

JOURNAL
of the
ONE HUNDRED AND THIRTIETH
CONVENTION
of the
DIOCESE OF NEWARK
PROTESTANT EPISCOPAL CHURCH
JANUARY 23 - 24, 2004
GLENPOINTE MARRIOTT HOTEL
TEANECK, NEW JERSEY

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**130th ANNUAL CONVENTION - DIOCESE OF NEWARK
JANUARY 23 & 24, 2004
MINUTES OF PROCEEDINGS**

The 130th Annual Convention of the Episcopal Church in the Diocese of Newark was held on Friday, January 23, and Saturday, January 24, 2004 at the Glenpointe Marriott Hotel, Teaneck, New Jersey. The theme of convention was "Celebration and Engagement: Weaving Our Diversity into COMMUNITY."

FRIDAY AFTERNOON SESSION
January 23, 2004

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 and celebrant. During the service, Diane Sammons, Esq., St. George's, Maplewood, was instituted to exercise the ministry of Chancellor of the Diocese. Additionally, there was a ten-minute Bible reflection based on the readings from I Corinthians 12:4-11 and Luke 4:16-21 and the homily was delivered by the bishop.

The business session was called to order at 3:15 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	1
Priests	144
Deacons	1
Lay Deputies	324
Youth Deputies	9
Total Deputies	479
Congregations Represented	113

PARLIAMENTARIANS

The president appointed John G. Webb, Esq. and L. Allison Garde, Esq., as Parliamentarians.

ADOPTION OF AGENDA

Diane Sammons, Esq., Chancellor, moved the adoption of the proposed agenda. The motion was seconded and the agenda as follows was adopted:

**130th ANNUAL CONVENTION - DIOCESE OF NEWARK
JANUARY 23 & 24, 2004
PROPOSED AGENDA**

Friday, January 23

- 12:00 p.m. CANDIDATES' FORUM - Manhattan Room, 1st floor**
- 1:30 p.m. EUCHARIST SERVICE - Grand Ballroom, Glenpointe Marriott Hotel**
The Rt. Rev. John P. Croneberger, Celebrant and Preacher
- Institution of the Chancellor
 - UTO Ingathering
 - Bible Reflection after the Homily

- 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 receive 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: Rules of Order
Secretary of Convention

Appointment of the Parliamentarians

Recognition of the Vice Chancellors

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

Committee on Elections & Ballot

Ballot for Uncontested Elections

Balloting Begins (Preferential System)

- 3:45 p.m. ORDER OF THE DAY: 2004 Proposed Unified Budget**
Proposed 2004 Budget (for Information)
Call for Resolutions on the Budget

- 4:00 p.m. REPORTS**
- Constitution and Canons Committee**
 - Task Force on Just War**
 - Bethsaida Team**
 - Companion Diocese Relationship Committee**
 - Cross Roads Outdoor Ministries**

UTO (United Thank Offering) INGATHERING REPORT

4:30 - HEARINGS

- 6:30 p.m. 4:30 - 5:30 Budget - *Alpine Room, 2nd floor*
 4:30 - 5:15 Constitution & Canons Committee - *Princeton Room, 2nd floor*
 4:45 - 6:00 Resolutions - *Manhattan Room, 1st floor*

4:30- WORKSHOPS:

- 6:30 p.m. 4:30 - 5:30 Bethsaida Team - *Morris Room, 1st floor*
 4:30 - 5:30 Environmental Commission - *Pallsades Room, 2nd floor*
 4:45 - 6:15 Task Force on Just War - *Montclair Room, 2nd floor*
 4:45 - 6:00 Urban Ministry - *Suite 303, 3rd floor*
 5:15 - 6:30 General Convention Deputies' Report - *Princeton Room, 2nd floor*
 5:30 - 6:30 Transgendered Issues - *Pallsades Room, 2nd floor*
 5:30 - 6:30 Faith-based Funding - *Alpine Room, 2nd floor*

6:30 p.m. RECEPTION - Grand Concourse

7:00 p.m. DINNER - Grand Ballroom
 Bishop's *State of the Diocese Address*

CELEBRATION I - Grand Ballroom

9:00 p.m. CONVENTION PARTIES

Saturday, January 24

8:30 a.m. THE LITURGY OF THE WORD - Grand Ballroom
 The Rt. Rev. John P. Croneberger, Celebrant
 The Hon. Byron Rushing, Preacher

INSTITUTIONS

- Canon for Congregational Development
- Archdeacon for Deacons' Formation

10:30 a.m. BUSINESS SESSION - Grand Ballroom

REPORTS

Standing Commission on Clergy Compensation
 Resolutions: Consent Calendar
 Resolutions: First Engagement
 Congregational Development
 Task Force on Fundamentalism

ELECTION RESULTS WILL BE ANNOUNCED WHEN KNOWN

11:45 a.m. INTRODUCTION OF NEW CLERGY, CANDIDATES, POSTULANTS,
 SEMINARIANS

12:00 p.m. LUNCH

Workshops:

Byron Rushing - *Manhattan Room, 1st floor*
 Bethsaida Team - *Morris Room, 1st floor*
 Nuclear Proliferation - *Montclair Room, 2nd floor*
 Healing Service/Chapel - *Room 311*

1:30 p.m.

NECROLOGY

THE GREAT THANKSGIVING

BUSINESS SESSION - Grand Ballroom, Glenpointe Marriott Hotel
 Resolutions: Second Engagement
 Resolutions: Other

3:15 p.m.

ORDER OF THE DAY: 2004 Proposed Unified Budget

Reports (continued)

Appointments

- Commission on Ministry (for ratification)
- Committee to Certify the Minutes

Reports filed by Title (refer to packet and Diocesan Journal)

RESOLUTIONS OF GREETINGS AND THANKS

3:45 p.m.

THE BLESSING/CLOSING HYMN/DISMISSAL

4:00 p.m.

ADJOURNMENT

RESOLUTIONS ON NEW MATTERS

The convention received the following resolution introduced by The Rev. Jeannette DeFries in response to the State of the Union Address delivered by President George W. Bush on January 20, just days before the start of the diocesan convention. After a vote of deputies and two-thirds vote received, the resolution was referred to the Resolutions Committee and the open hearing. The resolution was presented in opposition of the Federal Marriage Amendment to the Constitution.

RESOLVED, That this 130th Convention of the Episcopal Diocese of Newark, seeking to be faithful to our baptismal vows to respect the dignity of every human being, to strive for justice and peace among all people, and to seek and serve Christ in all persons, opposes any attempt to amend the Constitution of the United States or any attempt to pass other legislation designed to discriminate against same-gender couples and prohibit federal, state and local governments from honoring and supporting those relationships; and be it further,

RESOLVED, That the Secretary of Convention convey this resolution to the President of the United States, the New Jersey representatives in the U.S. Senate and Congress, and the members of the New Jersey State Senate and Assembly.

RESOLUTION OF COURTESY

Ms. Kathleen Ballard, Christ Church, East Orange, moved the following Resolution of Courtesy:

RESOLVED, That the courtesy of seat and voice be accorded to the following: The Hon. Byron Rushing; officers of the Diocese of Newark and Canon R. Carter Echols; clergy licensed to officiate in the Diocese of Newark, The Reverends Ernest Katahweire, John Edward, Kamila Blessing, Robert Griner, David Hermanson, Kenrick Lewis and Sandye Wilson; 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; Ms. Doris Mardrosian, Episcopal Church Women President; Provincial representatives; Postulants and Candidates for Holy Orders; and, Mrs. Marilyn Anne Croneberger.

RULES OF ORDER COMMITTEE

The Rev. Dr. 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 129th 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 130th 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 16-17, 2004.

The Committee on Rules of Order and Elections recommended that the Rules of Order adopted for the 129th Convention be adopted for the 130th Convention.

The Rev. Dr. 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 11 ("On Unity of the Church in the Gospel"); and 8 & 9, ("Reduction of Convention Costs" and "International Relief and Development", 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.

RIGHTS OF CLERICAL DEPUTIES

Ms. Norma Eversley, St. Mark's, West Orange, moved the election of the following to the Committee on the Rights of Clerical Deputies: The Rev. Fain Webb, Good Shepherd, Wantage; The Rev. John Edward, Holy Trinity, West Orange; Dr. Grace Smith, St. Andrew's, Lincoln Park. The motion was seconded and adopted.

RIGHTS OF LAY DEPUTIES

The Rev. Peter DeFranco, Jr., Grace, Madison, moved the election of the following to the Committee on the Rights of Lay Deputies: Mr. Tom Carr, House of Prayer, Newark; Ms. Diane Sicheri, St. Mark's, Teaneck; The Rev. Elizabeth Golub, St. Michael's, Wayne. 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 the preferential ballot system.

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 - one year term

The Rev. Canon Gervais Clarke, Epiphany, Orange
 Mr. John C. Garde, St. Thomas', Lyndhurst
 Mr. A. Mark Hoyer, Christ Church, Newton
 Mr. John Leaty, Christ Church, Bloomfield/Glen Ridge
 Mr. George F. Mackey, St. Elizabeth's, Ridgewood
 The Rev. John Mitchell, Messiah, Chester
 The Rev. William Potter, St. Luke's, Hope
 The Rev. Dana Rose, Trinity, Irvington
 The Rev. Elton Smith, Grace, Westwood
 The Rev. Paul Walker, Christ Church, Belleville

DIOCESAN REVIEW COMMITTEE - Clergy Class of 2008

The Rev. Briggott Keith, Epiphany, Allendale

DIOCESAN REVIEW COMMITTEE - Lay Class of 2007

Ms. Lisa Smith, St. Paul's, Paterson

ECCLESIASTICAL COURT - Lay Class of 2007

Mr. Ford Livengood, St. Andrew & Holy Communion, South Orange

TRINITY & ST. PHILIP'S CATHEDRAL CHAPTER - Lay Class of 2007

Mr. John Leatty, Christ Church, Bloomfield/Glen Ridge

TRINITY & ST. PHILIP'S CATHEDRAL CHAPTER - Clergy Class of 2007

The Rev. William A. Potter, St. Luke's, Hope

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: 2004 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. A resolution was moved by The Rev. Eric Hinds, St. Peter's, Mountain Lakes to increase Line item #9, Commission on Ministry, to the full requested amount of \$22,500.

The resolution was referred to the open hearings.

CONSTITUTION AND CANONS COMMITTEE

Mr. John Garde, Vice Chancellor, presented report. The Committee presented an amendment to Canon 1 - The Convention. The amendment read as follows:

Any Resolution calling upon the Convention to establish a task force, committee, commission or any other entity with a lifespan of greater than one year shall also contain, at a minimum, each of the following elements:

1. *A description of the purpose or mission of the entity to be created;*
2. *A mechanism for creating members of the entity, either through appointment or election, also including a definition of the terms of membership;*
3. *A statement of accountability identifying with particularity whether the entity to be created is responsible to the Bishop, the Convention or the Council;*
4. *A statement detailing whether the entity to be created will require funding and where that funding will come from;*
5. *A statement outlining the anticipated costs of the entity and the benefits to be gained from that expenditure; and*
6. *A statement of whether the entity to be created has a limited life span is permanent in nature or needs to be re-authorized by the Convention after a specific period of time.*

For over a year the Diocesan Council pursuant to Canon 5. 4 (Duties of the Diocesan Council) of the Constitutions and Canons of the Episcopal Diocese of Newark, through a subcommittee, has been charged with the task of evaluating certain components of our Diocesan structure. Over the years a number of committees, commissions, task forces, study groups and other autonomous entities have been created that are in a variety of direct and indirect ways affiliated with the Diocese of Newark.

Some entities exist by creation of the National Canons; others exist as a result of resolutions of the Diocesan Convention, resolutions of the Diocesan Council or actions of the Office of the Bishop. Many of these entities were created without defining membership in the entity, establishing a life span, establishment of clear lines of responsibility and accountability and entitlement to funding from the Diocesan budget, to name but a few issues.

Evaluation of the status of these existing entities will require further review. In an effort to ensure greater clarity in the future, the Council asked the Chancellor's office and the Committee on Constitutions and Canons to draft a Diocesan Canon for submission to the convention requiring, at a minimum, that in the future that when an entity is created by action of Convention, components are set forth in the proposed canon.

The amendment was referred to the open hearing. (The full report of the Committee follows the Minutes.)

CROSS ROADS OUTDOOR MINISTRIES

The Rev. Canon Paul Hunt and Mr. Alan Bowen reported on the six-year old relationship with Cross Roads Outdoor Ministries jointly operated with the New Jersey Lutheran Synod that began with the approval of the 124th Annual Convention. The diocese moved from year-to-year rental into a joint relationship to operate a camp and conference center. Over the years nearly one million dollars were invested to purchase half of the land and the buildings on it and to implement capital improvements to the buildings and grounds. The improvements included a new in-ground

pool, a new outdoor chapel and the winterizing of several cabins. This past year had presented several difficulties. For three years previously, the budget operated with modest deficits, and income goals were not met. A year ago the board took action to pay off the deficits and made it clear that no further deficits would be acceptable. In September 2003 the board was told that the summer program was under-attended and over-staffed; a costly combination. The board took immediate action and terminated all staff positions except for the property manager. Auditors were hired to review the records and prepare a report; the chief financial officers of the diocese and the synod were part of the review. The 2003 deficit was larger than the previous three deficits. There were no misappropriations of funds. The 2003 deficits and combined accounts payable totaled over \$162,000.

Looking toward the future, the board of trustees entered into a period of discernment and committed to gather together and ask some fundamental questions about our visions and traditions of camping. What is God calling us to and into at this time? What is the mission and ministry that is uniquely ours in this joint venture? Together, what vision for God's work are we now living into? The issues of our diocesan commitment to traditional church camping must also be raised. The numbers present cause for concern. Over the past three years the number of campers from the diocese decreased by one-third, as was true for the synod. While the board does its work, the diocese needs to engage in a discernment of our call to camp and retreat ministry. A survey of congregations will be used to help this discernment process.

As to the immediate future, the retreat committee chair by Mr. Don Cairns, St. Clement's, Hawthorne, successfully established a process for continuing operating retreats. Some recent retreats had over one hundred participants. Retreats will be booked for the remainder of 2004. The camp committee chaired by Mr. Alan Bowen, St. Paul's, Paterson, reviewed the possibility of continuing the summer program. It was decided that a limited summer schedule could be implemented for summer 2004, and specifics would be announced in February.

TASK FORCE ON JUST WAR

Mr. Peter Jackson, chair, reported on the work of the task force to date. The other members of the task force were: The Rev. William Coats, Ms. Johanna Young, The Rev. Dr. Ellen Sloan, and Ms. Edie Lauderdale. The committee met several times and discussed the nature of war and its justification, the history of war, war in the Bible, the Christian response to war, and the issue of justice in a secular society. The aim was to find ways for Christians to grapple with the issues leading to war, to deepen their understanding of those issues, and to help them make better informed decisions in our modern context. Based upon the outcome of today's workshop, the committee will determine the level of interest or need for additional forums during the year. [The printed report follows the Minutes.]

COMPANION DIOCESE RELATIONSHIP COMMITTEE

The Rev. William Parnell and Ms. Bernice Mayes, co-chairs, presented a status report. The committee was formed last year by Bishop Croneberger and 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.

A number of priorities were identified for a companion relationship:

- a sense of mutuality, recognizing that both partners have gifts to offer and needs to be addressed
- accessibility (for purposes of communication and travel)
- opportunities for young people
- congregation-to-congregation ties
- mutual accountability
- projects and advocacy that arise out of the growing relationship, rather than defining it from the start
- the commitment of the bishops, but also an openness to "grass roots" contacts

While the possibilities were exciting the committee was in agreement that more time was needed to explore them and rather than asking the Convention to accept a relationship prematurely, the committee was not yet prepared to make a recommendation for a specific companionship relationship. The committee welcomed continued input and suggestions. [The printed report follows the Minutes.]

UTO INGATHERING REPORT

Ms. Anna Byrne, UTO chair, reported the results of this year's UTO Ingatherings — \$12,500.97. This year's recipients of national UTO grants were Friends for Life, Church of the Good Shepherd, Fort Lee, and the All Saints' Jubilee Center, Hoboken.

TASK FORCE ON FUNDAMENTALISM

Ms. Marge Christie presented a status report on the work of the task force. The other members of the task force were: The Rev. William Coats, The Rev. Janet Kraft, The Rev. Ernest Katahweire, The Rev. Canon Mabel Katahweire, Ms. Roberta Moseley and The Rev. Elton Smith. Four of the ten districts were represented by the members and the viewpoints on fundamentalism were also broadly represented. The agenda of their meetings had been one of philosophical discussions around some of the issues surrounding fundamentalism, such as conservatism and evangelical fervor. The myriad points of view were discussed as they searched for ways in which to live out the resolution passed in 2003. The resolution called for opportunities to explore and study the ways in which fundamentalism affect our church and our society. The task force expected to sponsor several events during the year, the first on May 8 was planned as a panel discussion covering the variety of ways that fundamentalism, conservatism, and evangelicalism are defined. The intent was to hear how the world was seen from such differing perspectives; and, how the church was seen from those perspectives. A long term agenda might bring together people of differing cultures, differing faith journeys, and differing geographic experiences in order to explore the fundamentals of our beliefs. Additional forums will be scheduled on Saturday, September 25 and Saturday, December 4 for subsequent discussions. A bibliography has been given to the Bishop Anand Resource Center to help assist your personal exploration of fundamentalism. [The printed report follows the Minutes.]

HEARINGS AND WORKSHOPS

The convention recessed into the hearings and workshops.

THE BISHOP'S ADDRESS & CELEBRATION

The Friday evening banquet was held in the ballroom of the Glenpointe Marriott Hotel, Teaneck. During the dinner, music was provided by the St. Paul's Jazz Initiative: United We Swing.

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, there was a presentation by the West Indian Student Organization (WISO) from Rutgers University in New Brunswick. The program was entitled "Positive Vibrations - Strength Through Unification."

SATURDAY MORNING SESSION

January 24, 2004

The Saturday Eucharist service wrapped around the day's business session. The day began with the Liturgy of the Word at 8:30 a.m. in the Grand Ballroom. The Rt. Rev. John P. Croneberger was the celebrant, and The Hon. Byron Rushing, member of the Massachusetts State Assembly, was the preacher.

During the morning service, the Institutions of the Canon for Congregational Development and the Archdeacon for Diaconal Formation were held. R. Carter Echols was instituted to exercise the ministry of Congregational Development in the Diocese. The Rev. Herbert Tining was instituted to exercise the ministry for Diaconal Formation. The Prayers of the People were delivered in ten languages by representatives of each of the ten districts. The Necrology and the Great Thanksgiving were conducted after the lunch hour. The day concluded with the Blessing andDismissal.

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

STANDING COMMISSION ON CLERGY COMPENSATION

Carlotta Budd, Esq., Grace Church, Madison, Chair, presented the report. The other members were announced: The Rev. Lauren Ackland, Grace Church, Madison; The Rev. Canon Gervais Clarke, Epiphany, Orange; Ms. Edith Gallimore, Trinity + St. Philip's Cathedral, Newark; The Rev. Eric Hinds, St. Peter's, Mountain Lakes; The Rev. Canon Paul Hunt, Transfiguration, Towaco; Mr. William Kirk; 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; recommended an annual minimum allowance for continuing education; and, recommended minimum for reimbursable business expenses.

RESOLUTIONS

The Rev. William C. Pamell, Christ Church, Hackensack, Chair, announced the other members of the Resolutions Committee: The Rev. Charles Arlin, Good Shepherd, Midland Park; Ms. Cheryl Brocking, St. Luke's, Montclair; Ms. Janet R. Brocklesby, St. Andrew's, Lincoln Park; The Rev. Lu-Anne Connor, St. Elizabeth's, Ridgewood; Ms. Glenda DeKruif, St. James', Ridgefield; Mr. Henry Faulkner, Grace Church Van Vorst, Jersey City; Ms. Anahí Galante, Grace Church Van Vorst, Jersey City; The Rev. Mariano Gargiulo, St. James', Ridgefield; The Rev. Margaret A. Gat, St. John's, Dover; Ms. Rosemarie Harvey, St. John's, Passaic; Mr. William Heick, St. Paul's, Morris Plains; Ms. Patrice Henderson, St. Andrew & Holy Communion, South Orange; The Rev. H. Jocelyn Irving, St. Luke's, Montclair; Mr. Peter Madison, St. John's, Union City; Ms. Dianne Nelson, Grace Church, Rutherford; Mr. Nat Nelson, St. Paul's, Englewood; Mr. Jack Reade, St. James', Hackettstown; The Rev. Dana Rose, Trinity, Irvington; Ms. Patty Watts, St. Gabriel's, Milton/Oak Ridge; Ms. Patricia Yankus, St. Paul's, Paterson; and, Ms. Nancy Young, St. Peter's, Clifton.

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

Mr. Pamell explained the rules applied to the Consent Calendar. He moved the resolutions on the Consent Calendar.

RESOLUTIONS - CONSENT CALENDAR

Consent Calendar: Resolution 2004-1: *Blood Donation Guidelines*; Resolution 2004-2: *Multi-Ethnic Ministry Toll Free Number*; Resolution 2004-3: *General Support for the Seafaring Community & the Organizations That Assist Mariners*; Resolution 2004-4: *Resolution in Support of United States Ratification of International Labor Organization Convention 185, Seafarers' Identity Documents Convention (Revised), 2003*; Resolution 2004-5: *Response to the Murder of Sakda Gunn*.

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 Resolution 11 ("On Unity of the Church in the Gospel") 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 for Resolution 11 was Ephesians 4:1-16.

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. Then, for a period of fifteen minutes, amendments, deletions or substitutions on the resolution were considered. Resolution 11, "On Unity of the Church in the Gospel", was adopted after being amended. [The complete texts of the resolutions follow the Minutes.]

CONGREGATIONAL DEVELOPMENT

Canon R. Carter Echols, Canon for Congregational Development, reported on recent Congregational Growth and Development Fund grant recipients: Trinity, Kearny: Spirituality for Seekers program; Atonement, Tenafly: children's music program; and, St. John's, Dover: Welcoming Hispanic Neighbors. These efforts of engaging the community led to increased attendance, new members and enhanced energy.

She introduced the members of the Congregational Development staff: Ms. Kitty Kawecki, Director of the Bishop Anand Center; Ms. Lyn Headley-Moore, Justice Missioner; Ms. Judith Seelbach, Commission on Aging and Pastoral Care Missioner; The Rev. Bambl Koeniger, interim Youth Missioner; and Ms. Michele Wilson, staff assistant. All of these were available as partners for the congregations.

The Congregational Ministries Directory was compiled from the information provided on the Church Information Forms. The directory was a listing of ministries in which the congregations were engaged.

Financial resources existed for congregations: Ward J. Herbert Fund, ACTS/VIM, Bishop's Church Extension Fund, District Grants and Outreach Grants available through the Diocesan Council, and the Congregational Growth and Development Fund.

Leadership and skills training were available through Celebrating Creative Congregations; Fresh Start; Church Development Institute; training sessions for wardens, treasurers. Additionally, there were opportunities for ministry training through the Evangelism/Church Growth Commission, as well as anti-racism training, and sexual misconduct prevention and child abuse awareness.

ELECTION RESULTS

Preferential Ballot

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

ACTS/VIM BOARD - Lay Class of 2007

Ms. Ruth Hook, Christ Church, Ridgewood

Mr. Bill Lapp, St. Luke's, Hope

*Ms. Laura Russell, Atonement, Fair Lawn

*Ms. Cheryl Thompson, St. George's, Maplewood

ACTS/VIM BOARD - Clergy Class of 2007

The Rev. Emory Byrum, St. Mary's, Belvidere

*The Rev. Allison Moore, Good Shepherd, Fort Lee

ECCLESIASTICAL COURT - Clergy Classes of 2006 and 2008

- *The Rev. William Albinger, St. John's, Boonton (2006)
- *The Rev. Canon Gervais Clarke, Epiphany, Orange (2008)

THE STANDING COMMITTEE - Lay Classes of 2006 and 2008

- *Ms. Patrice Henderson, St. Andrew & Holy Communion, South Orange (2006)
- Mr. Richard Lamb, Christ Church, Bloomfield/Glen Ridge
- Mr. Matthew Piematti, St. Paul's, Montvale
- *Mr. Robert Simmons, Christ Church, East Orange (2008)

THE STANDING COMMITTEE - Clergy Class of 2008

- The Rev. Esar Budhu, St. Agnes/St. Paul's, East Orange
- The Rev. Kim Capwell, St. Peter's, Mt. Arlington
- *The Rev. Elizabeth Kaeton, St. Paul's, Chatham

CONSTITUTION AND CANONS COMMITTEE

John Garde, Esq., Vice Chancellor, presented the amendment to Canon 1 that was referred to the open hearing on Friday. A change was suggested to the first line of the text that the Committee accepted. The text of the amendment to Canon 1 now read (with the new text in **bold**):

Any Resolution calling for the establishment of ~~upon the Convention to establish~~ a task force, committee, commission or any other entity with a lifespan of greater than one year shall also contain, at a minimum, each of the following elements:

1. *A description of the purpose or mission of the entity to be created;*
2. *A mechanism for creating members of the entity, either through appointment or election, also including a definition of the terms of membership;*
3. *A statement of accountability identifying with particularity whether the entity to be created is responsible to the Bishop, the Convention or the Council;*
4. *A statement detailing whether the entity to be created will require funding and where that funding will come from;*
5. *A statement outlining the anticipated costs of the entity and the benefits to be gained from that expenditure; and*
6. *A statement of whether the entity to be created has a limited life span is permanent in nature or needs to be re-authorized by the Convention after a specific period of time.*

The revised amendment to Canon 1 was moved, seconded and adopted.

INTRODUCTION OF NEW CLERGY, CANDIDATES, POSTULANTS, SEMINARIANS

The Rev. Canon Paul Hunt, Canon to the Ordinary and Deployment Officer, presented the new clergy:

The Rev. Kay Locke; The Rev. David Cabush, St. Peter's, Morristown; The Rev. Denise Bennett; The Rev. Dewey Brown, St. Luke's, Haworth; The Rev. Cooper Conway, St. John's, Union City; The Rev. Peter DeFranco, Jr., Grace, Madison; The Rev. David DeSmith, St. David's, Kinnelon; The Rev. Elizabeth Golub, St. Michael's, Wayne; The Rev. Robert Griner, Christ, Newton; The Rev. Edgar Gutiérrez-Duarte, St. Paul's, Paterson; The Rev. C. Melissa Hall, All Saints', Hoboken; The Rev. David Hermanson, St. Thomas', Lyndhurst; The Rev. Kathryn King, All Saints', Bergenfield; The Rev. Anne Koehler, The Rev. Thomas Mathews, Jr., Grace, Madison; The Rev. John Mitchell, Messiah, Chester; The Rev. Tay Moss; The Rev. Paul Olsson, St. Paul's, Morris Plains; The Rev. Susan Schink, Epiphany, Allendale; The Rev. Susan Sica, St. Gregory's, Parsippany; The Rev. Stuart Smith, St. Clement's, Hawthorne; The Rev. Isaac Ihlasota, St. Dunstan's, Succasunna; and, The Rev. Sandye Wilson, St. Andrew & Holy Communion, South Orange.

Candidates for Vocational Deacon: Mr. Paul Fitzpatrick, Holy Trinity, Hillsdale; Ms. Barbara Harriman, Good Shepherd, Midland Park; Ms. Linda Phillips, St. James', Hackettstown; Ms. Diane Riley, Grace, Madison; Ms. Shelia Shuford, St. Peter's, Mountain Lakes.

Postulants for Vocational Deacon: Ms. Kathleen Ballard, Christ Church, East Orange; Mr. William Bailey, St. Peter's, Morristown; Mr. Charles Nelson, Trinity + St. Philip's Cathedral, Newark; Ms. Nancy Read, St. Peter's, Clifton.

Postulants for Priesthood: Ms. Diane Rhodes, St. Peter's, Morristown; Ms. Clare NeSmith, Grace, Nutley; Ms. Audrey Hasslebrook, Grace, Nutley; Mr. Randy Webster, Christ, Belleville; Ms. Sue Lederhouse, St. James', Upper Montclair; Ms. Marjorie Lindstrom, Grace, Newark; Mr. Nicholas Szobota, Grace, Madison; Ms. Dorothy Fowlkes, Our Saviour, Secaucus.

Candidates for Holy Orders in Priesthood: Ms. Deborah Venezia, St. George's, Maplewood/Trinity + St. Philip's Cathedral, Newark; Mr. Willie Smith, St. Peter's, Washington; Ms. Lorraine Dughi, St. James', Hackettstown; Ms. Laurie Wurm, All Saints', Hoboken; Ms. Karen Coleman, All Saints', Hoboken.

SATURDAY AFTERNOON SESSION

January 24, 2004

The Necrology, the Offertory and the Great Thanksgiving were conducted after the lunch break. The worship offering was designated to the scholarship fund of the Union of Black Episcopalians Newark Chapter, and to the Dalit education program in the Diocese of Madras, India. The collection totaled \$4,112 and was divided equally between the two ministries.

The business session reconvened at 2:20 p.m. in the Grand Ballroom, Glenpointe Marriott Hotel.

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 8 & 9 ("Reduction of Convention Costs" and "International Relief and Development", 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 for Resolutions 8 & 9 was Acts 2:42-47.

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. Then, for a period of fifteen minutes, amendments, deletions or substitutions on the resolution were considered. Resolution 8, "Reduction of Convention Costs", was defeated. Resolution 9, "International Relief and Development", was adopted after being amended. [The complete texts of the resolutions follow the Minutes.]

ORDER OF THE DAY: 2004 PROPOSED UNIFIED BUDGET

Mr. Steve Boston reported that the Budget Committee held an open hearing after the business session on Friday on the proposed resolution to increase Line 9. After the hearing the Budget Committee met in executive session to consider the resolution moved earlier in the day by The Rev. Eric Hinds that Line 9, Commission on Ministry, be increased by \$10,500 to \$22,500.

The Committee did not recommend approval of the proposed resolution. The proposed 2004 budget was extremely difficult to balance. Most groups received no increase in funding; in fact, some had their funding reduced below the 2003 level. Given the overall situation, the Committee could not support what would be an 88% increase in funding.

While the Committee understood the special needs of one individual involved in this request, the Committee believed that alternative sources of funding should be sought for 2004. It had been the Committee's understanding that these efforts were already underway and that some portion of that money had already been raised. The Committee further recommended that policies be developed for future funding of special needs situations in the ordination process. On behalf of the Committee, Mr. Boston moved that the Line 9 remain at \$12,000.

There was a lively and full discussion during which numerous comments were shared about making the process for ordination inclusive and available for all persons. A substitute resolution was offered to increase the Line to \$22,500.

The Rev. Eric Hinds, who offered the substitute resolution, explained that the person seeking ordination was from his congregation and was deaf and needed interpretative services for the process. The cost was estimated at \$45,000, an amount that the parish was unable to afford; hence, the concern for the increase in the COM Budget.

After considerable floor debate, the substitute resolution to increase Line 9 was defeated.

A vote was taken on the original resolution to keep Line 9 at \$12,000. The motion was adopted.

Mr. Boston then moved the 2004 Budget as prepared. The motion was seconded and adopted.

The Presiding Officer took a moment of personal privilege to report that every bill presented for this special needs situation had all been paid.

RESOLUTIONS (continued)

Resolution 2004-6: *MDR To Lead Task Force on Discussion of Reparations*, submitted by the Mission to Dismantle Racism, was adopted as amended.

Resolution 2004-7: *Nuclear Proliferation*, submitted by members of the Episcopal Peace Fellowship, was adopted.

Resolution 2004-10: *Lesbian, Gay, Bisexual and Transgendered Civil Rights*, submitted by the Oasis Commission, was adopted.

Resolution 2004-12: *Opposition to the Proposed Federal Marriage Amendment*, submitted by The Rev. Hank Dwyer, St. Peter's, Clifton, was adopted as amended.

BISHOP'S APPOINTMENTS

The Bishop made the following appointments:

- ACTS/VIM Board, Class of 2007: Mr. Wilbur (Bill) Lapp, St. Luke's, Hope
- Cross Roads Outdoor Ministries Board: Mr. Don Tabasco, Holy Communion, Norwood; The Rev. Kathryn King, All Saints', Bergenfield
- Diocesan Council, Class of 2008: The Rev. Paul Williams, Christ, Bloomfield/Glen Ridge; Ms. Carol Taylor, Epiphany, Orange
- Cathedral Chapter, Class of 2007: The Rev. Canon Gervais Clark, Epiphany, Orange
- Cathedral Chapter, Class of 2008: Ms. Diane Mayo, Christ, Bloomfield/Glen Ridge

COMMISSION ON MINISTRY APPOINTMENTS

The Bishop announced the following appointments to the Commission On Ministry, Class of 2008, for convention ratification: Mr. Mark Hoyer, Christ Church, Newton; Mr. Paul Shackford, St. Andrew's, Harrington Park; Ms. Jane Sullivan, All Saints', Glen Rock; Ms. Muriel Reed, Christ, East Orange; and, The Rev. Phillip D. Wilson, Redeemer, Morristown.

The appointments were moved, seconded and ratified.

COMMITTEE TO CERTIFY THE MINUTES

The members of the Committee to Certify the Minutes were ratified: The Rev. Grainger (Gray) Leseane, Jr., All Saints', Glen Rock; Mrs. Gail Deckenbach, The Saviour, Denville; and, Mr. Winston Smith, Holy Trinity, West Orange.

MEMORIAL RESOLUTION - THE RT. REV. CHARLES JUDSON CHILD, JR.

The Rev. William Parnell, Christ, Hackensack, moved the following Memorial Resolution for The Rt. Rev. Charles Judson Child, Jr., that was seconded and adopted.

RESOLVED, That this 130th Annual Convention of the Episcopal Diocese of Newark gives thanks for the witness of The Right Reverend Charles Judson Child, Jr., seventh Bishop of Atlanta, and a son of this Diocese, whose life was marked by grace, humor, and faithful service to God and the Church; and, be it further

RESOLVED, That this Convention extend our sympathy to the people of the Diocese of Atlanta.

On January 5th (2004), the Right Reverend Charles Judson Child, Jr., died in Atlanta at the age of 80 after a long illness. Bishop Child was the seventh bishop of Atlanta, but he was also, quite literally, a Child of the Diocese of Newark.

Judson Child was born in North Bergen, the son of a priest of this diocese. He was ordained by Bishop Washburn as deacon in 1947 and priest in 1948. He began ordained ministry as the assistant at St. Paul's, Paterson, and then in 1951 he was called to St. Bartholomew's, Ho-Ho-Kus, where he served as rector for 16 years. Then in 1967 the Very Reverend David Collins, the newly elected dean of St. Philip's Cathedral in Atlanta, invited him to be Canon Pastor. In that position he served the 5,000-member cathedral congregation, and became a much-loved priest for the whole diocese. Then in 1977 the people of the Diocese of Atlanta elected him Bishop Suffragan. He then was elected to succeed the Right Reverend Bennett Sims, serving as Diocesan from 1983-1989. He also served as Chancellor of his alma mater, the University of the South, from 1985-1991.

When nominating him for bishop of the diocese in 1983, the Reverend Franklin Ferguson spoke of what those who were acquainted with Bishop Child knew so well: "(a) marvelous charisma of Judson Child is that his humor is never alien to the holy, and his sense of the holy is never alien to his sense of humor. I often wish that St. Paul had added humor to the theological virtues of faith, hope and love... Judson Child is known among us as confessor, counselor, comic and comrade in Christ, one who has been companion to us in not a few difficult moments."

Judson Child was an imposing figure. It was said, I believe only half in jest, that Wippell had to create a new pattern for a mitre to accommodate his large head. Call him on the phone and a resonant voice at the other end would announce, "Himself." And yet he was absolutely approachable, a person of generous spirit and boundless hospitality. Often somewhat disheveled and with a keen appreciation for the earthy, put him in a cope and give him a thurible to swing and he was nothing short of resplendent. He exuded a joyful Christianity. In his sermon at Bishop Child's funeral, the Very Reverend Peter Eaton, Dean of St. John's Cathedral in Denver, remarked, "Judson actually enjoyed his religion.... In a time when religion seems to make most people crazy, nervous, uptight, angry, or depressingly boring, Judson's religion was always refreshing and real. For religion never made Judson any of those things that so put ordinary folk off religious types.... Judson simply lived, in a joyful, unselfconscious way."

RESOLUTION OF GREETINGS

Ms. Doris Mardirosian, St. Mark's, Teaneck, moved the following resolution of Greetings which was seconded and adopted:

RESOLVED, That this 130th Annual Convention of the Diocese of Newark extends warm and affectionate greetings to The Right Reverend Rufus T. Brome, The Right Reverend John S. Spong and The Right Reverend Walter Righter who faithfully served this diocese and are now enjoying well deserved retirement.

RECOGNITION OF MINISTRY - THE RT. REV. JOHN WILLIAM BURGESS

The Rev. Mildred J. Solomon requests that the 130th Annual Convention recognizes the work of The Rt. Rev. John M. Burgess, who was the first African-American bishop in ECUSA, who died this past fall, and to send greetings to his widow, Esther.

RESOLUTION OF THANKS

The Rev. Randall Day, St. Mark's, Teaneck, moved the following resolution of Thanks which was seconded and adopted:

RESOLVED, That this 130th Convention expresses its appreciation to the Arrangements Committee and Mrs. Doris Mardirosian, Chairperson; to the Committee on Rules of Order and the Reverend Jane Tomaine, Chairperson; to the Resolutions Committee and the Reverend Bill Pamell, Chairperson; to the Nominations Committee and Ms. Naomi Horsky, Chairperson; to the Commission on Liturgy and Music and the Reverend Canon Paul Hunt and the Reverends Bernie Poppe and Elton Smith, Liturgy MCs; to the Committee on Elections and Mr. Russ Worthington; Allison Garde, Esq., and John Webb, Esq., Parliamentarians; to the Tellers; to the Youth Pages and the Reverend Margaret Smithers Koeniger, Ms. Martha Wolf and The Reverend Helen Harper; to the Diocesan Altar Guild members; to the Technology Committee and Mr. Steve Boston, Ms. Jan Paxton and the Reverend John Rollins; and to all of the members of the Convention Planning Committee.

The Presiding Officer recognized the ministries of the Pages and the Diocesan Altar Guild members.

The convention concluded with the Blessing by the Bishop, the Closing Hymn (*Lift Every Voice and Sing*) and the Dismissal.

The convention was adjourned at 4:30 p.m.

Respectfully submitted,

Michael Francaviglia
Secretary of Convention



**130th ANNUAL CONVENTION - DIOCESE OF NEWARK
REPORT OF THE COMMITTEE ON RULES OF ORDER AND ELECTIONS**

The Committee on Rules of Order and Elections met on December 1, 2003 to consider any proposed changes to the Rules. The committee reviewed the Rules of Order as amended and adopted by the 129th 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 130th 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 129th Convention be adopted for the 130th Convention.

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 8, 9 and 11 submitted under the topics of *Reduction of Convention Costs*; *International Relief and Development*; and, *On Unity of the Church and the Gospel*, respectively, on Saturday, January 24.

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
Ms. Lee Rae O'Brien, Grace Church, Nutley
Mr. Russ Worthington, St. James', Hackettstown (Elections Chair)

**RULES OF ORDER
ONE HUNDRED AND THIRTIETH CONVENTION
January 23 & 24, 2004**

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 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 1st 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, Diocesan Review Committee and Ecclesiastical 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 published in the *Voice* along with the nominations received from the Nominations Committee.
- (b.) Late nominations will continue to be accepted until noon on the Friday preceding the start of the Annual Convention.

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

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

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

Resolutions

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

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

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

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

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

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

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

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

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

On Dispatch of Business

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

To Certify Minutes

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

On Decorum and Debate

X. Except when in conflict with the Constitution or Canons or any Rule herein contained, the latest edition of "Robert's Rules of Order" shall govern the interpretation of these rules and procedures to follow.

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

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

XIII. No member shall speak more than 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

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- 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 pre-convention 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 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:

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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.

THE BAPTISMAL COVENANT AS A MISSION STATEMENT
FOR THE CHURCH

THE EPISCOPAL ADDRESS FOR THE 130TH DIOCESAN CONVENTION
OF
THE DIOCESE OF NEWARK
FRIDAY, JANUARY 23, 2004

THE RIGHT REVEREND JOHN PALMER CRONEBERGER
NINTH BISHOP OF NEWARK

My sisters and brothers, Greetings in the sixth year of my Ordination and Consecration as Bishop of Newark.

Have you ever heard someone say, "We don't really need a Mission Statement...we have the Baptismal Covenant!" "Really?" "Really?" Could you really make the Baptismal Covenant a Mission Statement for the Diocese of Newark? O.K. For the sake of this address, let us buy the premise and say, "YES...the Baptismal Covenant is our Mission Statement." Buy the premise - B Then how are we doing? How are we living into our Mission Statement? My task this evening is to tell you what I see, what I believe to be true and what I hope will be true in days to come. I can say at the very beginning, I am excited by what I see happening, much has been accomplished, and much more is being asked of us.

The Baptismal Covenant contains eight questions. The first three questions ask us if we believe in God and what we believe about God. Do we believe in God as Creator who calls us into being? Do we believe in God as Jesus the Christ who lived among us and loved us and suffered and died and rose again and restored us to a covenant relationship with God? Do we believe in God as Holy Spirit who continues to be present among us calling us into community? If these three Baptismal Covenant questions are part of our Mission Statement, then the measurement of our progress in living into our Mission Statement centers around formation. In this area, I believe we get high marks. The theology of ministry that undergirds the recent revisions to the national Title III Canons on Ministry affirms that all ministry comes from Baptism, and each baptized person is called to a particular vocation and ministry. Some of these ministries are traditionally ordered as deacons, priests, or bishops, while the majority of Christians, members of the Laos, the holy people of God, carry out ministries, both within and beyond the institutional church. In all cases, formation is seen in these revised Canons as a life-long process. Seminarians, beware - it will never be over!

Here are some of the things we have been about in this past year which are examples of our attention to formation. The Commission on Ministry has expanded its work-load this past year, adding strong subcommittees on Diaconal Formation and Lay Ministry. Matthew Piernatti retires as Chair of the Commission on Ministry at this Convention. I am grateful for his determination, energy and organizational skill in bringing these sub-committees into being, and in seeing that the very complex calendar of events has been successfully completed. I am pleased to announce to you this evening that the Rev. Pamela Bakal, rector of Grace Church in Nutley, has accepted my invitation to become the next Chair of the Commission on Ministry. The Rev. Stephanie Wethered and the Rev. Victoria McGrath will be co-chairing the discernment process, as we move from an emphasis on screening to one of discernment. Canon Paul Hunt will represent the office of the Bishop with the Commission on Ministry, making stronger connections between discernment, formation, ordination, and deployment. I look forward to working together with this leadership team to implement the revised Title III Canons on Ministry. Ms. Hattie Stone and the Rev. Herb Tinning have chaired the Diaconal Sub-committee and, working with very limited financial resources, have produced a very respectable training and formation program for as many as twenty potential deacons for the church. Tomorrow, I will install Deacon Herb Tinning as Archdeacon for Diaconal Formation. The Diaconal Sub-committee will provide continued support for the process of diaconal discernment and formation. I am especially indebted to the Rev. John Harnett, rector of St. Elizabeth's Church, in Ridgewood, for his teaching gifts offered as part of the process of formation for those who are exploring a vocational call to the Diaconate.

Ms. Mary Barrett, of Grace, Madison, is chairing the new sub-committee on Lay Ministries, with the support of Canon Carter Echols, who serves as staff liaison from the office of the Bishop. This committee will focus on the

discernment, formation, and celebration of ministries of the Laos.

For ordained clergy in the diocese, opportunities for formation continue to include the following: Clergy coming into the diocese or making a move within the diocese, participate in our diocesan Fresh Start program, a two-year commitment which provides opportunity to look at some of the critical ministry issues which frequently present themselves during the first two years of a new ministry relationship. Canon Paul Hunt and Mr. Brian Bussey from St. David's Church in Kinnelon, provide the leadership for this continuing formation, which currently has the largest number of participants since the program began.

Also, during the course of the year, district clergy meet regularly with the Bishop or one of the Canons, for Bible study, prayer, conversation, and lunch, with opportunity later in the day for individual meetings with the Bishop or Canon. The annual Fall Clergy Conference has grown in numbers, with 125 clergy registered for our recent Fall meeting with the Rev. Eric Law. Similarly, the Spring clergy day continues to be well attended.

After much discussion, in order to better coordinate formation opportunities among lay persons, the Christian Education Commission and the Youth Ministry Board merged this past year to become the Christian Formation Commission, with a primary concern for life-long Christian formation. As of last weekend, with the advent of Vocare, this diocese now has a full complement of renewal ministries to supplement the spiritual opportunities already present in our congregations and diocese - Christophany, Happening, Vocare and Cursillo - are now gathered under the umbrella of Christian Formation.

With our focus on ministry shifting to mutual ministry, we seek to move away from the concept of a community gathered around a minister, to a gathered community around a common ministry. One opportunity for mutual ministry formation for clergy and laity together is CDI, the Church Development Institute, with one of our own clergy, the Rev. Dr. Bevan Stanley, rector of Christ Church, Short Hills, a leading national trainer for CDI. This program provides training in leadership for ministry. Parish teams are encouraged to attend. In October, when Eric Law came to the diocese for our Clergy Conference, a separate day was held for lay leaders to have time with him as part of their continued formation, and to develop shared language between clergy and lay leaders. Add to that the John Hines Lecture Series this past year on stem-cell research, and other individual opportunities for growth and formation, and we have ample evidence of our commitment to continued formation.

In May, we hosted a reception for parish wardens, where we gathered information concerning areas of concern and interest, and then, in November, a full Saturday of Wardens' training was organized and implemented by Canon Echols, Ms. Michele Wilson and other members of the diocesan staff. More than 80 wardens attended, offering much positive response, and urging us to plan at least annual Wardens' events. We are considering future training events for parish treasurers and stewardship chairs. In the meantime, I hope every congregation will send a strong contingent of clergy and lay leaders to Celebrating Creative Congregations on March 13. This year more than eighty workshops will be offered at this remarkable diocesan training day coordinated by Ms. Kitty Kaweck, Director of the Bishop Anand Resource Center.

Clearly, one growing edge for us in the coming year will be to gain a sharper focus on the diaconate, and how this ordered ministry might best serve the Diocese of Newark. But the greater growing edge for us in ministry has to do with discernment. The revised canons on ministry contain a new and separate canon on discernment, calling on dioceses to develop a process for discernment for all the baptized, lay and ordained. The focus would move away from one of screening people in or out, to one of discerning vocational calls to ministry as laity or ordained, and then celebrating those ministries. Once the particular ministry has been discerned by the faith community, the process of formation for that ministry begins . . . in this construct - everybody is in - nobody is out.

We are looking on this matter of discernment in different settings. Wardens, vestries, and search committees are working at improving their processes of discernment as they search for a new rector. These parish leaders are taking time to appropriately discern the kinds of skills and gifts most needed in their next rector. Mutual Ministry reviews are enabling congregations to discern gifts for ministry among clergy and laity, and some congregations are claiming a clear vision for ministry which utilizes the gifts which have been discerned by the community.

The Board of Directors for Cross Roads Camp and Conference Center is also entering into a process of discernment which will seek to identify the needs and dreams for the diocese and the synod related to camping and conference facilities in order that we might make the best decisions possible for the future. Canon Hunt with Alan Bowen presented a report from the Camp Board earlier today. We need your participation as we gather data which might help us to plan realistically for the future. The Cross Roads facility offers untold possibilities for strengthening the programmatic and spiritual life of this diocese, but we will need to make some bold, intentional decisions in order for that to become a reality.

Much is happening of which we can be very pleased...and much more will be asked of us as we seek to equip the saints for ministry...but for now, it is time to examine the rest of our Baptismal Covenant Mission Statement.

It seems to me that many Anglicans believe that having wrestled with IF we believe, and perhaps even WHAT we believe, the church should now leave them alone! Not so, says the Covenant and Mission Statement. Rather, the Covenant proceeds as if to say, "Now that you have told us that you believe, what, pray tell, are you planning to do about it?" Questions four through eight might just help you take stock of how you are getting on with living out what you say you believe.

Question Four: Will you continue in the Apostles' teaching and fellowship, in the Breaking of bread, and in the prayers?

Commentary: Since Minneapolis and New Hampshire, it seems to me that this question might just be the most important...will you continue? Or, will you leave, go away, abandon? Why would we ever think of making an issue of sexuality to be the litmus test for staying or going? We simply need to stay...together, in order that we might have at least a chance to listen and to be heard...threats and accusations could divide and destroy this Church we ALL claim to love. Instead, let's get on with the very hard work of staying.

Will you continue in the Apostles' teaching? I need to say two things here: First, to continue in the Apostles' teaching will call upon us to engage the scriptures and our history and tradition, in order to understand as best we can what was the Apostles' teaching in the earliest days of the Church. We need to use our best scholarship for that purpose. Canon Hunt is working on plans for our Spring Clergy Day centered around issues of biblical interpretation, and the place of scripture in our Anglican mind set.

Second, after re-reading the ordinal and the catechism, I am struck by the number of references to bishops and apostles: "...bishops, who carry on the apostolic work of leading, supervising, and uniting the church." "A bishop in God's holy church is called to be one with the apostles." "The ministry of a bishop is to represent Christ and his church, particularly as apostle...to guard the faith, unity and discipline of the whole church."

I believe the Baptismal Covenant question, "Will you continue in the apostles' teaching and fellowship?" includes the teaching of the early apostles, but also the evolving teaching of the apostles who are called to apostolic ministry in the church today. God has spoken to God's church in and through the early apostles, and God continues to do so through the apostles of our time.

Oh, yes, you might note that the coram in this question comes after fellowship, not after teaching. "Will you continue in the apostles teaching AND FELLOWSHIP?" I believe the teaching from the House of Bishops is significantly influenced by the fellowship of the table conversations and the spirit in which we engage one another. We all benefit when we engage in that kind of teaching and fellowship.

Continuing in the breaking of the bread and the prayers are expressions of the significant importance of the community gathering together around the table of life, being fed by the living Christ and by holding each other up in our prayers.

Question Five: "Will you persevere in resisting evil, and, whenever you fall into sin, repent and return to the Lord?"

Commentary: How are we living into this part of our Mission Statement? Well, there are at least two

measurements we might check on. The first is about persevering...persevering in resisting evil. It's always there, this temptation to do the things we should not be doing. During the first year of my marriage, and my first year as a father with three young, newly adopted daughters, Judy, age six, came home from school each day with tears in her eyes because a boy kept bullying her and saying nasty things. I kept telling Judy, "turn the other cheek; don't play his game, or you will lose." One day, shortly thereafter, Judy came home from school with a smile on her face. I asked her what happened, and she simply replied, "Day, I ran out of cheek!"

The Baptismal Covenant Mission Statement says to persevere in resisting evil, but as it continues, it does not say, "If you fall into sin," it says, "WHENEVER you fall into sin." Hmm....seems like whoever wrote this, knew something about us! So, in checking our Mission Statement scorecard, perhaps we need to assess the times we made a particular decision or took some particular action and it proved to be wrong. Have we been able to take the path prescribed by the Covenant and experience a true sense of repentance and return to the arms of a loving, forgiving, welcoming God? One step further. How have we handled the times when we have been wronged? Have we as individuals and as communities of Faith been visibly present with open, loving, and forgiving arms? I need to tell you that I am thinking right now about Ed Heist, a long time ago friend and Baptist pastor. He told me that once a year his congregation would read a covenant out loud during worship promising to do certain things, and to refrain from certain things. Ed said that when they got to the sentence about not drinking or cursing, there was a very noticeable drop in volume, as most of the congregation skipped that part. I wonder sometimes which part of the Baptismal Covenant Mission Statement we might choose to skip if our hearts were doing the speaking - just a thought. The other side of this question, however, is from the old gospel hymn, "For a saint is just a sinner who fell down...and got up!" I am privileged to live and work and pray and play in the midst of a community of believers who from time to time have fallen down, and got up. Lives have changed, second chances offered, new every morning is the love.

Question Six: "Will you proclaim by word and example the Good News of God in Christ?"

Commentary: Well, how does your scorecard look about now? Can it withstand Question Six, which most definitely is about the "E" word - Evangelism. Let's see now... I believe in God... I am staying, not going... I will offer and receive forgiveness...and now you want me to proclaim...word and example...Good News...Look, I thought we hired these folks in round collars to do that stuff...and even required them to be educated. Why are you putting this on me?

Well, because it is put on each of us in and through our Baptism. For some people you are the voice and presence that can connect in ways not possible for others. Most of all, it is about telling our story and how it intersects with God's story. And then please remember that the text says, "word and example."

I am one of those hopeless addicts of West Wing on Wednesday nights. Last week president Bartlett was sharpening his "Episcopal" Address. (For some reason he kept referring to it as the State of the Union.) His staff took it to a shopping mall to get some reaction (I didn't do that with this address). A man being interviewed, threw his pen down, got up and left. Toby, the president's speech writer, followed him out of the mall, stopped him and asked, "What made you walk out?" The man replied angrily, "It's a waste of time!" Toby asked why, and the man replied, "Political" "What are you guys trying to do...target me...what is it you want? You want me to feel like I'm part of the club?" Toby: "Yeah...well, maybe" and the man's final response was: "Well, you won't do it with words...not words that are pre-tested, and reworked, sanded down, wrapped in a bow. Hey, you want to impress me...do something! Talk's cheap, pal." Will YOU proclaim by word and example the Good News of God in Christ?

Question Seven: Will you seek and serve Christ in all persons, loving your neighbor as Yourself? (AND)

Question Eight: Will you strive for justice and peace among all people, and respect the dignity of every human being?

Commentary: Try as I might to separate them, these last two questions encourage responses that fit both questions. As a result, I will offer a combined commentary for Questions Seven and Eight. Let's face it...for some people, these are the bread and butter questions in the Baptismal Covenant. They certainly have been for

me. I believe that the action taken by the Episcopal Church in Minneapolis this summer was an example of the Church acting very traditionally...receiving an issue with which we have been grappling, studying, conversing, praying for more than thirty years. When this matter of human sexuality was considered in the light of the Baptismal Covenant Mission Statement: Seeking and serving Christ in all persons; loving your neighbor; loving yourself; striving for justice among all people; respecting the dignity of every human being; the Church determined that some action needed to be taken that would uphold the Covenant.

Let me be absolutely clear here. No knowledgeable Episcopalian would question where the Diocese of Newark might be regarding the election of Gene Robinson, or the issue of "Claiming the Blessing." This diocese has been on record with substantial legislation at numerous diocesan conventions. The General Convention deputation from this diocese has been public and clear about their support, as has been our Bishops, both past and present. I did speak at legislative hearings, and again on the floor of the House of Bishops in behalf of the confirmation of the Rev. V. Gene Robinson's election by the people of New Hampshire to be a bishop in the Episcopal Church and for the Diocese of New Hampshire. I also spoke at legislative hearings and on the floor of the House of Bishops in behalf of approval for the church to develop specific liturgies for the blessing of same sex unions. I have personally presided at such liturgies with joy and celebration, and there was a clear understanding on my part that God's blessing was being seriously sought, and God's blessing was given and received. I have asked our Justice Minister to gather the liturgies which I have approved and which have been used in this diocese, making them available through her office. I will not at this time choose one diocesan liturgy for approval, as I believe that at least for now, having several choices available and approved might serve our needs more effectively. However, my office will produce guidelines for the use of such liturgies before Easter. For the record, the canons presently give any priest the right to refuse to officiate at any proposed wedding. Extending that thinking, please know that I shall never ask, nor could I possibly require any priest to officiate at the blessing of a same sex union. However, rites have been and will be available in this diocese to meet the pastoral needs of the Church. In the summer of 2003, in Minneapolis, the Church acted legally and appropriately in response to the call of the Baptismal Covenant, which is precisely what throws us back to Question Four in the Covenant...Will you continue? That seems to be the matter at hand. It is my hope that you will choose to continue; that whatever differences we have, our common commitment to the reign of God and the saving grace of our Lord Jesus Christ will be sufficient to keep us in community one with another. I am unashamedly a proponent of the "Big Ten" theory of the Church. It is God who loves diversity...look around this room...how could you even question that? Isn't the Tower of Babel story in part about God's choice to reveal to us a piece of God's truth, but not all of it...perhaps just enough to be aware of the diversity of God's creation. Can we not also welcome the diversity of thought and opinion, without becoming combative?

Let me also be clear about this. There are people of good will and devout faith whose commitment to Jesus Christ is without question; people who have loved this church, perhaps for very long periods of time; people who are experiencing pain and separation and loss. The Baptismal Covenant Mission Statement's call to respect the dignity of every human being, includes respecting the dignity of those persons who do not agree with us...on both sides of the issues that are currently before us. Let us think very carefully and respectfully, about the things we say and the actions we take at this Convention, asking of ourselves...who will be served by our actions, and will we be respecting each other's dignity?

Here in the Diocese of Newark, we have been very busy living into the Seventh and Eighth questions of the Covenant Mission Statement. Having a Justice Missioner in the person of Lyn Headley-Moore, has given us the opportunity to develop stronger connections between issues of inclusion facing people of different colors or different sexuality or people with varying physical and mental abilities.

There has also been measurable growth in multi-ethnic ministries during this past year. St. Peter's Korean congregation, experienced growing pains about the same time St. Mark's Church in Teaneck, was experiencing similar happy problems. In December, St. Peter's congregation made a successful move from Teaneck to their own facility in North Bergen, which formerly served as home for Church of the Transfiguration. Meanwhile, ministry to Latino/Latina congregations is showing signs of growth in Hackensack, Dover, and Paterson. An Hispanic Ministry Task Force, requested by the 128th Convention, is formed and working well. This past year a multi-cultural service was held in District Nine, and several Bi-lingual confirmations have taken place in the diocese. Increasingly, clergy are being called to congregations because of their particular gifts for ministry, not because of color or gender or sexuality. There is a richness of diversity among the clergy of this diocese.

Given the geographical make-up of this diocese, we experience a rich diversity in congregations, their color, race, gender, sexuality, and especially the contrast of urban-suburban ministries. In our urban centers, we have some successes and some challenges. The Newark Regional Ministry is showing signs of coming together in new, meaningful ways, and good initiatives in urban ministry are happening in Hoboken, Paterson, Jersey City and Hackensack. I sit on the Board of the Episcopal Urban Caucus, and look forward to this national church caucus coming to visit Newark in 2005. We are also blessed by numerous healthy Community Development Corporations. These are some of the efforts being made to take seriously the last two Baptismal Covenant Mission Statement questions.

On a personal note about justice and respecting dignity of every human being, I was so proud of Governor McGreevey on the day he signed legislation enabling the state of New Jersey to be the second state in the Union to allow for stem cell research, which I believe is ultimately a questions about the dignity of human beings, and a matter of justice. Then, while I was still imagining the potential for lives to be saved or lengthened, the same Governor vetoed the death penalty study bill, and we seem to be on the brink of having our first execution the state of New Jersey in over forty years. There simply is no dignity in the execution of human beings and we need to speak up and not be silent. I am grateful for the labor of love carried out by Ms. Martha Gardner, our Jubilee Officer and president of the New Jersey Council of Churches, and others who keep us informed about happenings in Trenton and Washington. We need to be more invested in making our voices heard in matters that effect the moral and ethical quality of our lives.

I do want to allp in two other pieces of work in the diocese. One is the progress being made in our system of communication. Ms. Susan Robinson has very ably worked with other staff members to bring improvement to the VOICE, more information on the diocesan list serve, and progress being made with our web-site through the work of a very dedicated committee on Electronic Technology, whose work we are seeing throughout this Convention. The second is a big tip of the mitre to the members of the Diocesan Council, who, in choosing to become much more active, have claimed their rightful place under the canons, and have reorganized themselves into real working committees and are prepared to engage more fully in the life of our diocese. I would note the significant work accomplished by a council committee which is helping us focus on the many committees and commissions in the diocese, with a special thank you to the Rev. Dean Weber and Mr. John Garde, who offered vital legal advice. I salute the Council in this work, and look forward to working with you in this new partnership.

The third is our continued commitment to a sound program of Stewardship. John Zinn, our Chief Financial Officer, has guided us in this area of our diocesan life for the past twenty years. This year, John and I met with district gatherings of clergy to review and strengthen our common understanding of our Stewardship principles. We also met with several parish vestries to discuss deficit budget financing, seeking to offer support and advice for future financial planning.

Surrounding and supporting all that has been described are so many people, but I must name two of them: Michael Francaviglia has served this diocese faithfully for fourteen years. He brings to the table an array of gifts, including wisdom and experience, thinking outside the box skills, management skills, compassion and sensitivity, and a wonderful work ethic. This diocese is blessed by his ministry among us. Gail Deckenbach has served the Diocese of Newark in a variety of responsibilities over the past twenty-three years. What I know best is her faithfulness and loyalty, her commitment to excellence and the work we have to do...and her constant attempts to try to make me look good when I don't quite have it all together. She most assuredly is a gift to this diocese beyond the telling. To all those who labor in the 31 Mulberry Street vineyard, my thanks to you for your good work, and for your friendship.

Well, that is my take on how the Baptismal Covenant becomes a Mission Statement. There is one thing left for me to do. I am well into my sixth year as your Bishop. I have listened much. In response to what I have heard, I have gathered a team of extremely capable people, together with a wide variety of resources, including some capital. In the last year we have made eleven Congregational Growth and Development Fund Grants totaling over \$300,000. I have worked with others to recruit some very fine clergy, as well as to shepherd some equally fine persons through the process of ordination. I have encouraged the development and appreciation of lay ministries. I have spent considerable time meeting and talking with clergy and lay leaders. The joy and the excitement in ministry for me now, is to see congregations come alive....catch a vision and claim it. There are a

significant number of congregations that come under that category, and that is absolutely wonderful. The staff person who came to us nineteen months ago after a search of two years to provide competent leadership, wisdom, and vitality in Congregational Development is Canon Carter Echols, who claims her ministry as that of the baptized, a member of the laity. When Canon Echols arrived, she jumped into the work before us with enthusiasm, and we never stopped to officially install her as Canon for Congregational Development in the Diocese of Newark. At tomorrow's liturgy, we shall make real what is obviously already true, and officially "seal" Canon Echols in her appropriate position.

As congregations are experiencing new life and growth, the next challenge centers around "New life and growth and renewal, for what purpose?" Claiming the vision of being one of perhaps 130 Mission Stations in the Diocese of Newark provides a framework to begin to describe purpose as mission...mission and ministry in order to be of service to a hungry frightened world.

The sadness for me is to see and know that there are congregations in this diocese that just don't seem to get it — that are stuck — that seem content to be at best, chapels of ease and comfort for very small numbers of people who seem interested in gathering for fellowship, but nothing else. It is simply not okay to be poor stewards of property; it is not okay to squander funds contributed for the work of the church's ministry; it is not okay to use all of our resources only for ourselves. To those among us who have not grasped a vision of what God is up to and calling you to undertake, I challenge you to pick up the phone...call us...come on line and discover the richness of resources available for ministry...this is a time for evangelism...this is a time for this church to grow...this is a time for us to be visible in the world...this is a time for us to grow ever more deeply into the life of a baptismal community of faith. Scripture tells us: "Where there is no vision, the people perish." My own translation is, "Where there is no vision, it's hard to have a parish." God has called us to be more...to be a parish of people caught up in God's spirit, searching for and finding the unique vision that identifies who we are, and who it is God wants us to be. I challenge each congregation in this diocese to catch the vision God has set before you...in order that we might be set on fire as we undertake the Mission to celebrate and engage in the keeping of the Covenant.

Perhaps it is Isaiah who can sound the clarion call for us tonight:

Have you not known? Have you not heard?
Has it not been told to you from the beginning?
Have you not understood from the foundation of the earth?
Our God is the everlasting God, the creator of the ends of the earth.
God does not faint or grow weary
God's understanding is unsearchable
God gives power to the faint, and strengthens the powerless
Even youths will faint and be weary, and young will fall exhausted
But those who wait upon our God shall renew their strength
They shall mount up with wings like eagles
They shall run and not be weary
They shall walk and not faint.

My sisters and brothers, the Covenant calls us...let us mount up with wings like eagles...for our God has given us much to do...may we rejoice in the doing.

...as the man from West Wing said: "Hey, you want to impress me? Do something!

Talk is cheap, Pat

130th Annual Convention Resolutions

Resolution 2004-1: Blood Donation Guidelines

Resolution 2004-2: Multi-Ethic Ministry Toll-Free Number

Resolution 2004-3: General Support for the Seafaring Community and the Organizations that Assist Mariners

Resolution 2004-4: Resolution in Support of United States Ratification of International Labor Organization Convention 185, Seafarers' Identification Documents Convention (Revised), 2003

Resolution 2004-5: Response to the Murder of Sakia Gunn

Resolution 2004-6: Task Force on Discussion of Reparations

Resolution 2004-7: Nuclear Proliferation ("For Episcopalians: An Urgent Call")

Resolution 2004-8: Reduction of Convention Costs

Resolution 2004-9: International Relief and Development

Resolution 2004-10: Lesbian, Gay, Bi-sexual and Transgendered Civil Rights

Resolution 2004-11: On Unity of the Church in the Spirit of the Gospel

Resolution 2004-12: Opposition to the Proposed Federal Marriage Amendment

Resolutions Removed from Consideration by the Resolutions Committee

- Resolution on Same-Sex Blessings
- Reaffirmation of Prison Ministry Resolutions

CONSENT CALENDAR (adopted)**Resolution 2004-1****BLOOD DONATION GUIDELINES**

RESOLVED, That this 130th Convention of the Episcopal Diocese of Newark calls upon the United States Food and Drug Administration, the American Red Cross and regional blood centers to reexamine and rescind the blanket exclusion of homosexual males as blood donors, and to continue effective testing of all blood donations for the HIV virus as well as other communicable diseases; and, be it further

RESOLVED, That the Secretary of Convention communicate this resolution to the Commissioner of Food and Drugs, the President of the American Red Cross and the regional blood centers serving the State of New Jersey.

Submitted by Dr. Timothy Eustace, Christ Church, Hackensack; The Rev. William C. Parnell, Christ Church, Hackensack; Ms. Marjorie Jingo, Christ Church, Hackensack; The Rev. Dr. Allison Moore, Church of the Good Shepherd, Fort Lee; The Rev. Elizabeth Kaeton, St. Paul's, Chatham.

SUPPORTING INFORMATION

FDA guidelines, which are recommendations to regional blood centers, specify that "any man who has had sexual contact with another man, even once since 1977" should be permanently deferred as a donor of blood as a means of protecting the blood supply from the HIV virus. All blood donations are tested for HIV, as well as other communicable and sexually transmitted diseases. Furthermore, HIV infection is not, and never has been, an affliction of any one group of people. (The fastest growing rate of HIV infection is presently among heterosexual females.) Given the availability of reliable and affordable tests for HIV, the current policy of targeting "high risk groups" seems rooted not in legitimate efforts to protect the blood supply, but rather in the perpetuation of stereotypes and the continuation of discrimination. No one disputes that every effort needs to be made to keep the blood supply safe through appropriate testing of all blood donations for HIV, hepatitis, and other communicable diseases for which testing is available. With diseases for which no test is presently available and where transmission through blood is suspected or proven (such as Creutzfeldt-Jakob Disease (CJD), the human form of mad cow disease), the identification and deferral of high-risk donors may well be an appropriate strategy for insuring the safety of blood donations. With ever-increasing demands on the blood supply, and perennial and often critical shortages of blood (especially in major metropolitan areas), the permanent deferral of "any man who has had sexual contact with another man" places an unnecessary limit on the available pool of donors.

CONSENT CALENDAR (adopted)**Resolution 2004-2****MULTI-ETHNIC MINISTRY TOLL FREE NUMBER**

RESOLVED, That this 130th Convention of the Episcopal Diocese of Newark show its support of multi-ethnic ministry by establishing a designated toll free telephone number, for at least one year, offering information about worship and opportunities for ministry in Spanish within the Diocese, and by advertising that number throughout Northern New Jersey through public service announcements.

Submitted by The Hispanic Ministry Task Force (The Rev. David B. Wolf, St. Paul's, Paterson; Ms. Adriana Clavijo, St. John's Montclair, co chairs); the Mission to Dismantle Racism .

SUPPORTING INFORMATION

To enhance and develop multi-ethnic ministry within the geographic area of this diocese requires a process of reaching into its various cultural/linguistic communities to increase an awareness of the Episcopal presence. Potentially, we imagine information about other languages and cultures being made available on the toll free phone number as well, but we think it advisable to at least start with a toll free number that advertising our Hispanic ministry opportunities in Spanish (as well as English). To respond to the searching Hispanic/Latino population where they are suggests the importance of providing information in their dominant language. One of the more efficient and cost effective ways of doing this is to invite their presence into our faith communities through the use of modern technology and public service media.

As far as logistics are concerned, we understand the following is required to set up a toll free number via Verizon: (1) the number must be attached to a business of some kind, profit or not-for-profit (such as a church); (2) A second line can be installed on an existing account that will take toll free numbers exclusively or an organization can simply maintain a single line and, if the single line is busy, the toll free caller can be routed to a voice mail system; (3) Set up cost is approximately \$75 with an ongoing cost of \$5 per month for service, plus the cost of each incoming call (We do not have a cost estimate here).

From what we understand we believe the budget impact would range from \$1000 to \$1500.

CONSENT CALENDAR (adopted)**Resolution 2004-3****GENERAL SUPPORT FOR THE SEAFARING COMMUNITY & THE ORGANIZATIONS THAT ASSIST MARINERS**

RESOLVED, That this 130th Convention of the Episcopal Diocese of Newark commends ministry which provides for the mental, physical and spiritual well-being of the world's seafarers and promotes community awareness of issues facing seafarers, and calls upon the congregations and the Diocesan Council of the diocese to:

- Urge public authorities and private facilities to recognize seafarers' need for shore leave and access to shore-based seafarer welfare and medical care facilities;
- Demand that chaplains be given access to vessels in port,
- Support ministry to seafarers through educational forums, sermons, prayers and services and encourage volunteer efforts at The Seamen's Church Institute of NY & NJ's ship visiting and hospitality center at Port Newark.

Submitted by The Rev. Margaret Gat, St. John's, Dover; Ms. Cheryl Brocking, St. Luke's, Montclair; and The Rev. Dr. Robert Schlesler, St. Luke's, Montclair.

SUPPORTING INFORMATION

There are 361 ports in the United States that are an integral part of our nation's commerce or United States ports handle over 95 percent of the United States overseas trade.

Seafarers are essential to our nation's and the world's economy and security and face unique hardships of extended periods away from home in challenging living situations and long working hours.

The provisions of the Seafarers' Welfare Convention, 1987 has reaffirmed the necessity for providing adequate welfare facilities and services for seafarers both in port and on board ship for all seafarers, irrespective of nationality, race, color, sex, religion, political opinion or social origin and irrespective of the State in which the ship on which they are employed is registered.

SCI and our many volunteers from parishes within the diocese make daily, significant contributions to seafarers' physical, emotional, and spiritual well-being and also to the fulfillment of the Seafarers' Welfare Convention, 1987,

Recent changes in U.S. visa regulations make it more difficult for seafarers to obtain shore leave.

We are convinced that seafarers need shore leave and access to shore-based seafarer welfare facilities, including medical care.

CONSENT CALENDAR (adopted)**Resolution 2004-4****RESOLUTION IN SUPPORT OF UNITED STATES RATIFICATION OF INTERNATIONAL LABOR ORGANIZATION CONVENTION 185, SEAFARERS' IDENTITY DOCUMENTS CONVENTION (REVISED), 2003.**

RESOLVED, That this 130th Convention of the Episcopal Diocese of Newark calls upon the the government of the United States of America to ratify and fully implement the Seafarers' Identity Documents Convention (Revised) of the International Labor Organization Convention 185, including the acceptance of Seafarers' Identification Documents as substitutes for crewmember visas for shore leave purposes; and, be it further

RESOLVED, that the Secretary of Convention convey this resolution to the President of the United States and to the Senators and representatives in Congress from the State of New Jersey.

Submitted by The Rev. Margaret Gat, St. John's, Dover; Ms. Cheryl Brocking, St. Luke's, Montclair; and The Rev. Dr. Robert Schlesler, St. Luke's, Montclair.

SUPPORTING INFORMATION

The provisions of the Convention on Facilitation of International Maritime Traffic, 1965, as amended, that has been ratified by the United States of America, and which has, inter alia, established a right for foreign crew members to be entitled to shore leave without visas, while their ship on which they arrived is in port, provided that the formalities on arrival of the ship have been fulfilled and the public authorities have no reason to refuse permission to come ashore for reasons of public health, public safety or public order.

Seafarers work and live on ships involved in international trade and that have access to shore facilities and shore leave are vital elements of seafarers general well-being and, therefore to the realization of safer seas and cleaner oceans.

The International Labor Organization Convention 185, Seafarers' Identity Documents Convention (Revised) will enhance maritime security by setting international standards for Seafarers' Identification Documents that provides reliable, positively verifiable and internationally acceptable identification.

Seafarers' Identification Documents offer the best possible balance between legitimate port security requirements and the need for crews to attend to their physical, emotional, and spiritual needs on shore leave.

The standards for Seafarers Identification Documents enumerated in Seafarers' Identity Documents Convention (Revised) satisfy the technical requirements of the United States Enhanced Border Security and Visa Reform Entry Act of 2002 (e.g. machine-readable, tamper-proof, digital photograph, biometric indicator) and should therefore be acceptable by American immigration authorities as a substitute for a visa or the basis for a visa waiver,

International acceptance of the Seafarers' Identity Documents Convention (Revised) depends upon the United States' ratification and full acceptance of its requirements relating to shore leave visas.

CONSENT CALENDAR (adopted)

Resolution 2004-5 RESPONSE TO THE MURDER OF SAKIA GUNN

RESOLVED, That this 130th Convention of the Episcopal Diocese of Newark commends Mayor Sharpe James of Newark for his proposals in response to the tragic bias death of Sakia Gunn; and, be it further

RESOLVED, That this Convention urges Mayor James to continue his work to

- establish a community center and counseling program for lesbian, gay, bisexual and trans-gendered (LGBT) youth in the city of Newark
- review police protection policies for downtown Newark
- foster dialogue between the city government and the LGBT community and; be it further

RESOLVED, That the Secretary of Convention convey this resolution to Mayor Sharpe James and request a progress report on these efforts.

Submitted by The Oasis Commission (Mr. John Simonelli, Trinity, Solebury; Ms. Donna Cartwright, Good Shepherd, Fort Lee; Ms. Nancy Read, St. Peter's, Clifton; Mr. Peter Madison, St. John's, Union City; Mr. Christian Paulino, Christ, Belleville; The Rev. Mildred J. Solomon; The Rev. Hank Dwyer, St. Peter's, Clifton; Mr. Greg Perez, AIDS Resource Center, Newark; Dr. Tim Mundy, Grace, Newark) and the Mission to Dismantle Racism (Ms. Kathleen Ballard, Christ, East Orange; Ms. Marge Christie, Christ, Ridgewood; Dr. Louis Crew, Grace, Newark; The Rev. Jeannette DeFries, Messiah, Clifester; The Rev. Michael Gerhardt, Christ, Teaneck; Ms. Clara Horsley, Christ, East Orange; The Rev. Ken Near, St. Paul's, Englewood; Ms. Nesta Stephens, Trinity, Montclair; and The Very Rev. C. David Williams, Trinity + St. Philip's Cathedral, Newark)

SUPPORTING INFORMATION

At 3:30 a.m. on the morning of Sunday, May 11, 2003, five young women, ages 15 to 17, were waiting for a bus at the corner of Market and Broad Streets, Newark, after an evening spent in Greenwich Village. Two men approached the teenagers who tried to start a conversation with them, but were rebuffed. The teens told the men that they were lesbians and not interested in their advances. The men got out of their car leading to an argument and an altercation that left one of the teens, Sakia Gunn, mortally wounded by a knife stab to the chest. She died shortly after at the hospital. Sakia Gunn was a sophomore at West Side High School.

Based on the statements of the young women, police labeled the attack as a bias crime. New Jersey is one of 29 states with hate crime laws covering sexual orientation.

The Sakia Gunn murder is an apt example of gay bashing and the exercise of a hate crime made egregiously horrific because of unsympathetic politicians, empty rhetoric, inaccurate reporting by the media, apathy from the wider gay and lesbian communities, lack of support from the foundations of society – schools, churches, civic groups, apathy towards this just being one more inner city murder keeping the victim invisible, and unfulfilled promises.

Mayor Sharpe James attended the funeral service and promised to establish a gay and lesbian counseling center, would review police protection policies for downtown Newark, and announced that administration officials would meet with the members of the gay and lesbian community to begin the work on the center within a week. To date, nothing has happened toward fulfilling the promises for a gay and lesbian teen center.

Adopted as amended

Resolution 2004-6

MDR TO LEAD TASK FORCE ON DISCUSSION OF REPARATIONS

RESOLVED, That this 130th Convention of the Episcopal Diocese of Newark urges the bishop to appoint a task force, with representation from the Mission to Dismantle Racism, for study and diocesan discussion on the theology, history, issues and feasibility of restitution for descendants of Africans who were enslaved in America for over a period of 246 years; and, be it further

RESOLVED, That the task force will report to Diocesan Convention in 2005.
Submitted by the Mission to Dismantle Racism Commission (Ms. Kathleen Ballard, Christ, East Orange; Ms. Marge Christie, Christ, Ridgewood; Dr. Louie Crew, Grace, Newark; The Rev. Jeannette DeFries, Messiah, Chester; The Rev. Michael Gerhardt, Christ, Teaneck; Ms. Clara Horsley, Christ, East Orange; The Rev. Ken Near, St. Paul's, Englewood; Ms. Nesta Stephens, Trinity, Montclair; and The Very Rev. C. David Williams, Trinity + St. Philip's Cathedral, Newark)

SUPPORTING INFORMATION

Institutional and individual racism as we know it in the United States has its roots in the system of slavery. Knowledge and understanding of the impact of slavery on those who were enslaved, their descendants and our entire society are essential to our efforts to meet our commitment to become a transformed, anti-racist diocese, church and society.

The Mission to Dismantle Racism (MDR) Commission believes that to be more effective at our anti-racism work, we need to do more than complete a mandated series of Anti-Racism Dialogues. MDR is committed to providing a broader support for diocesan anti-racism efforts, including a willingness to lead the study and discussion of the issues of reparations and the effect on the social, political and economic life of our nation.

While reconciliation, restitution, and reparations are difficult, complex and painful areas for discussion for everyone, they are important issues for all of us who are concerned about human rights, equity, anti-racism and justice. We need to be intentional about creating

opportunities to address the issues in settings that allow for safe, instructional and productive discussion.

In the Episcopal Church and in the Congress of the United States, resolutions, discussions and bills on reparations for other groups who have been unjustly treated or interned have been able to reach creative, reconciling and successful resolution. Bills on reparations for Africans who were enslaved have been introduced in the United States Congress since 1867; the most recent and current one is H.R. 40, originally introduced in 1987 and re-introduced every year since 1989 by John Conyers, calls for the establishment of a commission to study reparations proposals for African Americans.

Adopted

Resolution 2004-7 **NUCLEAR PROLIFERATION**

RESOLVED, That this 130th Convention of the Episcopal Diocese of Newark recognizes that the nuclear danger is increased by policies that threaten to lower the nuclear threshold and encourage nuclear proliferation; and, be it further

RESOLVED, That this Convention endorses "For Episcopalians: An Urgent Call", which proposes a realistic set of steps that can be taken to reduce the nuclear danger; and, be it further

RESOLVED, That this 130th Convention of the Episcopal Diocese of Newark urges its congregations and individual members to study and endorse "For Episcopalians: An Urgent Call".

Submitted by The Episcopal Peace Fellowship (Janet Beddoe, The Rev. Geoff Curtis, Martha Gardner, Kathleen Kellaigh, K. Tyler Miller, Thomas J. Minet The Rev. Allison Moore, Maren Sugerman, Johanna Young, and Nancy L. Young)

SUPPORTING INFORMATION

The Presiding Bishop, Frank Griswold, has endorsed "For Episcopalians: An Urgent Call", and has spoken out in support of this Call. Furthermore, the Evangelical Lutheran Church in America 2003 Churchwide Assembly endorsed a slightly modified version called "For People of Faith: An Urgent Call" and the ELCA Presiding Bishop Mark S. Hanson has spoken out in support of this Call. The full document, including the endorsement form will be available at the Episcopal Peace Fellowship booth at Convention. A copy is also available at <http://www.episcopalpeacefellowship.org>.

The Churches' Center for Theology and Public Policy, an interfaith organization based at Wesley Seminary in Washington D.C. is taking the lead on both "For Episcopalians: An Urgent Call" and "For People of Faith: An Urgent Call". For a complete list of religious leaders endorsing Urgent Call or for more information, please point your browser to <http://www.nrpf.org>.

A decade after the end of the Cold War, the peril of nuclear destruction is mounting. The great powers have refused to give up nuclear arms, other countries are producing them, and terrorists are trying to acquire them. Poorly guarded warheads and nuclear material in the former Soviet Union may

fall into the hands of terrorists. The Bush administration is developing nuclear 'bunker busters' and threatening to use them against non-nuclear countries. The risk of nuclear war between India and Pakistan is grave.

Despite the end of the Cold War, the United States plans to keep large numbers of nuclear weapons indefinitely. The latest U.S.-Russian treaty, which will cut deployed strategic warheads to 2200, leaves both nations facing "assured destruction" and lets them keep their total arsenals (active and inactive, strategic and tactical) at more than 10,000 warheads each.

The dangers posed by huge arsenals, threats of use, proliferation, and terrorism are linked: The nuclear powers' refusal to disarm encourages proliferation, and proliferation makes nuclear materials more accessible to terrorists. The events of September 11 brought home to Americans what it means to experience a catastrophic attack. Yet the horrifying losses that day were only a fraction of what any nation would suffer if a single nuclear weapon were used on a city. The drift towards catastrophe must be reversed. Safety from nuclear destruction must be our goal. We can reach it only by reducing and then eliminating nuclear arms under binding agreements.

We therefore call on the United States and Russia to fulfill their commitments under the Nonproliferation Treaty and move together with the other nuclear powers to the abolition of nuclear weapons. As steps toward this goal, we call on the United States to:

- * **Renounce the first use of nuclear weapons.**
- * **Permanently end the development, testing, and production of nuclear weapons.**
- * **Seek agreement with Russia on the mutual and verified destruction of nuclear weapons withdrawn under treaties, and increase the resources available here and in the former Soviet Union to secure nuclear warheads and material and to implement destruction.**
- * **Take nuclear weapons off hair-trigger alert in concert with the other nuclear powers—the UK, France, Russia, China, India, Pakistan and Israel—in order to reduce the risk of accidental or unauthorized use.**
- * **Cut all research and development dollars for Star Wars and ban deployment of weapons in space.**
- * **Initiate talks on further nuclear cuts, beginning with U.S. and Russian reductions to 1,000 warheads each.**

For More Information on "For People of Faith: An Urgent Call", contact The Rev. Richard Killmer, Program Director, Churches' Center for Theology and Public Policy, an interfaith organization at Wesley Seminary in Washington D. C., at 202-885-8684 or send e-mail to rkilmer@wesleysem.edu. There is an Episcopal version of Urgent Call, "For Episcopalians: An Urgent Call", which is identical to "For People of Faith: An Urgent Call." "For Episcopalians: An Urgent Call" is a joint initiative of the Episcopal Peace Fellowship and the Churches' Center for Theology and Public Policy. For more information about the Episcopal Peace Fellowship's role in the nuclear disarmament initiative, please contact Dr. K. Tyler Miller, leader of the nuclear abolition and disarmament interest group of the Episcopal Peace Fellowship (drktyler202@earthlink.net) or Jackie Lynn, Executive Director of the Episcopal Peace Fellowship at 312-922-8628 or epfnational@ameritech.net

Defeated**Resolution 2004-8
Reduction of Convention Costs**

RESOLVED, That this 130th Convention of the Episcopal Diocese of Newark urges the bishop to appoint a task force to study creative ways to reduce significantly the cost of our Annual Convention through, for example, the use of non-hotel venues; and, be it further

RESOLVED, That this convention recommends that the cost reduction thus realized by congregations be used to increase funds allocated for Diocesan and congregational outreach ministries to assist the hungry and the homeless.

Submitted by The Rev. Elton Smith, Grace Church, Westwood

SUPPORTING INFORMATION

- The cost of the Annual Convention is about \$85,000; this cost is funded by the \$125 registration fee paid by each deputy to attend the convention.
- The intent of this resolution is that each parish allocate the savings (difference between the current \$125 registration fee and a smaller fee resulting from reduction in the cost of the Annual Convention) to outreach ministries, either directly at the parish level or through an increased contribution to the Diocese for its outreach ministries.
- The state of the American economy is not strong and many of our parishes have members who are experiencing unemployment and homelessness.
- Many of our parishes are themselves experiencing the need to economize in the carrying out of our work of common ministry.
- Principles of Christian stewardship are fundamental in the ordering of our common life as a Diocese as we seek to embrace the call of the Gospel of Jesus Christ and to serve Christ in all persons, especially those caught in the throes of poverty and social injustice.
- The reallocation of our financial resources proposed in this resolution will send a strong message that we are willing to live by our principles.

Adopted as amended**Resolution 2004-9
INTERNATIONAL RELIEF AND DEVELOPMENT**

RESOLVED, That this 130th Convention of the Episcopal Diocese of Newark accepts the challenge of the 74th General Convention to contribute .7% of pledge and investment income to international development programs, which has been the practice of this diocese since 1999; and, be it further

RESOLVED, That this convention encourages the congregations and individual members of the Diocese of Newark to contribute the same percentage to such programs; and, be it further

RESOLVED, That this convention calls upon the United States, as a signatory to the United Nations Millennium Development Goals, to fulfill its commitment to fund international development aid at .7% of the US GNP; and be it further

RESOLVED, That the Secretary of convention convey this resolution to the president of the United States and the senate and congressional representatives of the state.

Submitted by the General Convention 2003 Deputation: Ms. Lyn Headley-Moore, St. Mark's, West Orange; Dr. Louie Crew, Grace, Newark; Mr. Michael F. Rehill, Grace, Westwood; Ms. Martha Gardner, St. George's, Maplewood; Ms. Marge Christie, Christ, Ridgewood; Mr. Sidney King, Incarnation, Jersey City; Mr. George Hayman, Grace, Madison; Mr. Steven Boston, St. John's, Ramsey; The Rev. Elizabeth Kaeton, St. Paul's, Chatham; The Rev. Edward M. Hasse, II, St. Paul's, Montvale; The Rev. Jeannette DeFries, Messiah, Chester; The Rev. Geoffrey Curtiss, All Saints', Hoboken; The Rev. Ken Near, St. Paul's, Englewood; The Rev. Joseph Pickard, St. John the Divine, Hasbrouck Heights; The Very Rev. C. David Williams, Trinity + St. Philip's Cathedral, Newark.

SUPPORTING INFORMATION

At the 74th General Convention, Resolution D006 (Supporting International Relief and Development) reaffirmed the commitment of the 73rd General Convention to challenge all dioceses and congregations to contribute 0.7% of their annual budgets to fund international development programs. Since 1999, at least .7% of the Diocese of Newark's pledge and investment income has been designated for international outreach. This resolution reaffirms the policy, as well as challenging congregations to do the same.

The resolution of the 74th General Convention also reminds us of the United States government's commitment, as one of the 191 national signatories to United Nations' Millennium Development Goals, to fund international development aid at 0.7% of U.S. GNP, and encourages us to contact our elected representatives to urge them to support the U.S. government's fulfillment of its commitment.

Adopted

Resolution 2004-10

LESBIAN, GAY, BISEXUAL AND TRANSGENDER CIVIL RIGHTS

RESOLVED, That this 130th Convention of the Episcopal Diocese of Newark supports the enactment of laws at the local, state and federal level that prohibit discrimination based on gender identity or expression as well as sexual orientation, so that all members of the lesbian, gay, bisexual, and transgender community will be protected from discrimination; and, be it further .

RESOLVED, That the Secretary of Convention convey this resolution to the members of the New Jersey State Senate and Assembly and the New Jersey representatives in the U.S. Senate and Congress.

Submitted by the Oasis Commission (Mr. John Simonelli, Trinity, Solebury; Ms. Donna Cartwright, Good Shepherd, Fort Lee; Ms. Nancy Read, St. Peter's, Clifton; Mr. Peter Madison, St. John's, Union City; Mr. Christian Paolino, Christ, Belleville; The Rev. Mildred J. Solomon; The Rev. Hank Dwyer, St. Peter's, Clifton; Mr. Greg Perez, AIDS Resource Center, Newark; Dr. Tim Mundy, Grace, Newark)

SUPPORTING INFORMATION

It has long been the policy of the Diocese of Newark to oppose discrimination in all its forms. The diocese was a strong, active voice in support of the enactment of civil rights legislation to protect gay and lesbian people from unfair, discriminatory and harmful employment and housing practices.

In view of social changes and increased knowledge and understanding in recent years, it is necessary to adjust our human rights policies to match our new knowledge and understanding of concepts of identity and community. Current usage often refers to the "lesbian, gay, bisexual and transgender community," more accurately and specifically reflecting the diversity of the people in the community.

Although lesbian, gay and bisexual people have made considerable advances in winning civil rights at the local and state levels in the last two decades, a great deal remains to be done, particularly at the federal level. Civil rights protection for transgender people – transsexuals and others who are seen to differ from societal gender norms – lags far behind. Only four states now have statutory civil rights protection covering gender identity and expression, compared to more than a dozen that have prohibited discrimination against lesbians, gay men and bisexuals.

This gap must be closed. Discrimination harms both those who are its targets and society as a whole. To oppose discrimination and prejudice and support equal opportunity and protections in any form is moral, Christian and just.

FINAL VERSION

Resolution 2004-11

ON UNITY OF THE CHURCH IN THE SPIRIT OF THE GOSPEL

(This is the final version after hearings and floor discussion and debate.)

RESOLVED, That this 130th Convention of the Episcopal Diocese of Newark recognizes that the grace and love of God and the faith that unites us as one Church is immeasurably greater than the current issues that threaten to divide us, and, be it further

RESOLVED, That we will, in the midst of this time of challenge and opportunity, in solidarity with the Diocese of Upper South Carolina and the whole Episcopal Church, move forward in mission and faithfulness to the Gospel of Christ Jesus and to one another seeking continued dialogue and relationship, reaffirmation and reconciliation in our commitment to the unity of the Episcopal Church as faithful members of the Anglican Communion; and, be it further

RESOLVED, That the Secretary of Convention convey this statement to the Presiding Bishop of the Episcopal Church and the Bishop of Upper South Carolina.

[There were no changes offered to the supporting information from either the version provided by the Resolutions Committee or the original movers.]

SUPPORTING INFORMATION

In General Convention in Minneapolis last summer, the National Episcopal Church consented to the election of Gene Robinson to serve as Bishop of the Diocese of New Hampshire. Bishop Robinson is an openly gay man, living in a committed relationship.

Also in Convention, the National Church passed Resolution C051, stating "that, we recognize that local faith communities are operating within the bounds of our common life as they explore and experience liturgies celebrating and blessing same-sex unions."

In response to these actions, some dioceses, parishes, and individuals who opposed these actions have withheld funds from the National Church and from others whom they saw as supporting them. Some even threaten to break from the Episcopal Church USA with the intent of forming an alternative Anglican church.

The Diocese of Upper South Carolina is one of many that voted against both of these actions in the House of Bishops and the House of Deputies. In their diocesan convention, that diocese also was presented with various resolutions in response to General Convention actions. But rather than following the lead of those who seek schism or seek to punish the National Church for its chosen course of action, the Diocese of Upper South Carolina voted to set aside all of these resolutions. They did so not because they believe in the actions of General Convention, but because they did not want "want polarization around these issues further to interfere with the ministry, mission, and unity of the Diocese". Through their resolution, they are committed to seek "deeper unity, more profound love, and more faithful discipleship."

The sponsors of this resolution believe that such faithful response to diversity, especially on the part of those with whom we may disagree, deserves our recognition and respect.

Diocese of Upper South Carolina: GCRC Adopted Resolution

Whereas we face a crisis of unity in the Church because of the votes on the confirmation of the bishop-coadjutor-elect of New Hampshire, and the recognition of same-sex blessings as being within the bounds of our common life;

Whereas Provinces have been urged by the Primates of the Anglican Communion to avoid precipitous action for twelve months, during which time the Archbishop of Canterbury's Commission will study means by which to strengthen the unity of our Communion and report its findings to the next meeting of the Primates;

Whereas we support our Bishop, his leadership, and his commitment to unity not only in the Diocese but within the Anglican Communion;
Whereas we do not want polarization around these issues further to interfere with the ministry, mission, and unity of our Diocese;

Therefore, be it resolved that we set aside all other resolutions dealing with the actions of the 74th General Convention, and that, as the Diocese of Upper South Carolina:

- We join with the clergy of this Diocese, the Diocesan Executive Council and the General Convention Response Committee, in supporting our Bishop, his Pastoral Letter, and his teaching and expectations dealing with human sexuality and stewardship;
- We will, in the midst of this time of painful challenge and opportunity, move forward in mission and faithfulness to God and to one another as ONE BODY, ONE MISSION, CHANGING LIVES;
- We implore the Bishop, clergy, and lay leadership of this Diocese and our parishes, missions and institutions to lead us—by their example, by their witness, and by their teaching—to deeper unity, more profound love, and more faithful discipleship.

Furthermore, we ask all to support in prayer our diocese and its mission and to respond to our present situation with patience, faith, and charity for all. We affirm that God's grace is more than sufficient for these times.

THIS VERSION IS PRESENTED FOR INFORMATION ONLY; IT WAS THE RESULT OF THE OPEN HEARINGS AND WAS NOT ADOPTED.

Resolution 2004-11

ON UNITY OF THE CHURCH IN THE SPIRIT OF THE GOSPEL

(This resolution was amended by the Resolutions Committee without the consent of the original mover. The original version follows and is also titled "On Unity of the Church in the Spirit of the Gospel.")

RESOLVED, That this 130th Convention of the Episcopal Diocese of Newark recognizes that the grace and love of God and the faith that unites us as one Church is immeasurably greater than the current issues that threaten to divide us, and we recommit ourselves to the unity of the church in the spirit of the Gospel; and, be it further

~~**RESOLVED**, That we believe the Episcopal Church in the United States of America has responded boldly and faithfully to the demands of the Gospel by consenting to the election of The Rev. Canon V. Gene Robinson as Bishop Coadjutor of New Hampshire, and by recognizing the blessing of same-sex unions as "within the bounds of our common life", while we acknowledge that these same decisions have caused pain and dismay to faithful Episcopalians and to others throughout the Anglican communion; and, be it further~~

RESOLVED, That, in the spirit of the resolution offered by the Diocese Upper South Carolina's General Convention Response Committee, and adopted by the Convention of that diocese, we will;

- Support our Bishop and his teaching and expectations dealing with human sexuality and stewardship;
- Move forward, in the midst of this time of painful challenge and opportunity, in mission and faithfulness to God and to one another;
- Implore the Bishop, clergy, and lay leadership of this Diocese and our congregations and institutions to lead us—by their example, by their witness, and by their teaching—to deeper unity, more profound love, and more faithful discipleship, and

- Support in prayer our Diocese and its mission and respond to our present situation with patience, faith, and charity for all, affirming that God's grace is more than sufficient for these times; and, be it further

RESOLVED, That the Secretary of Convention convey this statement to the Presiding Bishop of the Episcopal Church and the Bishop of Upper South Carolina, ~~and the Bishop Coadjutor of New Hampshire.~~

Submitted by Mr. Paul Hausman, The Rev. Richard R. Swanson, St. Peter's, Morristown; Ms. Martha Gardner, St. George's, Maplewood; The Rev. Elizabeth Kaeton, St. Paul's, Chatham; The Rev. David Wolf, St. Paul's, Paterson; The Rev. Kenneth M. Near, St. Paul's, Englewood; Mr. George Hayman, Grace, Madison; Mr. Louie Crew, Grace, Newark, member of the Standing Committee and member of the Newark Deputation to GC 2003; Ms. Lyn Headley-Moore, General Convention 2003 Deputy, Justice Missioner, St. Mark's, West Orange.

SUPPORTING INFORMATION

In General Convention in Minneapolis last summer, the National Episcopal Church consented to the election of Gene Robinson to serve as Bishop of the Diocese of New Hampshire. Bishop Robinson is an openly gay man, living in a committed relationship.

Also in Convention, the National Church passed Resolution C051, stating "that, we recognize that local faith communities are operating within the bounds of our common life as they explore and experience liturgies celebrating and blessing same-sex unions."

In response to these actions, some dioceses, parishes, and individuals who opposed these actions have withheld funds from the National Church and from others whom they saw as supporting them. Some even threaten to break from the Episcopal Church USA with the intent of forming an alternative Anglican church.

The Diocese of Upper South Carolina is one of many that voted against both of these actions in the House of Bishops and the House of Deputies. In their diocesan convention, that diocese also was presented with various resolutions in response to General Convention actions. But rather than following the lead of those who seek schism or seek to punish the National Church for its chosen course of action, the Diocese of Upper South Carolina voted to set aside all of these resolutions. They did so not because they believe in the actions of General Convention, but because they did not want "want polarization around these issues further to interfere with the ministry, mission, and unity of the Diocese". Through their resolution, they are committed to seek "deeper unity, more profound love, and more faithful discipleship."

The sponsors of this resolution believe that such faithful response to diversity, especially on the part of those with whom we may disagree, deserves our recognition and respect.

Diocese of Upper South Carolina: GCRC Adopted Resolution

Whereas we face a crisis of unity in the Church because of the votes on the confirmation of the bishop-coadjutor-elect of New Hampshire, and the recognition of same-sex blessings as being within the bounds of our common life;

Whereas Provinces have been urged by the Primates of the Anglican Communion to avoid precipitous action for twelve months, during which time the Archbishop of Canterbury's Commission will study means by which to strengthen the unity of our Communion and report its findings to the next meeting of the Primates;

Whereas we support our Bishop, his leadership, and his commitment to unity not only in the Diocese but within the Anglican Communion;
Whereas we do not want polarization around these issues further to interfere with the ministry, mission, and unity of our Diocese;

Therefore, be it resolved that we set aside all other resolutions dealing with the actions of the 74th General Convention, and that, as the Diocese of Upper South Carolina:

- We join with the clergy of this Diocese, the Diocesan Executive Council and the General Convention Response Committee, in supporting our Bishop, his Pastoral Letter, and his teaching and expectations dealing with human sexuality and stewardship;
- We will, in the midst of this time of painful challenge and opportunity, move forward in mission and faithfulness to God and to one another as ONE BODY, ONE MISSION, CHANGING LIVES;
- We implore the Bishop, clergy, and lay leadership of this Diocese and our parishes, missions and institutions to lead us—by their example, by their witness, and by their teaching—to deeper unity, more profound love, and more faithful discipleship.

Furthermore, we ask all to support in prayer our Diocese and its mission and to respond to our present situation with patience, faith, and charity for all. We affirm that God's grace is more than sufficient for these times.

Resolution 2004-11 – ORIGINAL VERSION (presented as information under the Rules)
ON UNITY OF THE CHURCH IN THE GOSPEL

RESOLVED, That this 130th Convention of the Episcopal Diocese of Newark, in solidarity with the people of the Episcopal Diocese of Upper South Carolina who have committed the diocese to unity of the Church in the Gospel (EDUSC adopted resolution GCRC, 2003), recognizes that the grace and love of God and the faith that unites us as one Church is immeasurably greater than the current issues that threaten to divide us; and, be it further

RESOLVED, That we believe the Episcopal Church in the United States of America has responded boldly and faithfully to the demands of the Gospel in consenting to the election of Gene Robinson as Bishop in the Episcopal Church as well as in recognizing the blessing of same-sex unions as "within the bounds of our common life." Yet we acknowledge that these same decisions have caused pain and dismay to faithful Episcopalians in all dioceses of the church; and, be it further

RESOLVED, That we will, in the midst of this time of challenge and opportunity, in solidarity with the Diocese of Upper South Carolina and the whole Episcopal Church, move forward in mission and faithfulness to the Gospel of Christ Jesus and to one another seeking continued dialogue and relationship, reaffirming our commitment to the unity of the Episcopal Church as faithful members of the Anglican Communion; and, be it further

RESOLVED, That this statement be conveyed to Presiding Bishop of the Episcopal Church, the Bishop of the Diocese of Upper South Carolina, and the Bishop-Coadjutor of New Hampshire.

Submitted by Mr. Paul Hausman, The Rev. Richard R. Swanson, St. Peter's, Morristown; Ms. Martha Gardner, St. George's, Maplewood; The Rev. Elizabeth Kacton, St. Paul's, Chatham; The Rev. David Wolf, St. Paul's, Paterson; The Rev. Kenneth M. Near, St. Paul's, Englewood; Mr. George Hayman, Grace, Madison; Mr. Louie Crew, Grace, Newark, member of the Standing Committee and member of the Newark Deputation to GC 2003; Ms. Lyn Headley-Moore, General Convention 2003 Deputy, Justice Missioner, St. Mark's, West Orange.

SUPPORTING INFORMATION

In General Convention in Minneapolis last summer, the National Episcopal Church consented to the election of Gene Robinson to serve as Bishop of the Diocese of New Hampshire. Bishop Robinson is an openly gay man, living in a committed relationship.

Also in Convention, the National Church passed Resolution C051, stating "that, we recognize that local faith communities are operating within the bounds of our common life as they explore and experience liturgies celebrating and blessing same-sex unions."

In response to these actions, some dioceses, parishes, and individuals who opposed these actions have withheld funds from the National Church and from others whom they saw as supporting them. Some even threaten to break from the Episcopal Church USA with the intent of forming an alternative Anglican church.

The Diocese of Upper South Carolina is one of many that voted against both of these actions in the House of Bishops and the House of Deputies. In their diocesan convention, that diocese also was presented with various resolutions in response to General Convention actions. But rather than following the lead of those who seek schism or seek to punish the National Church for its chosen course of action, the Diocese of Upper South Carolina voted to set aside all of these resolutions. They did so not because they believe in the actions of General Convention, but because they did not want "want polarization around these issues further to interfere with the ministry, mission, and unity of the Diocese". Through their resolution, they are committed to seek "deeper unity, more profound love, and more faithful discipleship."

The sponsors of this resolution believe that such faithful response to diversity, especially on the part of those with whom we may disagree, deserves our recognition and respect.

Diocese of Upper South Carolina: GCRC Adopted Resolution

Whereas we face a crisis of unity in the Church because of the votes on the confirmation of the bishop-coadjutor-elect of New Hampshire, and the recognition of same-sex blessings as being within the bounds of our common life;

Whereas Provinces have been urged by the Primates of the Anglican Communion to avoid precipitous action for twelve months, during which time the Archbishop of Canterbury's Commission will study means by which to strengthen the unity of our Communion and report its findings to the next meeting of the Primates;

Whereas we support our Bishop, his leadership, and his commitment to unity not only in the Diocese but within the Anglican Communion;

Whereas we do not want polarization around these issues further to interfere with the ministry, mission, and unity of our Diocese;

Therefore, be it resolved that we set aside all other resolutions dealing with the actions of the 74th General Convention, and that, as the Diocese of Upper South Carolina:

- We join with the clergy of this Diocese, the Diocesan Executive Council and the General Convention Response Committee, in supporting our Bishop, his Pastoral Letter, and his teaching and expectations dealing with human sexuality and stewardship;
- We will, in the midst of this time of painful challenge and opportunity, move forward in mission and faithfulness to God and to one another as ONE BODY, ONE MISSION, CHANGING LIVES;
- We implore the Bishop, clergy, and lay leadership of this Diocese and our parishes, missions and institutions to lead us—by their example, by their witness, and by their teaching—to deeper unity, more profound love, and more faithful discipleship.

Furthermore, we ask all to support in prayer our Diocese and its mission and to respond to our present situation with patience, faith, and charity for all. We affirm that God's grace is more than sufficient for these times.

Adopted as amended**RESOLUTION 2004-12**
OPPOSITION TO THE PROPOSED FEDERAL MARRIAGE AMENDMENT

RESOLVED, That this 130th Convention of the Episcopal Diocese of Newark, seeking to be faithful to our baptismal vows to respect the dignity of every human being, to strive for justice and peace among all people, and to seek and serve Christ in all persons, opposes any attempt to amend the Constitution of the United States or any attempt to pass other legislation designed to discriminate against same-gender couples and prohibit federal, state and local governments from honoring and supporting those relationships; and be it further,

RESOLVED, That the Secretary of Convention convey this resolution to the President of the United States, the New Jersey representatives in the U.S. Senate and Congress, and the members of the New Jersey State Senate and Assembly.

Submitted by: The Rev. Hank Dwyer, St Peter's Clifton; for The Oasis Commission

SUPPORTING INFORMATION

What follows is the first resolved and supporting information of a resolution of the 129th Convention

Resolution 17 (Adopted) Support for Same Gender Couples

RESOLVED, That this 129th 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

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 1987 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 parallels 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.

Additional Supporting Information from The Human Rights Campaign.

Although not explicitly endorsing an amendment denying marriage for same-sex couples, the President came dangerously close in his remarks to supporting efforts to write discrimination into the Constitution. The President also misrepresented the proper role of the courts in protecting rights and freedoms by criticizing "activist judges."

In more than 200 hundred years of American history the Constitution has never been amended to deny basic rights and responsibilities. It is always wrong to use the Constitution to discriminate against any American. The Constitution should never be used to deny fundamental rights like the ability to visit a partner in the hospital, or the protection of Social Security Survivor benefits.

The bottom line is that gay Americans live in more than 99 percent of the counties in this country, and more than one million children in this country are being raised by same-sex couples. Those families and children deserve the rights and protections of marriage, and we are deeply disappointed that the President used the State of the Union address to attack our families and divide the country. Tonight, the President missed an opportunity to discuss issues that bring the nation together, like combating hate violence and ending employment discrimination.

The courts have long played a key role in helping to ensure that all Americans enjoy equality under the law even when it has run contrary to popular opinion. For example, *Brown vs. the Board of Education*, which ended "separate but equal," and *Loving vs. Virginia* which knocked down interracial marriage bans were both controversial in their time, but today we know that the courts did the right thing."

HJ Res 56: SECTION 1. Marriage in the United States shall consist only of the union of a man and a woman. Neither this Constitution or the constitution of any State, nor state or federal law, shall be construed to require that marital status or the legal incidents thereof be conferred upon unmarried couples or groups."

From the "State of the Union Address" of Pres George W. Bush:

A strong America must also value the institution of marriage. I believe we should respect individuals as we take a principled stand for one of the most fundamental, enduring institutions of our civilization. Congress has already taken a stand on this issue by passing the Defense of Marriage Act, signed in 1996 by President Clinton. That statute protects marriage under federal law as the union of a man and a woman, and declares that one state may not redefine marriage for other states. Activist judges, however, have begun redefining marriage by court order, without regard for the will of the people and their elected representatives. On an issue of such great consequence, the people's voice must be heard. If judges insist on forcing their arbitrary will upon the people, the only alternative left to the people would be the constitutional process. Our nation must defend the sanctity of marriage.

Delivered 20 January 2004

APPENDIX: RESOLUTIONS REMOVED BY THE RESOLUTIONS COMMITTEE

The Rules of Order give the Resolutions Committee the authority, by a two-thirds vote, to determine not to offer any proposed resolution on the floor of the Convention. The resolutions listed in this appendix were removed by the Committee. These resolutions may be permitted on the floor of Convention by a majority vote of all Convention Deputies. Either of these resolutions may be permitted on the floor of Convention by a majority vote of all Convention Deputies. If they are restored by such a vote, they will be included in the hearings of the Resolutions Committee.

The Resolutions Committee, after careful consideration of all the resolutions submitted to the 130th Annual Convention, has chosen to not offer two of the resolutions.

Resolution on Same Sex Blessings

The first is a resolution on same-sex unions. Celebrations of same-sex unions have been held in the Diocese of Newark for many years and in many of our congregations. The Convention has long been on record supporting such couples. In fact, only last year the Convention overwhelmingly passed a resolution calling for the State of New Jersey to remove barriers which prevent same-gender couples from marrying. We do not see how this resolution calls us to anything new. Secondly, it is the Bishop who authorizes liturgies for a diocese, not the Convention as stated in the second clause of the resolution. Finally, the Oasis has for many years assembled resources and rites for such celebrations, thus the call in the third clause to form a committee to do so seems unnecessary.

Reaffirmation of Prison Ministry Resolutions

The second resolution which the Committee has determined not to put forward is a resolution reaffirming prison ministries. As is noted in the resolution, the Diocese is already on record, as recently as last year, affirming this work and calling our congregations to greater efforts to respond to those in prison. This resolution neither calls us to this work in a new way, nor does it ask us to offer a specific public witness. The Committee has, therefore, removed it.

The Reverend William C. Parnell
Chair, Resolutions Committee

RESOLUTION ON SAME-SEX BLESSINGS

RESOLVED, That this 130th Convention of the Episcopal Diocese of Newark concurs with the commitment of General Convention "to continued prayer, study and discernment of the pastoral care for gay and lesbian persons,"* and concurs in the recognition "that local faith communities are operating within the bounds of our common life as they experience liturgies celebrating and blessing same-sex unions";** and, be it further

RESOLVED, That this Convention, desiring to support relationships "characterized by fidelity, monogamy, mutual affection and respect, careful honest communication, and the holy love which enables those in such relationships to see in each other the image of God" existing "throughout the church,"* does hereby authorize the conduct of ceremonies to celebrate such relationships by the clergy of this diocese, with the approval of the Bishop, respecting their pastoral discretion; and, be it further

RESOLVED, That this Convention requests that the Bishop appoint a committee to assemble resources and rites for use by clergy of the diocese to effect the previous resolutions.

Submitted by The Oasis and the Newark Deputies to General Convention

SUPPORTING INFORMATION

General Convention 2000 pointed to the need for services celebrating committed, monogamous same-sex relationships and General Convention 2003 noted with approval that such services are being widely held throughout the Episcopal Church. Such services have been held in this diocese.

The goal of this resolution is to make clear that services blessing committed, same gender relationships are approved in this diocese, with the concurrence of the bishop, although no member of the clergy is obliged to officiate at such a service. The resolution also calls for the diocese to assemble and/or write appropriate rites so that they are available to clergy wishing to use them.

* Resolution D039, GC2000

** Resolution C051, GC2003

REAFFIRMATION OF PRISON MINISTRY RESOLUTIONS

RESOLVED, That this 130th Convention of the Episcopal Diocese of Newark reaffirm the 71st General Convention's emphasis on ministry to prisoners as a "ministry priority" by calling upon all churches and missions within this diocese to commit significant resources to ministries with clear links to the specific teachings of Jesus, particularly with regard to visiting prisoners (Matt. 25:36); and, be it further

RESOLVED, That the Diocese take stock of the progress made to date on Resolutions 24 and 24b, adopted at the 124th Convention of the Episcopal Diocese of Newark in January, 1998 and Resolution 9, adopted at the 129th Convention in January, 2003, and encourage its member parishes to contribute more obediently to the findings of these diocesan resolutions and of the 71st General Convention.

Submitted by the Diocese of Newark Prison Ministry Committee

SUPPORTING INFORMATION

The 71st General Convention declared its support of ministry to prisoners and called for the "support of ministry to the incarcerated as a ministry priority" and encourages "individual parishes to establish a relationship with an inmate through their Parish Visitation Program and to seriously consider adopting an initiative expanding their mission to include the support of a newly discharged inmate through the time necessary for that person to become self-sufficient in society", so that the essential and inevitable place of these ministries within the full meaning of the baptismal covenant can no longer be left in doubt.

Resolution 9, 129th Diocese of Newark Convention: In Support of Prisoners and their Families
Resolved, that this 129th Convention of the Episcopal Diocese of Newark commends 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.

THE STANDING COMMISSION ON CLERGY COMPENSATION

SECTION 1 – Resolutions

RESOLUTION I: (adopted)

RESOLVED, that the 130th Convention of the Diocese of Newark adopts the following minimum salary rates, effective January 1, 2005:

Minimum Salaries

Transitional Deacon	\$26,200
Assisting Priest	27,950
Priest-in-charge	34,900

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 the 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 1/1/1995	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	31,600
Effective 1/1/2003	24,650	26,300	32,850
Effective 1/1/2004	25,400	27,100	33,850
Proposed 1/1/2005	26,200	27,950	34,900

*All references to Deacon in this report are to Transitional Deacon not Vocational Deacon.

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 130th Convention of the Diocese of Newark recommends the following scale, effective January 1, 2005, for annual merit increases in salaries paid to clergy in the Diocese:

Merit Increase Scale	
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 retain our best clergy.

RESOLUTION III: (adopted)

RESOLVED, that the 130th 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 2004, the IRS-approved rate is 37.5 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 four years ago after remaining unchanged for the previous five years. No salary increase is recommended for 2004. 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)

RESOLVED, that the 130th Convention of the Diocese of Newark recommends each congregation provide a minimum annual allowance for continuing education of \$500 for each full-time cleric and a proportionate amount for those employed on a part-time basis.

Supporting Information:

The diocese has long recommended that congregations assist their clergy in finding and affording continuing education opportunities. The recommended minimum allowance was raised three years ago to \$500 and remains unchanged for 2004.

RESOLUTION V: (adopted)

RESOLVED, that the 130th Convention of the Diocese of Newark 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 it is mandated that the expenses 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 three 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	2003 - \$32,850 2004 - \$33,850 2005 - \$34,900	2003 - \$26,300 2004 - \$27,100 2005 - \$27,950	2003 - \$24,650 2004 - \$25,400 2005 - \$26,200
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; additional leave available.		
Disability Insurance	Provided by the Church Pension Fund	Long Term disability insurance has been provided by the Church Pension Fund. Starting January 2004 short term disability insurance is also being provided.		
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

Benefit	Convention Action	All Part-time Clergy Including Part-time Interim Clergy
Cash Stipend	Mandated – Minimum amounts	Based on portion of full time clergy cash stipend. For example, a half-time position would require ½ of the minimum cash stipends listed above.
Housing & Utilities	Mandated	Housing supplied by parish or appropriate cash allowance provided. Interim clergy should receive an <i>additional</i> payment to cover travel to and from their residence if they do not reside in church-provided housing. The amount is taxable income and is provided at the current standard IRS rate.
Social Security Offset	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 clergy person is estimated to work approximately 50 hours

in an average week. Compensation calculations for part-time clergy should be based on this workweek average; for example, a half-time position would require 25 hours of work per week. Note that clergy, whether part-time or full-time, are acknowledged to be "on-call" all of the time. Part-time Interim Clergy who are not residing in church-supplied housing should receive an additional payment to cover travel to and from their residence. This amount is taxable income and should be calculated using the IRS automobile rate for the year (37.5 cents per mile for 2004).

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

SECTION 3 – HEALTH AND DENTAL INSURANCE RATES FOR 2004

Health Insurance

The Diocese offers five different plans. 2004 annual premium rates, payable to the medical trust monthly are:

Insurer/Plan	Single	Two Adult	Parent/Children	Family
Aetna REG POS	\$4,848	\$9,684	\$8,724	\$14,532
Aetna HMO	\$4,212	\$8,424	\$7,584	\$12,636
Aetna NAT PPO	\$5,784	\$11,566	\$10,404	\$17,340
Cigna N NJ HMO	\$5,280	\$12,312	\$11,412	\$17,172
Episcopal Care	\$5,784	\$11,556	\$10,404	\$17,340

Dental Insurance

Current annual rates:

Insurer/Plan	Single	Two Person	Family (3 or more)
Delta 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	3,790
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"	12,371	[.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 50% of the clergy's estimated self-employment tax to correct this tax differential. This compensation enhancement is considered taxable income, so the calculation is circular:

Step 1:	Salary	\$33,850
	Utilities	3,600
	Housing	12,400
	Social Security Estimate	3,790*
	Total Self-Employment Income	\$53,640
Step 2:	Income Adjustment (subtract 7.65% of Total)	
	.0765 x \$53,640 =	\$4,103
Step 3:	Taxable self-employment income:	\$49,537
Step 4:	\$49,537 X 15.3% (full SECA tax) =	\$7,579
Step 5:	\$7,579 X 50% (Diocesan recommendation) =	\$3,790

* A good estimate results from adding current salary, utilities and housing together and then multiplying by .076.

Summary of Examples

Overall cost of full-time clergy compensation and benefits package for the year 2004 is:

	<u>Church-provided Housing</u>	<u>Church Provides Housing Allowance</u>
a) Salary	\$33,850	\$33,850
b) Social Security Offset	3,788	3,780
c) Housing & Utility Allowance	n/a	16,000
d) Business Expense Reimbursement	4,000	4,000
e) Education Allowance	500	500
f) Health Insurance (family)	12,288	12,288
g) Dental Insurance (family)	1,475	1,475
h) Short-term Disability Insurance	360	360
i) Pension Assessment	10,277 *	9,655 **
j) Housing Equity Allowance*** @ 5%	2,680	n/a
k) Utilities provided	3,600	n/a
l) 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:

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Report of the Committee on Constitution and Canons

The Committee on Constitution and Canons met on December 13, 2003 to consider changes to our Diocesan Canons made at the request of the Diocesan Council.

Members:

Thomas Bisdale, Esq.
 John C. Garde, Esq.
 The Rev. Rose Hassan*
 Ms. Clara M. Horsley
 Mr. John Leaity*
 George F. Mackey, Esq.
 The Rev. Dana Rose
 The Rev. Elton Smith
 The Rev. Paul Walker
 The Rev. Dean Weber, Chair

[* indicates member absent for the 12/13/03 meeting]

CONVENTION RESOLUTION

Addition to Canon 1 - The Convention

Any Resolution calling upon the Convention to establish a task force, committee, commission or any other entity with a lifespan of greater than one year shall also contain, at a minimum, each of the following elements:

1. A description of the purpose or mission of the entity to be created;
2. A mechanism for creating members of the entity, either through appointment or election, also including a definition of the terms of membership;
3. A statement of accountability identifying with particularity whether the entity to be created is responsible to the Bishop, the Convention or the Council;
4. A statement detailing whether the entity to be created will require funding and where that funding will come from;
5. A statement outlining the anticipated costs of the entity and the benefits to be gained from that expenditure; and
6. A statement of whether the entity to be created has a limited life span is permanent in nature or needs to be re-authorized by the Convention after a specific period of time.

For over a year the Diocesan Council pursuant to Canon 5. 4 (Duties of the Diocesan Council) of the Constitutions and Canons of the Episcopal Diocese of Newark, through a subcommittee, has been charged with the task of evaluating certain components of our Diocesan structure. Over the years a number of committees, commissions, task forces, study groups and other autonomous entities have been created that are in a variety of direct and indirect ways affiliated with the Diocese of Newark.

Some entities exist by creation of the National Canons; others exist as a result of resolutions of the Diocesan Convention, resolutions of the Diocesan Council or actions of the Office of the Bishop. Many of these entities were created without defining membership in the entity, establishing a life span, establishment of clear lines of responsibility and accountability and entitlement to funding from the Diocesan budget, to name but a few issues.

Evaluation of the status of these existing entities will require further review. In an effort to ensure greater clarity in the future, the Council asked the Chancellor's office and the Committee on Constitutions and Canons to draft a Diocesan Canon for submission to the convention requiring, at a minimum, that in the future that when an entity is created by action of Convention, components are set forth in the proposed canon.

(The amendment was adopted.)

**Report of the Companion Diocese Committee
To the 130th Annual Convention of the Diocese of Newark
January 2004**

The Companion Diocese Committee was appointed by Bishop Croneberger at the January 2003 Diocesan Convention. We are 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." We have been involved in this work for much of the past year, and we are pleased to make this report to the 130th Annual Convention advising you of our work to date.

Expectations

The Committee has met monthly beginning last March. At our initial meetings we focused on our own hopes for a companionship, conversations with others in the Diocese of Newark about their priorities for a companionship, discussions with those involved in previous companionships of the Diocese of Newark, and the theological underpinnings of why we should be about this work. We come to this task with a variety of experiences with such relationships, with hopes and concerns. We have learned from those who have been directly involved with Newark's most recent relationship with the Diocese of Lebombo in Mozambique, and prior to that with the Diocese of Hong Kong. While both of these relationships brought powerful experiences of other parts of the Anglican Communion and a sense of connection with our sisters and brothers in other parts of the world, both also yielded concerns about aspects of the companionship.

Out of these discussions, the committee has identified a number of priorities for our next relationship. Among the qualities we have named as desirable are:

- a sense of mutuality, recognizing that both partners have gifts to offer and needs to be addressed
- accessibility (for purposes of communication and travel)
- opportunities for young people
- congregation-to-congregation ties
- mutual accountability
- projects and advocacy that arise out of the growing relationship, rather than defining it from the start
- the commitment of the bishops, but also an openness to "grass roots" contacts

Theological Framework

The committee has looked at the theological framework of companion relationships as well. We have observed the way "companion" is used in Scripture. It is worth noting that sometimes these references are about companions who "bring us down" rather than "raise us up." At the same time, we recognize that companionship with those different from us provides a vehicle for stretching us to new understanding. Our goal is to enter into the kind of relationship that John the Divine describes in Revelation 1:9: a "companion in the suffering and kingdom and patient endurance that are ours in Jesus." We have also been moved by the stories recorded in the Acts of the Apostles. This record of Christians encountering one another in new ways, amid the tensions of cultural difference, disagreement and defining of belief, while still recognizing each other's gifts and responding to each other's needs, is an inspiration to us as we consider engaging other parts of the Church. Perhaps the defining moment of this story of the Spirit's presence among us is the Pentecost event, where those gathered represented a wide spectrum of language and culture, and yet in that meeting, by the gift of the Spirit, found their faith deepened, their bonds strengthened, and their horizons broadened. As we seek a companionship, we pray for a Pentecost.

Potential Companions

From the time of our appointment there have been many in the Diocese who have recommended specific possibilities for a companion relationship. We have also received inquiries from overseas dioceses interested in forming a companion relationship. We are delighted to receive these interesting possibilities, though we deliberately put discussion of specific possibilities aside for our initial discussions. Instead, we chose to focus on what we desire in a companion relationship and to look at why such an endeavor is a godly work, believing that clarity on these two things would serve us well when we got down to the business of seeking a specific companion diocese.

Beginning in late summer, we began focused discussions on specific dioceses as possible companions. Several have been considered in depth, including a number recommended by members of the diocese. In each case, we have used our list of priorities mentioned above as our test for the potential relationship. While there are exciting possibilities, we are in agreement that we need more time to explore these and other possibilities, rather than asking the Convention to establish a relationship prematurely. At this time we are not prepared to make a recommendation for a specific companion relationship.

As we move forward we will continue to explore potential companions that hold the promise of the kind of relationship we have outlined above. We will continue to listen to the hopes that people in the Diocese of Newark have for such a relationship, and we are eager to hear ideas for specific relationships. We will continue to keep the Diocesan Council informed about our progress, and we hope to come to the 131st Convention with a recommendation for inaugurating a companion relationship.

Celebrating What We Already Have

As we have spent the year focusing on this subject, we have become aware of companionships that are already active in the Diocese of Newark. St. Peter's, Morristown, and St. Alban's, Oakland, have begun a relationship with a cluster of congregations in the Diocese of Madras (Church of South India). Other, less formal friendships exist as well, such as the link between St. Luke's, Montclair, and a congregation in Zambia, and the contacts made between Christ Church, Hackensack, and Christ Church, Ridgewood, and the Episcopal Church in Cuba. These congregation-based companionships are strengthening our ties with Anglicans in other parts of the world, just as our previous diocesan companionships have done.

But even more than this we are thankful for the great cultural diversity that exists within the Diocese of Newark. The breadth of the Anglican Communion is represented among the membership of this diocese, and our clergy have come to us from places as varied as Nigeria, Guyana, Korea, Colombia, India, Cuba and Bolivia. Many of our congregations are the Anglican Communion in microcosm. That is one of the gifts of being a Newark Episcopalian, and yields a lesson we hold dear: A companion may be found in the pew next to yours.

Esar Budhu
Kitty Ferguson
Martha Gardner
Reuben Jurado
Bernice Mayea, co-chair
William Parnell, co-chair
Don Roberts
Bob Schiesler
Margaret Swetman

TASK FORCE ON FUNDAMENTALISM

Report to 2004 Diocesan Convention

A Task Force was appointed by the Bishop in the fall, and I was asked to be its convenor. The members are the Rev. William Coats from Ho-Ho-Kus; the Rev. Janet Kraft of Jersey City; the Rev. Ernest Katahweire and the Rev. Canon Mabel Katahweire in West Orange; Ms. Roberts Moseley in Morristown; the Rev. Elton Smith in Westwood and (me) Ms. Marge Christie from Ridgewood. Four of the ten districts are encompassed by our membership, and we represent broadly differing points of view on the subject of fundamentalism.

We have had four meetings, the most recent just two days ago, and our agenda has been one of philosophical discussion around some of the issues surrounding fundamentalism such as conservatism and evangelical fervor. What we have been talking about have been the myriad points of view as we search for ways in which to live out the resolution passed by this convention in 2003.

That resolution called for opportunities to explore and study the ways in which fundamentalism affects our church and our society. To this end we are planning to continue what we have so far just barely begun. We expect to sponsor several events during this year – the first on Saturday, May 8, is planned to be a panel discussion covering the variety of ways in which fundamentalism, conservatism and evangelicalism are defined. We want to hear – we want the assembled diocese to hear – how the world is seen from such differing perspectives; indeed, how the Church is seen from those perspectives, also. We want to listen, we want to hear, we want to learn.

We have talked about the wisdom and possibility of a long-term agenda which would bring together peoples of differing cultures, peoples of differing faith journeys, people of differing geographic experiences in order to explore together the fundamentals of our beliefs. The Task Force is trying to line up persons who will frankly and without fear lay out their position, and we are very open to any suggestions you might give us. Please feel free to contact any one of us with your ideas.

We have set aside the dates of September 25 and December 4 – both Saturdays – for subsequent forum times to explore these ends and have posted a bibliography with the Anand Center to assist in your personal exploration of fundamentalism.

Please watch *The Voice* for particulars about the forums – the locations and the participating panelists.

The Hispanic Ministry Task Force

Report to the 130th Convention of the Diocese of Newark
January 2004

I. Membership & Organization

Following the 2003 Diocesan Convention, the Hispanic Ministry Taskforce (HMTF) organized itself and began meeting in March 2003, agreeing to a monthly meeting and planning schedule. Following its official establishment at Convention the two co-chairs were named by Bishop Croneberger: Ms. Adriana Clavijo, St. John's, Montclair and the Rev. David B. Wolf, St. Paul's, Paterson. Our Diocesan resource and liaison is Canon R. Carter Echols.

The membership of the HMTF includes many who were very active in this area before the HMTF was formed as well as some whose interest in ministry with and among Hispanic/Latino people(s) is relatively new. In addition to the co-chairs they are: the Rev. Maggie Gat, St. John's, Dover; Mr. Ruben Jurado, St. John's, Hasbrouck Heights; the Rev. Randall Day, St. Mark's, Tenecock; Mr. Roberto Cristy, St. Paul's, Paterson; the Rev. Edgar Gutierrez-Duarte, St. Paul's, Paterson; the Rev. Brian Laffler, St. Anthony of Padua, Hackensack; Mr. Tyler Jones, St. John's, Dover & seminarian at the General Theological Seminary; the Rev. Rose Hassan, Trinity, Kiemy; the Rev. Margaret Swetman, Grace, Union City; the Rev. John Negrotte, Holy Trinity, Hillsdale and most recently, the Rev. Susan Silca, St. Gregory's, Parsippany. Other members of our various churches joined our conversation on several occasions where a guest presenter was present.

Much discussion in the first few meetings focused around how we as the HMTF should communicate in view of our multiethnic, bilingual makeup, and thus, how we should model communication for the Diocese along those lines. We became increasingly aware that our focus would not just be on how to nurture Hispanic ministry and mission in the Diocese, but also on the attendant "power" issues that need to be raised in any multi-ethnic, bilingual ministry. The specific agreements we reached in this regard included:

1. Agreement to conduct our "core" conversations using the method of *mutual invitation* suggested by Rev. Eric H. F. Law in The Wolf Shall Dwell with the Lamb. We had much discussion and debate leading up to this important decision.
2. While most of our meetings were held in English, we agreed that meetings should become entirely bilingual when any number of participants was unable to speak either language (English or Spanish).
3. We agreed that meetings should be open to anyone who expressed interest in the taskforce's activities, with strong emphases on attracting lay participants. This was modified somewhat to more intentionally designate which meetings were "open" — typically ones where a guest presenter was coming and our "regular business" was suspended.

II. Work & Achievements

The work of the HMTF centered mainly on two areas: (1) development and refinement of goals (please, see below); and, (2) review of Diocesan-wide opportunities for raising up and nurturing Hispanic/Latino lay leaders in our congregations (which relates to our first goal, below). With respect to the first area, discussion was had with Canon Carter Behols before the 2003 Convention on a tentative set of goals for the work of the HMTF. In our initial meetings we spent a good deal of time discussing and refining those goals.

A. Goals. As revised, our goals are as follows:

1. Develop strategy to create space and opportunities for Latin American voices to be articulated and heard in our Diocese including, but not limited to (a) a strategy for evangelization and catechesis of Hispanics/Latinos; and (b) bilingual strategies for multiethnic congregational growth & development.
2. Explore the possibility of diocesan staff support and/or other collaborative measures for nurturing ministry over the long term.
3. Partner and collaborate with others in the Diocese to create and cultivate a truly multiethnic environment in the Diocese, including but not limited to guidelines for multicultural communication (e.g., drawing on Eric Law's source material among others).
4. Define the ongoing work of the Task Force *beyond* the 2004 Convention, *i.e.*, what is our continuing role? (Examples in this regard: Identifying and describing effective models for ministry/mission, and putting them in a brochure; intentionally advertising and communicating opportunities bilingually and to the Hispanic/Latino community; serving as a catalyst for making diocesan events and committees fully inclusive; assuming responsibility for planning for diocesan bilingual liturgies such as bilingual confirmation services.

B. Review of Diocesan-wide Opportunities for Raising up & Forming Hispanic/Latino Lay Leaders in Our Congregations.

After reviewing listening to material presented by the Rev. Juan Oliver at our June meeting, we decided to split up into two groups to refine our recommendations, with one group focusing on the specific material presented by Rev. Oliver, another focusing on various other strategies for developing and nurturing Hispanic/Latino lay leaders.

After careful review of Rev. Oliver's material, the HMTF agreed that his Hispanic/Latino Program in Theology and Pastoral Ministry (from the Mercer School of Theology at the General Theological Seminary) would be useful. There was no interest in using his material relative to nurturing candidates for ordination – largely over concern of creating a "second-tier" of clergy who would be segregated to Spanish-only speaking missions. However, we do realize that we need to address the needs of those Hispanics who have a sense of being called to the ordained ministry.

At this time, we believe that the nurture of the laity in general and lay leaders in particular is the most important. Rev. Oliver's program could be useful in this regard and in light of the fact that there is no unified voice for Hispanics in our Diocese. Most Hispanics/Latinos are isolated within their

congregations, have limited or no contact with Hispanics/Latinos from other parishes or with the Diocese. Thus, we believe it is very important to develop a Hispanic *community* at the diocesan level, which is appropriately done through shared leadership formation and training experiences.

We believe it is crucial to provide Latinos/Hispanics with the same tools for ministry that the English-speaking members of our Church have, and to help both groups to relate and trust one another. Part of that enculturation process is ensuring that Hispanic/Latino members, lay leaders in particular, acquire a sufficient church vocabulary in both in English and Spanish (e.g., what the term "vestry" means) to be able to participate with equality in the different areas of shared leadership of the Church.

We are aware that there are "blocks" of Hispanic ministry or mission in our Diocese. We believe that providing our lay leadership with knowledge about the Anglican Communion and the Episcopal Church in particular is a cornerstone to building a cohesive Hispanic/Latino community within the community of the Diocese. From this "cornerstone" Rev. Juan Oliver's program can play a very important role, in particular through engagement in his "Hispanic Lay leaders' Training Series." We recommend making this available with the following specifications:

1. That the program be taught in at least two different geographical areas of our Diocese in order to facilitate our lay leaders' access to it.
2. That the curriculum of the program be tailored to our needs with the suggestion that we include the following topics from an Anglican/Episcopal perspective: What is the Church? What is a parish, a mission, a Diocese? How are they governed? What is ECUSA? The Anglican Communion? How are they governed? What is Anglican spirituality? Anglican/Episcopal worship? What is the mission of the Church in terms of service?

In addition to our review of Rev. Oliver's material, we are working up material that generally assists Hispanics become accustomed to our Church, including but not limited to confirmation & reception materials and Lay Eucharistic Minister training. Again, this material is more focused on welcoming Hispanic newcomers into our Episcopal Church and Diocese.

Further efforts involved identifying parishes in some stage of developing Hispanic ministry in our diocese, and learning about their experience and needs. The HMTF also spent time listening to the voices of Hispanic/Latino laity from our diocese, as they shared their needs and the hopes they have for our Church. Such voices included parish members, and a Spanish Television broadcaster, who, opened the door for the possibility of support from the Spanish media to our efforts, if that is considered (connected to goal four, above). The task force continued serving as a source of information and resources for those who attended the task force's meetings.

C. Resolution.

As a specific response to feedback from the Hispanic laity and part of our effort to make our Diocesan community more accessible to Hispanic/Latino peoples, the HMTF drafted the following resolution for consideration at this 130th Diocesan convention. The resolution is jointly submitted by the HMTF and The Commission to Dismantle Racism.

1. The resolution reads: *Resolved*, that the Episcopal Diocese of Newark show its support of multiethnic ministry by (a) establishing a designated 800 telephone number, for at least one year, that offers an opportunity for callers to receive information about worship and opportunities

for ministry in Spanish within the Diocese, and by (b) advertising that number throughout Northern New Jersey through public service announcements.

2. The resolution's *background* reads: To enhance and develop multiethnic ministry within the geographic area of this diocese requires a process of reaching into its various cultural/linguistic communities to increase an awareness of the Episcopal presence. Potentially, we imagine information about other languages and cultures being made available on the 800-phone number as well, but we think it advisable to at least start with an 800 number that advertising our Hispanic ministry opportunities in Spanish (as well as English). To respond to the searching Hispanic/Latino population where they are suggests the importance of providing information in their dominant language. One of the more efficient and cost effective ways of doing this is to invite their presence into our faith communities through the use of modern technology and public service media.

As far as logistics are concerned, we understand the following is required to set up an 800 number via Verizon: (1) the number must be attached to a business of some kind, profit or not-for-profit (such as a church); (2) A second line can be installed on an existing account that will take 800 numbers exclusively or an organization can simply maintain a single line and, if the single line is busy, the 800 caller can be routed to a voice mail system; (3) Set up cost is approximately \$75 with an ongoing cost of \$5 per month for service, plus the cost of each incoming call (We do not have a cost estimate here). From what we understand we believe the budget impact would range from \$1000 to \$1500.

D. Guest Speakers/Open Conversations.

As indicated above, Rev. Juan Oliver engaged us in the June meeting. In addition our October meeting featured a conversation with Ms. Madelyn Vega-Ortiz, member of St. Mark's, Teneck and an anchor on Telemundo. Before our official formation we had also had a conversation with the Rev. Daniel Caballero from the National Church's Hispanic Ministry Office. In 2004 we hope to have other such "open" conversations, which we will try to pub size in advance for any who are interested.

Respectfully Submitted,

The Hispanic Ministry Task Force
 Rev. David B. Wolf, St. Paul's, Paterson &
 Ms. Adriana Clavijo, St. John's., Montclair, Chairs

REPORT TO THE 130TH ANNUAL CONVENTION OF THE EPISCOPAL
DIOCESE OF NEWARK
OF THE COMMITTEE
ON THE STUDY OF THE THEOLOGY OF JUST WAR

The 129th Convention of the Episcopal Diocese of Newark (24-25 January 2003) adopted resolution 14 entitled "Study of the Theology of "Just War" by which the Bishop was asked to develop a forum for the study of the theology and principles of "Just War". Towards the implementation of that resolution, the Bishop appointed a committee comprising: Mr. Peter Jackson (Convener), the Rev. William R. Coats, Ms. Johanna Young, the Rev. Dr. Ellen Sloan and Ms. Edie Lauderdale. The Committee met on October 29, November 25 and December 12 to consider ways of developing such a forum. The Committee noted that, although the circumstances that lead to the formulation and adoption of the resolution had been overtaken by recent events, the issues it had raised remained relevant, especially since the new doctrine of preemptive strike could return us in the future to the same tensions which divided the society at this time last year. On the basis of a document prepared by one of its members' (the Rev. William R. Coats), the Committee discussed the nature of war and its justification. In particular, the Committee looked at the history of war, the Bible and war, Christian responses to war, and the issue of justice in a secular society. Our aim was to find ways to assist people, as Christians, in grappling with the issues leading to war, deepen their understanding of those issues, and help them make more informed decisions in our modern context. Towards that end, the Committee agreed that, given the pervasive nature of war and its conflicting theological perspectives, it would hold a workshop during the 130th Convention of the Diocese of Newark. Based on the outcome of this forum, the Committee would make a decision as to whether there is interest/need for additional forums on this topic during the year.

*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 Leopoldo J. Alard, retired Bishop Suffragan of Texas
The Right Reverend John C. Burgess, retired Bishop of Massachusetts
The Right Reverend Charles Justin Child, Jr., retired Bishop of Atlanta
The Right Reverend William Crittenden, retired Bishop of Erie
The Right Reverend Walter D. Dennis, Jr., retired Bishop Suffragan of New York
The Right Reverend Robert L. Dewitt, retired Bishop of Pennsylvania
The Right Reverend Reginald H. Gooden, retired Bishop of Panama
The Right Reverend Walter H. Jones, retired Bishop of the Episcopal Church
The Right Reverend Paul Moore, Jr., retired Bishop of New York
The Right Reverend Albert Swift, retired Bishop of the Episcopal Church
The Right Reverend Robert Tharp, retired Bishop of East Tennessee

From the Clergy Family of the Diocese

Mrs. Margaret Bennett, former wife of the Reverend Dudley Bennett
Ms. Patricia Broderick, mother of the Reverend Janet Kraft
Mr. Keith Coats, son of the Reverend William Coats
Mr. Edgar Curtiss, father of the Reverend Geoff Curtiss, All Saints Hoboken
Mrs. Mary G. Danzoll, widow of the Reverend Francis S. Danzoll
Mrs. Muriel F. Dougherty, widow of the Reverend William J. Dougherty
The Reverend Charles H. Eades, retired vicar, good shepherd, Ringwood
Mrs. Irene B. (Ronnie) Groff, wife of the Reverend Addison K. Groff
Mr. Jule Carr Holland, Jr., father of the Reverend J. Carr Holland, III, rector of Grace, Newark
Mr. Robert Hurbaugh, father of Bill Hurbaugh, life partner of the Reverend Randall Day
Mrs. Jasmine Keller, step-mother of the Reverend Ed Keller
Mr. Barry Kent Kirschgessner, son of the Reverend Robert and Mrs. Juanita Kirschgessner
The Reverend George Kyle, retired priest of the Diocese
The Reverend Barbara Lacerre, supply clergy
Mrs. Virginia C. Long, wife of the Reverend Frederick L. Long
The Reverend Donald G. MacLeod, former rector of St. Clement's, Hawthorne
The Reverend Carl E. Nelson, retired priest of the diocese
The Reverend Leon Plante, former rector of St. John's Ramsey
Mrs. Louisa Rollins, mother of the Reverend John Rollins
Ms. Jane G. Schink, godmother of the Reverend Susan Schink
The Reverend John E. Soleau, retired priest of the diocese
The Reverend Norman Spicer, retired priest of the diocese
The Reverend Linda L. Strohmler, former vicar good shepherd, Ringwood
Mr. Evan Thomas, son of the Reverend David and Mrs. Daphne Thomas

Persons in the Diocese Known for Special Contributions

Mr. Lolo Galanti, father of Anahi Galanti, Resolutions Committee Member
Mr. Bernard Gardner, father-in-law of Martha Gardner, diocesan jubilee officer
Ms. Margaret Giammarino, diocesan staff member
Sr. Margaret Helena, Convent St. John Baptist
Mr. Richard Horsley, former member of the DOM and Ward J. Herbert Board
Mr. Dennis Lodge, former member of the DOM
Mr. Anthony Monte, Voice Board Member
Mr. Michael Skibic, father of Debbie Venezia, candidate for Holy orders
Mr. Marvin E. Thomas, Jr., brother of Leslie Thomas, diocesan staff member

2004 CONVENTION - ELECTION RESULTS

CONTESTED ELECTIONS

[* = elected]

ACTS/MIM BOARD - Lay Class of 2007

Ms. Ruth Hook, Christ Church, Ridgewood
 Mr. Bill Lapp, St. Luke's, Hope
 *Ms. Laura Russell, Atonement, Fair Lawn
 *Ms. Cheryl Thompson, St. George's, Maplewood

ACTS/MIM BOARD - Clergy Class of 2007

The Rev. Emory Byrum, St. Mary's, Belvidere
 *The Rev. Allison Moore, Good Shepherd, Fort Lee

ECCLESIASTICAL COURT - Clergy Classes of 2006 and 2008

*The Rev. William Albinger, St. John's, Boonton (2006)
 *The Rev. Canon Gervais Clarke, Epiphany, Orange (2008)

THE STANDING COMMITTEE - Lay Classes of 2006 and 2008

*Ms. Patrice Henderson, St. Andrew & Holy Communion, South Orange (2006)
 Mr. Richard Lamb, Christ Church, Bloomfield/Glen Ridge
 Mr. Matthew Pierratli, St. Paul's, Montvale
 *Mr. Robert Simmons, Christ Church, East Orange (2008)

THE STANDING COMMITTEE - Clergy Class of 2008

The Rev. Esar Budhu, St. Agnes/St. Paul's, East Orange
 The Rev. Kim Capwell, St. Peter's, Mt. Arlington
 *The Rev. Elizabeth Keeton, St. Paul's, Chatham

UNCONTESTED ELECTIONS

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

The Rev. Canon Gervais Clarke, Epiphany, Orange
 Mr. John C. Garde, St. Thomas', Lyndhurst
 Mr. A. Mark Hoyer, Christ Church, Newton
 Mr. John Lealty, Christ Church, Bloomfield/Glen Ridge
 Mr. George F. Mackey, St. Elizabeth's, Ridgewood
 The Rev. John Mitchell, Messiah, Chester
 The Rev. William Potter, St. Luke's, Hope
 The Rev. Dana Rose, Trinity, Irvington
 The Rev. Elton Smith, Grace, Westwood
 The Rev. Paul Walker, Christ Church, Belleville

DIOCESAN REVIEW COMMITTEE - *Clergy Class of 2008*

The Rev. Briggett Keith, Epiphany, Affendale

DIOCESAN REVIEW COMMITTEE - *Lay Class of 2007*

Ms. Lisa Smith, St. Paul's, Paterson

ECCLESIASTICAL COURT - *Lay Class of 2007*

Mr. Ford Livengood, St. Andrew & Holy Communion, South Orange

TRINITY & ST. PHILIP'S CATHEDRAL CHAPTER - *Lay Class of 2007*

Mr. John Lealty, Christ Church, Bloomfield/Glen Ridge

TRINITY & ST. PHILIP'S CATHEDRAL CHAPTER - *Clergy Class of 2007*

The Rev. William A. Potter, St. Luke's, Hope

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

(Data in parentheses indicates year of canonical residency. List reflects deployment at time of Convention. Changes made between convention and journal publication data are noted.)

BISHOPS

The Right Reverend John P. Croneberger (1980), Bishop of the Diocese; consecrated November 21, 1996. Office: 31 Mulberry Street, Newark, NJ 07102, 973-430-9900; Residence: 83 South Fullerton 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, Lauren (1986), 816 Madison Avenue, Madison NJ 07940; Rector, Grace, Madison; (H) 973-377-0889; (W) 973-377-0108

Albinger, William (2003), PO Box 42, South Orange NJ 07079; Assistant, St. John's, Boonton; (H) 973-782-8306; (W) 973-334-3655

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

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

Allopp, Whitney (2003), 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; Interim, Transfiguration, Towaco

Arin, Charles (1997), 11 Baldin Avenue, Midland Park; Rector, Good Shepherd, Midland Park; (H) 201-447-3479; (W) 201-444-8168

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

Bedgley, David G. (1996), 260 Central Avenue, Haledon NJ 07508

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

Bagay, Martin J. (1996), 8600 Mt. Holly-Huntersville Road, Huntersville NC 28078 (transferred 2003)

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

Baldwin, Harris E. (1955), Butler Ridge, Apt 10, 1605 Route 23, Butler NJ 07405 Retired

Baldwin, Judith (1993), 135 Main Street, Millburn NJ 07041; Assistant, St. Stephen's, Millburn till 7/04; (H) 973-378-8218; Rector, House of Prayer, Newark eff.8/04

Bancroft III, Francis (1959), PO Box 882, Weyfleet MA 02667; retired

Barrett, Ellen M. (1987)

Barrett, Timothy (2002), 10 Creemont Place, Montclair NJ 07043; (H) 973-609-7677

Baskerville-Burrows, Jennifer (1999), 500 Vernon Street, 216, Oakland CA 94610

Canonical List of Clergy

- Beach, Diana (1996), 497 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, C. Donald (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), 26 Howard Court, Newark NJ 07103; Vicar, St. Andrew's, Newark; (H) 973-743-8649; (W) 973-375-3012
- Bennett, Denise (2003), 13 Alpine Drive, Lincoln Park NJ 07035; Assistant, Redeemer, Morristown (til 5/04); Associate, St. Mark's, Teaneck (eff 6/04); (H) 201-836-4956; (W) 201-836-7275
- Bennett, Dudley (1963), 360 Passaic Ave, West Caldwell NJ 07006; Interim, St. Paul's, North Arlington; (H) 973-575-8787; (W) 973-575-8862 Retired
- Biggadia, MayLin (1998), 398 Shelbourne Terrace, Ridgewood NJ (H) 201-445-0105
- Boiles-Beaven, Anne (2002), 32 Yale Street, Maplewood NJ 07040; Interim, St. Peter's, Essex Fells (til 6/04); (H) 973-761-5759 (W) 973-226-6500
- Bowen, George (1957), 308 River Oaks Drive, Rutherford NJ 07070; Retired
- Brant, George (1950), 601 Park St Apt 11D, Bordentown NJ 08605; (H) 609-291-0431 Retired
- Brdlik, Christopher (1995), 41 Woodland Ave., Summit NJ 07901; Rector, Calvary, Summit; (H) 908-277-4509; (W) 908-277-1814
- Brown, Jr., Dewey E. (2003), 43 Massachusetts Avenue, Haworth NJ 07641; Rector, St. Luke's, Haworth; (H) 201-384-0653; (W) 201-384-0708
- Budhu, Esar (1987), 206 Renshaw Ave., E. Orange NJ 07017; Rector, St. Agnes & St. Paul's; (H) 973-677-1317; (W) 973-678-6716
- Butler, Susan Jamie (1997), 9 Overlook Court, Lambertville NJ 08530; (H) 609-397-7143
- Byrum, Emory E. (1994), 406 Third Street, Belvidere NJ 07823; Vicar, St. Mary's, Belvidere; (H) 908-475-8042; (W) 908-475-5494
- Cabush, David (2003), 2 Pond Hill Road, Morristown NJ 07980; Assistant, St. Peter's, Morristown; (H) 973-285-9115; (W) 973-538-0555
- Capwell, Kim (1988), 33 Kadel Drive, Mount Arlington NJ 07856; Rector, St. Peter's, Mt. Arlington; (H) 973-398-6318; (W) 973-398-1890
- Carlson, Walter D. (1967), Six Otis Place, Verona NJ 07044; (H) 973-239-6150; Retired
- Carr, Francis W. (1969), 37 Duncan Ave. Apt 2A, Jersey City NJ 07304; (H) 201-434-5726 Retired
- Chang, Mark C. M. (1987), 806 Morris Turnpike, 4-1, Short Hills NJ 07078
- Chrystal, Susan P. (1980), 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

Caxonal List of Clergy

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

Coats, William R. (1988), 19 Elmwood Avenue, Ho-Ho-Kus NJ 07423; (H) 201-888-8886; retired

Coffey, Kevin P.J. (1987), 2-06 31st Street, Fair Lawn NJ 07410; Rector, Church of the Atonement, Fair Lawn; (H) 201-796-4991; (W) 201-797-0760

Conner, Lu-Anne (2002), 185 Prospect Avenue, C-12, Hackensack NJ 07601; Assistant, St. Elizabeth's, Ridgewood; (H) 201-488-1874; (W) 201-444-2299

Constantino, Richard (1983), PO Box 575, Otis MA 01253 Retired

Conway, Cooper (1988), 1514 Palisades Avenue, Union City NJ 07087; Rector, St. John's, Union City 07087; (H) 201-223-6474; (W) 201-348-3868

Cranton, Dale L. (1972), 21 Stone Fence Road, Mahwah NJ 07430; (H) 201-825-4480

Criste-Troutman, Robert (1998), 27 Bennet St., Phillipsburg NJ 08865; priest-in-charge, St. Peter's, Washington; (H) 908-688-3403; (W) 908-869-1019

Curtiss, Geoffrey B. (1976), 1238 Park Avenue, Hoboken NJ 07030; Rector, All Saints', Hoboken; (H) 201-963-6378; (W) 201-782-3583

David, Jacob T. (1991), 110 First Street, Wood-Ridge NJ 07075; Rector, St. Paul's & Resurrection, Wood-Ridge; (H) 201-835-2011; (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 (til 8/04); Rector, St. Mary's, Sparta (eff 8/04); (W) 973-729-3138

Dawson, George R. (1985), 155 Limerock St., Rockland ME 04841 Retired

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

Deets, Cathy L. (1996), 10 School House Lane, Flanders NJ 07836; Rector, St. James', Hackensack; (H) 973-252-2160; (W) 908-852-3968

Deckenbach, Paul C. (1964), 1551 26th Avenue, San Francisco CA 94122; (H) 415-731-9899 Retired

DeFries, Jeannette (1991), 50 Route 24, Chester NJ 07830; Rector, Messiah, Chester; (H) 908-879-9475; (W) 908-879-7208

Delaney, Michael (1998), 40 Old Mill Road, Staten Island NY (transferred 2003)

DeSmith, David J. (2003), 90 Kiel Avenue, Kinnelon NJ 07405; Rector, St. David's, Kinnelon; (H) 973-492-0284; (W) 973-838-6896

DeYoung, Lily (2000), 35 Rodeo Avenue, Apt. 25, Sausalito CA 94965

Dixon, Robert K. (1986), 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) 973-898-1980; (W) 973-894-1028

Canonical List of Clergy

- Donnelly, John A. (1991), 11 Hinchman Ave., Wayne NJ 07470; Co-Rector, St. Michael's, Wayne; (H) 973-898-1980; (W) 973-894-1028
- duPlessis, Michael (1981), 280 B Alpine Way, Woodbridge NJ 07095-1471; (H) 732-602-0740
- Dure, Lucy Ann (1998), 48 Montrose Avenue, Verona NJ 07044; Rector, Holy Spirit, Verona (H) 973-857-2965; (W) 973-239-2850
- Dwyer, Harold J. (1994), 396 Clifton Ave., Clifton NJ 07011; Rector, St. Peter's, Clifton; (H) 973-478-5874; (W) 973-546-5020
- Eades, Charles H. (1984) (died December 2003)
- Edler, John R. (1951), 3030 Cleaves Point Rd. POB 239, E. Marlon NY 11939-0239; (H) 516-477-0111
Retired
- Edwards, Rickey Del (1986), 20 Apache Trail, Rockaway NJ 07866; Interim, Annunciation, Oradell; (H) 973-586-7080; (W) 201-262-7222
- Fleetwood, Zachary W. M. (1997)
- Fox III, Frederick C. (1963), 441-4 Lockhart Mountain Rd., Lake George NY 12845-4908; Retired
- Gable, David L. (2002), 138 W. Passaic Avenue, Rutherford NJ 07070; Rector, Grace, Rutherford; (H) 201-531-2285; (W) 201-438-8623
- Galleher, Stephen C. (1982), 6115 B Boulevard East, West New York NJ 07093; (H) 201-758-9887
- Gambrill, James (1978), PO Box 1929, York Beach ME 03910
- Gannon, William S. (1991), 11 French Drive, Bedford NH 03110; (H) 603-471-0196; Retired
- Gargiulo, Mariano (2001), 384 Hilltop Avenue, Leonia NJ 07605; rector, St. James', Ridgefield (H) 201-592-7063; (W) 201-945-0079
- Gas, Margaret A. (1994), 61 Baker Ave., Dover NJ 07801; Rector, St. John's, Dover; (H) 973-989-8759; (W) 973-386-2772
- Gerhardt, Michael Joseph (1997), 333 Warwick Ave., Teaneck NJ 07666; Vicar, Christ, Teaneck; (H) 201-833-2663; (W) 201-833-4502
- Glover, Beth Faulkner (2002), 29 Village Gate Way, Nyack NY 10960; Pastoral Care, Christ Hospital, Jersey City; (H) 845-727-5984; (W) 201-795-8284
- Golub, Elizabeth K. (2003), 18 Wittig Terrace, Wayne NJ 07470; Assistant, St. Michael's, Wayne; (H) 973-894-2210; (W) 973-894-1026
- Gonzalez, Oscar (1970), 954 Avenue C, Bayonne NJ 07002; priest-in-charge, Calvary, Bayonne; (H) 201-339-3112; (W) 201-339-3112
- Goss, Frank (1987), 154 Lincoln Rd., Phillipsburg NJ 08865; Rector, St. Luke's, Phillipsburg; (H) 908-213-0115; (W) 908-559-1479 (transferred September 2004)
- Grater, Coval T. (1987), 2316 Lark Lane, Sarasota FL 34231-5534 Retired
- Griner, Robert, 14 Liberty Street, Newton NJ 07860; Rector, Christ Church, Newton; (H) 973-940-0283; (W) 973-383-2245

Canonical List of Clergy

- Groff, Addison K. (1953), 427 Front St., Houston DE 19954; (H) 302-422-6112 Retired
- Gross, Jr., Joseph O. (1979), Avon Crest No. 173 Killarney Dr., Schenectady NY 12309; (H) 518-782-1530; Retired
- Guthrie, William A. (1992), 8 Rosemont Ct., West Orange NJ 07062; Rector, Christ, East Orange; (H) 973-731-4828; (W) 973-878-1160
- Guil  rmez-Duante, Edgar (2003), 39 East 39th Street, Apt. 2T, Paterson NJ 07514; Assistant, St. Paul's, Paterson; (H) 973-345-6777; (W) 973-278-7800
- Haag, Kimberly (2001), 35 Mary Lane, Waldwick NJ 07463; (H) 201-262-2226
- Haines, Denise G. (1977), 28 W. Third Street, Apt 1318, South Orange NJ 07079; (H) 973-313-1206; Retired
- Hall, Charlotte Melissa (2003), 11 South Kingman Road, South Orange NJ 07079; Assistant, All Saints', Hoboken; (H) 973-763-8788; (W) 201-792-3583
- Hamilton, Abigail (1974), 681 Prospect Avenue, West Orange NJ 07052; Rector, Holy Innocents, West Orange; (H) 973-731-3363; (W) 973-731-0269
- 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) 201-871-3997
- Harper, Helen O. (2002), 784 Columbus Avenue, Apt 14S, New York NY 10025; Assistant, St. Paul's, Englewood; (H) 212-663-1783; (W) 201-568-3278
- Hartnett, John G. (1993), 207 Fairmount Rd., Ridgewood NJ 07450; Rector, St. Elizabeth's, Ridgewood; (H) 201-444-8289; (W) 201-444-2298
- Hasean, Rosemarie (1995), 575 Kearny Avenue, Kearny NJ 07032; Rector, Trinity, Kearny; (H) 201-991-0911; (W) 201-991-6894
- Hasse III, Edward M. (1989), 2 Woodland Road, Montvale NJ 07645; Rector, St. Paul's, Montvale; (H) 201-391-8187; (W) 201-391-3181
- Hermanson, David H. (2003), 154 Kingley Street, Long Branch NJ 07740; Rector, St. Thomas', Lyndhurst; (H) 201-874-8574; (W) 201-438-3788
- Herring, Joseph D. (1960), St. Stephen's, 355 Main St., Ridgefield CT 06867 (off 8/03)
- Hinds, Eric Kimball (1998), 221 Boulevard, Mountain Lakes NJ 07048; Rector, St. Peter's, Mountain Lakes; (H) 973-541-1802; (W) 973-334-4429
- Hinman, Allen A. (1970), 149 Pennington Ave., Passaic NJ 07066; Rector, St. John's, Passaic; (H) 973-778-6618; (W) 973-779-0966
- Holland, J. Carr (1977), 261 Elwood Avenue, Newark NJ 07104; Rector, Grace, Newark; (H) 973-497-1069; (W) 973-823-1733
- Hoogerhyde, Scott (1996), 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-

Canonical List of Clergy

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) 973-430-9915

Ithasota, Isaac (), 5 Daffland Road, Succasunna NJ 07878; Rector, St. Dunstan's, Succasunna; (H) 973-584-2107; (W) 973-827-1485

Irving, H. Jocelyn (2000), 380 Ninth Avenue, Paterson NJ 07614; Associate Pastor, St. Luke's, Montclair; (H) 973-742-9391; (W) 973-744-8220

Jannucci, James F. (1978), 74 Oakdene Ave., Cliffside Park NJ 07010; Interim, Grace, Union City; (H) 201-941-3240; (W) 201-863-6334

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

Jousset Jr., Albert D. (1978), (deposed 2004)

Kaeton, Elizabeth M.C. (1991), 94 Chatham Street, Chatham NJ 07928; Rector, St. Paul's, Chatham; (H) 973-635-2045; (W) 973-635-8085

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

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

Keith, Briggett J. (1996), 55 George St, Allendale NJ 07401; Rector, Epiphany, Allendale; (H) 201-618-0655; (W) 201-327-3012

Keller Jr., C. Edward (1959), 37 Warren St., Clifton NJ 07013; (H) 973-877-8498 Retired

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

Kimmick, Donald W. (1957), 9625 Miranda Drive, Raleigh NC 27617-7665; (H) 819-768-3257; Retired

King, W. Alan (1964), 627 Edgewater Landing, Edgewater FL 32141; Retired

King, Kathryn (2003), 28 Ralph Street, Bergenfield NJ 07621; Rector, All Saints', Bergenfield; (H) 201-385-2734; (W) 201-384-0286

Kirchgessner, Robert (1951), 1501 Hulse Road, Point Pleasant NJ 08742; (H) 732-899-1472 Retired

Koehler, Anne E. (2003), 5 Kestral Lane, Bedminster NJ 07921; (H) 973-879-5986

Koeniger, Margaret Smithers (1995), 574 Ridgewood Rd., Maplewood NJ 07040; (H) 973-783-9028

Kraft, Janet, 288 Second Street, Jersey City NJ 07302; Interim, Grace Church Van Vorst, Jersey City; (H) 201-963-0920 (W) 201-859-2211

Kreller, Daniel W. (1984), 210 Sheridan Ave., Ho-Ho-Kus NJ 07423; Rector, St. Bartholomew's, Ho-Ho-Kus; (H) 201-662-8704; (W) 201-444-5025

Krug, Philip (1976), 20 Maple Ave., Montvale NJ 07645; Associate, Christ, Hackensack; (H) 201-391-6086; Retired

Kyle, George A. (1983) (died December 2003)

Canonical List of Clergy

- Laffier, Brian H. (1980), 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 29464; Retired
- Laws, Thomas R. (1988), 11 Harvard St., Montclair NJ 07042; Interim vicar, St. Gabriel's, Milton/Oak Ridge; (H) 973-744-6518; (W) 973-548-3433
- Lee, Hosea Mun-Yong (1985), 1800 Parker Ave. Apt 30, Fort Lee NJ 07204; (H) 201-592-1179
- Leseane, 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. (1962), 1230-100 Cantway Park Drive, Raleigh NC; (H) 919-957-4011; Retired
- Lewis, Mark A. (1991), 380 Mountain Rd. Apt 304, Union City NJ 07087; Vicar, Our Saviour, Secaucus; (H) 201-817-0596; (W) 201-863-1449
- Lewis, Walter E. (1972), 80 Dryden Road, Upper Montclair NJ 07043-2420; Retired
- 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. (1962), Nelson House, 5 Samaritan Road, Albany NY 12208 Retired
- MacDonell, Alexander (1980), 301 Clairmore Ave., Lanoka Harbor NJ 08734; (H) 609-971-8767 Retired
- Magnuson, Fred C. (1976) (died February 2004)
- Mason Jr., Robert T. (1985) (died May 2004)
- Matarazzo, Laura Rice (2002), 38 Woodland Avenue, Summit NJ 07901; Assistant, Calvary, Summit; (H) 908-918-1206; (W) 908-277-1814
- Mathews, Jr., Thomas E. (2003), 5 Surrey Lane, Madison NJ 07940; Assistant, Grace, Madison; (H) 973-410-1984; (W) 973-377-0106
- McGrath, Victoria Geier (1994), 113 Center St., Chatham NJ 07928; Rector, All Saints', Millington; (H) 973-701-1663; (W) 908-647-0067
- McNish, Jill Lois (1997), 31 Elston Road, Upper Montclair NJ 07043; (H) 973-744-6297
- Mockridge III, Oscar (1965), 48 Warren Pl., Montclair NJ 07042; Associate, Grace, Madison (till 3/04); (H) 973-783-5240; Retired
- Moore, Allison (1986), 1576 Palisade Ave., Fort Lee NJ 07024; Rector, Good Shepherd, Fort Lee; (H) 201-944-9165; (W) 201-481-7280
- Morgan, Stanley E. (1991), 2437 Kings Anne Drive, Atlanta GA 30345; retired
- Morris, Robert C.V. (1969), 422 Clark St., South Orange NJ 07078; Director, Interweave; (H) 973-763-0416; (W) 973-763-8312
- Moss, William Tay (2003)

Canonical List of Clergy

- Near, Kenneth M. (1991), 130 Winthrop Pl., Englewood NJ 07831; Rector, St. Paul's, Englewood; (H) 201-569-1316; (W) 201-568-3276
- Neglia, Dwight L. (1981), 75 Union Avenue, Little Falls NJ 07424; Rector, St. Agnes', Little Falls; (H) 973-812-0029; (W) 973-256-5020
- Negrotto, John J. (1972), 714 Laurel Road, Lonoka Harbor NJ 07834; Rector, Holy Trinity, Hillsdale (ret. 7/04); (H) 973-886-5526; Interim, St. Peter's, Essex Fells, eff. 7/04 (W) 973-228-6500
- Nelson, Carl E. (1957), (died October 2003)
- Neske Jr., Robert N. (1972), PO Box 12320, Fort Huachuca AZ
- Oh, David Young Sam (1990), 1224 Modlaren Drive, Carmichael CA 95608-6118
- Olsson, Paul V. (2003), 32 Hillview Avenue, Morris Plains NJ 07950; Rector, St. Paul's, Morris Plains; (H) 973-292-1690; (W) 973-285-0884
- Otterburn, Margaret (2002), 950 Broad Street, Newark NJ 07102; Assistant, Grace, Newark (till 6/04); (H) 973-623-1733; (W) 973-623-1733
- Owens, John C. (1985), 245 44th Ave., St. Pete Beach FL 33708; (H) 813-367-1017 Retired
- Packer, Barbara Jean (2000), Route 24, PO Box 240, Mendham NJ 07945; (H) 973-543-4641
- Palmer, Jr., Archie M. (2000), 18 Ridgewood Avenue, Glen Ridge NJ 07028; Interim, Trinity, Cliffside Park; (H) 973-743-2411 (W) 201-943-1034
- Parnell, William C. (1994), 799 Summit Ave., Hackensack NJ 07601; Rector, Christ, Hackensack; (H) 201-343-7768; (W) 201-342-2365
- Partridge, Edmund B. (1971), 108 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) 201-434-4810
- Petroccione, James V. (2002), 28 Ross Road, Stanhope NJ 07874; Priest-In-charge, All Saints', Valley Street, Orange; (H) 973-691-2722; (W) 973-674-4366
- Pickard, Joseph S. (1986), 115 Oak Grove Avenue, Hasbrouck Heights 07604; Vicar, St. John the Divine, Hasbrouck Heights; (H) 201-727-9354; (W) 201-288-0002
- 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) 973-783-3676; (W) 973-782-1319
- Potter, William A. (1995), 409 Mt. Herman Road, Hope NJ 07844; Rector, St. Luke's, Hope; (H) 908-258-4915; (W) 908-459-4340
- Ragsdale, Katherine H. (1993), 180 South Rd, Box 292, Pepperell MA 01463

Canonical List of Clergy

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

Reinhold-Karda, Margaret (1995), 1866 Clinton Road, Hewitt NJ 07421; Vicar, Good Shepherd, Ringwood; (H) 973-853-8456; (W) 973-862-8510

Renn, Wade A. (1964), 558 Highland Ave., Upper Montclair NJ 07043; Interim Rector, St. Andrew's, Harrington Park; (H) 973-655-1052; (W) 201-768-0819

Rice, Charles L. (1988), R.D.1, P.O.B. 1279A1, Bangor PA 18013; (H) 610-588-7581

Riker, William (1997), 249 Hertschome Road, Locust NJ 07780; Interim Rector, St. Paul's, Morris Plains (till 5/03); (H) 908-872-7354

Rodger, Alexander M. (1945), 2655 Nebraska Ave. Apt. 620, Palm Habor FL 34684; (H) 813-785-2676 Retired

Rollins, John A. (1989), 413 Lincoln Ave., Pompton Lakes NJ 07442; Rector, Christ, Pompton Lakes; (H) 973-835-5122; (W) 973-835-2207

Ross, Dana (1998), 305 Ocean Avenue, Brooklyn NY 11225; Vicar, Trinity, Irvington (till 8/04); (H) 646-752-5770; (W) 973-372-8085

Salmon, John F. (1985), 762 York Road, Mt. Laurel NJ 08054; (H) 609-886-8328 Retired

Salt, Alfred L. (1972), 4429 Gratiot Ave., FL Gratiot MI 48059 Retired

Schemba, Lois J. (1998), 321 Lamberts Mill Rd., Westfield NJ 07090; Rector, St. Martin's, Maywood; (H) 908-232-8551; (W) 201-843-5380

Schlesier, Robert Alan (1997), 75 South Fullerton Avenue, Montclair NJ 07042; Rector, St. Luke's, Montclair; (H) 973-783-4507; (W) 973-744-6220 (transferred 2004)

Schink, Susan A. (2003), 614 Morningside Road, Ridgewood NJ 07450; Assistant, Epiphany, Allendale (till 7/04), Interim, Holy Trinity, Hillsdale (eff 9/04); (H) 201-444-0083; (W) 201-664-2428

Schjonberg, Mary Frances (2001), 1314 Sun Valley Way, Florham Park NJ 07632; Assistant, Christ, Short Hills; (H) 973-635-1758; (W) 973-379-2898

Schwab, A. Wayne (1958), RR1 Box 6, Essex NY 12938; (H) 914-424-3943; (W) 212-867-8400

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

Shaffer, Harold F. (1954), 104 Arbutus Trail, P.O. Box 1225, West Chatham MA 02689; (H) 508-945-1225; Retired

Shearer, Donald R. (1975), 156 Mountain Drive, Greentown PA 18428; (H) 670-676-4584; Retired

Shelley, Marshall (1998), 419 South Street, New Providence NJ 07974

Shika, C. Wesley (1952), 856 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) 973-599-1868; (W) 973-887-5879

Sickles, Clarence W. (1953), 57 Barn Owl, Hackettstown NJ 07840-3208; (H) 908-852-2839

Simon, Irwin L. (1959), 810 West Hand Ave., Cape May Court Hse NJ 08210; (H) 609-485-1624 Retired

Canonical List of Clergy

- Singh, Prince G. (2000), 860 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) 201-652-2350
- Smith, J. Elton (1999), 122 Harrington Ave., Westwood NJ 07675; Rector, Grace, Westwood; (H) 201-358-8977; (W) 201-884-0407
- Smith, Robert R. (1995), 86 Summit Street, Norwood NJ 07648; Rector, Holy Communion, Norwood; (H) 201-768-1178; (W) 201-768-0634
- Smith, Stuart H. (2003), 275 Lafayette Avenue, Hawthorne NJ 07506; Rector, St. Clement's, Hawthorne; (H) 973-427-4098; (W) 973-427-8118
- Snyder, Roger C. (1981), 13 Partlow St., Staunton VA 24401; (H) 703-885-6440 Retired
- Sofeau, John E. (1952), (died February 2003)
- Solomon, Mildred J. (1998), 185 Midland Avenue, East Orange NJ 07018; (H) 973-877-9773
- Spicer, Norman R. (1951), (died January 2003)
- St. George, David (1958), 8 Binney Rd., Old Lyme CT 06371; (H) 860-434-9797 Retired
- Stanley, E. Bevan (1989), 9 North Rd, Short Hills NJ 07078; Rector, Christ, Short Hills; (H) 973-379-3321; (W) 973-379-2898
- Stanton, John F. (1982), 447 W. Anderson St., Hackensack NJ 07601; Vicar, St. Matthew's, Paramus; (H) 201-489-7817; (W) 201-282-5286 (Retired June 2004)
- Steele, Steven L. (1987), 307 RL 94, Vernon NJ 07462; Vicar, St. Thomas', Vernon; (H) 973-764-8828; (W) 973-764-7506
- Stopfel, Barry L. (1990), Jack's Mountain Farm, RR1, Box 146, Millfield PA 17844
- Strain, William H. (1957), 4 Acacia Drive, Boynton Beach FL 33438 Retired
- 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
- Sweetman, Margaret (2002), 3901 Park Avenue, Union City NJ 07087; Rector, Grace, Union City (till 3/04); (H) 201-863-6334; (W) 201-863-6334 (transferred April 2004)
- Tarplee, Cornelius C. (1992), 135 Main St., Millburn NJ 07041; Rector, St. Stephen's, Millburn; (H) 973-376-8218; (W) 973-376-0888
- Taylor, Alton H. (1982), Lumberton Leas, 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) 973-773-2813; (W) 973-470-3025; Supply, Christ, Harrison

Canonical List of Clergy

- Thomas, Trevor E.G. (1951), 90 Rosini Rd. Shelter Harbor, Westerly RI 02891; (H) 401-322-0434 Retired
- Thompson-Quarley, John (1997), 325 Pleasant St., Concord NH 03301
- Thorn, Jack H. (1983), 209 Chestnut St. P.O. Box 198, Boonton NJ 07005; (H) 973-257-0556 Retired
- Tomaine, Jane A. (1995), 349 Short Drive, Mountaineer NJ 07092; Rector, St. Peter's, Livingston; (H) 908-233-0134; (W) 973-992-1932
- Tremaine, Christine F. (1983), 2310 NW 15th Place, Gainesville FL 32605
- Tuttle, Margaret (2002), 18 Oberlin Street, Maplewood NJ 07040; Assistant, All Saints', Millington (W 5/04); (H) 973-781-1661; (W) 908-847-0037 (Transferred May 2004)
- Vest, Susan R. (1989), 3448 10th Ave. South, Minneapolis MN 55407-2114; (H) 612-288-0547
- Vilas Jr., Franklin E. (1991), 18 Graylawn Drive, Lakewood NJ 08701; (H) 732-884-8314 Retired
- Wejnert, Theresa A. (1990), 8473 Bay Colony Drive, Apt 2202, Naples FL 34108; (H) 941-588-2585
- Weldon, Mark W. (1985), 39 Boyle Avenue, Totowa NJ 07512; Rector, Christ, Totowa; (H) 973-586-0349; (W) 973-586-0349
- Walk, Donald (1978), 27 Harmony Drive, Hazelton PA 18201; (H) 717-454-3383 Retired
- Walker, Paul (2000), 393 Washington Avenue, Belleville NJ 07109; Vicar, Christ, Belleville; (H) 973-758-5479; (W) 973-751-0616
- Wamke, James (1986), 680 Albin, Teaneck NJ 07666; (H) 201-892-8222; (W) 201-892-1858
- Webb, Fain (1997), Five Estate Drive, Sussex NJ 07461; Vicar, Good Shepherd, Wantage; (H) 973-702-7214; (W) 973-875-0919
- Weber, Dean (2002), 81 Highwood Avenue, Tenafly NJ 07670; Rector, All Saints', Leonia; (H) 201-503-1931; (W) 201-947-1233
- Weber, Lynne Bleich (1983), 81 Highwood Avenue, Tenafly NJ 07670; Rector, Church of the Atonement, Tenafly; (H) 201-503-1931; (W) 201-568-1763
- Wethered, Stephanie (1983), 81 River Road, Montville NJ 07045; Rector, St. John's, Boonton; (H) 973-335-5710; (W) 973-334-3655
- Whitley, Harry B. (1988), 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) 973-484-3260; (W) 973-822-3505
- Williams, James E. (2001), 284 No. Island Avenue, Ramsey NJ 07448; Rector, St. James', Ramsey; (H) 201-934-0092; (W) 201-327-0703
- Williams, Paul B. (2001), 45 Woodland Ave., Glen Ridge NJ 07028; Rector, Christ, Bloomfield/Glen Ridge; (H) 973-743-4492;p (W) 973-743-5911
- Wilson, Phillip D. (1987), 30 Ogden Pl., Morristown NJ 07960; Rector, Redeemer, Morristown; (H) 973-993-6724; (W) 973-539-0703
- Wilson, Sandya, 116 Turrell Avenue, South Orange NJ 07078; Rector, St. Andrew & Holy Communion,

Canonical List of Clergy

South Orange; (H) 973-763-3754; (W) 973-763-2355

Witte Jr., Walter W. (1969), PO Box 584, Chilmark MA 02535-0584

Wolf, David B. (2001), 61 East 39th Street, Paterson NJ 07514; Rector, St. Paul's, Paterson; (H) 973-754-8210; (W) 973-278-7900

Won, Jonathan (2000), 407 79th Street, North Bergen NJ 07047; vicar, St. Peter's Korean Church, North Bergen; (W) 201-636-6331

Woodrum, L. Paul (1889), 100 Lexington Ave. Apt. 1-1, Brooklyn NY 11238; (H) 718-398-2877; (W) 718-398-2877

Wrede, Anne McRae (1991), 1068 Waldorf Terrace, Lakewood NJ 08701; (H) 732-942-6289

Yarbrough, C. Denise (1999), 11 Two Bridges Road, Towaco NJ 07082; Rector, Transfiguration, Towaco (til 12/03); (H) 973-394-0586; (W) 973-334-2882 (Transferred to Rochester 2004)

DEACONS

Coursen, Jr., Wallace (1972) (died July 2004)

DeTaney, James W. (1975), 26 Prescott Road, Ho-Ho-Kus NJ 07423; Perpetual Deacon (H) 201-652-8797; (W) 201-684-0407

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 08759-2868; Perpetual Deacon (H) 201-350-2327

Searles, Clarence (1972), 115 Oakwood Dr., Wayne NJ 07470; Perpetual Deacon (H) 973-884-8988; (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

Allendale Church of the Epiphany 55 George Street, 07401	The Rev. Briggitt J. Keith The Rev. Susan Schink, Asst. til 8/04	W-201-327-3012 H-201-818-0655
Bayonne Calvary Church 954 Avenue C, 07002	The Rev. Oscar Gonzalez	W-201-339-3112 H-201-339-3112
Bayonne Trinity Church 141 Broadway, 07002	The Rev. Gerard A. Pisani, Jr.	W-201-858-4460 ext. 10 H-201-858-4460
Bellville Christ Church 393 Washington Ave., 07109	The Rev. Paul Walker	W-973-751-0616 H-973-759-5479
Belvidere St. Mary's Church 408 Third Street, 07823	The Rev. Dr. Emory Byrum	W-908-475-8042 H-908-475-8042
Bergenfield All Saints' Church 12 W. Central Ave., 07621	The Rev. Kathryn King	W-201-384-0286 H-201-385-2734
Bloomfield/Glen Ridge Christ Church 74 Park Ave., 07028	The Rev. Paul B. Williams The Rev. Deacon Nancy Reed (6/04)	W-973-743-5911 H-973-743-4492
Boonton St. John's Church 226 Cornelia St., 07005	The Rev. Stephanie Wethered The Rev. William Althager, Asst.	W-973-334-3655 H-973-335-5710
Budd Lake Christ Church 369 Sand Shore Road, 07828	The Rev. Robert W. Mikol (I) The Rev. Dr. Darlene Tule (off 5/04)	W-973-347-1866 H-
Chatham St. Paul's Church 200 Main Street, 07928	The Rev. Elizabeth Keston	W-973-635-8085 H-973-635-2045
Chester Church of the Messiah 50 Route 24, 07939	The Rev. Dr. Jeannette DePriest The Rev. John P. Mitchell, Asst.	W-908-879-7308 H-908-879-9475
Cliffside Park Trinity Church 555 Palisade Ave., 07010	The Rev. Archie Palmer (I) (The Rev. James Jannucci ret. 2004)	W-201-943-1034 H-973-743-2411
Clifton St. Peter's Church 380 Clifton Ave., 07011	The Rev. Harold J. Dwyer	W-973-546-5020 H-973-478-5874
Denville Church of The Saviour 155 Morris Ave., 07834	The Rev. Beverly J. Hack	W-973-627-3304 H-973-586-3214
Dover St. John's Church 11 South Bergen St., 07801	The Rev. Margaret Gist The Rev. Deacon Elizabeth Ostum (10/04)	W-973-366-2772 H-973-989-8759
East Orange Christ Church 422 Main Street, 07018	The Rev. William A. Guthrie	W-973-678-1160 H-973-731-4828
East Orange St. Agnes/St. Paul's Church 206 Ranshaw Ave., 07017	The Rev. Esar Budha	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 The Rev. Helen Harper, Asst. (til 9/04)	W-201-568-3276 H-201-569-1316
Essex Fells St. Peter's Church 271 Roseland Ave., Box 96, 07021	The Rev. Anne Bolles-Beaven (I til 6/04) The Rev. John Negrotto (interim 9/04)	W-973-226-6500 H-973-986-5526
Fair Lawn Church of the Atonement 1-36 30th St., PO Box 2563, 07410-8465	The Rev. Kevin P.J. Coffey	W-201-797-0760 H-201-796-4891
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. W. Oringer Lesome, Jr.	W-201-444-6874 H-201-670-4231
Hackensack Christ Church 251 State St. 07601	The Rev. William C. Farnell The Rev. Philip Krug, Asst.	W-201-342-2365 H-201-343-7768
Hackensack St. Cyprian's Church 269 First St. 07601	The Rev. Godwin Nwachukwu	W-201-342-5560 H-917-428-9932
Hackensack St. Anthony of Padua 72 Lodi St. 07601	The Rev. Brian H. Laffier	W-201-489-3286 H-201-489-4728
Hackettstown Panther Valley Ecumenical Ministry 1490 Route 517, 07840	The Rev. Dr. Harry Taylor (I) The Rev. Mary Louise Howson (off. 7/04)	W-908-852-5444 H-908-522-1537
Hackettstown St. James' Church 214 Washington St. 07840	The Rev. Dr. Cathy L. Deats	W-908-852-3968 H-973-252-2160
Haledon St. Mary's Church 447 Belmont Ave., PO Box 8644, 07506-8644		W-973-942-4465 H-
Harrington Park St. Andrew's Church Lynn St. & La Roche Ave. PO Box 161, 07640	The Rev. Wade A. Rann (I)	W-201-768-0819 H-973-655-1052
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 229 Terrace Avenue, 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. Dewey R. Brown, Jr.	W-201-384-0706 H-201-384-0653
Hawthorne St. Clement's Church 271 Lafayette Ave., 07506	The Rev. Stuart H. Smith	W-973-427-8118 H-973-427-4098
Hilldale Holy Trinity Church 326 Hilldale Ave., 07642	The Rev. John Negrutto (ret. 7/04) The Rev. Susan Schink (I, off. 9/04)	W-201-664-2428 H-
Ho-Ho-Kus St. Bartholomew's Church 70 Sheridan Ave., 07423	The Rev. Daniel Krelier	W-201-444-5025 H-201-652-6704
Hoboken All Saints' Episcopal Parish 707 Washington St. 07030	The Rev. Geoffrey B. Curtiss	W-201-792-3563 H-201-963-6378
Hopewell St. Luke's Church Main St., PO Box 292, 07844	The Rev. William A. Potter	W-908-459-4340 H-908-459-4460
Irvington Trinity Church 36 Myrtle Ave., 07111	The Rev. Dana Ross (till 6/04)	W-973-372-6095 H-
Jersey City Grace Van Vorst Church 39 Erie St., 07302	The Rev. Janet Kraft	W-201-659-2211 H-201-963-5269
Jersey City Church of the Incarnation 68 Stevens Ave., 07306	The Rev. Isaac Fernandez	W-201-433-5604 H-201-536-0124
Jersey City St. Paul's Church 38 Duane Ave., P.O.B. 4176, 07304	The Rev. Canon David H. Hamilton, D. Min.	W-201-433-4922 H-201-333-4980
Kearny Trinity Church 575 Kearny Ave., 07032	The Rev. Rosemarie Hansen	W-201-991-5894 H-201-991-0911

Kinnelon St. David's Church 91 Kinnelon Rd. 07405	The Rev. David J. DeSmith	W-973-838-6696 H-973-492-0284
Leonia All Saints' Church 150 Park Ave. 07605	The Rev. Dean Weber	W-201-947-1233 H-201-503-1931
Lincoln Park St. Andrew's Church 211 Main St. 07035	The Rev. Robert W. Kanton	W-973-694-5915 H-973-455-0173
Little Falls St. Agnes' Church 65 Union Ave. 07424	The Rev. Dwight L. Neglia	W-973-256-5020 H-973-812-0029
Livingston St. Peter's Church 94 E. Mt. Pleasant Ave. 07039	The Rev. Dr. Jane A. Tompkins	W-973-992-1932 H-908-233-0134
Lyndhurst St. Thomas' Church 300 Forest Ave. 07071	The Rev. David H. Hermanson	W-201-438-5668 H-201-674-6574
Madison Grace Church Four Madison Avenue 07940	The Rev. Lauren Ackland The Rev. Thomas R. Mathews, Jr., Asst. The Rev. Peter DeFrancesco, Jr., Asst.	W-973-377-0106 H-973-377-0869
Maplewood St. George's Church 550 Ridgewood Rd. 07040	The Rev. Bernard Poppe The Rev. Deborah Venezia, Asst.	W-973-762-1319 H-973-763-3676
Maywood St. Martin's Church 29 Parkway 07607	The Rev. Lois Schenke	W-201-843-5360 H-908-232-8531
Mendham St. Mark's Church Nine East Main Street 07945	The Rev. Scott Hoogwerfhyde	W-973-543-4471 H-973-714-7342
Midland Park Church of the Good Shepherd 497 Godwin Ave. P.O. Box 326 07432	The Rev. Charles Arlin	W-201-444-5168 H-201-447-3479
Millburn St. Stephen's Church 119 Main St. 07041	The Rev. Cornelius C. Temple The Ven. Herbert Tanning, Asst.	W-973-376-0688 H-973-376-8218
Millington All Saints' Church 15 Bucking Edge Rd. PO Box 415 07946	The Rev. Victoria Ozer McGrath The Rev. Marjorie Tuttle, Asst. til 4/04 The Rev. Deacon William Bailey 8/04	W-908-647-0067 H-973-701-1663
Milton/Oak Ridge St. Gabriel's Church 153 Milson Road 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. Robert Schiesler (til 3/04) The Rev. Jocelyn Irving, Asst.	W-973-744-6220 H-
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 Karwarra	W-973-783-9050 H-973-783-9050
Montvale St. Paul's Church 4 Woodland Road 07645	The Rev. Edward M. Hassac III	W-201-391-3181 H-201-391-8197
Morris Plains St. Paul's Church Hillview Ave. & Mountain Way, POB 104 07950	The Rev. Paul V. Olson The Rev. Jack Thom, Assoc.	W-973-285-0884 H-973-292-1690
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. Bruce D. Griffith (I) The Rev. Richard Swanson, Asst. The Rev. Dr. David Cabush, Asst.	W-973-538-0555 H-

Mount Arlington St. Peter's Church 50 Edgemoor Ave. P. O. Box 401 07856	The Rev. Kim Capwell	W-973-398-1890 H-973-398-4318
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 The Rev. Margaret Otterburn, Asst. til 7/04 The Rev. John Hamilton, Asst. off. 8/04	W-973-623-1733 H-973-497-1069
Newark House of Prayer 407 Broad St., 07104	The Rev. Judith Baldwin (off 8/04)	W-973-483-8202 H-973-376-8218
Newark St. Barnabas' Church 505 W. Market St. 07107		W-973-482-3132 H-
Newark St. Andrew's Church 933 So. 17th St., 07108	The Rev. Dr. R. Douglas Boudall	W-973-375-3012 H-973-273-0105
Newark Trinity & St. Philip's Cathedral 24 Rector St., 07102	The Very Rev. C. David Williams	W-973-622-3505 H-973-484-3280
Newton Christ Church 62 Main Street, 07860	The Rev. Robert Griner	W-973-383-2245 H-973-940-0283
North Arlington St. Paul's Church 11 York H.d., 07031	The Rev. Dudley Bennett (I)	W-201-991-7252 H-973-575-8787
North Bergen St. Peter's Korean Episcopal Church 79th & Palisade Avenue, 07047	The Rev. Jonathan S. H. Won	W-201-346-0270 H-201-346-0270
Norwood Church of the Holy Communion 66 Summit St., 07648	The Rev. Robert R. Smith	W-201-768-0634 H-201-768-1176
Nutley Grace Church 200 Highfield Lane, 07110	The Rev. Pamela Bakai	W-973-235-1177 H-973-235-0365
Oakland St. Alban's Church 1 Church Lane, 07436	The Rev. Prince Singh	W-201-337-4909 H-201-337-6018
Oradell Church of the Annunciation 343 Kinderkamack Rd., 07649	The Rev. Rickey Edwards (I)	W-201-262-7222 H-973-586-7060
Orange All Saints' Church 438 Valley Street, 07051	The Rev. James V. Petroccione	W-973-674-4366 H-973-398-2722
Orange The Church of the Epiphany 105 Main St., P. O. Box 93, 07050	The Rev. Canon Gervais Clario, Ph.D.	W-973-676-7807 H-973-675-1643
Paramus St. Matthew's Church 167 Spring Valley Rd., 07652	The Rev. Jack Stanton (ret. 6/04)	W-201-262-5286 H-
Parishpany St. Gregory's Church 480 So. Beverwyck Rd., 07054-3328	The Rev. Susan Saucedo Sica	W-973-887-5879 H-973-599-1869
Passaic St. John's Church 215 Lafayette Ave., 07055	The Rev. Allen A. Heman	W-973-779-0966 H-973-778-5618
Pateron Church of the Holy Communion 99 Pearl St., 07501	The Rev. Kenrick Lewis (I)	W-973-742-5553 H-973-523-0164
Pateron St. Paul's Church 451 Van Houten St., 07501	The Rev. David Wolf The Rev. Edgar Gutierrez-Duarte The Rev. Deacon Lynn Czarniecki (8/04)	W-973-278-7900 H-973-754-8210

Phillipsburg St. Luke's Episcopal Church 500 Hillcrest Blvd. 08865	The Rev. Frank Goss (titl 9/04)	W-908-859-1479 H-
Pompton Lakes Christ Church 400 Ramapo Ave. 07442	The Rev. John A. Rollins The Rev. Clarence Searles The Rev. Ronnie Shout-Kopp	W-973-835-2207 H-973-835-5122
Ramsey St. John's Memorial Church E. Main St. @ Franklin Tpk. 07446	The Rev. James Williams	W-201-327-0703 H-201-934-0092
Randolph Mar. Thomas Church, New Jersey 790 Route 10 West 07869	The Rev. Samuel Mathai	W-973-361-8380 H-973-328-7386
Ridgefield St. James' Church 514 Abbott Ave. 07657	The Rev. Mariano Gargiulo	W-201-945-0079 H-201-592-7063
Ridgewood Christ Church 105 Cottage Place 07450	The Rev. Albert J. Jounett (titl 4/04, deposed) The Rev. Dr. Ellen Sloan, Asst.	W-201-652-2350 H-
Ridgewood St. Elizabeth's Church 169 Fairmount Rd. 07450	The Rev. John G. Hartnett The Rev. Lu-Anne Connor, Asst.	W-201-444-2299 H-201-444-8269
Ringwood Church of the Good Shepherd 80 Margaret King Ave., PO Box 363 07456	The Rev. Margaret Reinhold-Karda	W-973-962-9510 H-973-728-2923
Rutherford Grace Church 128 W. Passaic Ave. 07070	The Rev. David L. Gable	W-201-438-8623 H-201-531-2285
Secaucus Church of Our Saviour 191 Flanagan Way 07094	The Rev. Mark A. Lewis	W-201-863-1449 H-201-617-0596
Short Hills Christ Church 66 Highland Ave., PO Box C 07078	The Rev. Dr. E. Bevan Stanley The Rev. Mary Frances Schjoberg, Asst.	W-973-379-2898 H-973-379-3321
South Orange St. Andrew & Holy Communion 160 W. So. Orange Ave. 07079	The Rev. Sandy Wilson	W-973-763-2355 H-973-763-3754
Sparta St. Mary's Church 85 Conestoga Trail 07871-2537	The Rev. Jill McNish (titl 8/04) The Rev. Orion Davis (off. 9/04)	W-973-729-3136 H-
Succasunna St. Dunstan's Church 179 So. Hillside Ave. 07876	The Rev. Isaac I. Iliano, Ph.D.	W-973-927-1485 H-973-584-2107
Summit Calvary Church 31 Woodland Ave. 07901	The Rev. Christopher M.F. Brdlik The Rev. Laurie Marazzo, Asst.	W-908-277-1814 H-908-277-4509
Taneock Christ Church 480 Warwick Ave. 07666	The Rev. Michael Gerhardt	W-201-833-4502 H-201-833-2663
Taneock St. Peter's Mar. Thomas 70 Cedar Lane 07666-4441	The Rev. Philip P. George	W- H-
Taneock St. Mark's Church 118 Chadwick Rd. 07666	The Rev. Randall Day The Rev. Denise Bennett, Assoc.	W-201-836-7275 H-201-836-5836
Tenafly Church of the Atonement 97 Highwood Ave. 07670	The Rev. Lynne Bleich Weber	W-201-568-1763 H-201-503-1931
Totowa Christ Church 39 Boyle Avenue 07512	The Rev. Mark W. Waldon	W-973-595-0349 H-973-595-0349
Towaco Church of the Transfiguration 9 Two Bridges Rd., 07082	The Rev. Richard B. Anderson (I)	W-973-334-2882 H-201-444-8075

Union City			
Grace Church		The Rev. Margaret Sweetman (til 3/04)	W-201-863-6334
3901 Park Ave. 07087		The Rev. James Jannucci (eff. 4/04)	H-
Union City			
St. John's Church		The Rev. J. Cooper Conway	W-201-348-3966
c/o 1514 Palisade Avenue, 07087			H-201-223-6474
Upper Montclair			
St. James' Church		The Rev. Orion Davis (til 9/04)	W-973-744-0270
581 Valley Rd. 07043		The Rev. Whitney Adypp, Asst.	H-
Vernon			
St. Thomas' Church		The Rev. Steven L. Steele	W-973-764-7506
307 Route 94, 07462			H-973-764-6626
Verona			
Church of the Holy Spirit		The Rev. Lucy Ann Dure	W-973-239-2850
36 Gould St., 07044			H-973-857-2965
Wantage			
Church of the Good Shepherd		The Rev. Fain M. Webb	W-973-875-0919
200 Route 23, 07461			H-973-702-7214
Washington			
St. Peter's Church		The Rev. Robert Crista-Troutman	W-908-689-1019
127-131 Broad St., 07882			H-908-859-6266
Wayne			
St. Michael's Church		The Rev. F. Ellen A. Donnelly	W-973-694-1026
1219 Rutter Rd., 07470		The Rev. John Donnelly	H-973-696-1980
West Orange			
Church of the Holy Innocents		The Rev. Abigail J.W. Hamilton	W-973-731-0259
681 Prospect Ave., 07052			H-973-731-3363
West Orange			
Holy Trinity Church		The Rev. B. John Edward	W-973-325-0369
315 Main St., 07052			H-
West Orange - [Church's final service was May 2, 2004]			
St. Mark's Church		The Rev. Ernest Katalweire	W-973-736-0212
13 Main St., 07052			H-973-736-4827
Westwood			
Grace Church		The Rev. J. Elton Smith, Jr.	W-201-664-0407
9 Harrington Ave., 07675		The Rev. James Delaney, Deacon	H-201-358-6977
Wood-Ridge			
St. Paul's & Resurrection Church		The Rev. Jacob T. David	W-201-438-8333
483 Center Street, 07075		The Rev. Deacon Charles Nelson 6/04	H-201-935-2011

ORDINATIONS & RECEPTION OF ORDERS - 2003

January 6	Whitney Lynn Fink Altopp, Priest, by Bishop Gladstone Adams of the Diocese of Central New York, St. James', Upper Montclair
May 17	Helen O. Harper, Priest, by Bishop Croneberger, St. Paul's, Englewood
May 31	Peter DeFranco, Jr., Deacon, by Bishop Croneberger, Trinity + St. Philip's Cathedral, Newark
May 31	Elizabeth Kress Golub, Deacon, by Bishop Croneberger, Trinity + St. Philip's Cathedral, Newark
May 31	Charlotte Melissa Hall, Deacon, by Bishop Brome, Trinity + St. Philip's Cathedral, Newark
May 31	Anne Eldridge Koehler, Deacon, by Bishop Croneberger, Trinity + St. Philip's Cathedral, Newark
May 31	John Patrick Mitchell, Deacon, by Bishop Croneberger, Trinity + St. Philip's Cathedral, Newark
June 7	Denise Harper Bennett, Deacon, by Bishop Brome, Trinity + St. Philip's Cathedral, Newark
June 7	Edgar Gutiérrez-Duarte, Deacon, by Bishop Brome, Trinity + St. Philip's Cathedral, Newark
June 7	Thomas Etienne Mathews, Jr., Deacon, by Bishop Croneberger, Trinity + St. Philip's Cathedral, Newark
June 7	William Tay Moss, Deacon, by Bishop Croneberger, Trinity + St. Philip's Cathedral, Newark
June 7	Susan Alma Schink, Deacon, by Bishop Brome, Trinity + St. Philip's Cathedral, Newark
September 13	William Albinger, Deacon, by Bishop Brome, St. George's, Maplewood
September 20	David Cabush, Deacon, by Bishop Croneberger, St. Peter's, Morristown
December 6	Denise Harper Bennett, Priest, by Bishop Croneberger, Redeemer, Morristown
December 6	Thomas Etienne Mathews, Jr., Priest, by Bishop Brome, Grace, Madison
December 6	Peter DeFranco, Jr., Priest, by Bishop Brome, Grace, Madison
December 7	Charlotte Melissa Hall, Priest, by Bishop Croneberger, St. Stephen's, Millburn
December 7	William Tay Moss, Priest, by Bishop Croneberger, St. John's, Dover
December 13	Anne Eldridge Koehler, Priest, by Bishop Croneberger, St. Luke's, Gladstone
December 13	John Patrick Mitchell, Priest, by Bishop Brome, Messiah, Chester
December 14	Edgar Gutiérrez-Duarte, Priest, by Bishop Croneberger, St. Paul's, Paterson
December 20	Susan Alma Schink, Priest, by Bishop Croneberger, Epiphany, Allendale

CANDIDATES FOR HOLY ORDERS - 2003

Karen Coleman
Lorraine Mazzy Dughi
William Frederick Feus
Kay Locke
Willie James Smith
Deborah Lynn Venezia
Laurie Wurm

CLERGY DECEASED - 2003

January 26	The Reverend Norman Spicer
February 14	The Reverend John E. Soleau
October 19	The Reverend Carl E. Nelson
December 16	The Reverend George Kyle
December 20	The Reverend Charles H. Eades

CLERGY TRANSFERRED - 2003

January 16	The Rev. Gordon Hyde Tremaine to the Diocese of Florida
August 11	The Rev. Martin John Bagay to the Diocese of North Carolina
September 16	The Rev. Claire Denise Yarbrough to the Diocese of Rochester
September 29	The Rev. Michael Francis Delaney to the Diocese of New York

CLERGY RECEIVED - 2003

January 2	The Rev. Herbert Peter Tinning from the Diocese of Chicago
January 6	The Rev. Whitney Lynn Fink Altopp from the Diocese of Central New York
March 13	The Rev. Kathryn Louise King from the Diocese of California
September 8	The Rev. Susan Saucedo Sica from the Diocese of Pennsylvania
September 9	The Rev. Paul Victor Olsson from the Diocese of New York
November 3	The Rev. David John DeSmith from the Diocese of Western Massachusetts
December 3	The Rev. Stuart Hardie Smith from the Diocese of Western New York

CONSENTS GIVEN BY THE BISHOP OF NEWARK TO ELECTIONS,
CONSECRATIONS, RESIGNATIONS OF BISHOPS - 2003

January 14	Consent to the Resignation of The Rt. Rev. Alfred Clark Marble, Jr. as Bishop of the Diocese of Mississippi
January 14	Consent to the Ordination and Consecration of The Rev. Alan Scarfe to be Bishop of the Diocese of Iowa

February 25	Consent to the Resignation of The Rt. Rev. Theodore A. Daniels as Bishop of the Diocese of the Virgin Islands
March 20	Consent to the Election of a Bishop Suffragan for The Diocese of Texas
March 25	Consent to the Election of a Bishop Coadjutor for The Diocese of West Texas
March 27	Consent to the Resignation of The Rt. Rev. James E. Krotz as Bishop of the Diocese of Nebraska
April 8	Consent to the Resignation of The Rt. Rev. Robert H. Johnson as Bishop of the Diocese of Western North Carolina
April 8	Consent to the Resignation of The Rt. Rev. Robert B. Hibbs as Bishop Suffragan of the Diocese of West Texas
July 19	Consent to the Resignation of The Rt. Rev. Leopoldo J. Alard as Bishop Suffragan of the Diocese of Texas
July 19	Consent to the Resignation of The Rt. Rev. Robert L. Ladehoff as Bishop of the Diocese of Oregon
September 14	Consent to the Resignation of The Rt. Rev. J. Clark Grew as Bishop of the Diocese of Ohio
October 15	Consent to the Resignation of The Rt. Rev. Stephen H. Jecko as Bishop of the Diocese of Florida
November 20	Consent to the Ordination and Consecration of The Rev. Gary Richard Lillibridge To be Bishop Coadjutor of the Diocese of West Texas
December 18	Consent to the Ordination and Consecration of The Rev. Kirk Stevan Smith To be Bishop Coadjutor of the Diocese of Arizona
December 18	Consent to the Election of a Bishop Coadjutor for The Diocese of the Rio Grande
December 29	Consent to the Election of a Bishop Suffragan for The Diocese of Olympia
December 29	Consent to the Ordination and Consecration of The Rev. Mark Hollingsworth, Jr. To be Bishop of the Diocese of Ohio



JOHN G. ZINN
Chief Financial Officer

January 13, 2004

To: Diocesan Council and Diocesan Convention

Attached to this letter is the financial statement for 2003. The purpose of this letter is to summarize the major points of the statement.

Income

The pledge income results include an accrual of just over \$300,000 in 2003 pledge income that should be received in 2004. This is somewhat more than the 2002 pledge accrual that was collected in full. Additional pledge income received beyond the accrual will be included as belated pledge income in 2004. Other income is significantly over budget due to the accrual of amounts due from NJ Transit related to the subway extension project.

Disbursements

The statement reflects giving 25% of pledge and investment income to the National Church. A significant portion of that amount was accrued and will be paid in 2004. Ultimately the National Church will be given 25% of the actual pledge and investment income that is received. In addition 8% of the actual income results will be given to other outreach. All mission and program lines were funded to the extent requested. The youth missionary line was significantly under budget because the staff position was part time throughout the year so that available grant funds covered a far greater portion of the expense.

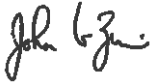
The resource center budget line was over budget due to an adjustment in the salary for that position, the position is projected to become full time on July 1, 2004. The diocesan staff category was over budget due to some unexpected expenses for severance and medical insurance. Operating expenses were significantly over budget due to the cost of heat in 2003 and some dramatic increases in the cost of property and casualty insurance. During 2003 a line item was added for legal expenses related to the defense of a lawsuit that was brought against a senior citizen's housing project sponsored by the diocese.

Summary

The financial statement reflects a small surplus of just over \$10,000. For this result to be realized the full pledge accrual must be collected net of any additional 2003 expenses. Any additional net 2003 income will become a surplus that by convention action will become an income line in the 2005 budget.

Should there be any questions about this statement, please let me know.

Sincerely yours,

A handwritten signature in black ink, appearing to read "John G. Zinn". The signature is fluid and cursive, with the first name "John" being more prominent than the last name "Zinn".

John G. Zinn
Chief Financial Officer

Category	Annual Budget	Monthly Budget	Monthly Actual	Variance	YTD Budget	YTD Actual	Variance
Related Pledges			-21700				
Moore Fund Income	20000	1667	1858	191	20000	17191	
Pledge Income	2714000	226167	890227	464060	2714000	19390	-810
Investment Income	127000	10583	18046	7463	127000	2723002	9002
Other Income	43700	3642	32195	28553	43700	117658	-9342
Office Expense Reimb.	25000	2083	6273	4190	25000	57884	14184
Conv. & Conf. Fees	64600	5383	5	-5378	64600	19047	-5663
VOICE Revenue	19500	1625	1608	-17	19500	68239	1639
Prior Year's Surplus	125700	10475		-10475	125700	15093	-4407
Total Income	3139500	261625	728512	48587	3139500	125700	0
Outreach						3161204	4513
National Church	710250	59188	284915	225728	710250	707915	-2335
NJ Council/Churches	25800	2150	2150	0	25800	25800	0
Justice Missioner	20000	1667	16432	14765	20000	20000	0
ECD	55000	4583	4583	0	55000	55000	0
International Outreach	20000	1667	5000	3333	20000	20000	0
Domestic Outreach	126500	7965	24007	16042	126500	126507	7
Total Outreach	957550	77219	337087	259868	957550	955222	-2328
Mission & Program							
DOM - Debt Service	64900	5408	5408	0	64900	64900	0
DOM - Program	54800	4567	4567	0	54800	54800	0
Com. on Ministry	12000	1000		-1000	12000	12000	0
Clergy Conference	8000	667	566	-111	8000	6280	-1720
Commission on Aging	70900	5908	6073	165	70900	71064	164
Resource Center	30700	2558	3242	684	30700	43702	13002
Program Groups	12050	1004	1978	974	12050	10800	-1250

Diocesan Council - December 2003

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	Annual Budget	Monthly Budget	Monthly Actual	Variance	YTD Budget	YTD Actual	Variance
Youth Ministry	41400	3450	-10000	-13450	41400	11000	-30400
The VOICE	42500	3542	5055	1513	42500	46594	4094
Electronic Technology	8000	500	2804	2404	8000	6000	0
Int. Clergy Training	5000	417	283	-154	5000	2124	-2876
MDR	12000	1000	9730	8730	12000	8905	-3095
Justice Missioner	30000	2500	-11904		30000	29205	-795
Crossroads Odr. Min.	40000	3333		-3333	40000	40000	0
Creative Congregations	2700	225	170	-55	2700	5484	2784
Bethsaida Team Proj	5000	417	3720	3303	5000	5000	0
Ward J. Herbert Fund	5000	417			5000	5000	0
Total Mission & Prog.	442950	36913	21762	-329,83333	442950	422858	-20092
Diocesan Staff							
Diocesan Bishop	199200	16800	31577	14977	199200	202470	3270
Canon for Cong. Dev	132100	11008	8743	-2265	132100	129725	-2375
Canon to the Ordinary	150700	12558	14055	1497	150700	161310	10610
Communications/Tech	119100	9825	11079	1154	119100	115885	-3415
Administrative Officer	189800	15817	15134	-683	189800	200598	10798
Finance Department	274800	22900	403	-22497	274800	278639	1839
Property Mgr & Staff	110000	9167	3340	-5827	110000	105139	-4861
Total Staff	1175700	97975	84331	-13644	1175700	1191566	15866
Operating Expenses							
Utilities	20000	1667	1308	-359	20000	18824	-1176
Telephone	28000	2333	2434	101	28000	34721	6721
Heat & Other Services	19000	1583	6480	4897	19000	27682	8682
Building Maintenance	31000	2583	-3010	-5593	31000	33943	2943

	Annual Budget	Monthly Budget	Monthly Actual	Variance	YTD Budget	YTD Actual	Variance
Casualty Insurance	18000	1500	145	-1355	18000	28633	8633
Office Supplies	25000	2083	2343	260	25000	32633	7633
Postage	28000	2333	2685	352	28000	28457	-1543
Office Machines	37000	3083	5475	2392	37000	32906	-4094
Technological Support	15800	1317	109	-1208	15800	10029	-5771
Legal Fees	35300	2942	-1910	-4852	35300	35273	-27
Miscellaneous Exp.	6000	500	307	-193	6000	8888	2888
Total Operating Exp.	263100	21925	18366	-5559	263100	287989	24889
General Expense							
Audit	4000	333		-333	4000	4573	573
Fid. Bond & W. Comp	5000	417		-417	5000	11364	6364
Group Medical	200000	16667		-18867	200000	189525	-10475
Total General Exp.	208000	17417	0	-17417	208000	205462	-3538
Conv. & Other Meetings							
Gen. Conv. Dep. Exp.	1700	142	225	83	1700		-1700
Prov. Synod Assmt	7300	608		-608	7300	7335	35
Prov. Synod Dep. Exp.	1500	125		-125	1500	1589	89
Diocesan Conv. Exp.	64800	5383		-5383	64600	65397	797
Diocesan Journal	5100	425		-425	5100	5974	874
Diocesan Council	2500	208	282	74	2500	2896	396
Districts	8500	708	1407	699	8500	4638	-3862
Total Meeting. Exp.	91200	7600	1914	-5686	91200	87829	-3371
Total Expenses	3139500	259048	461480	202412	3139500	3150926	11426
Revenue/Expenses			267052	267052		10278	10278

Episcopal Diocese of Newark



Adopted 2004 Budget

The budget committee of the Diocesan Council is pleased to present the proposed 2004 Diocesan Budget to the Diocesan Council and the Diocesan Convention. This marks the fifth consecutive year that the budget has been provided to Convention Deputies at the earliest possible date. To do so means that the Diocesan Council must adopt the budget at its December meeting. In order to do this in a responsible way diocesan pledges must be submitted by the December 1st deadline. Unfortunately this continues to be a problem. While there was a significant improvement compared to 2003, 70% compliance compared to 57% in 2003, the number of pledges that are not submitted on time is simply unsatisfactory. The budget committee will make a final review of the 2004 budget just prior to the Convention and, if necessary, will propose changes to the Convention.

Income

The Diocese of Newark continues to operate on the stewardship model of diocesan giving which is known as 50/50 giving. The basic premise of this approach is that each congregation has a goal of giving 25% of general purpose income to the diocese and another 25% to other outreach. The Diocese also has a goal of giving 25% to the National Church and 25% to other outreach. The total estimated dollar giving for 2004 reflects a slight improvement over 2003, for 2004 pledge income is projected to increase by \$54,000 or just under 2%. Since only two churches have reduced the percentage pledge for 2004 this means that overall congregational income is projected to increase only slightly from 2003.

Over the past few years a major structural problem has developed in the diocesan budget with regard to the prior year's surplus. Under Convention action which predates the 50/50 giving system, any operating surplus becomes an income line in the budget two years later. That is, the operating surplus from 2002 is an income line in the 2004 budget. When this system was put in place, the diocese operated under an assessment system where there was very little fluctuation in income. Since under the 50/50 giving system actual giving is based upon the actual income for the year there is the potential for significant swings in pledge income and operating surpluses. This is especially true of 2003 and 2004 where the prior year's surplus line has decreased from almost \$126,000 to just over \$17,000.

These kinds of fluctuations are problems for sound financial planning and budgeting. As a result a two part process is being recommended to deal with this issue. The first part is to use retroactive total return investment income to gradually phase out the dependence on operating surpluses. The second step will be to look at alternative ways of handling operating surpluses with a recommendation to be made to the 2005 Diocesan Convention. Part of the goal of any such system is to insure that surplus funds are not just allowed to accumulate, but are used to support the mission and ministry of the diocese. The objective of this analysis will be to look at different ways of achieving this objective, but without the severe fluctuations of the past few years.

The retroactive total return investment income is based upon the total return system that the diocese has used since 1995. Under this approach investment income equals the actual income earned on bond investments and 5% of the three year average market value of equity investments. Consistent use of the 5% figure allows for the use of some capital appreciation as income without using the original principal. Although the diocese has been using this approach since 1995, the endowment funds were invested in the equity portion of the Diocesan Investment Trust in 1981. This means that the total return approach has not been applied for the years 1981 through 1994. On that basis there is some \$120,000 in total return income that has not been used. The recommendation is to use \$80,000 of those funds in 2004 and the balance in 2005. This will gradually phase out the dependence on the unusually high 2001 surplus and allow for the development of a new means of handling operating surpluses.

Disbursements

Even with the use of the retroactive capital gains the overall budget will increase only slightly over 2003. This is similar to 2003 and the highest priorities were given to maintaining our commitments to outreach and to preserving existing mission and program. Some funding for new programs was available and funding for reserves will gradually be reintroduced in this budget.

Outreach

The proposed 2004 Budget maintains the Diocese of Newark's commitment to give 25% of pledge and investment income to the National Church. This is especially important at a time when other dioceses are reducing such giving based upon the actions of the 2003 General Convention. In addition to maintaining the 25% commitment to the National Church an increase in giving to other outreach is also proposed. Unlike past years, however, the proposed increase is $\frac{1}{4}$ of 1% compare to $\frac{1}{4}$ of 1%. This is being done as part of balancing a difficult budget while at the same time maintaining our commitment to increase giving to other outreach. The outreach category also includes funding for international outreach which complies with the resolution on international giving passed by the Lambeth Conference in 1998 and the General Convention of 2000.

Mission and Program

Although total funding in this category is down from 2003, it appears that most of these ministries will be able to continue without too much difficulty. Part of the reduction is caused by a lower request from the Department of Missions which is part of a planned phase out of some congregational funding. The difference between the requested and proposed funding for the Commission on Ministry is due to some special needs funding that is being sought from other sources. The budget line that was known as Youth Ministry is now called Christian Formation. This line continues to receive funding from the Gertrude Butts Memorial Home Association and total funding for this area will provide a full time staff person as well as program funds. While it was very difficult to

include any new funding in this budget, \$7,000 is proposed for the Companion Diocese Committee so that this work can continue in 2004.

The joint venture with the Lutheran Synod at Cross Roads Outdoor Ministries suffered significant financial problems in 2003. Although the plans for 2004 are not yet finalized, it appears that only a minimal summer camping program will take place. However, as equal partners in this joint venture the diocese is responsible for 50% of the costs of maintaining this facility. The proposed budget will pay about 1/3 of that cost with the balance coming from camp capital funds. Funding for the Ward J. Herbert Fund will increase over 2003 with a goal of reaching the requested figure in 2005.

Staff

It will be recalled that the 2003 budget froze staff salaries for the first time in many years. The 2004 budget includes a 4% salary increase which is considered to be essential for staff morale. However, at the same time cost sharing for medical insurance premiums will be introduced for the first time. This is the norm in both the for-profit and not-for-profit world and it is only reasonable for staff to pay a portion of these costs. The specifics of the cost sharing will be worked out to create a fair a system as possible. The budget includes a new line for an Assisting Bishop. This will be a part time position which will take the place of the support provided by Bishop Brome in 2003. Although it does not appear in the staff section, the position of Resource Center Director, line 12, will become full time on July 1, 2004. Another change in the staff area is in the Property Manager position, in the past this was a full time position divided between managing Episcopal House and working on church property especially with the Ward J. Herbert Fund Board. This budget includes funding for a half-time position that will take over the latter responsibilities. Senior staff at the diocese will be responsible for Episcopal House during 2004 and the situation will be evaluated as part of preparing the 2005 budget.

Operating Expense, General Expense and Conventions and Other Meetings

As in 2003 every effort was made to limit expenses in these categories while at the same time taking care of all necessary items. The Trustees of the Episcopal Fund helped with the 2003 budget by paying the full debt service on the Episcopal House mortgage, the budget resumes paying 25% of that cost in 2004. Group medical insurance expense is projected to decline primarily due to the full annual effect of less expensive coverage being provided through the Episcopal Church Medical Trust. Some reserve funding cut from the 2003 budget has also been restored.

Diocesan Budget 2004

Income	2003+ Budget	2004+ Budget	
Investment Income	127000	116900	
Other Income	43700	76600	
VOICE Revenue	19500	20000	
Convention Fees	64600	64600	
Office Expense Reimbursement	25000	18000	
Paul Moore Fund Income	20000	18000	
Prior Year's Surplus	125700	17400	
Retroactive Total Return		80000	
Sub Total	425500	411500	
Congregational Pledges	2714000	2767000	
Total Income	3139500	3178500	

Diocesan Budget 2004

Line Number	2003+ Approved	2004+ Requested	2004+ Proposed
Outreach			
1. National Church	710250	721000	721000
2. N.J. Council of Churches	25800	27000	27000
3. Justice Missioner	20000	10000	10000
4. Episcopal Community Development	55000	63500	63500
5. International Outreach	20000	20100	20100
6. Domestic Outreach	126500	135300	135300
Total Outreach	957550	976900	976900
7. Department of Missions Debt Service	64900	49400	49400
8. Department of Missions Program	54800	30000	30000
9. Commission on Ministry	12000	22500	12000
10. Clergy Conference	8000	8000	7000
11. Commission on Aging	70900	67500	67500
12. Resource Center	30700	53100	51100
13. Program Groups	19050	7500	7500
14. Youth Ministry/Christian Formation	51000	55700	55700
15. The VOICE	50000	44500	44500
16. Companion Diocese		12000	7000
17. Electronic Technology	6000	5300	4300
18. Interim/Clergy Training	5000	6000	5000
19. Cross Roads Outdoor Ministries	40000	20000	20000
20. Justice Missioner	30000	44100	44100
21. Mission to Dismantle Racism	12000	5000	5000
22. Oasis		5000	5000
23. Bethsaida Team Project	5000	5000	5000
24. Ward J. Herbert Fund	5000	25000	12000
Total Mission & Program	464350	465600	432100
Total Outreach, Miss & Prog.	1421900	1442500	1409000
Diocesan Staff			
25. Diocesan Bishop & Staff	199200	211000	211000
26. Assisting Bishop		50000	50000
27. Canon for Congregational Development	132100	142100	142100
28. Canon to the Ordinary & Assistant	150700	161100	161100
29. Communications & Technology	119100	119100	119100
30. Administrative Officer & Staff	189800	194500	194500
31. Chief Financial Officer & Staff	274800	283000	283000
32. Property Management	110000	68300	68300
Total Staff	1175700	1229100	1229100

Diocesan Budget 2004

Line Number	2003+	2004+	2004+
	Approved	Requested	Proposed
Operating Expenses			
33. Utilities	20000	19000	19000
34. Telephone	28000	34000	34000
35. Heat & Other Services	19000	22000	22000
36. Building Maintenance	31000	31000	31000
37. Casualty Insurance	18000	24500	24500
38. Office Supplies	25000	27500	27500
39. Postage	28000	24000	24000
40. Office Machines	37000	37500	37500
41. Debt Service	0	16500	16500
42. Technological Support	15800	15800	15800
43. Miscellaneous	6000	6000	6000
Total Operating Expenses	227800	257800	257800
General Expense			
44. Audit	4000	4000	4000
45. Fidelity Bond & Workers' Comp	5000	5000	5000
46. Group Medical Insurance	200000	165000	165000
Total General Expense	209000	174000	174000
Conventions & Other Meetings			
47. Lambeth Conference	0	500	500
48. General Convention Deputies Expense	13400	11000	11000
49. Provincial Synod Assessment	7300	7400	7400
50. Provincial Synod Deputies Expense	1500	500	500
51. Diocesan Convention Expense	64600	64600	64600
52. Diocesan Journal	5100	5100	5100
53. Diocesan Council	2500	2500	2500
54. Episcopal Reserve	0	7000	7000
55. Districts	10000	10000	10000
Total Conventions & Other Meetings	104400	108600	108600
Total Administration	1716900	1769500	1769500
Total Budget	3138800	3212000	3178500

Bishop's Compensation

Bishop Croneberger		2003	2004
Salary		85600	89000
Benefits		64000	70500
Total		149600	159500

Diocesan Council Report Convention 2003

The year 2003 produced change, excitement and restructuring for the Diocesan Council as it continued to revitalize its functions and purposes as described in the diocesan canons – specifically Canon 5.

The Diocesan Council met in the months of February, March, April, May, June, October, November and December 2003 and in January 2004. With the exception of the February meeting, all meetings were held at St. Agnes' Episcopal Church in Little Falls. Each of the ten districts sent a clergy and a lay representative to the Council. They were joined by four others, two lay and two clergy, appointed by the Bishop.

Monthly, the district representatives reported on the ministries, missions and planning progress for each district. A report from the Episcopal Church Women was a consistent agenda item, with reports delivered by the organization's president.

As a part of the planning and restructuring work of Council, the Bishop shared his hopes for their work::

- 1) Lead the programmatic planning process of the diocese (council's canonical responsibility), following the Threads from the Visioning Convocation, and specifically taking into account this diocese's need for an urban/suburban strategy.
- 2) Develop and implement strategy for mission congregations in the diocese and assume the responsibilities currently performed by the Department of Missions.
- 3) Develop and implement ways to assist the Districts in their Vision and their work. The Districts provide ways for ministry beyond the congregations.
- 4) Encourage partnerships between congregations within the diocese looking especially at partnerships between congregations with differing gifts and/or ministry environments (e.g. urban/suburban partnerships).
- 5) Recommend goals and criteria for a partner relationship with another diocese and explore possible relationship with dioceses currently looking for a companion. The recommendation needs specific items to be considered. Wants to appoint a committee prior to convention and wants some of the members from council to be part of that committee. Possibly a relationship with an Hispanic diocese.
- 6) Analyze the committees, commissions and task forces currently working in the diocese and make recommendations about how to improve our system.

With these guideposts, the Council established the following committees (listed with its chair): Role of Council, The Rev. Jack Stanton; Committee on Missions, The Rev. Canon Paul Hunt; Partner Congregations and Districts, Ms. Nancy Read; Companion Diocese Committee, The Rev. William Parnell and Ms. Bernice Mayes; Committees and Commissions Task Force, John Garde, Esq.

Notable this year were presentations on those ministries identified with the Visioning Convocation Threads. For six months, members had the opportunity to learn about the work of each of these ministry areas, and included:

- Youth - Canon Echols (March)
- Aging - Ms. Judith Seelbach (March)
- Education - Ms. Kitty Kaweck (April)
- Spirituality (May). As a committee of the whole, the council looked at the questions of How well do you think the diocese nurtures the spiritual lives of members of our congregations? What do we do best? What could help strengthen us in the area of spirituality? What do we do best in terms of nurturing? What can Diocesan Council do to help strengthen the nurturing of spirituality in our diocese?
- Outreach (June) with Ms. Carla Lerman, executive director of Episcopal Community Development; Ms. Martha Gardner, Jubilee Officer; Ms. Lyn Headley-Moore, diocesan Justice Missioner; Ms. Ruth

Hook, past chair, United Thank Offering (UTO). The discussion was held at round tables to reflect on the questions, What do we mean by outreach? What does outreach mean in the diocese of Newark? What are the outreach ministries in the diocese? What more can be done to support the outreach ministries?

Diversity (September) with Ms. Lyn Headley-Moore and Canon Carter Echols.

The remaining months saw the Council review and develop a new structure with the following committees:

Congregational Vitality:

- Congregational health
- Self-support
- Growth

Inclusion:

- Diversity
- Welcoming
- Cross-cultural sensitivity
- Other dimensions of otherness

Discipleship:

- Christian Formation
- Education

Apostolate:

- Outreach
- CDCs
- Extra-parochial Ministries

Additionally, there will be a Steering Committee that will, in consultation with the Bishop's staff, set the agendas for meetings of the Council; and a Budget Committee responsible for the formation of the annual budget of the Diocese and its presentation to the Diocesan Convention. It shall include members of the Steering Committee and such other members as Council shall appoint.

Other Council actions included:

- ratification of grant recommendations from the ACTS/VIM Board and the Ward J. Herbert Fund Board
- ratification of grant recommendations from the Diocesan Outreach Committee
- election of board members to Episcopal Community Development Corporation, St. James Community Development Corporation, Apostles House, Canterbury and Jersey City Episcopal Community Development Corporation
- election of trustees to the Rutherford Senior Manor, Nutley Senior Manor and Hillside Senior Manor
- adoption a budget for recommendation to the 130th Diocesan Convention
- approval of funding requests from District 4 (\$3,150 for acolyte trip to Washington, D.C.), District 8 (\$1,800 for a spring 2004 program keynoted by Andrew Weeks), and District 10 (\$1,100 for a program on diversity with Mr. Van Arrington, founder of "Teach My People."
- approval of \$58,000 from the Jersey City Funds for the year 2004 to support the congregational growth and development of Grace Church Van Vorst, Jersey City.

Minutes from the monthly meetings are posted on the diocesan web site pages of the Diocesan Council - www.dioceseofnewark.org/dc.html.

**Standing Committee Report
for the 2003 Diocesan Journal**

The Standing Committee meets at Diocesan House from 12:30 p.m. to approximately 3 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. The Standing Committee approves encumbrances and sale of property in the diocese, approves and consents to those recommended for candidacy and ordination to the diaconate and the priesthood. It also consents to Episcopal elections and other charges from ECUSA. The Committee also serves as council of advice to the bishop. Confidentiality is a critical aspect of these discussions. Appended here are only those items acted upon by the Committee.

In addition, members of the Committee attend day-long postulancy and candidacy conferences sponsored and organized by the Commission on Ministry. 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: Approval was given for the sale of rectory at St. James, Ridgefield.

February: Kim Byham, Esq., was elected as secretary and The Rev. Diana Doyle Clark President. Newly-elected members were welcomed: The Rev. Beverly Huck and The Rev. Jeanette DeFries.

The sale of the rectory of Bud Lake was approved. The Committee approved the election of The Rev. Alan Scarfe as Bishop of Iowa. We agreed to take no action on a request of support for a petition against non-Episcopal ordinations in the Evangelical Lutheran Church from the Standing Committee of North Carolina.

March: Actions taken in March included approval of the Bishop's recommendation of the following people for Candidacy, all of whom were also recommended by the Commission on Ministry: Kathleen (Kay) Locke, of St. Peter's, Morristown; William J. Albinger, Jr., of St. George's, Maplewood; David W. Cabush, of St. Peter's, Morristown.

All Candidates were approved by the Standing Committee. The Committee consented to the election of a Bishop Suffragan for the Diocese of Texas.

April: the Committee unanimously approved Helen Harper for ordination to the priesthood and the following candidates for ordination to the diaconate: Anne Koehler, Liz Golub, Edgar Guitierrez-Duarte, John Mitchell, Melissa Hall, Tom Matthews, Dennie Bennett, Susan Schrink, Peter DeFranco, Tay Moss, and Karen Coleman (Ms. Coleman contingent on final approval by the Commission on Ministry). Consented was given to the election of a Bishop Coadjutor for the Diocese of Arizona.

May: Approved the refinancing of the mortgage by Church of the Holy Communion, Norwood. Consented to the election of a Bishop Coadjutor for West Texas.

September: Kay Locke and William Albinger were approved for ordination to the priesthood. Elected as Trustees to the Diocesan Investment Trust, Mr. Bruce Bensley, Grace, Madison, and Mr. Tom McCrann, St. Peter's, Essex Fells (class of 2008); and Mr. C. Mark Dadd, St. Peter's, Morristown (class of 2010). Approval was given for the lease of the rectory of Trinity, Irvington.

October: The following postulants were recommended by the Commission on Ministry and approved by the Standing Committee for candidacy: the priestly track: Lorraine Dughi, William Feus, Willie Smith, Deborah Venezia and Laurie Wurm; the diaconal track: Charles Nelson, Lynn Czarnecki, William Bailey, Elizabeth Ostuni and Nancy Read. The continuing lease of St. Paul's, Morris Plains, parking lot was approved. The Committee voted to move its meetings to the first Wednesday of the month due to the heavy schedule of diocesan meetings on the second Wednesday.

November: Approval was given to the sale of the rectory of Trinity Church, Cliffside Park.

December: The Standing Committee accepted with great regret the resignation of Lyn Headley-Moore who has been hired as the Justice Missioner. Consent was given to the election of the Rev. Gary R. Lillibridge as Suffragan Bishop of West Texas.

**Statement of Proceeding of the Trustees of
The Episcopal Fund and Diocesan Properties**

The Trustees met five times in 2003 (January, March, June, September and December) for the purpose of managing the Fund or Endowment of the Diocese and overseeing the properties and the various Funds which are under their control. Some of the more significant actions taken by the Trustees last year included:

1. The election of new officers for three year terms: Tim Carpenter, President; Deborah Brown, Vice President, and John Garde, Secretary;
2. The formation of three sub-committees - Congregational Growth and Development, Property, and Condemnation;
3. The retention of John Buonocore, Esq. to represent the Trustees in the New Jersey Transit's condemnation of the subsurface of the parking lot at Episcopal House;
4. Meeting with the Treasurer of the DIT to discuss and review investment strategies;
5. Agreed to use the their nondesignated income to pay all the cost of the 2003 debt service on the \$800,000.00 30-year mortgage loan with 30-year payout for financing Episcopal House (31 Mulberry Street, Newark); and
6. Approved \$332,937.00 in congregational Growth and Development grants, that were recommended by the Bishop, to the following parishes:

St. John's, Dover
Good Shepherd, Ft. Lee
Trinity, Kearny
St. Stephen's, Millburn
St. Paul's, Paterson
Transfiguration, Towaco
St. John's, Montclair
Trinity, Montclair
St. Paul's, Chatham
All Saints, Hoboken
Grace, Westwood

A summary of the assets of the Trustees as of December 31, 2003 is attached.

Respectfully submitted,


Tim Carpenter, President

WAC
Enclosure

ACTS/VIM ANNUAL REPORT 2003

ACTS/VIM has continued to focus on its mission of encouraging congregations to develop new mission initiatives and to encourage those programs that have received ACTS/VIM funding three times to seek new sources of funding. Several members of the Board have offered to help congregations write grant proposals and identify possible funding sources for program. The Board has also continued to refine the application form to make it more user friendly and complete in its information.

During the year 2003 the ACTS/VIM Board has recommended and Diocesan Council has approved that grants be distributed to the following programs in the Diocese during the Spring Granting Cycle.

Wantage, Good Shepherd - Friendly Fridays, \$2,900
 East Orange, Christ - Learning Info. & Access Center (LIAC) (tutoring program), \$8,000
 Hillsdale, Holy Trinity - Center for Help in Time of Loss, \$3,000
 Boonton, St. John's - Community Summer Program, \$7,000
 Newark, Grace Church - Homework Club, \$7,000
 Newark, AIDS Resource Center - Prevention Education, \$8,000
 Newark, Newark School of Theology, \$4,700
 Hackensack, Christ - Peter's Place Expanded Services, \$6,000
 Union City, Grace Church - Outreach Summer Project, \$8,000
 Jersey City, Grace Van Vorst - Young Artists-in-training Summer Program, \$5,600
 Newark, St. James CDC - Housing Resource Center, \$3,000
 Jersey City, Jersey City Episcopal CDC, \$2,600
 Jersey City, St. Paul's - Summer Program, \$7,000

for a total of: \$68,800

During the Fall Granting Cycle, the Board approved and Diocesan Council ratified funding the following programs:

Hillsdale, Holy Trinity - Center for Help in Time of Loss, \$2,400
 Clifton, St. Peter's Haven - \$4,500.
 Belleville, Christ - The Care Closet at Christ Church, \$3,600.
 Paterson, St. Paul's - CityServe After School Program, \$3,400.
 Summit, Calvary - Interweave Interfaith Dialogue Network, \$2,500.
 Newark, North Porch - Dover Trial Referral Program, \$3,000.
 Newark, Grace - Youth@Home, \$5,800.
 Hackensack, Christ - CDC/Peter's Pl Expanded Services, \$4,500.
 Chatham, St. Paul's - St. Paul's Wellness Project, \$8,000.
 Hasbrouck Heights, St. John's - Care on the Corner Community Services, \$8,500.
 East Orange, Christ - Learning Info. & Access Center (LIAC), \$3,000.
 Hoboken, All Saints - Homework Club & Teen Program, \$5,800.
 Jersey City, Grace Van Vorst - "Arts At Grace", \$4,500.
 Newark, Trinity + St. Philips - Senior Healthy Living, \$4,500.
 The total amount awarded during the fall is \$84,000

The Board has appreciated the effective work of three of its members, who will not be returning next year: Ms. Roberta Moseley, Ms. Joan Smart and The Rev. Stephanie Wethered. Continuing members are Ms. Peggy Armstrong, Ms. Benice Mayes, Ms. Janice Walker, The Rev. Elizabeth Keeton, Ms. Carol Harrison-Arnold, Mr. Peter Jackson and Ms. Mollie Galletty. Ms. Cheryl Thompson joined us for the fall cycle, temporarily filling a vacancy.

Respectfully submitted,
 The Rev. Margaret A. Gat, Chair (12/30/03)

The AIDS Resource Center, CDC
Of the Episcopal Diocese of Newark

505 West Market Street, P. O. Box 7178
Newark, New Jersey 07107-7178
(973) 481-0009 Fax (973) 481-1339

January 1, 2004

Report of Activities for 2003
To the Deputies of the 130th Convention of the Episcopal Diocese of Newark

The ministry of the AIDS Resource Center, Community Development Corporation continues to provide nutritional, culturally-sensitive, hot home-delivered meals to individuals infected and affected by HIV/AIDS and their dependents. The following annual report for 2003 reflects the commitment of the Board of Trustees and the staff of the ARC, CDC to deliver quality services to those most in need in the Newark Metropolitan area.

The following services were delivered in 2003:

- A total of 40,300 hot meals were delivered to individual homes;
- Two retreats were held during the year (Spring and Fall) at Berne, New York. The purpose of the retreat was to help clients deal with the stress of living with HIV/AIDS;
- A total of 15 clients received Massage Therapy, which strengthened their immunization system and helped them to reduce the stress caused by medications for HIV/AIDS;
- A total of 141 support groups were held during the year. Themes for support groups dealt with Nutrition, Substance Abuse and HIV, and issues dealing with women and HIV (Domestic violence, HIV and family life, etc.);
- From early Spring until late Fall, one Client Outing was held per month. The outing involved the clients and family members in outdoor activities such as a trip to a local state park, an all-day Pumpkin Picking Outing, etc.;
- The agency sponsored other social events and outings surrounding the Fourth of July, Back to School Backpack drive, Halloween, Thanksgiving, and a Christmas Toy Drive. Donations were received from numerous Episcopal congregations, the staff and family members of *Episcopal House*, and other supporters and donors from the surrounding communities;
- The Supportive Prevention Education program continued to reach out to numerous schools and faith communities -- reaching over 250 adolescents -- and speaking to the issue of HIV/AIDS prevention and education;
- The ARC also partnered with 9 African American faith communities to discuss ways in which their congregations could take a more active role in ministering to those in their communities who were HIV+; and
- The new Executive Director and members of the Board of Trustees were commissioned on World AIDS Day hosted by Christ Episcopal Church in Bellville, and sponsored by the *Oasis Commission*.

**The Diocese of Newark Altar Guild
Year End report for 2003**

The Newark Diocese Altar Guild started the year in January by actively participating in the annual convention of the Newark Diocese held at the Glenpointe Marriot, Teaneck, NJ. They provided Communion for two services for six hundred participants. They dressed the Altar with paraments specially designed for the theme of the convention along with four stoles and chasubles to match. These items were presented to the Diocese for further use.

February was planning time and a workshop held at the Community of St. John Baptist in conservation of altar linens.

We sent teams out to do teaching in flower arranging, linen care and construction, calligraphy, starting and running a successful altar guild, ecclesiastical art, baking communion bread, and sharing in devotional work.

In ending our year, we all agreed that it was great to meet and share what we can with so many groups. We are looking forward to next year with the hope of reaching even more people.

Respectfully submitted,

Carol Homer, secretary

2003 BETHSAIDA TEAM REPORT

Mission Statement and Enabling Resolution

THE BETHSAIDA TEAM is a mission and ministry of the Episcopal Churches of The Diocese of Newark, guided through our life of prayer, to provide support and resources to congregations and individuals who seek to open their eyes to the ways in which their church, both the physical plant as well as members of their congregations, can be more welcoming, accessible and inclusive of people who have disabilities of any kind.

Resolution on Bethesda Team Project Compliance with ADA

RESOLVED, That this 128th Convention of the Episcopal Diocese of Newark asks all congregations and organizations in the diocese to review their facilities to determine if they are in compliance with the Americans with Disabilities Act; and, if not, to develop a plan of commitment and compliance that will lead to full program and facilities accessibility by 2006; and, be it further

RESOLVED, That *The Bethesda Team* monitor this project, provide instructional materials and educational opportunities to congregations, assist with program and facility assessment, collaborate with the Diocesan Director of Development in seeking sources of funding for these projects, communicate regularly with the Diocesan Council, and report its findings annually to Diocesan Conventions through 2007.

This year, 2003, has evolved into a transitional year in many ways for The Bethesda Team. We started out the year by participating in Convention activities with a table of resources. We wore special name tags and made our mission known to many people.

The next three months were spent working with Valyrie Ledlein, parishioner of St. George's, Maplewood, and professional consultant for not-for-profit organizations. She led us through a visioning process that helped focus our ministry and realistically set goals. Valyrie returned to us in November to evaluate how we were doing and also helped structure our meeting time and task processing better.

During the summer, there was follow-through with congregations that were contacted and particularly those who asked for visits. This involved meetings with our sub-teams within the larger Team and with representatives from the congregations.

On September 28, we visited Christ Church, Bloomfield/Glen Ridge. We held an adult forum with an experiential exercise and then participated in their Eucharist service. Rick Fox, member of The Bethesda Team, preached.

On October 5th, The second sub-team went to St. James in Hackettstown. We were greeted by a wonderful breakfast followed by the Eucharist. The Rev. Jim Wanke preached. This service, as well as the service at Christ Church, was signed. The Rev.

Cathy Deats celebrated with one arm tied behind her back. The Team led a forum using the experiential exercise and a brief meditation.

We visited St. Peter's in Livingston on November 16th. The Rev. Jane Tomaine used a walker as she celebrated. Representatives from the congregation as well as Team member participated in taking on a simulated disability and then we shared how that was for them in the service.

All of these congregations are developing plans to make their physical plants, liturgy and programs inclusive, welcoming and accessible.

We have been working with David Cates to produce a new, up-to-date video to be shown at Convention 2004 and to be used to promote the work of The Bethsaida Team. We have also purchased a digital camera and a laptop computer that will be used to demonstrate assistive software for various disabilities. The Team is continuously gathering resource materials and announcing and promoting opportunities such as the recent conference of funding accessibility projects in churches and synagogues.

The Bethsaida Team continues to be active members of the Interfaith Coalition of Inclusive Ministries. BT participated in the Coalition for Interfaith Inclusive Ministries Awards Dinner.

We are concentrating on broadening our knowledge of the wide variety of disabilities that affect over 15% of the US population and represents the largest minority segment. Another concentration is for the children and youth developing resources for Christian. Educators to encourage awareness of how disabled people are integrated into their activities and also to help teachers provide programs that address the special needs of some students.

We are honored to have the opportunity at convention this year to present special acknowledgements to the five congregations that have worked so hard with the Bethsaida Team and have made significant strides toward becoming truly Inclusive of people with disabilities. They are: St. John the Divine in Hasbrouck Heights; St. Agnes, Little Falls; Christ Church, Bloomfield/Glen Ridge; St. James, Hackettstown, and St. Peter's, Livingston. Features of our visits are included in our video presentations.

We also acknowledge all the congregations that have made progress, some in small ways, others in major renovations and plans, on their own. We want to know who you are and what you have done during the past two years.

Respectfully submitted,
Ms. Jan Hardy and The Rev. Oscar Mockridge, co-chairs

ANNUAL REPORT FOR 2003

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 Resource Center is accessible Monday through Friday between 8:30am-4:30pm.

- ◆ Congregational use of the Resource Center remained at about 70% during 2003. This is an increase of 45% since 1998.
 - It continues to be a source used regularly by Episcopal House staff.
 - Used also by many committees and commissions.
- ◆ Through the website, the Resource Center also receives many inquiries from out of the diocese, out of the state and even out of the country.
 - Website needs redesigning around the idea of Christian Formation with the Bishop Anand Resource Center being a support system.
 - Keeping the website current has fallen behind.
- ◆ The Resource Center has helped a growing number of churches, commissions and programs obtain resources at a reduced cost by ordering in bulk and then being reimbursed.
- ◆ The Resource Center continues to serve as a consulting resource for congregations looking for guidance meeting the needs of their adult, youth and children in programs such as Bible Study, Sunday School, confirmation, etc.
- ◆ The director meets at least four times a year with other Christian educators from New York, Long Island, Connecticut and New Jersey to share resources. This tri-state network works to support the programs run in the neighboring dioceses.
- ◆ The number of churches participating in the Children's Sabbath continues to grow. This year free materials for each church through a joint effort of the Christian Formation Commission, Episcopal Church Women, Jubilee Ministries and Bishop Anand Resource Center. Materials were distributed at a special workshop held in September. This is the fifth year of this effort and it is becoming evident that churches are beginning to plan on having this resource.
- ◆ The Bishop Anand Resource Center is the designated Diocesan contact for the "Red Book".

Respectfully submitted,

Kitty Kaweck
 Director of Resources
 Bishop Anand Resource Center

ANNUAL REPORT 2003

CHRISTIAN FORMATION COMMISSION

In September two governing bodies, the Commission on Christian Education and Youth Ministries Commission, merged to become the Christian Formation Commission in order to eliminate duplication and to improve communication with people engaged in Christian Formation, a life long journey. Youth Ministries and the Bishop Anand Resource Center still each have a staff missionary in place, and will continue to do so. The change has only to do with the governing body or commission. The Office of Youth Ministries still has a part time Interim Missioner, and it is expected that early in the coming year a full time missionary will be employed.

Accomplishments of Former COMMISSION ON CHRISTIAN EDUCATION

Education and Programs

- **Godly Play Training (Jan. 2003)**
 Certified teacher trainer brought in for training weekend
 - Identify growing need for teacher exploration, training and support
 - Develop model for individuals in the diocese to begin to build our own training and support system
 - Attended by over fifty people from a variety of congregations
- **Keeping It Real-Convention (Jan. 2003)**
 Report required by 128th Convention
 - Role play by members to show peer pressures experienced by youth today and the need for programs to encourage dialogue and educational information around sexuality.
 - Should have devoted more attention to EDUCATING and COMMUNICATING the purpose of this graphic, blunt presentation.
- **Keeping It Real Initiative (Feb. 2003)**
 Trainer from the Black Church Initiative brought in for training weekend
 - Three of the five urban churches in attendance completed the program with their youth.
 - The youth and adult leaders who were involved with the program have asked for more material to continue the dialogue.
- **Connections – A Celebrating Creative Congregations mini-event (March 2003)**
 - Over 80 attendees
 - Ten workshop opportunities
 - Follow-up to Convention theme of multi-culturalism
 - Opportunity for dynamic key-note speakers
 - Emphasis on diversity of spirituality
 - Created new model for Celebrating Creative Congregations on "off-year"

- **ARK Morning (May 2003)**
 Roundtable workshop for Sunday School teachers
 - Twenty-five Sunday School teachers from 15 congregations shared and learned tools to enhance the Sunday School experience.
- **Children's Sabbath (September 2003)**
 "How-to" workshop for implementing the Children's Sabbath
 - Nine churches with twenty-five people attended.
 - Cooperative effort with Christian Formation Commission, Bishop Anand Resource Center, Episcopal Church Women & Jubilee Ministries.
 - Showed many different ways to honor the Children's Sabbath with respect to the differences among congregations.
 - Raised up the resolution passed at the last convention recommending the support and celebration of the Children's Sabbath.
- **Godly Play Training (Oct. 2003)**
 Workshop for education, teacher training and support around the Godly Play program
 - Identified other potential trainers with the Diocese.
 - Served as an ongoing support network for congregations using the Godly Play program.
 - Showed a variety of ways to use and customized the Godly Play program to suit particular congregations and ages within the program.
 - Seven churches with thirty people attending.

Respectfully submitted,

Kitty Kaweckl
 Director of Resources
 Bishop Anand Resource Center
 Staff Support/Liaison of Christian Formation Commission

DIOCESE OF NEWARK COMMISSION ON AGING 2003 ANNUAL REPORT

The Commission on Aging serves in an advisory capacity to the Diocesan Ministry on Aging. Its mission is to encourage and assist parishes and organizations to establish ministries to, for, of, and with its older people. The Commission is composed of At-large Commissioners appointed by the Bishop and District Representative Commissioners appointed by the District Conveyers.

The Commission continues to recruit and expand the Resource Committee. This Committee consists of volunteers with expertise, background, knowledge, and/or an interest in aging issues. These volunteers agree to be available to help in those aspects of the Commission on Aging ministry, which include presentation of workshops and programs and the development of a Speakers Bureau.

A needs assessment survey of senior ministry and outreach on the parish and district levels of the diocese was initiated in January. 75% of the Congregations within the Diocese have responded to date. The information gathered from the survey indicates that a significant number of congregations are involved in some form of ministry both with and to seniors though they have never identified these ministries in this manner in the past. The Commission on Aging and the Missioner have been able to use the gathered information to develop additional resources for congregations as they continue to work to identify what they are presently doing, what their needs are, and develop and enhance their congregations' senior ministry. The Commission on Aging, the Missioner, and the Commission's Resource Committee also assist congregations and organizations with presenting one time programs/workshops, which speak to, pre-identified issues and topics such as eldercare, caregiving concerns, and retirement planning. 52 Churches received services/visits during 2003.

Two Diocesan wide events that emphasize affirmative aging had been planned. However, it was decided to cancel this year's Spirituality in Aging Art Exhibit. The exhibit was to have been held in the meeting spaces throughout Episcopal House. However the Newark subway system construction frequently makes it difficult to access the building because local roads and the building's parking lot are effected and many meetings are being scheduled away from the building until this construction is complete. The 7th annual Evensong "Once Again It's a Celebration" was held June 1, 2003 with Trinity & St. Philip's Cathedral as host. With over 600 in attendance The David Paul Hegg II Lifetime Achievement Awards were presented to 64 Diocesan Seniors.

The Commission also supports the function of the Missioner as a social service resource to the Office Of The Bishop for the Diocese's Retired Clergy And Spouses providing case management services as needed. This function enables the Bishop's Office to continue to tend to and care for our clergy when they are frail and in need.

Respectfully Submitted,


Judith T. Seelbach
Missioner



COMMISSION ON MINISTRY

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

December 3, 2003

REPORT ON THE COMMISSION ON MINISTRY

Four years ago when I was appointed Chair of the Commission On Ministry, the Commission and I were challenged by the Bishop to fulfill all of our canonical responsibilities. Those responsibilities included Recruitment, Diaconal Ordination, Priestly Ordination and supporting leadership development of the Ministry of Lay Leaders. I am pleased to report that now, as my tenure as Chair comes to a close, all of those challenges have been met.

2003 has been very busy and the most successful year yet for the Commission On Ministry. The Commission had 8 regular monthly meetings, 2 Prescreening Conferences, 2 Pre-Postulancy Socials and 4 Mega Postulancy Conference.

Recruitment

We ran a program of recruitment 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. Our recruit, a member of St. Michael's Wayne, was placed at All Saint's Glen Rock. The pairing was an unqualified success.

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. We also updated our part of the Diocesan Web site. Now all the Guidelines can be found there. I also put into effect several of the subcommittees/task forces that were established. Presently in place is a program to provide the required Anglican studies to those seminarians attending non-episcopal seminaries. Also we are administering a program on Reading for Orders.

Diaconal Ordination

The Diaconal Subcommittee continues to do its wonderful work. We have also attempted to address applicants with "special needs". At present there are Aspirants, Postulants and Candidates in the process. We are all looking forward to next year's ordination of the first new Deacons to be seen in this diocese in 25 years! At present there are many, many people who have expressed interest in becoming a Deacon. There has been a Postulancy Conference and a Candidacy Conference held with the Commission (Mega Conferences). There are presently 8 Postulants, and 5 Candidates in the vocational diaconate process, with some doing field placements.

Supporting Leadership Development of the Ministry of Lay Leaders

The Lay Subcommittee is finally up and running. This subcommittee, composed of 10 non Commission On Ministry members appointed by the Bishop, provides 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 and are downloadable from the diocesan webpage.

The Commission On Ministry is greatly different than the Commission of 4 years ago. It is a well run and efficient organization that fully understands its canonical responsibilities and administers them with compassion and respect for those coming through the process. We have instituted a "feed-back" system where we are reviewed by the persons in the process. We have received not only great compliments but valuable suggestions, many of which we have incorporated into our procedures.

I would like to thank all the people who have made my 7 years on the Commission so enjoyable and the last 4 years as Chair, rewarding.

Matthew Daniel Piermatti, II
Chair, Commission On Ministry

Education for Ministry 2003 Annual Report

Education for Ministry (EFM) is a program of theological education-at-a-distance for lay persons from the School of Theology of the University of the South (Sewanee). This year EFM in the Diocese of Newark had 87 students in 12 seminars, with 14 mentors/co-mentors.

The Diocese of Newark is a sponsoring diocese for EFM at a cost of \$1,500 annually. In sponsored diocese students pay \$325 per year instead of \$400. I would like to thank the budget committee and the people of the diocese for making possible this experience with the School of Theology Program Center (SOTPC).

EFM Mentors must be certified by Sewanee, and re-certified every 12-18 months. They can go to Sewanee for scheduled training events or they can attend those offered in our diocese. This year Mentor training for the diocese was held in September at the Convent Of St. John in Mendham, NJ.

June graduates were Maryellen Roberson, Stephanie Borai, Melody Giacomino, Robert Miller, Lorna Cuevas, Louis Fifst, Carol Ann Haebele, Janet Hager, Dorothy Kalnins, Nancy Read, Jay Studwell, Susan Schink, Ellen Evans, Anne Rosselot, Cynthia Cobbs, Joan Kirkland, Jealyn Wheelless. As informed and committed laity they minister at home, in parishes, and in workplaces throughout the diocese.

I would like to thank Bishop Croneberger for his support and faith in this program.

Respectfully submitted

Charles J. Hayes, EFM Diocesan Coordinator

ECW PRESIDENT'S ANNUAL REPORT TO DIOCESAN CONVENTION

In 2003 the board had meetings (January and May) at Episcopal House at which time we also attended the midweek Eucharist. We had a Sunday meeting in March at The Church of Good Shepherd, Wantage. The women of Good Shepherd received us warmly and participated during the meeting. Our meeting in September, usually held at Episcopal House, was changed to St. George's, Maplewood due to the construction at Episcopal House. We had a Sunday meeting in November at Christ Church, Ridgewood. Again we were received warmly and had visitors from other parishes participate. Our purpose for Sunday meetings is to give us an opportunity to touch base with the women in the diocese. Our annual June board meeting at Holy Innocents, West Orange gave us time to reflect on the past year and made plans for the year to come. The women of Holy Innocents not only gave us the space for this meeting but provided a wonderful lunch.

Women from our diocese who have past away in the year of 2002 were remembered through the Book of Remembrance at the Annual Meeting and UTO Ingathering in May. This year instead of having our program at the Cathedral we held it at Christ Church, Pompton Lakes. The Mary Rankin Scholarship was awarded to five young people.

Triennial took place in Minneapolis, MN, July 29th - August 7th and the ECW, Diocese of Newark were represented by Eugenia Suthern, Anna Byrne, Eleanor Howell, and Doris Mardirosian. It was an exciting time, a learning time, and a spiritual time. The high light was the Eucharist and United Thank Offering service. We shared experiences with other delegates and were able to attend some of the General Convention sessions.

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 bringing them much joy in the Christmas season.

The Honoring Women program at The Church of the Saviour, Denville in April was well attended. Sixty-Five women were honored with certificates presented to them by Bishop Croneberger, Mrs. Marilyn Croneberger, Bishop Brome, and Mrs. Marva Brome. Our guest speaker was Ms. Lyn Headley-Moore, Justice Missioner of the Diocese of Newark.

In October we co-sponsored with other organizations and the planning committee the service held to honor The Rev. Pauli Murray. This was the first time the ECW was part of the planning and the service. We were very pleased to be included in this celebration.

We have been able to continue our support of the National ECW, 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 some programs were successful, some dreams came true, and we grew spiritually.

Doris Mardirosian, President

Commission on Evangelism
Our Diocese of Newark
Annual Report

In February 2003 we took up the work of the Commission on Evangelism. Many of those who had served faithfully for years had decided that it was time to move to other ministries. The work of the Rev. Mark Waldon and all those on the Commission on Evangelism gave us a rich legacy with which to work.

Our first order of business was the planning of the annual evangelism conference, which was scheduled for October 24 and 25. We decided to have a "home grown" conference focusing on the strengths already exhibited in our Diocese of Newark -- using our own resources and sharing our own experiences. Since Church growth is a hoped for outcome of faithful evangelism, we called the conference "Proclaiming Good News. Practical Help with Church Growth." The attendance was quite good with over 40 people either commuting to or staying overnight at the Xavier Center in Convent Station.

Our primary task is to equip ourselves and any others who are interested to be resources to our Diocese of Newark. We see our ministry as doing workshops on evangelism and Church growth and as consulting with mission stations in these areas. Toward this end we have planned what training is needed initially.

In 2004 we are offering practical advice on Church growth in two sessions at the March Celebrating Creative Congregations V event. Additionally we look forward to our conference in November at which the Rev. Canon Elizabeth R. Gelitz, Canon for Ministry Development, Diocese of New Jersey, and author of a number of books including *Entertaining Angels* will be our speaker.

Yours in Christ,

Your Commission on Evangelism

Mr. Scott Bennett, Chair
The Rev. John Rollins
Ms. Jan Paxton
Mr. Bob Masiello
Canon Carter Echols, staff liaison

**REPORT TO THE DIOCESAN CONVENTION
FROM THE
DEPUTIES TO THE 2003 GENERAL CONVENTION**

I find it fascinating that it is possible to repeat the lead sentence from my report of the previous two General Conventions: "The convention was a very positive one for us as your representatives. Decision-making took place amidst thoughtful debate and prayerful consideration, and we returned home believing the Church had taken important steps toward inclusiveness and wholeness." Let me cite some examples beyond the two most celebrated and reported in both the secular and church press.

- Passed a budget of \$146,395,000 for the triennium almost unanimously; mission-based on priorities set by the Executive Council, it allocates funds for work with young adults and youth, for reconciliation and evangelism, for congregational transformation, for justice and peace and for partnerships with other Anglican Provinces. Newark was named as one of 5 dioceses contributing more than the 21% asking (an additional 57 dioceses pledge at the recommended 21% rate).
- Rejected the recommendation from Executive Council to hold conversations about women's ordination in 2006; instead "gave thanks for the work of the Holy Spirit within our communion through the life-giving ministry of ordained women."
- Authorized continued use of *Enriching Our Worship*, added Florence Li Tim Oi, Florence Nightingale, Philander Chase, Janani Luwum and William Temple to the liturgical calendar and called for the revision of *Lesser Feasts and Fasts* and authorized the continued use of the *Revised Common Lectionary*.
- Called for the convening of a partnership of several groups, including the Church Pension Fund and the Council of Seminary Deans, to address the urgent issue of seminarian debt; a report back with recommendations to be made in 2006.
- Supported the concept of a living wage, with health benefits, as standard compensation policy for all workers in the United States including the Episcopal Church.
- Admitted the Diocese of Puerto Rico as a diocese in union with the General Convention, with all the rights pertaining to membership found in the Constitution and Canons of The Episcopal Church. Also admitted the Diocese of Venezuela, contingent, however, on receipt of appropriate materials, forms and testimonials.
- Directed that internship and leadership programs specifically designed for 18 to 30 year olds be identified, especially those which focus on social justice, discipleship, spiritual formation, theological reflection and vocational discernment.
- Recommended that all church members carefully study the "just war" criteria while at the same time remembering the view adopted by the 1931 General Convention "that war as a method of settling international disputes is incompatible with the teaching and example of our Lord Jesus Christ."
- Adopted the United Nations Millenium Development Goals as the framework for the Church's development efforts, particularly as they pertain to debt relief, development assistance and trade policy.
- Urged the identification of a cadre of trained persons and appropriate resource materials to enable open, passionate and respectful deliberation of the challenging

contemporary issues confronting our society, issues of age, race, gender, disability, culture, sexual orientation and perspectives on war, peace and justice.

- Urged that dioceses, in support of 20/20 evangelism, carry out recruitment, discernment and evaluation of persons for lay and ordained ministries which consider strategies and skills in intercultural leadership, contemporary languages, anti-racism education, church planting and conflict management.
- Adopted a major revision of the first section of Title III (the Ministry Canons), giving balance to the Church's understanding of ministry – both lay and ordained – raising up the importance of a discernment process and underlining the fundamental relationship of baptism to ministry.
- One setback for wholeness was the defeat of a resolution supporting a congressional study of the feasibility of restitution for Africans enslaved in America for 246 years. That initial unwillingness became even more painful when a motion to reconsider failed to get the necessary 2/3 vote required by the Rules of the House of Deputies.
- Consented to the ordination and consecration of an unprecedented ten bishops, including George Councill of New Jersey and Gene Robinson of New Hampshire.

Gene Robinson's consent, of course, was one of the two most closely watched decisions by the secular and church press. The number of reporters, satellites, floodlights and cables stretched across hallway floors reflected the importance of the decision. The presence of protesters and the violence of their message made it all too clear why Gene needed security guards with him at all times. It reminded me of Presiding Bishop John Hines in Houston in 1970, and the violent reactions to his General Convention Special Program. The entire Newark deputation supported the affirmation of Gene's election and grieved with him during the painful 24 hours following the trumped up allegations of misconduct. The transparency of the investigation and Gene's calmness did the Church proud that dark day.

Contrary to what has been written in some quarters, Claiming the Blessing was not defeated; but rather, the decision was left to the dioceses: "we recognize that local faith communities are operating within the bounds of our common life as they explore and experience liturgies celebrating and blessing same-sex unions" to quote from the resolution.

Worship was an integral part of the daily agenda; there was Eucharist and bible study every morning. Different bishops served as celebrants and on most days as preachers; outstanding was Michael Curry of North Carolina who drove us to the mountain top, and the Presiding Bishop who challenged us on the final day to be the church in love and understanding of difference. The Deputies were privileged to hear thoughtful meditations surrounded by the musical talent of Ana Hernandez during the traditional noon prayers.

Committee assignments included Lyn Headley-Moore to Program & Budget, Louie Crew to Communications, Michael Rehill to Constitution, Elizabeth Kaeton to Social & Urban, Ed Hasse to Credentials and Jeannette DePriest to Church Pension. In addition Jeannette was elected to the Nominating Committee for Presiding Bishop and Marge Christie as a General Theological Seminary Trustee. And with it all there was time for fun and for renewing friendships.

Marge Christie for the Deputation

**Good Shepherd Home for Children
Bamenda, Cameroon, Africa**

- Founded in 2003 by Sr. Jane Mankaa in the Anglican Diocese of Cameroon
- Funded by the diocese of Newark, Calvary Church, Summit and other parishes
- Children receive full support, education and care
- \$25.00 a month will support one child
- Photographs and information are available outside exhibit hall.
- Contact the Sisters of St. John Baptist for more information.

HEATH VILLAGE REPORT

2004 DIOCESAN CONVENTION

The year 2003 was one of prosperity for Heath Village.

Campus renovations and expanded services continued to be the focus of lifestyle improvements at our community.

The newest policy change allows a prospective resident the choice of "no entrance or community fee". This choice is based on varying monthly maintenance fees in a new approach to the financial plan at Heath Village. The Heath Organization is concentrating on providing our residents with increased choices and options.

The Board of Trustees approved a Master Plan for Heath Village which will reposition many amenities while enhancing opportunities for resident participation. The overall goal is to recreate the Heath House/Concourse areas making them the hub of activity on our campus. There will be many other accompanying changes throughout Heath Village in the years to come.

Lower Campus building modifications which allowed for porch additions at entryways were completed in the Mall area and Chen Court area.

On-Campus transportation was improved and user fees eliminated in 2003.

Finally, our residents continue to suggest new ways for Heath Village to improve and we will devote all of our resources in the coming year to exceed resident expectations through further advancement in services and programs.

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.

Entering its 17th 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. JCECDC 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.

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.

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. In addition, JCECDC manages two 'guest houses' for homeless individuals - In total, these two sites offer 80 units of emergency and transition housing.

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 recently instituted the "Young Enterprisers 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 a self-owned business.

Harvesting Seniors. . . In partnership with the Jersey City Housing Authority, JCECDC instituted the "Seniors for Healthy Living" program at Heckman Hall, a senior public housing site in the lower part of Greenville.

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.

2003 MISSION TO DISMANTLE RACISM REPORT

*We hold a future vision
of a transformed church and world:
where racism no longer limits human potential
and where institutional life fully reflects shared power,
with diverse racial, cultural and economic groups.*

*Our mission is
to engage the diocese at every level
– individuals, congregational, diocesan organizations and staff –
in the work of dismantling racism
in our hearts, our congregations, our communities
and our institutional life and decision-making.*

The Mission to Dismantle Racism Commission (MDR) is completing a year of transition. The previous chair of the commission and the primary trainer of the Anti-Racism Dialogue trainers, Bert Jones, resigned in May after several years of extraordinarily dedicated activism. Under his able management until 2003, MDR provided leadership and coordination for the team of Anti-Racism trainers and the training sessions for the congregations of the diocese in compliance with diocesan resolutions of 1998 and 1999.

To date, 103 congregations have participated in the Anti-Racism Dialogues. MDR had scheduled a diocesan Anti-racism Dialogue Training in October 2003 but there were not enough registered participants to provide the dynamic necessary for the training to be effective. ***A diocesan anti-racism training is scheduled for Friday, January 16th and Saturday, January 17th, 2004 at St. Paul's, Paterson.***

In September 2003, MDR was a co-sponsor of the *Celebration of the Rev. Dr. Pauli Murray* at Trinity and St. Phillip's Cathedral with four other commissions of the diocese: The Episcopal Church Women, The Oasis, the Union of Black Episcopalians and the Women's Commission. This was the first collaboration for this gift to the diocese. The exceptional and gifted Rev. Jocelyn Irving was the preacher and Ms. Janice Harrison the beautiful soloist.

Ms. Carol Taylor, an extremely competent, gifted and experienced trainer, and member of Church of the Epiphany, Orange, was recruited as Coordinator and Trainer of Trainers (TOT) in May 2003, for the Anti-racism facilitators. She has resumed regular, monthly seminars and has recruited and is training two new facilitators.

Several of the facilitators who were active in 2002/3 have been lost to the team due to moves out of the diocese, death and resignation because of employment pressures or time constraints. MDR is actively seeking additional members for the commission and new facilitators (training will be provided) for the Anti-Racism Dialogues.

With the new Justice Missioner, MDR has resumed meeting regularly. The focus of the meetings has been on the need for MDR to expand the vision and direction of the commission. The commission has added a vision statement to the original task-defined mission statement to lift up the ultimate goal of the commission and to keep the purpose and direction of our anti-racism work in congregational, diocesan and commission consciousness.

We hold a future vision of a transformed church and world: where racism no longer limits human potential and where institutional life fully reflects shared power with diverse racial, cultural and economic groups.

The commission has also prepared a survey for the congregations of the diocese. The survey was sent out in December 2003. As of this writing, 12 congregations have responded; we hope to hear from many more before the middle of January. A major goal of the questionnaire is help MDR identify future objectives; its secondary goals are to determine other areas that need to be included in anti-racism discussions and training and which congregations would be open to and benefit from new or additional training

Thus far, the identified direction and areas MDR hopes and needs to impact for transformation to occur are: the church institutional structure, congregational development, clergy and lay leadership. MDR plans to develop, with the facilitators, additional resources, models, tools and curricula, a strong resource library (with the Anand Center) and a program of advanced, deeper anti-racism training – **A CALL TO ACTION**. Additionally, MDR hopes to lead and participate in the study and discussion of reparations for Americans of African descent in the United States.

The goal of the Mission to Dismantle Racism Commission and the Anti-Racism Facilitator Team is to assist, support and engage congregations, individuals and the diocese as a whole in the transformation to an intentionally anti-racist community. Such a community will be recognizable by its active connection to our regional and local community and a measurably increased racially, culturally and economically diverse community committed to and active in sharing power and decision-making.

As of December 2003, the members of the Mission to Dismantle Racism Commission are: Ms. Kathleen Ballard, Dr. Louie Crew, Ms. Marge Christie, The Rev. Michael Gerhardt, Ms. Clara Horsley, Ms. Nesta Stephens, The Very Rev. C. David Williams.

2003 REPORT OF THE ANTI-RACISM COORDINATOR FOR THE MDR ANTI-RACISM DIALOGUES

I have been serving in the role of Coordinator for the Antiracism Dialogues and Trainer of Trainers (TOT) since late spring of 2003, when I was asked to assume the role in light of the resignation of Bert Jones. Lyn Headley-Moore had been newly appointed as Justice Missioner, Diocese of Newark and a reorganization of the MDR's many facets was underway. The following is a summary of activities for the facilitators from that period to date.

One of the major objectives of this period has been to sustain the energy and focus of the facilitators during the transition to new leadership. Although the group has been reduced by four members, monthly meetings continue to be held at which training of two new members occurs; we have indicators that one experienced facilitator from St. Peter's, Morristown will begin attending meetings in January and one other is considering returning to this work. We are confident that staffing will be increased during the first quarter of '04. Development of a Call to Action curriculum is ongoing and discussions of future activities and current events are regular agenda items at the monthly meetings.

We will enhance the antiracism training experiences in the coming sessions through integration of new material from the updated manual "Seeing the Face of God in Each Other." In addition, we are working to add some of the potent material learned through Eric Law's training. Two films have been purchased as well: *The Way Home* and *Matters of Race*. There is much work to be done to fully incorporate our new media, and we are well underway.

With regard to the **CALL TO ACTION** curriculum, we are finalizing the outlines for this material and developing exercises. We envision running a second track for those parishes who have completed the basic antiracism work and are ready for the action tools. We are hoping to incorporate a 360 degree feedback process that will provide peer review and inspiration.

Many thanks to the former coordinator, Bert Jones, for his long hours of work, and the facilitators who live out their commitment to the antiracism training. I thank God for this opportunity to work with MDR and for the committed individuals who devote their time, skills and passion to this work. The current members of the Anti-Racism Facilitators Team are: Ms. Carol Taylor, Coordinator, Ms. Kalleen Alston, Ms. Janet Hager, Ms. Susan Kynor, Mr. Larry Ostuni.

Respectfully submitted,

Carol M. Taylor

The Newark School of Theology

Two Park Place, Newark, NJ 07102

R. Douglas Bendall, Ph.D.
President

Tel. 973-297-0505
Fax 973-242-6024

Mr. Michael Francaviglia
Secretary of Convention
The Diocese of Newark
31 Mulberry Street
Newark, NJ 07102

Dear Michael,

THE NEWARK SCHOOL OF THEOLOGY

CONVENTION REPORT 2003

The Newark School of Theology is in its seventh year of offering advanced courses in theological studies. The school has continued to grow in its service to church communities in Northern New Jersey and in particular to inner-city churches in Newark and nearby cities. We register between 40-50 students each semester. The majority of our students are laypersons, inner-city ministers, and persons seeking ordination to the diaconate or some other call to ministry. A number of our students have gone on to more traditional schools and plan to earn a master's degree in divinity. Most of our students would be unlikely to matriculate at a regular school of theology for a variety of reasons, which include lack of opportunity, affordability, convenience, or the lack of a bachelor's degree. Our students come from a wide variety of religious, ethnic, cultural, economic, and educational backgrounds.

The Newark School of Theology is pleased to announce that The Most Reverend Desmond M. Tutu, Archbishop Emeritus of Cape Town, South Africa and winner of the Nobel Peace Prize, has accepted an invitation to join the Board of Trustees as an Honorary Member. He joins a distinguished Board that includes The Rev. Dr. John Polkinghorne, former president of Queen's College at The University of Cambridge, and author of the 1993-4 Gifford Lectures; The Rev. Dr. Norman K. Gottwald, past-President of The Society of Biblical Literature; and Rabbi Charles Kroloff, past-President of the Central Conference of American Rabbis.

Dr. Anthony Monti published a book, *A Natural Theology of the Arts: Imprint of the Spirit* (Ashgate, 2003) this fall. This is the second academic book that a faculty member has published. Dr. Satoko Yamaguchi published *Mary and Martha: Women in the World of Jesus* (Orbis Books) in 2002.

The Rev. John P. Mitchell joined the faculty this past year. He is completing his doctorate at Drew University in the History of Christian Thought. Canon Martin Oguilke (Liberation Theology and Homiletics) is also nearing the completion of his doctorate at Harcourt University, Nigeria.

The Newark School of Theology is grateful for the friendship and support that ACTS/VIM and a number of congregations in the Diocese of Newark have extended to the school. Because we practice a policy of excluding no student because of financial need, the support we receive plays a critical role in permitting us to carry out our mission.

Anyone in the diocese who is interested in any of the programs that The Newark School of Theology offers is welcome to visit the school and attend a class without charge or any other obligation.

Respectfully submitted by,

A handwritten signature in dark ink, appearing to read "Douglas Bendall". The signature is fluid and cursive, with the first name "Douglas" written in a larger, more prominent script than the last name "Bendall".

The Rev. Douglas Bendall, Ph.D.
President

North Porch Women & Infants' Centers
Report to the 130th Convention of the Episcopal Diocese of Newark:
Activities for year 2003

The mission of North Porch Women & Infants' Centers, located 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. In 2003, we continued to emphasize meeting basic needs, coupled with new initiatives to help women break the cycle of poverty that exists for so many.

The year 2003 saw the culmination of a three year plan to renew and revitalize our commitment to serve those in need. In 2001, we began a review of our policy guidelines which resulted in changes which were implemented in 2002. These policies now permit managers to give a seven-day supply of needed items rather than the previous four or five-day supply and also allow some discretion to be exercised in the number of times that a client is served in a twelve month period. We continue to monitor the impact of these changes to ensure that our limited resources are not overstretched. However, we are convinced that so many are in desperate, ongoing need that we must do as much as possible to help.

At the end of 2002, we began to look at ways to provide improved service to the Hispanic and Latino community which resulted in us recruiting a Spanish-speaking center coordinator in 2003 for our center in Dover. This seemingly small step has actually had a very great impact on our ability to reach out to the growing Spanish-speaking community in that part of Morris County. In the first six months of 2003, we doubled the number of infants served in Dover compared with 2002. We were also able to confirm our belief that many women were slipping through the conventional social safety nets and were often unaware of their rights and available resources. With the help of those who are knowledgeable about local community needs, we formulated a plan to target these women for more in-depth assistance.

In July 2003, we trained our Dover center coordinator to provide limited counseling and referral services under the guidance of a qualified Social Worker. With the help of a grant from the ACTS VIM Board, we were able to increase the number of hours that the center is open and to provide a better level of service. Our objective is to provide referrals to agencies and resources that will assist clients in finding solutions to their sometimes complex network of problems. This pilot project will run through June 2004 at which time we will assess its effectiveness.

At this time, final figures for the month of December have not been collected, but in the eleven months from January through November 2003 our three centers served 1123 mothers/caregivers and 1512 infants. Already, this is an increase of 23% over the number of mothers served in all of 2002. In our center in Paterson, for instance, we served 93 infants in October and 75 in November. Unfortunately there seems to be no sign of a decline in the demand for emergency assistance.

Since North Porch receives no major grant funding, we are fortunate to have received financial and in-kind assistance from parish ECW's, outreach committees and individual donors to allow us to continue our work. We are truly grateful for this steadfast support.

Respectfully submitted,

Lindsay J McHugh

President

Board of Trustees

2003 OASIS COMMISSION REPORT

The Oasis

is a justice ministry of the Episcopal Diocese of Newark
with Lesbian, Gay, Bisexual, Transgender, Intersex,
Questioning and Straight persons,
their families and friends,
regardless of age, race, ethnicity, gender, gender identity, class, ability,
national origin, economic or educational status.

The Oasis

is a ministry of cultural and racial diversity with all who experience prejudice and
oppression because of their sexual orientation or expression.

The Oasis

offers reconciliation, education, liberation and hope
to all who seek sanctuary, empowerment, justice and peace

Founded on our Baptismal Covenant,
Claiming the Gospel promise of liberation,
In solidarity with the prophetic witness of scripture
and
Embodying hospitality, inclusion, justice and love

The Oasis has just completed a two-year period of transition from a board with a full-time Executive Director and full-time support staff person to one of the three justice ministry commissions of the diocese served by the new Justice Missioner. Following some turnover this past year, the Oasis commission now consists of: Mr. John Simonelli, chair, Mr. Peter Madison, secretary, Ms. Donna Cartwright, the Rev Hank Dwyer, Mr. Thomas Mundy, Mr. Christian Paolino, Mr. Gregory Perez, Ms. Nancy Read and the Rev. Mildred Solomon.

Following Diocesan Convention of 2003, The Oasis held an overnight planning and organizational retreat at Xavier Center with the guidance of facilitator, the Rev. Joan Bellstein, from the Diocese of Washington, D.C. and assistance from the Canon for Congregational Development, Carter Echols. The outcome of the planning retreat was a new structure for the work of the commission.

Along with the work of restructuring, The Oasis accomplished many goals in 2003.

1. The Oasis participated in the Pride Heritage (NYC) events – ecumenical worship service, Pride March, Pride Street Eucharist, with the active support of the Bishop of Newark; provided funding support for NJ Pride events

2. Provided three creative, intentionally inclusive worship services for the diocese:
 - Anniversary Service and reception (June 2003) – 75 people in attendance at Redeemer, Morristown: Bishop Croneberger, celebrant, The Rev. Phil Wilson, host and officiant, the Rev. Susan Russell, Executive Director of Claiming the Blessing, preacher
 - The Celebration of the Life of Rev. Dr. Pauli Murray (October 2003), a first co-sponsored diocesan event with the ECW, MDR, the UBE, The Women's Commission and The Oasis; 60 people in attendance at the Cathedral: Bishop Brome, celebrant, the Rev. Jocelyn Irving, preacher; with interpreter
 - World AIDS Day service (December 2003) – Monday, December 1, 2003, co-sponsored with Christ Church, Belleville; 14 panels of the Names Project AIDS Memorial Quilt were displayed; the Rev. Canon Paul Hunt, celebrant, the Rev. Paul Walker, host and officiant, Mr. Gregory Perez, Executive Director of the AIDS Resource Center CDC at St. Barnabas Church, Newark, preacher; the ED, staff and board of Trustees of ARC was commissioned
3. Continued as active partners with:
 - Claiming the Blessing (CTB) – Coalition conducting a national Episcopal campaign for authorized blessings for same-gender relationships at General Convention (2003 and 2006) and throughout the Episcopal Church
 - Lambda Legal – working on NJ State lawsuit and campaign for marriage equality for Lesbian and Gay community
4. Implemented monthly Coffee House Socials as fun and safe environments for LGBTI(Q) community after surveying Sponsoring Congregations
5. Developed a 15-month calendar (through 2004) to be able to plan effectively
6. Responded to LGBTI(Q) movement for equality throughout the church and the USA with public statements and support
7. Committed to become more intentionally inclusive of the goals and concerns of the Bethsaida Team and MDR in commission recruitment, site selection for program and worship and program development

SOME OF THE OASIS GOALS/EVENTS FOR 2004

- The Oasis will provide specialty, short-term pastoral training to clergy and lay persons to be able to provide a chaplainry/pastoral program for the LGBTI(Q) community; training will be developed and offered in 2004.
- The Oasis will lead a Lenten Series on an Oasis curriculum, "All Love is Of God" at Christ Church, Bloomfield/Glen Ridge in 2004.
- The Oasis will offer new creative, inclusive worship events for the diocese: a Serenity Mass – a 12-Step Recovery Mass, Celebration of the HRC Coming Out Day, Celebration of Committed Relationships, Memorial Service for All the Departed, Especially for Victims of Hate Crimes
- "The Laramie Project" – April 25th at the Nutley Little Playhouse with reception
- Continuing Coffee House Socials – first Thursday each month

Prison Ministry Committee of the Diocese of Newark—Annual Report—2003

Mission Statement

As the Prison Ministry Committee of the Episcopal Diocese of Newark, motivated by the Gospel imperative in Matthew 25.36; "I was in prison and you visited me," we are advocates for restorative justice, interfaith programs, and personal healing for prisoners, their families, and communities.

The Prison Ministry Committee meets the second Friday of every month at Grace Church in Nutley. The officers of the committee are: Chair, the Very Reverend C. David Williams; President, the Reverend Pamela Bakal; Secretary, Ms Audrey Hasselbrook; Members of the committee, Dorothy Folkes, Paul Forste, Kurt Gruenberg, Barbara Harriman, George Hayman, Ruth Mayes, Elizabeth Ostuni, Larry Ostuni, Nancy Read, John Vine.

An E-Mail address has been established that is linked to the diocese: prisonministry@dioceseofnewark.org.

The committee has worked hard to get the word out about the kinds of prison ministries that parishes can be involved in. Members have spoken at district meetings, and written articles for the Voice and parish newsletters.

Bible Study: Every Wednesday evening a Bible Study is taught at Northern State Prison in Newark. The work is extremely rewarding and highly appreciated by the inmates. The class includes song, prayer and scripture study with homework assignments of reading, writing and memorization. Certificates are handed out for achievement, which can be included in parole files.

Partnerships: The Prison Ministry Committee partners with an organization called OAR, "Offender Aid and Restoration", and PATCH, "Prisoners and their children."

As part of the PATCH program, Barbara Harriman brings approximately 12 children to visit their mothers at the Women's Facility every other week.

Camperships: A letter was sent to the churches in the diocese soliciting contributions to send children of prisoners to Crossroads Camp. Seven children were signed up to go to camp for two weeks. This year's experience has pointed out that the children need preliminary work, which includes conflict resolution, before attending camp. Larry Ostuni is working on a mentoring program that will take place in the spring. This program is designed for any child whose parents are incarcerated but particularly for the children who will be attending camp next summer.

Prison Pen-Pals:

Several churches are participating in the Pen-Pal program, and there are many more incarcerated men who are looking for a pen-pal. Periodically letters are sent to the volunteers to give them encouragement and ideas for correspondence.

Trainings: Contacts have been made to expand Prison Bible Study to other facilities so that more parishes can become involved in their local jails and prisons. On November 15th, a training was taught by the Rev. Dr. Barry Alston, Chaplain at Northern State Prison. The Rev. Pamela Bakal taught a class on Prison Ministry for the diocesan diaconal training program.

We congratulate the Dean for his appointment to the Board of the National Prison Ministry Fellowship, a function of the National Episcopal Church.

We thank St. Michael's, Wayne, Grace Church Nutley, the Diocese of Newark, and local congregations for donations toward the work of the Prison Ministry Committee and the Campership fund.

Faithfully Submitted,

The Rev. Pamela Bakal

THE SEAMEN'S CHURCH INSTITUTE OF NEW YORK & NEW JERSEY

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241 Water Street
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International Seafarers'
Center
118 Export Street
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Annual Report to the Diocese of Newark

Seafaring is one of the world's most dangerous jobs. 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 and advocates in times of trouble. On a container ship, twelve to twenty-five people typically make up a crew and members may hail from as many as three different countries. Thanks to their courage and diligence, those of us living in the United States are able to enjoy the world's bounty. A passenger ship may have 400 or more employees, many of whom working far below deck to make the journey enjoyable for vacationers. In both cases, most seafarers 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.

Since 1834, SCI has advocated for the personal, professional and spiritual well-being of seafarers of all nations. SCI's International Seafarers' Center, located in Port Newark, houses our chaplaincy component, serving the entire Port of Greater New York and New Jersey, including the Passenger Ship Terminal in Manhattan. SCI chaplains board as many as 25 ships a day, offering seafarers spiritual nurture, a warm smile and a helping hand. For those with shore leave, we offer free transportation to and from nearby shopping mall and our Center. There they can contact family via telephones or the Internet, wire money home, and enjoy ping-pong, pool, basketball, soccer, TV, and other forms of relaxation and fellowship. Through these services and an invitation to worship, it is our intention to affirm our appreciation for them as brothers and sisters in Christ.

While more seafarers have been granted shore leave than in the two previous years since 9/11, a significant number are still without leave. If refused leave in one U.S. port, they are barred from leave in any U.S. port during their voyage. These seafarers have been confined to ship for a month or more at a time - from the moment they leave their last port of call outside the U.S. until they reach a foreign port again. Anxious about loved ones, these seafarers welcome our chaplains who carry onboard free cell phones and inexpensive phone cards, free clothing and magazines. As a long-range solution, SCI's Center for Seafarers' Rights is advocating for universal acceptance of Seafarers' Identification Documents as substitutes for crewmember visas for shore leave purposes. SCI welcomes support from faith communities and other organizations in this effort.

One special project this year was to develop a short booklet of prayers and quotes from the Gospels formatted for seafarers to use regularly, either individually or together as a daily or weekly liturgy, especially when they are at sea. The booklet addresses the common concerns seafarers face, and is small enough to fit in a shirt pocket. There is space for the seafarer to write notes, for example, the names of the people he or she wants remembered in prayer. More than 10,000 copies have been distributed so far.

In addition to our ministry to seafarers, we continue to offer hospitality to the entire port community including truckers, stevedores, warehouse and office workers and visitors of every kind.

We would like to take this opportunity to thank the many individuals and churches, including All Saint's Church, Millington, Calvary Church, Summit, Christ Church, Bloomfield/Glen Ridge, Christ Church, Short Hills, Church of the Annunciation, Oradell, Church of St. John the Divine, Hasbrouck Heights, Grace Church, Newark, St. Luke's Church, Montclair, St. Matthew's Church, Paramus, St. Paul's Church, Chatham, St. Paul's Church, Englewood, St. Peter's Church, Clifton, to name a few, 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. Paul's Community Development Corporation

Mission Statement

St. Paul's CDC serves as an agent of hope, partnering with others, to provide needs driven services that improve the quality the quality of life for individuals and families moving them from dependency to self-sufficiency.

A Summary of Programs and Services offered by St. Paul's CDC include the following:

FOOD PANTRY- (Inception year- 1972)

The St. Paul's Food Pantry opened its doors in 1972 as the first project of St. Paul's Episcopal Church. The Food Pantry is staffed by a full-time Case Manager, Operations Manager and Volunteer AmeriCorps members who have been incorporated into daily operations in addition to the volunteers of all ages that make up the work force.

Key Accomplishments 2002: St. Paul's CDC Food Pantry assisted 2,606 individuals and families in 2002. The total number of unduplicated users was 2,606 and the number of pantry visits by all users was 6,845. The number of meals distributed from the CDC Pantry was 255,150. This represents a five-day supply of food for 17,000 people.

MEN'S SHELTER- (Inception year- 1983)

Emergency shelter, clothing and food are provided each night for 30 to 40 homeless men, 24 hours a day, and seven days a week. Volunteers bring in prepared food and serve meals each evening. The total volunteers number well over 350. The shelter provides referrals for housing, jobs, mental health services, and rehabilitation facilities. When first entering the shelter, the Shelter Case Manager conducts a comprehensive needs assessment to determine each client's needs to facilitate their transition to a self-sufficient lifestyle.

Key Accomplishments 2002: St. Paul's CDC Men's Shelter provided shelter for 433 men or 8,566 nights of service and 17,582 meals.

NEXT STEP PROGRAM (Inception Year- 1999)

Growing out of a need for jobs among the majority of the St. Paul's client base, the Next Step to Self-Sufficiency Program was established in 1999. The Next Step to Self-Sufficiency Project is designed to provide job training through its Employer Customized Workplace program, career development, employment/life skills training, adult basic education (ABE), GED preparation, English as a Second Language (ESL), job development/retention activities and case management for low to moderate-income families and individuals. It is the vehicle that assists participants in the transition from dependency to self-sufficiency. The Next Step Program is St. Paul's CDC solution for the unemployed and underemployed populations committed to making positive changes to improve their quality of life and maintain stability.

Key Accomplishments 2002: The Next Step Program Staff provided Adult Education, ESL training, GED preparation, Job Development or Job Placement training to 257 students receiving state benefits from Temporary Assistance for Needy Families (TANF).

Fourteen percent of persons enrolled increased their skill levels, and of those 30% secured employment.

AFFORDABLE HOUSING DEVELOPMENT (Inception Year-1994)

The vision is to rebuild the neighborhood, in which St. Paul's CDC lives, one building at a time. As part of its commitment to revitalizing the Wrigley Park neighborhood, St. Paul's recently broke ground for 23 new units of housing including: 1 single and 11 two-family houses on Van Houten, Ellison and Carroll Streets in Paterson. These attractive houses are for first-time homebuyers who earn moderate incomes.

Key Accomplishments in 2002: St. Paul's CDC secured funding and closed on financing for 23 units of moderate to low income housing in the 5th Ward District of Paterson. Funding included eight different organizations including: private, federal, state and local sources.

PARTNERSHIPS FOR HEALTHY LIVING PROGRAM (Inception year-1996)

The Partnerships for Healthy Living Program (formerly known as the Night Outreach Program) purpose is to stop the transmission of HIV/AIDS. It began as a service to women and is the only innovative outreach program of its kind in the North Jersey region. In 2001, the program expanded to meet the needs, and unmet needs, of men as well. The population served over the past several years has received consistent substance abuse counseling, rehabilitation, HIV/AIDS testing and prevention and emergency services (shelter, food, Detox, medical and long-term rehabilitation). The program is a tremendous resource for this target population and is an integral part of the social service network of Passaic County and Bergen County.

Key Accomplishments in 2002: St. Paul's CDC Partnerships Program provided case management/harm reduction services to 150 females and 53 males and substance abuse services to 188 females and 21 males. Their outreach efforts resulted in contacts with over 900 clients engaged in high-risk behaviors, which could expose them to the risk of HIV/AIDS.

UNION OF BLACK EPISCOPALIANS, NEWARK CHAPTER

During our regular meeting on December 30, 2002, the following persons were inducted into office for the year 2003.

Sidney King, Jr. President; James Grimstead, Vice President; Antoinette Neals, Secretary; Robert Simmons, Treasurer; and Joseph Dasent, Chaplain.

Regular business meetings were held monthly from January through Dec., '03 on the fourth Monday of each month at Christ Church, East Orange, N.J., at 7:30 PM. In January the Newark Chapter of UBE participated in the Diocese of Newark's Annual Diocesan Convention by hosting a display table of pictures depicting the life of the chapter. Several fliers, CDs, posters, tapes, books and pamphlets which were donated by 815 (The Episcopal Center) were distributed to interested individuals. The video, " Mine Eyes Have Seen the Savior," was shown over the two day period. We encouraged questions about the organization, and kept a guest register. Donations collected were directed to the Scholarship Fund.

In February the Annual Absalom Jones Service was held at Trinity and St. Philip's Cathedral in Newark. It was very well attended. All members of The Diocesan Clergy of Color Caucus participated in the Mass, and Bishop Bromie was our guest Preacher. Donations which were collected were given to our Scholarship fund.

During this period the Chapter hosted several guest speakers from the Diocese during our regular business meetings. These individuals represented various funding agencies within the Diocese, and their talks enabled our members to become familiar with the diverse funding sources available to their churches. These persons were: The Chair Person of the ACTS VIM Board; the President of Partners for Environmental Quality; the Chair of the Diocesan Office of Congregational Growth and Development; and the Chair of the Diocesan Commission on Ministry. In March, we were blessed with The Very Reverend Sandye Wilson, National President of UBE as our guest speaker.

We continued to maintain our Web Site, and our Web Master has worked diligently to keep the postings current and interesting.

In April we held our first fund raising luncheon & Card Party and raffled off some very nice gifts. This effort proved financially rewarding, and added funds for our Scholarships. In May we took a delegation of adults and youth to the N.E. Regional Convention in Massachusetts, and were thrilled with the program which was focused entirely on HIV/AIDS. The keynote speaker was The Rev. Altigracia Perez.

In June our Chapter awarded scholarships to 5 deserving high school graduates in our area.

The recipients were: Christopher Glenn, Epiphany, Orange; Baisha Medley, St. Mark's, Teaneck; Charlena Knights, Christ Church, B. Orange; Tracey Prince, House of Prayer, Newark; and

Danielle Churchman, Trinity & St. Philip's Cathedral, Newark. Each student was awarded \$500.00.

In a break with the past, the Lay Leadership Initiative was deactivated and blended with UBE in June, '03. It was noted that we were attracting the same members, and our goals and objectives seemed to be the same. It was decided to spend 45 minutes on business, and 45 minutes on program.

In October, the President participated in the annual Service to honor the late Reverend Pauli Murray. This was a jointly sponsored program planned together with the other Justice Ministries. The UBE was a recipient of 1/3 of the collection.

We received the resignation of our long time Vice President and Chairman of the Fund Raising Committee, James Grimstead. Jim and his wife moved to Virginia in October. In December our Secretary, Antoinette Neals moved to Middlesex County in NJ, and submitted her resignation. The Nomination Committee has been charged with presenting names to fill those positions.

Plans for the February 15, 2004 Absalom Jones Service are going forward under the dynamic leadership of The Reverend Mildred Solomon. The Service will be held at 3:00 P.M., at Trinity & St. Philip's Cathedral. The Right Reverend John Croneberger will be the Celebrant. The Reverend Doris Glaspy, Pastor of The Roseville Presbyterian Church in Newark will be the Guest Preacher. The Gospel Choir of The Roseville Presbyterian Church will participate along with other choirs in our Diocese.

Membership: There are 30 paid members of our chapter. We represent 12 churches in the Diocese of Newark.

FUTURE PLANS

We are hoping to inaugurate an Annual Celebration of the Anniversary of the founding of our Newark Chapter. The purpose of this celebration is three fold. We want to raise our profile in the Diocese, and raise additional funds for our Scholarship recipients. We also want to give our members an opportunity to socialize together; there is little time for fun during business sessions.

It is our hope to organize a youth wing of our UBE. Most of our members are part of the founding group, and we have not succeeded in attracting young people. We recognize that the Chapter will not be viable without bringing in new young members.

We need to update our local chapter Bylaws to bring them into conformity with the National Bylaws.

Respectfully submitted,

Sidney King, Jr. President
UBE, Newark (12/31/03)

United Thank Offering (UTO)
Report to 130th Convention
Diocese of Newark

In 2003, 66 parishes responded with a total of \$25,003.48.

Ruth Hook and I attended a Face-to-Face workshop for all Diocesan Coordinators. Thirty-nine dioceses were represented. I also attended a Pre-Triennial meeting for Province 2 and attended the Triennial in Minneapolis and represented the Diocese of Newark at the In-Gathering during General Convention.

This year, the diocese received funding for both of the two grant requests that were submitted.

- *Friends for Life*, a drop-in site for people with AIDS. With an increase of Hispanic clients it was necessary to hire a Spanish speaking social worker. Friends for Life is housed at Good Shepherd Church in Fort Lee and is parented by Good Shepherd Community Services Inc. They received \$25,000.
- *All Saints' Community Service and Development, Jubilee Family Life Center*, Hoboken. Monies to help provide furnishings and equipment for new community center, serving children and teens. This program was awarded \$10,000.

As in the past years there were two diocesan In-Gatherings in 2003. One was held during the 129th Diocesan Convention in January and a second was concurrent with the Episcopal Church Women's Annual Meeting which took place at Christ Church in Pompton Lakes.

I feel honored and blessed to be a part of the UTO and would like to thank all who are part of this thankful mission.

Submitted by
Anne Byrne
Diocesan Coordinator

**The Voice
Report to the 136th Diocesan Convention
January 2004**

The Voice is the primary print medium for communication within the diocese. Its mission is to inform the 14,000 households who receive it, about the ministries and events of the diocese, the districts, parishes and missions, and the wider church. It provides a forum for viewpoints and discussion via feature articles and letters to the editor from the diverse voices of the diocese.

- **Staff changes** – Ms. Donna Frischknecht, an editor with fifteen years experience in trade magazine publishing was hired in September 2003 following the resignation in the spring of Mr. Robert Musko.
- **Awards** - At the Episcopal Communicators Annual Conference in April 2003, The Voice, competing in the 12,000+ circulation category, won 7 awards: 1 – Theological Reflection; 1 – Editorial and Commentary; 2 – Headlines (to the Bishop and the Editor); 1 – News; 1 – Front Page; 1 – Specialized Print (pullout for Creative Congregations).
- **Finances** - In addition to the diocesan budget, the Voice, through its annual appeal brings in \$8,000 to \$12,000. Ad revenues bring in nearly \$5,000; ad rates are \$25 per column inch. There were no budget increases submitted for 2004.
- **Layout and Design** – The new editor has improved the professional look of The Voice through changes in layout and design and continues to increase the use of captioned photographs and gave cameras to the deputies to General Convention and the ECW Triennial for candid photos.
- **Reflection and commentary** - The transitional deacons ordained in May and June 2003 were invited to each write a spiritual reflection. Several deputies to Convention and ECW deputies provided reflections on issues and events at General Convention.
- **Justice Ministry** - The Bishops' messages continued to be translated into Spanish and the Bethesda Team contributes articles on a regular basis.
- **Focus groups** – The Director of Communications began a series of focus groups with districts and special ministries in order to understand what articles and features are of greatest interest and how coverage might be expanded.
- **New publications** – In September, the Director of Communications launched a mid-month e-newsletter, *The Voice In Between*. Available to Newark list subscribers, its purpose is to provide listings of events and services that were not available at publication time for The Voice in print. *The Voice Online*, accessible through the diocesan web site, continues to be improved.
- **Visioning process** – The Voice Editorial Board and staff began work with a consultant from the Isaiah team which was completed just prior to Diocesan Convention. From that process came several changes: a clear delineation of reporting structures and job descriptions; an agreement that the Board and staff will meet each fall to set the goals and objectives for the program year and will meet quarterly to review actions against those goals and objectives; a plan for frequent communication between the Editor and the Editorial Board.

WARD J. HERBERT FUND BOARD REPORT
130th Annual Convention

The roots of the Ward J. Herbert Fund stretch back to the 111th Annual Convention in 1985. For nearly two decades, the Fund Board has managed a growing set of responsibilities centered around property stewardship. This past year was marked by changes and challenges that will carry us well into 2004.

Board membership changed quite a bit at the end of 2002, as we bid farewell to several outgoing members—including our wise and able Chair, William L. Heick—after full terms of service and welcomed new folk to the team. We took the opportunity to orient (or re-orient) everyone at the beginning of the year and have been using the ensuing time and fresh eyes to consider how better to perform our responsibilities and to make what we learn and what we do more useful to other parts of the Diocese. Resulting new ongoing initiatives include providing information about property management and available funding sources at Diocese-sponsored events (2003-2004) and conducting a property issues survey (2004).

In 2003, the Ward J. Herbert board considered 30 requests for a total of \$377,560, and was able to fund 24 requests for a total of \$162,950. In addition, 3 Episcopal Capital Loans were made for a total of \$72,527.

2003 - Cycle 1

WJH-03-01: Cliffside Park, Trinity - Repairs to leak damage, hold over
 WJH-03-02: Montvale, St. Paul's - Boiler replacement (church), \$5,225
 WJH-03-03: Towaco, Transfiguration - Church gutter replacements, \$870
 WJH-03-04: Bloomfield, Christ Church - Electrical upgrade; alarm system; sidewalk, \$7,000
 WJH-03-05: Newark, Grace Church - Boiler replacement (church); leak repairs, \$13,736
 WJH-03-06: West Orange, Holy Trinity - Rectory renovations, not funded
 WJH-03-07: Glen Rock, All Saints' - Rectory repairs and renovations, not funded
 WJH-03-08: Union City, Grace Church - Replace church heating pipes and radiators, \$1,350
 WJH-03-09: Hasbrouck Heights, St. John - Electrical service upgrade; fire alarm, \$5,000
 WJH-03-10: Nutley, Grace Church - Vent and vent fan for rectory - \$437
 WJH-03-11: Kearny, Trinity - Parish hall, rectory, church roof; hall fire alarm system, \$4,382
 WJH-03-12: Oakland, St. Alban's - Repair termite damage to arches, \$15,000

Total: \$48,000

2003 - Cycle 2

WJH-03-01: Cliffside Park, Trinity - repairs to leak damage, no funding
 WJH-03-13: Belleville, Christ - emergency sewer line repair, \$2,950
 WJH-03-14: Lyndhurst, St. Thomas' - roof replacement - church, parish hall, no funding
 WJH-03-15: Montclair, St. Luke's - rectory roof replacement, no funding
 WJH-03-16: Bayonne, Trinity - roof replacement - church & center, \$2,500
 WJH-03-17: Teaneck, Atonement - church auditorium & rectory roof repairs, \$2,850
 WJH-03-18: Clifton, St. Peter's - heating system, asbestos abatement, sewer line, \$23,846
 WJH-03-19: Newark, Grace - condensate return piping replacement, \$12,500
 WJH-03-20: Paramus, St. Matthew's - church floors, water damage, window repairs, \$8,804

Total: \$53,450

2003 - Cycle 3

WJH-03-21: Glen Rock, All Saints' - Parish hall electrical upgrade, \$7,027.
 WJH-03-22: Lyndhurst, St. Thomas' - Roof replacements, \$4,230
 WJH-03-23: Phillipsburg, St. Luke's - Replacements of roof, windows, gutters, tiles, \$7,500
 WJH-03-24: Hackensack, St. James' - Stone chimney rebuilding, \$9,460
 WJH-03-25: Mountain Lakes, St. Peter's - Rectory stucco repairs, \$5,000
 WJH-03-26: Denville, Church of the Saviour - Church re-roofing, \$18,000
 WJH-03-27: Kinneelon, St. David's - Roof repairs - parish hall, classrooms, \$4,210
 WJH-03-28: Newark, St. Andrew's - Roof leak repairs, \$1,900
 WJH-03-29: Milton/Oak Ridge, St. Gabriel's - Vicarage furnace replacement, \$2,090

Total: \$59,000

Members of the Board were:

Ms. Faith Gideon Brown, St. Andrew & Holy Communion, South Orange; Mr. Michael David, St. George's, Maplewood; Mr. Michael Francaviglia, St. George's, Maplewood; The Rev. Edward Hasse, III, St. Paul's, Montvale; Mr. Edward Hasse, Jr., St. Andrew's, Harrington Park; Mr. Larry Hayes, Christ Church, Bloomfield/Glen Ridge; Mr. Sidney King, Incarnation, Jersey City; Mr. Sam Kinney, Calvary, Summit; Ms. Elizabeth Moss, St. John's, Dover; Mr. Nat Nelson, St. Paul's, Englewood; Mr. Tim Russo, Grace, Nutley; The Rev. Robert Schiesler, St. Luke's, Montclair; Mr. Robert Simmons, Christ Church, East Orange; Ms. Mary Sunden, Grace, Westwood; Mr. Larry Taber, Grace, Madison; Mr. Aubrey Thompson, Christ Church, Teaneck; Mr. Peter Van Brunt, Messiah, Chester; The Rev. Paul Walker, Christ Church, Belleville.

Report prepared by Ms. Mary Sunden, Chair, Ward J. Herbert Fund Board

Women's Commission of the Diocese of Newark Report for the Year 2003

The mission statement for the Women's Commission of the Diocese of Newark is as follows: "Rejoicing in the vast diversity of creation, the Women's Commission strives 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;
- Modeling non-hierarchical ways of shared leadership and decision-making, womanist/feminist/majorista theologies and spiritualities;
- Giving visibility and respect to women's perspectives and actions in the work and struggle for justice, peace, and the integrity of creation;
- 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 2003, we engaged in the following activities:

- To meet our goal of helping women support and empower one another in their ministries, we hosted brunches and gatherings for clergywomen and lay leaders – the first Clergywomen's Brunch was held on June 5 at St. Peter's in Essex Fells and the second was held at St. Elizabeth's in Ridgewood on October 9 and the Women in Leadership Brunch was held at St. Paul's, Chatham on December 4.
- To meet our goal of sponsoring an inclusive liturgy, especially one that honors the ministry of women, we co-sponsored the Pauli Murray Service, held at the Cathedral on October 3, and provided for all congregations the Litany for Domestic Violence for use in October.
- We financially supported organizations which seek justice, freedom or minister to women; these organizations included Episcopal Women's Caucus, NJ Religious Coalition for Reproductive Choice, Appalachian Women's Alliance, Right to Choose, Shelter our Sisters, and the Silent Witness Project (Domestic Violence Victims Remembered)
- To meet our goal about speaking out on issues of justice, peace, freedom and preservation of creation, we sponsored our annual breakfast at Diocesan Convention, featuring Bishop Jane Holmes Dixon as our speaker. The Commission appointed a representative to the New Jersey Religious Coalition on Reproductive Choice.
- In follow-up activities on 2003 Diocesan Convention Resolutions, the Rev. Ellen Sloan is participating in a study group related to Just War and Ms. Marge Christie is participating in a study group related to Fundamentalism. The DNA Rape Test Kit Resolution (passed at our 2003 Diocesan Convention) was submitted to the NJ State Legislature as called for by the resolution, resulting in action by a Cape May legislator who pushed through the sought-for legislation in New Jersey.

In 2004, the Women's Commission will continue to deepen and strengthen the ministry of the diocese by continuing to affirm inclusiveness and by supporting women's ministry and issues. We will continue to promote leadership development and networking through mutual sharing and/or speakers by hosting Clergywomen Breakfasts, Women and Leadership gatherings, as well as our annual Breakfast at Diocesan Convention. (Our 2004 speaker is the Rev. Margaret Rose, Director of Women's Ministries for the national church.) We will continue to build on our September 2002 conference/retreat on Domestic Violence by continuing to examine how violence is ultimately about the use misuse and abuse of power. Domestic violence, reproductive rights, and bullying (and other issues young women face in today's society) are some of the areas we will be working on. Also, the Commission will be sponsoring a workshop at Celebrating Creative Congregations on the Search Process booklet we developed which helps congregations avoid gender bias in their search for clergy leadership. To benefit the Episcopal Women's Caucus' Angel Project, the Women's Commission is selling tickets for the NJ PAC April 17 performance of Sweet Honey in the Rock. In 2004, the Women's Commission website will be developed (and linked to the Diocese of Newark home page.)

For more information about the Women's Commission, please contact co-chairs, the Rev. Anne Boiles-Beaven at boilesbeaven@aol.com or Ms. Martha Gardner at mgardner25@aatt.net.

YOUTH CONSULTATION SERVICE (YCS)

YCS, founded in 1918 as the Church Mission of Help by the Diocese of Newark, continues to fulfill its mission of care and service to the children and families of our state. As an organization dedicated to behavioral health, YCS maintains 55 locations in 33 New Jersey towns and cities. As the state's largest provider of social services for children, YCS provides individualized care through over 90 programs that include special education schools, infant, child and young adult residential programs, specialized foster care, adoption, counseling and support services.

As a private, nonprofit, nonsectarian social service organization, YCS is dedicated to a single mission: to advocate for, educate, shelter and care for children in need, and their families, so that each may develop the skills, self-worth and hope necessary for success in their communities.

During 2003, the organization continued with the extraordinary growth it has experienced in recent years. There are a number of new or expanded sites, programs and services. Project EVE, at Sayre House in Monmouth County, is a therapeutic residence with a strong mentoring component for teenage girls. Twelve girls are engaged in developing life skills, while continuing their education, with contact and services continuing after completion of the program. In Hudson County, YCS opened a new program for adjudicated youth called Multi-Systemic Therapy. It offers in-home therapy for youth that, without this service, would be incarcerated. A similar program will soon be started in Essex County. Also in Hudson County, YCS Family Preservation Services was selected by the NJ Division of Youth and Family Service (DYFS) to initiate a "Step Down" component. This will provide additional counseling and assistance with basic needs to clients who have completed an initial cycle of care.

This year, the YCS Children's Advocacy and Treatment Team (CATT) program has greatly expanded from caring for 20 children to caring for a total of 110 children with moderate psychiatric treatment needs and follow-up family support. Early in the year, the NJ Division of Youth and Family Service (DYFS) certified the YCS Infant Foster Program and Adoption Services as an official adoption agency and this can be viewed as an advance in the care of very young children.

The YCS Institute for Infant and Preschool Mental Health presented YCS's first ever two-day professional conference called "Right From The Start." The conference featured the prominent pediatrician, Dr. T. Berry Brazelton, and faculty experts and attracted close to 500 participants, including parents and professionals. The Institute initiated a mental health program for mothers with substance abuse problems to help them improve their relationships with their children. Beginning in 2003, Seton Hall University became the primary partner in the Institute's programs. They will be offering a degree specialization in their doctoral program in infant mental health with the Institute faculty playing a key role in this new program.

YCS has created the new department of Program Integrity and Accountability that will focus on making sure that all YCS programs are in compliance with all applicable regulations, accreditations, and licensing requirements. This is significant in continuing such important professional associations as that with the Joint Commission on Accreditation of Healthcare Organizations (JCAHO) and the Association of Schools and Agencies for the Handicapped (ASAH).

The YCS Foundation developed many new corporate and foundation relationships while expanding older partnerships and individual volunteers, clubs, and churches were very helpful in mentoring children, planning and executing parties, and providing holiday and birthday gifts. YCS values the longstanding connection to the Episcopal Diocese of Newark and to the individual churches who have supported our service to the most vulnerable children and families.

Richard Mingoia
President/CEO

January, 2004

Youth Ministry Commission Part of Christian Formation Commission

In September two governing bodies, the Commission on Christian Education and Youth Ministries Commission, merged to become the Christian Formation Commission in order to eliminate duplication and to improve communication with people engaged in Christian Formation, a life long journey. Youth Ministries and the Bishop Anand Resource Center still each have a staff missionary in place, and will continue to do so. The change has only to do with the governing body or commission. The Office of Youth Ministries still has a part time Interim Missioner, and it is expected that early in the coming year a full time missionary will be employed.

The accomplishments of the Youth Ministries Commission are in the areas of Education and Programs, Communication and Administration. This year the Youth Missioner interviewed forty-eight congregations with twenty of those having personal visitations. Presentations have also been provided for District meetings. The purpose of these interviews or presentations to congregations and districts is to explore how they are already raising up youth to empower them into Christ's ministry, develop relationships and to provide understanding of available Diocesan resources in order to grow congregational ministries with youth. The Diocesan office has become more visible as a resource for support through the increased numbers of requests that come into the office.

The annual Diocesan programming includes a Diversity Conference, Happening, Christophany, Nightwatch, Middle School and High School Retreat all of which spark spiritual renewal and growth. Youth are represented at the Diocesan Convention by pages who assist with the business of the two-day event and are able to experience the larger church. Staff mentoring directly with youth and adults for programs develops appropriate leaders. New leadership for the YEPT (Youth Event Planning Team) and Youth Ministry adult leaders provide leadership for planning and programming, and in turn, congregational leaders. The Youth 911 mentoring group provides support for adults in leadership and youth group development. We have provided leadership training for adult leaders with workshops provided by professionals and will continue to do so.

Communication and networking between program and support staff with regard to congregations is very good. We meet as a team weekly and this provides us all time to support one another and the congregations with whom we work. Communicating the concept of welcoming all has modeled inclusion for youth, congregations and districts participating in all events.

Chris Badgley, who, in the past, was the assistant to the Youth Missioner, this year, became support staff for the four members of the program staff. With this role change the need for a full time Youth Missioner became even more evident. Chris resigned in November to move to Florida and is missed by all of us here at Episcopal House.

There is an improved administrative system but many details fall behind due to part time staffing. This year has been very productive, even with a part time missionary. In the coming year, with a full time Missioner, all of the areas of the job will expand.

It has been a privilege to work at Episcopal House with all the staff, as well as all the congregations with whom I have been able to work. I would like to thank the Congregational Development Officer, Canon Carter Bohols and the Program Team for their support as well as their enormous dedication to this Diocese in all of their ministries. Thanks be to God.

God's Blessings,

The Rev. Bambi Smithers-Koeniger, Interim Youth Missioner

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**CONSTITUTION
&
CANONS
OF THE
EPISCOPAL DIOCESE OF NEWARK**

January 2004

(Canon 1 - The Convention - was amended.)

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CONSTITUTION

ARTICLE I ACCEDING TO THE GENERAL CONSTITUTION

The Church in the Diocese of Newark, as a constituent part of the Protestant Episcopal Church in the United States of America, accedes to the Constitution and Canons of that Church, and acknowledges their authority.

ARTICLE II THE DIOCESAN CONVENTION

1. There shall be a Convention of the Church in this Diocese, on the second Saturday in May in each year, or on such other day as may be specially appointed by the Ecclesiastical Authority. The Convention shall be held at the Cathedral unless the Ecclesiastical Authority appoints otherwise.

2. SPECIAL CONVENTIONS

The Bishop, or if the Episcopate be vacant or the Bishop be incapacitated from acting, the Standing Committee shall have the power when it appears requisite for the good of the Church in this Diocese to call a Special Convention. No business shall be transacted at any such meeting other than that stated in the notice.

3. NOTICE OF CONVENTION

Written notice of every Convention shall be given by the Secretary of the Convention by mail at least four (4) weeks previous to the date of the Convention, stating the time and place. Such notice shall be given to all Clergy entitled to seat in the Convention, every Parish and Aided Parish in union with the Convention, and every Incorporated Mission and Mission. In the case of a Special Convention the notice shall specify the purpose for which the Convention is called.

4. MEMBERS OF THE CONVENTION

The Convention shall be composed of:

(i) The Bishops:

(ii) Every Presbyter and Deacon canonically resident in the Diocese on the first day of January immediately preceding the meeting of the Convention, except that a vote shall not be accorded to Deacons having fewer than two years in holy orders or to retired priests whose service in the Diocese was fewer than five years prior to retirement; and

(iii) Three (3) Lay Deputies from each Parish and Aided Parish in union with the Convention and from each Incorporated Mission and Mission.

(iv) One (1) Youth Deputy and one (1) Alternate Youth Deputy elected by each District Convocation. Each shall be at least 14 years of age and under the age of 20, and none shall serve at more than two consecutive Diocesan Conventions.

5. EXCLUSION OF LAY DEPUTIES FROM VOTING IN CERTAIN CASES

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

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

(ii) In case the Parish, Aided Parish, Incorporated Mission or Mission sending such Deputies, having been for the two (2) years immediately preceding without a Minister, and not having provided for regular services, shall have failed to notify the Bishop thereof, and to request that a Minister be assigned to it.

(iii) In case the Parish, Aided Parish, Incorporated Mission, or Mission sending such Deputies shall for one year immediately preceding willfully refuse to comply with any provision of this Constitution or the Canons after having been duly notified by the Ecclesiastical Authority of its failure to comply.

6. PRESIDENT OF CONVENTION

The President of the Convention shall be such one of the following as shall be present, and in the order named: the Bishop; the Bishop Coadjutor; the Suffragan Bishop; and the President of the Standing Committee.

7. QUORUM AND MANNER OF VOTING

Subject to the provisions of this Constitution pertaining to election of a Bishop, the Presbyters entitled to vote who may be present at the time of meeting, with the Deputies from ten (10) Parishes, Aided Parishes, Incorporated Missions, and Missions shall constitute a quorum.

On the demand of five (5) Presbyters entitled to vote, or of five (5) Lay Deputies each from a different Parish, Aided Parish, Incorporated Mission, or Mission, the vote upon any question shall be by orders, each Clerical and each Lay Deputy voting individually; and, when a vote is thus taken, a concurrent majority in both orders shall be necessary to carry any measure.

8. SECRETARY OF THE CONVENTION

At each annual Convention a Secretary shall be elected. The person elected shall be a communicant of the Diocese in good standing. The Secretary shall give notice of all Conventions as required by the Constitution, take Minutes of the proceedings, preserve the journals and records, attest the public acts of the Convention, and perform such other services as may from time to time be prescribed by the Canons or by the Convention. At the commencement of the term of office of a successor, the outgoing Secretary shall deliver to his/her successor all books and papers relating to the concerns of the Convention and to the office of Secretary.

The term of Secretary shall commence at the adjournment of the Convention at which the Secretary was elected and shall continue until the adjournment of the next Annual Convention.

9. ASSISTANT SECRETARIES

The Secretary shall appoint a sufficient number of Assistant Secretaries, not exceeding three, to assist in performing the duties of the office. In the event of a vacancy in the office of Secretary, the senior Assistant Secretary in point of service shall be acting Secretary. If no one of the Assistant Secretaries is able or willing to act as Secretary, the Secretary of the Standing Committee shall act until a Secretary is elected.

10. SECRETARY TO PREPARE REPORT

The Secretary shall prepare, immediately after the adjournment of the Diocesan Convention next preceding the regular meeting of every General Convention, and forward forthwith to the Secretary of the House of Deputies of the General Convention, a report in the form and containing the information required by the Canons of the General Convention.

11. TREASURER AND ASSISTANT TREASURER OF THE CONVENTION

At each Annual Convention a Treasurer and Assistant Treasurer shall be elected to serve until the next Annual Convention. Each shall give satisfactory security for the faithful performance of his/her duties. The Treasurer shall be entitled to a seat in the Convention and shall submit a statement of the accounts to each Annual Convention. The Assistant Treasurer shall perform such duties as may be assigned by the Treasurer of the Convention.

In case the Treasurer should die, resign, move from the Diocese or otherwise be incapable of acting, the Assistant Treasurer shall on certification of the Ecclesiastical Authority, assume all of the duties and powers of the Treasurer, until such time as the Treasurer shall resume his/her duties or a successor be elected or appointed. The Ecclesiastical Authority may fill a vacancy in the office of Treasurer or Assistant Treasurer.

ARTICLE III CHANCELLOR

There shall be a Chancellor appointed by the Bishop for a term of three (3) years. The Chancellor shall be a communicant of the Diocese in good standing and learned in the law. He/she shall be the legal advisor of the Ecclesiastical Authority and the Convention and shall be entitled to a seat in the Convention.

ARTICLE IV THE STANDING COMMITTEE

The Standing Committee shall consist of four (4) Presbyters entitled to vote in the Convention and four (4) Lay Communicants of the Diocese who shall be elected by the Convention for a term of four (4) years, provided that no person shall be elected to serve more than two (2) full terms in succession. As soon as convenient after each election, the Standing Committee shall organize and choose a President from among its members and a Secretary. During the intervals when the Convention is not in session, the Standing Committee may fill vacancies in its membership.

ARTICLE V DEPUTIES TO THE GENERAL CONVENTION

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

2. The Deputies-elect shall signify to the Bishop at least thirty (30) days before the meeting of General Convention their intention to perform their duties as such: in default of which the Bishop shall designate so many of the supplementary Deputies, in the order of their election, as may be necessary to insure a full representation of the Diocese. If such representation cannot be obtained from among the Deputies and supplementary Deputies, the Bishop shall appoint, with consent of the Standing Committee, sufficient individuals to achieve such representation. Supplementary Deputies so designated and other individuals so appointed shall have the same power and authority as Deputies elected by Convention. In case of a vacancy in the Episcopate, the power conferred in this section upon the Bishop, shall be exercised by the Standing Committee.

ARTICLE VI DEPUTIES TO THE PROVINCIAL SYNOD

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.

7. CONVENTION RESOLUTIONS

Any Resolution calling for the establishment of a task force, committee, commission or any other entity with a lifespan of greater than one year shall also contain, at a minimum, each of the following elements:

1. A description of the purpose or mission of the entity to be created;
2. A mechanism for creating members of the entity, either through appointment or election, also including a definition of the terms of membership;
3. A statement of accountability identifying with particularity whether the entity to be created is responsible to the Bishop, the Convention or the Council;
4. A statement detailing whether the entity to be created will require funding and where that funding will come from;

5. A statement outlining the anticipated costs of the entity and the benefits to be gained from that expenditure; and
6. A statement of whether the entity to be created has a limited life span is permanent in nature or needs to be re-authorized by the Convention after a specific period of time.

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 loses 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 of 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 not 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 Offence, 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

1. COMMITTEE ON CONSTITUTION AND CANONS

The Committee on Constitution and Canons shall consist of ten (10) members elected at each Annual Convention, who shall serve from the adjournment of said Annual Convention until the adjournment of the next Annual Convention, and the Chancellor who shall be a member ex officio and shall serve as its chair. Vacancies in the interim shall be filled by the Ecclesiastical Authority.

2. ADOPTION OF AMENDMENTS TO CONSTITUTION AND CANONS

Unless unanimous consent be given by the Convention for the introduction of amendments to the Constitution or the introduction of amendments to the Canons, no such Amendment shall be considered unless it be submitted by its proponents seventy-five (75) days before the Convention meets. The Committee shall transmit a copy of such proposed amendment to the Secretary of Convention and may recommend to the Convention that the amendment be adopted or that it be rejected. A proposed amendment may also be submitted by the Committee without recommendation. The Committee may suggest however to the proponent of an amendment changes which, if made in the proposed amendment, would secure the Committee's favorable recommendation. If the proponent does not accept the Committee's proposed change or changes, the Committee may transmit to the Secretary of the Convention both the proponent's original proposed amendment and the substitute amendment as recommended by the Committee. The Secretary of the Convention shall distribute copies of all proposed amendments to each person entitled to receive notice of the meeting of the Convention.

3. EFFECTIVE DATE OF AMENDMENTS

All amendments to the Canons shall take effect immediately upon their adoption unless otherwise provided.

CANON 20 INTERPRETATION OF CANONS

1. Any person, being either a presbyter of this Diocese or a member of a congregation of this Diocese, having a bona fide question as to the proper interpretation or application of the Constitution or Canons of the Diocese may pose such question to the Chancellor in writing. The Chancellor shall thereafter render a formal written opinion responding to the question. Such written opinion shall be provided to the person propounding the question, and copies thereof shall be filed with the Bishop, the Standing Committee and the Secretary of Convention, and copies thereof shall be mailed to all Presbyters of the Diocese.

2. All such formal written opinions of the Chancellor shall be submitted by the Secretary of Convention to the Committee on Constitution and Canons within thirty (30) days after filing. Within sixty (60) days of receipt, the Committee on Constitution and Canons shall render an opinion by the affirmative vote of a majority of its members, affirming, rejecting or modifying the opinion of the Chancellor. The opinion of the Committee shall be in writing. Such written opinion shall be provided to the person propounding the question, and copies thereof shall be filed with the Bishop, the Standing Committee and the Secretary of Convention, and copies thereof shall be mailed to all Presbyters of the Diocese and, prior to the next regular meeting of the Convention of the Diocese, to all lay members thereof. Upon such filing, the decision of the Committee on Constitution and Canons shall have the legal force of Canon until the next meeting of the Diocesan Convention, at which such decision shall be either confirmed or overruled by a majority of members thereof.

3. Upon confirmation by Convention, such ruling shall have the force of Canon until amended or repealed as provided in Canon 19 above.

CANON 21 SERVICE ON MULTIPLE COMMITTEES

No elected or appointed person shall serve as a member of more than one (1) of the following bodies at the same time: the Standing Committee, the Diocesan Council, the Department of Missions, and the ACTS/VIM Board.

Report Year	City	Church	In good			Confirmations			Services of Holy Communion			Marriages & Anointing of the Sick						
			On	On	Number	Percent	Adm.	Chd.	Adm.	Chd.	Adm.	Chd.	Adm.	Chd.	Adm.	Chd.		
2003	Albany	Episcopal Church of the Resurrection	152	100	1	1.7%												
2003	Albany	Trinity Church in Bergen Park	520	547	79	48	44.3%	48	2	1	48	11	48	1	4	1	54	22
2003	Albany	St. Paul's Episcopal Church	551	551	0	0%	47	7	0	0	51	6	51	6	0	0	2	28
2003	Albany	St. Andrew's Episcopal Church	551	551	0	0%	47	7	0	0	51	6	51	6	0	0	4	43
2003	Albany	St. John's Episcopal Church	551	551	0	0%	47	7	0	0	51	6	51	6	0	0	3	48
2003	Albany	St. Mark's Episcopal Church	105	107	2	3.1%	79	2	0	0	2	0	11	28	0	0	5	10
2003	Albany	St. Luke's Episcopal Church	158	158	0	0%	157	0	0	0	0	0	157	0	0	0	28	65
2003	Albany	St. Peter's Episcopal Church	228	228	247	8	3.5%	157	0	0	0	0	2	12	0	0	109	45
2003	Albany	St. James' Episcopal Church	264	264	0	0%	237	0	0	0	0	0	11	81	0	0	10	10
2003	Albany	St. Paul's Episcopal Church	301	301	264	8	1.4%	48	1	0	0	0	1	81	0	0	10	10
2003	Albany	St. John's Episcopal Church	617	617	68	7.9%	445	2	1	0	0	0	2	21	4	1	5	40
2003	Albany	St. Peter's Episcopal Church	717	717	118	41.1%	128	2	0	0	0	0	1	82	0	0	3	10
2003	Albany	St. Andrew's Episcopal Church	141	141	1	0.7%	139	0	0	0	0	0	0	1	0	0	3	10
2003	Albany	St. John's Episcopal Church	171	171	22	3.5%	432	0	18	6	2	0	0	0	0	0	4	18
2003	Albany	St. Peter's Episcopal Church	201	201	200	6	6.5%	111	0	1	0	0	0	11	33	0	0	18
2003	Albany	St. James' Episcopal Church	201	201	200	6	6.5%	111	0	1	0	0	0	11	33	0	0	18
2003	Albany	St. Paul's Episcopal Church	201	201	200	6	6.5%	111	0	1	0	0	0	11	33	0	0	18
2003	Albany	St. John's Episcopal Church	201	201	200	6	6.5%	111	0	1	0	0	0	11	33	0	0	18
2003	Albany	St. Peter's Episcopal Church	201	201	200	6	6.5%	111	0	1	0	0	0	11	33	0	0	18
2003	Albany	St. James' Episcopal Church	201	201	200	6	6.5%	111	0	1	0	0	0	11	33	0	0	18
2003	Albany	St. Paul's Episcopal Church	201	201	200	6	6.5%	111	0	1	0	0	0	11	33	0	0	18
2003	Albany	St. John's Episcopal Church	201	201	200	6	6.5%	111	0	1	0	0	0	11	33	0	0	18
2003	Albany	St. Peter's Episcopal Church	201	201	200	6	6.5%	111	0	1	0	0	0	11	33	0	0	18
2003	Albany	St. James' Episcopal Church	201	201	200	6	6.5%	111	0	1	0	0	0	11	33	0	0	18
2003	Albany	St. Paul's Episcopal Church	201	201	200	6	6.5%	111	0	1	0	0	0	11	33	0	0	18
2003	Albany	St. John's Episcopal Church	201	201	200	6	6.5%	111	0	1	0	0	0	11	33	0	0	18
2003	Albany	St. Peter's Episcopal Church	201	201	200	6	6.5%	111	0	1	0	0	0	11	33	0	0	18
2003	Albany	St. James' Episcopal Church	201	201	200	6	6.5%	111	0	1	0	0	0	11	33	0	0	18
2003	Albany	St. Paul's Episcopal Church	201	201	200	6	6.5%	111	0	1	0	0	0	11	33	0	0	18
2003	Albany	St. John's Episcopal Church	201	201	200	6	6.5%	111	0	1	0	0	0	11	33	0	0	18
2003	Albany	St. Peter's Episcopal Church	201	201	200	6	6.5%	111	0	1	0	0	0	11	33	0	0	18
2003	Albany	St. James' Episcopal Church	201	201	200	6	6.5%	111	0	1	0	0	0	11	33	0	0	18
2003	Albany	St. Paul's Episcopal Church	201	201	200	6	6.5%	111	0	1	0	0	0	11	33	0	0	18
2003	Albany	St. John's Episcopal Church	201	201	200	6	6.5%	111	0	1	0	0	0	11	33	0	0	18
2003	Albany	St. Peter's Episcopal Church	201	201	200	6	6.5%	111	0	1	0	0	0	11	33	0	0	18
2003	Albany	St. James' Episcopal Church	201	201	200	6	6.5%	111	0	1	0	0	0	11	33	0	0	18
2003	Albany	St. Paul's Episcopal Church	201	201	200	6	6.5%	111	0	1	0	0	0	11	33	0	0	18
2003	Albany	St. John's Episcopal Church	201	201	200	6	6.5%	111	0	1	0	0	0	11	33	0	0	18
2003	Albany	St. Peter's Episcopal Church	201	201	200	6	6.5%	111	0	1	0	0	0	11	33	0	0	18
2003	Albany	St. James' Episcopal Church	201	201	200	6	6.5%	111	0	1	0	0	0	11	33	0	0	18
2003	Albany	St. Paul's Episcopal Church	201	201	200	6	6.5%	111	0	1	0	0	0	11	33	0	0	18
2003	Albany	St. John's Episcopal Church	201	201	200	6	6.5%	111	0	1	0	0	0	11	33	0	0	18
2003	Albany	St. Peter's Episcopal Church	201	201	200	6	6.5%	111	0	1	0	0	0	11	33	0	0	18
2003	Albany	St. James' Episcopal Church	201	201	200	6	6.5%	111	0	1	0	0	0	11	33	0	0	18
2003	Albany	St. Paul's Episcopal Church	201	201	200	6	6.5%	111	0	1	0	0	0	11	33	0	0	18
2003	Albany	St. John's Episcopal Church	201	201	200	6	6.5%	111	0	1	0	0	0	11	33	0	0	18
2003	Albany	St. Peter's Episcopal Church	201	201	200	6	6.5%	111	0	1	0	0	0	11	33	0	0	18
2003	Albany	St. James' Episcopal Church	201	201	200	6	6.5%	111	0	1	0	0	0	11	33	0	0	18
2003	Albany	St. Paul's Episcopal Church	201	201	200	6	6.5%	111	0	1	0	0	0	11	33	0	0	18
2003	Albany	St. John's Episcopal Church	201	201	200	6	6.5%	111	0	1	0	0	0	11	33	0	0	18
2003	Albany	St. Peter's Episcopal Church	201	201	200	6	6.5%	111	0	1	0	0	0	11	33	0	0	18
2003	Albany	St. James' Episcopal Church	201	201	200	6	6.5%	111	0	1	0	0	0	11	33	0	0	18
2003	Albany	St. Paul's Episcopal Church	201	201	200	6	6.5%	111	0	1	0	0	0	11	33	0	0	18
2003	Albany	St. John's Episcopal Church	201	201	200	6	6.5%	111	0	1	0	0	0	11	33	0	0	18
2003	Albany	St. Peter's Episcopal Church	201	201	200	6	6.5%	111	0	1	0	0	0	11	33	0	0	18
2003	Albany	St. James' Episcopal Church	201	201	200	6	6.5%	111	0	1	0	0	0	11	33	0	0	18
2003	Albany	St. Paul's Episcopal Church	201	201	200	6	6.5%	111	0	1	0	0	0	11	33	0	0	18
2003	Albany	St. John's Episcopal Church	201	201	200	6	6.5%	111	0	1	0	0	0	11	33	0	0	18
2003	Albany	St. Peter's Episcopal Church	201	201	200	6	6.5%	111	0	1	0	0	0	11	33	0	0	18
2003	Albany	St. James' Episcopal Church	201	201	200	6	6.5%	111	0	1	0	0	0	11	33	0	0	18
2003	Albany	St. Paul's Episcopal Church	201	201	200	6	6.5%	111	0	1	0	0	0	11	33	0	0	18
2003	Albany	St. John's Episcopal Church	201	201	200	6	6.5%	111	0	1	0	0	0	11	33	0	0	18
2003	Albany	St. Peter's Episcopal Church	201	201	200	6	6.5%	111	0	1	0	0	0	11	33	0	0	18
2003	Albany	St. James' Episcopal Church	201	201	200	6	6.5%	111	0	1	0	0	0	11	33	0	0	18
2003	Albany	St. Paul's Episcopal Church	201	201	200	6	6.5%	111	0	1	0	0	0	11	33	0	0	18
2003	Albany	St. John's Episcopal Church	201	201	200	6	6.5%	111	0	1	0	0	0	11	33	0	0	18
2003	Albany	St. Peter's Episcopal Church	201	201	200	6	6.5%	111	0	1	0	0	0	11	33	0	0	18
2003	Albany	St. James' Episcopal Church	201	201	200	6	6.5%	111	0	1	0	0	0	11	33	0	0	18
2003	Albany	St. Paul's Episcopal Church	201	201	200	6	6.5%	111	0	1	0	0	0	11	33	0	0	18
2003	Albany	St. John's Episcopal Church	201	201	200	6	6.5%	111	0	1	0	0	0	11	33	0	0	18
2003	Albany	St. Peter's Episcopal Church	201	201	200	6	6.5%	111	0	1	0	0	0	11	33	0	0	18
2003	Albany	St. James' Episcopal Church	201	201	200	6	6.5%	111	0	1	0	0	0	11	33	0	0	18
2003	Albany	St. Paul's Episcopal Church	201	201	200	6	6.5%	111	0	1	0	0	0	11	33	0	0	18
2003	Albany	St. John's Episcopal Church	201	201	200	6	6.5%	111	0	1	0	0	0	11	33	0	0	18
2003	Albany	St. Peter's Episcopal Church	201	201	200	6	6.5%	111	0	1	0	0	0	11	33	0	0	18
2003	Albany	St. James' Episcopal Church	201	201	200	6	6.5%	111	0	1	0	0	0	11	33	0	0	18
2003	Albany	St. Paul's Episcopal Church	201	201	200	6	6.5%	111	0	1	0	0	0	11	33	0	0	18
2003	Albany	St. John's Episcopal Church	201	201	200	6	6.5%	111	0	1	0	0	0	11	33	0	0	18
2003	Albany	St. Peter's Episcopal Church	201	201	200	6	6.5%	111	0	1	0	0	0	11	33	0	0	18
2003	Albany	St. James' Episcopal Church	201	201	200	6	6.5%	111	0	1	0	0	0	11	33	0	0	18
2003	Albany	St. Paul's Episcopal Church	201	201	200	6	6.5%	111	0	1	0	0	0	11	33	0	0	18
2003	Albany	St. John's Episcopal Church	201	201	200	6	6.5%	111	0	1	0	0	0	11	33	0	0	18
2003	Albany	St. Peter's Episcopal Church	201	201	200	6	6.5%	111	0	1	0	0	0	11	33	0	0	18
2003	Albany	St. James' Episcopal Church	201	201	200	6	6.5%	111	0	1	0	0	0	11	33	0	0	18
2003	Albany	St. Paul's Episcopal Church	201	201	200	6	6.5%	111	0	1	0	0	0	11	33	0	0	18
2003	Albany	St. John's Episcopal Church	201	201	200	6	6.5%	111	0	1	0	0	0	11	33	0	0	18
2003	Albany	St. Peter's Episcopal Church	201	201	200	6	6.5%	111	0	1	0	0	0	11	33	0	0	18

[illegible]

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