret Otterburn, Ellen Sloan, and Margaret Tuttle

## December

- Consented to the election of the Rev. James Joseph Shand as 10th Bishop of the Diocese Easton, Maryland

## ACTS-VIM REPORT 2002

The ACTS-VIM Board was again impressed with the energy and the exciting initiatives that are developing in congregations and agencies throughout this diocese. During the year 2002 the ACTS/VIM Board continued to encourage both congregational development and community outreach. There are two granting periods each year (February 15 and August 15). The maximum award for any period is \$20,000 for a maximum of three grant periods, after which additional requests will be capped at \$10,000.

The ACTS-VIM Board recognizes the importance of using Diocesan resources for the development of new initiatives and encourages applicants to seek funding from other sources for ongoing programs. The Board also requests accountability from the grantee regarding the actual use of prior funds, whenever another grant request is submitted. In the fall of 2002 the Board approved changing the request for financial information from the applicant to include the costs of the current project and the costs incurred the previous year. In addition, the budget for the sponsoring organization must be submitted."

In the spring of 2002 the Board recommended the following requests totaling \$96,000 to Diocesan Council. This amount included the current grant cycle funds and the remaining unused funds from the fall cycle of 2001. The Council approved those recommendations at its June 2002 meeting.

Newark, AIDS Resource Center, Project for Dependent Children, \$10,000  
 Paterson, St. Paul's Episcopal Church, Emergency Food Pantry, \$6,000  
 Newark, Newark School of Theology, \$5,800  
 Newark, Grace Church, Homework Club, \$5,500  
 Boonton, St. John's Church, Summer Camp, \$5,500  
 Clifton, St. Peter's Haven, \$6,700  
 Hackensack, Christ CDC, Peter's Place, \$6,000  
 Newark, Episcopal, ECD Capacity Expansion, \$10,000  
 Hasbrouck Heights, St. John the Divine, Community Care Center, \$16,500  
 Jersey City, Jersey City CDC, Senior Center, \$5,000  
 East Orange, Christ Church, Summer Camp, \$9,000  
 Jersey City, Grace Church, Youth Summer Program, \$10,000

In the fall of 2002 the Board recommended the following requests totaling \$77,000 to Diocesan Council. The Council approved those recommendations at its December 2002 meeting.

Boonton, St. John's - Mentor Program, \$4,500  
 Newark, Apostles' House - Assessment Program, no funding  
 Jersey City, Jersey City Episcopal CDC - After School Kids, \$4,000  
 Newark, St. James CDC - Community Organizing, \$4,000  
 Belleville, Christ Church - Care Closet, \$2,000  
 Hillsdale, Trinity - Center for Help in Time of Loss, \$5,000  
 Fort Lee, Good Shepherd - Friends for Life, \$ 4,500  
 Newark, Domestic Violence Committee - Training Costs, no funding  
 East Orange, Christ Church - Learning Information & Access Center, \$4,500  
 Dover, St. John's - Kidsavers, \$2,600  
 Newark, Grace - Youth@Home, \$4,500  
 Newark, Diocese of Newark - Bethesda Team Project, \$3,000  
 Hackensack, Christ Church CDC - Peter's Place Expanded Services, \$5,000  
 Paterson, St. Paul's - Next Steps, \$4,500  
 Jersey City, Grace Van Vorst - Performing Arts Series, \$4,500  
 Hoboken, All Saints' - Jubilee Youth, \$3,000  
 Hasbrouck Heights, St. John the Divine - Care on the Corner, \$9,500  
 Newark, Trinity + St. Philip's - Senior Healthy Living, \$5,000

Respectfully submitted,  
 The Rev. Margaret A. Gat, Chairperson, January 2002

**The Newark Diocese Altar Guild  
Year End Report for 2002**

This year has been very eventful for the Newark Diocese Altar Guild. In January the Guild was pleased to participate in the Newark Diocese Convention. They supplied not only the materials for Holy Communion, but also willing members to assist.

February found the executive board at the Community of St. John Baptist with a planning meeting for the Guild. March brought a copy of the revised Constitution and bylaws mailed to members. The next meeting was in May at the Convent of St. John Baptist. A discussion was held about problems facing today's altar guilds. Summer brought a time to meet more friends at the Creative Congregations where Sister Suzanne Elizabeth shared information on altar guilds and where to find help. Several board members have had meetings with various altar guilds in the Diocese. We are always glad to share what we can and we are always looking to learn more.

At the November meeting we were asked to again participate at the January 24 and 25 Convention

This has been a good year for the Newark Diocese Altar Guild and we are looking forward to another year of service and friendship.

*-Carol Homer  
January, 01, 2003*

Convention Report  
Episcopal Diocese of Newark

The Apostles' House continues to provide, as we have for the last \_\_\_ years, comprehensive social services to homeless and at risk homeless families. We provide these services in a way which encourages and creates the conditions for self sufficiency.

This has been a difficult year, in which we have seen a significant increase in the number of requests for our services especially in the area of shelter for working families and in our food pantry.

**Emergency Shelter:** We served 133 women and children in 2002. We have been at 100% of capacity for the entire year. Clients are remaining in shelter for longer periods because 1) it is very difficult to find affordable housing and 2) multiple barriers such as mental health or substance abuse issues require supportive services for longer periods. The number of working families increased by 20%.

**Food Pantry:** In 2002 we served 10,382 men, women and children through our food pantry this is a 10% increase over 2001. For the past 4 years we have served the greatest number of individuals in Essex County (MEND Network).

The agency has purchased two buildings this year. One will be renovated to provide 2 transitional apartments for large families or families which include a male or males, perhaps an intact family, including the father or one with young men in their late teens. This building was bought at auction. The other building contains 15 apartments which we have been using to provide transitional housing for families which are ready to move out of Emergency Shelter. We have been leasing this second building from the City of Newark; now negotiations are completed so we will be closing on it early this year. We were able to purchase both buildings for nominal sums.

Through many years of service to the homeless and the near-homeless we have realized the need for permanent housing which is affordable to families with very, very low incomes (\$5-\$10/hour). Toward this end The Apostles' House has joined forces with Episcopal Community Development Corporation to produce 9 units of permanent "supportive" housing in Newark. The supportive element will consist of case management and other social services. This housing will be available to clients who leave the Shelter or Transitional Housing facilities but have grave difficulties with complete independence because of mental health issues or other factors which result in low earning capacity.

We also provide in-home case management through our Family Preservation Program and our "After Care Program", we work with families in order to prevent foster home placement or eviction.

It is an unfortunate fact of "not-for-profit" life these days that our income has been decreasing as the demand for our services are increasing. As a result of the economic downturn many funders who depend on income from investments have had to cut the support they give us. One such funder cut is \$18,000 for 2003 (an 18% cut). We expect this trend to continue for the foreseeable future.

**The Bethesda Team - Diocese of Newark**  
**Ms. Jan Hardy, The Rev. Oscar Mockridge, Co-chairs**  
**Year 2003 Report to Diocesan Convention**

The Bethesda Team, dedicated to addressing issues of the disabled population of our parish communities, was commissioned by Bishop Cronberger at Convention, 2001. Our first meeting was May 1, 2001. During the first year the team, consisting of, at present, 12 members, sought to define our mission and develop a plan of action. At convention 2002, a resolution was adopted that urged all parishes and missions that by the year 2006 that they, with help of The Bethesda Team, develop a plan to make each building and program inclusive and accessible using the ADA codes as the guideline. The Team then contacted parishes that showed interest in the program from attending our workshop at convention and at Creative Congregations. We worked on planning a flexible program to bring to parish settings to teach awareness about disabilities in general and to help begin their development plan.

We have made our services known through mailings, brochures and workshops. We have spoken with ten congregations representatives as a beginning step toward making a parish visit in the near future. The Team has made two presentations to parishes. The first was on October 12th and 13th at St. John the Divine in Hightstown Heights when we presented a workshop at a supper meeting on Saturday evening and then returned to take part in the liturgy on Sunday. This went very well and we had good feedback from the congregation. The Team will continue to support all parishes and missions where we have visited throughout their journey toward accessibility. The second visit was on Advent Sunday, December 1st at St. Agnes' Church in Little Falls. We again took part in a special liturgy and presented a workshop during their coffee hour. Again we were well received and the sharing and witnessing that followed each presentation was encouraging. We serve to supply resources to these communities such as reference materials and human resource referrals. The design of the liturgy, presentation and follow-through are a joint effort between representatives of the parish and the Team. Each visit is customized to the individual setting although we are learning from the experience of each project. Members of the Team have met with clergy and lay people from Grace Church, Newark. Appointments for preliminary meetings and visits are being set for January through June.

The Bethesda Team is an organizational member of The Coalition of Inclusive Congregations which is a part of The Boggs Center at Robert Wood Johnson Medical School and headed by William Glavens. This is an interfaith organization for sharing ideas and solutions related to barrier free worship and space. They also present workshops and will have a dinner in the spring to honor people who have been proactive in this field. Three of the Team members are part of the Advisory group and will be active in their events and meetings. Through the Coalition we have received invitations from other denominational disability groups; i.e. Presbyterian and Roman Catholic.

Our strategy is to plan an event a month during the academic year. We therefore need to recruit more members and continue training those who can do the parish visits. The Bethesda Team now has a web-page linked to the Diocesan site. We also have a video that is available to borrow and use as an introduction to The Bethesda Team's work and ministry. A questionnaire was mailed to all parishes and it is to be interactive on the web as well.

For more information, please call or e-mail Jan Hardy or The Rev. Oscar Mockridge.

Respectfully submitted,

Jan Hardy [Janethardy@comcast.net](mailto:Janethardy@comcast.net) or 973-324-0705

The Rev. Oscar Mockridge [Mockridge@man.com](mailto:Mockridge@man.com) or 973-783-5240

Bethesda Team members as of December 2002:

The Rev. Oscar Mockridge, co-chair - Grace, Madison; The Rev. James Wamke - St. Paul's, Englewood; Janet Hardy, co-chair - St. George's, Maplewood; Wendy Broadbent - St. Elizabeth's, Ridgewood; Barbara Djimopoulos - Christ Church, Hightstown; Richard Fox - Christ Church, Bloomfield/Glen Ridge; Michael Francisviglia - St. George's, Maplewood; Andrew Emerson - St. George's, Maplewood; Daphne Thomas - St. Agnes', Little Falls; Tim Russo - Grace Church, Nutley; Phyllis Halstead - St. James', Hackettstown; The Rev. Elizabeth Keeton, on sabbatical for Team activities - St. Paul's, Chatham

**Annual Report for 2002****Bishop Anand Resource Center**

The Bishop Anand Resource Center, located on the first floor of Episcopal House, is a multi-media library for use by the clergy and laity 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 Center is staffed by the Director of Resources four (4) days a week from 8:30am-2:30pm although the Resource Center is accessible every day between 8:30am-4:30pm.

Congregational use of the Bishop Anand Resource Center has now reached about 70%. This is an increase of 10% over last year and an increase of 45% since 1998. The resource center is also a source of support for Diocesan staff, commissions and committees. There is continued partnering with COCE, ECW, Jubilee Ministries and others in joint efforts of ministry. The resource center has also been able to assist churches with acquiring resources at a reduced rate as well as supporting various workshops with obtaining books, etc. at a lower cost. The website connects the Diocese with individuals and churches all over the world as well as helping to provide information to people within the Diocese.

The Resource Center serves as a central reservation center for many Diocesan workshops. It serves as a consultation center for congregations looking for guidance with meeting the needs of their adult, youth and children in programs such as Bible Study, Sunday School, Confirmation, etc.

The Bishop Anand Resource Center continues to expand its boundaries as it is the designated resource for Province II and the designated Diocesan contact for the "Red Book". The director also meets regularly with a tri-state network of Christian Educators to exchange ideas and support each other's ministry.

Respectfully submitted,

Kitty Kawacki  
Director of Resources  
Bishop Anand Resource Center

## Annual Report for 2002

### Celebrating Creative Congregations

Celebrating Creative Congregations is a major Diocesan effort whose goal is to provide the clergy and laity within the Diocese of Newark with the tools and support needed to enhance, grow and energize their ministry. This is done thru designing a day offering a multitude of workshops on financial issues, stewardship, church 'nuts and bolts', spirituality, women's issues, diversity, youth, children, Sunday School, various curricula, multi-culturalism, etc. It is a venue where people can come, learn and explore the richness of our Diocese as well as expand their individual and/or corporate connection to the church and God.

In 2002, Celebrating Creative Congregations was held on June 8 at Essex County College in Newark. There were over 100 workshops offered. The statistics are as follows:

- ◆ Total number of participants 500
- ◆ Churches represented from the Diocese of Newark – 74

The evaluations received (well over 50% of participants) were very positive. The day flowed very well and the energy and enthusiasm was apparent. People stayed until the end to fully participate in the workshops offered. This event not only raises up the talent and expertise of individuals within our Diocese but also gives different committees and commission an opportunity to showcase their ministry as a resource to all.

Respectfully submitted,

Kitty Kaweck  
Coordinator  
Celebrating Creative Congregations





BON SECOURS & CANTERBURY  
PARTNERSHIP FOR CARE



## Christ Hospital

### *Department of Pastoral Care & Education*

The Departments of Pastoral Care and Pastoral Education at Christ Hospital have undergone significant changes during 2002. Overall, we have changed our staffing, increased the number of students participating in the Clinical Pastoral Education program and worked towards continuous improvement of services offered to staff and patients. In spite of some serious challenges, the staff has demonstrated flexibility and dedication in living out their ministry and in caring for the patients and staff of Christ Hospital.

In many respects 2002 was a very difficult year for the hospital. Like many of our colleagues, we had the task of dealing with the aftermath of the September 11th terrorist attacks and the emotional and spiritual impact of those events on staff and students; as well as the people coming into the hospital with ailments exacerbated by the stress of trauma. The breakdown of the Bon Secours and Canterbury Partnership for Care also contributed to lower morale in the hospital overall, and to an increase in workplace tension. The departure of the former Director of Pastoral Care, the Rev. Michael Delaney, and the Roman Catholic priest assigned to us by the archdiocese also contributed to difficulties within the department itself, as it readjusted workloads and significantly lowered the ratio of pastoral coverage temporarily. The staff, in consultation with the Vice President of Mission Services, Mr. Rick Evans, the Vice-Chair of the Canterbury Board, the Rev. Geoffrey Curtis, and the multi-disciplinary Pastoral Care and Education Advisory Committee, took the challenge to redesign some of the staff positions of the Pastoral Care Department. The biggest change was in the decision to hire a Roman Catholic Priest as a staff chaplain rather than to have one supplied by the Archdiocese of Newark. In July, Fr. Aloysius Ezenwata joined our staff. We also brought in Alan Bowen, an Episcopal lay chaplain, to work as a part-time, per-diem chaplain. Both have become an integral part of the ministry team and provide outstanding pastoral care and spiritual support to patients and staff. The Rev. Beth Glover, Director of Pastoral Education, assumed the interim role of Director of Pastoral Care in addition to her other duties, until a replacement for Rev. Delaney could be appointed by Bishop Croneberger.

The Pastoral Care Department staff and the CPE students continue to provide pastoral coverage, sacraments, religious services, education on Advanced Directives, family support during codes and emergencies, as well as bereavement support on a regular basis. On the anniversary of September 11, the chaplaincy staff did 18 prayer services for all the staff of the hospital, as well as two televised services for the patients.

The Pastoral Education program had a very successful year in 2002. We increased our program such that we were able to offer two extended-unit CPE programs, including a Level I group for first-time CPE students and a level II group for returning CPE students. We had ten participants among those two groups and six during the full-time summer group. In total we graduated 16 CPE students during 2002. Our biggest project was to gain the five-year reaccreditation by the national Association for Clinical Pastoral Education, Inc. The staff and the Pastoral Care and Education Advisory committee worked diligently on this task which took several months to complete. We were reaccredited in the fall and commended by our reviewers for the quality of the program and the teamwork of our people.

In spite of many challenges, we have successfully lived out our mission statement which is: "...to serve our students, staff, and community by offering competent, compassionate spiritual care and education. We minister to those who enter our doors by: providing pastoral care through support, counseling, and ritual, and educating through programs of excellence in spiritual formation, cultural awareness, and pastoral training for personal and professional growth."

Report Submitted by the Rev. Beth Faulk Glover, Director of Pastoral Care & Education, Christ Hospital.

## DIOCESE OF NEWARK COMMISSION ON AGING ANNUAL REPORT FOR YEAR 2002

With the input and guidance of both the At-large Commissioners appointed by the Bishop and now the District Representative Commissioners the mission to encourage and assist parishes and organizations to establish ministries to, for, of, and with its older people has been enhanced.

The Resource Committee continues to expand. This Committee consists of volunteers with expertise, background, knowledge, and/or an interest in aging issues. These volunteers are available to help in those aspects of the Commission on Aging ministry that include the research and development of programs, presentations, workshops, a Speakers Bureau and fund raising.

In memory of the Rev. David P. Hegg II who died January 24, 2002 the Commission on Aging has named the annual Lifetime achievement awards for him. David was called upon in 1991 to revitalize a Diocesan Commission on Aging, which had originally been called for during the 1980 Diocesan Convention. His vision, focused energy, and leadership resulted in the formation of today's Commission on Aging. The annual award presented to Diocesan Seniors selected from within their own parish will now be referred to as the David P. Hegg II Lifetime Achievement Awards. This year the award was presented to 71 Honorees from throughout the diocese. The selection criteria for the 2002 honorees were their individual contributions to community, church, and diocese in recognition of their "behind the scenes" volunteer work. With St. Paul's, Paterson as host the sixth annual Evensong, "Once Again It's A Celebration" on June 23, 2002 with over 600 people in attendance.

The 3<sup>rd</sup> annual Seniors Art Exhibition titled "Spirituality in Aging" was held. This year the exhibit was on display throughout Episcopal House meeting rooms from October 19 through November 16, 2002. Composed of 57 pieces artists throughout the diocese contributions included hand sewn and embroidered vestments, oils, pastels, charcoals, photography, needlepoint, sculpture, wood carving, poetry, and prose.

"Awareness Training On Abuse, Neglect, And Exploitation Of The Frail And Elderly" has been redesigned. It is now available as three distinct modules for clergy, lay staff, and lay leaders. Each group will be able to receive information on how to recognize, assist, locate help and support the frail and elderly victims of abuse, neglect, and exploitation.

Some of the Programs, Workshops, and Presentations for this year included:

Friendly Visitors Volunteer Program Training and Support

In Your Own Hands- A discussion of documents needed by those caring for you when you are unable to speak for yourself to enable them to fulfill your wishes.

Aging and Caregiving Issues: Resources and Tools

Entitlements and Benefits

These and programs developed in previous years continue to be available for presentation to any parish or group within the diocese.

  
Judith T. Seelbach  
Director

## REPORT TO THE 2003 CONVENTION OF THE DIOCESE OF NEWARK FROM THE COMMISSION ON CHRISTIAN EDUCATION ("COCE")

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

### **2002 ACTIVITIES**

**Spring, Summer and Fall Workshops:** On April 13, 2002 COCE offered "Ark Morning" at Episcopal House. This was a highly successful Saturday morning of several simultaneous roundtable discussions for Church School educators, on such varied subjects as pageants, children and outreach, children in liturgy, etc. It brought teachers from all over the diocese to share and exchange information and concerns. On the morning of Saturday, November 23, 2002 at St. Agnes, Little Falls, a fall "ACES" workshop featured Ernesto Medina, the highly esteemed author of *Awake My Soul* and the "authority of the generations" model for congregational decision-making. Julia Huttar Bailey also helped with the workshop presentation.

**Godly Play Training:** COCE sponsored an introductory Godly Play workshop at Celebrating Creative Congregations IV in late June, 2002. On January 10-11, 2003 at St. Peter's in Essex Fells, COCE sponsored a two-day workshop for the diocese with Kathleen Capcara, a master trainer of Jerome Berryman's Godly Play training program. Liz McFarland, DRE, St. Peter's Essex Fells, will be the new official Godly Play trainer for our diocese.

**J2A Roundtable: Networking for Rite 13 and Journey to Adulthood ("J2A"):** On October 22, 2002, COCE offered a roundtable discussion at Episcopal House to ask and answer questions about the J2A curriculum.

**Development and Training in Use of Sexuality Curricula:** COCE sponsored a very well attended workshop on the Our Whole Lives (OWL) sexuality curriculum at our annual diocesan convention in late January 2002. On Tuesday, October 1, 2002 COCE sponsored a round-table opportunity to give overviews of "Keeping it Real," a faith-based model for teen dialogue on sex and sexuality from the Black Church Initiative of the Coalition of Reproductive Choice.

**Promoting the Children's Sabbath Curriculum:** This year in a collaborative effort with BARC, ECW and JPIC, COCE again provided the manuals for Children's Sabbath free of charge to all the churches of the diocese. The date designated for the Children's Sabbath this year was October 20, 2002, although the materials can be used at any time during the year. COCE will help to provide these materials to the diocese in the fall of 2003.

**Support of Youth Programming and the Bishop Anand Resource Center ("BARC"):** COCE and BARC engage in a ministry of mutual support and collaboration. At monthly meetings BARC reports on its activities; and there is a mutual exchange of information, recommendations and support. BARC provides informational, promotional flyers and mailings for COCE events, as well as serving as registrar for almost all (if not all) COCE events. COCE's work on youth sexuality curricula, J2A and Rite 13 program development is a collaborative ministry with others interested in supporting diocesan youth programming.

**The Bethsaida Project:** COCE supports the Bethsaida Project in its efforts "to open the eyes of the church to the ways in which members of congregations can be more welcoming, accessible and inclusive of people who are 'differently abled.'" We are exploring ways in which we can support this ministry more actively from the point of view of Christian formation with children and youth.

**MEETINGS:** Monthly meetings on 2<sup>nd</sup> Tuesdays, from 3:30 PM-5 PM, at St. Andrew's/Holy Communion Church in South Orange.

**MEMBERS:** The Rev. Lucy Ann Dure (Chair), Ms. Kathleen Ballard, Mr. Richard Berggren, the Rev. Anne Bolles-Beaven, Ms. Jan Hardy, Ms. Jeni Hunt, Ms. Kitty Kaweck, Ms. Joan Kirkland, Ms. Bonnie Magnuson, Ms. Elizabeth McFarland, The Rev. Laurie Matarazzo, the Rev. Prince Singh, Ms. Kathy Yamaoka. For more information about COCE, call Kitty Kaweck at Episcopal House, or speak with any member.



## COMMISSION ON MINISTRY

MATTHEW DANIEL PIERMATTI, II, CHAIR  
640 SUMMIT AVENUE  
HACKENSACK, NJ 07601  
(201) 525-0020

November 25, 2002

### REPORT ON THE COMMISSION ON MINISTRY

2002 has been a very busy and successful year for the Commission On Ministry. The Commission had 8 regular monthly meetings, 2 Prescreening Conferences, 2 Pre-Postulancy Socials, 2 Postulancy Conferences, 1 Candidacy Conference, 1 Mega Postulancy Conference (with the Diaconal Subcommittee) and 1 Mega Candidacy/Postulancy Conference (with the Diaconal Subcommittee).

During this year the Commission has worked hard to fulfill its national canonical responsibilities of Recruitment, Priestly Ordination, Diaconal Ordination and Supporting Leadership Development of the Ministry of Lay Leaders. The Commission has worked in concert with the Bishop and the Standing Committee and through it all has developed a good working relationship with both.

#### Recruitment

We ran a program of recruitment that has in the past been funded by several parishes. The program is designed as a ten week summer program to introduce young adults to ministry in a congregational setting. It gives participants between the ages of 17-25 the opportunity to work in a church under a rector/priest-in-charge/vicar's supervision and to meet weekly with other participants and a trained facilitator for didactic seminars, to reflect on their experience, and for vocational discernment. We are always looking for sponsors and participants.

#### Priestly Ordination

This year the Commission continued to improve our priestly ordination process (Guide to Seeking Ordination Handbook) with a view to making the process more flexible and more in line with the National Canons. I also formed several subcommittees; one to look in the Parish Discernment process and to make that procedure more meaningful, one to look into our proposal to fund clergy debt relief, and a program to provide the required Anglican studies to those seminarians attending non-episcopal seminaries. I also established a task force to outline a program on Reading for Orders. We also have maintained our Alumni Pastoral Care Subcommittee comprised of former Commission members who are able to provide pastoral care for persons who are not proceeding in the process as well as our Education Subcommittee.

### Diaconal Ordination

A Diaconal Subcommittee has been formed comprised of 10 non Commission On Ministry members appointed by the Bishop for the purpose of shepherding people through the Diaconal Ordination process. At present there are 35 people who have expressed interest in becoming a Deacon. There have been two Postulancy Conferences held with the Commission (Mega Conferences). There are presently 8 Postulants in the vocational diaconate process. The Commission has run several "get acquainted" days and the subcommittee along with the Commission and the Bishop's office ran a seminar which was very successful. The Subcommittee has been so busy that it is my plan to expand this subcommittee to 12 persons.

### Supporting Leadership Development of the Ministry of Lay Leaders

The Commission has finalized Lay Guidelines and looks forward to having this subcommittee up and running for 2003. This subcommittee which will be composed of 10 non Commission On Ministry members appointed by the Bishop will provide a process to strengthen the lay leadership in the congregations of the Diocese.

At present, all guidelines (Priestly, Diaconal and Lay), along with the accompanying forms and guidelines for congregational discernment committees, and the summer recruitment program are downloadable from the diocesan webpage.

I am looking forward to 2003 and the challenges of a greatly expanded Commission On Ministry. I'm looking forward to working with the 40+ people that will comprise the Commission and its two subcommittees. We will continue to try to make the processes more user friendly, flexible and fair. I look forward to having all our guidelines translated into several languages and available in different formats and hope to see inroads made into relieving some of the financial burdens of the process of ordination. I also hope to have more input from non Commission members about our processes with suggestions as to how we can improve what we do.

Matthew Daniel Piermatti, II  
Chair

**LUTHERAN/EPISCOPAL CAMP AND CONFERENCE CENTER, INC.**

**Cross Roads Outdoor Ministries  
Annual Report 2002**

This is the third annual report to the Diocese of Newark and the ELCA, New Jersey Synod. The primary actions of the Corporation during the 2002 are summarized as follows:

- Usage of the site for retreats increased 20% this year. In the past two years the usage has increased by 64%.
- Churches in the Diocese have begun to use the facility for retreats, picnic and meetings.
- Strengthened our support and involvement with the youth ministries programs of the Diocese and Synod.
- Provided a successful summer camp program including a new program for High School students, a week-long leadership conference. This program included music workshops and performances by a team from Youth Encounter. Youth Encounter is an evangelical Christian organization that works to strengthen the church through music and relational ministry with youth. In addition, the participants had a daily workshop on faith formation provided by Rev. Ruth Snyder, a Lutheran pastor. This program was a part of the Theological Education for Youth program of the Lutheran Theological Seminary in Philadelphia.
- A Chaplain was added to the summer camp staff. The Christian Education Teams continued their work with the summer campers to strengthen the camp program.
- Work progressed on the capital campaign.
- Addition of two additional full time staff people-Maintenance Director and Operations Director
- Improvements to the physical plant continued through out the year.
- Initial architectural plans for the Lodge renovation have been completed.
- Board committees continued with their development.

This Board believes that Cross Roads Outdoor Ministries, the Joint Venture of the Episcopal Diocese of Newark and the ELCA, New Jersey Synod has finished its third year of operation in an exciting place. We continue to grow and improve our outdoor ministry to the people of New Jersey. We look forward to the changes and improvements ahead.

**Jack Lynch  
President, Lutheran/ Episcopal  
Camp and Conference Center, Inc.**

### Cursillo – 2002 Annual Report

#### A look back at Cursillo in 2002 -

We had another successful year of Cursillo events. We held 2 Fourth Day events - one in the spring, which focused on different forms of prayer, and one in the fall, which focused on telling your story. Both were excellent times for learning new ways of coming to know Christ and how to share about your journey with Him. There was also another successful 3-day weekend in the spring, which prepared another 9 new Cursillistas for the Fourth Day (every day after the 3-day weekend). Six of us attended an ECLW (Episcopal Cursillo Leaders Workshop) in upper New York State. It was a weekend of sharing and education with leaders from 9 other dioceses. We also were honored to host the quarterly meeting of the National Episcopal Cursillo Committee, a group of about 20 leaders from diocese all over the country and the Bahamas, which come together quarterly to do the work of keeping Cursillo vital throughout the country. They were here from Wednesday to Sunday in late July to do their work. We housed and fed them throughout this time, and provided some sightseeing trips around our area on Saturday afternoon. On Sunday, those who remained attended church at the parishes of the people who hosted them during their stay. They had so much fun and ate so well that they said that it was the most organized, smoothly-run meeting they could remember having. The most exciting part was that they were so impressed that they have asked us to host the 2005 National Seminar, which is held in late October and is the convention of the National Cursillo Movement. All in all, it's been a pretty exciting year for our Cursillo Community.

Next year is shaping up to be another year full of excitement. At the Bishop's request, a meeting of all of the "renewal weekend groups" in the diocese has started. There are 4 different age groups functioning currently in the diocese, from Junior High through adulthood. We will meet at some yet-to-be-determined intervals to share our overlapping strengths and weaknesses, in order to make better use of the resources that we have available. This was an exciting prospect, as some of those resources were being stretched to their limits. We are already making preparations for the spring Cursillo weekend, and the special Wednesday-to-Saturday weekend that we will hold in August for clergy and their partners. Planning will also start in earnest for the 2005 National Seminar. Keep your eyes open for a couple of interesting and fun Fourth Day events as well. Check out our web site ([www.dioceseofnewark.org/cursillo/](http://www.dioceseofnewark.org/cursillo/)) for up coming events or use the link on our web site to sign up for our e-mail group list.

I'm happy to say Cursillo is alive and well in the Diocese of Newark.

De Stewart

## **2002 Report of the Diocesan Ecumenical Officer and the Ecumenical and Interreligious Commission**

The Ecumenical and Interreligious Commission receives primary direction for its work from Bishop Cronenberger. The Bishop's priorities for 2002 were: Episcopal-Lutheran and Episcopal-Roman Catholic relations, with an emphasis on dialogue, common mission and worship, and continued participation in interreligious work, particularly Christian-Muslim dialogue. The Commission, chaired by the Rev'd Lynne Bleich Weber, the Diocesan Ecumenical Officer ("DEO"), met bi-monthly in 2002 at different locations.

### **2002 ministries**

The DEO and members of the Commission attended the 16<sup>th</sup> Annual Interfaith Brotherhood-Sisterhood Interfaith Breakfast for Bergen County on *February 18*. The speaker was Harikahan S. Jassal, representing the Sikh community. Commission members sat with their ecumenical and interreligious commission counterparts from the Roman Catholic Archdiocese of Newark.

Then, on *February 28*, the first meeting of the ARC (Anglican-Roman Catholic)-Newark dialogue met at St. Elizabeth's Church in Ridgewood for our initial dialogue on *The Gift of Authority*. The Rev'd Maylin Biggadike of our commission gave the presentation, with a response by the Rev'd Phil Latronico of the archdiocesan commission. The next meeting will be in February 2003.

At *March 17*, the DEO and the Ecumenical Representative for the ELCA - NJ Synod, the Rev'd Bob Kriesel, presented two workshops at the Lutheran Conference on Congregational Ministries. These were repeated at our own "Celebrating Creative Congregations" on *June 8*.

On *April 16*, the DEO attended the spring meeting of the NJEO (New Jersey Ecumenical Officers). On *April 20*, the DEO presented a workshop, "Finding Peace in a Violent World," at the Church Women United annual meeting and took part in planning for another workshop entitled, "Understanding Muslim Women." She also met with Lutheran and Roman Catholic partners at the National Workshop on Christian Unity in Cleveland, Ohio on *May 20-25*.

After meeting throughout the Winter and Spring, the DEO and commission members attended the North Jersey Christian-Muslim Project forum, "Peace in the Life of the Believer" on *Wednesday, May 15*. Dean Weber, the Chancellor of our diocese, was the Christian presenter. St. Paul's Church in Paterson hosted this forum. The DEO, has served as a board member and Secretary of the Project since 2000.

The first Christian-Jewish-Muslim dialogues in Bergen County took place in Tenafly and Teaneck in Spring 2002. The DEO was a planner and presenter. The dialogues continued in the Fall, and a roundtable discussion on "The Religious Citizen" is being planned for 2003.

### **Commission members**

The Rev'd Maylin Biggadike	Sister Eleanor Francis	Mr. John Snyder
Ms. Margo Christie	Ms. Kathy Ganim	The Rev. Lynne Bleich Weber
The Rev'd Jacob David	Ms. Pat McKenzi	The Rev. Denise Yarbrough

Respectfully submitted: The Rev. Lynne Bleich Weber, *Diocesan Ecumenical Officer*



## **ECW PRESIDENT'S ANNUAL REPORT TO DIOCESAN CONVENTION**

In 2002 the board had two meetings at Episcopal House at which time we also attended the midweek Eucharist. We had a meeting in March on a Sunday at St. Mark's Church, West Orange. The women of St. Mark's received us warmly and participated during the meeting. Our purpose for having Sunday meetings is to give us an opportunity to touch base with the women in the diocese. We usually have two Sunday board meetings but this year our November meeting had to be postponed. Our annual June board meeting was at Holy Innocents, West Orange at which time we reflected on the past year and made plans for the year to come.

Women from our diocese who have past away in the year of 2001 were remembered through the Book of Remembrance at the Annual Meeting and UTO Ingathering in May. The Mary Rankin Scholarship was awarded to five young people going to collage.

North Porch continues to provide services to women with infant children in Newark, Paterson, and Dover. This is accomplished with the continued donations from parishes and individuals of clothes, formula, food, diapers and contributions to the North Porch budget. At the annual Toy and Tea Fest in November many toys were given for the children of the clients of North Porch.

The Honoring Women program at The Church of the Saviour, Denville held in April was very well attended. Seventy-Four women were honored with certificates presented to them by Bishop Brome, Mrs. Marva Brome, The Rev. Cn. Paul Hunt and Mrs. Jennifer Hunt. Our guest speaker was Dr. Fredricka Harris Thompson.

In September we co-sponsored with the Women's Commission a program "Women at the Well" which dealt with domestic violence held at Xavier Convent in Convent Station.

In November the ECW sponsored an Art Auction at Calvary Church, Summit. It was our first attempt for this type of program. This day was planned as an outreach program with the proceeds to be given to St. Philip's Academy.

We have been able to continue our support of the National BCW, United Thank Offering Memorial and Gift Fund, National and New Jersey Church Women United, Church Periodical Club, book scholarships to seminarians, Province II ECW, New Jersey Council of Churches, the Bishop's Discretionary Fund, The Episcopal Relief and Development Fund and a scholarship to St. Augustine's collage. All this was accomplished through the contributions from the Congregations.

It has been a year where programs were successful, some dreams came true, and we grew spiritually.

Doris Mardirosian, President

**Episcopal Community Development  
2002 Annual Report  
129<sup>th</sup> Annual Convention**

Episcopal Community Development entered 2002, its eleventh year of operation, with its activities expanded to include serving as developer of housing for St. James' CDC and Apostles' House in Newark, Jersey City Episcopal CDC in Jersey City, and St. Paul's CDC in Paterson. These added responsibilities resulted in the need to expand the organization's capacity to take on substantial additional work. The capacity building has been under way during the last half of 2001 and all through 2002. We have been fortunate to receive several capacity building grants, i.e. the New Jersey Department of Community Affairs, Trinity Grants Program, and Local Initiatives Support Corporation, which have allowed us to expand the staff of ECD by two senior level positions increasing our capacity to take on new projects. This will be in addition to our usual level of technical assistance to groups throughout the seven-county diocese and in addition to our development work that ECD undertakes in Newark under its own name.

In the spring of 2002 we were approached by five other cooperating non-profits to be the lead agency applying to the Department of Housing and Urban Development for a program called YouthBuild. This program provides funding for recruitment and development work with up to 20 young people who have dropped out of high school and who are motivated to complete their GED (as a minimum) and learn construction skills, as well as general life skills in order to be able to function effectively as independent adults. To our great satisfaction, we were awarded this grant in October 2002, and expect to have a contract with HUD by the end of January 2003, with recruiting for the program starting immediately following contract execution.

Housing development ECD has underway includes:

- for St. Paul's CDC in Paterson a project of 12 two-family houses for low-income first time homebuyers. We expect these homes to be completed and sold within 2003.
- a multi-family rental project for St. James' CDC in Newark which will involve two apartment buildings currently vacant being rehabilitated to make affordable housing for low-income families. Support services will be provided by Apostles House as part of the management plan.
- In Jersey City, a major strategy with Jersey City Episcopal CDC to develop 30-40 units of scattered site new housing. This program includes a homebuyer training program for first time homebuyers. We will be doing this cooperatively with the Jersey City Housing Authority, training renters from public housing who are ready to become homeowners.
- with Apostles House, a new eight-unit apartment building for formerly homeless families.

In Newark, ECD's own development in 2002 has included completion of substantial rehabilitation of 3 two-family houses, completion of another new single-family house, and the start of rehabilitation of three more two-family houses.

All the planning and architectural drawings are complete for the conversion of a vacant 12-unit apartment building to eight very attractive condominium units priced to sell to low-income first time homebuyers. This project will be complete in 2003.

St. Philip's II (15 new two-family houses) will be completed in 2003, following a serious delay caused by a new city requirement for a performance bond for ECD. Since ECD has never had a performance bond, this process delayed St. Philip's II for over six months while negotiations were underway with bond underwriters.

We have been asked by a new pre-apprenticeship program in Newark to develop a mentoring program for these young people, who are interested in the construction apprenticeship program. Members of congregations of the Episcopal churches, and other interested churches are being recruited.

During 2001 BCD expanded its board considerably as many of the original members of the board had left the diocese. The new board represents virtually all sections of the diocese and brings a variety of skills that will be of great support and assistance to the operations of ECD. Starting in May 2002, we started a strategic planning process resulting in a comprehensive plan that covers all the aspects of community development that we feel are part of our mission to undertake in the next three years.

We start 2003 with high hopes for a strengthened and broadly supported community development effort in the diocese.

**Episcopal Relief and Development (ERD)**  
**Annual Report to the 129<sup>th</sup> Convention of the Diocese of Newark**

The Year 2002 saw the acceptance of the new name of our national church's program for national and international relief and development. ERD continues to focus both on emergency relief and on development programs that attack the root causes of poverty and disease in an effort to prevent emergencies.

**Diocesan Co-Coordinator** - The Rev. Jack Stanton and Mrs. Patricia Sisco began the year as Bishop Croneberger's appointees as Co-Coordinator for ERD in our diocese. Pat resigned during the summer and a search is still underway for a second Co-Coordinator.

**Local Grant in 2002** - Jersey City Episcopal Community Development Fund for Corpus Christi Ministries Housing - \$25,000.

**Parish Representatives** - An emphasis was made during 2002 to have one ERD Parish Representative from each parish in our diocese. Mrs. Kay Swindell was appointed Parish Representative by Christ Church in Short Hills. All congregations are urged to appoint a representative to encourage local education about ERD and participation in donations.

**Some ERD Emergency Grant Recipients Worldwide** - Sub-Saharan Anglican Conference on AIDS - \$49,000. Diocese of Northern Malawi following a drought and prolonged famine - \$25,000. Diocese of Peru following a market fire in Lima - \$25,000. Diocese of Jerusalem to provide food, water, medicine and other essentials through local hospitals - \$25,000.

**Grants in 2002 Relating To September 11-** Diocese of New York to assist St. Paul's Chapel to continue supporting recovery workers - \$95,000. Diocese of Long Island to provide emergency financial assistance to those left unemployed - \$40,000. Episcopal Charities of the Diocese of New York to continue to provide financial and case management assistance to low income families who lost their jobs at the World Trade Center - \$650,000. ERD, as of April 2002, had contributed \$1.4 million dollars to those dealing with the aftermath of September 11.

**Diocesan ERD Sunday** - Bishop Croneberger appointed Sunday, March 10, as ERD Sunday in our diocese. Speakers from the national ERD office visited several parishes and many parishes participated in educational and fund-raising programs. Speakers are available at other times from the national office

Individuals and organizations can assist ERD relief and development efforts worldwide through direct donations or by inquiring as to how to offer time and talent. Contact ERD at 815 Second Avenue, New York, NY 10017, or call 800-334-7626 ext. 5129. ERD's web site is [www.er-d.org](http://www.er-d.org) or e-mail can be sent to [er-d@er-d.org](mailto:er-d@er-d.org).

Submitted by the Rev. Jack Stanton, Co-coordinator

## HEATH VILLAGE REPORT

### 2003 DIOCESAN CONVENTION

Heath Village enjoyed another successful year providing superior services and programs to our residents. This year included the implementation of the first phase of an evolving master plan. The year was marked by expansion and modernization of our telephone system, which lowers the cost to residents while providing superior service. Accounting Services moved to the Corporate Headquarters building and Housing Services and Human Resources were relocated to renovated offices.

A plethora of capital improvements were completed which include Lower Campus porch/entranceway additions, campus-wide sidewalk improvements and the addition of washers and dryers in common areas. Plans for a new Wellness/Fitness area where an entire new fitness area will be offered are near completion. The Board of Trustees is reviewing many other plans, both short-term and long-term.

As a result of the benevolent generosity of our residents and friends, the Heath Village Friendship Fund was able to expend \$333,291 this year for the care of Village Residents. The Friendship Fund continues to offer support and commitment that is vital to carrying out the Heath Village mission. Another significant contribution was a result of The Annual Benefit Dinner. This major fundraiser for the Friendship Fund marked its fourteenth anniversary this past May and successfully raised \$19,817.

The year 2002 was challenging, however, Heath Village continued to move forward offering increased opportunities for our residents to enjoy active fulfilling lives. Heath Village has over 30 established resident groups and organizations on campus. Annual activities have included summer horse shows, golf tournaments, pool socials, and even a hot-air balloon exhibition on the Village grounds. This year was marked by the growth of many existing clubs at Heath Village including: Bells of Heath (Bell Ringer Group), Computer Club, Quilting Group, Fitness Over Fifty Exercise Group, Men's Club, Women's Association and many more.

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 35 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 care is available in our 99-bed Health Care Center, which is licensed and regulated by the New Jersey State Department of Health.

Individuals may apply for any of these types of living accommodations without first being an independent apartment dweller.

For additional information or for a tour of the facility, please call our Housing Services Department at (908) 684-5009, or visit our web site at [www.heathvillage.com](http://www.heathvillage.com).

**Report to the 129<sup>th</sup> Annual Convention of the Episcopal Diocese of Newark**  
**The House of the Good Shepherd**  
**Activities for the Year 2002**  
 Submitted by  
**Susan R. Johnson, LNHA, Director of Marketing**

This past year has been an exciting one at The House of the Good Shepherd located in Lackettstown. Not only did the retirement community celebrate 120 years of providing dedicated care to seniors, but also it expanded services with the addition of independent and assisted living apartments, which are now open.

With the renovation of the 1965 building underway, The "House's" Annual Giving Appeal project for 2003 is focused on creating an enclosed courtyard for the memory impaired. This will complement the addition of a country store, a state of the art fitness room, and assisted living units that are included in the renovation. Completion is expected in the summer. The "House" Board of trustees has announced that the dedication of this total project is scheduled to be held on June 14, 2003.

The mission of the House of the Good Shepherd is to serve to the physical, mental and spiritual needs of older persons without regard to religion, race, color, creed, age, sex, or national origin. This mission is to be carried out within its financial resources by providing: residential and health care accommodations and services; outreach services to non-residents; and resource information and consultation with others providing services to the aged. As testimony to its ministry, The "House" makes a financial commitment to its residents when an individual is in need through participation in Medicaid and Medicare programs. In addition, the mind and body are nurtured through a variety of activities and social events. Residents can be as active as they choose and they are encouraged to take advantage of all that is offered.

In 2002, The "House" was certified as a Continuing Care Retirement Community by the State of New Jersey. The "House" provides a continuum of care from independent apartment or cottage living to assisted living and skilled nursing care depending upon the resident's needs. Seamless in its provision of care and support services, residents may move into our community and move to other living areas as health needs require. Continuing care is not the same as Life Care whereby all of one's assets are turned over to the retirement community. The House of the Good Shepherd is a "fee for service" community. The monthly service fee and/or daily fees associated with the resident's housing, services and care are charged based only on the level or amount of care and services received. Thus, one's nest egg is protected.

### Interweave: Annual Report of 2002 Activities

Interweave is a community learning center teaching skills for wholistic living that strengthen wellness, deepen spirituality, and promote the common good. Based at Calvary Episcopal Church in Summit, we provide programs and publications to our members and hundreds of other participants locally, regionally, and nationally. Highlights of our 2002 activities:

Wellness programs included a February workshop on coping with depression; "The Way of Qi Gong," an April conference featuring the state's top teachers of this Asian healing art; and spring and fall offerings of our popular Therapeutic Touch training. We provided educational services to the annual Holistic Alliance Festival in Montclair and St. Barnabas Hospital in Livingston, among many others. Our continuing follow-up to 9/11 included "Meditation for Anxious Times," "Recovering from Trauma," and the beginning of a new yearlong series, "Trust and Resilience in a Changed World."

Spirituality programs focused on similar concerns, including "Spirituality and Peacemaking," "Spiritual Eldering," "Religion and the World Crisis," and "Spiritual Resilience." We began a new Arts & Transformation track, provided programs for congregations and districts and presenters for the diocesan Celebrating Creative Congregations in June, and cosponsored "Companions on the Sacred Journey," a regional conference in Princeton. Programs emphasizing the Sacred Feminine included workshops on "The Black Madonna" and "Jesus, Mary, and the Goddess," a retreat "In All Her Names," and "Women of Sacred Story," a Jewish/Christian/Muslim monthly gathering. Author Brad Gooch presented "Travels in Spiritual America" in October, and Rabbi Shefa Gold was on hand for December's "Gardening in the Soil of the Heart," cosponsored by the JCC MetroWest's Jewish Health and Healing Center. Our director Robert Corin Morris traveled to Marble Collegiate Church and All Souls Unitarian Church in New York City, Park Congregational Church in Michigan, and the Episcopal College Work Conference of the Diocese of Indianapolis.

Events promoting the common good included January's "Terrorism and Sex Roles" and February's "Presenting Mr. Frederick Douglass," an afternoon cosponsored with Fountain Baptist Church in Summit that drew more than 200 people. "Leading with Integrity" brought together leadership experts and practitioners in September, and our continuing "Facing Death Together" outreach included April's "Wholistic Approaches to the End of Life" and November's "Rituals and Practices to Live Compassionately with Dying." We also continued to provide leadership for Summit's *Study Circles* for interracial understanding, working with the Summit school system and other civic groups. To arrange for a program at your church or organization, or for a free catalog of our 2003 programs, call 973-763-8312 or find us on the web at [www.interweave.org](http://www.interweave.org)



## JERSEY CITY EPISCOPAL COMMUNITY DEVELOPMENT CORPORATION - 2002 REPORT

Entering its 6<sup>th</sup> year of operation, the Jersey City Episcopal Community Development Corporation (formerly the Episcopal Housing Corporation) has emerged as one of the more prominent, community-based leaders to connect the impoverished and marginalized of Jersey City and of the County of Hudson, New Jersey, to tangible opportunities for sustainable economic empowerment. In just over five full years of operation, from a staff of one and an operating budget of less than \$100,000, JCECDC now has a combined annual budget of more than \$4 million and a staff of over 50, and is responsible for providing housing and social services to more than 2,200 persons annually. JCECDC's 'organizational portfolio' encompasses the following:

**Harvesting Jobs.** . . In just over four years, the "Opportunity Partners Program," (OPP) has placed well over 350 "candidates" into permanent, gainful employment. In 2002, in partnership with the Hudson County Department of Health and Human Services (HCDHHS), JCECDC initiated the *Hudson County Faith-Based Collaborative*, an alliance of seven (7) faith-based agencies, with JCECDC as the lead entity, offering mentoring, financial literacy, and image enhancement activities for the post-TANF population. In December, 2002, JCECDC received a \$250,000 County grant to expand literacy activities for OPP candidates.

**Harvesting Housing.** . . JCECDC has constructed and/or rehabilitated over 350 units of affordable housing -- representing over \$25 million in investing in Jersey City's housing infrastructure. In 2002, JCECDC entered into an agreement with Episcopal Community Development (ECD), where ECD will function as our housing developer for the Fleet Community Renaissance Initiative (described below). Also in 2002, JCECDC entered into a partnership with New Jersey City University (NJCU) related to the West Side Redevelopment Plan, a comprehensive rebuilding of the Morris Canal and West Side portions of Jersey City. Presently, JCECDC has nearly 100 units in the "development pipeline." Also in partnership with ECD and with the Jersey City Housing Authority, JCECDC also instituted the Housing Education Program, an intensive 8-week homeownership training program that also provides follow-up counseling and case management.

**Harvesting the Needs of the Homeless.** . . Corpus Christi Housing Ministries (JCECDC's supportive housing program) operates three (3) separate homes serving ten individuals and six families with HIV/AIDS, and, in many cases, with mental illness and/or drug addiction. The fourth CCMH home will be complete in 2003. In addition, JCECDC manages two 'guest houses' for homeless individuals -- in total, these two sites offer 80 units of emergency and transition housing. In 2002, JCECDC received \$1.2 million in rental subsidies, under the U.S. Department of Housing and Urban Development's (USHUD) "Shelter Plus Care" program. With these new dollars, JCECDC will "master lease" approximately 20 units of housing and sublet each unit to homeless individuals and families, including those living with AIDS. JCECDC received expanded funding from New Jersey AIDS Partnership to increase the level of providing therapeutic assessments and treatment planning for tenants. JCECDC also received second-year funding from Episcopal Relief and Development to expand the level of our client relief fund (HIV clients).

***Harvesting Youth.*** . . Our WISE Youth program is a Safe Haven program that serves as a constructive alternative for high-risk youth and families, and provides critical educational, recreational, and social opportunities and services. In 2002, JCECDC, in partnership with the Jersey City Board of Education, instituted the "WISE Youth Program" at PS#15 (middle school, serving grades K-8). JCECDC also will institute the "Young Entrepreneurs Program", in partnership with the Small Business Development Center, Boys and Girls Club, and the Jersey City Housing Authority. The YEP program will offer high-risk youth with the basics in how to form and manage your own business.

***Harvesting Seniors.*** . . In partnership with the Jersey City Housing Authority, JCECDC will institute the "Seniors for Healthy Living" program to Beckman Hall, a senior public housing site in the lower part of Greenville. Received Community Services Block Grant funding from the City and ACTS/VIM funding from the Diocese as start-up costs. Program expected to be fully operational in January, 2003. JCECDC is also in process of developing a social adult day care program to be housed within the Jubilee Community Center (operated by All Saints Community Service and Development Corporation) in Hoboken.

***Harvesting Technology.*** . . With funding from the AT&T Foundation, JCECDC expanded two existing computer centers – the Boys and Girls Club of Hudson County (Grand Street Center) and the West New York Public Library.

***Harvesting Neighborhoods.*** . . In partnership with the Jersey City Economic Development Corporation and New Jersey City University, JCECDC recently set forth the Fleet Community Renaissance Initiative, a comprehensive revitalization strategy targeted to rebuilding the socioeconomic infrastructure of the Bergen-Lafayette portion of Jersey City. Fleet has made a three-year commitment of \$750,000 to institute the three core components that make up the CRI strategy: affordable and supportive housing development, small business/commercial development and workforce development.

## NEWARK SCHOOL OF THEOLOGY

Two Park Place  
Newark, New Jersey 07102

### Report to the 129<sup>th</sup> Annual Convention of the Episcopal Diocese of Newark

The Newark School of Theology is in its sixth year of offering advanced courses in the Bible, Christian Theology, Jewish and Interfaith studies, Biblical Hebrew, and New Testament Greek. The school offers certificate programs in Christianity, Judaism, and Diaconal studies. The majority of our students are laypersons, inner-city ministers, and persons seeking ordination to the diaconate or exploring some other call to ministry. Three of our faculty members have earned doctorates and two other members are presently completing doctoral work. Sir John Polkinghorne, the distinguished Anglican theologian, joined the Board of The Newark School of Theology this past year.

Sincerely,

The Rev. Douglas Bendall, Ph.D.

**North Porch Women & Infants' Centers**  
**Report to the 129<sup>th</sup> Convention of the Episcopal Diocese of Newark:**  
**Activities for the year 2002**

The mission of North Porch Women & Infants' Centers in Dover, Newark and Paterson is to provide emergency-aid to mothers, caregivers and infants, and to help women stabilize and improve the quality of their lives. Our name reflects the ancient custom of using the north porch of the church as a refuge for women.

Founded in 1984 and overseen by a Board of Trustees, each center works within broad guidelines to tailor its services to the needs of the clients referred to them by social services agencies, hospitals and clinics. Each of the centers is located in church property: at St. John's, Dover, at St. Paul's, Paterson and in a building owned by Trinity and St. Philip's Cathedral, in Newark. At Dover and Newark the centers are run by paid staff and at Paterson a long time volunteer coordinates the work. Those seeking help are generally given a limited supply of diapers, formula and baby food as well as layettes, baby clothes, linens and baby furniture, if needed and available. The emergency supplies are intended as stop-gaps and clients are customarily served only twice a year.

In 2002 the board revised its policies to respond to two key changes in our client base. First, as originally observed in 2001, we continued to see more working poor families in need of assistance. These clients have deep and ongoing needs. We increased the supply of baby products from a five-day to a seven-day supply and we agreed to allow the managers to exercise some discretion in the number of times that our clients are served in a one year period. We continue to closely monitor this change to ensure that it doesn't have an adverse impact on the number of clients that we are able to serve.

Second, we resolved to find ways to reach out to the increasing number of Spanish speaking clients who come to our centers. Our intention is to provide resource and referral material in both English and Spanish and to increase contact with Hispanic agencies. We began to make progress on this goal in the fourth quarter of 2002.

In 2002, we served an average of 80 mothers/caregivers and 110 infants/children each month. This represents an increase of nearly 7% over 2001 levels. We were fortunate in 2002 in having managed to raise the funds to provide these services. North Porch receives no major grant funding but relies on the contributions of parish BCW's, outreach committees and individual donors. In addition, for several years now we have been invited to be one of the beneficiary participants in the NJPAC Community Partners concert, which this year featured Dionne Warwick and was a sold out event. In November, we again held our Annual Tea and Toy Fest to gather toys to distribute to caregivers to give as Christmas gifts. Parishes have responded generously and North Porch's Board of Trustees is grateful for this steadfast support.

In 2003 we plan to continue to review and improve our service delivery, and to define achievable goals that will truly assist those in need to stabilize and improve their lives. Respectfully submitted,  
 Lindsay J McHugh, President, Board of Trustees.

## The Seamen's Church Institute of New York & New Jersey

SCI Headquarters  
241 Water Street, New York, NY 10038  
212.340.9090

International Seafarers' Center  
118 Export Street, Port Newark, NJ 07114  
973.589.5828

### Annual Report to the Diocese of Newark

Since 1834, the Institute has advocated for the personal, professional and spiritual well-being of seafarers of all nations. This year we have been focusing our response to the unique needs of seafarers in the aftermath of 9/11. Particularly challenging has been the dramatic drop in authorized shore leave due to security, customs or immigration issues.

We have addressed this in two ways. SCI has taken a national leadership role in advocating for policy changes that would allow law-abiding seafarers more shore leave without jeopardizing port security. We have also continued our Seafarer Phone Home project. Begun last fall, the program provides seafarers without leave, and who are anxious to tell loved ones that they have arrived safely, access to cell phones that we have leased. So far this year, we have helped more than 25,600 seafarers call home.

Seafaring is one of the world's most dangerous professions. It is lonely, monotonous work, occasionally interrupted by the havoc wreaked by an angry, unforgiving ocean. Seafarers may spend up to nine months away from family and friends. They rely on port chaplains to be confidants in times of trouble. Twelve to twenty-five people typically make up a crew and may hail from as many three different countries. They may spend as much as 40 days between ports. Most come from developing nations, are the primary source of income for their family, and often leave the industry if they find jobs paying as much at home, an indicator of the difficulty of life on the sea. Seafarers frequently request chaplain's assistance when they encounter racism or other justice issues. Ninety percent of the items those of us living in the United States consume come to us via ship. It is thanks to the courage and diligence of seafarers that we are able to enjoy the world's bounty.

At SCI's International Seafarers' Center, we offer seafarers spiritual nurture and hospitality, free transportation, the Internet and telephones to reach family and friends, and healthy recreation. Through these services and an invitation to worship, it is our intention to affirm our appreciation for them as brothers and sisters in Christ. Our trained chaplains and volunteers visit 90% of the ships in port seven days a week, year round. Along with the cell phones mentioned above, they also carry onboard Bibles and other reading material to nurture spiritual growth and relieve boredom, as well as clothing for seafarers who cannot afford or have no time to replace coats, shirts, work pants, etc. We also offer liturgy onboard as requested, a special time for crewmembers, chaplains and SCI volunteers alike.

Service figures for 2002 have not been completed. We estimate that by year's end we will have:

- Helped 28,000 seafarers confined to ship call home
- Hosted more than 3,500 seafarers at International Seafarers' Center
- Visited more than 3,200 ships distributing donated clothing, books, magazines, and Christmas-at-Sea gifts to crew members
- Counseled more than 2,900 seafarers with personal, pastoral or vocational issues
- Trained seven interns affiliated with port ministries in the Madagascar, Brazil, India and Tanzania, and provided "cross cultural immersion experiences" for 8 seminarians from the United States.
- Held 2 PortWatch overnights for Diocese of Newark church youth groups.

We would like to take this opportunity to thank the hundreds of people, including many members of this Diocese, who over the past year have shared their time, talent and treasure to make this important ministry possible.

Respectfully submitted,  
Mary E. Novello  
Director, Community Affairs

**ST. JAMES COMMUNITY DEVELOPMENT CORPORATION**  
**280 Broadway, Suite 300**  
**Newark, New Jersey 07104**

**FISCAL YEAR 2002 ORGANIZATIONAL ACCOMPLISHMENTS**

This programmatic report reflects the status and activities of St. James Community Development Corporation for the Fiscal Year of 2002:

**The Broadway Village Employment Initiative Program**

§ Currently there are 156 clients enrolled in the Broadway Village Employment Initiative Program. Out of the 156 clients, 81 clients were placed in employment positions.

§ There were 2 community events hosted that engaged over 745 residents countywide.

§ 45 Company and training programs participated in the two community events.

§ We projected to enroll 100 clients for year 2002. We have exceeded our projection by 50%.

§ New activities were incorporated to meet the criteria of the labor market:

- o Skill set assessment.
- o Effective job readiness techniques.
- o Job placement and retention.
- o Life skills.

**The Housing Resource Center**

§ Held 14 first time homebuyer workshops, which over 480 people attended. The workshops included:

- o Financial planning
- o Credit counseling
- o Budget counseling
- o Mortgage counseling
- o Foreclosure counseling

§ In 2003, the Housing Resource Center plans to increase the amount of credit and budget counseling clinics.

**Community Organizing**

Spearheaded and attended 23 meetings focusing on the following community issues:

§ Youth leadership

§ Education reform

§ New school construction

§ City of Newark Master Plan

§ Coordinated various tasks with local & state school officials to address and identify contractors for new school construction while positioning parents to participate in initiatives that delivers quality education in the public school system for children.

§ Approximately 2000 people participated in community activities.

### **ST. JOHN'S COMMUNITY DEVELOPMENT CORP.**

St. John's CDC's mission statement is "To serve our neighbors in need, the low income residents of the Boonton area, by working with sustained commitment to improve their quality of life in tangible ways". We accomplished that mission in 2002 through our ongoing programs, which included several new initiatives. The CDC's programs included the Community After School Program, the Community Summer Camp, the Volunteer/Mentoring program and the Adopt-A-Family program. Through the CDC, St. John's Church is able to extend and multiply its outreach to the community.

The Community After School Program operates from 3:00 pm to 6:00 pm every day that the public schools are in session. This year we extended our coverage to include half-days when the schools have early dismissal. We're providing low cost quality child care to low-income families where both parents are working or the family is headed by a single working parent. We serve students from kindergarten thru sixth grade. The children are afforded homework tutoring, instruction in a computer lab, nutritious snacks and arts and crafts sessions.

We operated an all-day summer camp for the first time this year. By working in conjunction with the existing Boonton Recreation Dept.'s program, we were able to include a summer camp from 7:00 am to 6:00 pm for these children. The camp was located at the John Hill School and operated for 8 weeks.

The volunteer/Mentoring program works with Big Brothers & Big Sisters of Morris County, Volunteers for Morris County and the United Way to provide role models for the children in our after school program. We also have begun training junior mentors from our graduating class. Volunteers are always welcome. Please consider joining us.

By working as partners with the church, we were able to provide a joyous Christmas to three needy Boonton families. Between the church and the CDC they were provided with Christmas trees with stands, Christmas decorations, a complete Christmas dinner and presents for both young and old. We truly made a difference for these families this Christmas.

Through grants received by the CDC, St. John's Church is sporting a new fence around the playground area and will soon get a new retaining wall by the parking area. We will continue to look for ways to help upgrade our buildings and grounds.

The CDC has been so successful because of the efforts of many, many people. In particular, I would like to thank Carmela Hahl, our School Director. I would also like to thank Stephanie Wethered, our board President, and Margaret Babcock, Tim O'Donnell and Ross Smith, who are board members and Hugh Wethered, who assists with the after school program.

**St. Philip's Academy**  
18 Washington Place, Newark NJ 07102

In 1988, Dean Dillard Robinson and the members of Trinity and St. Philip's Cathedral, Newark, founded St. Philip's Academy, an independent day school situated in the heart of the historical and cultural district. Their goal was to provide our children with a quality education. Since the first year we have grown from a school of 10 students to a school of nearly 250 students.

St. Philip's Academy provides a rigorous academic and moral education to elementary and middle school children in grades kindergarten through eight. We strive to instill within our students a love of learning, an intellectual curiosity, and a sense of duty to the community with the hopes that this will empower them to make thoughtful and morally informed decisions throughout their lives. We provide premier educational opportunities for capable students, regardless of their ability to pay, enabling them upon graduation, to be successful in the most selective secondary schools in the nation.

St. Philip's provides our students with many opportunities for a quality higher education. Over the past four years over fifty percent of our graduates have chosen boarding schools such as: Blair Academy (NJ), Church Farm (PA), The Hill (PA), Kent (CT), Lawrenceville, Miss Porter's (CT), St. Andrew's and St. Paul's School (NH). Forty percent of our students have continued on to independent day schools such as Kent Place School, Newark Academy, The Pingry School, and Wardlaw-Hartridge.

We are helping to revitalize our Newark community by providing its children with unique academic opportunities. By opening the doors of opportunity we are propelling these students into a successful future.

For more information about St. Philip's Academy please call Stephanie Scott at 973-624-1163, or visit our website at [www.stphilipsacademy.org](http://www.stphilipsacademy.org).



## THE OASIS

### Annual Report of Activities -- 2002

*The Oasis is a justice ministry of cultural and racial diversity of the Episcopal diocese of Newark with all who experience prejudice and oppression because of their sexual orientation -- as well as with their families and friends -- offering reconciliation, education, liberation and hope to all who seek sanctuary, empowerment and peace.*

2002 has primarily been a year of transition and re-grouping for The Oasis. Nevertheless, The Oasis has continued its advocacy and support for the gay, lesbian, bisexual and transgender community in a number of significant ways:

- \* Leadership in Claiming the Blessing, a collaborative effort with Integrity and Beyond Inclusion, working in partnership with *Witness* magazine, to obtain the approval at the 2003 General Convention of a liturgical blessing of the faithful, monogamous relationship between two adults of any gender.
- \* Support of -- and participation in -- the *Right to Marry* movement in New Jersey.
- \* Support of -- and participation in -- Gay Pride Day in New York City, with Bishop Croneberger celebrating a street Eucharist and marching in solidarity with us.
- \* Sponsorship of Six Diocesan liturgical events: a celebration of committed relationships; a 12-step Eucharist for those in recovery; a celebration of the life of Pauli Murray, first African-American woman ordained in the Episcopal Church; the Thirtieth Anniversary service of the Oasis, with the Rev Michael Hopkins, president of Integrity, preaching; a special Oasis Thanksgiving service; and a Eucharist in honor of World AIDS Day.
- \* Donation of more than half of all worship offerings to charities within and beyond the diocese.
- \* Revival of the position of sponsoring congregation liaison.
- \* Annual meeting where we encouraged an open dialogue among members to help define the mission of The Oasis.
- \* Participation in a series of dialogues with the Mission to Dismantle Racism, the Bethesda Team, gay and lesbian clergy, and clergy of color to help define the relationship of The Oasis with other justice ministries in the diocese and to redefine our own mission.

The Oasis has also continued to develop and promote educational programs, to expand communications, and to provide information, referrals and resources to the GLBT community as well as to other diocesan ministries.

Finally, The Oasis ends 2002 planning for General Convention and other 2003 events and working closely with the Canon for Congregational Development on calling a Justice Missioner for the Diocese of Newark.

Respectfully submitted,  
John Simonelli, Chair - The Oasis Commission

## Diocesan Technology Committee

The year 2002 was another exciting year for the Technology Committee.

In April we held another Web workshop and continued to increase the number of churches on the web site. The number of people using the web is still growing and there have been months of over 9,000 hits.

During the year we worked with the diocese to develop new applications. One example was the Bishop's audio address for Christmas. Another example is the on-going use of Article Manger for the Districts. This new piece of software allows a person to load a web page without any need for coding. The Districts' use of this technology continues to grow.

We continued our support of the Annual Convention and will do so again this year.

We have another Web workshop scheduled for March 1<sup>st</sup>. We are currently examining the options of moving the web site to handle the continued growth of this technology.

The Technology Committee functions only because of all the volunteer work of its members; I would like to thank them for all for their time.

If you have any questions please feel free to contact me, [stevenab@att.net](mailto:stevenab@att.net).

Best Regards,

Steven Boston  
Chair, Diocese Technology Committee

Statement of the Proceedings of the Trustees of the Episcopal Fund and  
Diocesan Properties  
2002

During 2002 the Trustees met quarterly and some of the major actions were as follows:

Together with the Chief Financial Officer monitored all Diocesan funds/properties under Trustee control. Also reviewed the annual audit, status of DIT accounts under Trustee control, and physical condition/status of Diocesan property. In order to better administer our property, the property manager will now prepare a semi-annual report on all diocesan properties. Property appraisals have been authorized and property files will now be maintained that will include the deed, a current property status report, appraisal data and insurance information.

The transfer of real property held in the names of aided parishes, incorporated missions and missions continued and completion is anticipated during 2003.

The Trustees authorized four (4) requests for grants for congregational growth and development. Since inception, grants total \$627,000 and the current balance of this fund is \$749,000.

Because of the current budgetary problems in the diocese, the Trustees authorized \$15,300 to fund diocesan debt service on Episcopal House for 2003. The diocese expects to assume these payments starting in 2004.

A summary of the assets of the Trustees as of September 30, 2002 is attached.

Respectfully submitted,

J. E. Lynch  
President, Trustees

THE TRUSTEES OF THE EPISCOPAL FUND AND DIOCESAN PROPERTIES OF THE DIOCESE OF NEWARK			
STATEMENT OF FINANCIAL POSITION			
SEPTEMBER 30, 2002			
<b>ASSETS</b>			
Cash and cash equivalents			444,508
Dividends Receivable - Diocesan Investment Trust			175,622
Investments:			
Diocesan Investment Trust - At			
redemption value:			
Fund A (\$8297,921 cost value)		10,363,838	
Fund B (\$819,151 cost value)		7,615,408	
Other Receivables and Investments		680,930	
Total Investments			18,659,574
Property:			
Episcopal House - At cost			
Land		416,500	
Building & Building Equipment		2,133,826	
Computer/Telephone/Furniture & Fixtures		192,127	
Accumulated Depreciation (deduct)		(253,624)	
Total		2,478,928	
Miscellaneous Realty - At cost			
Land		60,911	
Houses		652,762	
Accumulated Depreciation (deduct)		(85,291)	
Crossroads Outdoor Ministries Leasehold Improvements		1,149,879	
Accumulated Depreciation (deduct)		(58,743)	
Total		1,719,518	
Total Property			4,198,446
Cash surrender value of donated Insurance			20,248
Total Assets			23,498,398
<b>LIABILITIES AND NET ASSETS</b>			
Funds held for the benefit of others			1,851,393
Unrestricted net assets			21,647,005
Total Liabilities and Net Assets			23,498,398

**Addendum to the Report of the Trustees of the Episcopal Fund and Diocesan Properties of the Diocese of Newark**

At the 128<sup>th</sup> Annual Convention the following resolution was passed:

Resolved, That this 128<sup>th</sup> Convention of the Episcopal Diocese of Newark requests the Commission on Ministry, Standing Committee and Trustees of the Episcopal Fund and Diocesan Properties to explore the creation of funding for relief of seminary-related debt for clergy ordained in this diocese who commit to a minimum of 3 to 5 years of service in ministries within the diocese following their ordination to the priesthood; and be it further

Resolved, That these groups report their findings to the 129<sup>th</sup> Convention.

The response of the Trustees is as follows:

The Trustees discussed the Diocesan Convention Resolution pertaining to Seminary Debt Relief which called upon the Commission on Ministry, Standing Committee and the Trustees to explore the creation of funding for relief of seminary-related debt for clergy. It was concluded that there were no funds available to create such a fund out of the resources of the Trustees; but that the Trustees would be amenable to creating a Seminarian Fund which the Trustees could administer funded by contributions.

John E. Lynch  
President



# The United Thank Offering

*Episcopal Diocese of Newark*

## **The United Thank Offering of the Diocese of Newark**

Sixty-five congregations out of the 118 in the diocese contributed \$20398.31 in the year 2002.

The money represents many thousands of prayers of thanksgiving. This money then goes to the Domestic and Foreign Missionary Society at headquarters. This year both of the applications for grant money submitted by the Diocese of Newark were chosen to receive money by the national U.T.O. committee. St. John's, Boonton received a grant for its Summer Day Camp Program and the AIDS Resource Center at St. Barnabas', Newark for its Teen Age Peer Prevention Program which is an eight week commitment for the young people.

Keep up the good work.

### **U.T.O. Committee Members:**

Ruth Hook, Chair  
Anna Byrne  
Lorraine Jones  
Michael Francaviglia

**WARD J. HERBERT FUND BOARD REPORT**  
**129<sup>th</sup> Annual Convention**

This past year was a banner year for the Board, inasmuch that it functioned under the revised rules and broader authority established by Diocesan Convention as the primary diocesan agency for property maintenance.

The Board was enlarged to 18 members, which now includes two staff personnel. Its charge is the administration and overseeing of all restoration, repair, and improvement of church properties for ongoing as well as emergency needs.

The Board meets officially three times per year to receive applications of financial grant request for the purposes stated above. Each request is carefully reviewed to determine that it fits the criteria established by convention. In each case, a liaison team is assigned to meet with the parish officials, and to view the repair/work site. The liaison team reports its findings and determinations to the full board, who then makes decisions that are presented to Diocesan Council for ratifications.

The Executive Committee of the Board meets monthly to respond to any 'emergency' situations that may occur, and must be handled immediately without waiting for the next scheduled grant period.

For grant requests of \$10,000 or more, the Board will schedule a hearing for the applicant Church to meet with them for a more specific review of the proposed project.

The three grant specific review cycle dates are: March 1, June 1, and September 1. All grant requests must be delivered to Episcopal House on the 15<sup>th</sup> of the prior month in order to be included in the appropriate process.

In 2002 the Board reviewed a total of 37 applications. There was a total of \$364,253 requested, however the Board had total funds of \$197,972 available for all grants. ( This compares to a total figure of \$171,235 for the prior year awards.)

The Ward J. Herbert Board takes seriously its mandate to respond to all Diocesan property maintenance problems and works hard to anticipate future needs as well. Special projects for 2003 will include:

- An historical and evaluative analysis that we expect will prove extremely useful going forward, both to future Board endeavors, and also to the Diocese and its member churches. (Prepared on the Board's own time and at no cost.)
- Response to the Diocesan Convention's call for ADA compliance for all churches.

William L. Heick, Chair

Members of the Board include: Mr. Steve Boston, Ms. Faith Gideon Brown, Mr. Michael Francaviglia, The Rev. Edward Hasse, Mr. Larry Hayes, Mr. William Heick, Mr. Sidney King, Ms. Elizabeth Moss, Mr. Tim Russo, The Rev. Robert Schiester, Mr. Robert Simmons, Ms. Mary Sunden, Mr. Larry Taber, Mr. Aubrey Thompson, Mr. Peter Van Brunt, The Rev. Paul Walker.

### **The Women's Commission of the Episcopal Diocese of Newark Report to the 129<sup>th</sup> Convention**

Since the late 1970's, the Women's Commission of the Diocese of Newark has been an advocate and support for the ministries of women, lay and ordained. The mission of the Women's Commission is to call the Church in the Diocese of Newark to full implementation of the Baptismal Covenant by:

- Empowering women and men to challenge oppressive structures in the parish, diocese, nation and global community;
- Giving visibility and respect to women's perspectives and actions in the work and struggle for justice, peace and the integrity of creation;
- Modeling non-hierarchical ways of shared leadership and decision-making, womanist/feminist theologies and spiritualities;
- Enabling the church to free itself from racism, sexism, clericalism, and heterosexism and from the teachings and practices that sustain and reinforce power inequities.

In 2002, to help women support and empower one another in their ministries, we:

- Hosted a breakfast for women clergy (St. Paul's, Chatham on June 4) and a Women in Leadership Tea (Christ Church, Ridgewood on November 17)
- Sponsored four workshops at Creative Congregations: Domestic Violence; Is Your Church Safe for Women?; Women in the Bible; and, Institutional Sexism.
- Met, as a Commission, monthly.

With its goal of speaking out about issues of justice, peace and integrity of creation, the Women's Commission sponsored forums and events, and provided representation to other organizations:

- The large event we sponsored this year was a retreat/conference on Domestic Violence, entitled "Women Meet at the Well", held September 13 and 14 at Xavier Center
- The speaker for the annual diocesan breakfast, sponsored by the Commission, was Karen Heasel, staff person for Justice for Women at the National Council of Churches
- The Women's Commission sponsored the benefit for "Priestly Angels", a project of the Episcopal Women's Caucus, at NJPAC on March 23, featuring Sweet Honey in the Rock.
- Members of the Commission attended the annual Episcopal Women's Caucus meeting in Boston in October.
- Representation was provided to the N.J. Religious Coalition for Reproductive Choice.
- Financial assistance was provided to organizations that seek justice for women.
- In sponsoring at least one diocesan inclusive liturgy honoring the ministry of women, we co-sponsored, with Oasis, the Pauli Murray Service at the Cathedral on March 12.
- The Commission continued to distribute our Litany for Domestic Violence.

In 2003, the Women's Commission will continue to live into the mission and goals as stated above. Two primary objectives for the year are:

- To build on our "Women Meet at the Well" conference, including looking at the whole issue of violence and the misuse and abuse of power (using "From Violence to Wholeness", a program of spiritual formation in active non-violence being promoted by the Episcopal Peace Fellowship) and looking at bullying;
- To provide opportunities which support women in their lives and ministries.

Respectfully submitted by the Rev. Anne Bolles-Beaven and Mrs. Martha Gardner, co-chairs.



## Youth Consultation Service

Youth Consultation Service (YCS) was founded in 1918 by the Diocese of Newark and known for some years as the Church Mission of Help. It has evolved into New Jersey's largest single non-profit provider of social and educational services for children and their families. Serving more than 2,000 clients a month, YCS programs include short term and intermediate residential centers and shelters, after-school programs, therapeutic foster care placement, addiction services, early intervention research and training, violence prevention services and crisis intervention.

The past year has seen tremendous growth with great geographic expansion into the central and southern region of the state. Monmouth, Ocean and Camden counties are now benefiting from programming modeled after successful northern region YCS services. More significant than growth in breadth of services however, has been the extension in innovative philosophical approach to advocacy and treatment. In addition to YCS' well-known services, such as the residential treatment centers and schools, there are several new programs that seek to improve upon the way we work with children in need. The recently established YCS Institute for Training in Infant and Preschool Mental Health, located in East Orange, provides training to graduate students and professionals in the field of infant mental health, as well as providing clinical services. This program is an integral part of YCS' latest initiative to focus on early intervention, in order to decrease the number of intakes and treatments later on in life.

In 2002 the Institute for the Prevention of Violence was created as another perspective of the early intervention/prevention initiative. Director Michael Greene is focusing on several areas, including domestic violence prevention, juvenile offender incarceration alternatives, and teen violence in general. One major project is the development of a set of policies and procedures for preventing and dealing with bullying and peer to peer harassment in YCS schools and residences. These policies will be implemented and then disseminated for use as a model for other institutions and schools throughout the country.

The YCS Research Department was also founded in 2002, and serves a vital purpose as a tool in analyzing methods and data to ensure "best practice". By maintaining and consolidating data about the clients YCS serves, we will be able to reach a broader number of professionals by providing proved methods for the treatment of children and families.

Finally, YCS has greatly expanded its Educational Consulting Services, which offers school districts and private partners the opportunity to customize special educational needs of their communities. The YCS experts in this area provide training for teachers, staff, social workers and parents, program evaluation, classroom design and management assessments. The expertise in this area is reaching into communities where YCS may or may not have other programming and is set up to assist as many people as can positively affect the lives of children.

Similarly, the Autism Consulting Services consults and trains within the spectrum of autism, asperger's syndrome and pervasive developmentally delayed populations. The team was established in response to a dramatic increase in the need for services within the spectrum of autism in the last five years. This team of professionals in the field has been able to reach out not only to school districts dealing with autistic populations, but to parents as well. They have partnered with both in-state and out-of-state districts to provide proved techniques, many developed at the YCS Sawtelle School, to work with this often underserved population.

As a private, non-sectarian social service agency, Youth Consultation Service values both the historic and present relationships with the Episcopal churches of the Diocese of Newark. The continued interest in and support for this organization is of great importance in our ability to effectively fulfill the societal responsibilities for children and families in need of assistance.

Richard Mingola  
President/CEO

### Report of the Office of Youth Ministries

This year has continued with changes that began last year in structure, policies and governance. The Rev. Rich Bardusch took a call into parish ministry in Rhode Island and an Interim Director came into this office after the summer. The Visioning Convocation with its 7 common threads, community development, spirituality, parish collaboration, education, elderly, diversity and youth, has been in the focus of all diocesan work. This being the case, this year a Youth Visioning conference was initiated in September with the new congregational development officer, Interim and many youth, with follow up meetings and communications to all congregations, the Bishop, Standing Committee and Diocesan Council for feedback in creating a shared vision of Youth Ministries. This will be an on going process into the next year, whereby the many wonderfully diverse voices of the Diocesan Youth and Adults are heard.

All the programs in the Diocese now report to the new Congregational Development Officer, Canon Carter Echols, whose vision of strengthening the congregations and districts in ministry with the support of Episcopal House has already seen team building and shared visioning both within the staff and in the communications with the parishes. Meeting weekly the program staff know that we have support from the inside to do the work for the larger Diocesan community. Resources, responsibilities, policies, budgets, and accountability are being clarified and openly communicated in order to coordinate better together. The staff positions of Director and Coordinator, which were previously full time have changed. The Interim position is half time, until a new Youth Director is hired and the Coordinator is now under Michael Francaviglia, the Diocesan Administrator, and is responsible for more than Youth Ministry alone.

The governing bodies of all Diocesan programs are now Commissions, not boards. Youth Ministries now has a governance body called the Youth Ministries Commission (former board) which is composed of both youth and adults that meets monthly, as well as Youth team that is called, the Youth Event Planning Team (YEPT), that plans some of the youth programs of the Diocese with adult supervision.

The Interim Youth Minister is conducting a Youth Ministries Questionnaire with phone calls to every parish in the Diocese to find out not only who a Youth Minister might be in a parish, but how the youth are already being raised and empowered into Christ's ministry in the congregation and in the world. These responses will inform the shared visioning process during this interim time, as well as clarify the needs for the new Youth Ministries Director.

The opportunity to share information about programming and resources is being examined this year so that events may be most efficiently run. The volunteers and staff for the programming for Christophany, Happening, Vocare, Cursillo and others have met to share information about how they work. It is enormously helpful and enlightening and will only enhance the task of planning these wonderful programs.

The programs sponsored by the Diocese continue to be wonderful opportunities for youth in the Diocese to grow spiritually. This year Pages for Convention, 2 Happenings, a Middle School Retreat, High School Retreat (WOODY), a Christophany, EYE, National Happening Event, and a Diversity Conference were fully attended with a total of approximately 430 attendees. Youth 911 has touched 5 congregations this year and continues to be very helpful for our parishes in developing Youth Groups. Our goal is to expand the numbers and diversity of those people who experience the Youth Ministry Programming, through marketing ourselves in the Voice, District, by phone, by email and by mail.

As Interim Director, I would like to thank the staff of this Diocese for support in this job. It has been wonderful to be part of a team, with Canon Echols and the program team who are so dedicated to the Diocese. I also would like to thank Chris Badgely for her continued enthusiasm and hard work for Youth Ministry. I am also grateful for the challenges, the changes and the growth that are happening at this time in the Diocese of Newark.

God's Peace, the Rev. Bambi Smithers-Koeniger

*Bambi +*

## STANDING CONVENTION RESOLUTIONS &amp; POLICY STATEMENTS

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**CONSTITUTION  
&  
CANONS  
OF THE  
EPISCOPAL DIOCESE OF NEWARK**

***January 2003***

(There were no amendments or changes at the 2002 or 2003 conventions.)

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## CONSTITUTION

### ARTICLE I ACCEDING TO THE GENERAL CONSTITUTION

The Church in the Diocese of Newark, as a constituent part of the Protestant Episcopal Church in the United States of America, accedes to the Constitution and Canons of that Church, and acknowledges their authority.

### ARTICLE II THE DIOCESAN CONVENTION

1. There shall be a Convention of the Church in this Diocese, on the second Saturday in May in each year, or on such other day as may be specially appointed by the Ecclesiastical Authority. The Convention shall be held at the Cathedral unless the Ecclesiastical Authority appoints otherwise.

#### 2. SPECIAL CONVENTIONS

The Bishop, or if the Episcopate be vacant or the Bishop be incapacitated from acting, the Standing Committee shall have the power when it appears requisite for the good of the Church in this Diocese to call a Special Convention. No business shall be transacted at any such meeting other than that stated in the notice.

#### 3. NOTICE OF CONVENTION

Written notice of every Convention shall be given by the Secretary of the Convention by mail at least four (4) weeks previous to the date of the Convention, stating the time and place. Such notice shall be given to all Clergy entitled to seat in the Convention, every Parish and Aided Parish in union with the Convention, and every Incorporated Mission and Mission. In the case of a Special Convention the notice shall specify the purpose for which the Convention is called.

#### 4. MEMBERS OF THE CONVENTION

The Convention shall be composed of:

(i) The Bishops:

(ii) Every Presbyter and Deacon canonically resident in the Diocese on the first day of January immediately preceding the meeting of the Convention, except that a vote shall not be accorded to Deacons having fewer than two years in holy orders or to retired priests whose service in the Diocese was fewer than five years prior to retirement; and

(iii) Three (3) Lay Deputies from each Parish and Aided Parish in union with the Convention and from each Incorporated Mission and Mission.

(iv) One (1) Youth Deputy and one (1) Alternate Youth Deputy elected by each District Convocation. Each shall be at least 14 years of age and under the age of 20, and none shall serve at more than two consecutive Diocesan Conventions.

## 5. EXCLUSION OF LAY DEPUTIES FROM VOTING IN CERTAIN CASES

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

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

(ii) In case the Parish, Aided Parish, Incorporated Mission or Mission sending such Deputies, having been for the two (2) years immediately preceding without a Minister, and not having provided for regular services, shall have failed to notify the Bishop thereof, and to request that a Minister be assigned to it.

(iii) In case the Parish, Aided Parish, Incorporated Mission, or Mission sending such Deputies shall for one year immediately preceding wilfully 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

Those persons elected as Deputies to General Convention pursuant to the provisions of

Article V hereof shall by virtue of such election be Deputies to the Provincial Synod. Those persons elected as supplementary or alternate Deputies to General Convention pursuant to the provisions of Article V hereof shall by virtue of such election be supplementary or alternate Deputies to the Provincial Synod.

## 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.

6. No person shall be eligible for election to any office at Convention unless that person shall have first completed anti-racism training as approved by the Bishop after consultation with the Mission to Dismantle Racism.

### **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.

No person shall serve as a member of the Commission on Ministry and the Standing Committee at the same time.

#### **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 a Secretary of the Diocesan Council; The Treasurer of the Convention, who shall also be Treasurer of the Diocesan Council; and up to twenty-six (26) 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, up to twenty-two (22) Council members shall be elected by the District Convocation, 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 whom 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 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) Three Lay persons (not less than one of whom shall be a Warden, Treasurer, Clerk or member

of the Vestry or Executive Committee, and, if possible, at least one of whom shall be between the ages of 14 and 21) 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 or the Diocesan Review 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. A Lay Assessor need not reside in or be a member of the Diocese.

## 2. VACANCIES

a. The death, disability rendering a person unable to act, resignation or declination to serve as a member of an Ecclesiastical Trial Court shall constitute a vacancy on the Court. Notice of resignations or declinations to serve shall be given by members of the Court in writing to the Presiding Judge of the Court. If any Priest elected to an Ecclesiastical Court is elected a bishop, or if any lay person elected to an Ecclesiastical Trial Court is ordained prior to the commencement of a Trial, that person shall immediately cease to be a member of the Ecclesiastical 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 Respondent 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.

d. In the event that the Ecclesiastical Court cannot be convened due to vacancies, declinations to act, absences, resignations, challenges or otherwise or due to the determination by the Diocesan Review Committee for good cause shown that change in venue is needed, the Ecclesiastical Authority shall arrange for the Trial to be held by an Ecclesiastical Trial Court of another Diocese in Province II reasonably convenient for the parties.

## 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 ASSESSORS

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 need not reside in or be a member of the Diocese. The Church Attorney may not be the Chancellor or a Vice Chancellor of the Diocese or a member of the Standing Committee, the Diocesan Review 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 need not reside in or be a member of the Diocese. The Clergy Consultant may not be the Chancellor or a Vice Chancellor of the Diocese or a member of the Standing Committee, the Diocesan Review 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. The 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. DIOCESAN REVIEW COMMITTEE

1. There shall be a Diocesan Review Committee 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 Diocesan Review Committee may be a member of the Standing Committee or the Ecclesiastical Court.

2. Vacancies on the Diocesan Review Committee shall be filled by the Standing Committee until the next succeeding Diocesan Convention.

3. Annually within two (2) months following the Convention, the Diocesan Review Committee shall organize itself to include the election of a President and a Secretary from among its members.

4. Five (5) members of the Diocesan Review Committee shall constitute a quorum.

5. If the person against whom a Charge or Complaint is made is a Member of the Diocesan Review Committee or if the Diocesan Review Committee is not able to consider a Charge or a Complaint, the Ecclesiastical Authority shall arrange to have the Charge or Complaint reviewed by the Diocesan Review Committee of another Diocese within Province II reasonably convenient to both parties.

## B. PRESENTMENTS

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

2. A Charge against a Priest or Deacon shall be in writing, verified and addressed to the Diocesan Review 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 Respondent is the Rector;

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

(c) by any seven adult communicants in good standing in the Diocese wherein the Respondent is canonically resident or in the Diocese wherein the Respondent 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 an 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 Diocesan Review Committee of the Diocese in which the Member of the Clergy is canonically resident or of the Diocese wherein the Respondent is alleged to have committed the Offense; or

(g) by a majority of the Diocesan Review Committee of the Diocese in which the Member of the Clergy is canonically resident or of the Diocese wherein the Respondent is alleged to have committed the Offense whenever the Diocesan Review 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 Respondent 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 an 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 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 Victim, spouse, parent or guardian 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 Diocesan Review Committee, the Bishop shall concisely and clearly inform the Diocesan Review Committee in writing as to the nature and facts surrounding each alleged Offense and the specification of each Offense but without judgment or comment upon the allegations or guilt, and the Diocesan Review Committee shall proceed as if a Charge had been filed.

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

8. Upon the filing of a Charge with the Diocesan Review Committee, the Diocesan Review Committee shall promptly communicate the same to the Bishop and the Respondent.

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 Diocesan Review Committee of the Diocese in which the Priest or Deacon is canonically resident, in which case, or if the Diocesan Review Committee shall otherwise have knowledge of such conviction or judgment, it shall be the duty of the Diocesan Review Committee to institute an inquiry into the matter. If the conviction or judgment be



established, the Diocesan Review 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 Diocesan Review Committee shall convene to consider the Charge. If after such consideration the Diocesan Review Committee determines that an Offense may have occurred if the facts alleged be true, the Diocesan Review Committee shall prepare a written general statement of the Charge and the facts alleged to support the Charge and transmit the same to the Church Attorney.

11. The Church Attorney shall promptly make such investigation of the matter.

12. Within sixty days after receipt of the statement from the Diocesan Review Committee, unless delayed for good and sufficient cause stated, the Church Attorney shall render a confidential Report to the Diocesan Review 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 Diocesan Review Committee. Provided, however, the Diocesan Review 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 Diocesan Review Committee shall convene to consider the Report and whether or not a Presentment shall issue. In its deliberations, the Diocesan Review Committee may consider the Church Attorney's Report, responsible writings or sworn statements pertaining to the matter, including expert's statement, whether or not submitted by the Church Attorney. The Diocesan Review Committee shall issue a Presentment for an Offense when the information before it, if proved at Trial, provides Reasonable Cause to believe that (i) an Offense was committed, and (ii) the Respondent committed the Offense.

14. A vote of a majority of all the members of the Diocesan Review 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 Diocesan Review Committee. In the event that, due to members who have been excused or vacancies in office, the Diocesan Review Committee does not have sufficient voting members to meet the requirements of this Section, the action of the Diocesan Review 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 Diocesan Review Committee on behalf of the Diocesan Review 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 Diocesan

Review 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 Respondent of the conduct which is the subject of the Presentment.

16. Promptly after the issuance of a Presentment, the Diocesan Review Committee shall cause the original to be filed with the President of the Ecclesiastical Trial Court with a true copy thereof served upon the Bishop, the Respondent, 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 Respondent is canonically resident, in which the Respondent is licensed, and in which the Respondent resides.

17. If the Diocesan Review Committee votes not to issue a Presentment, then that decision shall be in writing and shall include an explanation. A copy shall be served upon the Bishop who shall file it with the Secretary of the Convention of the Diocese; the Respondent, The 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 Respondent as determined by the Trial Court on motion and hearing.

### C. 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 determination 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 Respondent to be heard in person, and by the Clergy Consultant, and by counsel of the Respondent'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 note more than three calendar months from the Presiding Judge's receipt of the Presentment, summon the Respondent to answer the Presentment in accordance with the Rules of Procedure.

(c) Respondent'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 Respondent 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 Respondent 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 Respondent 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 Diocese which shall then be considered the party on one side and the Respondent 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 their own choosing.

6. Before a vote is taken on the findings and in the presence of the Respondent 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 also instruct the members of the court as to the elements of the Offense and charge them (i) that the Respondent must be presumed to be innocent until the Respondent's guilt is established by clear and convincing evidence, and unless such standard of proof be met the Respondent must be acquitted, and (ii) that the burden of proof to establish the Respondent's commission of the Offense is upon the Church Attorney in the name of the Diocese.

7. A separate vote shall be taken first upon the findings as to the commission of an offence by the Respondent. The Presiding Judge shall cause the Respondent, 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 Respondent has committed an Offense, the affirmative vote of not less than two-thirds of the Members of the Ecclesiastical Court then serving for the 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 Respondent, 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 the 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 Respondent is canonically resident, the Priest or Deacon, the Clergy-Consultant, the Church Attorney, each Complainant, and, unless waived in writing, the Victim.

#### D. 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 Diocesan Review 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 Diocesan Review 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.

5. At any time, a Bishop may dissolve or reduce 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 Diocesan Review Committee to make a Presentment on the Charges alleged, (iv) dissolution of the Temporary Inhibition, (v) imposition of a 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 upon the advice and consent of a majority of all the members of the Diocesan Review Committee for additional ninety-day periods upon good cause.

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

8. If a Presentment has been made by the Diocesan Review 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 Trial Court becomes final.

## CANON 19 AMENDMENTS

### I. 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.

### II. 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.

[illegible]









2002	St. Stephen Church	\$118,427	\$1,137	\$100,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,0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