

**JOURNAL**

**of the**

**ONE HUNDRED AND THIRTY-THIRD  
CONVENTION**

**of the**

**DIOCESE OF NEWARK  
PROTESTANT EPISCOPAL CHURCH**

**JANUARY 20, 2007**

**SKYLANDS  
RANDOLPH, NJ**

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OFFICERS OF THE CONVENTION

PRESIDENT

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

SECRETARY

Mr. Michael Francaviglia  
31 Mulberry, Newark NJ 07102

TREASURER

Mr. John Zinn  
31 Mulberry Street, Newark NJ 07102

PARLIAMENTARIANS

L. Allison Garde, Esq.  
6 Squirrel Run, Morris Township NJ 07960  
John Webb, Esq.  
Five Estate Drive, Sussex NJ 07461

CHANCELLOR

Diane Sammons, Esq.  
25 Arcularius Terrace, Maplewood NJ 07040

VICE CHANCELLORS

L. Allison Garde, Esq.  
6 Squirrel Run, Morris Township NJ 07960  
John Garde, Esq.  
6 Squirrel Run, Morris Township NJ 07960

CHANCELLOR-EMERITUS

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

## Convention Committees

### Arrangements Committee

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 The Rev. Kathleen Ballard  
 Ms. Issie Cherevko  
 Ms. Glenda deKruif  
 Ms. Barbara Deneka  
 Ms. Adriana Deile  
 Ms. Natalie Elder  
 Mr. George Hayman  
 Ms. Naomi Horsky  
 Ms. Glorvanna Larathe  
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 Ms. Michelle Mitchell  
 Mr. William Nikel  
 Dr. Cheryl Notari  
 Ms. Katie Palmer  
 Ms. Anne Puskas  
 Ms. Joyce Riley  
 Ms. Harriet Van Dyne  
 Ms. Hester Wharton

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 The Rev. Robert Criste-Troutman (District 1)  
 The Rev. Thomas Laws (District 2)  
 Ms. Naomi Horsky, *Chair* (District 2)  
 The Rev. Margaret Gat (District 3)  
 Ms. Bonnie Keith (District 3)  
 The Rev. Thomas Mathews, Jr. (District 4)  
 Ms. Hester Wharton (District 4)  
 Ms. Pamela DeLuca (District 5)  
 The Rev. William Guthrie (District 5)  
 The Rev. Canon David Hamilton (District 6)  
 Ms. Arlene Hampton (District 6)  
 The Rev. Joseph Pickard (District 7)  
 Lay vacancy (District 7)  
 Dr. Sandra Pinkerton (District 8)  
 The Rev. Dean Weber (District 8)  
 Ms. Issie Cherevko (District 9)  
 Clergy vacancy (District 9)  
 The Rev. Edgar Gutiérrez-Duarte (District 10)  
 Mr. George Mackey (District 10)

### Resolutions Committee

The Rev. Diana Clark  
 Mr. Henry Faulkner  
 The Rev. Mariano Gargiulo  
 The Rev. Joseph Harmon  
 Ms. Patrice Henderson, *Chair*  
 Mr. Peter Madison  
 Ms. Dianne Nelson  
 Ms. Diane Sammons, *Chancellor*  
 Ms. Patty Watts  
 The Rev. Sandye Wilson  
 Ms. Patricia Yankus

### Rules of Order and Elections Committee

Ms. L. Allison Garde, *Vice Chancellor*  
 The Rev. Jane Tomaine, *Chair*  
 Mr. John Webb  
 Mr. H. Russ Worthington, *Elections Chair*

### Tellers

Ms. Peggy Armstrong  
 The Rev. Kathleen Ballard  
 Ms. Connie Horsley  
 Ms. Cathy Kahl  
 Ms. Janice Nash  
 Ms. Barbara Olesen  
 Mr. Jon Richardson  
 Ms. Joan Smart  
 Mr. Michael Sniffen  
 Ms. Barbara Thomas  
 Ms. Barbara White  
 Mr. H. Russ Worthington, *Elections Chair*

Youth Pages & Supervisors

Mr. Russell Davies  
 Mr. Benjamin DeWalt  
 Mr. Charles Herrera  
 Ms. Amasi Kumeh  
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 Ms. Laura McCabe  
 Ms. Sarah Murray  
 Mr. Matthew Peinovich  
 Ms. Jessica Porter  
 Mr. Bill Readdy  
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Ms. Tiffanie Baine (District 4)  
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 Ms. Katie Hoyer (District 2)  
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 Mr. Drew Mederos (District 3)  
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Laura Russell, Esq. (2010)	Dr. Cheryl Thompson (2010)

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Mr. Sidney King (2009)	The Rev. Susan Schink (2009)
Ms. Marie Edwards (2009)	
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The Ven. Nancy Read (Archdeacon for Deacons)	

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Canon R. Carter Echols  
Ms. Jan Paxton  
Mr. Russ WorthingtonMr. Scott Bennett  
The Rev. Thomas Mathews  
The Rev. John RollinsCOMMISSION ON HISPANIC/LATINO MINISTRY

(see Task Force on Hispanic Ministry)

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Ms. Gerri Livengood  
Mr. John NilesThe Rev. Susan Sica (Conference Chair)  
The Rev. James WarnkeClass of 2010The Rev. Anne Bolles-Beaven  
The Rev. Melissa Hall  
Ms. Mufei ReedThe Rev. Randall Day  
Mr. David SullivanClass of 2011The Rev. Judith Baldwin  
Ms. Sally Falck  
The Rev. Sandye A. WilsonMs. Jennifer Coury  
Mr. Michael Fraser

Committees, Boards, Institutions, Organizations, Trustees

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Mr. Don Roberts	

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The Rev. Dr. John A. Donnelly	The Rev. Joseph A. Harmon
Mr. Miguel Hernandez	George F. Mackay, Esq.
The Rev. John P. Mitchell	The Rev. Paul Walker
Diane Sammons, Esq., <i>Chancellor</i>	John C. Garde, Esq., <i>Vice Chancellor</i>

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 John C. Garde, Esq., *Vice Chancellor*  
 L. Allison Garde, Esq., *Vice Chancellor*  
 Michael F. Rehill, Esq., *Chancellor -Emeritus*

*Bishop's Appointments:*

Ms. Carol Taylor, Incarnation, Jersey City (2008)  
 Ms. Gail Barkley, Trinity + St. Philip's Cathedral, Newark (2009)  
 The Rev. Gray Lesesne, All Saints', Glen Rock (2008)  
 The Rev. Joseph A. Harmon, Incarnation, Jersey City (2009)



## Committees, Boards, Institutions, Organizations, Trustees

*Elected by Districts:*District 1

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Ms. Catherine Potter, St. Luke's, Hope (2009)

District 2

Ms. Patty Watts, St. Gabriel's, Milton/Oak Ridge (2008)  
The Rev. Fain Webb, Good Shepherd, Wantage (2009)

District 3

The Rev. Paul Olsson, St. Paul's, Morris Plains (2008)  
Ms. Lois Gray, Holy Trinity, West Orange (2009)

District 4

Ms. Faith Gideon Brown, St. Andrew & Holy Communion, South Orange (2008)  
The Rev. Sandye A. Wilson, St. Andrew & Holy Communion, South Orange (2009)

District 5

The Rev. George Kaswarra, Trinity, Montclair (2008)  
Mr. Bert Jones, Christ, East Orange (2009)

District 6

Mr. Henry Faulkner, Grace Church Van Vorst, Jersey City (2008)  
The Rev. Janet Broderick, Grace Church Van Vorst, Jersey City (2009)

District 7

The Rev. David Gable, Grace, Rutherford (2008)  
Mr. Robert Harwood, St. John's, Passaic (2009)

District 8

Ms. Glenda deKruif, St. James', Ridgefield (2008)  
The Rev. Mariano Gargiulo, St. James', Ridgefield (2009)

District 9

The Rev. Kathryn King, All Saints', Bergenfield (2008)  
Ms. Mary Sunden, Grace, Westwood (2009)

District 10

Mr. Steven Boston, St. John's, Ramsey (2008)  
The Rev. Stuart Smith, St. Clement's, Hawthorne (2009)

## Committees, Boards, Institutions, Organizations, Trustees

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 William P. DuBose, Vice President  
 Bruce N. Bensley, Treasurer  
 John G. Zinn, Secretary  
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 Mr. Howard Mackey Mr. Samson Wang

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 Ms. Naomi Horsky (2009) The Rev. Thomas E. Mathews, Jr. (2009)  
 Ms. Lisa Smith (2010) The Rev. S. Elizabeth Searle (2010)  
 The Rev. Diana Clark (2011)

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The Rev. Kim Capwell (Dist. 1) Ms. Naomi Horsky (Dist. 2)  
 The Rev. Paul Olsson (Dist. 3) The Rev. Lauren Ackland (Dist. 4)  
 The Rev. Sandye Wilson (Dist. 4) Mr. Bart Jones (Dist. 5)  
 The Rev. Canon David Hamilton (Dist. 6) Ms. Debra Rucki Drake (Dist. 7)  
 The Rev. Paul Walker (Dist. 7) The Rev. Willie Smith (Dist. 8)  
 The Rev. Dean Weber (Dist. 8) The Rev. Edward Hesse (Dist. 9)  
 The Rev. Kathryn King (Dist. 9) The Rev. Charles Arlin (Dist. 10)

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 James Greene, Esq. (2009) The Rev. Peter DeFranco (2009)  
 Ford Livengood, Esq. (2010) The Rev. Emory Byrum (2010)  
 The Rev. Edgar Gutiérrez-Duarte (2011)

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 Members of the Ward J. Herbert Fund Executive Committee:  
 Mr. Aubrey Thompson, Board Chair  
 The Rev. Gray Lesesne  
 Mr. Larry Taber  
 Mr. Robert Simmons  
 The Rev. Ed Hesse, III  
 Mr. James Caputo, Diocesan Property Manager  
 Mr. Michael Francaviglia, Administrator

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Mr. Gerard Halzel, Executive Director  
 Ms. Mary Sunden, President  
 Mr. Peter Van Brunt, Vice President  
 Mr. George Reeves, Vice President  
 Mr. John G. Webb, III, Secretary  
 Mr. John G. Zinn, Treasurer  
 Mr. Frank J. Falla, Jr. Mr. Stuart A. Christie  
 Mr. Michael James

Committees, Boards, Institutions, Organizations, Trustees

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 Ms. Juli Towell, Vice President  
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Dr. James Pruden, Sr.	Ms. Rosie Grant
The Rev. Edward Hassa, III	The Rev. Orion Davis
Ms. Joan Lodge	Ms. Ross Wisniewski

LAY COMPENSATION TASK FORCE

Ms. Kathleen Alston	Ms. Bonnie Bavetta
Ms. Cheryl Brocking	Ms. Issie Cherevko
Mr. Frank Fenwick	Mr. Michael Francaviglia
Ms. Lisa Green	Mr. George Hayman
Ms. Joan Lodge, Co-chair	Mr. Timothy Mannion
Ms. Kathryn McCormick	Mr. Milton Merts
Ms. Janice Pedersen	The Rev. Paul Walker, Co-chair

MISSION TO DISMANTLE RACISM

The Rev. Dr. Allison Moore	The Rev. Kathleen Ballard
Ms. Marge Christie	Louie Crew, Ph.D
The Rev. Michael Gerhardt	The Rev. Willie Smith
Ms. Susan Kynor	Ms. Ruth Mayes
Ms. Lyn Headley-Deavours, Justice Missioner	

THE OASIS COMMISSION

Ms. Donna Cartwright	The Rev. Melissa Hall
Mr. Peter Madison	Dr. Tim Mundy
Mr. Christian Paulino	Mr. John Simonelli, Chair
Ms. Lyn Headley-Deavours, Justice Missioner	

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The Rev. Lorraine Dughi	The Rev. Karen Eberhardt
Ms. Dorothy Fowkes	Mr. Robert Gray
Ms. Marymae Henley	Ms. Hope Lampe
Ms. Diane Mayo	The Rev. Oscar Mockridge
Mr. Junius L. (Jay) Powell	Mrs. Emily Rennie
Ms. Joan Smart	Ms. Patty Watts
Ms. Hester Wharton	Canon R. Carter Echols, Staff

Committees, Boards, Institutions, Organizations, Trustees

THE STANDING COMMITTEE

Mr. Robert Simmons (2008)	The Rev. Elizabeth Kaeton (2008)
Ms. Cheryl Brocking (2009)	The Rev. Margaret Gat (2009)
Ms. Patrice Handerson (2010)	The Rev. Kim Capwell (2010)
Ms. Martha Gardner (2011)	The Rev. Cathy Deats (2011)

STEWARDSHIP COMMISSION

Ms. Pam DeLuca	The Rev. Edgar Gutiérrez-Duarte
Ms. Skye Howell Henley	Mr. Peter Katzenbach
The Rev. Stuart Smith	Ms. Ross Wlanewski, Chair

TASK FORCE ON HISPANIC MINISTRY

(Renamed the Commission on Hispanic/Latino Ministry, January 2, 2007)

Ms. Adrianna Clavijo	Mr. Rod Perez-Vega
The Rev. Margaret Gat	The Rev. Edgar Gutiérrez-Duarte, Chair
The Rev. Ruben Jurado	The Rev. Rogelio Pantone
The Rev. Gregory Perez	

TASK FORCE ON REPARATIONS

The Rev. Christine McCloud, Chair	Louie Crew, Ph.D.
Mr. Lionel Garrison	The Rev. Michael Garhardt
The Rev. Dr. Allison Moore	Mr. N. Peter Rhinehart, Jr.
The Rev. Sandye A. Wilson	
Consultants:	
Diane Sammons, Esq.	Ms. Lyn Headley-Deavours, Justice Missioner

TRUSTEES OF THE EPISCOPAL FUND AND DIOCESAN PROPERTIES

Deborah A. Brown, Ph.D.	Carlotta M. Budd, Esq.
William Carpenter, Esq., President	Ms. Marge Christie
The Rev. Cn. Gervais Clarke, Ph.D.	John C. Garde, Esq.
Mr. John C. Lynch	Michael F. Rahill, Esq.
Mr. Peter Van Brunt	

The Rt. Rev. John P. Cronberger  
Diane Sammons, Esq., Chancellor

THE VOICE

The Rt. Rev. John P. Cronberger

## Committees, Boards, Institutions, Organizations, Trustees

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The Rev. Paul Walker  
Mr. Robert Simmons  
Mr. Peter Van Brunt

Ms. Mary Sunden  
The Rev. Randall Day

Class of 2008

The Rev. Edward M. Hasse, III  
Mr. Nat Nelson

The Rev. Gray Lesesne  
Mr. Aubrey Thompson

Class of 2009

Mr. Michael David  
Mr. Edward Hasse, Jr.  
Mr. Sam Kinney

The Rev. Margaret (Maggie) Gal  
Mr. Sidney King  
Mr. Laurence G. Taber

Class of 2010

The Rev. Randall Day  
Ms. Elizabeth Moss

John C. Garde, Esq.  
The Very Rev. C. David Williams

The Rt. Rev. John P. Croneberger, Bishop  
Mr. Jim Caputo, Property Manager  
Mr. Michael Francaviglia, Administrator

WOMEN'S COMMISSION

The Rev. Kathleen Ballard  
Ms. Marge Christie  
Ms. Lyn Headley-Deavours  
The Rev. Dr. Ellen Sloan  
Ms. Fran Trott

The Rev. Anne Bolles-Beaven, Co-chair  
Ms. Martha Gardner, Co-chair  
The Rev. Elizabeth Kaeton  
The Rev. Sandye Wilson

Ms. Edie Lauderdale (*lifetime member*)    Ms. Marie Obermann (*lifetime member*)

YOUTH EVENT PLANNING TEAM

Ms. Jacqueline Boudreau  
Mr. Alexandre DeWalt  
Ms. Caitlin Duffy  
Ms. Janelle Grant  
Ms. Amasi Kumeh  
Ms. Laura McCabe  
Ms. Catherine Potter  
Mr. Russell Tallaferra, Jr.  
Mr. Timothy Wong  
Ms. Kaileen Alston, Youth Missioner

Mr. Russell Davies  
Mr. Benjamin DeWalt  
Ms. Mia Eldridge  
Mr. Patrick James  
Ms. Dolores-Mai Macauley  
Ms. Grace Oakley  
Ms. Ashlee Saro  
Mr. Brian Toss

**133rd ANNUAL CONVENTION - DIOCESE OF NEWARK  
SATURDAY, JANUARY 20, 2007 – SKYLANDS, RANDOLPH  
CONVENTION MINUTES**

The 133rd Annual Convention of the Episcopal Church in the Diocese of Newark was held on Saturday, January 20, 2007 at the Skylands in Randolph, NJ.

The Eucharist was celebrated at 8:30 a.m. in the Opal Room on the first floor. The Rt. Rev. John Palmer Croneberger, Diocesan Bishop, was the celebrant. The Rev. Mark Beckwith, Bishop-elect, was the preacher. The offering from the service totaled \$4,217.30 and was divided equally to the Diocese of Panama and the John Palmer Croneberger Cathedral Enrichment Fund.

The business session was held in the second floor ballroom and called to order at 10:35 a.m. by Bishop Croneberger, President, and opened with prayer.

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	115
Deacons	8
Lay Deputies	323
Youth Deputies	9
Total Deputies	456
Congregations	112

**INSTITUTION OF THE CHANCELLOR**

Bishop Croneberger announced the re-appointment of Diane Sammons, Esq., as chancellor for a three-year term. The appointment was made in consultation with The Rev. Mark Beckwith.

**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:

**133rd ANNUAL CONVENTION - DIOCESE OF NEWARK  
SATURDAY, JANUARY 20, 2007 - PROPOSED AGENDA**

7:45 a.m.     **REGISTRATION**

- 8:30 a.m. **WORSHIP SERVICE** - Skylands, Randolph NJ - *Opal Room, 1<sup>st</sup> floor*  
 - The Rt. Rev. John P. Croneberger, Celebrant  
 - The Rev. Mark Beckwith, Preacher  
 - UTO Ingathering
- 10:00 a.m. **BUSINESS SESSION** - Skylands, Randolph - *Ballroom, 2<sup>nd</sup> floor*  
 Call to Order  
 Determination of Quorum  
 Institution of the Chancellor  
 Adoption of Agenda  
 Appointment of the Parliamentarians  
 Call for Resolutions *Note: All resolutions, amendments and substitutions must be written and read before a vote is taken and referred to the Secretary of Convention when accepted. (2/3 vote required to receive each resolution.)*  
 Resolution of Courtesy  
 Introduction of New Clergy  
 Elections: Committees on the Rights of Clerical Deputies & Lay Deputies  
 Committee on Elections & Ballot (Balloting time 11 a.m. to 1 p.m.)  
 Ballot for Uncontested Elections  
 Balloting Begins - Preferential System
- 10:30 a.m. **ORDER OF THE DAY: 2007 Proposed Unified Budget**  
 Proposed 2007 Budget (for information)  
 Call for Late Resolutions *Note: Late resolutions permitted from the floor only when they carry a clear statement in writing of the reasons that led to the request after the deadline of Jan. 12. (2/3 vote required to receive each resolution.)*
- 10:45 a.m. **REPORTS**  
 Committee on Constitution & Canons  
 Task Force on Lay Compensation  
 Ministry Capacity Area Expectations  
 Reparations Task Force  
 Assistant Bishop Resolution  
 Extinct Parish Resolution
- 11:00 a.m. Balloting begins - Preferential System - *Teller tables, 1<sup>st</sup> floor*
- 11:15 a.m. **HEARINGS**  
 11:15 - 11:45 Budget - *Emerald Room, 2<sup>nd</sup> floor*  
 11:15 - 12:15 Task Force on Lay Compensation - *Crystal Room, 1<sup>st</sup> floor*  
 11:15 - 12:30 Constitution & Canons- *Ruby Room, 2<sup>nd</sup> floor*  
 11:30 - 12:30 Resolutions - *Emerald Room, 2<sup>nd</sup> floor*
- 12:30 p.m. **LUNCH**
- 1:00 p.m. **Balloting ends - Preferential System (Results will be announced when known)**

1:30 p.m. BUSINESS SESSION - Skylands, Randolph NJ

*(UTO INGATHERING REPORT)*

Introduction of Candidates and Postulants

REPORTS

Committee on Constitution & Canons  
Resolutions Committee  
Standing Commission on Clergy Compensation  
Task Force on Lay Compensation  
Safe Church Guidelines/Child Abuse Awareness

2:30 p.m. ORDER OF THE DAY: 2007 Proposed Unified Budget

REPORTS (continued)

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

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

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

Appointments to Elected Ministries - *Bishop Croneberger*

Resolutions of Greetings and Thanks

5:00 p.m. ADJOURNMENT

PARLIAMENTARIANS

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

RESOLUTIONS ON NEW MATTERS

Ms. Marge Christie, Christ Church, Ridgewood, presented a resolution to support and affirm the Presiding Bishop, The Most Rev. Katharine Jefferts Schori. The resolution was presented as a new matter because the level of hostility against her was recently increasing. The presiding bishop was scheduled for the consecration of The Rev. Mark Beckwith on January 27, one week hence. The resolution was accepted for consideration by a 2/3 vote and referred to the Resolutions Committee.



Mr. Edgar (Kim) Byham, All Saints', Hoboken, introduced a resolution on the diocesan budget although it did not change any line items of the budget. The resolution referred to budgetary matters and as such was a new matter because the budget was recommended by Diocesan Council after the resolutions deadline. The resolution was accepted for consideration by a 2/3 vote and referred to the Resolutions Committee.

### RESOLUTION OF COURTESY

Ms. Frieda Smith, Trinity, Montclair, moved the courtesy resolution, as follows:

**RESOLVED**, That the courtesy of seat and voice be accorded to the following: officers of the Diocese of Newark; The Rev. Mark M. Beckwith; Canon R. Carter Echols; clergy licensed to officiate in the Diocese of Newark, The Reverends James Robert Hagler, Godwin Nwachukwu, Bruce Woodcock; Deacons having fewer than two years in Holy Orders; Lay Members of the Standing Committee, the Diocesan Council, the Commission on Ministry, and the Trustees of the Episcopal Fund and Diocesan Properties; Members of committees, commissions and institutions reporting to the Convention; the Sisters of St. John Baptist Convent; Ecumenical Guests; Mrs. Doris Mardirosian, Episcopal Church Women President; Candidates and Postulants for Holy Orders.

The courtesy resolution was adopted.

### INTRODUCTION OF NEW CLERGY

Bishop Croneberger introduced the new clergy and those serving in new cures. (As the names were read each stood in his/her place.)

Brother James Robert Hagler, interim, St. Andrew's, Newark; The Rev. Joseph A. Harmon, priest-in-charge, Incarnation, Jersey City; The Rev. Anne Koehler, Interim, Christ, Bloomfield/Glen Ridge; The Rev. John Mennell, rector, St. Luke's, Montclair; The Rev. John D. Perris, rector, St. James', Upper Montclair (unable to attend); The Rev. S. Elizabeth Searle, rector, Christ Church, Ridgewood; The Rev. David Veale, rector, Grace, Union City; The Rev. Hilary Won, vicar, St. Peter's Korean Episcopal Church, North Bergen; and, The Rev. Fairbairn Powers from Christ Hospital, Jersey City, to interim Holy Innocents, West Orange and All Saints', Orange.

### RULES OF ORDER

The Rev. Dr. Jane Tomaine, St. Peter's, Livingston and chair of the Committee, reported that the committee met in December. The Committee reviewed the Rules of Order adopted by the 132<sup>nd</sup> Convention and received a report from the Nominations Committee elected under the terms of those Rules of Order. There were no proposed changes to the Rules.

The Nominations Committee ~~strove~~ to meet its mandate to provide more candidates than

vacancies and submitted its list of candidates for consideration by the 133<sup>rd</sup> Convention.

The Committee on Rules of Order and Elections recommended that the Rules of Order adopted for the 132<sup>nd</sup> Convention be adopted for the 133<sup>rd</sup> Convention.

**Motion:** That the Rules of Order adopted for the 132<sup>nd</sup> Convention be adopted for the 133<sup>rd</sup> Convention. The motion was adopted. [The adopted Rules of Order are printed in this Journal.]

On behalf of the committee, The Rev. Jane Tomaine presented Bishop Croneberger with a copy of Robert's Rules of Order to have with him in retirement.

#### RIGHTS OF CLERICAL DEPUTIES

Ms. Naomi Horsky, St. Gabriel's, Milton/Oak Ridge, moved the election of the following to the Committee on the Rights of Clerical Deputies: The Rev. Margaret (Maggie) Gat, St. John's, Dover; The Rev. William Guthrie, Christ Church, East Orange; and Ms. Joan Van Ry, St. Clement's, Hawthorne. The motion was seconded and adopted.

#### RIGHTS OF LAY DEPUTIES

The Rev. Nancy Read, Christ Church, Bloomfield/Glen Ridge, moved the election of the following to the Committee on the Rights of Lay Deputies: Ms. Debbie VanExel, St. Luke's, Montclair; Ms. Lillian Collins, Incarnation, Jersey City; and The Rev. John Donnelly, 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.

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

The uncontested elections were as follows:

#### Diocesan Review Committee - Lay Class of 2010

Ms. Clare E. Thompson, Christ Church, Teaneck

Ecclesiastical Court – Clergy Class of 2011

The Rev. Edgar Gutiérrez-Duarte, St. Paul's, Paterson

Secretary of Convention – one year term

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

Treasurer of Convention – one year term

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

ORDER OF THE DAY: 2007 Proposed Unified Budget

Mr. John Zinn, Treasurer and Chief Financial Officer, presented the budget recommended by the Diocesan Council. The budget was moved and seconded by the committee.

Mr. Zinn reported this year clearly illustrated that the diocesan finances were determined by the congregational pledges. When the budget was finalized, it was projected that congregational pledges were \$200,000 lower than in 2006. That required cuts in nearly every line of the budget, including programs. The goal was to take that action in a balanced and fair way to preserve as much of the mission and ministry as possible. The budget assumed a \$60,000 cut in staffing. Because of the Episcopal transition, the staff reductions were postponed for the new administration. The budget will reduce to 21% the pledge and investment income given to the national church. The system of giving at a level of 25% to the national church, rather than the assigned amount, was adopted in 1991 as part of the 50/50 stewardship process. (At that time, it was The Rev. John Palmer Croneberger, now bishop of the diocese, who proposed the 25% giving to the national church.) The new resolution addresses that earlier adopted process. The pledge income line of the budget was determined by estimates of giving to the diocese, and those estimates can change during the year. The most recent pledge changes made in the past week were not good. The budget may need to be revisited during 2007.

There were no resolutions received by the deadline, and without emergency resolutions presented, the budget was moved for adoption.

The Rev. Orion Davis asked what would be the procedures if the members of convention voted not to accept the budget. Mr. Zinn responded it would become a matter for the Diocesan Council. Bishop Croneberger noted that in some dioceses their Diocesan Councils adopted the annual budgets.

**Motion:** It was moved and seconded to approve the budget recommended by Diocesan Council. The motion was adopted with several objections. [The adopted budget is printed in the Journal.]

### COMMITTEE ON CONSTITUTION & CANONS

Diane Sammons, Esq., Chancellor, presented the report from the Committee on Constitution & Canons. The report included a proposed amendment for a first reading to the Diocesan Constitution, Article II, Section 4 (ii) (the amendment would eliminate a two year waiting period for deacon voting and a residency period for priests); a revision to Canon 1, Section 1 that referred to the same matter; an amendment to Canon 2, Section 8 on the anti-racism training to eliminate a perceived deficit in the canon and apply the canon to elected and appointed diocesan offices; and

Amendments to Canon 5, Diocesan Council, and Canon 6, Trustees of the Episcopal Fund and Diocesan Properties, were not recommended by the Committee on Constitution and Canons because the proposed changes were significant and required further discussion among the diocesan entities involved and there were some questions raised as to whether some aspects of the proposal might be considered violative of state statutory laws. Rather, the committee recommended that consideration be delayed until sufficient study was made of the possible legal ramifications and to give the bishop-elect and the various diocesan entities time to discuss. After discussions, the proponents assented to a revised Canon 5 for the Diocesan Council and agreed to a resolution on Canon 6 calling for the appointment by the bishop of a group to study and recommend language defining the role of the Trustees. The group will report back to the 2008 convention. Prior to that time, a diocesan wide discussion would be held on the topic. Both the revised diocesan canon and the resolution for a study group came with the recommendation of the bishop's office and the Committee on Constitution and Canons.

Amendments to the canons proposed by the ad-hoc Property Committee relating to memorial gardens and yearly maintenance inspections of rectories were not recommended by the Committee which felt that an educational process rather than a canonical change should address the issues. The proponents agreed to withdraw the amendments for consideration.

The amendments and resolution were referred to the open hearing. [Complete texts of the amendments and resolutions are printed in the Journal.]

### TASK FORCE ON LAY COMPENSATION

The Rev. Paul Walker, Christ Church, Belleville, and Ms. Joan Lodge, Christ Church, Newton, co-chairs, presented the report on behalf of the task force. The report included proposed resolutions related to minimum vacation time, job descriptions and performance reviews, and state unemployment insurance benefit.

The report and the resolutions were referred to the open hearing.

### MINISTRY CAPACITY AREA EXPECTATIONS

Ms. Faith Gideon Brown, St. Andrew & Holy Communion, South Orange, presented an update

on the Ministry Capacity Area Expectations developed by the Congregational Vitality Work Group of Diocesan Council. She was joined by other members of the work group: The Rev. Fain Webb, Good Shepherd, Wantage; The Rev. Prince Singh, St. Alban's, Oakland; The Rev. Gray Lesesne, All Saints', Glen Rock; Mr. Andrew Piccirillo, St. Dunstan's, Succasunna; Ms. Carol Taylor, Epiphany, Orange; The Rev. Kathryn King, All Saints', Bergenfield, and Canon R. Carter Echols. This past year, language and tools continued to be developed and designed to enable congregations to have a meaningful discussion about their capacity for ministry and the ways in which improvements can be realized.

In November, the Diocesan Council endorsed the Expectations for Congregations in Six Ministry Capacity Areas, a document developed by the Congregational Vitality Work Group to assist all congregations in the Diocese to be vibrant, life-giving faith communities that proclaim the Gospel and make it relevant in their unique environment. Further, the Expectations would be disseminated by the Council to all congregations and their parochial clergy and elected lay leadership and to the board members of the Ward Herbert Fund, ACTS/VIM, and the Congregational Growth and Development Fund, with the intent that all parishes and missions be encouraged to assess themselves in light of these expectations within the next year.

For Diocesan Council, the significant benefit to adopting this document was that it would enable all entities in the Diocese with a concern and commitment for strengthening congregations to share a common vision for increasing capacity for ministry and to be intentionally supportive of those parishes and missions not fully able to envision their own capabilities.

The Six Ministry Capacity Areas were:

- 1) External Ministry Contexts: Where and to whom is the congregation called to minister?
- 2) Christian Identity, Gifts, Strengths and Challenges: What do we bring to this call to ministry?
- 3) Vision/Future Goals/Dreams: In what direction(s) are we called at this time?
- 4) Systems Functionality (How things work in our congregation); How well do we minister together in God's name?
- 5) Church Growth/Evangelism Capacity – How able are we to make disciples?
- 6) Mutual Ministry: How well do we partner as clergy and laity?

#### TASK FORCE ON REPARATIONS

The Rev. Christine McCloud presented a status report on the work of the Reparations Task Force. The other members were introduced: Dr. Louie Crew, Grace, Newark; The Rev. Dr. Allison Moore, Good Shepherd, Fort Lee; Mr. Lionel Garrison, St. Paul's, Englewood; The Rev. Michael Gerhardt, Christ Church, Teaneck; The Rev. Sandye Wilson, St. Andrew & Holy Communion, South Orange; Mr. Peter Rhinehart, St. Paul's, Englewood; Ms. Lyn Headley-Deavours, Justice Missioner, and Diane Sammons, Esq., Chancellor.

The task force's ongoing charge had been to study and engage in diocesan discussions on

the theology, history, issues and feasibility of restitution to the descendants of Africans who were enslaved in America over a period of 247 years. More specifically, the group was charged with exploring how the Diocese of Newark should begin the process of restoring all people to unity with God and each other in Christ as outlined in the catechism in the Book of Common Prayer as it related to the legacy of slavery, the need for repentance and restitution.

Over the last two years the task force worked diligently to digest and often times struggle with the realities of the sheer magnitude and cruelty of the American past toward people of color and the reverberating effects throughout the generations. The topic of reparations continued to evoke the racial divide, resentment and pain that plagued the country since its founding. The history of slavery and its legacy remained largely untaught, unacknowledged and unfocused. This was not the time to be dispirited. The members continued to move through the murky process.

In 2008 the work of the group was slowed down because of other activities for committee members, such as the bishop's search process. Despite that, diocesan discussions continued with forums and workshops. The diocese was one of three studying the issues of reparations in TEC and the group was proud that the General Convention incorporated resolutions submitted by the Diocese of Newark into the ones adopted last year by the General Convention, A123 and A127. The committee would continue its work and collaborate with other entities and organizations – NY, NJ and the national church committee. The committee asked for support for its resolution to continue its work.

**Motion:** Resolved, That in response to the 75<sup>th</sup> General Convention Resolutions A123 and A127 the work of the Reparations Task Force be continued and that the Task Force report to both the 134<sup>th</sup> Annual Convention of the Episcopal Diocese of Newark and to the Anti-racism Committee of the Executive Council of The Episcopal Church in January 2008.

The resolution was moved for adoption and adopted. [The justice ministries report is published in this journal.]

#### ASSISTANT BISHOP RESOLUTION

Diane Sammons, Esq., Chancellor, presented and moved the following resolution:

**RESOLVED**, that the Bishop with the consent of the Standing Committee having requested the creation of the position of Assistant Bishop in accordance with the provisions of Canon III.21.1, the Convention of the Diocese of Newark hereby creates the position of Assistant Bishop and authorizes the Bishop to appoint a Bishop for the position, with the consent of the Standing Committee of the Diocese, and under such conditions as the Bishop may determine.

Ms. Sammons explained that Canon III.21.1 provided that "when a Diocese, in the opinion of its Bishop, requires additional Episcopal services, the Bishop may, with the consent of the Standing Committee of the Diocese, ask the Convention of the Diocese to approve the creation of the position of Assistant Bishop and to authorize the Bishop to appoint a Bishop for

the position, with the consent of the Standing Committee of the Diocese, and under such conditions as the Bishop may determine." The approval given by Convention in 2000 to Bishop Croneberger to appoint an assistant bishop was not transferable to the next incoming bishop. This resolution would give The Rev. Mark Beckwith, next diocesan bishop, the authority to appoint an assistant bishop should the need arise prior to the next Diocesan Convention. The Standing Committee had given its consent.

The motion was seconded and adopted.

#### EXTINCT PARISH RESOLUTION

Diane Sammons, Esq., Chancellor, moved the extinct parish resolution for Trinity Church, Montclair. The vestry voted on December 17, 2006 to close. The resolution would permit the next step to legally dissolve the parish corporation. The resolution was seconded and adopted.

The extinct parish resolution was as follows:

Whereas the incorporated parish entitled The Rector, Wardens and Vestrymen of Trinity in Montclair at a regular meeting held on December 17, 2006 duly resolved to dissolve said parish corporation; and

Whereas the action to dissolve the incorporated parish, entitled The Rector, Wardens and Vestrymen of Trinity in Montclair has caused said incorporated parish to become unable to function as a corporation; and, be it further

Resolved, that the incorporated parish entitled The Rector, Wardens and Vestrymen of Trinity in Montclair is hereby declared by this Convention to be extinct as an incorporated parish; and, be it further

Resolved, that the dissolution of the said corporation by this Convention is hereby approved, ratified and confirmed; and, be it further

Resolved, that all assets held in the name of The Rector, Wardens and Vestrymen of Trinity in Montclair shall, as a result of this action, and in accordance with Title 16, Chapter 12, Article 1, Section 16 of Revised Statutes of New Jersey, as amended, revert to and be held by the corporation of the Diocese known and designated as the Trustees of the Episcopal Fund and Diocesan Properties of the Diocese of Newark.

The Rev. John Hartnett, St. Elizabeth's, Ridgewood, commented that there were rarely public discussions on what leads to a parish becoming extinct and it would be helpful but difficult for the discussion to be held in public.

**Motion:** The Rev. John Hartnett moved that there be an investigation into the causes of the extinction of Trinity and a public report of the findings of the investigation be published to the diocese. The resolution was seconded and adopted.

In a point of personal privilege, The Rev. Canon Gervais Clarke, Epiphany, Orange, noted that it must be painful for a church to make the decision to close and wanted the members of Trinity to know that they were in everyone's prayers and all sent well wishes to the members.

## AFTERNOON SESSION

### INTRODUCTION OF CANDIDATES AND POSTULANTS

The Rt. Rev. Carol J. Gallagher, Assistant Bishop, introduced The Rev. J. Carr Holland, chair of the Commission on Ministry, who introduced the priest candidates and priest postulants for Holy Orders. The Rev. Nancy Read, Deacon, introduced the candidates for ordination to the diaconate.

Priestly ordination postulants: Ms. Kathleen Bishop, St. Peter's, Morristown; Ms. Joan Conley, Redeemer, Morristown; Ms. Mary Davis, Calvary, Summit; Ms. Amanda Elman, Christ Church, Newton; Ms. Lisa Green, St. Luke's, Montclair; Ms. Ellen Pompari, St. Peter's, Morristown; Ms. Eleanor Atonio, St. Luke's, Montclair; Mr. Rod Perez-Vega, St. Mary's, Belvidere; Ms. Beth Rauen Sciano, St. George's, Maplewood.

Priestly ordination candidates – Ms. Christian Carroll, St. George's, Maplewood; Mr. Alexei Khamin, Grace, Madison; Mr. Tom Murphy, St. Paul's, Jersey City; Sr. Eleanor Frances Reynolds, Redeemer, Morristown; Ms. Karen Rezach, Christ Church, Ridgewood; Mr. Michael Sniffen, Grace, Madison.

Diaconal ordination candidates: Ms. Deborah Rucki Drake, Grace, Nutley; Mr. Erik Soldwedel, All Saints', Glen Rock.

### COMMITTEE ON CONSTITUTION & CANONS

Diane Sammons, Esq., Chancellor, presented the amendments to the Constitution and Canons that had been referred to the open hearings.

Other members of the committee were present on the stage: John Garde, Esq., St. Thomas', Lyndhurst; The Rev. John Donnelly, St. Michael's, Wayne; The Rev. Janet Broderick, Grace Church Van Vorst, Jersey City; The Rev. John Mitchell, Grace, Westwood; Tom Bisdale, Esq., Grace, Westwood; The Rev. Paul Walker, Christ Church, Belleville.

The amendment to Article II, Sec. 4 (ii) (Diocesan Convention, Members of Diocesan Convention) to eliminate the waiting period for deacons and newly canonically resident priests was adopted on first reading. [Amendments to the Constitution must be approved at two successive Diocesan Conventions.]

The Rev. Shella Shuford, Deacon, commented that the job of the deacon was "to bring the church to the world and the world to the church." She expressed her appreciation for the change to the amendment.



The amendment to Canon 1, Section 1 (The Convention, The Roll of Clergy) to keep in compliance with the revision being made to Article II, Sec. 4 (ii) was adopted.

The amendment to Canon 2, Section 6 (Voting and Elections) to require anti-racism training for elected and appointed diocesan offices was adopted.

The amendment to Canon 5 (Diocesan Council) to create a subcommittee of finance within the Diocesan Council, to move the authority for all grants – ACTS/VIM, Ward J. Herbert Fund and the Congregational Growth and Development Fund – into the Diocesan Council, and to add a provision to allow Diocesan Council to assist the bishop's office in the timely submission of parochial reports was moved for adoption.

Mr. Michael Rehill, Grace, Westwood, moved an amendment to paragraph J to eliminate reference to Congregational Growth and Development Fund (CGDF) grants. The motion was seconded.

Mr. Rehill noted that the ACTS/VIM and WJH fund were created as actions of Convention and fundraising efforts begun by Bishop Spong to create two endowment funds, one to support programs and another to support the buildings. Those funds were created by resolution of Convention and authority to administer them was granted to Council. The procedures adopted by Diocesan Council were ratified by Convention. The funds were creatures of the Convention and it was appropriate for the finance committee of the Diocesan Council to continue its role of approving the grants from ACTS/VIM and Ward J. Herbert Fund. The CGDF fund was different and was the designation of some assets held by the Trustees that were set aside at the request of Bishop Croneberger to support an initiative that he advanced for supporting his episcopacy in ways that he felt would be best for the diocese. The Trustees agreed to do that and developed criteria for the process. To date, about \$750,000 were given away to various churches. The process was deliberative, slow and involved good, hard work from the bishop's office. The CGDF grants didn't have the narrow parameters as the other two funds operated by council. They were broader and more flexible. The CGDF was a bold venture on the part of Bishop Croneberger. The new bishop may want or may not want to continue the use of the CGDF. The funds were under the control of the Trustees, not the Convention. To say Council should approve grants made by the Trustees meant that the Trustees would have to stop making the grants. The responsibility of the Trustees as stewards of the capital was to support the work of the episcopacy not the work or the will of Council. The Council had the capacity to direct the Trustees on how to spend income, but not capital. This would erode the responsibilities of the Trustees under the statutes. This should be part of the study to understand the roles of the Trustees, rather than first amending the canons.

The Rev. Elizabeth Kaeton, St. Paul's, Chatham, spoke to keep CGDF in the canon. Council acts as convention in between conventions. It would be appropriate for Council to have oversight of all the monies. Such action provided an avenue of accountability for the Trustees, involved the participation of the Convention and elected officials, and allowed for some standardization of the process.

A vote was taken to delete the words "Congregational Development" from line J in the

amended Canon 5. The voice vote was too close to call. A standing count was taken.

The amendment to delete the words "Congregational Development" was defeated by a vote of 102 for to 220 against.

A vote was taken on the original amendment to Canon 5 and the amendment was adopted.

The resolution for the study and preparation of a proposed canon or canons concerning the trustees was adopted and referred to the bishop-elect for appointments.

RESOLVED, that the Bishop appoint a study group or refer the matter to the Constitution and Canons Committee to propose a canon or canons for the 2008 Convention that will serve to define the responsibilities of the Trustees while remaining within the legal scope of the New Jersey Statutes. It will also report on the legal viability of seeking to define number, terms and election procedures by canon. The process shall include a well-publicized open hearing to solicit the opinions of a wide spectrum of the diocese prior to the submission of the proposed canon(s).

### RESOLUTIONS

Ms. Patrice Henderson, Committee chair and member of St. Andrew & Holy Communion, South Orange, introduced the other members of the Resolutions Committee: Ms. Pat Yankus, St. Paul's, Paterson; The Rev. Diana Clark, St. John's, Montclair; The Rev. Mariano Gargiulo, St. James, Ridgefield; The Rev. Sandye Wilson, St. Andrew & Holy Communion, South Orange; The Rev. Joseph Harmon, Incarnation, Jersey City; Ms. Patty Watts, St. Gabriel's, Milton/Oak Ridge; Mr. Henry Faulkner, Grace Church Van Vorst, Jersey City; and Ms. Dianne Nelson, Grace, Rutherford.

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

### RESOLUTIONS - CONSENT CALENDAR

The resolutions on the Consent Calendar were presented.

The five on the consent calendar remained on the consent calendar. The movers had one minute to speak to them before the vote.

Resolution 2007-01: *Resolution Dissenting from General Convention's B033.*

Resolution 2007-02: *Equal Rights and Benefits for Same-Sex Couples in New Jersey.*

Resolution 2007-03: *Recognition and Care of School-Age Children with Diabetes.*

Mr. Sidney King encouraged the convention to consider other life threatening conditions of young people and include them in future actions.

Resolution 2007-04: *Immigration and Undocumented Aliens.*

The Rev. Maggie Gat reported that 20 million immigrants lived in New Jersey of which 700,000 were not documented. From the undocumented group it was estimated that \$80 billion had been contributed to the Social Security Fund but would never be received as a benefit, and an additional \$10 million were paid to the Internal Revenue Service.

Resolution 2007-05: *Adding Gender Identity to the Episcopal Church Canons.*

#### RESOLUTIONS - CONTINUED

Resolution 2007-06: *Resolution on Marriage Rites in Civil Jurisdictions That Permit Same-Sex Marriage* submitted by the Oasis was postponed after discussion.

Resolution 2007-07: *The Role of the Clergy – Ceremony of Marriage or Blessing of a Civil Union?* submitted by the General Convention Deputies was defeated after debate.

Resolution 2007-08: *Affirmation of Katharine Jefferts Schori as Presiding Bishop of the Episcopal Church* submitted by Ms. Marge Christie, Christ Church, Ridgewood, was adopted as amended.

Resolution 2007-09: *A Resolution on the 2007 Diocesan Budget* submitted by Mr. Edgar (Kim) Byham, All Saints', Hoboken, was divided into two resolutions after motion and both resolutions were adopted.

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

Ms. Anna Byrne, UTO Chairperson, announced the results of the annual UTO Ingathering - 44 churches donated \$14,101.07.

#### STANDING COMMISSION ON CLERGY COMPENSATION

The Rev. Lauren Ackland, Grace Church, Madison, presented the commission's report. The other members were announced: Ms. Patty Bradley, Holy Trinity, Hillsdale; Ms. Carlotta Budd, Grace Church, Madison; The Rev. Canon Gervais Clarke, Epiphany, Orange; Ms. Edith Gallimore, Trinity + St. Philip's Cathedral, Newark; Mr. William Kirk; Ms. Patti Neil, Holy Innocents, West Orange; Mr. John Snyder, Christ Church, Ridgewood.

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

The Rev. Lauren Ackland presented for adoption the five resolutions.

Resolution 1 – mandated minimum cash salaries: **adopted.**

Resolution 2 – recommended annual merit increases: **adopted as amended to reduce the scale of Satisfactory from 5% to 2.5%.**

**Resolution 3 – set minimum standard for remuneration to supply clergy and mileage reimbursement: adopted.**

**Resolution 4 – set minimum annual allowance for continuing education: adopted.**

**Resolution 5 – set minimum for reimbursable business expenses: adopted**

### **TASK FORCE ON LAY COMPENSATION**

**Ms. Joan Lodge and The Rev. Paul Walker presented the resolutions that were referred to the open hearing.**

**Resolution 1: The convention received the report and approved the continuance of the task force to report back to the 134<sup>th</sup> annual convention. The resolution was adopted.**

**Resolution 2: The resolution on vacation time for lay employees was modified by the committee following the hearing. The change was for employees to receive a minimum of two weeks of paid vacation with the completion of one year of service.**

**It was noted at the hearing that in some industries vacation time was accrued by length of service, and that the vacation should be graded as one week after one year of service, two weeks after two years, three after five, four after eight. The original wording would have a worker eligible for two weeks of vacation during their first year of service.**

**Motion: It was moved and seconded that the resolution be amended to provide one week of vacation time after one year of service, two weeks after two years, three after five years and four after eight years. The motion was defeated.**

**Motion: It was moved by the Rev. Stephanie Wethered and seconded that the resolution be amended to provide four weeks of vacation time replacing the original two weeks. The motion was defeated.**

**The vote was taken on the committee modified resolution that employees receive a minimum of two weeks of paid vacation with the completion of one year of service. The resolution was adopted.**

**Resolution 3: Job descriptions would be written for all lay employees.**

**During the discussion, Mr. Bert Jones moved that the job description be "discussed with the employee" and offered the amendment that the job description not only be written but shared and discussed with the employee. The amendment was accepted as friendly.**

**The vote was taken on the resolution requiring written job descriptions for all lay employees and was adopted.**

Resolution 4: All lay employees would receive an annual performance evaluation.

The vote was taken on the resolution and **adopted**.

Resolution 5: Provided that churches and employees participate in the state unemployment insurance plan.

**Motion:** It was moved to postpone indefinitely until such time as all of the facts and figures were known about the state unemployment insurance program. Perhaps the resolution could be presented to next year's convention.

The vote was taken and the motion was postponed.

The Rev. Geoffrey Curtiss recommended that the task force report back to the 134<sup>th</sup> convention on how the procedures will be applied to lay employees in those organizations that lease space in church owned buildings. Will the organizations comply with the resolutions adopted by convention?

#### SAFE CHURCH GUIDELINES/CHILD ABUSE AWARENESS

The Rt. Rev. Carol J. Gallagher, Assistant Bishop, reported that the members of Diocesan Council, staff members and others were working on making the church a safe place for children. The guidelines will include such information as safe use of the internet. Training requirements will be presented to Diocesan Council. During the coming months, additional information will be shared with the diocese on the status of the guidelines.

#### STATE OF THE DIOCESE ADDRESS

The Rt. Rev. John P. Croneberger delivered his annual State of the Diocese address, entitled, *And he said good-bye to them in parables*.

During the address, the Bishop expressed thanks and gratitude to The Rev. Herb Tinning, who had served as Archdeacon for the Deacons for the past three years. A deacon's stole was presented as a gift of appreciation.

The Bishop announced that the Rev. Nancy Read was appointed as the next archdeacon for the deacons and would be installed along with the bishop at the Cathedral in February. The appointment was made with the approval of Bishop-elect Beckwith.

[The full text of the address follows the minutes.]

#### COMMISSION ON MINISTRY APPOINTMENTS

The Bishop announced the following appointments to the Commission on Ministry, Class of 2011, for convention ratification: The Rev. Judith Baldwin, St. Stephen's, Millburn; Ms. Jennifer Coury, St. Paul's, Chatham; Ms. Sally Falck, St. Elizabeth's, Ridgewood; Mr. Michael

Fraser, Christ Church, East Orange; and The Rev. Sandye Wilson, St. Andrew & Holy Communion, South Orange.

The appointments were ratified.

#### COMMISSION ON HISPANIC/LATINO MINISTRY

The Bishop announced that the Task Force on Hispanic Ministry was established as the Commission on Hispanic and Latino Ministry and the newly appointed chair was The Rev. Edgar Gutierrez-Duarte. The members included The Rev. Margaret (Maggie) Gat, Ms. Adrianna Clavijo, The Rev. Ruben Jurado, The Rev. Rogelio Pantone, The Rev. Gregory Perez, and Mr. Rod Perez-Vega.

#### EPISCOPAL RELIEF AND DEVELOPMENT FUND

The Bishop announced the appointment of Ms. Martha Gardner, St. George's, Maplewood, as the diocesan coordinator for the Episcopal Relief and Development Fund (ERD).

#### COMMITTEE TO CERTIFY THE MINUTES

The members of the Committee to Certify the Minutes were ratified: Ms. Patty Leonard, Bishop's Executive Assistant; Ms. Charlotte Chappel, House of Prayer, Newark; The Rev. Michael Gerhardt, Christ Church.

#### RESOLUTION OF THANKS

Mr. Miguel Hernandez, St. John's, Dover, read the resolution of Thanks.

RESOLVED, That this 133rd Convention expresses its appreciation to the Arrangements Committee and Mrs. Doris Mardirosian, Chairperson; to the Committee on Rules of Order and The Rev. Dr. Jane Tomaine, Chairperson; to the Diocesan Altar Guild; to the Resolutions Committee and Ms. Patrice Henderson, Chairperson; to the Nominations Committee and Ms. Naomi Horsky, Chairperson; to the Commission on Liturgy and Music and The Rt. Rev. Carol J. Gallagher; to the Convention Worship Committee; to the Committee on Elections and Mr. Russ Worthington; Ms. Diane Sammons, Chancellor; Ms. Allison Garde and Mr. John Webb, Parliamentarians; to the Election Tellers; to the Youth Pages and Chaperones and Ms. Kai Alston, Youth Missioner; and, to the Technology Committee and The Reverend John Rollins and Ms. Jan Paxton.

#### RESOLUTION OF GREETINGS

Ms. Amasi Kumeh, House of Prayer, Newark, presented the resolution of Greetings.

RESOLVED, That this 133rd Annual Convention of the Diocese of Newark extends warm and affectionate greetings to The Right Reverend John S. Spong, The Right

Reverend Jack M. McKelvey, The Right Reverend Walter C. Richter, The Right Reverend Rufus T. Brome, and The Right Reverend Martin G. Townsend, who faithfully served this diocese.

POINT OF PERSONAL PRIVILEGE

Mr. Michael Francaviglia, Secretary of Convention, delivered a tribute of thanksgiving for the service of Bishop Croneberger.

The convention was adjourned at 4:57 p.m.

The convention adjourned without the election results being announced. Since the election results were unknown at the time of adjournment, the bishop's appointments were delayed until the results known. The appointments would provide balance where needed in the offices.

The results were reported on Monday following the convention on the web site and in electronic messages. The results are printed in the Journal.

Respectfully submitted,

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

Michael Francaviglia  
Secretary of Convention

**133<sup>rd</sup> ANNUAL CONVENTION - DIOCESE OF NEWARK**  
**RULES OF ORDER AND ELECTIONS**  
**&**  
**REPORT OF THE COMMITTEE ON RULES OF ORDER AND ELECTIONS**

The Committee on Rules of Order and Elections met on December 4, 2006 to consider any proposed changes to the Rules. There were no suggested changes or modifications submitted to the committee. The committee reviewed the Rules of Order adopted by the 132<sup>nd</sup> Annual Convention and received a report from the Nominations Committee elected under the terms of those Rules of Order.

The Nominations Committee worked to meet its mandate to provide more candidates than vacancies and submitted its list of candidates for consideration by the 133<sup>rd</sup> Convention.

The Committee on Rules of Order and Elections recommends that the Rules of Order adopted for the 132<sup>nd</sup> Convention be adopted for the 133<sup>rd</sup> Convention.

Respectfully submitted,

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

Members: Allison L. Garde, Esq., St. Thomas', Lyndhurst (Vice Chancellor)  
John G. Webb, Esq., Good Shepherd, Wantage



**RULES OF ORDER  
ONE HUNDRED AND THIRTY-THIRD CONVENTION  
January 20, 2007**

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 1<sup>st</sup> the Bishop will make the appointments to fill vacancies from within the district.

B. The Committee will meet no later than June 30<sup>th</sup> 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 by classes to be filled by election, the names of the incumbents of these offices, and an official nomination form. This Call shall be sent out at least one hundred (100) days before the date of the Convention to each clerical member of the Convention and to each lay deputation 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 December 1<sup>st</sup> in order to allow for nomination through other methods.

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

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

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

F. The preferential system of voting shall be used for elections, except for General Convention Deputies and Alternates. Only official ballots may be used in elections, except when otherwise ordered by the Convention. The number of

vacancies to be filled shall be printed on each ballot. Only valid ballots shall be counted in the whole number of votes cast. An invalid ballot as to one election shall not invalidate an otherwise valid ballot in any other election.

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

### Resolutions

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

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

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

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

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

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

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

F. Any resolution which the Committee determines not to offer on the floor of Convention shall be permitted on the floor of Convention only by a majority vote of all Convention deputies at the start of the first business session of convention.

G. Resolutions not previously submitted to the Committee for this Convention will be permitted from the floor upon a two-thirds vote only at the start of the first business session of Convention and only when they carry a clear statement in writing of the circumstances that led to the request for their consideration. Such resolutions should be duplicated in advance by the presenter(s) with sufficient copies available for distribution to all convention deputies (550 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, and the Secretary of Convention must receive exclusion requests before the start of the first business session in writing, signed by at least two lay deputies from each of three congregations and at least three clergy listed on the roll of Clergy entitled to vote in the Convention. 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
- 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. The last pre-convention meeting shall be held no later than one week prior to the deadline for budget resolutions.
3. Once adopted by Diocesan Council, proposed changes will be in order. All proposed changes to the budget will continue to be accepted until noon on Friday of the week before the start of the Annual Convention. These changes should be of four varieties, submitted by a clerical or lay deputy in writing to the Secretary of Convention:
  - (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

Late resolutions to change the budget will be permitted from the floor only when they carry a clear statement in writing of the circumstances that led to the request for their consideration after the deadline and only by a two-thirds vote of deputies.

4. Proposed changes will be referred without debate to the Diocesan Council Budget Committee.
5. 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.
6. 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.
7. The Diocesan Council Budget Committee will present its recommendations in the form of a separate resolution 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.
8. 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.
9. When all Diocesan Council Budget Committee resolutions have been dealt with, a motion to approve the budget will be offered and voted.

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

1. The Diocesan Council Budget Committee shall have FIVE MINUTES to speak in respect to the Committee's report on the Budget.
2. ONE HOUR shall be allotted to the debate, divided equally by the number of resolutions to be considered with a maximum of one hour.
3. Of the time allotted to the consideration of each resolution, the recommendation of the Diocesan Council Budget Committee concerning the resolution shall be limited to ONE MINUTE or less.
4. During the debate on each resolution each speaker shall be limited to ONE MINUTE and no speaker shall speak more than once.
5. To the extent possible, the Chair shall recognize speakers of opposite views in alternate succession.



6. No motion to lay on the table or otherwise to terminate debate on each resolution shall be entertained during the allotted time period.

7. After the consideration of all resolutions and the termination of debate TEN MINUTES shall be allotted for the Budget Resolutions as finally perfected by the Convention to be considered and adopted as a unit.

#### Committee of the Whole

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

A. A motion to rise and to report to the Convention, with or without leave to sit again, may be made at any time, and shall take precedence of all other motions, and shall be decided without further debate. No such motion once made shall be renewed until further proceeding shall have taken place in the Committee.

B. A motion that a vote be taken at some designated time may be made and be disposed of without debate at any time, but as before provided a motion to report to the Convention shall take precedence.

C. No motion to lay on the table shall be entertained.

#### Reports

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

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

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

THE EPISCOPAL ADDRESS FOR THE 133<sup>RD</sup> DIOCESAN CONVENTION  
OF THE  
EPISCOPAL DIOCESE OF NEWARK

Saturday, January 20, 2007

The Right Reverend John Palmer Croneberger  
Ninth Bishop of Newark

And he said good-bye to them in parables....

1.) As the missionary approached the village, he saw the villagers running toward him, fear written across their faces, screaming, "There's a monster in the field !!! There's a monster in the field !!!" Looking about, the missionary spied a giant watermelon. Laughing, he called the villagers to stop – pulled out his knife, hacked the watermelon in two, and prepared to eat it. The villagers looked horrified, and screamed ever more loudly – "He's killed the monster, and now he's going to kill us !!" They set upon the missionary – beat him....and killed him.

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2.) As the missionary approached the village, he saw the villagers running toward him, fear written across their faces, screaming, "There's a monster in the field !! There's a monster in the field !!!" ... Looking about, the missionary spied a giant watermelon, and he began to run with the villagers. After some time, the missionary said to the villagers, "I think we are safe – I think we can stop running now." He invited the villagers to sit with him, to engage in conversation, to tell each other their stories, to care, and to love. In the midst of all of that, the missionary was given the opportunity to share the experience of the rich, sweet, juicy taste of the watermelon.

More than eight years ago, I told that parable in the walk-about when we were then in the process of discerning who God might be calling to be Bishop. As we approached the last group to be visited that day, the person who was shepherding me through the schedule said, "Jack, why don't you sit this one out?" (You've been really working hard today.) "I'll go in and tell your stories."

Well, you see the thing is... at the end of the day you can't really tell anybody else's story. You can only tell your own. Over the years, I have discovered that telling our stories requires at least the following:

1. A place of trust - Sometimes that happens very quickly; sometimes it takes a long time and a lot of effort.
2. A person or people ready to listen – The challenge here is that oft times those of us who have learned how to speak may not have learned how to listen; and those

of us who have learned how to listen have significant difficulty finding our voices to speak.

3. A willingness for the storyteller to become a story-listener -- as noted above.
4. A climate which encourages the celebration of one's story far more than the critical analysis of that story - Parts of the world seem to have gotten better at negativity and destructive criticism than affirmation and praise.
5. A place where our stories might find similar stories even though each might have unique circumstances.
6. A possibility for the emergence of a common story which honors the uniqueness of each, yet celebrates the weaving of the separate threads into something stronger and larger and more life-giving.

I believe that during my time as your Bishop we have been developing a safer place for us to tell our stories to each other. Much of our recent life as a diocese has been ordered not so much around a particular issue or program but around a call from deep within the Baptismal covenant...a call to listen...a call to love...a call to develop relationships...a call to trust...a call to experience shared leadership...a call to build healthy, life-giving communities of faith. All of this describes the need we have experienced for some time to imagine and discover new ways to live together.

Some of the results of our living together deeply within the Baptismal covenant include the following:

A.) A focus on life-giving, healthy, growing, ministries complete with expectations for local congregations. The transformation beginning here is due to a wonderful combination of finding the right person to lead the charge for congregational development; together with a sum of money made available by the Trustees to encourage congregational initiatives; and a very hard- working committee of the Diocesan Council to provide leadership. There is so much more to be done, but some key ingredients for success are in place.

B.) A second result of our living together within the covenant has included an ongoing conversation about the meaning of Confirmation, its appropriate setting and its relationship to Episcopal visitations. Here I must confess to you that I will walk away from this one as an unrepentant child of God. I believe I am right about this one.....and I will take with me the vivid memory of faces standing before me, faces of young and old, faces filled with excitement and wonder, (and, yes, a few faces which seemed to be bored to tears;) faces with unique persons attached; faces complete with stories: Thelonius Monk, bling bling, "Are you going to slap me today?" ....and my face...wide-eyed in awe and wonder and frequently in tears at the privilege which has been mine.

C.) A focus on the four orders of ministry in the Episcopal Church, (lay persons, Bishops, Deacons, Priests) with special attention to the revival of a distinctly diaconal ministry within these four orders. Twenty-five (25) deacons are now among us with more to come, expanding our capacity for ministry, calling us to a renewal of our servanthood ministry, bestowed on us at Baptism. Here I want to pay special attention to

one among us who has served the diocese with untold hours of work, to assist us in a process of recovering a real diaconal ministry... the Archdeacon of Newark for the past three years, The Venerable Herb Tinning. Herb, please come forward to receive the well-deserved thanks of the Diocese of Newark. In most dioceses today, archdeacon is not an honorific title, but a working one. Archdeacon Tinning will soon become Deacon Herb Tinning as he relinquishes the position of archdeacon. Thank you, Herb, for assisting us through our infancy in diaconal ministry. Please accept this stole, created by Carol Homer, and offered with the love and gratitude of Newark.

After consultation with Bishop-elect Beckwith, I am pleased to announce to you today that The Rev. Nancy Read, Deacon, will become the next Archdeacon of Newark, serving with Bishop Beckwith. Nancy will be installed and seated at the Cathedral with Bishop Beckwith in February.

In our journey of shared leadership, lay ministry has been raised up and celebrated... thanks in part to the very long and much-revered tradition of lay ministry in the Diocese of Newark; thanks also in part to the establishment of a subcommittee of the Commission on Ministry on Lay Ministries.

D.) Over the past months and years, this diocese has stood firmly and spoken clearly for (a.) the abolition of the death penalty, which, as we speak, is closer and closer to a reality in the State of New Jersey – Praise God!; (b.) support for the blessing of same sex unions – now legally possible in the State of New Jersey; and (c.) support for the position taken by our Presiding Bishop calling upon our President and our country to bring an end to the war in Iraq and to be thoroughly engaged in the work of peacemaking. All of these are matters of justice and speak to concerns raised out of the heart of the Baptismal covenant. Perhaps I might leave just two concerns with you. Somehow we must not allow the Anglican Communion to determine that one description of human sexuality will be the Litmus Test for inclusion in the Communion. We ought to be concerned about our participation in a new covenant to be developed by the Communion (or, more likely, by a selected part of the Communion) if that covenant makes unreasonable demands upon us for uniformity rather than unity in the midst of recognized diversity. That would be too great a price to pay for some kind of artificial union, and it would be a betrayal of who we are.

Having noted some of the ministries we have been about, I renew my belief that our lives are not so much a matter of issues or causes, but rather relationships and shared visions. It is about the Baptismal covenant calling us to be such a people committed deeply to Jesus Christ.

Please allow me to share a rather strange personal story that might illustrate what I am seeking to describe. Some years ago, I attended a Friday/Saturday conference at a retreat center. I awakened early Saturday morning, and wandered down to the chapel. As I walked about, I noticed above the wall of the Baptismal font, these words: God's promise; Roots and Wings. Several years later, I attended another conference at what I thought was the same retreat center. When I entered the chapel this time, I noticed that

there was no inscription over the font. When I asked the sisters what happened to the inscription, they told me that there never was such an inscription. Explanation – I don't know. Several possibilities, but none really make sense. Whatever the truth, I believe the inscription was for me... God's Promise; Roots and Wings. At your baptism and at mine, God's promise has been made and kept: Roots and Wings. Certainly, the Biblical prophecy speaks repeatedly of a root springing forth, a root of Jesse, a root of David, for us, a new strength, a new beginning, Jesus. This root from which new branches blossom. Paul wrote, "...if the root is holy, so are the branches." Remember, it is not you that supports the root, but the root that supports you.

I remember a particular wedding at the Church of the Atonement in Tenafly. An eager mother of the bride wanted so much to be helpful. She also wanted the Church to look beautiful for her daughter's wedding. She asked if she could adorn the rood-screen with branches of dogwood blossoms. They really did look beautiful. After the liturgy when everyone was gone, the sexton asked me what to do with the dogwood branches and I said, well, since they are so pretty, let's enjoy them at the Sunday morning services, and then you can take them down. The next morning I arrived at the Church to find the dogwood blossoms on the floor and the ugly sticks attached to the rood-screen. As branches, we do not support the root, it is the root that supports the branches. So, at our Baptism, we are called to be rooted and grounded in Christ. It is important in life to be rooted and grounded. It's also important to know in whom you are being rooted and grounded. Sometimes, in fact, we seek to be rooted and grounded in ourselves.

Our Baptism calls us to be rooted and grounded in Christ, established in the faith, welcomed into this huge family, this glorious communion of saints on earth, not lost, not alone, not blown away, rooted, grounded in Christ and then, just when we think we figured that part out, the inscription reminds us of God's promise, roots and wings. Here we find imagery in the Scriptures of being held and comforted in the shadow of God's wings. Here we hear Jesus weeping over Jerusalem... How often would I have gathered your children together as a hen gathers her brood under her wings and you would not? "Baptism offers us the security of a source and place of comfort beneath the wings of God, but the imagery also becomes more expansive. Not long ago, we sang Hark the Herald Angels Sing and the words from Malachi, "Risen with healing in his wings." Added to that are numerous Biblical passages which speak of being born on angels' wings. My favorite which comes from Isaiah is: "They who wait for the Lord 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." You see, it is the promise of wings at Baptism that we shall have our strength renewed, that we shall mount up with wings like eagles, and be empowered to undertake whatever tasks God places before us, as part of the Baptized community.

Our work in the Baptismal covenant has been to claim both our rootedness on the one hand and our wings on the other. I believe it has been faithful to the Gospel and faithful to God's call to us for the work that is now before us.

Let me close with one last parable. The story comes from West Africa. It is the legend of the Sky Maiden:

The members of a certain West African tribe tell the legend of the Sky Maiden. It happened once that the people of the tribe noticed their cows were giving less milk than they used to. They could not understand why. One young man volunteered to stay up all night to see what might be happening. After several hours of waiting in the darkness, hiding in a bush, he saw something extraordinary. A young woman of astonishing beauty rode a moonbeam down from heaven to earth, carrying a large pail. She milked the cows, filled her pail, and climbed back up the moonbeam to the sky. The man could not believe what he had seen. The next night, he set a trap near where the cows were kept, and when the maiden came down to milk the cows, he sprang the trap and caught her. "Who are you?" he demanded.

She explained that she was a Sky Maiden, a member of a tribe that lived in the sky and had no food of their own. It was her job to come to earth at night and find food. She pleaded with him to let her out of the net and she would do anything he asked. The man said he would release her only if she agreed to marry him. "I will marry you," she said, "but first you must let me go home for three days to prepare myself. Then I will return and be your wife." He agreed.

Three days later she returned, carrying a large box. "I will be your wife and make you very happy," she told him, "but you must promise me never to look inside this box."

For several weeks, they were very happy together. Then one day while his wife was out, the man was overcome with curiosity and opened the box. He saw nothing in it. When the woman came back, she saw her husband looking strangely at her and said, "You looked in the box, didn't you? I can't live with you anymore." "Why?" the man asked. "What's so terrible about my peeking into an empty box?" She said, "I'm not leaving you because you opened the box. I thought you probably would. I'm leaving you because you said it was empty. It wasn't empty; it was full of sky. It contained the light and the air and the smells of my home. When I went home for the last time, I filled that box with everything that was most precious to me to remind me of where I came from. How can I be your wife if what is most precious to me is emptiness to you?"

I have come among you for a time, carrying my box, offering to open it and share some of myself with you. My intent has been to encourage each of you to open your boxes, sharing some of the important stuff of your life with one another and especially with the one who is always eager to listen, inquisitively concerned for each of us. You have blessed me by allowing me to open my box and share my stuff with you. It has been a wondrous experience, but now I invite you to look over the horizon. ..Here comes Mark Beckwith and he is carrying a large box. You have invited him to open that box and share his story with you, as he listens to yours, and together bear witness of God's love to a world desperately needing to hear of that love and to see it in action. What great joy!

**133<sup>rd</sup> Annual Convention Resolutions**

- Resolution 2007-01: Resolution Dissenting from General Convention's B033**
- Resolution 2007-02: Equal Rights and Benefits for Same Sex Couples in New Jersey**
- Resolution 2007-03: Recognition and Care of School Age Children with Diabetes**
- Resolution 2007-04: Immigration and Undocumented Aliens**
- Resolution 2007-05: Adding Gender Identity to The Episcopal Church Canons**
- Resolution 2007-06: Resolution on Marriage Rites in Jurisdictions that Permit Same Sex Marriage**
- Resolution 2007-07: The Role of the Clergy – Ceremony of Marriage or Blessing of a Civil Union?**
- Resolution 2007-08: Affirmation of Katharine Jefferts Schori as Presiding Bishop of The Episcopal Church**
- Resolution 2009-09A: Resolution on the 2007 Diocesan Budget**
- Resolution 2009-09B: Resolution on the 2007 Diocesan Budget**

## CONSENT CALENDAR

Resolution 2007-01

### RESOLUTION DISSENTING FROM GENERAL CONVENTION'S B033

**RESOLVED**, That this 133rd Convention of the Episcopal Diocese of Newark dissents from Resolution B033 of the 75th General Convention of The Episcopal Church as inconsistent with both Title III, Canon 1, Section 2 of the Canons of The Episcopal Church and our baptismal promise to love and respect the dignity of every human being; and, be it further

**RESOLVED**, That this Convention repents of the continuing discrimination against lesbian, gay, bisexual and transgendered people that B033 encourages, and reaffirms the full inclusion of all sisters and brothers in Christ, regardless of sexual orientation, in *into* all areas of the life of the Church; and, be it further

**RESOLVED**, That this Convention calls upon our Bishop and Standing Committee to uphold canon law, in both letter and spirit, by consenting to the consecration of all qualified candidates to the episcopate—including gay and lesbian candidates who live in committed, same-sex domestic partnerships, and, be it further

**RESOLVED**, That the text of this resolution be sent to the Secretary of General Convention.

Submitted by General Convention Deputies/Alternates: Mr. Edgar Kim Byham, Mr. Steve Boston, Dr. Louie Crew, Ms. Marge Christie, The Rev. Geoff Curtiss, The Rev. Randall Day, Ms. Lyn Headley-Deavours, The Rev. Elizabeth Kaston; *The Oasis*: Mr. John Simonelli, Mr. Peter Madison, Ms. Donna Cartwright, The Rev. C. Melissa Hall, Dr. Thomas Mundy, Mr. Christian Paolino

### SUPPORTING INFORMATION

General Convention 2006 passed Resolution B033, which called upon "Standing Committees and bishops with jurisdiction to exercise restraint by not consenting to the consecration of any candidate to the episcopate whose manner of life presents a challenge to the wider church and will lead to further strains on communion. "The rejection of Resolution A161 on Tuesday, June 20, 2006, by the House of Deputies clearly expressed the mind of General Convention 2006 regarding a moratorium on the election, consent, and consecration of additional lesbian and gay bishops. The passage of B033 by both Houses on Wednesday, June 21—which occurred after limited debate and as a result of unusual efforts by the Presiding Bishop to influence the actions of both houses—effectively stifled what the Spirit is saying to the Episcopal Church. Both Bishops Croneberger and Gallagher voted against this resolution, as did the majority of Newark's Deputies.

In the Diocese of Newark, it has long been our experience that gay and lesbian people are fully qualified and effective in all orders of ministry. The Canons of The



Episcopal Church (Title III, Canon 1, Section 2) prohibit discrimination based on sexual orientation: "No person shall be denied access to the discernment process for any ministry, lay or ordained, in this Church because of race, color, ethnic origin, national origin, sex, marital status, sexual orientation, disabilities or age, except as otherwise provided by these Canons." The canons do not prohibit gay and lesbian persons who are in same-sex domestic partnerships from the episcopate.

### CONSENT CALENDAR

#### Resolution 2007-02

#### **EQUAL RIGHTS AND BENEFITS FOR SAME-SEX COUPLES IN NEW JERSEY**

**RESOLVED**, That this 133<sup>rd</sup> Convention of the Episcopal Diocese of Newark commends the Supreme Court of New Jersey for its holding in *Lewis v. Harris*, issued October 25, 2006, that "under the equal protection guarantee of Article I, Paragraph 1 of the New Jersey Constitution, committed same-sex couples must be afforded on equal terms the same rights and benefits enjoyed by married opposite-sex couples;" and, be it further

**RESOLVED**, That this Convention expresses its thanks to Lambda Legal Defense and Education Fund and the seven couples who initiated *Lewis v. Harris*, particularly Mark Lewis, a priest of this diocese, and his partner, Dennis Winslow, a priest of the Diocese of New York, and Maureen Killian and Cindy Meneghin, active lay members of this diocese; and, be it further

**RESOLVED**, That this Convention calls on the New Jersey State Legislature to enact civil marriage for same-sex couples as that is the only means to provide same-sex couples with "the same rights and benefits enjoyed by married opposite-sex couples;" and, be it further

**RESOLVED**, That the Secretary of Convention distribute copies of this resolution to the Governor and all members of the Legislature.

Submitted by General Convention Deputies/Alternates: Mr. Edgar Kim Byham, Mr. Steve Boston, Dr. Louie Crew, Ms. Marge Christie, Ms. Lyn Headley-Deavours, The Rev. Geoff Curtiss, The Rev. Randall Day, The Rev. Elizabeth Kaeton, The Rev. William Parnell

### SUPPORTING INFORMATION

The decision of the New Jersey Supreme Court left the Legislature with the option to either grant same-sex couples the right to civil marriage or to institute a parallel civil union procedure. In her separate opinion, Chief Justice Poritz says:

We must not underestimate the power of language. Labels set people apart as surely as physical separation on a bus or in school facilities. Labels are often used to perpetuate prejudice about difference that, in this case, are embedded in the law. By excluding same-sex couples from civil marriage, the State declares that it is legitimate to differentiate between their commitments and the commitments of heterosexual couples.

The Chief Justice is correct. No matter how conscientiously the Legislature may try to create a "separate but equal" institution for same-sex couples; however, such an institution will never be equal.

### **CONSENT CALENDAR**

#### **Resolution 2007-03**

#### **RECOGNITION AND CARE OF SCHOOL-AGE CHILDREN WITH DIABETES**

**RESOLVED**, That this 133<sup>rd</sup> Convention of the Episcopal Diocese of Newark acknowledges that diabetes is one of the most common chronic diseases in school-age children, affecting 176,500 young people in the United States in 2005, and becoming the country's fifth-deadliest disease; and, be it further

**RESOLVED**, That this Convention, recognizing that many schools do not have a full-time nurse or licensed healthcare professional available on-site to handle medical emergencies and that nursing duties are oftentimes performed by other school personnel, supports the efforts of the national Parent Teachers Association (PTA) and its constituent organizations urging that all school personnel receive general training on diabetes, and that at least two staff members per school obtain specific training on diabetes care, diabetic emergency procedures, and identification and treatment of symptoms of hyperglycemia and hypoglycemia as allowed by individual state statutes and licensures; and, be it further

**RESOLVED**, That this Convention urges the State Board of Education to institute plans to ensure that each school in the state of New Jersey, particularly schools in urban areas, is equipped with trained personnel to address the needs of diabetic youth; and, be it further

**RESOLVED**, That this Convention encourages congregations to support the PTA's education and advocacy efforts; and, be it further

**RESOLVED**, That the Secretary of Convention convey this resolution to the Governor of New Jersey, the New Jersey State Board of Education and the Commissioner of Education in New Jersey.

Submitted by Sidney W. King, Jr., Incarnation, Jersey City (President, Union of Black Episcopalians, Newark Chapter)

## SUPPORTING INFORMATION

The Centers for Disease Control and Prevention states that each year, more than 13,000 youths are diagnosed with Type 1 diabetes. The National Institute of Diabetes and Digestive and Kidney Diseases reports that diabetes is one of the most common chronic diseases in school-age children, affecting 176,500 young people in the United States in 2005. Further, about one in every 400 to 600 people under the age of 20 has Type 1 diabetes. Sadly, a growing number of children and adolescents are developing Type 2 diabetes - a form of diabetes that is generally diagnosed among adults.

State officials, with support from our Episcopal congregations, must effectively respond to these alarming statistics.

### CONSENT CALENDAR

Resolution 2007-04

#### **IMMIGRATION & UNDOCUMENTED ALIENS**

**RESOLVED**, That this 133<sup>rd</sup> Convention of the Episcopal Diocese of Newark adopts the same fundamental principles as those approved by the 75th General Convention of The Episcopal Church in the following resolution:

Resolved, That the 75th General Convention of the Episcopal Church receive "The Alien Among You" in the Blue Book Report of the Standing Commission on Anglican and International Peace with Justice Concerns; and, while recognizing the duty and right of a sovereign nation to protect and defend its borders, adopt the following fundamental principles included in "The Alien Among You" as the policy of The Episcopal Church:

1. Undocumented aliens should have reasonable opportunity to pursue permanent residency.
2. Legal workers should be allowed to enter the United States to respond to recognized labor force needs.
3. Close family members should be allowed to reunite without undue delay with individuals lawfully present in the United States.
4. Fundamental U.S. principles of legal due process should be granted all persons.
5. Enforcement of national borders and immigration policies should be proportional and humane

and, be it further

**RESOLVED**, That this Convention in agreement with the 75th General Convention deplores any action by the Government of the United States that unduly emphasizes enforcement, including militarization of the border between the United States and Mexico, as the primary response to immigrants entering the United States to work; and be it further

**RESOLVED**, That this Convention in agreement with the 75th General Convention undertakes a campaign to educate Episcopalians as to the plight of refugees, immigrants, and migrants, which will include information about the root causes of migration; and, be it further

**RESOLVED**, That this campaign calls the church to commit to welcoming strangers as a matter of Christian responsibility, to advocate for their well-being and protection and to urge its members to resist legislation and actions that violate our fundamental beliefs as Christians, including the treatment as criminals of persons providing humanitarian assistance to migrants; and, be it further

**RESOLVED**, That this Convention urges the Bishop to appoint a task force to develop a strategy for implementing these fundamental principles within congregations and report their findings to the 134<sup>th</sup> Diocesan Convention.

Submitted by The Rev. Margaret A. Gat, Deacon Elizabeth Ostuni, Miguel Hernandez and Francine Ferrara, St. John's, Dover

#### **SUPPORTING INFORMATION**

More than 2 million immigrants live and work in New Jersey. They are our neighbors, fellow parishioners and acquaintances. They are us. Thus, we are called as Christians to love and respect our neighbor and to seek and serve Christ in all persons.

#### **CONSENT CALENDAR**

Resolution 2007-05

Resolution on

#### **ADDING GENDER IDENTITY TO THE EPISCOPAL CHURCH CANONS**

**RESOLVED**, That this 133rd Convention of the Episcopal Diocese of Newark submits the following Resolution to the 76th General Convention of The Episcopal Church by the Secretary of Convention acting on behalf of this convention:

*Resolved, the House of \_\_\_\_\_ concurring, That Title III, Canon 1, Sec. 2 of the Canons of The Episcopal Church be amended to read: "No person shall be denied access to the discernment process for any ministry, lay or ordained, in this Church because of race, color, ethnic origin, national origin, sex, marital status, sexual orientation, gender identity or expression of gender identity, disabilities or age, except as otherwise provided by these Canons of The Episcopal Church. No right to licensing, ordination, or election is hereby established."*

Explanation (to be attached to the Resolution)

Title III, Canon 1, Sec. 2 of the Canons of The Episcopal Church states: "No person shall be denied access to the discernment process for any ministry, lay or ordained, in this Church because of race, color, ethnic origin, national origin, sex, marital status, sexual orientation, disabilities or age, except as otherwise provided by these Canons. No right to licensing, ordination, or election is hereby established." This resolution would revise this canon by adding "gender identity or expression of gender identity" to this list of protected categories.

Submitted by The Oasis of The Episcopal Diocese of Newark: Mr. John Simonelli, Mr. Peter Madison, Ms. Donna Cartwright, The Rev. C. Melissa Hall, Dr. Thomas Mundy, Mr. Christian Paolino, Ms. Lyn Headley-Deavours, Justice Missioner

### SUPPORTING INFORMATION

This revision is based on our increased understanding of the need to respect the human dignity of transgendered people: transsexuals and others who are seen to differ from societal gender norms. Gender identity, in and of itself, should not be a basis for exclusion from consideration for, or participation in, the ministries of the Church.

#### **Resolution 2007-06 (postponed indefinitely) RESOLUTION ON MARRIAGE RITES IN CIVIL JURISDICTIONS THAT PERMIT SAME-SEX MARRIAGE**

**RESOLVED**, That this 133<sup>rd</sup> Convention of the Episcopal Diocese of Newark submits the following Resolution to the 76th General Convention of The Episcopal Church by the Secretary of Convention acting on behalf of this convention:

*Resolved*, the House of \_\_\_\_\_ concurring, that the 76<sup>th</sup> General Convention authorize use of the rites for Celebration and Blessing of a Marriage and The Blessing of a Civil Marriage in the Book of Common Prayer for same-sex couples in those civil jurisdictions that permit same-sex marriage, and to authorize modification of gender references in the rites to accommodate such marriages, and be it further

*Resolved*, that 76<sup>th</sup> General Convention amend Title I, Canon 18: Of the Solemnization of Holy Matrimony by striking the words "a man and a woman" and "husband and wife" wherever they appear, and inserting in place thereof the words "two adults", and be it further

*Resolved*, that the 76<sup>th</sup> General Convention amend Title I, Canon 19: Of Regulations Respecting Holy Matrimony by striking the words "husband or wife" and "the husband or the wife" wherever they appear, and inserting in place thereof the word "spouse".

Submitted by The Oasis of The Episcopal Diocese of Newark: Mr. John Simonelli, Mr. Peter Madison, Ms. Donna Cartwright, The Rev. C. Melissa Hall, Dr. Thomas Mundy, Mr. Christian Paolino, Ms. Lyn Headley-Deavours, Justice Missioner

#### SUPPORTING INFORMATION

Episcopal clergy in the U.S. provide both blessings from the Church and marriage as civil agents of the State in performing marriages. Since 2003, it has been the policy in our diocese that blessings of committed relationships require only that the Bishop be notified. The Episcopal Church canons permit clergy to perform marriage rites for a couple comprised only of a man and a woman.

With the change in Massachusetts law (the only state at present that provides full marriage rights for same-sex couples), the required change in NJ statutes that may also provide marriage for same-sex couples (by May 2007) and possible future changes in state marriage laws in other states, the canons of The Episcopal Church must be amended to permit clergy to marry same-sex couples.

The intent of this resolution is to allow for opening the rubrics of the Book of Common Prayer to permit marriage in those dioceses where civil jurisdictions have made same-sex marriage legal. In addition to the equal rights, legal protections and social recognition that marriage affords, amendment of the canons to permit marriage in the church would allow same-sex couples the choice exercised by different-gender couples to stand before family and community to include God as partner in their blessed civil marriage.

#### **Resolution 2007-07 (defeated)**

#### **THE ROLE OF THE CLERGY – CEREMONY OF MARRIAGE OR BLESSING OF A CIVIL UNION?**

**RESOLVED**, That this 133<sup>rd</sup> Convention of the Episcopal Diocese of Newark expresses its belief that the institution of marriage is a civil event which should be presided over by an agent of the State and that the members of the clergy should be responsible solely for the blessing of the union as a holy act and thus no longer be used as an agent of the State for any kind of civil marriage or civil union.

Submitted by General Convention Deputies: Ms. Marge Christie, Christ Church, Ridgewood; The Rev. Elizabeth Kaeton, St. Paul's, Chatham; The Rev. Diana Clark, St. John's, Montclair; Dr. Louie Crew, Grace, Newark; Ms. Martha Gardner, St. George's, Ridgewood; Ms. Lyn Headley-Deavours, St. Andrew & Holy Communion, South Orange

#### SUPPORTING INFORMATION

The blessing of a civil marriage or union is a more appropriate role for the clergy. In many parts of the world that is precisely the role the clergy play.

**Resolution 2007-08 (adopted)**  
**AFFIRMATION OF KATHARINE JEFFERTS SCHORI AS**  
**PRESIDING BISHOP OF THE EPISCOPAL CHURCH**

(The resolution was presented and accepted at the start of the business session.)

**RESOLVED**, That this 133<sup>rd</sup> Convention of the Episcopal Diocese of Newark expresses its affirmation and support for the Most Reverend Katharine Jefferts Schori as Presiding Bishop and Primate of The Episcopal Church; and, be it further

**RESOLVED**, That this diocese affirms once again that it believes that God continues to call women into both ordained and lay ministry within God's one holy catholic and apostolic church; and, be it further

**RESOLVED**, That this diocese affirms once again its belief in and support of the gifts and skills of women in leadership contribute to the life of the Church.

Submitted by Ms. Marge Christie, Christ Church, Ridgewood

**SUPPORTING INFORMATION**

As the days have passed since Bishop Katharine's election and consecration, the increase in the level of hostility toward a woman in leadership has become increasingly painful for many women and men, but especially for women clergy. It is especially important to make this statement of support as she prepares to attend the Primates Meeting in Tanzania in early February.

**Resolution 2007-09A**  
**A RESOLUTION ON THE 2007 DIOCESAN BUDGET**

(The resolution was divided into two parts and both sections were adopted.)  
 (The resolution was presented and accepted at the start of the business session.)

**RESOLVED**, That this 133<sup>rd</sup> Convention of the Diocese of Newark commends Treasurer John Zinn and all those who worked to provide this Convention with a balanced budget; and, be it further

**RESOLVED**, That this Convention also expresses regret that financial exigencies have led to a reduction in our proportional giving to The Episcopal Church, over \$100,000 less than the Asking approved by the 2006 General Convention for this diocese; and, be it further

**RESOLVED**, That this Convention pledges that in 2008 it will make a priority the meeting of the full Asking of the Episcopal Church; and, be it further

**RESOLVED**, That the budget line "National Church" be changed to "The Episcopal Church," and, be it further

**RESOLVED**, that this Diocese support and encourage the Stewardship Commission in its mission and ministry in 2007 to provide year-round stewardship education, discussion and support for parishes and urge that there should be a conversation to include the Bishop, appropriate members of Diocesan Staff, Standing Committee, Diocesan Council, Trustees, Stewardship Commission and congregational clergy, wardens and vestry members on the Diocese of Newark's 50/50 Giving Program and renewing support for or revision of this program.

Submitted by the following members of the Newark deputation to General Convention 2006:

Kim Byham, Steven Boston, Marge Christie, The Rev. Diana Clark, Louie Crew, The Rev. Geoff Curtiss, The Rev. Randall Day, Martha Gardner, The Rev. Elizabeth Kaeton, The Rev. Bill Parnell, The Rev. Sandye Wilson

#### SUPPORTING INFORMATION

The Diocese of Newark has for many years pledged 25% of its current budget to The Episcopal Church (TEC). This year, decreased income from parishes in our Diocese has resulted in a substantial decrease in that percentage. Subsequent conversations about this issue have revealed misunderstanding surrounding the percentage. Asking by TEC and our diocesan practices. When General Convention passes the budget, it specified that each diocese will give to TEC an amount equal to 21% of its operating budget from two years earlier, minus an exemption of \$100,000. (See full text below.) Thus, for 2006, the Newark donation to TEC, while amounting to 25% of our 2006 budget, was only 21.9% of our 2004 budget (minus \$100,000).

The proposed donation to TEC is 21% of the 2007 diocesan budget, which translates to only 17.4% as computed by TEC's budget formula. This means that Newark will likely slip from being one of the ten top givers to TEC on a percentage basis to the lower half of all dioceses of the church.

The amount proposed to be given to TEC is \$107,337 below the Asking for 2007 as established by the budget which was prepared by the Program, Budget and Finance Committee (on which Lyn Headley-Deavours serves) and which was unanimously supported by Newark's deputation to General Convention.

We commend the treasurer and all those who worked diligently to present a balanced budget under very difficult circumstances and acknowledge that there is nothing to be done for 2007. However, for 2008, we must make clear that our diocesan commitment to TEC is strong and that we will endeavor to model proper stewardship for our parishes by giving the full amount of the Asking. To that end, the diocese needs to commit itself to reestablishing stewardship education as a key goal of its ministry.



The current budget situation makes it clear that all of us in the Diocese need to make stewardship a higher priority. A broad conversation on the Diocese of Newark 50/50 Giving Program will be beneficial in assuring there is general awareness and support for this approach to stewardship of our common life and resources, not only among leaders on the diocesan level but also among members and leaders of congregations. Such a comprehensive conversation may allow useful revisions and enhancements of the program to emerge.

#### **From the Budget of the Episcopal Church, approved at General Convention 2006**

##### **Diocesan Commitments**

The funding policy for the period January 1, 2007 through December 31, 2009 is based on a single Asking of the Dioceses (apportioned share). After a \$100,000 exemption from total income, a single asking shall be applied at a flat rate of 21% of the balance of income to the Diocese, as reported in the Diocesan Financial Statements for the year two years prior to the year to which the pledge is applied. For example, the 2007 Asking would be based on actual 2005 income. "Income" includes 1) all congregational giving to the Diocese, 2) all unrestricted investment and endowment income to the Diocese, 3) restricted investment and endowment income to the Diocese which covers costs in the operating budget, and 4) other earnings from investments or enterprises. It is intended that income shall include revenues that fund normal and programming expense of the dioceses. It is not intended to include pass-through income that is used for expenses for programming that is simply administered by the Dioceses or that would not be otherwise funded by contributions from parishes or out of investment income.

##### **Resolution 2007-09B**

#### **A RESOLUTION ON THE 2007 DIOCESAN BUDGET (This is the second of two parts and was adopted.)**

**RESOLVED**, that for 2007, half of any funds received by the Diocese of Newark in excess of the approved budgeted income be given to The Episcopal Church, up to the amount of the Asking.

Submitted by the following members of the Newark deputation to General Convention 2006:

Kim Byham, Steven Boston, Marge Christie, The Rev. Diana Clark, Louie Crew, The Rev. Geoff Curtiss, The Rev. Randall Day, Martha Gardner, The Rev. Elizabeth Kaeton, The Rev. Bill Parnell, The Rev. Sandye Wilson

##### **SUPPORTING INFORMATION**

The Diocese of Newark has for many years pledged 25% of its current budget to The Episcopal Church (TEC). This year, decreased income from parishes in our Diocese has resulted in a substantial decrease in that percentage. Subsequent conversations about this issue have revealed misunderstanding surrounding the percentage Asking by TEC and our diocesan practices. When General Convention passes the budget, it specified that

each diocese will give to TEC an amount equal to 21% of its operating budget from two years earlier, minus an exemption of \$100,000. (See full text below.) Thus, for 2006, the Newark donation to TEC, while amounting to 25% of our 2006 budget, was only 21.9% of our 2004 budget (minus \$100,000).

The proposed donation to TEC is 21% of the 2007 diocesan budget, which translates to only 17.4% as computed by TEC's budget formula. This means that Newark will likely slip from being one of the ten top givers to TEC on a percentage basis to the lower half of all dioceses of the church.

The amount proposed to be given to TEC is \$107,337 below the Asking for 2007 as established by the budget which was prepared by the Program, Budget and Finance Committee (on which Lyn Headley-Deavours serves) and which was unanimously supported by Newark's deputation to General Convention.

We commend the treasurer and all those who worked diligently to present a balanced budget under very difficult circumstances and acknowledge that there is nothing to be done for 2007. However, for 2008, we must make clear that our diocesan commitment to TEC is strong and that we will endeavor to model proper stewardship for our parishes by giving the full amount of the Asking. To that end, the diocese needs to commit itself to reestablishing stewardship education as a key goal of its ministry.

The current budget situation makes it clear that all of us in the Diocese need to make stewardship a higher priority. A broad conversation on the Diocese of Newark 50/50 Giving Program will be beneficial in assuring there is general awareness and support for this approach to stewardship of our common life and resources, not only among leaders on the diocesan level but also among members and leaders of congregations. Such a comprehensive conversation may allow useful revisions and enhancements of the program to emerge.

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The Resolution on the 2007 Diocesan Budget was presented and accepted at the start of the business session. The text of the original resolution before being divided is provided below. The resolution was numbered as Resolution 2007-09.

#### **A Resolution on the 2007 Diocesan Budget**

*Resolved*, that this 133<sup>rd</sup> Convention of the Diocese of Newark commends Treasurer John Zinn and all those who worked to provide this Convention with a balanced budget; *and be it further*

*Resolved*, that this Convention also expresses regret that financial exigencies have led to a reduction in our proportional giving to The Episcopal Church, over \$100,000 less than the Asking approved by the 2006 General Convention for this diocese; *and be it further*

*Resolved*, that this Convention pledges that in 2008 it will make a priority the meeting of the full Asking of the Episcopal Church; *and be it further*

*Resolved*, that for 2007, half of any funds received by the Diocese of Newark in excess of the approved budgeted income be given to The Episcopal Church, up to the amount of the Asking; *and be it further*

*Resolved* that the budget line "National Church" be changed to "The Episcopal Church," *and be it further*

*Resolved*, that this Diocese support and encourage the Stewardship Commission in its mission and ministry in 2007 to provide year-round stewardship education, discussion and support for parishes and urge that there should be a conversation to include the Bishop, appropriate members of Diocesan Staff, Standing Committee, Diocesan Council, Trustees, Stewardship Commission and congregational clergy, wardens and vestry members on the Diocese of Newark's 50/50 Giving Program and renewing support for or revision of this program.

#### **Explanation:**

The Diocese of Newark has for many years pledged 25% of its current budget to The Episcopal Church (TEC). This year, decreased income from parishes in our Diocese has resulted in a substantial decrease in that percentage. Subsequent conversations about this issue have revealed misunderstanding surrounding the percentage Asking by TEC and our diocesan practices. When General Convention passes the budget, it specified that each diocese will give to TEC an amount equal to 21% of its operating budget from two years earlier, minus an exemption of \$100,000. (See full text below.) Thus, for 2006, the Newark donation to TEC, while amounting to 25% of our 2006 budget, was only 21.9% of our 2004 budget (minus \$100,000).

The proposed donation to TEC is 21% of the 2007 diocesan budget, which translates to only 17.4% as computed by TEC's budget formula. This means that Newark will likely slip from being one of the ten top givers to TEC on a percentage basis to the lower half of all dioceses of the church.

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We commend the treasurer and all those who worked diligently to present a balanced budget under very difficult circumstances and acknowledge that there is nothing to be done for 2007. However, for 2008, we must make clear that our diocesan commitment to TEC is strong and that we will endeavor to model proper stewardship for our parishes by giving the full amount of the Asking. To that end, the diocese needs to commit itself to reestablishing stewardship education as a key goal of its ministry.

The current budget situation makes it clear that all of us in the Diocese need to make stewardship a higher priority. A broad conversation on the Diocese of Newark 50/50 Giving Program will be beneficial in assuring there is general awareness and support for this approach to stewardship of our common life and resources, not only among leaders on the diocesan level but also among members and leaders of congregations. Such a comprehensive conversation may allow useful revisions and enhancements of the program to emerge.

**From the Budget of the Episcopal Church, approved at General Convention 2006**

#### **Diocesan Commitments**

The funding policy for the period January 1, 2007 through December 31, 2009 is based on a single Asking of the Dioceses (apportioned share). After a \$100,000 exemption from total income, a single asking shall be applied at a flat rate of 21% of the balance of income to the Diocese, as reported in the Diocesan Financial Statements for the year two years prior to the year to which the pledge is applied. For example, the 2007 Asking would be based on actual 2005 income. "Income" includes 1) all congregational giving to the Diocese, 2) all unrestricted investment and endowment income to the Diocese, 3) restricted investment and endowment income to the Diocese which covers costs in the operating budget, and 4) other earnings from investments or enterprises. It is intended that income shall include revenues that fund normal and programming expense of the dioceses. It is not intended to include pass-through income that is used for expenses for programming that is simply administered by the Dioceses or that would not be otherwise funded by contributions from parishes or out of investment income.

Presented by the following members of the Newark deputation to General Convention 2006:

Kim Byham, Steven Boston, Marge Christie, The Rev. Diana Clark, Louie Crew, The Rev. Geoff Curtiss, The Rev. Randall Day, Martha Gardner, The Rev. Elizabeth Kaeton, The Rev. Bill Parnell, The Rev. Sandye Wilson

## THE STANDING COMMISSION ON CLERGY COMPENSATION

### SECTION 1 -- Resolutions

#### **RESOLUTION I: MANDATED MINIMUM CASH SALARY (Adopted)**

RESOLVED, that the 133<sup>rd</sup> Convention of the Diocese of Newark adopts the following minimum salary rates, effective January 1, 2008:

#### Minimum Salaries

Transitional Deacon	\$ 29,400
Assisting Priest	\$ 31,300
Priest-in-charge	\$ 39,200

#### 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 appropriate changes. A history of the last ten years follows:

	Deacon *	Assisting Priest	Priest-in-charge
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
Effective 1/1/2005	26,200	27,950	34,900
Effective 1/1/2006	27,000	28,800	36,000
Effective 1/1/2007	28,000	29,800	37,300
Proposed 1/1/2008	29,400	31,300	39,200

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

Inflation is expected to be about two and one half percent next year. Our Diocese still lags behind the other Dioceses in our area. It is the goal of our commission to increase salaries so we can continue to attract the brightest and best clergy. That process leads to a recommendation of approximately a five percent increase in the minimum salary rates.

**RESOLUTION II: RECOMMENDED MERIT INCREASE SCALE (Adopted with revision)**

**RESOLVED**, That the 133<sup>rd</sup> Convention of the Diocese of Newark recommends the following scale, effective January 1, 2008, for annual merit increases in salaries paid to clergy in the Diocese:

Merit Increase Scale

Outstanding	7.0%
Very Good	6.0%
Satisfactory	2.5% (revised from 5%)

Supporting Information

The Diocese of Newark recommends an annual mutual ministry review to review of goals and performance for clergy, wardens and vestries or executive committees. Clergy salary should be increased on merit based on this review in accordance with the merit increase scale. A true merit increase would exceed the rate of inflation, reflecting the notion that the meritorious performer should be recognized and not merely "kept even" with the economy.

**RESOLUTION III: MINIMUM SUPPLY CLERGY RATE (Adopted)**

**RESOLVED**, That the 133<sup>rd</sup> Convention of the Diocese of Newark establishes a minimum standard for remuneration to supply clergy at a fixed rate per worship service plus the IRS-approved mileage rate for travel to and from the church. Remuneration standards shall be as follows:

Sunday services: \$ 150 for one service plus \$60 for each additional service.

Weekday service: \$ 60 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:

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: MANDATED HOUSING EQUITY ALLOWANCE FOR FULL TIME PRIEST-IN CHARGE (Adopted)**

**RESOLVED**, That the 133<sup>rd</sup> Convention of the Diocese of Newark mandates that each parish or mission pay a housing equity allowance to any priest-in-charge who lives in church owned housing. The minimum mandated will be two percent of total compensation paid to the priest. The funds can be invested in the National Church fund or through an Internal Revenue Service 403b account.

Supporting Information:

The Diocese of Newark has many of its clergy living in church-owned housing. When the clergy person retires he or she often does not own a home. This fund will allow the clergy person to put a down payment on a place to live in retirement. All the dioceses in our immediate area mandate this benefit. The Diocese of Newark currently recommends a Housing Equity Allowance of from 5% to 10% of total compensation. By proposing this Allowance be mandated at a minimum of 2%, the Commission believes it is suggesting a reasonable level as a starting point. Churches should strive to increase this percentage, at the rate of one percentage point per year, until the amount contribute to the Housing Equity Allowance is ten percent of total compensation.

## SECTION 2 –SUMMARY OF CLERGY COMPENSATION POLICIES

Benefit	Convention Action	Rector or Priest-In-charge	Assisting Priest	Deacon
Cash Stipend	Mandated – Minimum	2008 - \$39,200 2007- \$37,300	2008 - \$31,300 2007- \$29,800	2008 - \$29,400 2007- \$28,000
Housing & Utilities	Mandated	Housing and utilities supplied or appropriate cash allowance provided.		
Social Security Offset	Mandated	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	Mandated	\$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 diocesan plans. Rates vary by plan choice and coverage level.		
Dental Insurance	Mandated	Rates vary by family 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. Short term disability also provided.		
Vacation	Recommended	Negotiable. Amount should be agreed upon in advance.		
Continuing Education	Mandated	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.		
Survivor's Benefits	Recommended	Minimum of 3 months continued compensation including health and housing benefits for spouse/partner and dependent family of clergy who dies in active service.		

Part time clergy are compensated based on the applicable percentage of full time compensation and benefits. For example, a half-time position would require one half of the minimum cash stipend. Some benefits, such as health and dental insurance, would be paid in full.



### DETERMINING PART TIME COMPENSATION

Full-time clergy work approximately 50 hours in an average week. Compensation calculations for part-time clergy should be based on this average; for example, a half-time position would require 25 hours of work per week. Clergy, whether part-time or full-time, are acknowledged to be "on-call" all of the time.

### ESTABLISHING A HOUSING ALLOWANCE

A portion of each cleric's cash stipend may be designated by a Vestry or Executive Committee as a "housing allowance" in accordance with the Internal Revenue Code. The designation must be voted upon prior to payment and explicitly noted in the minutes of the meeting. The clergyperson is solely responsible for tracking qualified housing expenditures and declaring any excess "housing allowance" as income. The maximum amount of "housing allowance" (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 2007

### Health Insurance

The Diocese offers five different plans. The 2007 annual premium rates, payable to the medical trust monthly are:

Insurer/Plan	Single	Two Adult	Parent/Children	Family
Aetna Ch. POS II	\$6,408	\$12,816	\$11,544	\$19,236
Aetna Nat. HMO	6,144	12,276	11,052	18,420
Aetna Nat. POS	7,080	14,172	12,756	21,252
Cigna Nat. HMO	6,144	12,276	11,052	18,420
Cigna High ded.	4,872	9,744	8,772	14,628

### Dental Insurance

Current annual rates for 2006 are:

Insurer/Plan	Single	Two Person	Family (3 or more)
Delta Dental	\$775	\$1,150	\$1,865

## SECTION 4 – CALCULATING THE COST

### Pension Assessment for Church Pension Fund

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

Cash Salary	\$39,200
Housing & Utility Allowance	24,000
Social Security Offset	5,108
Total Compensation	\$68,308

$$\begin{aligned} \text{Pension Assessment} &= 18\% \text{ of Total Compensation} \\ (.18 \times \$68,308) &= \$12,295.44 \end{aligned}$$

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

Cash Salary	a) \$39,200	
Utility expense	b) 4,000	
Social Security Offset	c) 5,108	
Housing "value"	14,492	[.30 x (a+b+c)]
Total Compensation	\$62,800	

$$\begin{aligned} \text{Pension Assessment} &= 18\% \text{ of Total Compensation} \\ (.18 \times \$62,800) &= \$11,304 \end{aligned}$$

### Social Security Offset for Internal Revenue Service

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 mandates 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	\$39,200
	Utilities	4,000
	Housing*	24,000
	Social Security Estimate**	5,108
	Total Self-Employment Income	\$72,308
Step 2:	Income Adjustment (subtract 7.65% of Total)	
	.0765 x \$72,300 =	\$5,532
Step 3:	Taxable self-employment income:	\$66,776
Step 4:	\$65,960 X 15.3% (full SECA tax) =	\$10,216
Step 5:	\$9,320 X 50% (Diocesan mandate) =	\$5,108

\* For clergy living in rectories or vicarages, housing value for IRS purposes is the FAIR MARKET RENTAL VALUE of the housing provided

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

**MINIMUM COST OF FULL TIME CLERGY**

Overall cost of full-time clergy compensation and benefits package for the year 2007 is:

	<u>Church-provided Housing</u>	<u>Church Provides Housing Allowance</u>
a) Salary	\$39,200	\$37,300
b) Social Security Offset	5,108	4,660
c) Housing (& Utility Allowance)	N/A	24,000
d) Utilities provided	4,000	N/A
e) Rectory Maintenance	3,000	N/A
f) Health Insurance (family)	18,420	15,396
g) Dental Insurance (family)	1,865	1,740
h) Pension Assessment	11,873 *	12,295 **
i) Housing Equity Allowance @ 5%	2,987	N/A
j) Education Allowance	500	500
k) Business Expense Reimbursement	<u>4,000</u>	<u>4,000</u>
Sub-total "cash cost" to congregation	\$91,537	\$105,388
Estimated Fair Market rental value of rectory	\$24,000	N/A
Total "value" of salary and benefits to clergy	\$115,537	\$105,388

\*Pension assessment =  $.18 \times 1.3 \times (a+b+d)$

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

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

Submitted by the Standing Commission on Clergy Compensation:

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## **Report of the Task Force on Lay Compensation**

**January 2007**

**Members:**

**Ms. Kaileen Alston**  
**Ms. Cheryl Brocking**  
**Ms. Issie Cherevko**  
**Mr. Frank Fenwick**  
**Mr. Michael Francaviglia**  
**Ms. Lisa Green**  
**Mr. George Hayman**  
**Ms. Joan Lodge, *Co-chair***  
**Ms. Kathryn McCormick**  
**Mr. Milton Merts**  
**Ms. Janice Pedersen**  
**The Rev. Paul Walker, *Co-chair***

### Introduction

At the 132<sup>nd</sup> Annual Diocesan Convention in January, 2006 Bishop Croneberger announced the appointment of a Lay Compensation Task Force, because he believed that guidelines for lay compensation was a "matter of justice for our diocesan life." He boldly pronounced to the gathered deputies,

*Another matter of justice for our diocesan life is the lack of guidelines for lay compensation..... This is a long overdue conversation that needs to take place with necessary action to be taken. It is a simple matter of justice and can no longer be pushed aside as well, "It is just too expensive." Treating people unfairly is what is really too expensive!*

He charged the study group to report back in 2007 with guidelines and principles for justice in the workplace. Among the task force appointments were parish administrators, a church business manager, a lay pastoral assistant, a warden, a clergyperson, diocesan youth missionary, diocesan administrator, a bishop's assistant, and clergy spouses.

The task force members began meeting in April and started with a review of existing workplace policies and benefits. The results indicated that current benefits are quite sparse and vary widely. Previous diocesan conventions in response to General Convention actions have established the following resolutions:

### Medical Insurance

The 122<sup>nd</sup> Diocesan Convention made parochial lay employees eligible to participate in the Diocese of Newark's group medical insurance plan provided they were full time employees (who work a minimum of 30 hours per week) effective January 1, 1997.

Those employees working fewer than 30 hours per week were also made eligible to participate on the basis outlined subject to the agreement of the Vestry/Executive Committee of the church.

### Lay Pensions

In 1993, the 119<sup>th</sup> Diocesan Convention mandated that all parishes, missions and other ecclesiastical organizations subject to the ecclesiastical authority of the Diocese of Newark shall provide all lay employees who work a minimum of 1,000 hours annually, retirement benefits through participation in the Episcopal Church Lay Employees' Retirement Plan (ECLERP) or an equivalent plan, the provisions of which are at least equal to those of ECLERP. Such participation was to commence during 1993.

These issues are not new to the wider church. They have been the focus for the national church and other dioceses for many years.

For instance, the 73<sup>rd</sup> General Convention in 2000 called upon each diocese to present to its convention principles and guidelines of justice and accountability in the church

workplace for discussion and action. The 73<sup>rd</sup> General Convention held *that if the Episcopal Church is to fulfill its mission to the world to proclaim and to teach gospel values of personal dignity and justice in our common life, we must practice those same values in our everyday Church working relationships. It stated further, workplace issues such as wages, pro forma resignations, and regular evaluations should not be addressed apart from the principles of our Baptismal Covenant.*

More recently in 2004, the Executive Council of the National Church appointed the Task Force on Employment Policies and Practices in the National Church (EPPNC) to study employment policies and practices throughout the Episcopal Church. The Task Force includes members from Executive Council and representatives from the Church Pension Group, the Office for Ministry Development and the Colloquium of Episcopal Professional and Vocational Associations. Underlying the creation of the Task Force was the *"concern for some time in the church about the level of compensation, including benefits, given to lay employees as well as the fair way they have been treated, or not. Many dioceses have developed over recent years standards and guidelines related to the clergy but for a variety of reasons they have not thoroughly addressed these issues related to lay employees."*

The EPPNC task force presented a preliminary report to the 75<sup>th</sup> General Convention in 2006, which in turn authorized and requested the Church Pension Group to *"conduct a survey of lay employees concentrating on employee demographics, the exercise of authority within the employment setting, and compensation and benefits."*

All of this information provided a good beginning for our task force. Clearly it is time for a review and a new set of recommendations be considered by our diocese. And, as it happened, we had already taken the important first step of surveying the churches in our diocese about compensation and benefits for lay employees.

### Procedures & Meetings of the Task Force

Our work began in April 2006 with reviews of reports from other Dioceses as well as the report of the Task Force on Employment Policies and Practices in the National Church (EPPNC) to the Executive Council of the National Church. EPPNC began its work in the spring of 2005. We compared these results with the current practices in the diocese of Newark.

Over several meetings, our task force developed a questionnaire which was sent to all the churches in the Diocese of Newark with a cover letter signed by Bishop Croneberger commending our efforts and requesting each congregation's participation

An impressive 76% of the churches responded, and the results emphasize to us the need to develop policies that would engender justice and ethical employment practices for all employees in our diocese.

As charged, our task force has used information obtained in the survey responses to develop guidelines and recommendations for the 133<sup>rd</sup> Diocesan Convention in January 2007.

### Survey Observations

The survey was sent to all 112 congregations of the diocese; 85 were completed and returned.

The survey asked:

1. Position of Lay Employee (see next grouping for breakdown);
2. Full time (35 hours or more per week)
3. Part-time (more than 20 hours per week)
4. Part-time (less than 20 hours per week). If so, number hours: \_\_\_\_\_;
5. Salaried weekly or monthly, or paid hourly
6. Base rate of pay
7. Describe any benefits provided
8. Is there a job description in place for this position

The survey included the following job titles

1. Parish Administrator
2. Parish Secretary
3. Organist
4. Choir Director
5. Sexton
6. Bookkeeper
7. Director of Christian Ed
8. Other (including but not limited to Teacher, Choir Soloist/Section Leader, Camp Counselor, Nursery/Pre-School Director, Youth Worker).

The survey results moved us from narrative reporting and anecdotal evidence to a statistical picture that indicates specific employment injustices within our diocese. It led us from an emotional base and individual stories into a clearer picture of what is happening in our diocese.

We are unprepared at this time to recommend specific salary guidelines but we can share some interesting and startling data. For example, a shocking 86.4% of the respondents indicated that sextons receive no benefits at all. Only 41% of sextons even have job descriptions. We also learned that 72.7% of parish administrators received no benefits, and 32% of them have no job descriptions. This evidence supports the Bishop's contention that there *is* a lack of guidelines for lay employees.



### Recommendations and Resolutions

We have been studying the issues of workplace justice for only a short period of time and are recommending continuance of the task force. Based on this year's work we are hopeful to return with more specific recommendations next year.

For this year, we are recommending several resolutions about vacation, job descriptions, state unemployment compensation and annual performance reviews.

#### 1. Lay Compensation Task Force Continuance (Adopted)

RESOLVED, That the 133<sup>rd</sup> Convention of the Episcopal Diocese of Newark commends the Lay Compensation Task Force for its work and receives its report to this convention; and, be it further

RESOLVED, That the Task Force continue its work and report back to the 134<sup>th</sup> Convention.

#### 2. Lay Employee Vacation (Adopted as amended)

RESOLVED, That the 133<sup>rd</sup> Convention of the Episcopal Diocese of Newark recognizes and values the vast resource we have in the good health of our lay employees; and be it further

RESOLVED, That in recognition and fairness to all the lay employees of the diocese, all parishes, missions, and day care/schools we strongly recommend receive a minimum of two weeks of annual paid vacation with the completion of one year of service, proportionate to time worked per week starting January 1, 2008.

### Supporting Information

A paid vacation formula is in order for all employees working a minimum of 20 hours per week commensurate with length of service. It is recommended that a minimum of two weeks be provided.

#### 3. Lay Employee Job Descriptions (Adopted as amended)

RESOLVED, That the 133<sup>rd</sup> Convention of the Episcopal Diocese of Newark requires that a job description for each lay employee of the diocese, parishes, missions, and day care/schools be written and discussed with the employee during this coming year; and, be it further

RESOLVED, That a copy of the job description for all lay employees be provided to the Lay Compensation Task Force for its work by June 1, 2007.

Supporting Information

Since every employee seems to do a certain amount of unpaid work as part of their job and since the lines are easily blurred, we recommend a job description be in place for each employee and urge that job descriptions be provided for all volunteer positions, as well. With copies of the job descriptions as requested in the resolution, we will endeavor to make templates for various positions available on the diocesan web site.

4. Lay Employee Annual Performance Review (Adopted)

RESOLVED, That the 133<sup>rd</sup> Convention of the Episcopal Diocese of Newark respecting the dignity of each of our lay employees and striving to achieve justice for each person employed by the diocese, parishes, missions, and day care/schools receive an annual review; and, be it further

RESOLVED, That this process be in place by the 134<sup>th</sup> Convention of this Diocese; and, be it further

RESOLVED, That the diocese and parishes, missions, and day care/schools notify the Lay Compensation Task Force that this requirement is in place.

Supporting Information

It is the strong recommendation of this task force that an annual review be conducted for each employee. Use of a job description can be useful in an annual review and in goal setting for each employee. It does not need to be complicated, but it would nurture the professional status of each employee.

5. State Unemployment Insurance (SUI) (Action Postponed)

RESOLVED, that the 133<sup>rd</sup> Convention of the Episcopal Diocese of Newark recommends that each employee of the diocese, parishes, missions, and day care/schools participate in the State Unemployment Insurance (SUI) plan by the time of the 134<sup>th</sup> Convention of this Diocese.

Supporting Information

While it is not mandatory for non-profits to be included in the state unemployment insurance program, it is a benefit that that would be useful and appreciated by lay employees. Many employees, in fact, are unaware that they are not participants in this program until it is needed; at which point it is too late.

NOTES

Resolution on Lay Employees' Health Insurance, Diocesan Convention Journal 1992

Resolution on Lay Employees' Pensions, Diocesan Convention Journal 1993

Resolution on Lay Employees' Group Medical Insurance Plan, Diocesan Journal 1996

The text of these resolutions are also posted on the diocesan website,

[www.diocesofnewark.org/lay/benefits.html](http://www.diocesofnewark.org/lay/benefits.html).

**133<sup>rd</sup> Annual Convention of  
The Episcopal Diocese of Newark  
REPORT OF THE COMMITTEE ON CONSTITUTION AND CANONS**

Diane Sammons, Esq., Chancellor  
John C. Garde, Esq., Vice Chancellor  
Mr. T. Donald Cairns  
The Rev. Dr. John A. Donnelly  
The Rev. Canon Gervais Clarke, Ph.D.  
Thomas Bisdale, Esq.  
George F. Mackey, Esq.  
The Rev. John P. Mitchell  
The Rev. Paul Walker<sup>\*</sup>  
The Rev. Janet Broderick<sup>\*</sup>  
Mr. John Tezhula<sup>\*</sup>

January 2007

The Committee on Constitution and Canons makes the following report to the 133<sup>rd</sup> Convention of the Episcopal Diocese of Newark.

**I. Proposed Amendments to the Constitution of the Diocese of Newark.**

This Amendment to Article II of the Constitution is proposed by the Bishop Croneberger and the Senior Staff and the Rev. Nancy A. Read, Deacon and Co-Chair, The Diaconal Ordination Committee in communion with, The Diaconal Community, The Diocese of Newark.

The proposed amendment, which must be approved by two successive Diocesan Conventions, would give Deacons full voting rights upon ordination by eliminating the following restrictions:

**ARTICLE II**

**Members of Convention:**

(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

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<sup>\*</sup> These Committee members were not present for the meeting of the Committee and took no part in deliberations.

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

Statement from the Bishop's office in support of the proposed amendment:

This exclusion prevents clergy members of the convention from exercising their full rights and expectations. When ordained, the bishop tells the ordinand, *Now you are called to work as a pastor, priest and teacher, together with your bishop and fellow presbyters, and to take your share in the councils of the Church.*

Canonical residency begins on the day of ordination or, in the case of transferred clergy, with the acceptance of the Letters Dimissory, and this date should be the start of the membership of Convention for presbyters and deacons.

Clergy who are called to the diocese after January 1 in a year when a special convention is scheduled are prevented from voting. For deacons, their right to vote should not be limited.

Statement from the Rev. Nancy Read and the Diaconal Ordination Committee in support of the proposed amendment:

No one truly knows the history behind Article II, 4(ii) as it pertains to the two year delay in voting privileges at Diocesan Convention, for deacons. No one, truly had to deal or think about such an article for over 26 years, as there were no vocational deacons being ordained in this Diocese. Thanks be to God, we as a Diocese are now doing a marvelous thing, in resurrecting the diaconate. What has been cast out is now being made new again. We have new wine in the form of deacons, for a new season in our Diocesan history, and we now need new wine skins in the form of a new, revised, amended Article II 4(ii) to uphold these deacons. We, the Diaconal Community of The Diocese of Newark, humbly ask for full and equal voting rights, privileges and respect, as deacons are a full and equal order of ministry. We wish nothing less than what is afforded all Baptized members of this Diocesan Convention, for deacons, are partners in mutual ministry for and with this Diocese. Deacons at Convention have always had seat and voice. We now speak to claim our vote!

**Recommendation:**

*In light of current Diocesan policy on the Diaconate, the Committee believes it appropriate to submit this proposed amendment to the Convention for a first reading and vote.*

*The Rev. Canon Clarke dissents from this view and would maintain the existing restrictions on voting rights.*

## II. Amendments to the Diocesan Canons

### A. Trustee and Diocesan Council Changes

The following proposed amendments to Canon 6 and 5 with explanation have been submitted by Mr. Scott Bennett, Ms. Cheryl Brocking, Ms. Faith Gideon Brown, The Rev. Kim Capwell, The Rev. Diana Clark, The Rev. Kevin Coffey, The Rev. Maggie Gat, The Rev. Scott Hoogerhyde, The Rev. Beverly Huck, The Rev. Elizabeth Kacton, The Rev. Paul Olsson, The Rev. Susan Sica, The Rev. Stephanie Wethered, The Rev. Philip Wilson, and The Rev. Sandye A. Wilson:

New Canon 6 and renumber thereafter (changes in *Italics*, Underline, **Bold** & ~~Strikethrough~~):

#### CANON 6 – THE TRUSTEES

*1. The Trustees of the Diocese shall consist of the Bishop, who shall serve as Presiding Officer; the Bishop Coadjutor (if there be one); the Treasurer of the Diocese; and ten (10) members elected by Convention, five of whom shall be clergy persons and five lay persons. The members who serve other than by virtue of their office shall be elected for terms of five (5) years.*

2. Lay Trustees shall at all times be communicants in good standing of a congregation of the Diocese of Newark and clerical Trustees must be canonically resident in the Diocese. All Trustees must reside in the Diocese. One clerical and one lay Trustee shall be elected at each annual Convention. No trustee elected by the Convention for a full five-year term shall be eligible to reelection to succeed her/himself.

3. Vacancies among the elected trustees created by death, resignation, removal, incapacity, or removal from the Diocese may be filled by the remaining Trustees until the next annual meeting of the Convention, when a Trustee shall be elected by the Convention to fill the unexpired term. Any elected Trustees deemed negligent of their duties or unqualified to hold office may be removed by a vote of six elected trustees, the Bishop recommending or concurring.

4. The Board of Trustees shall meet at least once yearly, shall keep a minute book which shall clearly delineate their acts with respect to each of the funds under their control, and all their acts shall be entered as soon as adopted. These books, their books of account, and their securities, shall always be subject to inspection by the Bishop, the members of the Standing Committee and the members of the Finance and Budget Committees of Diocesan Council. Seven Trustees shall be a quorum, all having been cited to meet, and a majority of the quorum, duly convened, shall be competent to act.

No investment or reinvestment decision shall be executed unless approved at a duly convened meeting or approved in writing by a majority of the Trustees, all of whom shall have been notified of the proposed action.

The disbursement of income and the disposition of property held in trust shall be subject to the conditions of the trust, or as directed by Canon or by resolution of the Convention.

5. The Trustees shall present to each annual meeting of the Convention reports of the various trusts under their control. These reports shall contain a detailed statement of the names and

properties in each fund, with all additions and changes therein, including appropriations made therefrom.

6. *The duties and responsibilities of the Trustees shall be:*

- a. *To hold title to all Diocesan property and to act as agent for the Diocese for major improvements, new construction and other major capital activities.*
- b. *To act as the managers of all Diocesan assets, including all financial and real properties and as such they shall:*
  - i. *Establish short and long term financial goals for the Diocese, including establishing a process to provide multiple-year commitment and funding for Diocesan program and mission; and*
  - ii. *Supervise the management of all Diocesan funds;*
- c. *To work with the Council's Budget Committee, to propose an annual budget for submission to Council for approval or amendment.*
- d. *To cause to be prepared monthly and annual Diocesan Financial Reports and provide for an annual independent audit of all Diocesan finances.*
- e. *To plan and to coordinate the raising of capital funds for the Diocese.*
- f. *In the event of a vacancy, to consult with the Standing Committee prior to their appointing a Treasurer of the Diocese in accordance with the term of Canon 7, Section 2.*
- g. *To review annually and provide for adequate insurance coverage for the Diocese;*
- h. *To provide for adequate bonding or security associated with positions of Diocesan fiscal responsibility;*
- i. *To serve as agent for the Diocese and the Bishop in monitoring the financial affairs of institutions affiliated with the Diocese.*
- j. *To provide guidance to parishes and affiliated agencies in the Diocese in the exercise of their fiscal duties.*

7. *This Canon shall become effective immediately except that current Trustees will remain in office through the Diocesan Convention of 2008. All current Trustees shall be eligible to run for election at that time. 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.*

\*\*\*\*\*

Sections shown in Italics are taken from Canon 15 of the Canons of the Diocese of New York. Sections shown in Underline are taken from Canon 13 of the Canons of the Diocese of New

Jersey. The section shown in **Bold** is taken from Canon 16 of the Canons of the Diocese of Newark.

Supporting Information:

Currently there is nothing in Constitution or Canons of the Diocese of Newark concerning the Trustees of the Diocese. These proposed amendments would give the Trustees considerable responsibility, much of which is not now in the hands of an elected body of the Diocese. It would also increase the accountability and visibility of the Trustees by having annual elections for its membership, as with Standing Committee and Diocesan Council.  
Revisions to Canon 5 shown in *Italics*

**CANON 5 · THE DIOCESAN COUNCIL**

**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. *The Committees of Council shall be as set forth in its By-laws and shall include a Finance Committee. The Finance Committee may include a minority of non-Council members, as provided by the By-laws, who shall be appointed by the Bishop.*

**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 *operating income and expenses* ~~financial-affairs~~ of the ~~Convention-Diocese~~; ~~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.

*j. Approve ACTS/VIM, Ward J. Herbert and Congregational Development grants.*

*k. With the support of the Diocesan Staff, to assume responsibility for the timeliness and accuracy of parochial reports*

#### Supporting Information:

The Council has done a marvelous job of evaluating priorities for the Diocese and working in various specific areas, but it needs to take the lead role in monitoring the budgetary income and expenditures on an ongoing basis. This would establish a committee of Council with this specific responsibility. It would also make clear that all grant-making is the responsibility of Council.

**Recommendation: The Committee on Constitution and Canons recommends against the adoption of these two proposals.**

The proposal to create a new Canon 6 would substantially change the role, constitution and function of the Trustees. The revised Canon 5 would make changes in the authority of Diocesan Council. Together they would result in substantial changes in the governance and management of the affairs of the diocese.

The Committee on Constitution and Canons believes that the proposals collectively and individually present unresolved issues of legality both under the Statutes of the State of New Jersey and the Canons of The Episcopal Church. The Committee also believes that the proposals raise issues of risk management and business management practice for each of the bodies affected and the Diocese as a whole. The Committee also believes that changes of this significance need to be considered over a sufficient period of time to fully consider the implications of risk and business management and further to allow the involvement of and consultation with the bodies whose authority and responsibility would be affected including the Diocesan Council, the Trustees, senior staff of the Diocese and the Bishop-elect of the Diocese.

In reaching this conclusion, Canon Clarke and Mr. Garde, the two members of the Committee who are also Trustees of the Diocese, participated in the Committee's deliberations but abstained during the final vote of the Committee on this proposed series of revisions.

The Bishop or Bishop-elect may chose to refer the subject matter of these proposals for study to the Committee on Constitution and Canons or another specially appointed group tasked with this responsibility. However, in the circumstances and given the form of the proposals the **Committee recommends against adoption of this proposal.**

## B. Amendment to Canon II, Section 6 – Voting and Elections

Canon II, Section 6 entitled Voting and Elections currently provides as follows:

Sec. 2. 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.

Convention Deputies Sidney W. King, Jr., Incarnation, Jersey City (President, UBE Chapter), The Rev. Esar Budhu, St. Agnes/St. Paul's, East Orange; The Very Rev. C. David Williams, Trinity + St. Philip's Cathedral, Newark have submitted the following amendment and explanation:

Sec. 2. No person shall be eligible for election, OR APPOINTMENT to any office at Convention, NOR SHALL ANY PERSON ELECTED BY DISTRICTS, OR APPOINTED TO SERVE ON DIOCESAN COUNCIL OR OTHER COMMITTEES, COMMISSIONS AND BOARDS ACCEDE TO THAT OFFICE, unless that person shall have first completed anti-racism training as approved by the Bishop after consultation with the Mission to Dismantle Racism.

### Supporting Information

The original intent of this Canon was to insure that all leaders, as well as future leaders, in the Diocese of Newark would undergo Antiracism training, which is mandated by the National Church. At the time this Canon was voted upon and overwhelmingly accepted by our Diocese, members of Diocesan Council were elected at Diocesan Convention. With the realignment of District Conventions, the Districts now elect some members of Diocesan Council and others are appointed by our Bishop. A loophole now exists because the original canon requires Antiracism training only for persons "eligible for election to any office at Convention". Elections and appointments are being made to Diocesan Council and other bodies without the mandate of Antiracism training. Realizing the importance and power of Diocesan Council, and other bodies, we need to ensure that everyone who sits on these governing boards is truly grounded in multiculturalism.

### Recommendation:

The Committee on Constitution and Canons, subject to certain changes being made to the proposed amendment, recommends that the amendment be adopted.

The revisions (other than a change in number to conform to the title) are intended to address issues that do not appear to involve the substance of the proposal. First there are certain ministerial appointments made at the convention of persons for whom training may be desirable but not feasible including youth ushers. The addition of a reference to diocesan standing bodies is meant to exclude ad hoc groups established for the diocese, such as committees asked to help facilitate an event, particularly in the case of youth participants. The addition of an exception for completion of training is meant to recognize that the opportunities for training are sometimes

limited, thus the use of the exception is to be restricted to circumstances approved by the Bishop in consultation with the Mission to Dismantle Racism. Subject to the foregoing changes being made the Committee recommends the adoption of this proposal.

### **C. Proposed New Canon 22 Parish Memorial Gardens and Canon 23 Parish Rectories**

The Joint Property Task Force consisting of Members of the Standing Committee, The Trustees of the Diocese, Diocesan Council and the Ward Herbert Board submitted the following two proposed new canons:

#### **CANON 22. Parish Memorial Gardens and Columbarium**

All Parishes, Aided Parishes and Missions wishing to use a portion of their property for use as a Memorial Garden or Columbarium must seek the approval of the Bishop and Standing Committee prior to consecration or initial use of the property for this purpose. Such approval shall be sought through the use of a Petition in the manner contemplated for the approval of leases in Canon 10.

#### **CANON 23. Parish Rectories**

All parish rectories shall be made available for a maintenance inspection by the Wardens (or other designated Member of the Vestry) and Chair of the Parish Property Committee, if one exists, or person responsible for property maintenance on an annual basis. This inspection shall be made at a mutually convenient time for both the Member of the Clergy resident in the Rectory and the Representatives of the Vestry or Executive Committee. A report shall be made to the Vestry or Executive Committee on maintenance issues identified during the inspection.

#### **Explanatory Notes:**

Proposed Canon 22 is intended to clarify that the use of a portion of Parish property as a Memorial Garden or Columbarium also constitutes a potential alienation Parish property requiring the approval of the Standing Committee in the same manner contemplated for leased and mortgaged property. Parishes and Missions with existing Memorial Gardens and Columbarium are exempt from this requirement.

Proposed Canon 23 specifically provides for the ability of Parish Vestries and Executive Committees to make annual maintenance inspections of Rectories for purposes of evaluating any ongoing maintenance issues that may need to be addressed both from a property management and financial standpoint. The Diocese has been confronted with Rectories that were not part of the recommended annual property inspection with the result that significant maintenance issues were not identified in a timely or responsible manner.

#### **Recommendation:**

The Committee notes that these two proposed new canons were not submitted within the 75 day time period required by Canon 19, section 2. Accordingly, they are untimely in the absence of a vote by the Convention allowing their consideration.

Recognizing the important property management issues raised by these Canons, the Committee did consider the merits of both Canons and do not recommend passage of the proposals.

Proposed Canon 22 seeks to make clear that the creation of a Parish Memorial Garden or Columbarium requires the approval of the Standing Committee. The Committee on Constitution and Canons believes that such a change can be made by amending the existing Guidelines issued by the Standing Committee regarding the approval of the sale, leasing or mortgaging of church property to make clear that the creation of Memorial Gardens and Columbariums are included in this requirement.

Proposed Canon 23 seek to address a very real issue regarding the ability of Parishes to inspect Rectories as part of the recommended annual property inspection to assess the need for repairs and to insure that the Rectory is being well maintained. While the Committee is sensitive to these issues, it is concerned about further broadening the scope of the existing Diocesan Canons. Accordingly, the Committee recommends that an additional resolution be added to the annual report of the Committee on Clergy Compensation providing for an annual inspection along the lines envisioned by the proposed Canon. The Committee also recommends that future Letters of Agreement between Parishes, Missions and Clergy include a provision allowing for such an inspection.

133<sup>rd</sup> Annual Convention of  
The Episcopal Diocese of Newark

**FIRST SUPPLEMENTAL REPORT OF THE COMMITTEE ON CONSTITUTION AND  
CANONS**

Diane Sammons, Esq., Chancellor  
John C. Garde, Esq., Vice Chancellor  
Mr. T. Donald Cairns  
The Rev. Dr. John A. Donnelly  
The Rev. Canon Gervais Clarke, Ph.D.  
Thomas Bisdale, Esq.  
George F. Mackey, Esq.  
The Rev. John P. Mitchell  
The Rev. Paul Walker  
The Rev. Janet Broderick  
John Tenhula\*

January 15, 2007

The Committee on Constitution and Canons makes the following first supplemental report to the 133<sup>rd</sup> Convention of the Episcopal Diocese of Newark.

**I. Proposed Amendments to the Constitution of the Diocese of Newark.**

The previously proposed Amendment to Article II of the Constitution relating to clergy and deacon voting rights is withdrawn and the following substitute amendment is recommended by its original proponents: Bishop Croneberger and the Senior Staff, the Rev. Nancy A. Read, Deacon and Co-Chair, The Diaconal Ordination Committee and Diaconal Community of the Diocese of Newark.

The substitute amendment must be approved by two successive Diocesan Conventions:

**AMENDMENT TO ARTICLE II, SECTION 4(ii) OF THE  
CONSTITUTION OF THE DIOCESE OF NEWARK**

**RESOLVED**, That this 133<sup>rd</sup> Convention of the Episcopal Diocese of Newark amends Article II, section 4(ii) of the Constitution of the Diocese of Newark as follows, with the bolded text to be added and the strikethrough text to be removed and all other text to remain intact, so as to read in all plain text:

[The Convention shall be composed of:]

---

\* Committee person, John Tenhula, was unable to respond with his vote prior to the submission of this report.

(ii) Every Presbyter and Deacon canonically resident in the Diocese seven (7) days ~~on the first day of January immediately preceding the meeting of the Convention or Special 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~~

Revision Submitted by: John Niles

**Recommendation:**

The Committee supports this substitute amendment for the reasons outlined by its author in the following paragraph.

**II. Proposed Amendments to the Diocesan Canons**

**A. Related Canonical Amendment to Deacon/Priests Voting Rights**

After publication of our initial report, it was brought to our attention by John Niles that the Constitutional Amendment to Article II, Section 4(ii) required an additional amendment to the canons for consistency. Therefore, the following proposed resolution to amend Canon 1, Section 1 provides that consistency.

As this canonical amendment is inextricably woven into the Constitutional amendment, it must be contingent on the passage of the previous amendment. Therefore, it is on for first reading only:

**AMENDMENT TO CANON 1, SECTION 1 OF THE  
CANONS OF THE DIOCESE OF NEWARK**

**RESOLVED**, That this 133rd Convention of the Episcopal Diocese of Newark amends Canon 1, section 1 as follows, with the bolded text to be added and the strikethrough text to be removed and all other text to remain intact, so as to read in all plain text:

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 no later than one (1) week before the day of meeting of a Convention or Special Convention, cause to be delivered to the Secretary of the Convention a certified list of all Clergy canonically resident in the Diocese and eligible for votes or seats at the Convention pursuant to Article II, section 4(ii) of the Constitution, 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.

## **SUPPORTING INFORMATION**

These two resolutions are introduced as friendly alternative resolutions to the resolution being recommended by the Committee on Constitution and Canons.

In reviewing the Constitution and Canons, there is a link between Article II, section 4(ii) of the Constitution and Canon 1, section 1 with respect to creating the roll of Clergy eligible for votes and seats in the Convention.

As the official Roll of Clergy is dictated by the Canons, a synchronization of both documents appears to be needed.

The seven day timeframe in the amendment to the Constitution is suggested in order to ensure as much inclusion as possible while also providing the appropriate time needed for the Ecclesiastical Authority to satisfy its obligation under Canon 1, section 1.

The one- week timeframe in the amendment to the Canons is suggested to apply to both the Annual Convention and any Special Convention, thus replacing the January 25<sup>th</sup> date currently specified for the Annual Convention.

The additional proposed change to the Canon to refer back to the Constitution is designed to allow the Canon to work during the time period when the amendment to the Constitution has yet to be ratified by two successive Conventions.

### **Revision and Supporting Text Submitted by John Niles**

#### **Recommendation:**

The Committee supports this amendment for the reasons outlined by its author above.

#### **B. Amendment to Canon II, Section 6 – Voting and Elections**

The Constitution and Canons Committee recommended slight revisions to this proposed Canon, but due to an inadvertent error it was never included in our initial report. The original proponents have consented to the revisions as recommended by the Committee, so the substitute resolution is provided as follows:

## AMENDMENT TO CANON 2, SECTION 6 OF THE CANONS OF THE DIOCESE OF NEWARK

**RESOLVED**, That this 133rd Convention of the Episcopal Diocese of Newark amends Canon 2, section 6 as follows, with the bolded text to be added and the strikethrough text to be removed and all other text to remain intact, so as to read in all plain text:

**Sec. 2.** No person shall be eligible for election, to any office at Convention, nor shall any person elected by Districts, or appointed to serve on Diocesan Council or other Diocesan Standing Committees, Commissions or Boards accede to that office, unless that person shall have first completed or arranged for the completion of anti-racism training as approved by the Bishop after consultation with the Mission to Dismantle Racism.

### C. Diocesan Council and Trustee Amendments

After much discussion in Pre-Convention meetings, the proponents of the these two amendments have offered the following resolution in substitution for the proposed amendment to Canon 5-Diocesan Council:

## AMENDMENT TO CANON 5 OF THE CANONS OF THE DIOCESE OF NEWARK

**RESOLVED**, That this 133rd Convention of the Episcopal Diocese of Newark amends Canon 5 of the Diocese of Newark as follows, with the bolded text to be added and the strikethrough text to be removed and all other text to remain intact, so as to read in all plain text:

### 1. CANON 5 - THE DIOCESAN COUNCIL

#### 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. The Committees of Council shall be as set forth in its By-laws and shall include a Finance Committee. The Finance Committee may include a minority of non-Council members, as provided by the By-laws, who shall be appointed by the Bishop.

#### 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.

j. Approve ACTS/VIM, Ward J. Herbert and Congregational Development grants.

k. Together with the Diocesan Staff, to encourage the timeliness and accuracy of parochial reports.

#### **Rationale:**

The Council has done a marvelous job of evaluating priorities for the Diocese and working in various specific areas, but it needs to take the lead role in monitoring the budgetary income and expenditures on an ongoing basis. This would establish a committee of Council with this specific responsibility. It would also make clear that all grant-making is the responsibility of Council.

Likewise, the proponents have agreed to withdraw their resolution for a Canon 6 and propose the following substitute resolution:

**RESOLUTION FOR THE STUDY AND PREPARATION OF A PROPOSED CANON  
OR CANONS CONCERNING THE TRUSTEES**

**RESOLVED**, that the Bishop appoint a study group or refer the matter to the Constitution and Canons Committee to propose a canon or canons for the 2008 Convention that will serve to define the responsibilities of the Trustees while remaining within the legal scope of the New Jersey Statutes. It will also report on the legal viability of seeking to define number, terms and election procedures by canon. The process shall include a well-publicized open hearing to solicit the opinions of a wide spectrum of the diocese prior to the submission of the proposed canon(s).

Submitted by the Bishop's Office, Mr. Kim Byham, Mr. Scott Bennett, Ms. Cheryl Brocking, Ms. Faith Gideon Brown, The Rev. Kim Capwell, The Rev. Diana Clark, The Rev. Kevin Coffey, The Rev. Maggie Gat, The Rev. Scott Hoogerhyde, The Rev. Beverly Huck, The Rev. Elizabeth Kaston, The Rev. Paul Olsson, The Rev. Susan Sica, The Rev. Stephanie Wethered, The Rev. Philip Wilson, and The Rev. Sandye A. Wilson

**SUPPORTING INFORMATION**

A resolution submitted to this year's Convention sought to add a canon that would limit, expand and define the responsibilities, number and terms of the Diocesan Trustees whose role, number and terms are currently a creature of statutory enactment, their own bylaws, and custom. The Committee on Constitution and Canons recommended against the proposal in light of questions that were raised as to the legality of some of the provisions; the belief that the canon required more collaboration between key Diocesan bodies and the Bishop's office, and in light of it occurring at the start of a new episcopate. Separate canonical amendments regarding the Diocesan Council were included in the resolution.

The proponents of the original resolution have agreed to withdraw the proposed canon with respect to the Trustees and have requested this substitute resolution that comes with the support of the Bishop's office. The canonical amendments regarding the Diocesan Council, with minor amendments, are being presented separately at this convention.

Should a study group be appointed, it would be advisable to have a diverse membership, with participants from the Trustees, Diocesan Council, Standing Committee, clergy and/or lay leadership from mission churches, and the Chancellor or a Vice-Chancellor.

**Recommendation:** The Committee on Constitution and Canons recommends the adoption of these two proposals.

**D. Proposed New Canon 22 Parish Memorial Gardens and Canon 23 Parish Rectories**

These amendments have both been withdrawn by its Sponsors upon the recommendation of the Committee.

## 2006 Annual Report to Diocesan Convention The Reparations Task Force Episcopal Diocese of Newark

The Reparations Task Force, a working group of the Mission to Dismantle Racism, was called in 2004 by the Bishop in response to Resolution 2004-8, which was approved at the Diocesan Convention in January 2004.

The mission of the Reparations Task Force is to study and engage in diocesan discussions on the theology, history, issues and feasibility of restitution for descendants of Africans who were enslaved in America over period of 247 years. Specifically, the Task Force is charged with exploring how the Diocese of Newark should begin the process of *"restoring all people to unity with God and each other in Christ"* (BCP, Catechism, p. 855) with regards to the legacy of slavery and the need for repentance and restitution.

Over the past two years, the Task Force has continued to engage in the process of studying and discussing the vast complexities of the issues related to reparations. We continued our focus on gaining a deeper understanding on how the legacy of slavery has and continues to be a unique, systemic and institutionalized racism that results in the vast disparities in virtually every aspect of life for African American people. The often painful and emotionally charged discoveries of our work have helped the Task Force to remain committed to finding an authentic process for all members of the diocese to remember, repair, restore and reconcile to one another and to God.

The specific goals identified for the Task Force to undertake during 2006 were:

- to continue diocesan wide discussions/conversations/dialogues;
- to continue to develop and design educational tools about reparations and communicate them to members of the diocese; and
- to formulate and present for consideration by members of our diocesan convention resolutions to be considered by the members of the 75<sup>th</sup> General Convention of the Episcopal Church.

The Reparations Task Force made moderate progress in achieving the goals outlined for 2006:

- In March 2006, the Task Force sponsored a double session at Creative Congregations. Mr. Pete Rhinehart and The Rev. Allison Moore compared 5 generations of opportunities in a "generic" African-American man's family and in a white immigrant family in the United States. This revealed some of the cumulative privileges taken for granted by many white people and cumulative barriers and necessary resilience for African-Americans passed on from generation to generation. The second session, facilitated by Ms. Diane Sammons, Esq. and The Rev. Chris McCloud, Dcn. focused on the legal and sociological issues and implications of reparations. Approximately 35 people attended the combined sessions and offered lively comments and questions.
- Originally, the Task Force outlined a series of three forums to present to members of the Diocese during 2006; however, only one of the forums was presented, *The Second Conversation: A Theology of Reparations*, which was presented on May 6, 2006 at Cathedral House. The forum was developed to explore the theological aspects of reparations and to gain a deeper understanding of how the process of reconciliation and forgiveness requires and includes restoration to an affected person/persons. Our guest speakers, Dr. Donald W. Shriver, Jr., President Emeritus of Union Theological Seminary, and The Rev. Michael Lapsley, SSM, Executive Director for The Institute for Healing of

Memories, Capetown, South Africa, provided a riveting exploration of the theological issue as it relates to reparations.

It is the intent of the Task Force to continue to present the remaining forums as previously identified: Sociological Issues and Impact; Advocacy - The Legal Perspective, Feasibility and H.R. 40 (The Conyers Bill); and Our Christian Community In Action - The Diocese and the Church. Dates will be made public as soon as plans are finalized.

As one of three dioceses already committed to the work of studying Reparations for Slavery in the Episcopal Church, the Diocese of Newark submitted adopted Resolution 2006-08 of the 132<sup>nd</sup> Annual Convention of the Diocese of Newark, Church Responsibility In Reparations, to the 75<sup>th</sup> General Convention. The resolution was incorporated, with other resolutions on reparations, into adopted General Convention Resolutions A123 and A127. Some of the focus for the work of the Task Force for 2007-2009 has been provided by the recommendations of these resolutions in support of The Episcopal Church Restorative Justice commitment. The recommendations of A123 and A127 specifically for dioceses are:

- a. *From GC Resolution A123:Resolved*, That the 75<sup>th</sup> General Convention of The Episcopal Church through the Executive Council urgently initiate a comprehensive program and urge every Diocese to collect and document during the next triennium detailed information in its community on (a) the complicity of The Episcopal Church in the institution of slavery and in the subsequent history of segregation and discrimination and (b) the economic benefits The Episcopal Church derived from the institution of slavery; and direct the Committee on Anti-Racism to monitor this program and report to Executive Council each year by March 31 on the progress in each Diocese;
- b. *From GC Resolutions A127:Resolved*, That in the spirit of inclusion, dioceses also be invited to determine whether their call is to conduct truth and reconciliation processes in regard to other histories and legacies of racial discrimination and oppression that may be applicable in their geographic area, while not diminishing the strong call to focus on the history and legacy of slavery; and be it further *Resolved*, That the dioceses will give a progress report to the Anti-Racism Committee.

It is the intent of the Reparations Task Force to focus its energies on continuing to present educational forums; to follow the recommendations as presented in Resolutions A123 and A127; and to collaborate with neighboring religious organizations and entities such as the Diocese of New York, the Diocese of New Jersey and the Anti-racism Commission of the Executive Council of The Episcopal Church to facilitate further discussion on reparations and to develop creative vehicles for spiritual healing and reconciliation.

***Resolved*, that, in response to the 75<sup>th</sup> General Convention Resolutions A123 and A127, the work of the Reparations Task Force be continued and that the Task Force report to both the 134<sup>th</sup> Annual Convention of the Episcopal Diocese of Newark and to the Anti-racism Committee of the Executive Council of The Episcopal Church in January 2007.**

**Members of the Reparations Task Force:** Dr. Louie Crew, The Rev. Michael Gerhardt, The Rev. Chris McCloud, Dcn., chair, The Rev. Allison Moore, Mr. Lionel Garrison, Mr. N. Pete Rhinehart, The Rev. Sandy Wilson; Ms. Diane Sammons, Esq., consultant, Ms. Lyn Headley-Deavours, Justice Missioner

*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 Rt. Rev. Charles Lee Burgreen, retired Bishop of the Armed Forces  
The Rt. Rev. Donis Dean Patterson, retired Bishop of Dallas  
The Rt. Rev. Willis Ryan Henton, retired first Bishop of Western Louisiana  
The Rt. Rev. Vincent King Pettit, retired Bishop Suffragan of New Jersey  
The Rt. Rev. Adrian Caceres, retired Bishop of Ecuador  
The Rt. Rev. William Davidson, retired Bishop of Western Kansas  
The Rt. Rev. George Mosley Murray, retired first Bishop of Central Gulf Coast  
The Rt. Rev. Bennett Jones Sims, retired sixth Bishop of Atlanta  
The Rt. Rev. Herbert Thompson, Jr., retired eighth Bishop of Southern Ohio

From the Clergy Family of the Diocese

Ms. Marie Barrett, mother of the Rev. Ellen M. Barrett  
Mrs. Helen Catharine Bartlett, widow of the Rev. William Clement Bartlett  
The Rev. Janet Brocklesby, Assistant, Transfiguration, Towaco  
Mr. David W. Coffey, brother of the Rev. Kevin Coffey  
Mrs. Dorothy Criste, mother of the Rev. Robert Criste-Troutman  
Mrs. Mabel Francis, widow of the Rev. Elmer Francis  
Mrs. Patricia Joyce Hinds, mother of the Rev. Eric Hinds  
The Rev. Hayward Levy, retired priest  
The Rev. Helmer C. Lundquist, retired priest  
Mrs. Martha Nestrock, mother of Fred Nestrock  
Mrs. Mary Jo Read, mother of Allison Read  
The Rev. Dana Rose  
Mr. Andrew Sathlasatch, father-in-law of the Rev. Prince Singh  
Ms. Kathleen Volz, sister of the Rev. Judy Baldwin

Persons in the Diocese Known for Special Contributions

Mr. William Andersen, former member of the Commission on Ministry & retired executive director of the Episcopal Church Foundation  
Mrs. Marjorie Burdick, former Treasurer of Episcopal Church Women  
Ms. Josephine Clak, retired diocesan bishop's secretary  
Ms. Emily Failla, daughter of Frank Failla, Episcopal Community Development Board  
Mrs. Rosemary Haizel-James, mother of Mr. Girard Haizel, executive director of ECD  
Mr. Jack Reade, former member of Diocesan Council  
Mr. Henry Russell Worthington, Jr., father of Mr. Russ Worthington, diocesan staff member and Technology Committee Chair

## **2007 CONVENTION - ELECTION RESULTS**

### **CONTESTED ELECTIONS**

[\*=elected]

#### **ACTS/VIM BOARD** - Lay Class of 2010

Ms. Barbara Deneka, St. Peter's, Mt. Arlington  
 Ms. Ellen Moore, St. Barnabas', Newark  
 \*Ms. Laura Russell, All Saints', Hoboken  
 \*Ms. Cheryl Thompson, St. George's, Maplewood  
 \*Ms. Hester Wharton, Grace, Madison

#### **ACTS/VIM BOARD** - Clergy Class of 2010

\*The Rev. Dr. Allison Moore, Good Shepherd, Fort Lee  
 The Very Rev. C. David Williams, Trinity + St. Philip's Cathedral, Newark

#### **CONSTITUTION AND CANONS COMMITTEE** - Class of 2008 (10 members and the Chancellor and Vice Chancellor)

\*Mr. Thomas Bisdale, Grace Church, Westwood  
 \*Mr. Don Calms, St. Clement's, Hawthorne  
 \*Ms. Marge Christie, Christ Church, Ridgewood  
 \*The Rev. Canon Gervais Clarke, Epiphany, Orange  
 The Rev. John A. Donnelly, St. Michael's, Wayne  
 \*Mr. John Garde, St. Thomas', Lyndhurst  
 \*The Rev. Joseph Harmon, Incarnation, Jersey City  
 \*Mr. Miguel Hernandez, St. John's, Dover  
 \*Mr. George Mackey, St. Elizabeth's, Ridgewood  
 \*The Rev. John P. Mitchell, Grace Church, Westwood  
 \*The Rev. Paul Walker, Christ Church, Belleville

#### **DIOCESAN REVIEW COMMITTEE** - Clergy Classes of 2010 and 2008

The Rev. Esar Budhu, St. Agnes' & St. Paul's, East Orange  
 The Rev. Diana D. Clark, St. John's, Montclair (Class of 2011)  
 The Rev. Willie Smith, Trinity, Cliffside Park (Class of 2008)

**ECCLESIASTICAL COURT** - Lay Class of 2011

Ms. Issie Cherevko, St. Paul's, Englewood

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

**THE STANDING COMMITTEE** - Lay Class of 2011

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

\*Ms. Martha Gardner, St. George's, Maplewood

Mr. Mark Harrison, The Saviour, Denville

Ms. Pat Yankus, St. Paul's, Paterson

**THE STANDING COMMITTEE** - Clergy Class of 2011

\*The Rev. Cathy Deats, St. James', Hackettstown

The Rev. Beverly Huck, The Saviour, Denville

**TRINITY & ST. PHILIP'S CATHEDRAL CHAPTER** - Lay Class of 2010

\*Ms. Pamela DeLuca, Christ Church, Bloomfield/Glen Ridge

Ms. Marie Edwards, St. Barnabas', Newark

**TRINITY & ST. PHILIP'S CATHEDRAL CHAPTER** - Clergy Class of 2010

The Rev. Robert Criste-Troutman, St. Peter's, Washington

The Rev. Oscar Mockridge, St. Luke's, Montclair

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

\*The Rev. Wade Renn, Retired

**UNCONTESTED ELECTIONS**

**DIOCESAN REVIEW COMMITTEE** - Lay Class of 2010

Ms. Clare E. Thompson, Christ Church, Teaneck

**ECCLESIASTICAL COURT** - Clergy Class of 2011

The Rev. Edgar Gutiérrez-Duarte, St. Paul's, Paterson

**SECRETARY OF CONVENTION** - one year term

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

**TREASURER** - one year term

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

## **Participation by All Youth and Young Adults in Church Life:**



## **Experience and Possibilities**



**Bethsaida Team****Christian Formation Commission  
Report to Convention on Resolution 2006-06**

*"Now there are varieties of gifts, but the same Spirit; and there are varieties of service, but the same Lord; and there are varieties of working, but it is the same God who inspires them all in every one. To each is given the manifestation of the Spirit for the common good... All these are inspired by one and the same Spirit, who apportions to each one individually as the Spirit will."*

1 Corinthians 12:4-7, 11

*"Will you strive for justice and peace among all people, and respect the dignity of every human being?"*

Baptismal Covenant

Last January, Resolution 2006-06 - Making the Church Inclusive of and fully Accessible to all Youth and Young Adults, which was adopted by the Diocesan Convention, urged the following:

- Congregations, congregational leadership, and Christian formation and youth leaders to commit to and advocate for educational efforts and discussion in each church aimed at changing attitudes and becoming more proactively inclusive of all children and youth.
- That diocesan congregations become more conscious and intentional about including children and youth in church roles usually reserved for adults,
- And that Christian educators and youth leaders become more aware of, sensitive to and educated about the needs of children and youth with physical, emotional and/or learning disabilities and special needs and with the assistance of the Bethsaida Team and the Christian Formation Commission commit to researching, identifying and providing ability-appropriate curricula, materials and support to assure their full access and inclusion in church school, spiritual formation and other program activities;

To accomplish these three goals, the resolution directed congregations to report on their accomplishments to the Bethsaida Team and the Christian Formation Commission, the sponsors of the resolution, who are responsible for presenting a summary of the findings to the 133<sup>rd</sup> Diocesan Convention in January 2007.

The method used by the two commissions to collect data was a survey that was sent out to every congregation in the diocese. We are pleased to report that almost 50% of the churches responded to the survey. The churches not only answered the survey questions, they shared enthusiastically and in detail their experiences, both successes and challenges, in their parish. The quality of the information provides both commissions with valuable insights and fruitful areas of exploration about how we may support the diocese in the effort to increase the participation of all youth and young adults.

The survey also collected information on adult attendance and participation in order to put the youth participation in perspective.

**Bethsaida Team****Christian Formation Commission****Report to Convention on Resolution 2006-06*****Attendance and Education by Age Group***

For questions on availability of educational opportunities, we separated the age groups as follows: Preschool, K-3, 4-6, Middle School, High School, Ages 18-25, Ages 25-65, Ages over 65.

Average Sunday attendance for our sample was 78 Adults and 23 Youth. However, the range of congregational size went from some of the smallest congregations to some of the largest in our Diocese. Through the breakdown of educational opportunities, our survey shows a flow of youth and young adult attendance that is not unexpected. The percentage of attendance from Kindergarten through middle school/confirmation is fairly consistent. 80% of the churches in our survey provided educational opportunities for those grades. The percentages drop significantly during the high school to twenty-five year old range, (and is also somewhat lower in the preschool age group).

More than half the congregations in our study had youth groups. Larger churches with youth groups most often had both junior and senior youth groups, while many of the smaller churches combined middle and high school ages into one youth group. With regard to confirmation classes many of the smaller churches do not have annual classes, but schedule them as children reach the appropriate age for the "coming of age" in our churches.

**Opportunity**

While this drop in older youth and young adults is no surprise, the Bethsaida Team sees an opportunity for congregational development during the high school and young adult years as children in New Jersey are being strongly encouraged to pursue their education at two and four-year colleges within the state. There have been a number of recent examples of children with Down's Syndrome, learning and other disabilities mainstreamed to NJ community college and four-year college programs. These students will continue to reside in New Jersey and may be interested in developing their spiritual lives if the churches in the Diocese reach out to them. In addition, we know of instances where families who have children with disabilities have chosen certain programs and churches based upon the acceptance of their child with a disability. Therefore, it's possible that welcoming children and adults with disabilities may encourage their families to join them and would further advance the goals of congregational development.

## Participation In Church Life

Almost all of the churches in our survey reported significant participation in the life of the church by children and youth. In addition to the traditional roles that the children and youth take advantage of (acolyte, lay reader, usher, choir), the churches that responded to our survey offered a wide range of opportunities for children and youth to participate in fellowship, outreach, leadership, liturgy, and service. The surveys did not indicate that these opportunities were available only to children without disabilities. The statistics showing that many children with disabilities are able to participate in church life suggest that they are also participating in the specific activities that the churches offer for youth involvement.

When we asked about activities that youth and young adults participated in we included the following categories: **Acolyte, Lay Reader, Choir, Usher, Worship Committee, Vestry, Outreach Committee, Christian Education Committee**, and Other. Over 70% of the churches in our survey involved youth in the first four activities (bolded). With the exception of one church without any children, all churches involved youth in at least one of the top four activities. The remaining named activities (in italics) were used by about 15% of churches. However, encouragingly, eight churches had a youth vestry member. About 60% of the churches found additional and unique ways to include youth in other activities – both those aimed particularly at youth and those aimed at including youth participation in adult functions. We invite the people of the diocese to look over this list for ideas on how to include the gifts of all our youth in the life of the church.

## Disabilities and Participation

Our research shows that the largest group with disabilities is the adult group aged 65+, followed by the 25 to 65 year old age group. While we don't have a breakdown of disabilities by age with within the latter group, we suspect that the disabilities increase with age. The entire 25 to 65+ group represents the largest percentage in all the questions about accessibility and disability: unable to physically access the church buildings; unable to access the church programs; able to participate in church programs. It is heartening that, despite many churches' barriers, *more people of all ages living with disabilities are able to participate than are not*. While the manner in which the questions on disabilities were interpreted by individuals responding varied too greatly to give a definitive answer, we believe that more than half the people of all ages with disabilities are actually participating in church life and programs. When looking at the 2-18 age group, the percentage of children with disabilities who are able to participate rises to almost 65%. This is very encouraging.

**Bethsaida Team****Christian Formation Commission****Report to Convention on Resolution 2006-06*****What is Working and What is Needed***

*The churches not only answered the survey questions, they shared enthusiastically and in detail their experiences, both successes and challenges, in their parish. Please see the list of actual comments made by survey participants in the Appendix*

**What is Working**

Comments by survey participants generally fall into two categories: What congregations do to welcome and include youth and young adults - hospitality; and – especially for people with disabilities – what equipment or facilities they provide.

**What is needed**

The comments made by survey participants almost exclusively referred to the needs of the disabled and how to get the word out about a church's accessibility and welcoming of people with disabilities.

***The Work Ahead***

The last question we asked was whether the church responding would find it helpful to have a consultation with either the Bethsaida Team or the Christian Formation Commission. Many of the respondents did request a consultation from either or both of the commissions. It is a hopeful sign that congregations are taking these issues seriously, and it is an opportunity for the two commissions to further serve congregations in the Diocese.

Many aspects of the survey indicate a need for further study and information gathering. Further study on the children with disabilities - numbers and type – is especially important in assessing the kinds of resources/workshops the Bethsaida Team needs to cultivate to help churches. The Bethsaida Team has already collected resources that can help youth leaders integrate children with a whole variety of disabilities in church activities.

We think that the fact that there was no category in our survey where 100% of the churches participated is partly a sign of the demographics of our diocese and partly one of the challenges that the diocese, individual churches and church leaders need to address. Overall, we are heartened by the good we found, which makes us enthusiastic about facing the challenges. We look forward to working in the diocese to raise up all youth and young adults in our churches.

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***Appendix A  
Responses by Churches to "Other" Ways  
of Youth Participating in Church Life***

Bells

Instrumental solos

Deaf interpreter

Buddy System: for 3 developmentally disabled adults

Youth-led service

Godly Play has worked real well since it was started 3 years ago

Soup kitchen

Food Pantry

Fundraiser for mission, helper project etc.

Serve and cook at family breakfast

Help with nursery care

Yard and maintenance work

Do sermons and lay witness talks during services

Youth led outreach events

Youth participation in winter IRF homeless shelter program at church

Eucharist minister

Inter-generational homilies

Preachers

Special prayers, like Advent wreath celebration

Everything is open if they choose to serve.



***Appendix B  
Responses by Churches to "Where Help Is Needed"***

Support for Interpreter services

Attitude: "Handicapped" doesn't mean I want to sit in the front or back-inclusive is of the body of the people."

Assisted listening devices Making confirmation class accessible to a student with emotional disabilities

Should do some form of education (on a regular basis) to keep people aware  
Advertising accessibility would help be more inclusive."

More evangelism/advertising that tells the world the Episcopal Church welcomes all of God's people, no matter their age or their abilities. We try to do that with our limited resources but it would be nice form time to time to see an Ad on Television like the ones the Methodists run."

More opportunities for training of our Church school teachers to work with children with LDs

\* Assistance in planning for physical handicap access issues

Need some expert teacher guidance in how to teach kids with special needs.



**Appendix C**

***Responses by Churches to "What Is Working Well"***

We just go with the flow. Our welcome is genuine, and kids, parents, adults feel it.

Larger print in bulletins

Hand rails

Sound system with devices for hearing impaired

Intentional incorporations of persons with disabilities in lay ministries

Ministry with persons with mental health issues through CDC

Pew cuts

Large print song books and BCP

Lighted magnifiers

Making parish hall available to the local ARC group home. "Their presence has been a blessing for them because they now have a large open space to come and work in and we have a group of differently-abled brothers and sisters to help us see how we can reach out and live life differently in the kingdom."

Concrete sidewalks for wheelchair accessibility

Childcare has been "incredibly important to including young parents."

Our children are much more comfortable in Sunday School than in church, and with one exception, prefer not to participate in church."

Van from nursing home

Braille copy of BCP

Offering rides to church

Leadership positions for people with disabilities (e.g., lectors, acolytes)

Tailor church school instruction to incorporate different learning styles and abilities. Liturgy is adapted for acolytes with disabilities (i.e., giving them jobs they are able to do)

**Bethsaida Team** **Christian Formation Commission**  
**Report to Convention on Resolution 2006-06** **Appendix C**

**Adapting the church school teaching to specific disabilities (e.g., not expecting dyslexics to read aloud)**

### With the help of parents, designing activities for specific kids

**Offer classes for non-church school age adults on evening/mid-day and some Sundays**

**Bethsaida Team****Report to Convention on Resolution 2006-06****Christian Formation Commission****Appendix D*****Appendix D*****Resolution 2006-06 - Making The Church Inclusive of and Fully Accessible to All Youth and Young Adults**

RESOLVED, That this 132nd Convention of the Episcopal Diocese of Newark urge congregations, congregational leadership, and Christian formation and youth leaders to commit to and advocate for educational efforts and discussion in each church aimed at changing attitudes and becoming more proactively inclusive of all children and youth; and, be it further

RESOLVED, That diocesan congregations become more conscious and intentional about including children and youth in church roles usually reserved for adults; and, be it further

RESOLVED, That Christian educators and youth leaders become more aware of, sensitive to and educated about the needs of children and youth with physical, emotional and/or learning disabilities and special needs and with the assistance of the Bethsaida Team and the Christian Formation Commission commit to researching, identifying and providing ability-appropriate curricula, materials and support to assure their full access and inclusion in church school, spiritual formation and other program activities; and, be it further

RESOLVED, That with the assistance of the Bethsaida Team and the Christian Formation Commission congregations will report their progress in these areas by December 1, 2006; and, be it further

RESOLVED, That the Bethsaida Team and the Christian Formation Commission will be responsible for presenting a summary of reports delivered to them by congregations to the 133rd Convention.

Submitted by The Bethsaida Team and the Christian Formation Commission (Bethsaida Team: Ms. Jan Hardy, (late) co-chair; The Rev. Oscar Mockridge, co-chair; Ms. Phyllis Helstand; Mr. David Cates; Ms. Wendy Broadbent; Mr. Richard Fox; Mr. Erik Soldwedel; The Rev. James Warnke; Ms. Barbara Dijimopoulos; Dr. Elizabeth Lannigan; Ms. Daphne Thomas; The Rev. David Thomas; Mr. Carl Haefele; Ms. Lyn Headley-Deavours; (Christian Formation Commission: The Rev. Laurie Matarazzo, chair; Mr. T. Donald Cairns; Ms. Glenda deKruif; Ms. Lisa Green; Ms. Kathy Yamaoka; Ms. Naoni Kirkland; Ms. Bonnie Magnuson; The Rev. Thomas Mathews, Jr.; Mr. Tim Wong; The Rev. Whitney Altopp; The Rev. Kathleen Ballard, Deacon; Ms. Frieda Smith; The Rev. Ronnie Stout-Kopp; The Rev. Deborah Venezia; Ms. Kitty Kaweck; Ms. Kai Alston)

The Resolutions Committee recommends adoption, pending the open hearing.

**SUPPORTING INFORMATION**

**Bethsaida Team  
Report to Convention on Resolution 2006-06**

**Christian Formation Commission  
Appendix D**

"Now there are varieties of gifts, but the same Spirit; and there are varieties of service, but the same Lord; and there are varieties of working, but it is the same God who inspires them all in every one. To each is given the manifestation of the Spirit for the common good... All these are inspired by one and the same Spirit, who apportions to each one individually as the Spirit will."

1 Corinthians 12:4-7, 11

In 2003 the 74th General Convention of the Episcopal Church adopted Resolution D039 (attached) identifying the five priorities of the Episcopal Church for the triennium. In Resolution D039, the number one priority was defined as: "reaching out to young adults and youth through intentional inclusion and full incorporation in the thinking, work, worship and structure of the Church."

The youth and young adults of our diocesan congregations, including children with physical, emotional and/or learning disabilities and special needs, are not often fully integrated into the life, activities and roles or the development of leadership of the church. Engaging their gifts and willingness to serve in a full range of church life is enriching to the entire family of God; children, youth and adults of all ages benefit from being able to exercise their ministry.

The Bethsaida Team and the Christian Formation Commission and members of their joint sub-committee are willing, committed and available to facilitate access to resources related to youth and young adult inclusion in church school, spiritual formation and other church program activities.

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

Baptismal Covenant

**74th General Convention Resolution D039**

Resolved, the House of \_\_\_\_\_ concurring, That the 74th General Convention endorse the following statement of priorities in rank order for the budget of the next triennium and direct the Joint Standing Committee on Program, Budget and Finance to use these priorities in forming the Budget of the Episcopal Church 2004-2006.

**Priorities**

We offer these mission priorities as an expression of our commitment to Jesus Christ.

We are committed to the importance of our ministry of reconciliation and communion at every level of our common life.

We embrace diversity and seek to promote inclusion and power sharing which underlie and inform all priorities, decisions, and all that we do. In faithfulness to

**Bethsaida Team****Report to Convention on Resolution 2006-06****Christian Formation Commission****Appendix D**

these commitments, we continue to honor our covenants and partnerships with overseas dioceses. We affirm the work of the Executive Council in identifying the following priorities for the mission of the church for the next triennium.

1. **YOUNG ADULTS AND YOUTH:** Reaching out to young adults and youth through intentional inclusion and full incorporation in the thinking, work, worship and structure of the Church.
2. **RECONCILIATION AND EVANGELISM:** Reconciling and engaging those who do not know Christ by participating in God's mission of reconciling all things to Christ and proclaiming the Gospel to those who are not yet members of the Church.
3. **CONGREGATIONAL TRANSFORMATION:** Revitalizing and transforming congregations through commitment to leadership development, spiritual growth, dynamic and inclusive worship, greater diversity, and mission.
4. **JUSTICE AND PEACE:** Promoting justice and peace for all of God's creation and reaching out to the dispossessed, imprisoned and otherwise voiceless needy.
5. **PARTNERSHIPS:** Reaffirming the importance of our partnerships with provinces of the Anglican Communion and beyond and our relationships with Ecumenical and Interfaith partners.

The Rev. Mark Beckwith, Bishop-elect  
 133<sup>rd</sup> Annual Diocesan Convention Sermon  
 January 20, 2007

1 Cor 12:12-27 Luke 4:14-21

The first verbal message of Easter in the Gospel of Mark is actually a commandment – do not fear. When the women arrived to anoint the body of Jesus on that first Easter morning, they found that the stone had been rolled away. Jesus was gone; and the women were told that he has been raised. “Do not fear”, an unknown young man tells them. But they were out of their minds with fear – they could not absorb all that they felt and heard and seen. And they left the tomb afraid.

Do not fear. But we do. Because of all that we feel and hear and see in our lives and in the world around us – we are often afraid. We try and avoid fear or shake off fear – or cast out fear – and all we seem to do is give fear more space in our psyches. Many of us tend to approach situations with a measure of anxiety – and leave those situations with even more.

We have a lot to be afraid about. Since 9/11/2001, a vapor of fear has smothered some and seeped into the souls of others. Many of our key national leaders have bottled that fear – and then have released it under the guise of strategy and safety – with disastrous results. Our national church is becoming more fragmented; the international Anglican Communion is threatened with an irreparable fracture. And our congregational lives are often fraught with the fear of what I call the killer B’s – budgets, boilers, buildings, boards – and the various banana peels of biblical interpretation. We have a lot to be afraid of.

I have learned – and am still learning, about the challenge and invitation not to fear. We have been sold a bill of goods into thinking that the opposite of fear is bravery. It isn’t. I need to tell you that I have been feeling very brave during these last several months – but I have to confess to some fear – fear of a new role, fear of a new identity, fear of a new place to live and work – and fear of moving into a region that has more Yankee fans than God should ever allow. I have been rather brave during this transition – and many others have displayed similar bravery, but we can all admit to some levels of fear. Transitions do that – and the resulting fear is a normal part of our life experience.

No, the opposite of fear is not bravery. The opposite of fear is hope. Christians dare to hope. Our day to day lives are often consumed with various hoops we need to jump through – which leave us feeling afraid and exhausted, but our calling as the people of God is to claim a hope that we can live into. The world needs for us to hope – and our hope in Christ can transform whatever darkness the world throws at us.

In today’s Gospel, Jesus goes to the synagogue and tells his home-town congregation that good news will be brought to the poor, the blind will see, and the captive and oppressed will be set free. His is a transforming hope – so radical that it is hard to be believed.

Jesus is proclaiming that there is hope for people who have systematically been taught that they can expect no hope. Why? Because their culture and/or their religion have said they don't deserve it. Jesus announces that there is hope for people who have otherwise been pushed out or beaten down. And the genius of Jesus is that not only will the marginalized be given hope, but it is from those margins where hope is born. As Martin Luther King Jr. preached so eloquently forty years ago, when the poor and oppressed are set free, so is everybody else – and true hope can reign.

There is a sense of urgency about this. In the last decade or so, I have met more and more people who have never had an experience of hope. People whose lives have – for whatever reason, been pushed so far out and down that they don't know how to hope for a birthday or for Christmas – or for help. They may do things that enable them to get a buzz or get over or get even – but that is not hope. On the other end of life experience, there are more and more people who have bought into the secular distortion – no, the secular lie; that hope can be bought and sold as happiness. The secular spin is that having the right home and hearth will generate happiness and security – and insulation from the poor, the blind and the oppressed. Happiness certainly has its place – but we need to remember that happiness is rooted in the word *happenstance*. It is conditional. Happiness happens if certain conditions are lined up in the right way – and we will expend enormous amounts of time, energy and money to make that happen. Having that *happenstance* may make life easier, but it is not hope.

The hope in Christ is that we all can be set free. Free from the invisible oppression of having too much, and free from the all too tangible oppression of having nothing at all. It is a wild promise and a profligate hope. And we need to become bearers of that promise and servants of that hope – and not just when we feel like it. I have to admit there are moments in my life when I don't want to be a bearer or servant of anything. But – if I didn't believe that Jesus' hope could be lived into and the promise could be fulfilled, I would get out of the ministry business faster than you can say the Nicene Creed.

Which is where Paul's image of the body comes in, as outlined in his first letter to the Corinthians. Using the metaphor of poetry, Paul paints a verbal picture of the distinctive human parts being forged by the Holy Spirit into one body. He is describing community – a community of the various parts – Jew and Greek, slave and free – of poor and rich, black and white and yellow and brown, male and female, gay and straight, suburban, rural and urban, high church, low church and emerging church. All one body – one community, that works – or doesn't work, not through our ability to solve problems or tolerate our differences, but in our commitment to embrace and celebrate one another's gifts – and through those gifts to live into a common hope.

We need each other. To help us hope, especially in those moments when hope doesn't seem possible. We need each other – to nurture and sustain the body – and to grow into the fullness of Christ's vision of freedom.

In 1983, shortly after I arrived in this diocese for the first time, my wife Marilyn and I attended the annual clergy/spouse conference (we didn't identify partners in those days).

We were not only new to the diocese, but we were newly married – and weren't sure if and how we would fit in. As we drove out to Pennsylvania, 'fear not' was not an admonition we could easily embrace. There was a self appointed group who organized the conference and provided hospitality – and for the life of me I can't remember who they were. But inside of ten minutes, it became clear to both of us that the real hosts of the gathering were Jack and Marilyn Croneberger. They were warm and fun and funny. Their ease with and devotion to each other provided us with an abiding model of partnership; and without seeming to exert any effort, they welcomed us into the diocesan community. Jack and Marilyn subliminally invited us to claim our gifts – and to discern the integral part we would take and play in the larger – rather unique body called the Diocese of Newark.

In recent years, as we all know, Marilyn Croneberger has experienced some health issues to the degree that she hasn't been able to play the extraordinary visible partner that she has been in years past. But I know – and we all have seen, that Jack's and Marilyn's mutual devotion continues. And for Marilyn Olson and me, the gift of welcome that the Cronebergers gave us twenty five years ago is matched – if not exceeded, by the care and compassion they continue to offer each other. They have provided my family with an abiding image of community and a compelling vision of hope. And I join with many here today who deeply thank them for that.

Fear not. Claim the hope – as we are reanointed by it with water, as we hear it in scripture, as we receive it in the Eucharist – and as we see it demonstrated by brothers and sisters – of all sorts and conditions, who embrace hope in the face of fear. The living Christ gives us that hope. Let us claim that hope and use it to help set people free.



## Canonical List of Clergy

CANONICAL LIST OF CLERGY

(Date in parentheses indicates year of canonical residency. List reflects deployment at time of Convention in January 2007. Changes made shortly after the convention are noted.)

**BISHOPS**

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

The Right Reverend Carol J. Gallagher, Assistant Bishop of the Diocese. Office: 31 Mulberry Street, Newark NJ 07102; 973-430-9900; Residence: 454 Stuyvesant Avenue, Lyndhurst NJ 07071; 201-438-1209.

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

Albinger, William (2003) (transferred December 2006 to the Diocese of Hawaii)

Allen II, George C. (1980) (transferred September 2006 to the Diocese of Southern Ohio)

Alling, Frederic (1956), 3 Mariners Lane, Marblehead MA 01945; Retired

Altopp, Whitney (2003 ), 612 Church Road, Flourtown PA 19031; Associate Rector, St. Thomas', Fort Washington PA

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

Arlin, Charles (1997), 11 Baldin Avenue, Midland Park; Rector, Good Shepherd, Midland Park; (H) 201-447-3478; (W) 201-444-6168

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

Badgley, David G. (1998), 6630 10<sup>th</sup> Avenue Terrace South, St. Petersburg FL 33707; 727-345-9565

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

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; Rector, House of Prayer, Newark; (H) 973-376-8218; (W) 973-477-3331

Bancroft III, Francis (1959), PO Box 882, Wellfleet MA 02667; Retired

Barrett, Ellen M. (1997), St. Mary's Convent, Challow Road, Wantage OX12 8DJ, UK

Barrett, Timothy (2002), 10 Cresmont Place, Montclair NJ 07043; (H) 973-509-7677

## Canonical List of Clergy

- Baskerville-Burrows, Jennifer (1999), 10 Dorset Road, Syracuse NY 13210-3047
- 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
- Belshem, C. Donald (1852), 109 Park Place, Bogota NJ 07603; (H) 201-487-1576
- Bendall, R. Douglas (1995), 28 Howard Court, Newark NJ 07103; Retired; (H) 973-743-9849
- Bennett, Denise (2003), 335 French Court, Teaneck NJ 07686; Associate, St. Mark's, Teaneck; (H) 201-836-4958; (W) 201-836-7275
- Bennett, Dudley (1983), 360 Passaic Ave, West Caldwell NJ 07006; Interim, St. Paul's, North Arlington; (H) 973-575-8787; (W) 973-575-8662; Retired
- Biggadlike, MayLin (1998), 398 Shelbourne Terrace, Ridgewood NJ (H) 201-445-0105
- Bolles-Beaven, Anne (2002), 32 Yale Street, Maplewood NJ 07040; (H) 973-761-5759
- Bowen, George (1957), 308 River Oaks Drive, Rutherford NJ 07070; Retired
- Brant, George (1950), 601 Park St. Apt 11D, Bordentown NJ 08505; (H) 609-291-0431; Retired
- Brdlik, Christopher (1995), 41 Woodland Ave., Summit NJ 07901; Rector, Calvary, Summit; (H) 908-277-4508; (W) 908-277-1814
- Brocklesby, Janet R. (2005) (died October 2008)
- Broderick, Janet (2002), 268 Second Street, Jersey City NJ 07302; Rector, Grace Church Van Vorst, Jersey City; (H) 201-963-0920 (W) 201-859-2211
- Brown, Jr., Dewey E. (2006), 43 Massachusetts Avenue, Haworth NJ 07841; Rector, St. Luke's, Haworth; (H) 201-384-0653; (W) 201-384-0706
- Budhu, Esar (1987), 208 Renshaw Ave., E. Orange NJ 07017; Rector, St. Agnes & St. Paul's; (H) 973-677-1317; (W) 973-678-6716
- Butler, Susan Jamle (1997), 9 Overlook Court, Lambertville NJ 08530; Interim (eff. 9/06), Epiphany, Allendale; (H) 609-397-7143; (W) 201-327-3012
- 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 07960; interim, St. John's, Ramsey; (H) 973-285-9116; (W) 201-327-0703
- 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. (1987), Six Otis Place, Verona NJ 07044; (H) 973-239-8150; Retired
- Carr, Francis W. (1988), 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. (1990), 129 Hillcrest Ave., Summit NJ 07901

## Canonical List of Clergy

- Clark, Diana D. (1988), 59 Montclair Ave., Montclair NJ 07042; Rector, St. John's, Montclair; (H) 973-746-9004; (W) 973-746-2474
- Clarke, Gervais (1987), 104 William Street, PO Box 93, Orange NJ 07050; Rector, Epiphany, Orange; (H) 973-875-1843; (W) 973-676-8886
- Coats, William R. (1988), 19 Elmwood Avenue, Ho-Ho-Kus NJ 07423; (H) 201-689-6886; Retired
- Coffey, Kevin P. J. (1997), 2-06 31st Street, Fair Lawn NJ 07410; Rector, Church of the Atonement, Fair Lawn; (H) 201-796-4991; (W) 201-797-0760
- Coleman, Karen (2005), 59 Fayerweather Street, Cambridge MA 02138
- Conner, Lu-Anne (2002), 185 Prospect Avenue, C-12, Hackensack NJ 07601; Assistant, St. Elizabeth's, Ridgewood; (H) 201-498-1674; (W) 201-444-2299
- Constantinos, Richard (1963), PO Box 575, Otis MA 01253; Retired
- Conway, Cooper (1998), 1514 Pallsades Avenue, Union City NJ 07087; Rector, St. John's, Union City 07087; (H) 201-223-6474; (W) 201-348-3966
- Criste-Troutman, Robert (1988), 27 Bennet St., Phillipsburg NJ 08865; Priest-in-Charge, St. Peter's, Washington; (H) 908-689-3403; (W) 908-869-1019
- Curtiss, Geoffrey B. (1975), 1238 Park Avenue, Hoboken NJ 07030; Rector, All Saints', Hoboken; (H) 201-963-8378; (W) 201-792-3563
- David, Jacob T. (1991), 1 Paddock Court, Dayton NJ 08810; Rector, St. Paul's & Resurrection, Wood-Ridge; (H) 732-274-1428; (W) 201-438-8333
- Davidson, George B. (1962), Brighton Gardens, 1979 Route 70 East, Cherry Hill NJ 08003 (H) 856-424-1694; Retired
- Davis, Jr., Orion W. (1989), 2 St. Mary's Terrace, Sparta NJ 07871; Rector, St. Mary's, Sparta; (H) 973-729-6858; (W) 973-729-3138
- Dawson, George R. (1965), 155 Limerock St., Rockland ME 04841; Retired (died May 2007)
- Day, Randall C. K. (1998), 283 Herrick Ave., Teaneck NJ 07666; Rector, St. Mark's, Teaneck; (H) 201-836-5836; (W) 201-836-7275
- Deats, Cathy L. (1996), 10 School House Lane, Flanders NJ 07836; Rector, St. James', Hackettstown; (H) 973-252-2160; (W) 908-852-3968
- Deckenbach, Paul C. (1954), 1551 28th Avenue, San Francisco CA 94122; (H) 415-731-9899; Retired
- DeFranco, Jr., Peter (2003), 343 Park Avenue, Nutley NJ 07110; Interim, St. Peter's, Clifton; (H) 973-662-0160; (W) 973-546-5020
- DeSmith, David J. (2003), 90 Kiel Avenue, Kinnelon NJ 07405; Rector, St. David's, Kinnelon; (H) 973-492-0284; (W) 973-838-6696
- DeYoung, Lily (2000), 7 Ryder Street, Keene, NH 03041
- Dinsmore, Virginia (2005), 18-21 Ditmars Blvd., Astoria NY 11105; (H) 718-267-6620; (W) 718-278-8093
- Dixon, Robert K. (1966), 73 Fernbank Avenue, Delmar NY 12054; Retired

## Canonical List of Clergy

- Donnelly, F. Ellen A. (1991), 11 Hinchman Ave., Wayne NJ 07470; Co-Rector, St. Michael's, Wayne; (H) 973-696-1980; (W) 973-694-1026
- Donnelly, John A. (1991), 11 Hinchman Ave., Wayne NJ 07470; Co-Rector, St. Michael's, Wayne; (H) 973-696-1980; (W) 973-694-1026
- Dughi, Lorraine (2004) Seven Canal Lane, Hackensack NJ 07840; (H) 908-852-4967; Assistant, St. Peter's, Clifton (W) 973-548-5020
- Dure, Lucy Ann (1998), 46 Montross Avenue, Verona NJ 07044; Rector, Holy Spirit, Verona (H) 973-857-2965; (W) 973-239-2850
- Edler, John R. (1961), 3030 Cleaves Point Rd. POB 239, E. Marlon NY 11939-0239; (H) 516-477-0111 Retired
- Edward, The Rev. John Baskaran (2004) (transferred October 2006 to the Diocese of New York)
- Edwards, Rickey Del (1996), 20 Apache Trail, Rockaway NJ 07866; (H) 973-586-7080
- Faus, William (2004), Seven Lincoln Avenue, Rumson NJ 07760
- Fleetwood, Zachary W. M. (1997), American Cathedral in Paris, 23, Avenue George V, Paris 75008 France
- Fox III, Frederick C. (1983), 441-4 Lockhart Mountain Rd., Lake George NY 12845-4909; 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
- Gambrell, 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
- Get, Margaret A. (1994), 61 Baker Ave., Dover NJ 07801; Rector, St. John's, Dover; (H) 973-989-8758; (W) 973-368-2772
- Gerhardt, Michael Joseph (1997), 171 Larch Avenue, Bogota NJ 07603; Vicar, Christ, Teaneck; (H) 201-860-6276; (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
- Gotub, Elizabeth K. (2003), 18 Wittig Terrace, Wayne NJ 07470; Assistant, St. Michael's, Wayne; (H) 973-694-2210; (W) 973-694-1026
- Gonzalez, Oscar (1970), 954 Avenue C, Bayonne NJ 07002; Priest-in-Charge, Calvary, Bayonne; (H) 201-338-3112; (W) 201-338-3112
- Grater, Coval T. (1967), 2316 Lark Lane, Sarasota FL 34231-5534; Retired
- Griner, Robert (2005), 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 Killamey Dr., Schenectady NY 12308; (H) 518-782-1530; Retired
- Guthrie, William A. (1992), 8 Rosemont Ct., West Orange NJ 07052; Rector, Christ, East Orange; (H) 973-731-4828; (W) 973-678-1160
- Gutiérrez-Duarte, Edgar (2003), 39 East 39th Street, Apt. 2T, Paterson NJ 07514; Assistant, St. Paul's, Paterson; (H) 973-345-6777; (W) 973-278-7900
- Haines, Denise G. (1977), 28 W. Third Street, Apt 1319, South Orange NJ 07079; (H) 973-313-1206; Retired
- Half, Charlotte Melissa (2003), 6 Willow Terrace, Hoboken NJ 07030; Assistant, All Saints', Hoboken; (H) 201-683-7716; (W) 201-792-3563
- Hamilton, Abigail (1974), 25 Overlook Drive, Hackettstown NJ 07840; Retired
- Hamilton, H. David (1970), 75 Summerhill Drive, Manahawkin NJ 08050; Retired
- Hamilton, John M. (2005), 950 Broad Street, Newark NJ 07102; Priest-in-charge, Redeemer, Astoria NY
- Harmon, Joseph A. (2006), 205 Hallady Street, Unit 1, Jersey City NJ 07304; Priest-in-Charge, Incarnation, Jersey City; (H) 201-200-0584; (W) 201-434-4810
- Harper, Fletcher (1993), 241A Johnson Avenue, M-1; Hackensack NJ 07601; (H) 201-390-0094
- Harper, Helen O. (2002), Christ Episcopal Church, 2026 Street Road, Bensalem PA 19020
- Hartnett, John G. (1993), 207 Fairmount Rd., Ridgewood NJ 07450; Rector, St. Elizabeth's, Ridgewood; (H) 201-444-8269; (W) 201-444-2299
- Hassan, Rosemarie (1995), 575 Kearny Avenue, Kearny NJ 07032; Rector, Trinity, Kearny; (H) 201-991-0911; (W) 201-991-5894
- Hasse III, Edward M. (1989), 2 Woodland Road, Montvale NJ 07645; Rector, St. Paul's, Montvale; (H) 201-391-8197; (W) 201-391-3181
- Hasselbrook, Audrey (2005), 18 Shepard Place, Nutley NJ 07110; Assistant, Trinity + St. Philip's Cathedral, 24 Rector Street, Newark NJ 07102; (H) 973-867-2683; (W) 973-622-3505
- Hermanson, David H. (2003), 56 Grace Drive, Old Bridge NJ 08857; Retired
- Hinds, Eric Kimball (1998), 221 Boulevard, Mountain Lakes NJ 07046; Rector, St. Peter's, Mountain Lakes; (H) 973-541-1602; (W) 973-334-4429
- Hinman, Allen A. (1970), 149 Pennington Ave., Passaic NJ 07055; Retired
- Holland, J. Carr (1977), 261 Elwood Avenue, Newark NJ 07104; Rector, Grace, Newark; (H) 973-497-1069; (W) 973-823-1733
- Holtman, Kimberly (2001)
- Hoogerhyde, Scott (1996), 7 East Main St, Mendham NJ 07945; Rector, St. Mark's, Mendham; (H) 973-543-7080; (W) 973-543-4471

## Canonical List of Clergy

Huck, Beverly J. (1984), 155 Morris Ave., Denville NJ 07834; Rector, The Saviour, Denville; (H) 973-586-3214; (W) 973-827-3304

Hunt, Paul S. (1991), One Osborne Terrace, Pompton Plains NJ 07444; Interim, St. Dunstan's, Succasunna; (H) 973-835-5226; (W) 973-927-1485

Ihassota, Isaac (2003), (transferred July 2006 to the Diocese of Western New York)

Jannucci, James F. (1978), 74 Oakdene Ave., Cliffside Park NJ 07010; Retired

Jenkins, Hedley P. (1958), 7100 Sorensen Dr., Boise ID 83709; Retired

Jurado, Rubén (2005), 221 Burns Avenue, Lodi NJ 07644; Assistant, Trinity, Kearny; (H) 973-769-7601; (W) 201-991-5894

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

Keaten, Robert (2001), 45 Long Ridge Road, Randolph NJ 07869; Retired

Kelth, Briggett J. (1996),

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

Kern, David P. (1980), P.O. Box 1703, North Eastham MA 02851; Retired

Kimmick, Donald W. (1957), 9825 Miranda Drive, Raleigh NC 27617-7865; (H) 919-768-3257; Retired

King, W. Alan (1984), 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), 37 Tillow Road, South Orange NJ 07079; Interim, Christ Church, Bloomfield/Glen Ridge; (H) 973-879-5986; (W) 973-743-5911

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

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

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

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

Lantz, F. William (1997), 1115 Black Rush Circle, Mount Pleasant SC 29484; Retired

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

Laderhouse, Susan M. (2005) (transferred February 2007 to the Diocese of Maine)

## Canonical List of Clergy

- Lee, Hosea Mun-Yong (1985), 1600 Parker Ave. Apt 30, Fort Lee NJ 07204; (H) 201-592-1179
- Lesesne, William Grainger (Gray) (2003), 11 Berkeley Place, Glen Rock NJ 07452; Rector, All Saints', Glen Rock; (H) 201-670-4231; (W) 201-444-8674
- 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) 201-617-0596; (W) 201-863-1449
- Lewis, Walter E. (1972), 60 Dryden Road, Upper Montclair NJ 07043-2420; Retired
- Lillie, Rosemary (2005), 71 Hollybrook Road, Brockport NY 14420
- Lincoln, Thomas C. (1966), 1156 Carolina Circle SW, Vero Beach FL 32962
- Lindstrom, Marjorie D. (2005), 91 Francisco Avenue, Rutherford NJ 07070; Chaplain, Seamen's Church Institute
- Locke, Kathleen (2004), 15 Norwood Avenue, Summit NJ 07901; Chaplain, Morristown Hospital; (H) 908-277-6386; (W) 973-971-8965
- Long, Frederick L. (1956), 8930 Windsong Lane, Port Richey FL 34668 (died May 2007)
- Louis, Richard M. (1971), 2395 Quill Court, Mahwah NJ 07430; (H) 201-831-0267; Retired
- MacDonell, Alexander (1980), 2727 Spruce Street, Union NJ 07083; Retired
- Matarazzo, Laura Rice (2002), 39 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
- Maxwell, Elizabeth Wigg (2005), 44 Pittsford Way, New Providence NJ 07974; Sunday School Director, Christ Church, Short Hills; (H) 908-771-0207; (W) 973-379-2698
- McGrath, Victoria Geer (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; Associate Priest, St. Paul's, Englewood; (H) 973-744-6297; (W) 201-568-3276
- Mennell, John A. (2006), 75 South Fullerton Avenue, Montclair NJ 07042; Rector, St. Luke's, Montclair; (H) 973-646-515-2700; (W) 973-744-6220
- Mitchell, John P. (2003), 33 Van Houten Avenue, Chatham NJ 07928; Interim, Grace Church, Westwood; (H) 973-635-8825; (W) 201-684-0407
- Mockridge III, Oscar (1965), 358 Stiles Court, West Orange NJ 07052; (H) 973-325-3090; Retired
- Moore, Allison (1996), 1576 Pallsade Ave., Fort Lee NJ 07024; Rector, Good Shepherd, Fort Lee; (H) 201-944-8165; (W) 201-461-7260
- Morgan, Stanley E. (1991), 2437 Kings Arms Drive, Atlanta GA 30345; Retired
- Morris, Robert C.V. (1969), 422 Clark St., South Orange NJ 07079; Director, Interweave; (H) 973-763-

## Canonical List of Clergy

. 0416; (W) 973-763-8312

Near, Kenneth M. (1991), 130 Winthrop Pl., Englewood NJ 07631; Rector, St. Paul's, Englewood; (H) 201-569-1316; (W) 201-568-3276

Neglia, Dwight L. (1981), 75 Union Avenue, Little Falls NJ 07424; Rector, St. Agnes', Little Falls; (H) 973-812-0029; (W) 973-256-5020

Negrotto, John J. (1972), 714 Laurel Road, Lodi Harbor NJ 07834; Interim, Messiah, Chester

Neske Jr., Robert N. (1972) (transferred December 2006 to the Diocese of Nebraska)

Nesmith, Elizabeth Clare (2005), PO Box 448, Locust Valley NY 11560; Rector, St. John's, Lattingtown; (H) 516-676-3116; (W) 516-671-3226

Nicolosi, Gary (transferred December 2006 to the Diocese of British Columbia)

Oh, David Young Sam (1990), 1224 McClaren 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

Owens, John C. (1965), 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, Annunciation, Oradell; (H) 973-743-2411; (W) 201-282-7222

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), 106 Cambridge Lane, Williamsburg VA 23185; (H) 757-259-9422; Retired

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

Perez, Gregory (2005), 269 7<sup>th</sup> Street, #3, Jersey City NJ 07302; Assistant, Grace Church Van Vorst, Jersey City; (W) 201-659-2211

Perris, John David (2006), Rector, St. James' Church, Upper Montclair; (W) 973-744-0270

Petroccione, James V. (2002), 28 Ross Road, Stanhope NJ 07874; Assistant, St. Mary's, Sparta; (H) 973-891-2722; (W) 973-729-3136

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. (1966), 141 Broadway, Bayonne NJ 07002; Rector, Trinity, Bayonne; (H) 201-858-4460; (W) 201-858-4460

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

Poppe, Bernard (2002), 18 DeHart Road, Maplewood NJ 07040; Rector, St. George's, Maplewood; (H) 973-763-3676; (W) 973-782-1319

Potter, William A. (1995), 409 Mt. Herman Road, Hope NJ 07844; Rector, St. Luke's, Hope; (H) 908-256-4915; (W) 908-458-4340



## Canonical List of Clergy

- Powers, Sarah Fairbairn (2004), 681 Prospect Avenue, West Orange NJ 07052; Interim, Holy Innocents, West Orange; (H) 973-731-8611; (W) 973-731-0259
- Ragdale, Katherine H. (1993), 180 South Rd, Box 292, Pepperell MA 01463
- Rawson, William L. (1967), 3776 Winters Hill Drive, Atlanta GA 30360; Retired
- Reinfeld-Karda, Margaret (1995), 6095 Summer Lake Drive, Port Orange FL 32127; Retired
- Renn, Wade A. (1964), 558 Highland Ave., Upper Montclair NJ 07043; (H) 973-655-1052; Retired
- Rhodes, Diane (2005), 106 Sunrise Drive, Gillette, NJ 07933; (H) 908-580-0963; Assistant, St. Andrew's, Lincoln Park; (W) 973-694-6915
- Rice, Charles L. (1988), R.D.1, P.O.Box 1279A1, Bangor PA 18013; Interim, St. Thomas', Vernon; (H) 610-588-7561
- Riker, William (1997), 249 Hartshome Road, Locust NJ 07760; Retired
- Rollins, John A. (1969), 413 Lincoln Ave., Pompton Lakes NJ 07442; Rector, Christ, Pompton Lakes; (H) 973-835-5122; (W) 973-835-2207
- Rose, Dana (1998) (died August 12, 2006)
- Salmon, John F. (1965), 752 York Road, Mt. Laurel NJ 08054; (H) 609-868-9328 Retired
- Salt, Alfred L. (1972), 4429 Gratiot Ave., Ft. Gratiot MI 48059 Retired
- Schembs, Lois J. (1998), 321 Lamberts Mill Rd., Westfield NJ 07090; Rector, St. Martin's, Maywood; (H) 908-232-8551; (W) 201-843-5360
- Schink, Susan A. (2003), 614 Morningside Road, Ridgewood NJ 07450; Interim, Holy Trinity, Hillsdale; (H) 201-444-0083; (W) 201-664-2428
- Schjonberg, Mary Frances (2001), PO Box 217, Bradley Beach NJ 07720; (H) 732-775-1080
- Schwab, A. Wayne (1956), RR1 Box 6, Essex NY 12936; (H) 914-424-3943; (W) 212-867-8400
- Searle, S. Elizabeth (2006), 225 South Pleasant Avenue, Ridgewood NJ 07450; Rector, Christ Church, Ridgewood; (W) 201-652-2350
- Sexton, Lewis R. (1961), 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 02869; (H) 508-945-1225; Retired
- Shearer, Donald R. (1975), 156 Mountain Drive, Greentown PA 18426; (H) 570-676-4584; Retired
- Shike, C. Wesley (1952), 855 Middle Neck Road, Great Neck NY 11024; (H) 516-482-0450
- Sica, Susan Saucedo, 30 Reynolds Avenue, Parsippany NJ 07054; Vicar, St. Gregory's, Parsippany; (H) 973-599-1869; (W) 973-887-5879
- Sickles, Clarence W. (1953), 57 Barn Owl, Hackettstown NJ 07840-3206; (H) 908-852-2838
- 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), 950 Surrey Lane, Franklin Lakes NJ 07417; Rector, St. Alban's, Oakland; (H) 201-337-6018; (W) 201-337-4809
- Sloan, Ellen (2002), 401 Walnut Street, Englewood NJ 07631; Chaplain, General Theological Seminary, New York, NY; (H) 201-227-9189; (W) 212-243-5150
- Smith, Robert R. (1995) (transferred November 2006 to the Diocese of Easton)
- Smith, Stuart H. (2003), 275 Lafayette Avenue, Hawthorne NJ 07508; Rector, St. Clement's, Hawthorne; (H) 973-427-4098; (W) 973-427-8118
- Smith, Willie (2004), 1795 Riverside Drive, NY, NY 10034; Priest-in-charge, Trinity, Cliffside Park; (H) 212-304-8251; (W) 201-943-1034
- Snyder, Roger C. (1981), 13 Partlow St., Staunton VA 24401; (H) 703-885-6440; Retired
- Solomon, Mildred J. (1988), 5 Lincoln Street, New Bedford MA 02740
- St. George, David (1958), 8 Binney Rd., Old Lyme CT 06371; (H) 860-434-9797; Retired
- Stanley, E. Bevan (1999), 9 North Rd, Short Hills NJ 07078; Rector, Christ, Short Hills; (H) 973-379-3321; (W) 973-379-2888
- Stanton, John F. (1982), 1825 Kennedy Causeway, North Bay Village FL 33141; Retired
- Stopfel, Barry L. (1990), 511 Boop Road, Mifflensburg PA 17844
- Stout-Kopp, Ronnie T. (2004), 50 Bramshill Drive, Mahwah NJ 07430; Associate, Good Shepherd, Midland Park
- Strain, William H. (1957), 4 Acacia Drive, Boynton Beach FL 33438 Retired
- Swanson, George G. (1977), 349 Seawall Rd. Rte 102A, Manset ME 04879; Retired
- Swanson, Richard (2002) (transferred February 2006 to the Diocese of Western Michigan)
- Szobota, Nicholas S. (2005) 812 Prince Street, Alexandria VA 22314; Assistant, Christ Church, Alexandria VA 22314
- Tarplee, Cornelius C. (1992), 135 Main St., Millburn NJ 07041; Rector, St. Stephen's, Millburn; (H) 973-378-8218; (W) 973-378-0688
- Taylor, Alton H. (1982), Lumberton Less, 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
- Thomas, Trevor E.G. (1951), 90 Rossini Rd. Shelter Harbor, Westerly RI 02891; (H) 401-322-0434 Retired
- Thorn, Jack H. (1963), 209 Chestnut St. P.O. Box 198, Boonton NJ 07005; (H) 973-257-0556 Retired
- Tittle, Darlene (2004), 11 Overhill Road, Budd Lake NJ 07828; Rector, Christ Church, Budd Lake; (H) 973-598-5938; (W) 973-347-1888
- Tomaine, Jane A. (1985), 349 Short Drive, Mountainside NJ 07092; Rector, St. Peter's, Livingston; (H)

## Canonical List of Clergy

908-233-0134; (W) 973-992-1932

Tremaine, Christine F. (1983), (transferred January 2006 to the Diocese of Florida)

Veale, David S. (2008), 3901 Park Avenue, Union City NJ 07087; Rector, Grace Church, Union City; (H) 201-751-4548; (W) 201-863-6334

Venezia, Deborah (2004), 21 Washington Avenue, Whippany NJ 07981; Interim, St. John's, Boonton; (H) 973-585-7304; (W) 973-334-3655

Vest, Susan R. (1989), 3448 10<sup>th</sup> Ave. South, Minneapolis MN 55407-2114; (H) 612-288-0547

Vilas Jr., Franklin E. (1991), 18 Graylawn Drive, Lakewood NJ 08701; (H) 732-864-9314; Retired

Wajnert, Theresa A. (1990), 8473 Bay Colony Drive, Apt 2202, Naples FL 34108; (H) 841-566-2585

Waldon, Mark W. (1985), 39 Boyle Avenue, Totowa NJ 07512; Rector, Christ, Totowa; (H) 973-595-0349; (W) 973-595-0349

Walk, Donald (1978), 27 Harmony Drive, Hazleton PA 18201; (H) 717-454-3383; Retired

Walker, Paul (2000), 393 Washington Avenue, Belleville NJ 07109; Vicar, Christ, Belleville; (H) 973-759-5479; (W) 973-751-0616

Wamke, James (1996), 680 Albin, Teaneck NJ 07666; Associate, St. Paul's, Englewood; (H) 201-892-8222; (W) 201-692-1858

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 (1993), 81 Highwood Avenue, Tenafly NJ 07670; Rector, Church of the Atonement, Tenafly; (H) 201-503-1931; (W) 201-588-1763

Webster, Randy (2005), 393 Washington Avenue, Belleville NJ 07109; Assistant, Christ Church, Belleville; (H) 973-759-5479; (W) 973-751-0616

Wethered, Stephanie (1993), 81 River Road, Montville NJ 07045; Rector, St. Peter's, Essex Fells; (H) 973-335-5710; (W) 973-226-6500

Whitley, Harry B. (1966), 143 Day Court, Mahwah NJ 07430; (H) 201-891-7575; Retired

Williams, C. David (2000), 515 Parker St., Newark NJ 07104; Dean, Trinity + St. Philip's Cathedral, Newark; (H) 973-484-3280; (W) 973-622-3505

Williams, James E. (2001), 111 Cherry Lane, Monsey NY 10952; (H) 845-357-0693

Williams, Paul B. (2001), Registrasse 27A CH-8006, Zurich, Switzerland

Williamson, Jeremiah D. (2006), 39 Skyline Drive, Canfield OH 44406

Wilson, Phillip D. (1987), 30 Ogden Pl., Morristown NJ 07960; Rector, Redeemer, Morristown; (H) 973-993-9724; (W) 973-539-0703

Wilson, Sandye (2004), 116 Tumell Avenue, South Orange NJ 07079; Rector, St. Andrew & Holy

## Canonical List of Clergy

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

Witte Jr., Walter W. (1989), PO Box 584, Chilmark MA 02535-0584

Wolf, David B. (2001), 61 East 39<sup>th</sup> Street, Paterson NJ 07614; Rector, St. Paul's, Paterson; (H) 973-754-8210; (W) 973-278-7900

Won, Hilary (2006), 403 79<sup>th</sup> Street, North Bergen NJ 07047; Rector (eff. 6/06), St. Peter's Korean Church, North Bergen; (W) 201-869-6088

Won, Jonathan (2000), 16423 Maidstone Avenue, Norwalk CA; Retired

Woodrum, L. Paul (1989), 651 E. 102<sup>nd</sup> Street, Brooklyn NY 11238; (H) 718-398-2877; Retired

Wrede, Anne McRae (1991) (transferred December 2006 to the Diocese of New Jersey)

Wurm, Laurie Jean (2004), 311 6<sup>th</sup> Street, Hoboken NJ 07030; Assistant, All Saints', Hoboken; (H) 201-795-5450; (W) 201-792-3563

## DEACONS

Bailey, William (2004), Three Northview Drive, Morris Plains NJ 07950; Perpetual Deacon; All Saints', Millington; (H) 973-287-5627; (W) 908-647-0087

Ballard, Kathleen (2005), 53 Orchard Road, Maplewood NJ 07040; Perpetual Deacon; (H) 973-762-4226; House of Prayer, Newark (W) 973-477-3331

Cook, Theron (2005), 42 Treaty Road, Randolph NJ 07869; Perpetual Deacon; (H) 973-627-3304; The Saviour, Denville

Czarniecki, Lynn (2004), 30 Gildersleeve Place, Watchung NJ 07069; Perpetual Deacon; (H) 908-757-8177; St. Stephen's, Millburn

Delaney, James W. (1975), 26 Prescott Road, Ho-Ho-Kus NJ 07423; Perpetual Deacon; Grace Church, Westwood; (H) 201-652-8797; (W) 201-664-0407

Eberhardt, Karen (2006), 25 Two Bridges Road, Towaco NJ 07082; Perpetual Deacon; St. Paul's, Morris Plains; (H) 973-983-2473; (W) 973-285-0884

Ellis, Jane Fielding (2006), 5 Valley Place, Tenafly NJ 07670; Deacon Associate, St. Paul's, Englewood; (H) 201-641-7972; (W) 201-833-3129

Fitzpatrick, Paul (2006), 216 Cypress Court, Ramsey NJ 07446; Perpetual Deacon; Christ Church, Hackensack; (H) 201-934-934-6410; (W) 973-977-1908

Harriman, Barbara (2005), 14 Bedford Road, Mahwah NJ 07430; Perpetual Deacon; (H) 201-236-1875; St. Alban's Church, Oakland

Hile, Jeanette (2006), 16 Day Road, Landing NJ 07850; Perpetual Deacon; (H) 973-770-337

Hurley, Hal O. (2006), 7 Sanders Road, East Brunswick NJ 08816

Jackson, Peter (2006), 130 Bessida Street, Bloomfield NJ 07003; Perpetual Deacon; (H) 973-338-1679; St. John's, Montclair

McCloud, Christine Lorraine (2006), 816 Prospect Street, Union NJ 07083; Perpetual Deacon; (H) 908-810-0854; St. Andrew & Holy Communion, South Orange

## Canonical List of Clergy

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

Nelson, Charles (2004), 194-51 Murdock Avenue, St. Alban's NY 11412; Perpetual Deacon; (H) 718-217-7471; St. Agnes' & St. Paul's, East Orange; (W) 973-678-6718

O'Neill, Joanne Rita Carbone (2006), 300 Prospect Avenue, #16H, Hackensack NJ 07601; Perpetual Deacon; Atonement, Tenafly; (H) 201-487-3081; (W) 201-568-3276

Ostuni, Elizabeth (2004), Ten Hampton Downs, Newton NJ 07860; Perpetual Deacon; (H) 973-383-8384; St. John's, Dover; (W) 973-366-2772

Phillips, Linda (2006), 85 Main Street, Stanhope NJ 07874

Piccate, Thomas (2006), 199 Woodward Avenue, Rutherford NJ 07070; Perpetual Deacon; (H) 201-438-6161

Read, Nancy (2004), 12 Northfield Terrace, Clifton NJ 07012; Perpetual Deacon; (H) 973-778-7533; Christ Church, Bloomfield (W) 973-743-5911

Riley, Diane (2005), 337 Woodland Road, Madison NJ 07940; Perpetual Deacon; (H) 973-822-9122

Schuford, Shelia Cathcart (2006), 12 Sorman Terrace, Randolph NJ 07869; Perpetual Deacon; (H) 973-927-5591; St. James', Hackettstown

Searles, Clarence (1972), 115 Oakwood Dr., Wayne NJ 07470; Perpetual Deacon; (H) 973-694-6969; Christ Church, Pompton Lakes (W) 973-835-2270

Smith, Elizabeth (2005), 275 Lafayette Avenue, Hawthorne NJ 07506; Perpetual Deacon, St. Clement's, Hawthorne; (H) 973-427-8601; (W) 973-427-8601

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



**Boonton****St. John's Church (District 2)**

226 Cornelia Street, Boonton NJ 07005

Church phone: 973-334-3655

Church fax: 973-334-5882

Church email: stjohnsboonton@optonline.net

Interim

Clergy phone:

Parish Administrator: Elaine Bellando

Warden: Nancy Seus

Warden: Frank Fenwick

Treasurer: Debbie Henschel

**Budd Lake****Christ Church (District 1)**

369 Sand Shore Road, Budd Lake NJ 07828

Church phone: 973-347-1866

Church fax: 973-347-8118

Church email: pneuma9@optonline.net

The Rev. Dr. Darlene Tittle

Clergy phone: 973-598-5936

Parish Administrator: Carol Pollio

Warden: Joan Mazalatis

Warden: Vicki Robinson

Treasurer: Raymond Bonker

**Chatham****St. Paul's Church (District 4)**

200 Main Street, Chatham NJ 07928

Church phone: 973-635-8085

Church fax: 973-635-8752

Church email: stpauls@stpaulschatham.org

The Rev. Elizabeth Kaeton

Clergy phone: 973-635-2045

Parish Administrator: Randy Johnson

Warden: James Mollo

Warden: Vern Oakley

Treasurer: TBA

**Chester****Church of the Messiah (District 1)**

50 Route 24, Chester NJ 07930

Church phone: 908-879-7208

Church fax: 908-879-8749

Church email: messiahchester@earthlink.net

The Rev. John Negrotto (I)

Clergy phone: 973-986-5526

Warden: Judy Kilgore

Warden: Sam Wood

Treasurer: Heather Santos

**Cliffside Park****Trinity Church (District 8)**

555 Palisade Avenue, Cliffside Park NJ 07010

Church phone: 201-943-1034

Church fax: 201-941-3240

Church email: willeschutze@rcn.com

The Rev. Willie Smith

Clergy phone: 212-304-9251

Warden: Robin Frosco

Warden: Bradley Box

Treasurer: Joseph Kim

**Clifton****St. Peter's Church (District 7)**

380 Clifton Avenue, Clifton NJ 07011

Church phone: 973-546-5020

Church fax: 973-478-3055

Church email: stpetersclifton@verizon.net

The Rev. Peter DeFranco, Jr. (I)

Clergy phone: 973-478-0405

Assistant: The Rev. Lorraine Dughi,

Assistant phone: H-908-852-4967

Parish Administrator: Madeline Rosa

Warden: John Tauber

Warden: Pamela Fueshko

Treasurer: Bob Masiello

**Denville****Church of The Saviour (District 2)**

155 Morris Avenue, Denville NJ 07834

Church phone: 973-627-3304

Church fax: 973-627-9121

Church email: cots@cots-nj.org

The Rev. Beverly J. Huck

Clergy phone: 973-586-3214

Assistant: The Rev. Theron Cook, Deacon

Assistant phone: H-973-361-0552

Parish Administrator: Margaret Tldey

Warden: Ken Ottessen

Warden: Barbara Grasso

Treasurer: Charlotte Thompson

**Dover****St. John's Church (District 3)**

11 South Bergen Street, Dover NJ 07801

Church phone: 973-366-2772

Church fax: 973-366-0400

Church email: saintjohnsdover@aol.com

The Rev. Margaret Gat

Clergy phone: 973-989-8759

**Assistant:** The Rev. Elizabeth Ostuni, Deacon  
**Assistant phone:** H-873-383-8384  
**Parish Administrator:** Shirley Fablan  
**Warden:** Miguel Hernandez  
**Warden:** John Vandine, Sr.  
**Treasurer:** Elizabeth J. Moss

### **East Orange**

**Christ Church (District 5)**  
 422 Main Street, East Orange NJ 07018  
**Church phone:** 973-678-1160  
**Church fax:** 973-678-8777  
**Church email:** WGuth83700@aol.com  
**The Rev. William A. Guthrie**  
**Clergy phone:** 973-731-4828  
**Parish Administrator:** Robert Simmons  
**Warden:** Durrant Hart  
**Warden:** Ronald Fraser  
**Treasurer:** John Taylor

### **East Orange**

**St. Agnes/St. Paul's Church (District 5)**  
 208 Renshaw Avenue, East Orange NJ 07017  
**Church phone:** 973-678-6716  
**Church fax:** 973-678-6025  
**Church email:** Esar6786716@aol.com  
**The Rev. Esar Budhu**  
**Clergy phone:** 973-677-1317  
**Warden:** Juditha Collins  
**Warden:** Yvonne Ashby  
**Treasurer:** Ivy Semple

### **Englewood**

**St. Paul's Church (District 9)**  
 113 Engle Street  
 PO Box 84, Englewood NJ 07631  
**Church phone:** 201-568-3278  
**Church fax:** 201-871-7349  
**Church email:** stpaulseng@verizon.net  
**The Rev. Kenneth M. Near**  
**Clergy phone:** 201-569-1316  
**Assistant:** The Rev. James Warnke, Associate  
**Assistant phone:** H-201-682-8222  
**Assistant:** The Rev. Jill McNish, Associate  
**Assistant phone:** H-973-744-6297  
**Parish Administrator:** Kenny Burr  
**Warden:** Collin Wolfe  
**Warden:** Gary Mason  
**Treasurer:** Kenny Burr

### **Essex Fells**

**St. Peter's Church (District 5)**  
 271 Roseland Avenue  
 PO Box 96, Essex Fells NJ 07021  
**Church phone:** 973-226-8500  
**Church fax:** 973-226-5477  
**Church email:** andersenstp@comcast.net  
**The Rev. Stephanie Wethered**  
**Clergy phone:** 973-335-5710  
**Parish Administrator:** Eileen Anderson  
**Warden:** David Cowell  
**Warden:** Peter McCabe  
**Treasurer:** Carl Sturcke

### **Fair Lawn**

**Church of the Atonement (District 6)**  
 PO Box 2585, Fair Lawn NJ 07410-8465  
**Church phone:** 201-797-0760  
**Church fax:** 201-797-0738  
**Church email:** AtonementFairLawn@gmail.com  
**The Rev. Kevin P.J. Coffey**  
**Clergy phone:** 201-798-4991  
**Warden:** Mary Beth King  
**Warden:** Thelma Tomask  
**Treasurer:** Lee Grill

### **Fort Lee**

**Church of the Good Shepherd (District 8)**  
 1576 Palisade Avenue, Fort Lee NJ 07024  
**Church phone:** 201-461-7260  
**Church fax:** 201-461-6953  
**Church email:** churchofthegs@aol.com  
**The Rev. Dr. Allison Moore**  
**Clergy phone:** 201-944-9165  
**Parish Administrator:** Lynda Johnson  
**Warden:** Nick Taylor  
**Warden:** Mollie Woolley  
**Treasurer:** Robert Cox

### **Glen Rock**

**All Saints' Church (District 10)**  
 40 Central Avenue, Glen Rock NJ 07452  
**Church phone:** 201-444-6874  
**Church fax:** 201-612-7899  
**Church email:** kate@allsaintsglenrock.org  
**The Rev. William Grainger Lesesne, Jr.**  
**Clergy phone:** 201-670-4231



*Parish Administrator:* Kate McCormick  
*Warden:* Ray Anderson  
*Warden:* Sharon Anderson  
*Treasurer:* Michael Geiger

#### **Hackensack**

##### **Christ Church (District 8)**

251 State Street, Hackensack NJ 07601  
*Church phone:* 201-342-2365  
*Church fax:* 201-342-8938  
*Church email:* HackCC@aol.com  
**The Rev. William C. Parnell**  
*Clergy phone:* 201-343-7768  
*Assistant:* The Rev. Philip S. Krug, Associate  
*Assistant phone:* H-201-391-6086  
*Assistant:* The Rev. Paul Fitzpatrick, Deacon  
*Assistant phone:* H-201-934-6410  
*Parish Administrator:* Mary Beth King  
*Warden:* Jasmin Sterling Goulbourne  
*Warden:* Louis Knaub  
*Treasurer:* James Macardell

#### **Hackensack**

##### **St. Cyprian's Church (District 8)**

269 First Street, Hackensack NJ 07601  
*Church phone:* 201-342-5560  
*Church fax:*  
*Church email:*  
**The Rev. Godwin Nwachukwu**  
*Clergy phone:* 646-670-3771  
*Warden:* Francine Hendrix  
*Warden:* Daniel Hughes  
*Treasurer:* Lucy Francis

#### **Hackensack**

##### **St. Anthony of Padua (District 8)**

72 Lodi Street, Hackensack NJ 07601  
*Church phone:* 201-489-3286  
*Church fax:*  
*Church email:*  
**The Rev. Brian H. Laffier**  
*Clergy phone:* 201-489-4728  
*Warden:* Frank Miras  
*Warden:* Michael Scalato  
*Treasurer:* Donald Morris

#### **Hackettstown**

##### **Panther Valley Ecumenical Ministry (District 1)**

1490 Route 517, Hackettstown NJ 07840  
*Church phone:* 908-852-5444

*Church fax:* 908-850-4754  
*Church email:* info@pvem.net  
**The Rev. Mary Louise Howson**  
*Clergy phone:* 908-862-8867  
*Parish Administrator:* Amy L. Testa  
*Warden:*  
*Warden:*  
*Treasurer:* Richard Wilson

#### **Hackettstown**

##### **St. James' Church (District 1)**

214 Washington Street, Hackettstown NJ 07840  
*Church phone:* 908-852-3988  
*Church fax:* 908-212-7535  
*Church email:* stjames214@comcast.net  
**The Rev. Dr. Cathy L. Deats**  
*Clergy phone:* 973-252-2160  
*Assistant:* The Rev. Shelia Shuford, Deacon  
*Assistant phone:* H-973-927-5591  
*Parish Administrator:* Linda Murray  
*Warden:* David Olesen  
*Warden:* Dawn Modugno  
*Treasurer:* Penn Pixey

#### **Harrington Park**

##### **St. Andrew's Church (District 9)**

31 Lynn Street  
 PO Box 161, Harrington Park NJ 07640  
*Church phone:* 201-768-0819  
*Church fax:* 201-768-2480  
*Church email:* saintandyhp@juno.com  
*Interim*  
*Clergy phone:*  
*Parish Administrator:* Glenda deKruif  
*Warden:* Petrina Biskup  
*Warden:* James McGlone  
*Treasurer:* Peter Daubler

#### **Harrison**

##### **Christ Church (District 6)**

100 Frank E. Rodgers Blvd North, Harrison NJ 07029  
*Church phone:* 973-483-1260  
*Church fax:*  
*Church email:* christchurchharrison@verizon.net  
**The Rev. David R. Thomas**  
*Clergy phone:* 973-773-2613  
*Warden:* Arthur Cawley  
*Warden:* Thomas Graham  
*Treasurer:* Jane Mahr

**Hasbrouck Heights****St. John the Divine (District 7)**

229 Terrace Avenue, Hasbrouck Heights NJ 07604

*Church phone:* 201-288-0002

*Church fax:* 201-288-9463

*Church email:* church@ssaintjohnthedivine.com

**The Rev. Joseph S. Pickard**

*Clergy phone:* 201-727-9354

*Parish Administrator:* Gale Sharron

*Warden:* Jay Studwell

*Warden:* Lisa Staszak

*Treasurer:* Jay Studwell

**Haworth****St. Luke's Church (District 9)**

43 Massachusetts Avenue, Haworth NJ 07641

*Church phone:* 201-444-0708

*Church fax:*

*Church email:* stlukeshaworth@optonline.net

**The Rev. Dewey E. Brown, Jr.**

*Clergy phone:* 201-384-0653

*Warden:* Carol Maxfield

*Warden:* Jim Wilkie

*Treasurer:* Ed Smith

**Hawthorne****St. Clement's Church (District 10)**

271 Lafayette Avenue, Hawthorne NJ 07506

*Church phone:* 973-427-8118

*Church fax:*

*Church email:* stclementsnj@gmail.com

**The Rev. Stuart H. Smith**

*Clergy phone:* 973-427-4088

*Assistant:* The Rev. Elizabeth P. Smith, Deacon

*Assistant phone:* H-973-427-4098

*Warden:* John Lees

*Warden:* Betty Kregg

*Treasurer:* Teresa Gilbreath & Lee Gilbreath

**Hillsdale****Holy Trinity Church (District 9)**

326 Hillsdale Avenue, Hillsdale NJ 07642

*Church phone:* 201-864-2428

*Church fax:* 201-864-7889

*Church email:* holytrinity326@optonline.net

**The Rev. Susan Schlack (I)**

*Clergy phone:* 201-444-0083

*Parish Administrator:* Jo-Ann Velez

*Warden:* Russell Chapman

*Warden:* Gail Bates

*Treasurer:* Charles Franzman

**Ho-Ho-Kus****St. Bartholomew's Church (District 10)**

70 Sheridan Avenue, Ho-Ho-Kus NJ 07423

*Church phone:* 201-444-5025

*Church fax:* 201-652-6704

*Church email:* stbarts@geocities.com

**The Rev. Daniel Kruller**

*Clergy phone:* 201-652-6704

*Parish Administrator:* David Ackerman

*Warden:* Allen DeNier

*Warden:* Ellie Linder

*Treasurer:* David Ackerman

**Hoboken****All Saints' Episcopal Parish (District 6)**

707 Washington Street, Hoboken NJ 07030

*Church phone:* 201-792-3563

*Church fax:* 201-792-3994

*Church email:* agalante@allsaintshoboken.com

**The Rev. Geoffrey B. Curtiss**

*Clergy phone:* 201-792-3564

*Assistant:* The Rev. C. Melissa Hall, Associate

*Assistant phone:* H-973-763-8788

*Assistant:* The Rev. Laurie Wurm, Assistant

*Assistant phone:* H-201-795-5450

*Parish Administrator:* Anahl Galante

*Warden:* John Niles

*Warden:* Diana Henriques

*Treasurer:* Cindy Cray

**Hope****St. Luke's Church (District 1)**

346 Main Street

PO Box 292, Hope NJ 07844

*Church phone:* 908-458-4340

*Church fax:* 707-829-0890

*Church email:* stlukos1832@earthlink.net

**The Rev. William A. Potter**

*Clergy phone:* 908-459-4460

*Parish Administrator:* Jeannette Horetsky

*Warden:* Sue Franson

*Warden:* Dick Krause

*Treasurer:* Sharon Cousins

**Jersey City****Grace Church Van Vorst (District 6)**

39 Erie Street, Jersey City NJ 07302

*Church phone:* 201-659-2211

*Church fax:* 201-659-0309

*Church email:* office@gracevanvorst.org

**The Rev. Janet Broderick**

*Clergy phone:* 201-963-5269

*Assistant:* The Rev. Gregory Perez, Assistant

*Assistant phone:* H-201-946-0650

*Warden:* Claire Guerette

*Warden:* Zoe Hauser

*Treasurer:* Ivan Martin

**Jersey City****Church of the Incarnation (District 6)**

68 Storms Avenue, Jersey City NJ 07306

*Church phone:* 201-434-4810

*Church fax:* 201-433-3676

*Church email:*

**The Rev. Joseph A. Harmon**

*Clergy phone:* 201-200-0584

*Warden:* Sidney King

*Warden:* Carol Harrison-Arnold

*Treasurer:* Michael Rems

**Jersey City****St. Paul's Church (District 6)**

38 Duncan Avenue

P.O.B. 4176, Jersey City NJ 07304

*Church phone:* 201-433-4922

*Church fax:* 201-433-4713

*Church email:* Stpaulsinbergen@juno.com

**The Rev. Canon David H. Hamilton, D. Min.**

*Clergy phone:* 201-333-4980

*Parish Administrator:* Julia Ho

*Warden:* Belinda Stokes

*Warden:* Althea Maynard

*Treasurer:* Carol LeBate

**Kearny****Trinity Church (District 7)**

575 Kearny Avenue, Kearny NJ 07032

*Church phone:* 201-991-5894

*Church fax:* 201-991-3558

*Church email:* trinity.kearny@gmail.com

**The Rev. Rosemarie Hassan**

*Clergy phone:* 201-991-0911

*Assistant:* The Rev. Rubén D. Jurado, Assistant for Hispanic Ministry

*Assistant phone:* H-973-769-7601

*Assistant:* The Rev. Randy Webster, Associate

*Assistant phone:* H-973-759-5479

*Parish Administrator:* Carol Stec

*Warden:* Carol Stec

*Warden:* Jose Torres

*Treasurer:*

**Kinnelon****St. David's Church (District 2)**

91 Kinnelon Road, Kinnelon NJ 07405

*Church phone:* 973-838-6696

*Church fax:* 973-838-4005

*Church email:* st-david@st-david.org

**The Rev. David J. DeSmith**

*Clergy phone:* 973-492-0284

*Parish Administrator:* Martha Ridsdale

*Warden:* Brian Bussey

*Warden:* Marty Stanton

*Treasurer:* Mary-Esther Arther

**Leonia****All Saints' Church (District 8)**

150 Park Avenue, Leonia NJ 07605

*Church phone:* 201-947-1233

*Church fax:* 201-947-0118

*Church email:* andrea.all saints@verizon.net

**The Rev. Dean Weber**

*Clergy phone:* 201-503-1931

*Parish Administrator:* Andrea Pieper

*Warden:* John Sposato

*Warden:* Terrie McColl

*Treasurer:* Nancy Candusso

**Lincoln Park****St. Andrew's Church (District 2)**

211 Main Street, Lincoln Park NJ 07035

*Church phone:* 973-694-5915

*Church fax:* 973-628-9258

*Church email:* st\_andrews\_lpnj@yahoo.com

**The Rev. Diane L. Rhodes**

*Clergy phone:* H-908-580-0963

*Parish Administrator:* Kathleen Nardone

*Warden:* George Shancoin

*Warden:* Peter Katzenbach

*Treasurer:* Philip Lacher

**Little Falls**

**St. Agnes' Church** (District 5)  
 65 Union Avenue, Little Falls NJ 07424  
*Church phone:* 973-258-5020  
*Church fax:* 973-258-5020  
*Church email:* StAgnesLF@aol.com  
*Interim*  
*Clergy phone:*  
*Parish Administrator:* Lisa Conti  
*Warden:* Shirley Cox  
*Warden:* Patrick Keating  
*Treasurer:* Joan Skal

**Livingston**

**St. Peter's Church** (District 3)  
 94 E. Mt. Pleasant Avenue, Livingston NJ 07039  
*Church phone:* 973-982-1932  
*Church fax:* 973-984-3286  
*Church email:* stpeterslivingston@yahoo.com  
*The Rev. Dr. Jane A. Tomaine*  
*Clergy phone:* 908-233-0134  
*Parish Administrator:* Janice Woodruff  
*Warden:* Nancy Tiensch  
*Warden:* Peggy Holloway  
*Treasurer:* Stephen Messarosh

**Lyndhurst**

**St. Thomas' Church** (District 7)  
 300 Forest Avenue, Lyndhurst NJ 07071  
*Church phone:* 201-438-5868  
*Church fax:* 201-438-5688  
*Church email:* stthomlynd@msn.com  
*Interim*  
*Clergy phone:*  
*Parish Administrator:* Paul Holzherr  
*Warden:* Nancy Mirabella  
*Warden:* John C. Garde  
*Treasurer:* Karen Holzherr

**Madison**

**Grace Church** (District 4)  
 Four Madison Avenue, Madison NJ 07940  
*Church phone:* 973-377-0108  
*Church fax:* 973-377-0828  
*Church email:* nnicholson@gracemadison.org  
*The Rev. Lauren Ackland*  
*Clergy phone:* 973-377-0869  
*Associate:* The Rev. Thomas E. Mathews, Jr.  
*Assistant phone:* H-973-410-1984  
*Parish Administrator:* Nina Nicholson

*Warden:* Geoffrey Brooks  
*Warden:* Judith Jurgensen  
*Treasurer:* Bruce Rudin

**Maplewood**

**St. George's Church** (District 4)  
 550 Ridgewood Road, Maplewood NJ 07040  
*Church phone:* 973-762-1319  
*Church fax:* 973-762-8213  
*Church email:* parish-office@stgeorges-maplewood.org  
*The Rev. Bernard Poppe*  
*Clergy phone:* 973-763-3676  
*Parish Administrator:* Karen Comi  
*Warden:* Deborah Purdon  
*Warden:* Thomas Savoth  
*Treasurer:* Lynn Conover

**Maywood**

**St. Martin's Church** (District 7)  
 29 Parkway, Maywood NJ 07607  
*Church phone:* 201-843-5360  
*Church fax:* 201-843-8773  
*Church email:* saint.martin@verizon.net  
*The Rev. Lois Schembs*  
*Clergy phone:* 908-232-8551  
*Parish Administrator:* Marie Quinn  
*Warden:* Michele Holko  
*Warden:* Delbert Coonce  
*Treasurer:* Veronica Pouch

**Mendham**

**Convent St. John Baptist** (District 1)  
 Route 24, PO Box 240, Mendham NJ 07945  
*Convent phone:* 973-543-4641  
*The Rev. Sr. Barbara Jean Packer*  
*Clergy phone:* 973-543-4841  
*Convent email:* csjb@cjb.org

**Mendham**

**St. Mark's Church** (District 1)  
 Nine East Main Street, Mendham NJ 07945  
*Church phone:* 973-543-4471  
*Church fax:* 973-543-0953  
*Church email:* hoo@nac.net  
*The Rev. Scott Hoogerhyde*  
*Clergy phone:* 973-714-7342  
*Parish Administrator:* Elizabeth Smith  
*Warden:* Joyce Barnish  
*Warden:* Gordon Patterson  
*Treasurer:* Steven Koehler

**Midland Park**

**Church of the Good Shepherd** (District 10)  
 497 Godwin Avenue, Midland Park NJ 07432  
*Church phone:* 201-444-6168  
*Church fax:* 201-444-6283  
*Church email:* cofgsm@verizon.net  
**The Rev. Charles Arlin**  
*Clergy phone:* 201-447-3479  
*Assistant:* The Rev. Ronnie Stout-Kopp, Associate  
*Assistant phone:* H-201-818-0078  
*Parish Administrator:* Cathy O'Meara  
*Warden:* Tim Cross  
*Warden:* Denise Maclean  
*Treasurer:* Ellie Dallal

**Millburn**

**St. Stephen's Church** (District 4)  
 119 Main Street, Millburn NJ 07041  
*Church phone:* 973-376-0688  
*Church fax:* 973-376-4002  
*Church email:* church@ststephensmillburn.org  
**The Rev. Cornelius C. Tarplee**  
*Clergy phone:* 973-376-8218  
*Assistant:* The Venerable Herbert Tinning, Deacon  
*Assistant phone:* H-973-763-8250  
*Assistant:* The Rev. Lynn Czarniecki, Deacon  
*Assistant phone:* H-908-757-8177  
*Parish Administrator:* Chaille Gibson  
*Warden:* John Mulgrew  
*Warden:* Eric Thoroman  
*Treasurer:* Andrea Hidalgo

**Millington**

**All Saints' Church** (District 3)  
 15 Basking Ridge Road  
 PO Box 415, Millington NJ 07946  
*Church phone:* 908-647-0067  
*Church fax:* 908-647-7349  
*Church email:* ALLSTSMILL@hotmail.com  
**The Rev. Victoria Geer McGrath**  
*Clergy phone:* 973-701-1663  
*Assistant:* The Rev. William Bailey, Deacon  
*Assistant phone:* H-973-267-5627  
*Parish Administrator:* Frank Fenwick  
*Warden:* Delano May  
*Warden:* Jim Howard  
*Treasurer:* Greg Lira

**Milton/Oak Ridge**

**St. Gabriel's Church** (District 2)  
 153 Milton Road, Milton/Oak Ridge NJ 07438  
*Church phone:* 973-697-5888  
**The Rev. Thomas Laws (I)**  
*Clergy phone:* 973-744-6518  
*Warden:* Carlton Annis  
*Warden:* Bruce Watts  
*Treasurer:* Naomi Horsky

**Montclair**

**St. John's Church** (District 5)  
 55 Montclair Avenue, Montclair NJ 07042  
*Church phone:* 973-746-2474  
*Church fax:* 973-746-5648  
*Church email:* SJsChurch@aol.com  
**The Rev. Diana D. Clark**  
*Clergy phone:* 973-746-9004  
*Assistant:* The Rev. Peter Jackson, Deacon  
*Assistant phone:* H-973-338-1679  
*Parish Administrator:* Carol Miscia  
*Warden:* Bev Florentino  
*Warden:* Patty Dreher  
*Treasurer:* Maryann Burden

**Montclair**

**St. Luke's Church** (District 5)  
 73 So. Fullerton Avenue, Montclair NJ 07042  
*Church phone:* 973-744-6220  
*Church fax:* 973-744-1722  
*Church email:* Info@slchurch.org  
**The Rev. John Mennell**  
*Clergy phone:* 646-515-2700  
*Parish Administrator:* Cheryl Brocking  
*Warden:* Bruce Stransky  
*Warden:* Stephanie Borsi  
*Treasurer:* Jarius DeWalt

**Montvale**

**St. Paul's Church** (District 9)  
 4 Woodland Road, Montvale NJ 07645  
*Church phone:* 201-391-3181  
*Church fax:* 201-391-3192  
*Church email:* saintpaulsmontvale@yahoo.com  
**The Rev. Edward M. Hasse III**  
*Clergy phone:* 201-391-8197  
*Parish Administrator:* Mary Beth King  
*Warden:* Beth Abrahamson  
*Warden:* Shannon Iannotta  
*Treasurer:* Beth Abrahamson

**Morris Plains**

**St. Paul's Church (District 3)**  
 Hillview Ave. & Mountain Way  
 PO Box 104, Morris Plains NJ 07950  
*Church phone:* 973-285-0884  
*Church fax:* 973-285-0440  
*Church email:* StPaulsMP@aatt.net  
 The Rev. Paul V. Olsson  
*Clergy phone:* 973-292-1690  
*Assistant:* The Rev. Jack H. Thom, Associate  
*Assistant phone:* H-973-258-0556  
*Parish Administrator:* Rosemary Halstead  
*Warden:* Nancy Haslam  
*Warden:* Penny Jones  
*Treasurer:* Tom Murphy

**Morristown**

**Church of the Redeemer (District 3)**  
 36 South Street, Morristown NJ 07960  
*Church phone:* 973-539-0703  
*Church fax:* 973-539-3330  
*Church email:* redeemer1@mindspring.com  
 The Rev. Phillip D. Wilson  
*Clergy phone:* 973-993-9724  
*Assistant:* The Rev. Fairbairn Powers, Lay  
*Pastoral Assistant*  
*Assistant phone:*  
*Assistant:* Sr. Shane Margaret, CSJB,  
*Assistant phone:*  
*Parish Administrator:* Laurie Burkhardt  
*Warden:* Colleen Hintz  
*Warden:* Gene Williams  
*Treasurer:* Gary Matthews

**Morristown**

**St. Peter's Church (District 3)**  
 70 Maple Avenue, Morristown NJ 07960  
*Church phone:* 973-538-0555  
*Church fax:* 973-538-7790  
*Church email:* dpurdy@StPetersMorristown.org  
 The Rev. Dr. Gary Nicolosi  
*Clergy phone:* 973-869-0639  
*Assistant:* The Rev. Melissa Hartley, Assistant  
*Assistant phone:* H-917-715-4414  
*Parish Administrator:* Director of Parish Services -  
 Bruce Benson  
*Exec. Asst. to Rector -* Doris Purdy  
*Warden:* C. Gwyneth Munn  
*Warden:* John Andrews, Jr.  
*Treasurer:* Spencer Scott Marsh

**Mount Arlington**

**St. Peter's Church (District 1)**  
 50 Edgemere Avenue  
 P. O. Box 403, Mount Arlington NJ 07856  
*Church phone:* 973-398-1890  
*Church fax:* 973-398-1980  
*Church email:* kcsc@optonline.net  
 The Rev. Kim F. Capwell  
*Clergy phone:* 973-398-6318  
*Warden:* Mrs. Barbara Deneka  
*Warden:* Anne Puskas  
*Treasurer:* Colleen Mayer

**Mountain Lakes**

**St. Peter's Church (District 2)**  
 215 Boulevard, Mountain Lakes NJ 07046  
*Church phone:* 973-334-4429  
*Church fax:* 973-334-1178  
*Church email:* stpeter2@optonline.net  
 The Rev. Eric K. Hinds  
*Clergy phone:* 973-541-1602  
*Parish Administrator:* Jeen Ryan  
*Warden:* Barbara Lovely  
*Warden:* Norm Myatt  
*Treasurer:* Mary Ann Pendleton

**Newark**

**Grace Church (District 4)**  
 950 Broad Street, Newark NJ 07102  
*Church phone:* 973-623-1733  
*Church fax:* 973-622-1222  
*Church email:* jcamholland@aol.com  
 The Rev. J. Carr Holland, III  
*Clergy phone:* 973-497-1089  
*Parish Administrator:* Randy Webster  
*Warden:* Bruce Ford  
*Warden:* Sandra Durrell  
*Treasurer:* Mike Lindstrom

**Newark**

**House of Prayer (District 4)**  
 407 Broad Street, Newark NJ 07104  
*Church phone:* 973-483-8202  
*Church fax:* 973-483-0476  
*Interim*  
*Assistant:* The Rev. Kathleen Bellard, Deacon  
*Assistant phone:* H-973-762-4228  
*Warden:* Rosalia Christian  
*Warden:* Charlotte Chappel  
*Treasurer:* Madeline Gibson

**Newark**

**St. Barnabas' Church (District 4)**  
 505 W. Market Street  
 PO Box 7178, Newark NJ 07107  
*Church phone:* 973-482-3132  
*Church fax:* 973-481-1339  
*Church email:* stbamabasec@optonline.net  
*Warden:*  
*Warden:*  
*Treasurer:* Janice Nugent

**Newark**

**St. Andrew's Church (District 4)**  
 933 So. 17th Street, Newark NJ 07108  
*Church phone:* 973-375-3012  
*Church fax:*  
*Church email:*  
**Br. James Robert Hagler (I)**  
*Clergy phone:* 908-884-6907  
*Warden:* Gordon Fenty  
*Warden:* Robert Diegue  
*Treasurer:* Sebrina Davis

**Newark**

**Trinity & St. Philip's Cathedral (District 4)**  
 24 Rector Street, Newark NJ 07102  
*Church phone:* 973-622-3505  
*Church fax:* 973-622-2235  
*Church email:* TrinityStPhillips@aol.com  
**The Very Rev. C. David Williams**  
*Clergy phone:* 973-484-3280  
*Assistant:* The Rev. Rogelio Panton, Assistant  
*Assistant phone:* H-973-517-5731  
*Parish Administrator:* Thomas P. Belme  
*Warden:* Bernice Mayes  
*Warden:* James Churchman III  
*Treasurer:* Sievewright Rogers

**Newton**

**Christ Church (District 2)**  
 62 Main Street, Newton NJ 07860  
*Church phone:* 973-383-2245  
*Church fax:* 973-383-8077  
*Church email:* christchurch@tellurian.net  
**The Rev. Robert Griner**  
*Clergy phone:* 973-940-0283  
*Parish Administrator:* Joan H. Lodge  
*Warden:* Arlene Albino Ralph  
*Warden:* Nick Pachinos  
*Treasurer:* Robert Charlton

**North Arlington**

**St. Paul's Church (District 7)**  
 11 York Road, North Arlington NJ 07031  
*Church phone:* 201-991-7252  
*Church fax:*  
*Church email:* StPaulsna@aol.com  
**Interim**  
*Clergy phone:*  
*Parish Administrator:* Pam Galuskin  
*Warden:* Walter Schaufele  
*Warden:* George Knaggs  
*Treasurer:* Nancy Davis

**North Bergen**

**St. Peter's Korean Episcopal Church (District 8)**  
 335 79th Street, North Bergen NJ 07047  
*Church phone:* 201-869-6088  
*Church fax:* 201-869-6331  
*Church email:*  
**The Rev. Hilary Won**  
*Clergy phone:*  
*Parish Administrator:* Dr. Peter Uhm  
*Warden:* Solomon K.B. Yim  
*Warden:* K. D. Peter Uhm  
*Treasurer:* Martha M. S. Lee

**Norwood**

**Church of the Holy Communion (District 9)**  
 66 Summit Street, Norwood NJ 07648  
*Church phone:* 201-768-0634  
*Church fax:* 201-768-0634  
**Interim**  
*Clergy phone:*  
*Parish Administrator:* Diana McCullough  
*Warden:* John Varoschak  
*Warden:* Joyce McGirr  
*Treasurer:* Teresa Merrick

**Nutley**

**Grace Church (District 7)**  
 200 Highfield Lane, Nutley NJ 07110  
*Church phone:* 973-235-1177  
*Church fax:* 973-235-0677  
*Church email:* gracenuetley@optonline.net  
**The Rev. Pamela Sakal**  
*Clergy phone:* 973-235-0365  
*Parish Administrator:* Carole Schubach  
*Warden:* Marianne Flannery  
*Warden:* Frank Costa  
*Treasurer:* Joseph Seetlilo

**Oakland****St. Alban's Church (District 10)**

1 Church Lane, Oakland NJ 07436

*Church phone:* 201-337-4809*Church fax:* 201-651-9488*Church email:* stalban@OFL@verizon.net**The Rev. Prince Singh***Clergy phone:* 201-337-8018*Assistant:* The Rev. Barbara Harriman, Deacon*Assistant phone:* H-201-238-1875*Parish Administrator:* Diane Firkins*Warden:* Bob Wurster*Warden:* Dag Murphy*Treasurer:* Lorraine J. Murray**Oradell****Church of the Annunciation (District 9)**

343 Kinderkamack Road, Oradell NJ 07649

*Church phone:* 201-262-7222*Church fax:* 201-262-8275*Church email:***The Rev. Archie Palmer (I)***Clergy phone:* 973-886-2827*Parish Administrator:* Issie Cherevko*Warden:* Kathleen T. Soback*Warden:* David Dzernian*Treasurer:* Howard Brady**Orange****All Saints' Church (District 3)**

438 Valley Street, Orange NJ 07051

*Church phone:* 973-674-4368**Orange****The Church of the Epiphany (District 5)**

105 Main Street

P. O. Box 93, Orange NJ 07050

*Church phone:* 973-676-8886*Church fax:* 973-675-1643*Church email:* celebar52@hotmail.com**Canon Gervais Clarke, Ph.D.***Clergy phone:* 973-675-1643*Warden:* Carol Taylor*Warden:* Lauren Harrison*Treasurer:* Beverly Hamilton**Paramus****St. Matthew's Church (District 8)**

167 Spring Valley Road, Paramus NJ 07652

*Church phone:* 201-262-5286*Church fax:* 201-262-5288*Church email:* stmatthewsparamus@verizon.net**The Rev. Bruce Woodcock***Clergy phone:* 845-842-4334*Warden:* Evelyn Cheringal*Warden:* Helen Chubb*Treasurer:* Edward Johnson**Parsippany****St. Gregory's Church (District 3)**

480 So. Beverwyck Road, Parsippany NJ 07054-

3328

*Church phone:* 973-887-5879*Church fax:* 973-887-7718*Church email:* saintgregory1@juno.com**The Rev. Susan Saucedo Sica***Clergy phone:* 973-599-1889*Warden:* Meg Frigeri*Warden:* Pat Brown*Treasurer:* John Hagedorn**Passaic****St. John's Church (District 7)**

215 Lafayette Avenue, Passaic NJ 07055

*Church phone:* 973-779-0868*Church fax:* 973-779-0868 (call first)*Church email:* stjohns215@verizon.net**The Rev. William Charles Thiele (PIC)***Clergy phone:* 908-782-3048*Parish Administrator:* Rosemarie Harvey*Warden:* Ernesto Munoz*Warden:* J. Michael Smith*Treasurer:* Barbara Sanders**Paterson****Church of the Holy Communion (District 10)**

99 Pearl Street, Paterson NJ 07501

*Church phone:* 973-742-5553*Church fax:**Church email:***The Rev. James Williams (supply)***Clergy phone:**Parish Administrator:* Doris Seale*Warden:* Stephen H. Hall, Jr.*Warden:* Charles McIntyre*Treasurer:* Richard McDowell



**Paterson****St. Paul's Church (District 10)**

451 Van Houten Street, Paterson NJ 07501

*Church phone:* 973-278-7900

*Church fax:* 973-884-5130

*Church email:* Admin@Stpaulspaterson.org

**The Rev. David Wolf**

*Clergy phone:* 973-754-8210

*Assistant:* The Rev. Edgar Gutiérrez-Duarte,  
Associate Rector

*Assistant phone:* H-973-345-6777

*Assistant:* The Rev. Beth Faulk Glover, Priest  
Associate

*Assistant phone:* H-845-727-5884

*Parish Administrator:* Chris Schultze

*Warden:* Migdalia Santana

*Warden:* Lisa Smith

*Treasurer:* John Zinn

*Church phone:* 201-327-0703

*Church fax:* 201-327-1517

*Church email:* stjohns-ramsey@verizon.net

**The Rev. David Cabush (I)**

*Clergy phone:* 973-285-9115

*Parish Administrator:* Bonnie Bevetta

*Warden:* Dean Cary

*Warden:* Steven Boston

*Treasurer:* Valerie Turer

**Randolph****Mar Thoma Church, New Jersey (District 3)**

790 Route 10 West, Randolph NJ 07869

*Church phone:* 973-361-8380

*Church fax:*

*Church email:*

**The Rev. Samuel Mathal**

*Clergy phone:* 973-328-7386

*Warden:* M.C. Alexander

**Phillipsburg****St. Luke's Episcopal Church (District 1)**

500 Hillcrest Boulevard, Phillipsburg NJ 08865

*Church phone:* 908-859-1479

*Church fax:*

*Church email:* StLukesEC@verizon.net

**The Rev. Andrea Baldyga (I)**

*Clergy phone:* 908-387-0804

*Warden:* Pat Roth

*Warden:* Jean Wadnik

*Treasurer:* Cathy Kintner

**Ridgefield****St. James' Church (District 8)**

514 Abbott Avenue, Ridgefield NJ 07857

*Church phone:* 201-945-0079

*Church fax:* 201-945-0079 (call first)

*Church email:* stjamesridgefield@juno.com

**The Rev. Mariano Gargiulo**

*Clergy phone:* 201-592-7063

*Warden:* Dennis Provost

*Warden:* Diane Pollock

*Treasurer:* Teri DiLorenzo

**Pompton Lakes****Christ Church (District 2)**

400 Ramapo Avenue, Pompton Lakes NJ 07442

*Church phone:* 973-835-2207

*Church fax:* 973-835-2124

*Church email:*

ccpompton@christchurchpompton.org

**The Rev. John A. Rollins**

*Clergy phone:* 973-835-5122

*Assistant:* The Rev. Clarence Searles, Deacon

*Assistant phone:* H-973-694-6989

*Parish Administrator:* Maureen Kilian

*Warden:* Cindy Mudd

*Warden:* Bill Calcagno

*Treasurer:* Tony LoBue

**Ridgewood****Christ Church (District 10)**

105 Cottage Place, Ridgewood NJ 07450

*Church phone:* 201-652-2350

*Church fax:* 201-652-3644

*Church email:* rector@christridgewood.org

**The Rev. S. Elizabeth Searle**

*Clergy phone:*

*Parish Administrator:* Janice Pedersen

*Warden:* Rick Hampson

*Warden:* Kevin Jones

*Treasurer:* Dennis Portsmore

**Ramsey****St. John's Memorial Church (District 10)**

E. Main St. @ Franklin Tpke, Ramsey NJ 07446

**Ridgewood**

**St. Elizabeth's Church (District 10)**  
 169 Fairmount Road, Ridgewood NJ 07450  
*Church phone:* 201-444-2289  
*Church fax:* 201-444-0007  
*Church email:* stelzj@aol.com  
**The Rev. John G. Hartnett**  
*Clergy phone:* 201-444-8268  
**Assistant:** The Rev. Lu-Anne Conner  
*Assistant phone:* H-201-498-1674  
**Parish Administrator:** Ann Dowling  
**Warden:** James Marker  
**Warden:** Alice Palmer  
**Treasurer:** Donald Taylor

**Ringwood**

**Church of the Good Shepherd (District 10)**  
 80 Margaret King Avenue  
 PO Box 363, Ringwood NJ 07456  
*Church phone:* 973-982-9510  
*Church fax:*  
*Church email:*  
**Interim**  
*Clergy phone:*  
**Warden:** Sylvia Sands  
**Warden:** Vivian Milligan  
**Treasurer:** Maxine Milligan

**Rutherford**

**Grace Church (District 7)**  
 128 W. Passaic Avenue, Rutherford NJ 07070  
*Church phone:* 201-438-8623  
*Church fax:* 201-531-1791  
*Church email:* stamman2@aol.com  
**The Rev. David L. Gable**  
*Clergy phone:* 201-531-2285  
**Parish Administrator:** Sharon Buhanick  
**Warden:** James Caputo  
**Warden:** Robert Dalley  
**Treasurer:** Richard Erickson

**Secaucus**

**Church of Our Saviour (District 6)**  
 191 Flanagan Way, Secaucus NJ 07094  
*Church phone:* 201-863-1449  
*Church fax:* 201-863-1474  
*Church email:* oursaviour@secaucus.org  
**The Rev. Mark A. Lewis**  
*Clergy phone:* 201-617-0596

**Warden:** Henry Saurbom  
**Warden:** Lisa Dever  
**Treasurer:** Donald Roberts

**Short Hills**

**Christ Church (District 4)**  
 66 Highland Avenue  
 PO Box C, Short Hills NJ 07078  
*Church phone:* 973-379-2898  
*Church fax:* 973-379-7470  
*Church email:* ccah\_kathleenw@mycomcast.com  
**The Rev. Dr. E. Bevan Stanley**  
*Clergy phone:* 973-379-3321  
**Assistant:** The Rev. Allison Read, Curate  
*Assistant phone:* H-973-763-0311  
**Assistant:** The Rev. Elizabeth Wigg Maxwell,  
 Sunday School Director  
*Assistant phone:* H-908-771-0207  
**Parish Administrator:** Kathleen W. Magnan  
**Warden:** Hugh Bailey  
**Warden:** Patricia Shewmaker  
**Treasurer:** Jim Fowler

**South Orange**

**St. Andrew & Holy Communion (District 4)**  
 160 W. So. Orange Avenue, South Orange NJ 07079  
*Church phone:* 973-763-2355  
*Church fax:* 973-763-1120  
*Church email:* SAHCChurch@aol.com  
**The Rev. Sandy Wilson**  
*Clergy phone:* 973-763-3754  
**Parish Administrator:** Katherine Ferrante  
**Warden:** Janice Teetsell  
**Warden:** Geri Livengood  
**Treasurer:** Lara Oystunde

**Sparta**

**St. Mary's Church (District 2)**  
 85 Conestoga Trail, Sparta NJ 07871-2537  
*Church phone:* 973-729-3136  
*Church fax:* 973-729-8584  
*Church email:* stmarys2@earthlink.net  
**The Rev. Orion W. Davis**  
*Clergy phone:* 973-748-8386  
**Assistant:** The Rev. James V. Petroccione  
*Assistant phone:* H-973-891-2722  
**Parish Administrator:** Suzanne Gondek  
**Warden:** Larry Palmer  
**Warden:** Cathy Vonderahe  
**Treasurer:** Al Phillips

**Succasunna****St. Dunstan's Church (District 1)**

179 So. Hillside Avenue, Succasunna NJ 07876

*Church phone:* 973-927-1485

*Church fax:* 973-584-2108

*Church email:* stdunstans@optonline.net

**The Rev. Paul S. Hunt (I)**

*Clergy phone:* 973-835-5226

*Parish Administrator:* Christine Soto

*Warden:* John Leighton

*Warden:* Michael Siegel

*Treasurer:* Meredith Spitzer

**Summit****Calvary Church (District 4)**

31 Woodland Avenue, Summit NJ 07901

*Church phone:* 908-277-1814

*Church fax:* 908-277-2571

*Church email:* parishoffice@calvary-summit.org

**The Rev. Christopher M.F. Brdlik**

*Clergy phone:* 908-277-2584

*Assistant:* The Rev. Laura Rice Matarazzo,

*Associate Rector*

*Assistant phone:* H-908-818-1206

*Assistant:* The Rev. Robert C. Morris, Director of

*Interweave Center*

*Assistant phone:* H-973-763-0416

*Parish Administrator:* George Hayman

*Warden:* Baxter Graham

*Warden:* Lillian H. Cochran

*Treasurer:* Pamela Kuhn

**Teaneck****Christ Church (District 8)**

480 Warwick Avenue, Teaneck NJ 07666

*Church phone:* 201-833-4502

*Church fax:* 201-862-0436

*Church email:* christchurch@toast.net

**The Rev. Michael Gerhardt**

*Clergy phone:* 201-880-6276

*Parish Administrator:* Charles Brown

*Warden:* Aubrey V. Thompson

*Warden:* Erika Ilgenfritz

*Treasurer:* Susan Mehan

**Teaneck****St. Peter's Mar Thoma (District 8)**

70 Cedar Lane, Teaneck NJ 07666-4441

**The Rev. Philip P. George**

**Teaneck****St. Mark's Church (District 8)**

118 Chadwick Road, Teaneck NJ 07666

*Church phone:* 201-836-7275

*Church fax:* 201-836-5848

*Church email:* info@stmarksteaneck.org

**The Rev. Randall Day**

*Clergy phone:* 201-836-5836

*Assistant:* The Rev. Denise Bennett, Associate Rector

*Assistant phone:* H-201-836-4958

*Warden:* Mark Fisher

*Warden:* Howard Mackey

*Treasurer:* Ski Austin

**Tenafly****Church of the Atonement (District 9)**

97 Highwood Avenue, Tenafly NJ 07670

*Church phone:* 201-568-1763

*Church fax:* 201-568-1775

*Church email:* atonement568@verizon.net

**The Rev. Lynne Bleich Weber**

*Clergy phone:* 201-503-1931

*Parish Administrator:* Issie Cherevko

*Warden:* Walton Clark

*Warden:* Bryon Roshong

*Treasurer:* Zoah Hessmer

**Totowa****Christ Church (District 5)**

39 Boyle Avenue, Totowa NJ 07512

*Church phone:* 973-595-0349

*Church fax:*

*Church email:* christ.epis.cht@verizon.net

**The Rev. Mark W. Waldon**

*Clergy phone:* 973-595-0349

*Warden:* Allen Vestal

*Warden:* Linda Abrunzo

*Treasurer:* Shirley Gerhardt

**Towaco****Church of the Transfiguration (District 2)**

9 Two Bridges Road, Towaco NJ 07082

*Church phone:* 973-334-2882

*Church fax:* 973-334-4668

*Church email:* cottchurch1@optonline.net

**The Rev. Richard B. Andersen (I)**

*Clergy phone:* 551-804-6428

*Assistant:* The Rev. Janet Brocklesby, Assistant

*Assistant phone:* H-973-633-1876

*Parish Administrator:* Trina Ehntholt  
*Warden:* Dean Witly  
*Warden:* Stacey Goergen  
*Treasurer:* Patti Calabrese

### **Union City**

**Grace Church (District 6)**  
 3901 Park Avenue, Union City NJ 07087  
*Church phone:* 201-863-6334  
*Church fax:* 201-863-6334  
*Church email:*  
**The Rev. David Vesle**  
*Clergy phone:* 201-751-4548  
*Warden:* Dave Rodriguez  
*Warden:* Carmen Nadai  
*Treasurer:* Bernardo A. Valdes

### **Union City**

**St. John's Church (District 6)**  
 c/o 1514 Palisade Avenue, Union City NJ 07087  
*Church phone:* 201-348-3966  
*Church fax:* 201-348-0488  
*Church email:* revcoopr@aol.com  
**The Rev. J. Cooper Conway**  
*Clergy phone:* 201-223-8474  
*Parish Administrator:* Dean Frederickson  
*Warden:* Felix Gordon  
*Warden:* Denise La Pens  
*Treasurer:* Kate Sparrow

### **Upper Montclair**

**St. James' Church (District 5)**  
 581 Valley Road, Upper Montclair NJ 07043  
*Church phone:* 973-744-0270  
*Church fax:* 973-744-6860  
*Church email:* STJUM@aol.com  
**The Rev. John D. Perrle**  
*Clergy phone:* 973-783-5880  
*Assistant:* The Rev. Audrey Hasselbrook  
*Assistant phone:* H-973-667-2883  
*Assistant:* The Rev. Walter Lewis, Pastoral Associate  
*Assistant phone:* H-973-783-8157  
*Parish Administrator:* Michele Young  
*Warden:* Samuel Givens  
*Warden:* Craig Weeks  
*Treasurer:* Rusty Saylor

### **Vernon**

**St. Thomas' Church (District 2)**

307 Route 94, Vernon NJ 07462  
*Church phone:* 973-764-7508  
*Church fax:* 973-764-7506  
*Church email:* stthomas@warwick.net  
**The Rev. Dr. Charles L. Rice (I)**  
*Clergy phone:* 610-588-7561  
*Parish Administrator:* Tina Gunder  
*Warden:* Virginia Mohr  
*Warden:* Elaine Waddington  
*Treasurer:* Joan Lodge

### **Verona**

**Church of the Holy Spirit (District 5)**  
 36 Gould Street, Verona NJ 07044  
*Church phone:* 973-238-2850  
*Church fax:*  
*Church email:* cohserverona@comcast.net  
**The Rev. Lucy Ann Dure**  
*Clergy phone:* 973-857-2965  
*Parish Administrator:* Karen Blas-Blander  
*Warden:* Jane Eliaof  
*Warden:* Marie Force  
*Treasurer:* Karen Blas-Blander

### **Wantage**

**Church of the Good Shepherd (District 2)**  
 200 Route 23, Wantage NJ 07461  
*Church phone:* 973-875-0919  
*Church fax:* 973-875-1019  
*Church email:* churchofthegood@earthlink.net  
**The Rev. Fain M. Webb**  
*Clergy phone:* 973-702-7214  
*Parish Administrator:* Susan Dely  
*Warden:* Carole La Valle  
*Warden:* Ken Meredith  
*Treasurer:* Lynn Tyler

### **Washington**

**St. Peter's Church (District 1)**  
 127-131 Broad Street, Washington NJ 07882  
*Church phone:* 908-688-1019  
*Church fax:* 908-635-9644  
*Church email:*  
**The Rev. Robert Criste-Troutman**  
*Clergy phone:* 908-859-6266  
*Warden:* Patrick McCormick  
*Warden:* Phil Gentile  
*Treasurer:* David Thomas

**Wayne****St. Michael's Church (District 10)**

1219 Ratzer Road, Wayne NJ 07470

*Church phone:* 973-694-1026*Church fax:* 973-872-4757*Church email:* office@stmichaelswayne.org**The Rev. Ellen A. Donnelly***Clergy phone:* 973-696-1980*Assistant:* The Rev. Canon John A. Donnelly, Co-Rector*Assistant phone:* H-973-696-1980*Parish Administrator:* Pat Vine*Warden:* John Vine*Warden:* Kristin DeVos*Treasurer:* Jean Sanders**West Orange****Church of the Holy Innocents (District 3)**

681 Prospect Avenue, West Orange NJ 07052

*Church phone:* 973-731-0259*Church fax:* 973-731-0259*Church email:* holyinnocents681@verizon.net**The Rev. Fairbairn Powers, Interim***Clergy phone:**Parish Administrator:* Susan Martingnoni*Warden:* George Hill*Warden:* Patti Neil*Treasurer:* Wil Goodison- Orr**West Orange****Holy Trinity Church (District 3)**

315 Main Street, West Orange NJ 07052

*Church phone:* 973-325-0369*Church fax:* 973-731-8523*Church email:* holytrinitytwo@verizon.net**Interim***Clergy phone:**Parish Administrator:* Sandra Socha*Warden:* Winston Smith*Warden:* Albert Jones*Treasurer:* Vernon Thomas**Westwood****Grace Church (District 9)**

9 Harrington Avenue, Westwood NJ 07675

*Church phone:* 201-664-0407*Church fax:* 201-664-7888*Church email:* gracedclergy@gmail.com**The Rev. John Mitchell (I)***Clergy phone:* 973-635-8825*Assistant:* The Rev. James W. Delaney, Deacon*Assistant phone:* H-201-652-8797*Warden:* John Schnelder*Warden:* Larry Sunden*Treasurer:* Anne Tait**Wood-Ridge****St. Paul's & Resurrection Church (District 7)**

483 Center Street, Wood-Ridge NJ 07075

*Church phone:* 201-438-8333*Church fax:* 201-438-3948*Church email:***The Rev. Jacob David***Clergy phone:* 732-274-1428*Warden:* Koshy Philip*Warden:* Ruth Polifronio*Treasurer:* George Ity

ORDINATIONS & RECEPTIONS OF ORDERS - 2006

January 7	Janet Roberge Brocklesby, Priest, by Bishop John P. Croneberger, Church of the Transfiguration, Towaco
January 21	Marjorie Dawson Lindstrom, Priest, by Bishop Carol J. Gallagher, Grace Church, Newark
February 11	Elizabeth Clare Nesmith, Priest, by Bishop Rodney Michel, St. John's Church, Lattingtown NY
February 25	Audrey Hasselbrook, Priest, by Bishop Carol J. Gallagher, Trinity + St. Philip's Cathedral, Newark
March 25	Lorraine Dughi, Priest, by Bishop John P. Croneberger, St. Peter's Church, Clifton
March 26	Virginia Dinsmore, Priest, by Bishop Geraldyn Wolf, St. Mary's Church, Portsmouth RI
April 22	Randy Lee Webster, Priest, by Bishop John P. Croneberger, Christ Church, Belleville
June 3	Peter Jackson, Deacon, by Bishop John P. Croneberger, Trinity + St. Philip's Cathedral, Newark
June 3	Christine McCloud, Deacon, by Bishop John P. Croneberger, Trinity + St. Philip's Cathedral, Newark
June 3	Shella Shuford, Deacon, by Bishop John P. Croneberger, Trinity + St. Philip's Cathedral, Newark
September 16	Rubén D. Jurado, Priest, received by Bishop Carol J. Gallagher, Trinity Church, Kearny
September 19	Jeremiah David Williamson, Deacon, by Bishop John P. Croneberger, Grace Church, Madison
November 18	Paul Fitzpatrick, Deacon, by Bishop John P. Croneberger, Trinity + St. Philip's Cathedral, Newark
November 18	Thomas Piccate, Deacon, by Bishop John P. Croneberger, Trinity + St. Philip's Cathedral, Newark
December 9	Karen A. Eberhardt, Deacon, by Bishop Carol J. Gallagher, Trinity + St. Philip's Cathedral, Newark
December 9	Jeanette T. Hile, Deacon, by Bishop Carol J. Gallagher, Trinity + St. Philip's Cathedral, Newark
December 9	Hal O. Hurley, Deacon, by Bishop Carol J. Gallagher, Trinity + St. Philip's Cathedral, Newark
December 9	Joanne Rita Carbone O'Neill, Deacon, by Bishop Carol J. Gallagher, Trinity + St. Philip's Cathedral, Newark
December 9	Linda Phillips, Deacon, by Bishop Carol J. Gallagher, Trinity + St. Philip's Cathedral, Newark

CANDIDATES FOR HOLY ORDERS - PERMANENT DIACONATE - 2006

Deborah Rucki Drake

CANDIDATES FOR HOLY ORDERS - 2006

Christian Carroll  
Alexel Khamin  
Thomas M. Murphy  
Karen Beverly Rezac

CLERGY DECEASED - 2006

August 12	The Rev. Dana Rose
August 14	The Rev. Helmer C. Lundquist
October 28	The Rev. Janet Roberge Brocklesby
October 31	The Rev. Hayward L. Levy, Jr.

CLERGY RECEIVED - 2006

June 14	The Rev. Hilary Won from the Diocese of Taejon, Korea
August 28	The Rev. Joseph Albion Harmon from the Diocese of Chicago
August 30	The Rev. John David Perris from the Diocese of Massachusetts
September 19	The Rev. David S. Veale from the Diocese of Quincy
September 19	The Rev. S. Elizabeth Searle from the Diocese of New York
December 6	The Rev. John Adam Mennell from the Diocese of Southern Ohio
December 21	The Rev. Dewey E. Brown, Jr., from the Diocese of East Carolina

CLERGY TRANSFERRED - 2006

January 9	The Rev. Christine Tremaine to the Diocese of Florida
February 28	The Rev. Richard R. Swanson to the Diocese of Western Michigan
July 31	The Rev. Isaac I. Ihlasota to the Diocese of Western New York
September 6	The Rev. George C. Allen, II, to the Diocese of Southern Ohio
October 20	The Rev. Baskaran John Edward to the Diocese of New York
November 29	The Rev. Robert R. Smith to the Diocese of Easton
December 11	The Rev. Charles H. Nelson to the Diocese of Long Island
December 14	The Rev. Robert N. Neske to the Diocese of Nebraska
December 14	The Rev. Anne McRae Wrede to the Diocese of New Jersey
December 21	The Rev. William J. Albinger, Jr., to the Diocese of Hawaii
December 21	The Rev. Gary G. Nicolosi to the Diocese of British Columbia

**CONSENTS GIVEN BY THE BISHOP OF NEWARK TO ELECTIONS,  
CONSECRATIONS, RESIGNATIONS OF BISHOPS - 2006**

February 1	Consent to the Resignation of The Rt. Rev. Edwin M. Leidel, Jr., as Bishop of the Diocese of Eastern Michigan
February 1	Consent to the Election of a Bishop Coadjutor for the Diocese of Eastern Michigan
February 6	Consent to the resignation of The Rt. Rev. Robert M. Moody, Bishop of the Diocese of Oklahoma
February 16	Consent to the Election of a Bishop Suffragan for the Diocese of Texas
February 23	Consent to the Resignation of The Rt. Rev. Michael W. Creighton, Bishop of the Diocese of Central Pennsylvania
February 23	Consent to the Election of a Bishop Coadjutor for the Diocese of Virginia
March 6	Consent to the Resignation of The Rt. Rev. Larry E. Maze, Bishop of the Diocese of Arkansas
March 6	Consent to the Election of a Bishop Suffragan for the Diocese of Texas
April 10	Consent to the Resignation of The Rt. Rev. Jerry A. Lamb, Bishop of the Diocese of Northern California
May 30	Consent to the Election of a Bishop Coadjutor for the Diocese of Southwest Florida
August 28	Consent to the Resignation of The Rt. Rev. Rodney R. Michel, Bishop Suffragan of the Diocese of Long Island
September 12	Consent to the Ordination and Consecration of Nathan D. Baxter to be Bishop of the Diocese of Central Pennsylvania
October 2	Consent to the Resignation of The Rt. Rev. Robert D. Rowley, Jr., Bishop of the Diocese of Northwestern Pennsylvania
October 21	Consent to the Resignation of The Rt. Rev. John P. Croneberger, Bishop of the Diocese of Newark
October 21	Consent to the Election of a Bishop Suffragan for the Diocese of Connecticut
November 20	Consent to the Ordination and Consecration of Mark M. Beckwith to be Bishop of the Diocese of Newark
November 22	Consent to the Ordination and Consecration of Mark J. Lawrence to be Bishop Suffragan of the Diocese of South Carolina
December 4	Consent to the Ordination and Consecration of Larry R. Benfield to be Bishop of the Diocese of Arkansas
December 12	Consent to the Resignation of The Rt. Rev. Daniel W. Herzog, Bishop of the Diocese of Albany, NY
December 12	Consent to the Ordination and Consecration of John Crawford Bauerschmidt to be Bishop of the Diocese of Tennessee
December 19	Consent to the Ordination and Consecration of Robert Leroy Fitzpatrick to be Bishop of the Diocese of Hawaii
December 28	Consent to the Resignation of The Rt. Rev. Katharine Jefferts Schori, Bishop of the Diocese of Nevada





JOHN G. ZINN  
Chief Financial Officer

January 9, 2007

To: Diocesan Council and Diocesan Convention

Attached to this letter is the financial statement for December and 2006. The purpose of this letter is to summarize the major points of the statement.

#### Income

The major income issue is pledge income. This statement reflects total pledge income that is about \$60,000 below budget. Total income includes an accrual of \$385,000 in pledge income that has not yet been received. The accrual is based upon the amounts outstanding on pledge estimates submitted by the congregations. Full collection of this amount will be necessary for the overall financial results to be final.

#### Disbursements

These results include an accrual of about \$250,000 that is still due to the national church. This is a significantly lower balance than prior years and will be paid as 2006 pledges are received. With one minor exception all expense categories were under budget for the year.

#### Summary

This statement reflects an operating surplus of about \$16,300. Of that amount \$5,400 is the excess of convention fees over expenses, that amount is applied towards the costs of future conventions. As a result this statement reflects a surplus of about \$11,000. However, it should be stressed that these are very preliminary results and may very well change. In addition to collecting pledge income, there may be some expenses that have not yet been recorded.

Please let me know if there are any questions about this statement.

Sincerely yours,

EPISCOPAL HOUSE • 31 MULBERRY STREET • NEWARK, NEW JERSEY • 07102  
PHONE (973) 622-4306 • FAX (973) 622-3503  
[www.dioceseofnewark.org](http://www.dioceseofnewark.org)

Diocesan Council - December 2006

Category	Annual Budget	Monthly Budget	Monthly Actual	Variance	YTD Budget	YTD Actual	Variance
Restricted Income	110,400	9,200	10,000	800	110,400	115,500	5,100
Moore Fund Income	18,000	1,500	1,500	-	18,000	16,241	(1,759)
Pledge Income	2,676,000	223,000	635,290	412,290	2,676,000	2,816,018	(59,982)
Investment Income	116,000	9,667	30,000	20,333	116,000	120,934	4,934
Other Income	97,200	8,100	21,500	13,400	97,200	95,147	(2,053)
Office Expense Reimb.	9,000	750	1	(749)	9,000	2,162	(6,838)
Conv. & Conf. Fees	98,100	8,175	604	(7,571)	98,100	102,578	4,478
VOICE Revenue	14,000	1,167	4,211	3,044	14,000	7,170	(6,830)
Prior Year's Surplus	14,000	1,167		(1,167)	14,000	14,000	-
Total Income	3,152,700	262,725	703,106	440,381	3,152,700	3,089,748	(62,952)
Outreach							
National Church	673,000	56,083	284,238	228,155	673,000	659,238	(13,762)
NJ Council/Churches	27,000	2,250	2,250	-	27,000	27,000	-
Justice Missioner	15,000	1,250	15,000	13,750	15,000	15,000	-
ECID	64,000	5,333	5,333	(0)	64,000	64,000	-
International Outreach	19,500	1,625		(1,625)	19,500	19,500	-
Domestic Outreach	81,000	7,985		(7,985)	81,000	80,976	(24)
Total Outreach	879,500	74,507	306,821	232,314	879,500	865,714	(13,786)
Mission & Program							
DOM - Debt Service	23,000	1,917	15,627	13,710	23,000	15,627	(7,373)
DOM - Program	12,000	1,000	7,229	6,229	12,000	12,000	-
Com. on Ministry	14,000	1,167		(1,167)	14,000	14,000	-
Clergy Conference	7,000	583	5,108	4,523	7,000	6,268	(732)
Senior Ministries	1,000	83		(83)	1,000		(1,000)
Resource Center	49,100	4,092	3,456	(636)	49,100	48,973	(127)
Program Groups	9,200	767	1,308	541	9,200	9,405	205

	Ann. Budget	Monthly Bud.	Month. Act	Variance	YTD Budget	YTD Actual	Variance
Christian Formation	80,400	6,700	5,671	(1,029)	80,400	90,182	9,782
The VOICE	33,000	2,750	3,105	355	33,000	28,036	(4,964)
Electronic Technology	3,000	250		(250)	3,000	1,500	(1,500)
Int. Clergy Training	3,500	292	1,320	1,028	3,500	2,422	(1,078)
MDR/Repairs	5,500	458	159	(299)	5,500	5,936	436
Justice Missloner	54,000	4,500	-9,772	(14,272)	54,000	54,053	53
Crossroads Odr. Min.	60,000	5,000	5,000	-	60,000	60,000	-
Oasis	6,500	542	6,500	5,958	6,500	6,500	-
Bethsaida Team Proj	4,500	375	97	(278)	4,500	2,957	(1,543)
Ward J. Herbert Fund	5,000	417		(417)	5,000		(5,000)
Hispanic Ministry	2,000	167		(167)	2,000	2,000	-
Companion Diocese	10,000	833	3,016	2,183	10,000	10,000	-
Total Mission & Prog.	382,700	31,892	47,822	14,331	382,700	369,859	(7,841)
Diocesan Staff					-		
Diocesan Bishop	234,500	19,542	33,763	14,221	234,500	242,402	7,902
Assistant Bishop	172,900	14,408	13,892	(516)	172,900	173,361	461
Canon to the Ordinary	148,100	12,342	11,873	(469)	148,100	138,219	(9,881)
Communications/Tech	74,300	6,192	4,041	(2,151)	74,300	68,624	(5,676)
Administrative Officer	122,500	10,208	9,549	(659)	122,500	122,278	(222)
Finance Department	308,500	25,708	23,010	(2,698)	308,500	311,489	2,989
Property Mgr & Staff	118,500	9,875	10,021	146	118,500	125,349	6,849
Lay Pension Plan	30,000	2,500	30,000	27,500	30,000	30,000	-
Total Staff	1,208,300	100,775	136,149	35,374	1,208,300	1,211,722	2,422
Operating Expenses							
Utilities	25,200	2,100	2,136	36	25,200	33,945	8,745
Telephone	24,000	2,000	2,382	382	24,000	24,004	4
Heat & Other Services	30,000	2,500	700	(1,800)	30,000	18,633	(11,367)
Building Maintenance	32,500	2,708	4,020	1,312	32,500	38,331	5,831

Diocesan Council - December 2006

	Annual Budget	Monthly Budget	Monthly Actual	Variance	YTD Budget	YTD Actual	Variance
Casualty Insurance	62,000	5,167		(5,167)	62,000	50,735	(11,265)
Office Supplies	29,000	2,417	4,177	1,760	29,000	23,095	(5,905)
Postage	19,000	1,583	2,239	656	19,000	17,572	(1,428)
Office Machines	38,500	3,208	1,710	(1,498)	38,500	34,593	(3,907)
Technological Support	23,500	1,958	4,971	3,013	23,500	23,948	448
Debt Service	20,400	1,700	9,316	7,616	20,400	17,581	(2,819)
Miscellaneous Exp.	5,500	458	428	(30)	5,500	6,745	1,245
Legal Fees	4,000	333		(333)	4,000	264	(3,736)
Total Operating Exp.	313,600	26,133	32,079	5,946	313,600	289,446	(24,154)
General Expense					-		
Audit	5,000	417	-9,300	(9,717)	5,000	5,700	700
Workers' Comp	8,000	667		(667)	8,000	4,982	(3,018)
Group Medical	189,000	16,583	-5,982	(22,565)	199,000	190,841	(8,159)
Total General Exp.	212,000	17,667	(15,282)	(32,949)	212,000	201,523	(10,477)
Conv. & Other Meetings					-		
Lambeth Conference	500	42	500	458	500	500	-
Gen. Conv. Dep. Exp.	20,000	1,667		(1,667)	20,000	1,789	(18,231)
Prov. Synod Asmnt	7,400	617		(617)	7,400	7,569	169
Prov. Synod Dep. Exp.	500	42		(42)	500	728	228
Diocesan Conv. Exp.	98,100	8,175	80	(8,095)	98,100	97,165	(935)
Diocesan Journal	5,100	425	1817	1,392	5,100	7,817	2,717
Episcopal Reserve	15,000	1,250	15000	13,750	15,000	15,000	-
Diocesan Council	2,500	208	275	67	2,500	3,919	1,419
Districts	6,000	500		(500)	6,000	1,200	(4,800)
Total Meeting Exp.	155,100	12,883	17,172	4,289	155,100	135,167	(19,933)
Total Expenses	3,152,200	263,857	524,761	260,904	3,152,200	3,073,431	(78,769)
Revenue/Expenses			178,345	178,345		16,317	16,317

## Episcopal Diocese of Newark



**Adopted 2007 Budget**

The Budget Committee of the Diocesan Council is pleased to present the proposed 2007 Diocesan Budget to the Diocesan Council and the Diocesan Convention. The 2007 Diocesan Convention will mark the second convention where the budget process will operate under a change in the rules of order. Specifically under the rules of order adopted at the 2005 convention, the deadline for budget resolutions is now noon on the Friday before convention (January 12<sup>th</sup> for the 2007 convention). The budget will be presented at pre-convention meetings the first week in January, allowing for at least a week between the last pre-convention meeting and the budget resolution deadline. After the January 12<sup>th</sup> deadline, budget resolutions will be subject to the same process as is used in the resolutions process. That is, any resolution will have to be accompanied by an explanation of why it was not submitted by January 12<sup>th</sup>.

The proposed 2007 budget has been one of the most difficult to prepare in many years. A projected decline of over \$200,000 in pledge income has necessitated some difficult and painful decisions. The reality is that just as congregational budgets are driven by the giving of the members, diocesan budgets are driven by the giving of the congregations. It should be a surprise to no one that many churches have had significant financial difficulties over the past five years. Those difficulties have forced many congregations to make hard decisions so as to be able to operate within the available revenue. Faced with similar declines in income, it is incumbent on the diocese to do the same. Failure to do so puts the whole institution at risk, furthermore there is little indication that deferring such difficult decisions is of any real benefit.

#### **Income**

As noted earlier, pledge income is projected to decrease by \$205,000 or 7.7% from 2006. While over 30 churches did not comply with the canonical deadline, the number is now down to less than six. The potential impact of the pledges still outstanding should be minimal, but a number of churches qualified their pledges in terms of their own final budget decisions. As a result there is still the chance that pledge income may deteriorate even more, which would require further adjustments to the budget.

The decline in pledge income was partially offset by an increase in restricted income. This income is provided by the Trustees of the Episcopal Fund and the Gertrude Butts Memorial Home Association. Since the funds are designated by the donor, this line is not subject to Convention action. VOICE income is projected to decline due to planned reductions in the publication of the VOICE. Convention fee income will decline as there will be only one convention in 2007 and that will be a one day convention.

#### **Disbursements**

##### **Outreach**

One of the most difficult and painful decisions in the 2007 budget is the need to cut giving to the National Church below the 25% level. Although the National Church asks

dioceses to give 21% of income, the Diocese of Newark has for many years stayed at the 25% level as part of our stewardship approach to diocesan giving. Because of the deep decline in revenue there is simply no alternative, but to make cuts in this line. The proposed budget provides for giving 21% of pledge and investment income so that the asking of the National Church will be met. In the other outreach category, the percentage of the justice missionary's position paid from outreach will increase to 50%. This is consistent with actual situation. Committing additional outreach funds for this position resulted in funding cuts for the New Jersey Council of Churches, ECD and domestic outreach.

### **Mission and Program**

Almost every program area suffered some cuts in its funding. Among the most significant are Christian Formation, the VOICE, and Cross Roads Outdoor Ministries. Funding for Christian Formation maintains the staff position, but does not provide any funding for program. This means that programs will have to be funded by some combination of grants and program fees. Proposed funding for the VOICE would provide for one to two issues in 2007. Analysis of different alternatives is under way to determine the most effective way to do this as well as what new opportunities are available through new technology. Funding for Cross Roads is \$10,000 less than was asked for; given the decline in income it is impossible to provide the requested level of funding. All other proposed cuts are due to the overall financial situation, not the merits of the specific program.

### **Staff**

The proposed 2007 budget provides a one and one-half per cent salary increase for diocesan staff retroactive to January 1<sup>st</sup>, compared to a request of 3%. However, the budget also assumes \$60,000 in undesignated cuts from the staff section of the budget. For budget purposes this amount has been divided equally among the ten staff lines including the staff lines that appear in the mission and program section of the budget. Budgeting the cuts in this way will allow Bishop-elect Beckwith additional time to determine how to best structure the diocesan staff. No projection is made about severance costs for staff that may leave the diocese as it is simply not possible to do this accurately. Ultimately the diocese may have to absorb a deficit equal to the amount of 2007 severance costs.

The proposed budget also includes a significant increase in funding for the lay pension plan. Like many pension plans in both the for-profit and not-for-profit world, the Diocese of Newark's lay pension plan is under funded. To make up this deficit and to insure adequate funding for the future annual contributions of \$180,000 are necessary. The plan is to get to that level gradually over a three year period. Consideration also needs to be given as to whether the existing (and more expensive) defined benefit plan should be continued for new employees.

### **Operating and Administrative Expenses**

Projected 2007 operating expenses are based upon the actual expenses for 2006. This results in a significant projected decline in the cost of heat. The other significant saving is a reduction in the cost of Directors and Officers Insurance through new coverage arranged by the Church Insurance Company. Group Medical Insurance is projected to increase due to an increase in the number of clergy retiring prior to the age of 65.

The Episcopal Reserve (Line 56) is the line used to reserve funds for Episcopal elections and transitions. The balance in the fund was exhausted during 2006 for the expenses of the search and election process. There remains about \$90,000 in 2007 expenses for the consecration and other transition expenses. In addition there is a need to at least begin a process for reserving funds for the next transition. The total 2006 actual cost and projected 2007 cost plus a projected increase in costs would equal over \$300,000. The plan is to amortize this cost over a ten year period at the rate of \$30,000 per year beginning in 2007. This spreads both current and future costs over multiple years and is a reasonable approach so long as funding in future budgets does not fall below \$31,000 per year. Other cuts in these categories are based upon the overall financial situation.



## 2007 Diocesan Budget adopted.xls

Line Number	2006+ Approved	2007+ Requested	2007+ Approved
<b>Outreach</b>			
1. National Church	673,000	621,000	521,200
2. N.J. Council of Churches	27,000	27,000	20,400
3. Justice Missioner	15,000	35,700	34,800
4. Episcopal Community Development	64,000	64,000	57,400
5. International Outreach	19,500	19,500	19,500
6. Domestic Outreach	81,000	68,900	62,300
<b>Total Outreach</b>	<b>879,500</b>	<b>836,100</b>	<b>715,600</b>
7. Mission Debt Service	23,000	27,000	27,000
8. Mission Program	12,000	12,000	10,000
9. Commission on Ministry	14,000	14,000	13,000
10. Clergy Conference	7,000	8,700	5,000
11. Senior Ministries	1,000	1,000	1,000
12. Resource Center	49,100	82,600	60,200
13. Program Groups	9,200	11,000	8,500
14. Christian Formation	80,400	91,400	72,600
15. The VOICE	33,000	37,100	10,000
16. Companion Diocese	10,000	15,000	6,500
17. Electronic Technology	3,000	7,000	2,000
18. Interim/Clergy Training	3,500	6,500	5,000
19. MDR/Reparations Taskforce	5,500	5,000	4,000
20. Justice Missioner	54,000	36,600	29,500
21. Cross Roads Outdoor Ministries	60,000	55,000	45,000
22. Oasis	6,500	3,500	3,000
23. Bethsaida Team Project	4,500	4,000	3,000
24. Ward J. Herbert Fund	5,000	25,000	0
25. Hispanic Ministry Task Force	2,000	4,700	1,500
<b>Total Mission &amp; Program</b>	<b>382,700</b>	<b>447,100</b>	<b>306,800</b>
<b>Total Outreach, Miss &amp; Prog.</b>	<b>1,262,200</b>	<b>1,283,200</b>	<b>1,022,400</b>
<b>Diocesan Staff</b>			
26. Diocesan Bishop & Staff	234,500	250,300	243,600
27. Assisting Bishop & Staff	172,900	182,500	175,900
28. Canon to the Ordinary & Staff	148,100	140,400	132,500
29. Network Administrator	74,300	77,900	71,100
30. Administrative Officer & Staff	122,500	129,100	121,500
31. Chief Financial Officer & Staff	308,500	310,300	303,100
32. Property Manager & Staff	118,500	120,300	112,800
33. Lay Pension Contribution	30,000	180,000	80,000
<b>Total Staff</b>	<b>1,209,300</b>	<b>1,390,800</b>	<b>1,240,500</b>

## 2007 Diocesan Budget adopted.xls

Line Number	2006+ Approved	2007+ Requested	2007+ Approved
<b>Operating Expenses</b>			
34. Utilities	25,200	31,500	31,500
35. Telephone	24,000	22,500	22,500
36. Heat & Other Services	30,000	19,800	19,800
37. Building Maintenance	32,500	34,000	34,000
38. Property & Liability Insurance	62,000	42,000	42,000
39. Office Supplies	29,000	20,500	20,500
40. Postage	19,000	15,200	15,200
41. Office Machines	38,500	37,000	37,000
42. Debt Service	20,400	20,000	20,000
43. Technological Support	23,500	29,400	29,400
44. Miscellaneous	5,500	4,000	4,000
45. Legal Fees	4,000	3,000	3,000
<b>Total Operating Expenses</b>	<b>313,600</b>	<b>278,900</b>	<b>278,900</b>
<b>General Expense</b>			
46. Audit	5,000	4,000	4,000
47. Fidelity Bond & Workers' Comp	8,000	7,500	7,500
48. Group Medical Insurance	199,000	221,500	221,500
<b>Total General Expense</b>	<b>212,000</b>	<b>233,000</b>	<b>233,000</b>
<b>Conventions &amp; Other Meetings</b>			
49. Lambeth Conference	500	500	500
50. General Convention Deputies Expense	20,000	17,500	16,000
51. Provincial Synod Assessment	7,400	7,400	5,400
52. Provincial Synod Deputies Expense	2,000	500	500
53. Diocesan Convention Expense	98,100	30,300	30,300
54. Diocesan Journal	5,100	5,100	5,100
55. Diocesan Council	2,500	2,500	2,500
56. Episcopal Reserve	15,000	31,000	31,000
57. Districts	5,000	5,000	0
<b>Total Conventions &amp; Other Meetings</b>	<b>155,600</b>	<b>99,800</b>	<b>91,300</b>
<b>Total Administration</b>	<b>1,890,500</b>	<b>2,002,500</b>	<b>1,843,700</b>
<b>Total Budget</b>	<b>3,152,700</b>	<b>3,285,700</b>	<b>2,866,100</b>

## 2007 Diocesan Budget adopted.xls

Income	2006+	2007+	
Restricted Income	110,400	131,000	
Investment Income	116,000	111,000	
Other Income	97,200	95,600	
VOICE Revenue	14,000	1,500	
Convention Fees	98,100	30,300	
Office Expense Reimbursement	9,000	5,600	
Paul Moore Fund Income	18,000	20,100	
Prior Year's Surplus	14,000		
Sub Total	476,700	395,100	
Net Pledge Income	2,676,000	2,471,000	
Total Income	3,152,700	2,866,100	
Surplus/Deficit			

**Bishop's Compensation**

<b>Bishop Beckwith</b>	<b>2006</b>	<b>2007</b>
<b>Salary</b>	<b>N/A</b>	<b>100,000</b>
<b>Benefits</b>	<b>N/A</b>	<b>99,300</b>
<b>Total</b>	<b>N/A</b>	<b>199,300</b>

### Diocesan Council Report Convention 2006

During 2006 the Diocesan Council continued its work in a variety of ministry areas with increased energy and enthusiasm. The Council takes seriously its canonical responsibilities for long-range planning and determining program priorities and reviewing and evaluating the programs approved by the Convention, and much of its work is grounded in that intentionality.

The Diocesan Council met in the months of February, March, April, May, June, September, November and December in 2006 and in January 2007. With the exception of the February meeting, all meetings were held at St. Agnes' Episcopal Church in Little Falls; we are grateful for its hospitality. Each of the ten districts was represented by one clergy and one lay person. They were joined by four other representatives, two lay and two clergy, appointed by the Bishop.

Much of the work of the Council in 2006 was effectively planned and implemented by four Work Groups:

Congregational Vitality:

- Congregational health
- Self-support
- Growth

Inclusion:

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

Discipleship:

- Christian Formation
- Education

Outreach:

- Outreach
- CDCs
- Extra-parochial Ministries

Each member of Council participated in one of the working groups. Each working group had a convener who was also a member of the Steering Committee. The working groups were assisted by several diocesan staff members during their monthly deliberations. The staff members provided resources and counsel as needed. They were: Ms. Kaileen Alston, Canon R. Carter Echols, Mr. Michael Francaviglia, Ms. Lyn Headley-Deavours, and Ms. Kitty Kaweck.

The Steering Committee (comprised of the conveners of the four working groups) in consultation with the Bishop's staff set the agendas for meetings of the Council. The Steering Committee members are The Rev. Lu-Anne Connor for Discipleship; Ms. Faith Gideon Brown, Congregational Vitality; Ms. Mary Sunden, Outreach; and The Rev. Janet Broderick, Inclusion.

Council actions during the year included:

- adopted the diocesan budget for recommendation to the 133<sup>rd</sup> Annual Diocesan Convention
- approved expenditure of \$121,000 two year expenditure from the Jersey City Area Ministry Funds for the years 2006 and 2007 to support the interim ministerial initiative for congregational development at Incarnation, Jersey City; \$38,887 to support continued congregational development and growth efforts of Grace Church Van Vorst, Jersey City;

and \$7,000 for the summer camping program at St. Paul's, Jersey City established protocols for new and existing ministries recommended five medical health plans for 2007

- approved the compensation package for the bishop-elect
- endorsed the *Expectations for Congregations in Six Ministry Capacity Areas*
- adopted new codes of conduct and training requirements for staff and volunteers who work with children and youths
- ratified grant recommendations from the ACTS/VIM Board, the Diocesan Outreach Committee and the Ward J. Herbert Fund Board, and loans from the Episcopal Capital Loan Fund (ECLF)
- elected board members to Episcopal Community Development Corporation, St. James Community Development Corporation, Apostles House, and Jersey City Episcopal Community Development Corporation
- elected trustees to the Rutherford Senior Manor, Nutley Senior Manor and Hillsdale Senior Manor

Minutes from the monthly meetings are posted on the web at [www.dioceseofnewark.org/dc.html](http://www.dioceseofnewark.org/dc.html).

Diocesan Council members were:

#### **Elected by Districts**

Ms. Faith Gideon Brown, St. Andrew & Holy Communion, South Orange (2008, D4)  
 The Rev. George Kaswarra, Trinity, Montclair (2008, D5)  
 The Rev. Lu-Anne Conner, St. Elizabeth's, Ridgewood (2007, D10)  
 Ms. Glenda DeKruif, St. James', Ridgefield (2008, D8)  
 The Rev. David Gable, Grace, Rutherford (2008, D7)  
 The Rev. Mariano Gargiulo, St. James', Ridgefield (2007, D8)  
 Ms. Lois Gray, Holy Trinity, West Orange (2007, D3)  
 Mr. Robert Harwood, St. John's, Passaic (2007, D7)  
 The Rev. Kathryn King, All Saints', Bergenfield (2008, D9)  
 The Rev. Janet Broderick, Grace Church Van Vorst, Jersey City (2007, D6)  
 Ms. Susan E. Kynor, Christ Church, East Orange (2007, D5)  
 The Rev. Paul Olsson, St. Paul's, Morris Plains (2008, D3)  
 Mr. Andrew Piccirillo, St. Dunstan's, Succasunna (2007, D1)  
 The Rev. William Potter, St. Luke's, Hope (2008, D1)  
 Mr. Henry Faulkner, Grace Van Vorst Church, Jersey City (2008, D6)  
 Ms. Mary Sunden, Grace, Westwood (2007, D9)  
 The Rev. Christopher Brdlik, Calvary, Summit (2007, D4)  
 Ms. Patty Wetts, Good Shepherd, Wantage (2008, D2)  
 The Rev. Fain Webb, Good Shepherd, Wantage (2007, D2)  
 Mr. Steven Boston, St. John's, Ramsey (2008, D10)

#### **Bishop's Appointments**

Mr. Sidney King, Incarnation, Jersey City (2007)  
 Ms. Carol Taylor, Epiphany, Orange (2008)  
 The Rev. Prince Singh, St. Alban's, Oakland (2007)  
 The Rev. Gray Leesene, All Saints', Glen Rock (2008)

#### **Officers**

The Rt. Rev. John P. Croneberger, *President*  
 Mr. John Zinn, *Treasurer*  
 Mr. Michael Francaviglia, *Secretary*  
 Diane Sammons, Esq., *Chancellor*

## **Summary of Actions of the Standing Committee, Diocese of Newark, Calendar Year 2006**

### January 2006

- Approved Ordination to the Priesthood of Audrey Hasselbrook and Elizabeth Clare Nesmith.

### February 2006

- Elected Edgar (Kim) Byham, Esq., as President and Cheryl Brocking as Secretary of the Standing Committee. Welcomed the newly elected member, The Rev. Kim Capwell, and Ms. Patrice Henderson who returns for her second term.
- Approved Ordination to the Priesthood of Lorraine M. Dughi and Virginia Dinsmore.

### March 2006

- Approved Ordination to the Priesthood of Randy Lee Webster.
- Consent was given to the election of a Bishop Suffragan for the Diocese of Texas.
- Consent was given to the election of a Bishop Coadjutor for the Diocese of Virginia.

### April 2006

- The sale by the Trustees of property in Washington Township that was previously purchased as a site for a new church for St. Peter's Washington was approved.
- The upcoming Postulancy and Candidacy Conference was discussed; the COM will be asked to forward materials to all SC members with the condition that they be carefully destroyed if SC members were not able to attend.

### May 2006

- The Sprout House contract from St. Paul's, Chatham, was approved subject to changes being made as outlined.
- Approved Ordination to the Transitional Diaconate of Christine McCloud, Peter Jackson and Sheila Shuford.
- Consent was given to the election of a Bishop Coadjutor for the Diocese of the Southwest.
- Mark Dadd of St. Peter's Morristown and The Rev. Lauren Ackland of Grace Church Madison were elected to the Diocesan Investment Trust class of 2011.

### June 2006

- The sale of the rectory at Christ Church, Ridgewood was approved, subject to the production of a mortgage and appraisal from the bank and the review of same by the Standing Committee's Property Committee.
- George Rath Scholarships of \$1,000 each to 31 students (sons and daughters of clergy) was approved, pending receipt of official transcripts. Shortfall will be made up from the Bishops' Discretionary Fund.
- A special committee was established to deal with print and electronic media in connection with the election of the new Bishop; the committee will consist of three persons appointed by the Standing Committee and continue throughout the election process.

July 2006

- A contract for the sale of the Bishop's house was tentatively approved pending inclusion of a clause indicating Standing Committee approval is required before sale is final and a recommendation of a current professional appraisal prior the closing.
- Approved Ordination to the Transitional Diaconate of Jeremiah David Williamson.
- Consent of the Standing Committee was given for the Bishop to receive Ruben Darlo Jurado into this Church as a priest.

September 2006

- The sale of the Bishop's residence by the Trustees of the Diocese of Newark as described in the Resolution of that body was approved with the provision that all proceeds resulting from that sale are not to be used other than to purchase a residence for the next Bishop of Newark.
- Approved Ordination to the Transitional Diaconate of Paul Elliott Fitzpatrick and Thomas A. Piccate.
- Consent was given to the election of The Reverend Dr. Nathan D. Baxter as the seventh Bishop of the Diocese of Central PA.

October 2006

- The lease of a portion of the property at St. Luke's, Haworth for the placement of a T-Mobile tower was approved contingent upon the Chancellor signing off on the modified agreement.
- Language for the Consent to the Election of the Rev. Mark Beckwith as Bishop of the Diocese of Newark was modified to be in accord with the Canons and approved pending final review by the Chancellor.
- Approved Ordination to the Transitional Diaconate of Karen Eberhardt, Hal Hurley and Joanne Neill.

November 2006

- The application mortgage of St. James, Hackettstown, toward a new Parish House was approved.
- Approval was given to the petition for sale for property at St. Peter's, Washington Township.
- The petition for sale (second one) Bishop's House as approved.
- The sale of a property in Hopatcong property was approved, with the request that the matter be given full investigation and due consideration.
- Approved Ordination to the Transitional Diaconate of Jeannette Theresa Hile.
- Pending action of Convention approving the position (per Title III, Canon 21, stating that Convention needs to give permission for the position of Assistant Bishop), the Standing Committee approved unanimously that The Rt. Rev. Carol Gallagher be hired to fill the position of Assistant Bishop.

December 2006

- The lease for Mark Beckwith's temporary residence, the Rectory at Christ Church Bloomfield/Glen Ridge, was approved.
- The Standing Committee has sent back a "NO" vote to the Consent (i.e. they aggressively did NOT consent) to the election of The Very Reverend Mark Joseph Lawrence as Bishop Diocesan of the Diocese of South Carolina.
- Consent was given to the election of a Bishop Suffragan for the Diocese of Connecticut.
- Consent was given to the election of The Rev. Larry R. Benfield as 13<sup>th</sup> Bishop of Arkansas.



## Statement of Proceedings of the Trustees of the Episcopal Fund and Diocesan Properties-2006

### Authority and Responsibilities of the Trustees of the Episcopal Fund and Diocesan Properties

The positions and functions of the Trustees are established by Statute of the State of New Jersey. Historical interpretation of the statute has established the following long-standing precedent in the Diocese of Newark.

Members of the Trustees of the Episcopal Fund and Diocesan Properties are chosen by the diocesan convention for life, or as the statute reads, "permanently," subject to the Trustees themselves having the power to remove a member for cause. The Trustees are a corporation, having all of the powers of a non-profit religious corporation other than the power to manage a congregation.

The Trustees manage funds which fall into several categories: (a) the endowment of the diocese (unrestricted funds given or left to the diocese), the income from which by long-standing convention mandate is used "to support the episcopate of the diocese" (operating budget); (b) undesignated capital funds, the income from which can be used discretionarily by the Trustees; and (c) restricted trusts for the benefit of the diocese, congregations, or other ecclesiastical institutions, for which the Trustees serve merely as custodians. The Trustees hold title to real property of the diocese (e.g., the Bishop's house, Episcopal House). The Trustees also hold title to the property of Aided Parishes while they remain in that status. Additionally, the Trustees hold title to parishes formerly under the auspices of the now disbanded Department of Missions. Finally, the Trustees hold title to the property and proceeds from the sale of the property of extinct parishes (N.J.S.A. 16:12-16).

### Overview of Trustee Operations-2006

The Trustees met collectively four times in 2006 (March, June, September, and December) to manage the endowment of the diocese and to oversee the properties and various funds under their control. Between quarterly meetings, the officers of the Trustees met on a weekly, frequently daily, basis by phone or in person, as did subcommittees of the Trustees, and they communicated with all Trustees on matters before them. They also worked closely with Jim Caputo, the diocesan property manager, on properties under the auspices of the Trustees, many of which formerly were under the now disbanded Department of Missions, and some of which are in various states of extremely costly disrepair as a result of decades of neglect. The Trustees are addressing a priority list of the various property matters before them and have discussed with Bishop-Elect Mark Beckwith the urgent need for a diocesan strategy within the Bishop's Office regarding diocesan property management.

### Assets that Can Be Used at the Discretion of Trustees

The Trustees of the Episcopal Fund and Diocesan Properties wish to correct misconceptions about the sum of assets that can be used at the discretion of Trustees. By providing the following financial summary and shedding light on financial realities regarding the assets under the supervision of the Trustees, the Trustees hope to assist members of the diocese to address the current diocesan financial predicament, a result in large measure of the declining diocesan enrollment (at an average annual rate since 1970 of 697 persons per year, according to *New York Times* data).

The Trustees provide funding for diocesan projects and commitments from the income of an endowment, whose value as of September 30, 2006, was \$1.568 million. The income from the endowment that the Trustees spend annually presently equates to approximately \$75,000. In 2006, all of that income was applied, at the request of diocesan leadership, to a salary line item in the diocesan budget. It is the policy of the Trustees not to spend the principal of the endowment, with the view that, if this were done, the endowment would be depleted rapidly and the funding of future requests and building maintenance necessarily would have to cease.

The funding of projects, such as the repair of the elevator and other maintenance and upgrades at Episcopal House, comes solely from the sale of churches and other diocesan-owned properties, the proceeds from which are under the oversight of the Trustees. Thus, for example, proceeds from the sale of the West Milford property were used to pay for the necessary improvement of the elevator at Episcopal House (requested by diocesan leadership), now completed by Otis Elevator.

The Trustees have oversight for many more assets than those that are discussed above. One fund is the Congregational Growth and Development Fund, consisting of proceeds realized from the closing of churches during the tenure of Bishop Spong. At the request of Bishop Croneberger—who is ecclesiastically responsible for congregational development—the principal of this fund has been spent on assisting individual church programs. As of December 1, 2006, there were \$682,508 remaining in this fund, with \$122,733 in outstanding commitments, leaving \$559,775 in net funds available.

*All other assets that are under the oversight of the Trustees of the Episcopal Fund and Diocesan Properties are held in trust for other entities of the diocese. These assets equated to \$ 23.6 million as of September 30, 2006. These assets are legally restricted in their use. Trustees legally cannot use these assets, or income from them, at their own discretion. Regarding these assets, the Trustees simply act in a custodial capacity. Such assets include endowments, pension plan funds, and other vital assets of individual entities within the diocese.*

In sum, the Trustees have very limited resources that they are able to use at their discretion for projects within the diocese and to support the pressing needs of the diocese.

The Diocese of Newark is at an unfortunate point in its history where the funding of needs and projects largely can come only from the sale of churches and diocesan properties. This fact reflects the steady decline of Church membership.

#### **Housing for the Diocesan Bishop**

The historical precedent in the Diocese of Newark is that the Trustees have purchased a house, absent any debt, for the Diocesan Bishop. The Trustees will apply the full proceeds of the sale of the Bishop's residence in Montclair (with supplementation, in consultation with the Bishop-Elect) to the purchase of a residence for the Bishop and his family. The Bishop's house in Montclair, built in 1901, was purchased on September 30, 1998, for \$465,000, and appraised on August 8, 2006, at \$885,000. The sale price to a building contractor, who conducts historical renovations, was \$901,000. Subtracting credit for structural repair costs needed to the home, detected in behind-the-wall inspections, the removal and replacement of a leaking underground oil tank and contaminated soil (detected in inspection, and, some of which will be covered by insurance), the real-estate fee, transfer tax, and costs for legally-required upgrades to code, the net proceeds from the sale are *estimated* at the time of writing at \$740,000 (application for permits for the oil tank removal and replacement is underway at the time of writing, but not yet granted, therefore, it is uncertain whether the estimated cost for the work will hold until the task is underway and how much of the expense will be covered by insurance, until the insurance adjuster is able to inspect the work in progress), in a declined real estate market since the August 2006 appraisal.

### Summary of Trustee Projects in 2006

Significant actions taken by the Trustees in 2006 included:

1. Sale of a piece of unusable land (rock formation) in Hopatcong Township to a neighbor for \$6,024.10. This land had been a bequest to the diocese.
2. Sale of the Washington Township property for \$157,844.64. At Bishop Croneberger's request, 10 percent of the proceeds was tithed to Congregational Growth and Development.
3. Upgrade of the Episcopal House elevator by Otis Elevator for \$253,145.83.
4. Commencement of asbestos removal from St. John's Church, Jersey City, for an estimate of \$78,500, plus testing fees of \$18,000, for an estimated total of \$96,000.
5. Sale of the Bishop's residence in Montclair for proceeds of an approximate \$740,000, to be applied to the purchase of a new bishop's residence.
6. Repair of the boiler system (emitting noxious fumes and creating a serious health hazard) at St. Mark's, West Orange. The boiler and duct system must be replaced in the spring during warmer weather and will cost an estimated \$30,522 (including discounts).
7. Approval of \$135,390 in congregational growth and development grants, recommended by Bishop Croneberger and Canon Echols, to the following parishes (\$182,733 in outstanding commitments remained in December 2006):

- All Saints, Glen Rock: \$10,000
- St. Albans, Oakland: \$13,000
- St. Mark's, Teaneck: \$25,000
- Transfiguration, Towaco: \$7,000
- Christ Church, Teaneck: \$2,680
- Church of Our Saviour, Denville: \$15,000
- Church of Messiah, Chester: \$11,500
- St. David's, Kinnelon: \$22,000
- Church of the Epiphany, Orange: \$26,000 (Canon Clarke abstained in voting)
- St. Peter's, Washington Township: \$3,210

A summary of the assets of the Trustees as of September 30, 2006, prepared by the diocesan Chief Financial Officer, is attached.

Respectively submitted,

Deborah A. Brown, President,  
Trustees of the Episcopal Fund and Diocesan Properties

Other Trustees are: Carlotta Budd, Esq.; William (Tim) Carpenter, Esq.; Ms. Marge Christie; The Rev. Canon Gervais Clarke, Ph.D.; John C. Garde, Esq.; Mr. John Lynch; Michael F. Rehill, Esq.; Mr. Peter Van Brunt

THE TRUSTEES OF THE EPISCOPAL FUND AND DIOCESAN PROPERTIES OF THE DIOCESE OF NEWARK			
STATEMENT OF FINANCIAL POSITION			
SEPTEMBER 30, 2006			
<b>ASSETS</b>			
Cash and cash equivalents			1,195,978
Dividends Receivable - Diocesan Investment Trust			119,984
Investments:			
Diocesan Investment Trust - At redemption value:			
Fund A (\$8,380,484 cost value)		8,182,426	
Fund B (\$4,427,495 cost value)		11,983,813	
Other Receivables and Investments		490,054	
Total Investments			20,666,293
Property:			
Episcopal House - At cost			
Land		416,500	
Building & Building Equipment		2,141,120	
Computer/Telephone/Furniture & Fixtures		219,735	
Accumulated Depreciation (deduct)		(463,890)	
Total		2,313,365	
Miscellaneous Realty - At cost			
Houses		553,369	
Accumulated Depreciation (deduct)		(146,030)	
Crossroads Outdoor Ministries Leasehold Improvements		1,163,879	
Accumulated Depreciation (deduct)		(151,453)	
Cator Avenue Property		311,629	
Total		1,731,394	
Total Property			4,044,759
Cash surrender value of donated insurance			25,529
Total Assets			26,052,524
<b>LIABILITIES AND NET ASSETS</b>			
Funds held for the benefit of others			2,436,340
Unrestricted net assets			23,616,184
Total Liabilities and Net Assets			26,052,524

## A COMMITMENT TO SERVE/VENTURE IN MISSION – REPORT FOR 2006

ACTS/VIM, A Commitment to Serve/Venture in Mission, has a wonderful mission: "Through financial support of programs and projects that encourage both congregational development and community outreach, ACTS/VIM endeavors to increase the activity of the Episcopal Church in the Diocese of Newark as it expresses Jesus' vision for God's people preserved in the Gospel."

In 2006 we honored this mission by awarding \$148,000 in 31 grants to 25 congregations, social service agencies, community development corporations, or institutions in the Diocese. Organizations across the diocese serve people living with HIV/AIDS, people learning English as a second language, art and music outreach in congregations, children, deaf people and others who benefit from ASL interpreters, homeless people, people getting back on their feet, people living paycheck to paycheck, seafarers, and seniors. This year ACTS/VIM also sponsored a workshop about preventing domestic violence specifically for people who may have reason to hear or suspect abuse. A subcommittee met over the summer to improve the application so that it's easier to understand and compare potential projects. Informal networking among agencies serving similar populations helps distribute resources and information more widely; the committee hopes to formalize this in the future by offering chances for people involved in outreach ministry to come together to share and encourage each other.

There is more to do. The committee held a special meeting in May to discuss two recurring issues. First, how do we encourage more congregational development through community outreach? In 2007 the committee will sponsor at least one diocesan workshop, perhaps in conjunction with other diocesan organizations, on finding resources for ministry. Members will also attend district meetings to discuss outreach opportunities and resources, and will publicize results of funding decisions in *The Voice*. Second, several organizations in the diocese come to ACTS/VIM repeatedly for help, leaving less money available for other, newer forms of outreach. Two sub-committees met over the summer, and made recommendations to address this issue that the committee as a whole approved at their October meeting. Members of ACTS/VIM are now meeting with members of the Outreach Working Group of Diocesan Council to formalize these recommendations.

It is a privilege to help organizations in the diocese live into our baptismal promises through financial and other resources for outreach. Thank you.

Board members were: The Rev. J. Cooper Conway, The Rev. Edgar A. Gutierrez-Duarte, Mr. Bert Jones, The Rev. Dr. Allison Moore (chair), Ms. Martha Gardner, Ms. Laura Russell, Ms. Bernice Mayes, Ms. Mollie Galletly, Mr. Wilbur Lapp, Dr. Cheryl Thompson, Ms. Janice Walker, Mr. Salim S. Dallal

During the Spring granting cycle, the following grants were awarded:

AV-06-01: Union City, Grace - Jerusalem Market Place - Bible School, \$500  
 AV-06-02: Hope, St. Luke's - Haven of Hope for Kids, \$9,750  
 AV-06-03: Hasbrouck Heights, St. John - Care on the Corner, \$4,250  
 AV-06-04: Boonton, St. John's - Project Cornerstone, \$3,000  
 AV-06-05: Newark, Grace Church - Homework Club, \$3,600  
 AV-06-06: Belleville, Christ Church - Soup Kitchen, \$5,750  
 AV-06-07: Denville, The Saviour - Youth Ministry Program, \$2,500  
 AV-06-08: Hackensack, Christ Church CDC - Next Steps, \$5,950  
 AV-06-09: Paterson, St. Paul's - City Serve Summer Program, \$5,500  
 AV-06-10: Union City, St. John's - Summer Arts Day Camp, \$6,500  
 AV-06-11: Pompton Lakes, Christ Church - Shepherd's Haven Adult Day Care, \$2,000  
 AV-06-12: East Orange, Christ - Soup Kitchen/Food Pantry, \$4,950  
 AV-06-13: Teaneck, St. Mark's - Bergen County Day Laborer Project, \$4,500  
 AV-06-14: Clifton, St. Peter's - St. Peter's Haven, \$5,500  
 AV-06-15: Newark, Newark School of Theology, \$3,500  
 AV-06-16: Montvale, St. Paul's - Computer Outreach, \$3,000  
 AV-06-17: Newark, Trinity + St. Philip's Cathedral - Senior Healthy Living, \$3,250

Total awarded: \$74,000

During the Fall granting cycle, the following grants were awarded:

AV-06-18: Clifton, St. Peter's - St. Peter's Haven ESL Classes, \$2,250  
 AV-06-19: Dover, St. John's - Immigration Advocacy Center, \$4,500  
 AV-06-20: Cliffside Park, Trinity - Liturgical Arts Program, \$2,000  
 AV-06-21: Paterson, St. Paul's - CityServe After School Program, \$6,000  
 AV-06-22: Fort Lee, Good Shepherd - Friends for Life - Complementary Therapies, \$7,000  
 AV-06-23: Hackettstown, St. James' - St. James' Church Deaf Outreach, \$4,000  
 AV-06-24: Jersey City, Grace Church Van Vorst - *Proyecto Avance*, \$5,000  
 AV-06-25: Belleville, Christ Church - The Care Closet, \$5,000  
 AV-06-26: Hope, St. Luke's - Haven of Hope for Kids, \$5,000  
 AV-06-27: Hasbrouck Heights, St. John the Divine - Care on the Corner, \$7,500  
 AV-06-28: Hackensack, Christ Church CDC - Next Steps Program Plus Housing, \$7,500  
 AV-06-29: Hoboken, All Saints' - Jubilee Children's Program, \$7,500  
 AV-06-30: Port Newark, Seamen's Church Institute - Welcoming the Outsider, \$3,750  
 AV-06-31: Kearny, Trinity - Project Serve: Plant the Seeds, Reap the Vision, \$5,000

Total awarded: \$74,000

## The Newark Diocese Altar Guild Year End Report for 2006

The altar guild has had a busy and productive year.

As always, the first responsibility is the January Convention. It is always good to see so many friends to work and pray with.

February brings our restoration work shared with the Community of St. John Baptist. Over 100 pounds of vestments were repaired and sent to Camaroon, Africa to Sister Jane.

The next months were spent traveling to share and listen to many diocese churches and their altar guilds.

In early summer, three of our members attended General Convention and had the privilege to meet and share so much. We have brought back new skills and new enthusiasm and new friends. For Newark we purchased ten new chairs for the Bishop's Chapel at 31 Mulberry Street. We also helped repair two crozier4s, one belonging to Bishop Croneb3rger and the other belonging to the Newark Diocese. We are presently active in planning for the installation of our new bishop, Mark Beckwith and have been part of the Liturgical Committee for many meetings.

In a different direction, we have sent members to talk to the children who are planning to be confirmed in the diocese.

It is hard to be pessimistic when meeting 215 active teenagers preparing to enter our faith.

Sister Suzanne Elizabeth CSJB.....	President
Sue Bennett.....	co-President
Barbara Harriman.....	Treasurer
Carol Homer.....	Secretary

**2006 Annual Report to Diocesan Convention  
The Bethsaida Team  
Episcopal Diocese of Newark**

The Bethsaida Team realized in early 2006 that, with the loss of our founder and Co-Chair Jan Hardy and with the pending retirement of Bishop Croneberger, our need to discern the future of our organization was paramount. Through several meetings and lengthy discussions and, with the assistance of Ms. Tillie Jo Emerson, of MTE, LLC, who facilitated our discussions and guided us through our grieving, we were able to move forward.

Two things we wanted to accomplish were to avoid burdening any one individual with the responsibility of Team Management and to preserve the marvelous creative missionary environment that Ms. Jan Hardy established. The spirit of the BT has been revealed, as we moved from a monolithic commission focused on bringing our obsolete church facilities up to date to include a mission of service so that churches would be prepared to welcome all into their midst and partake of everyone's gifts of the spirit. Through this five-year evolution we have discerned the need, as expressed in the Diocesan Profile for our new Bishop, to address congregational development. The BT understands that our role of promoting inclusion for all with disabilities is not just ramps and pew cuts; it is our charge to assist all the congregations of our Diocese to grow in God's service.

In response to the need for more effective time management and team participation, we created a new governance style that reflects the challenge of our busy lives. The BT is set up in four teams as follows; Management, Education and Advocacy, Spirituality, and Communications.

There is a Corporate Secretary who acts as a contact and clearing person for all documents and information requests to the BT and who will also maintain the archives of our commission's work. The Rev. Oscar Mockridge has taken the role as the BT Chaplain and works with us all in Pastoral Care and Devotion. Dr. Sandra Pinkerton is the official representative to the NJ Coalition for Inclusive Ministries and recently chaired their 10th Annual Awards Banquet. Ms. Barbara Djimopoulos served as a member of the Bishop Search Committee and articulated and advocated the needs and petitions of people living with disabilities. We thank her for giving of her time so generously in the quest for our next Bishop.

The BT is proud to have welcomed to its membership the Rev. Margaret Tuttle and newly ordained Deacon, the Rev. Sheila Schuford. Their combined experiences in ministry with and to people with disabilities are invaluable resources for the BT Mission.



The BT continued its well-received practice of offering occasionally, at our regular monthly meeting, a mini workshop addressing the needs of a given community. Through our discussions with the congregations in our diocese we have learned that our original contacts with workshops in the diocese have had an impact on bringing home the message of inclusion in our churches. We have now implemented a program that involves fewer people to accomplish the same results by visiting congregation both informally and in formal tradition through worship and fellowship. We are able to share our observations and suggestions in assisting the churches in their goals to conform to Resolution 2005-05.

The BT has received countless requests for another Funding Conference and the results of our spring 2005 Conference, *"We Won't Come if We Can't Go"* have resulted in several congregations availing themselves of the various presenters and professionals who participated. The need for a second conference will be answered in 2008. We will look for input from congregations who want to attend this conference to make it as useful as possible to assist churches in reaching their goals for inclusivity. The BT is also preparing a "smorgasbord" workshop that would reprise the best of some of our mini workshops e.g. living with Mental Illnesses, Assisted Listening Devices, Ramps, and Signage etc... There are many workshops that can give you information on the nature of individual disabilities; our goal is to go beyond this to provide churches with the tools to welcome and include.

Last January, Resolution 2006-06 - Making the Church Inclusive of and fully Accessible to all Youth and Young Adults, which was adopted by the Diocesan Convention, urged congregations to work towards accessibility in all our education programs. The Bethsaida Team is indebted to the partnership we formed with the Christian Formation Commission; for the CFC's co-sponsoring Resolution 2006-06 with us and for its invaluable advice and contributions in helping us to carry out the reporting responsibilities required by the resolution. The full report is published separately under the title: *"Participation by All Youth and Young Adults in Church Life: Experience and Possibilities."*

Respectfully submitted,

Barbara Djimopoulos,

Erik Soldwedel,

Liz Lannigan,

Oscar Mockridge

*Management Team for the Bethsaida Team*

Bethsaida Team members: Ms. Wendy Broadbent, Ms. Barbara Djimopoulos, Mr Rick Fox, Mr. Carl Haefele, Dr. Liz Lannigan, the Rev. Oscar Mockridge, Dr. Sandra Pinkerton, Mr. Erik Soldwedel the Rev. Sheila Shuford, Ms. Daphne Thomas, the Rev. David Thomas, the Rev. Margie Tuttle, the Rev. James Warnke, Lyn Headley-Deavours, Justice Missioner.

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**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 has grown to over 80% during 2006. This is an increase of over 55% since 1998.
  - It continues to be a source used regularly by Episcopal House staff.
  - Used also by many committees and commissions.
- ◆ The Resource Center has purchased multiple copies of "Safeguarding God's Children" and is providing this resource for training and education about child abuse awareness and prevention free of charge to congregations.
- ◆ The Resource Center has helped a growing number of congregations, commissions and congregational development initiatives obtain resources at a reduced cost by ordering in bulk and then being reimbursed.
- ◆ The Resource Center supports the work of the Christian Formation Commission by handling workshop registration, publicity and supplying resources.
- ◆ The director of the Resource Center continues to serve as a consulting resource, available to meet on and off-site with vestries and other congregational committees looking for guidance in meeting the needs of their adult, youth and children in programs such as Bible Study, Sunday School, confirmation, etc.
- ◆ The director meets several 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 diocese has contracted with Percept, Inc. to provide demographic data to our congregations. The director is serving as the Diocesan Percept Administrator to aid congregations and individuals in utilizing this resource.
- ◆ The number of churches participating in the Children's Sabbath continues to grow. In an effort to be faithful to good stewardship of our money and resources, congregations were invited to request materials for the Children's Sabbath. These materials were offered free of charge, including postage. This year forty-nine congregations requested these materials. Many of them sent copies of their Children's Sabbath service and/or activities and this information will be added to the Children's Sabbath resource packet and shared next year. This is the seventh year of this effort.
- ◆ The Bishop Anand Resource Center is the designated Diocesan contact for the "Red Book".

Respectfully submitted,

Kitty Kaweckl  
Director of Resources  
Bishop Anand Resource Center



Christian Formation Commission  
Report to Convention  
January 2007

Throughout 2006, the Christian Formation Commission continued to live into its mission: to name and support individual discipleship in reciprocal relationship with community mission; and to engender joint ventures among churches and districts, and between churches and other community organizations as well as support youth events and full involvement and participation of youth at all levels. Our committee structure is working to focus on several dimensions of our mission.

The Discipleship Committee responds to the expressed need to offer programs for congregational and diocesan participation and spiritual growth. Two "Unpacking the Bible" sessions were held in two different churches, bringing together seekers from many congregations and offering different styles of Scriptural study. Members of the committee partnered with members of the Bethsaida team to draft a resolution to Convention regarding the full inclusion of all but with particular attention to children and youth in worship and other congregational activities. The committee also sponsored Bishop Gallagher's presentation "The Intersection of Native American and Christian Spirituality."

The Confirmation Committee implemented several Confirmation Preparation Retreats for youth throughout the diocese who were about to be confirmed. Retreats are intended to raise awareness of the wider Church, to allow time to meet and talk with our bishops, and to give an opportunity for inter-parish fellowship. Along with adult leaders, Teen Confirmation Assistant helped facilitate the retreats. These young people developed leadership skills and confidence in the process. The Confirmation Committee also prepared the "Recommendations for Confirmation Preparation" document, which was reviewed by our bishops and then distributed to each parish in the diocese. The Commission has had very favorable feedback about these guidelines. The Commission at large has taken up the responsibilities of this committee.

The Communications and Connections Committee continues to create ways to raise awareness about the importance of continuing and lifelong Christian formation and communications about CFC programs and offerings. This Committee has made available a very robust list of Advent resources and will assemble similar resources for Lent. And, they are excited to announce that it has recently established a CFC "blog" site that can be accessed through our diocesan web site (they invite and encourage you to visit!).

The Young Adult and Higher Education Committee is newly formed this year and has been hard at work discovering ways to continue formation, develop the ministries of young people, and keep them in and close to the Church post Confirmation. As a result, they sponsored the recent Young Adults Christmas Party.

Youth Ministry was very active this year. The Diocesan Youth Missioner consulted with several congregations about youth ministry programs and curricula and the hiring of youth ministers. Youth from 25 congregations participated in our diocesan youth retreats. Furthermore, our youth and their ministers participated in national and regional events, including General Convention, Faith in 3D and the Province 2 Youth Event design team.

Submitted by: Rev'd. Ronnie T. Stout-Kopp+, CFC Chair



Christian Formation Commission  
Report to Convention  
January 2007

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In looking ahead, the CFC will present another "Unpacking the Bible" on February 28 at St. Luke's, Montclair. We are also planning a diocesan-wide retreat from November 2 – 3 (put this on your calendar and watch for details).

Submitted by: Rev'd. Ronnie T. Stout-Kopp+, CFC Chair



# Christ Hospital

## *An Inner-City Health Care Mission and Ministry of the Episcopal Diocese of Newark*

### A Report from the Pastoral Care & Education Department

2006 was a year of tremendous change and transformation at Christ Hospital. Financially, it was a very difficult year that required major changes in both staffing and structure within the institution. The hospital staff, administration, and Board of Directors worked diligently and creatively to meet the challenges of improving services while streamlining the various systems of implementation. Under great stress the staff persevered in providing the highest quality health care to the patients and people of Hudson County.

Due to an extended period of decline in the patient census, Christ Hospital downsized the number of active patient beds from 380 to 230. Unfortunately, this also meant a significant reduction in our workforce. Many positions were cut back from full-time to part-time and some were eliminated completely. Overall, Christ Hospital lost 97 staff members. In the midst of all this, many initiatives were started to capitalize on the strengths of the hospital. A major new service launched this year was the emergency cardiac catheterization program. Within the first ten procedures performed, the cardiology team achieved a standard of care that far surpasses the state norms. Our physicians and staff have worked hard and have succeeded at reducing patient "length of stay" to bring us in line with NJ state averages. The administration has also been actively assisting us in obtaining more adequate reimbursement from the state for the tremendous amount of charity care that we provide to the community. There are other initiatives in the works, including the expansion of our outstanding birthing center and our pediatric unit.

In the Pastoral Care Department, we were saddened by the departure the Rev. Fairbairn Powers, the Director of Pastoral Care, who resigned in November, 2006, to take an interim rector position at Holy Innocents Church in West Orange, NJ. We appreciate her two-and-one-half years of service with us and wish her many blessings in her new ministry. The Rev. Beth Faulk Glover, the Director of Pastoral Education, is now also serving as the interim Director of Pastoral Care.

The staff of the Pastoral Care & Education Department has done an admirable job maintaining excellent pastoral services to the patients, their loved ones, and the staff of the hospital during some very difficult and anxious times. The staff chaplains have been particularly strong at working with patients and families around end-of-life issues. Staff chaplains and student chaplains have made great strides in increasing the number of patient visits made with persons upon admission to triage the spiritual needs of the patients. We currently are working on other opportunities to focus our staff and students in areas in which they are most needed and to support the strategic initiatives of the hospital.

In the ACPE accredited Clinical Pastoral Education program we graduated fifteen students during 2006. We completed three extended units in the spring of 2006, one of which was our first ever evening group formed primarily for persons in the Diocesan diaconal training process. This group was a great success and we hope to be able to replicate it in the future, as needed. Currently, we are running two extended units with a total of ten students of various religious backgrounds, though the highest percentage of students is Episcopal. Our full-time summer unit for 2007 was almost full by mid-December. Our CPE center continues to grow and enjoys a strong reputation among area seminaries. We are also attracting international students and seminarians from other areas of the country due to the strength of the revitalized website, which went live in early 2006.

It is our deepest hope that the churches and other entities within the Diocese of Newark will become more aware of this important healthcare mission of the Diocese in Hudson County. Christ Hospital has been a ministry of the Diocese for more than 130 years. In spite of our struggles, God has blessed us. Part of this blessing is to know that we need to reach out to our Diocesan community to make it aware of our presence, our connection, and our need for your prayers and support. We invite you to remember that health care is a basic human need that is an essential ministry. We are on the front lines of this mission and we need your help. Please consider supporting Christ Hospital with your prayers, your presence, and your financial gifts. We are happy to work with you to train clergy and laity for in-depth pastoral care, or to consult with you about pastoral and health care-related issues for your congregations. We are your hospital.

May you all be blessed with good health in 2007,

The Rev. Beth Faulk Glover, ACPE Supervisor, Director of Pastoral Education & Interim Director of Pastoral Care

## COMMISSION ON MINISTRY ANNUAL REPORT FOR 2006

The Work of the Commission on Ministry is to assist the Bishop in designing and overseeing the process by which individuals and the Church together recruit, discern and form vocation in the life of God's people. Monthly we meet and work to be faithful, prayerful and thoughtful as we honor this work.

Once again the National Canons have been altered and we are in the midst of adjusting our work here in the Diocese. This has meant updating both the process and our website. We owe a great debt to Paul Shackford, our Documents' Chair, for hours of faithfulness. We have produced a "Facts Sheet" as an aid to those entering the priestly ordination process.

In 2006, the COM sponsored: a joint conference for postulancy/candidacy; individual conferences, one for postulancy and another for candidacy; two postulancy socials; and three nominee conferences. There was one ordination to the transitional diaconate and one reception of orders to the priesthood. There were 22 individuals in the process: 5 nominees; 8 postulants; 8 candidates; and 1 candidate for orders to be received.

Being sensitive to the Diocesan budget constraints, we increased the Administrative Fee from \$750 to \$900 which off-sets roughly half the cost to the diocese of moving an individual through the process. This also reflects the requirements in the Canons that place financial support from sponsoring congregations as essential.

The Recruitment sub-committee has been working with the Episcopal Church program *PULSE* for the recruitment of young people who have a vocation in the Church. We placed and funded one person in a summer internship in 2006 as a step in vocational discernment.

Out of regard for Hispanic ministry and its development, we have one member now on the Advisory Board of The General Seminary's *Programa Hispano/Latino*. We continue to look at what kinds of education and seminary resources are best in this area.

Background checks are now undertaken at the beginning of the discernment process. Changing this timing and getting this on schedule was a major expense this year past.

Lastly we have joined in reinvigorating a network in Province II for the work of our COM's. A conference is being planned for early Spring 2007.

The presence of the Assisting Bishop, the Rt. Rev. Carol Gallagher, at the monthly COM meetings has enhanced our work and sensitivity. We give thanks for her presence among us.

The Rev'd J. Carr Holland III, Chair

### SUB-COMMITTEES OF THE COM

#### DIACONAL SUBCOMMITTEE

The Diaconal Subcommittee has continued its work of discernment and formation for nominees, postulants and candidates seeking ordination. New appointments to the committee, which this year included deacons for the first time, have added depth and diversity to the group. In the course of the year 10 deacons in formation completed their work and were ordained in one of three ceremonies at Trinity & St. Phillip's Cathedral. At present, 22 deacons

now serve in various ministries throughout the diocese and another 9 persons are at the stage of discernment or formation.

Much of this good work to reintroduce the diaconate in the Diocese of Newark could not have been done without the passion given to this work by our Archdeacon, Herb Tinning. His personal dedication to the diaconal community, both those in formation and the ordained, has helped propel forward Bishop Croneberger's vision of a renewed diaconate for the benefit of the whole Church. As he steps down from his role in 2007, Herb will be missed by the committee and the deacons he has shepherded through the process.

In the coming year we will be working to make our formation process consistent with the new national church ministry canons. A further development of the academic and experiential components of the formation process will also be undertaken, as will a new printed booklet of diocesan guidelines for those seeking ordination to the diaconate.

The Rev. Paul V. Olsson, Co-Chair

#### LAY SUBCOMMITTEE

The Committee on Lay Ministry, under the COM, has been very busy this year in its work on supporting and encouraging the ministries of all the baptized. We participated in Creative Congregations with workshops which explored ministry in the daily lives of lay members. In addition, members of the committee have talked at diocesan gatherings, both formally and informally, about the goals of our committee.

Our current primary project is the compilation of a book of resources which we hope to have completed and distributed to churches, diocesan groups and interested individuals within the next few months. This book of resources will include models of discernment of calls to ministry and gifts for ministry (for individuals and church groups) and models of supporting ministry of the laity (in their relationships, in their work, and other aspects of their lives) through worship and other church activities.

Mary Barrett, Chair

#### Commission on Ministry Membership

The COM: The Rev'd J. Carr Holland III, Chair; the Rev. Susan Sica, Conference Chair; Mr. Paul Shackford, Documents Chair; the Rev. Dr. Charles Rice, Education Chair; Mr. Ray Anderson, the Rev. Judith Baldwin, the Rev. Anne Bolles-Beaven, Ms. Jennifer Coury, the Rev. Randall Day, the Rev. Melissa Hall, Mr. Mark Hoyer, Ms. Geri Livengood, Ms. Judy Loeb, Mr. John Niles, the Rev. Bernie Poppe, Ms. Muriel Reed, Mr. David Sullivan, Ms. Jane Sullivan, the Rev. Jim Warnke, the Rev. Philip Wilson.

The Diaconal Committee: The Rev. Paul V. Olsson, Co-Chair; the Rev. Nancy Read, Co-Chair; the Rev. William Bailey; the Rev. David Cabush; the Rev. B. John Edward; the Rev. David Gable, Ms. Judy Loeb, COM Liaison; Mr. Ross Mangina; Ms. Hyacinth McCauley; the Rev. Elizabeth Ostuni; the Ven. Herb Tinning.

The Lay Committee: Ms. Mary Barrett, Chair; the Rev. Randall Day; Ms. Geri Livengood; the Rev. Diane Riley; Canon Carter Echols, Diocesan Staff.

### Companion Diocese Committee Report for 2006

Thanks to the support of Convention, Council and the Bishop, 2006 was a year of extraordinary progress for the Companion Diocese Committee. In January, both Crossroad Camp directors as well as Ms. Kai Alston, Diocesan Youth Missioner, traveled to Panama and successfully forged a new relationship between Panama's and Newark's extensive youth programs. In February, co-chair the Rev. Robert Griner presented Newark's invitation for companionship in person to the diocesan convention of the Diocese of Panama. Our offer was unanimously accepted and our relationship formalized. In March, both co-chairs (Ms. Martha Gardner and the Rev. Robert Griner) engaged in a two year strategic planning session in Panama City with diocesan representatives there.

The Diocese of Newark and Crossroads Outdoor Ministries hosted four Panamanians for ten days in July. In addition, a member of the Diocese of Panama was hired for the summer as a counselor at Crossroads (January's visit bearing fruit). In August, Canon Carter Echols presented training on congregational development in Panama City to one of the largest gatherings of lay leaders and clergy in recent years. Canon Echols also provided an extensive assessment of diocesan structures in Panama to the Bishop and senior staff. Her recommendations were enthusiastically adopted and are being implemented now – including the appointment by the Bishop of a clergyperson to focus on congregational development for the Diocese of Panama. The Companion Diocese Committee of the Diocese of Newark hosted two priests from Panama in October to evaluate our progress to date and to further define mutual goals. A parish youth visit to Panama took place in November.

#### Plans for 2007

As we plan for 2007, we continue to be reminded of the original criteria of our companionship as approved by Diocesan Council: a sense of mutuality, recognizing that both partners have gifts to offer and needs to be addressed; 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. Some of the specific plans for 2007 include:

- o The Bishop of Panama, the Rt. Rev. Julio Murray, will participate in the consecration of Bishop-Elect Mark Beckwith.
- o A delegation of Newark youth will visit the Diocese of Panama.
- o A clergy exchange going both ways
- o A delegation of Panama youth visit the Diocese of Newark (summer)
- o Continued conversation between the two companion diocese committees, and conversations between the two dioceses' committees and commissions, about how to most effectively do ministry together.
- o Congregational development – i.e. Canon Carter Echols will travel to Panama to "train the trainer" in congregational development models and methods.

**We need your participation!** Whether you are interested in joining the companion diocese committee or participating in a particular aspect of the companionship, we need

- next page -



you! Please contact either of the co-chairs: Ms. Martha Gardner at 973-378-5938 or [mgardner@episcopalchurch.org](mailto:mgardner@episcopalchurch.org) or the Rev. Robert Griner at 973-383-2245 or [rgriner@lvcos.com](mailto:rgriner@lvcos.com).

For more information about the Companion Diocese Committee and relationship with the Diocese of Panama, please visit the webpage at <http://companiondiocese.dioceseofnewark.org/>. Active members of the Committee include Ms. Kai Alston, the Rev. Esar Budhu, Ms. Martha Gardner (co-chair), the Rev. Robert Griner (co-chair), Ms. Bernice Mays, Mr. Don Roberts, and the Rev. Cork Tarplee.

## Cross Roads Outdoor Ministries Executive Directors' 2006 Annual Report

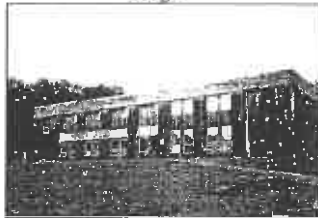
*"With God, all things are possible." Matthew 19:26*

Continuing to building on a strong foundation set in 2005, 2006 was an outstanding year for Cross Roads in all areas of operation. Through a committed staff and Board, our vision and energy, a great deal of hard work, prayer, and God's Grace, Cross Roads continues to create exceptional experiences of spiritual renewal and growth for both summer campers and year-round retreaters of all ages.

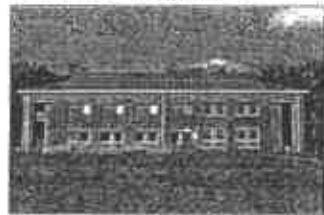
For the second year in a row, a full summer program was offered – with a third more campers than in 2005! According to the evaluations, it was a great success. Our mature staff imbued a sense of intentional spirituality throughout every program, resulting in safe & transformational summer camp weeks. Some highlights included: new programs such as Un-Camp, the 1<sup>st</sup>-2<sup>nd</sup> grade Explorers week, and a Servant Event week, dynamic Bible Study curriculums and worships, the Christ Walk, improved food, and an inspiring family camp week full of activities for every age. The summer's success continues to build a strong foundation for a thriving and growing program for future summers.

Given the need for facility upgrades, we made several improvements, focusing primarily on the two year-round retreat centers. In the Lodge, some highlights included installing 120 new solar panels on the new Lodge roof, overhauling the bathrooms, and adding new wood floors and new sofas. In the Beisler Retreat Center, renovations included installing new windows, painting the entire interior, overhauling the foyer, adding new carpets and wood flooring, installing a new roof, and adding a cozy new wood stove. Both retreat centers look and feel substantially renewed.

*Lodge Before...*



*and After:*



We have continued implementing a comprehensive publicity campaign to get the word out about the 'new' Cross Roads. Key elements of this have included: the Ambassador program to help connect congregations with Cross Roads, building our donor base, numerous church and District/Cluster meeting visits/presentations, regular newsletters and letters to clergy, a colorful summer brochure for our summer program, and continued web updates.

Finally, for an organization that has struggled with finances throughout its history, 2006 continued the upward trend of healthy finances for Cross Roads. Despite spending the necessary resources to accomplish all that has been done, Cross Roads finished 2006 healthily 'in the black', its third consecutive year doing so. Our healthy financial situation has enabled the continued reduction of financial dependence from the Diocese.

The main challenge in 2006 was the continued delay in the construction of the new adult retreat center, new septic system, and Director's residence due to the Highlands regulations. However, the latest updates on that are hopeful, so keep those prayers coming...and stay tuned!

With so many good things behind us, we look ahead to 2007 with great anticipation. The following are some of the main goals we will be focusing on in the coming year:

- Continue to expand the summer camp program so that it is known for its quality program and spiritual inspiration.
- Continue to develop a close network of congregations and clergy/volunteers around the state who actively support Cross Roads.
- Build adult facilities that will enable a powerful new adult retreat program.
- Construct a new indoor chapel, new septic systems, and a Director's Residence.
- Continue to upgrade the Lodge, Belsler Center and other facilities to make them more hospitable to users.
- Continue to streamline organizational management, finances and processes.
- End the year with a healthy surplus, decreasing funds required of the Diocese and Synod.

We are filled with gratitude that God is moving in so many ways to revitalize Cross Roads, and we pray that God's Grace continue to shine down upon Cross Roads in the coming year. We also thank all of you that have continued to support this ministry through helping to spread the word, through your hard work and volunteered time, your financial contributions, and your continued prayers for this powerful ministry. Blessed be!

In Christ,

Marie Skweir and Andrew Molnar  
Executive Directors, Cross Roads Outdoor Ministries

[www.crossroadsretreat.com](http://www.crossroadsretreat.com)

Phone: (908) 832-7264

Email: [crossroadsom@yahoo.com](mailto:crossroadsom@yahoo.com)

### Cursillo in the Diocese of Newark 2006

The Cursillo Community in the Diocese of Newark has spent another year in the transition process and has now entered into a sabbatical phase. The decision to do this was made by Secretariat at its November meeting.

During the first six months of 2006 Secretariat and Servant Community met regularly and spent time completing the revision of the applications for team and weekenders and the sponsorship guidelines. At the end of June, The Rev. Ronnie Stout-Kopp, the Spiritual Director, surprised us all by resigning. Secretariat met with her and with Bishop Croneberger to determine the direction we should take. Bishop Croneberger told Secretariat in September that he would not give us permission to hold our 3-Day weekend and that any further decisions regarding Cursillo would be made by Bishop Beckwith after his term begins.

During 2006, the quarterly Ultreyas at the Convent of St. John Baptist were held on the first Friday in March, June, September and December. These are scheduled to continue in the same pattern for 2007. Additionally, there was an Ultreya in January, at Christ Church, Pompton Lakes, one in May at Atonement, Fair Lawn, and a picnic Ultreya in July at St. John the Divine, Hasbrouck Heights. Servant Community sponsored a 4<sup>th</sup> Day Workshop on Team Building Blocks in April at Christ Church, Pompton Lakes, and a workshop on Conflict Resolution lead by Fr. Tim Barrett at Trinity, Kearny in October.

As a result of the generosity of the community, we were able to pay our pledge to National Episcopal Cursillo for 2006 and we will make and pay our 2007 pledge, as well.

The decision to go into Sabbatical Time was made after consultation with National Episcopal Cursillo. These are the guidelines they gave us:

If it is the Intent that the Movement restart, at a time to be determined by the Bishop,

1. Existing Group Reunions and Ultreyas should be encouraged to continue during the designated Sabbatical time.
2. Group Reunions and Ultreyas should reach out to those who might be interested in Cursillo and bring them into both activities.
3. During the Sabbatical time, potential candidates, being sponsored through the Fourth Day activities of Group Reunion and Ultreyas, could be sent on weekends, for further training, in neighboring dioceses, with permission of both the bishop of the neighboring diocese and the bishop of the sabbatical diocese, along with the secretariat of the neighboring diocese.
4. When the Bishop feels enough time has passed, and the fourth day is being energized through Group Reunions and Ultreyas, a Servant Community can be formed to study the Cursillo Literature, pray for the re-growth of the movement and begin to plan out, with the help of the NECC District Representative and the Bishop, strategize the reformation phase.
5. Members of the Servant Community should attend an Episcopal Cursillo Leaders Workshop.
6. The Bishop can ask the NECC to help put on a Cursillo Information Day for Clergy.
7. The Servant Community will work with the Bishop in the development of a Pastoral Plan.

8. The Servant Community will develop by-laws and guidelines for the management of the movement.
9. When this preliminary work is completed, the Bishop would appoint the new Secretariat, ideally from the leaders of the Servant Community, to begin to work the necessary business plan to implement recommendations of the Servant Community.
10. The Fourth Day, through the Servant Community, will enable the Secretariat to begin the process of creating authentic Cursillo weekends to further the development of fourth day groups.

Accordingly, Secretariat voted to suspend the by-laws and to follow the steps outlined. There will be no elections until such time as Bishop Beckwith feels that it is time to re-start Cursillo. Ultreya's and group reunions will be encouraged to continue, and the 2007 Ultreya schedule has been tentatively set. We are hoping that a group of folks will choose to attend the District Ultreya in Albany on April 14 and 15 starting at about 10:30 on Saturday, April 14, with registration and finishing on Sunday, April 15 between 2 and 3 p.m. More details will be made available when we have them.

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**Deaf Ministry 2006**

The goal of The Deaf Ministry, housed at St. James' Church in Hackettstown, is to serve as an educational and informational resource for the Diocese of Newark.

The Rev. (Deacon) Sheila Shuford directs the Deaf Ministry. She is a member of the Bethesda Team, providing an important link to all issues of accessibility and justice for the disabled. Sheila is one of two Deaf deacons presently serving in the Episcopal Church USA. She is the President of the Garden State Association of Late-Deafened Adults (ALDA). Her extensive experience in both advocacy and social service work has made her assignment by the Bishop to St. James' an asset to the community as well as to the congregation.

Our Deacon is employed as a Chaplain at Greystone Psychiatric Hospital, where she ministers to both hearing and Deaf patients. In the parish of St. James', she participates in Sunday liturgies and parish activities, including preaching, teaching special topics to the Sunday School, and pastoral visitation. Sheila's work with the Deaf Ministry has helped create a more inclusive spirit. The children of the Sunday School and the Children's Choir have learned to sign some songs and prayers. Members of the congregation regularly sign portions of the liturgy, such as the Sanctus and Lord's Prayer. A high school student who studied in the sign language class has moved on to college where she is majoring in Deaf education and learning ASL (American Sign Language). As Sheila ministers in the Town of Hackettstown, at the hospital and at community events, her ministry as deacon is clearly fulfilled as she brings the needs of the world to the church and the church to the world.

Activities of the Deaf Ministry this year include:

- provision of pastoral care to Deaf, hard of hearing and Late-Deafened persons in local communities, nursing homes and hospitals
- communication training to staff of a local nursing home, which houses a Deaf resident
- information and referral to churches in the Diocese seeking resources for education, interpreting services, assistive listening devices, inclusion and other issues of hearing loss
- community education outreach on issues of hearing loss and aging as well as communication skills

Our goals for the coming year include

- full integration into the Bethesda Team and participation in their outreach as representative of persons with hearing loss
- to establish communication classes at the two Episcopal retirement communities in Hackettstown (House of the Good Shepherd and Heath Village)

The Rev. Ms. Shuford is available to parishes in the Diocese to provide education in adult forum format and to preach and assist at liturgy. This provides an opportunity for congregations to not only learn about the issues of hearing loss and inclusion, but to be further exposed to the ministry of the deacon. Please contact Sheila in order to arrange a visit.

The Rev. Sheila Shuford  
[ssshuford@optonline.net](mailto:ssshuford@optonline.net)  
973.927.5554

The Rev. Dr. Cathy L. Deats  
[cathydeats@comcast.net](mailto:cathydeats@comcast.net)  
908.852.3968

Diocesan Ecumenical & Interreligious Officer (DEIO)  
Ecumenical & Interreligious Commission (EIC)  
2006 Annual Report

**Our Mission** is to represent the Bishop of Newark and the people of our Diocese in ecumenical and interreligious relationships and dialogue. Both the DEIO and the EIC are appointed by and report to the Bishop, who is always understood to be the Ecumenical Officer of a Diocese. During 2006, the DEIO and EIC participated in the following activities:

- ❑ Worked with *Interweave* to plan and carry out the February 21 Clergy Day on dialogue between Christians, Jews and Muslims in northern NJ.
- ❑ Sponsored and organized two workshops at **Celebrating Creative Congregations** in March, co-led by our Roman Catholic colleague, the Rev. Phillip Latronico and the DEIO. Both the workshop on the Anglican-Roman Catholic International Commission agreed statement, "Mary: Hope and Grace in Christ" and the follow-up workshop on the previous year's "Jesus and Buddha" were popular and well-received.
- ❑ Represented our Diocese at the **Community Iftar Dinner at the Islamic Center, Paterson.**
- ❑ Co-sponsored with *Interweave* four Lunch 'n' Learns for Christian, Jewish and Muslim clergy and lay leaders (May) and an Interfaith Women's Tea (September), both in Tenafly.
- ❑ Leadership in the **North Jersey Christian-Muslim Project**, which partners Christian ecumenical representatives with Muslim colleagues from the Islamic Center of Passaic in Paterson. Planned and implemented our first Muslim-Christian Youth Forum on "The Seven Habits of Highly Harmonious People" on May 3. We've planned two forums for 2007, including one on Faith and Reason on February 5 and our 2<sup>nd</sup> Youth Forum on May 2.
- ❑ The DEIO attended the **National Workshop on Christian Unity** and the Annual Meeting of Episcopal Diocesan Ecumenical & Interreligious Officers (EDEIO) in San José, California.
- ❑ Maintained ecumenical relationships through participation in meetings of the **New Jersey Ecumenical Officers (NJEO)**, hosting NJEO and other ecumenical representatives at Diocesan Convention, and through phone & e-mail conversations.
- ❑ Participated in the Fall 2006 Province II EDEIO meeting on Friday, Nov. 3 in NYC. We discussed ecumenical and interfaith ministries and issues, including the treatment of Orthodox Christians in Turkey and relations with Turkish Muslims in the tri-state area.
- ❑ The DEIO and members of the EIC helped to plan and participated in our annual **ARC-Newark Dialogue** with the Ecumenical Commission of the Roman Catholic Archdiocese of Newark at the Newark Abbey. "Mary: Hope and Grace in Christ" was discussed.

*Respectfully submitted,*

The Rev. Lynne Bleich Weber, *Diocesan Ecumenical & Interreligious Officer*

**Commission members:** The Rev. Maylin Biggadike, Ms. Marge Christie, the Rev. Jacob David, Sister Eleanor Francis CSJB, Ms. Kathy Ganim, the Rev. Robert Hagler OHC, Ms. Pat McKenzie, Mr. John Snyder, the Rev. Dean Weber, the Rev. Lynne Bleich Weber, *Chair*

### ECW President's Annual Report To Diocesan Convention

In 2006 several of our meetings were held on Wednesday mornings at Episcopal House. Our March and November meetings were held on Sunday afternoons with the hope that women in the area would join us. I'm glad to say they did. Hosts for those meetings were at Grace Church, Westwood and Grace Church, Nutley. We look forward to seeing more guests at our future meetings.

The women from our diocese who have passed away in 2005 were remembered through the Book of Remembrance at the Annual Meeting and UTO Ingathering in May at Trinity and St. Philip's Cathedral. We are now alternating the May Annual meeting and UTO Ingathering between Trinity and St. Philip's Cathedral and a parish in our Diocese. Once again we were able to award at this meeting the Mary Rankin Scholarship.

North Porch continues to provide services to women with infants in Newark, Paterson and Dover. This is accomplished through donations from parishes and individuals of clothes, formula, baby food, diapers, and financial contributions to North Porch, which is greatly appreciated by the North Porch Board of Trustees.

The "Honoring Women" program held in May at The Church of Our Saviour, Denville was well attended. 64 women were honored and certificates were presented to them by Bishop Croneberger, Rev. Beverly Huck, Sue Bennett and Doris Mardirosian.

We continue to support the National ECW, UTO Memorial and Gift Fund, National and NJ Church Women United, Church Periodical Club, ECW Province II, NJ Council of Churches, The Bishop's Discretionary Fund, Episcopal Relief and Development Fund, St. Augustine's College and campership scholarships.

April, 2006 we had the Annual Meeting of the ECW Province II held over a weekend. This gathering was hosted by the Diocesan ECW Board. The weekend was full of spirituality, worship, meetings, and a wonderful program presented by "Seven Quilts for Seven Sisters". The Rev. Anne Bolles-Beaven led us in the spiritual programs and all the worship services. The delegates were Anna Bryne, Eleanor Howell, Lindsay McHugh, and Doris Mardirosian.

It has been a fulfilling year and we look forward to meeting our goals in 2007.

Faithfully,  
Doris Mardirosian, President



## **Episcopal Relief and Development ("ERD") Report for 2006**

**Prepared by Martha Gardner, ERD Diocesan Coordinator**

This is not as much a report for 2006 but one for 2007, since I just assumed the position of volunteer diocesan coordinator for Episcopal Relief and Development in mid-December. This report also gives me the opportunity to make a request: I am hoping to have an ERD parish representative for every congregation in the Diocese of Newark. I have been given some names for our diocese and will contact these folks to see if they are still interested in serving. Please see below for more information about the Network and the role of the parish representative.

**Who is ERD?** For those of you who are not familiar with the organization, Episcopal Relief and Development responds to human suffering around the world, provides emergency assistance after disasters, rebuilds communities, and helps children and families climb out of poverty. The mission statement reads as follows:

Episcopal Relief and Development is a compassionate response of the Episcopal Church to human suffering in the world. Hearing God's call to seek and serve Christ in all persons and to respect the dignity of every human being, Episcopal Relief and Development serves to bring together the generosity of Episcopalians and others with the needs of the world. Episcopal Relief and Development faithfully administers the funds that are received from the Church and raised from other sources. It provides relief in times of disaster and promotes sustainable development by identifying and addressing the root cause of suffering. Episcopal Relief and Development cherishes its partnerships within the Anglican Communion, with ecumenical bodies and with others who share a common vision for justice and peace among all people.

The organization was established in 1940 by the Episcopal Church in the United States as the Presiding Bishop's Fund for World Relief. In 2000, the name was changed to Episcopal Relief and Development to emphasize the ongoing emergency relief work and the growing focus on long-term development and rehabilitation programs. For more than sixty years, Episcopal Relief and Development has served the needs of the poor and oppressed at home and in over 100 countries abroad.

**What is the ERD Network?** Network representatives are ERD's partners in mission who actively advocate, support and publicize ERD's ministry throughout Episcopal parishes, dioceses and seminaries. The approximately 3,000 Network members, consisting of diocesan coordinators, parish representatives, and seminarian coordinators, serve as "roving advocates" for people in need. Network representatives share ERD's mission and ministry with the WHOLE Church and involve them with the WHOLE world.

**Parish representatives** are appointed by the rector or volunteer to inform the parish of ERD's work. Through newsletters, bulletins, and displays, the parish representatives publicize ERD's emergency response with the local congregations. Parish representatives also select at least one Sunday each year to highlight the work of ERD in their congregations. They make sure that ERD's informational materials are available to parishioners and are included in parish publications. Please consider becoming part of the network! I can be contacted at [mgardner@episcopalchurch.org](mailto:mgardner@episcopalchurch.org) or (973) 378-5938. Feel free to contact me if you have any questions, or would like more information about ERD.

And finally, please visit the ERD website – [www.er-d.org](http://www.er-d.org) – to learn more about the organization and to find several resources which you can print for your individual or parish use.

## REFLECTIONS ON GENERAL CONVENTION

There is much I can say about the General Convention from my perspective as a long-term deputy. I have been sitting in either the Triennial Meeting or the House of Deputies every three years since 1970. That's 36 years, and it must be evident that I love conventions! Most of the time it's the Church at its best; the worship and bible study, the committee work, the legislative process, and most of all, the people. After so many years, there are so many friends to meet and talk with as we all try to discern God's will for this church in this time. Just think about it – 200 bishops, 850 deputies, 450 triennial women, 1,000 spouses, partners, exhibitors and visitors, all under one roof making a joyful noise.

A most joyful noise was heard on the day Katharine Jefferts Schori was elected Presiding Bishop! Watching the official dvd before going to Columbus, for me she was clearly the most qualified candidate, but I never dreamed she had a chance of being elected. What a thrill when it was announced that she had been chosen, and I had the opportunity to go immediately to a microphone and be the deputy to give the first speech of support! There were women at all 8 microphones, followed after about 10 minutes by dozens of men all expressing joy and support.

In a brief recap of the legislation passed by the convention, let me just mention a few things that I consider to be of major importance: passage of a triennial budget of \$152 million based on a new set of priorities which put justice & peace as number one. \$93 million has been pledged by dioceses, with 48 of them meeting the 21% asking and an additional 5 – including Newark – going even higher. In the justice & peace category, the Millennium Development Goals (MDGs) of the United Nations were the top priority. Almost \$1 million (the equivalent of the 0.7% UN goal) will go towards addressing those MDGs – poverty, health care, HIV/AIDS, gender equity, child mortality, maternal health, environmental sustainability and global partnerships for development on both domestic and global fronts.

In the prayer book and liturgy department, *Enriching Our Worship I* was authorized for use in Sunday worship, Florence Li Tim Oi (the first woman ordained in the Anglican Communion back in 1942) and author C.S. Lewis were permanently added to the liturgical calendar and the Revised Common Lectionary (RCL) is to become our official lectionary effective the first Sunday in Advent 2007 and a host of prayers for special events in people's lives won final approval.

Concern for the effects of slavery, in which The Episcopal Church was complicit, led to passage of resolutions urging serious study of its history by both the Executive Council and by several dioceses, with an eye towards appropriate restorative justice as a "fresh means" of achieving "wholeness" in the Church. Our diocesan Reparations Committee has been hard at work to bring about understanding throughout the diocese. A rough cut of the film *Traces of the Trade: A Story From the Deep North* provided compelling insights for us northern folks. The film is the product of members of a Rhode Island family which discovered to its distress that their family was the leading slave trader and

that caused them to travel the slave trade route in their effort to begin to come to grips with their complicity.

Approval was given for Eucharistic sharing with the United Methodist Church, for a prompt end to the war in Iraq, for additional funds for the Young Adult Service Corps and for support of the Episcopal Network for Economic Justice. The UTO Ingathering totaled \$2,419, 628 with 59.4% going to domestic grants and 49.6% for global work. In Newark a grant was awarded to St. Luke's in Hope for their outreach program *Haven of Hope for Kids*, which provides vacation time for low-income families with terminally ill children.

But this reflection wouldn't be complete without mention of the difficult time spent on the Windsor Report. The House of Deputies clearly did not want to pass any resolutions other than noting regret for the pain felt by branches of the Anglican Communion because of its approval of the election of Gene Robinson as Bishop of New Hampshire. It refused to vote against blessings or for a moratorium on elections. It even refused to revisit those decisions. However, on the next to the last day the Presiding Bishop invaded the House of Deputies and with the assistance of the Presiding Bishop-elect and the majority of the House of Bishops pressured the deputies for "a bone" to throw to the Archbishop of Canterbury – the now infamous B033. And so we traveled home with the pain of that sacrifice of our gay and lesbian brothers and sisters lying heavy in our hearts. I say we because seven of Newark's eight deputies and both bishops voted no, and this time, sadly, we were in the minority. Time will tell whether that will bring any peace to the Anglican Communion.

*Submitted by: Marge Christie for the Newark Deputation to General Convention 2006*

**Deputies:** The Rev. Diane D. Clark, The Rev. E. Bevan Stanley, The Rev. Sandye A. Wilson, The Rev. Elizabeth Kaeton, Dr. Louie Crew, Ms. Lyn Headley-Deavours, Ms. Martha Gardner, Ms. Marge Christie

**Alternates:** The Rev. Geoffrey B. Curtiss, The Rev. Randall Day, The Rev. William C. Parnell, The Rev. Kenneth M. Near, Michael F. Rehill, Esq., E. Kim Byham, Esq., Mr. Steven A. Boston, Mr. Sidney W. King, Jr.

## HEATH VILLAGE REPORT

### 2007 DIOCESAN CONVENTION

The year 2006 was both challenging and prosperous for Heath Village and the entire Heath Alliance for Care organization. Campus renovations and the development of lifestyle choices continue to be the focus at Heath Village.

Heath House is once again the hub of activity with the expanded lobby, club room, and fitness center upgrades of a year ago. The addition of the "Village Café", which opened in the spring of 2006, has created new and exciting dining opportunities for all residents.

We continue to combine studio and one bedroom apartments in order to provide two bedroom spacious accommodations which new residents desire.

Heath Alliance for Care, Inc., our parent organization, operates Canterbury Village Assisted Living Community in West Orange, NJ, and oversees Heath Care Management, the for-profit management consulting and service company.

The Residents' Council of Heath Village continues to suggest new ways for our organization to improve and is a great voice for all residents.

Heath Village is extremely progressive, innovative, and dedicated to furthering our Mission of providing the best in services to our residents. We look forward to an excellent year in 2007.

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 nearly forty 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. Heath Village also offers Sub-Acute Rehabilitative services. Individuals may apply for any of these types of living accommodations without first being an independent apartment dweller.

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

**The Commission on Hispanic/Latino Ministry**  
**Report to the 133rd Convention of the Diocese of Newark, January 2007**

**Who are we?**

We are the main source of information and support for the development of Hispanic/Latino Ministry in the Diocese of Newark.

**Achievements during 2006**

The Hispanic Ministry Task Force was included in the Diocesan Outreach budget for the first time. With that assistance we have been able to expand our ability to be present as a ministry for the entire Diocese as we continue to bring the Hispanic members of our various congregations together, so that they may better know the Episcopal Church and its richness. Specifically, these funds allowed us to: Finance the Diocese of Newark's first Celebration of the Episcopal Hispanic Identity (details below), and to send a representative of the Diocese of Newark to the Latino/Hispanic Ministry Conference at Kanuga, which allowed our diocese to become connected with the growing network of Hispanic/Latino Ministry of the church at large.

We organized the first annual Celebration of Hispanic/Latino Episcopal Identity at the Trinity & St. Philip's Cathedral in Newark on June 3, 2006. This event brought together Hispanic/Latino members of our different congregations, as they took on the responsibility for the planning and implementation of this celebration. Our next Celebration will be on October 13, 2007 at St. John's Church, Dover.

Also, we took the first steps to bring VIA (*Viviendo la Identidad Anglicana* ("Living the Anglican/Episcopal Identity")) to our diocese. VIA is a church-wide program created to help lay members of Episcopal congregations to discover what it means to live a Christian life in the Episcopal/Anglican way. This lay-led training will complement the event mentioned above, as it takes the spirit of the celebration further into the development of an Anglican/Episcopal life-style for new Episcopalians. It is scheduled for April 20 through 21 of 2007. Let us know if you wish to participate.

At the close of the year we held a special meeting with Canon Carter Echols to review our achievements from 2003 through the present, and to articulate our vision for the years to come. Among many blessings, we celebrated the growing awareness of the presence of Hispanics/Latinos in our diocese, and the increasing numbers of lay and ordained Latinos/Hispanics who bring their talents and voices to both congregational and diocesan offices. We reiterated and affirmed our gratitude to Bishop John P. Croneberger for making possible not only the existence of the Hispanic Ministry Task Force, but for his tireless efforts to ensure that this Diocese is fully equipped for Hispanic/Latino Ministry. We expressed our joy and excitement about working together with our new Bishop as we begin a new era in the Diocese of Newark.

As a last gift to this ministry, Bishop John Croneberger changed our name to "Commission on Hispanic/Latino Ministry" on January 2, 2007, stating that this will be the term to be used for future information in the Diocese.

Respectfully submitted by the Rev. Edgar A. Gutiérrez-Duarte, Chair.

**La Comisión del Ministerio Hispano/Latino**  
**Reporte para la 133<sup>ava</sup> Convención de la Diócesis de Newark, Enero 2007**

**¿Quiénes somos?**

Somos la principal fuente de información y apoyo para el desarrollo de ministerio hispano/latino en la diócesis de Newark.

**Logros durante el 2006**

El grupo de Trabajo del Ministerio Hispano fue incluido en el presupuesto diocesano por primera vez. Con esa ayuda pudimos expandir nuestra habilidad de estar presentes como ministerio para la diócesis entera, en tanto que continuamos uniendo a los miembros Hispanos de nuestras diferentes congregaciones, para que puedan conocer mejor a la Iglesia Episcopal y sus bendiciones. Específicamente, estos fondos nos permitieron: Financiar la primera celebración de la Identidad Hispana Episcopal en la Diócesis (detalles adelante), y enviar a un representante de nuestra diócesis a la Conferencia de Ministerio Hispano/Latino en Kanuga, lo cual hizo posible que la diócesis se conectara con la creciente red del Ministerio Hispano/Latino en toda la Iglesia.

Realizamos nuestra primera celebración anual de la Identidad Hispana/Latina Episcopal en la Catedral de la Trinidad y San Felipe de Newark el 3 de Junio, 2006. Este evento unió a miembros Hispanos/Latino de nuestras diferentes congregaciones, en la medida en que ellos asumieron la responsabilidad del planeamiento y la realización de esta celebración. Este año será el 13 de Octubre en la Iglesia de San Juan de Dover.

Dimos los primeros pasos para traer VIA ("Viviendo la Identidad Anglicana") a nuestra diócesis. VIA es un programa de la iglesia creado para ayudar a que miembros laicos de congregaciones Episcopales descubran lo que significa el vivir la vida cristiana de la manera Episcopal /Anglicana. Este entrenamiento dirigido por laicos complementará el evento mencionado arriba, ya que lleva el espíritu de celebración hacia el desarrollo de un estilo de vida Anglicano/Episcopal para nuevos Episcopales, y tendrá lugar entre Abril 20 al 21 de este año. Háganos saber si desea participar.

Al final del 2006 tuvimos una reunión especial con Canon Carter Echols para evaluar nuestros logros desde 2003 hasta el presente, y concretar nuestra visión para los próximos años. Entre muchas bendiciones, celebramos la creciente conciencia de la presencia de Hispanos/Latinos en nuestra diócesis, y el número creciente de nuestra gente tanto en el clero como en el laicado que aportan sus talentos y voces tanto en puestos diocesanos como parroquiales. Reiteramos nuestra gratitud con el Obispo John P. Croneberger por hacer posible no solamente la existencia del Grupo de Trabajo para el Ministerio Hispano, sino por sus incansables esfuerzos para asegurarse de que esta Diócesis está debidamente equipada para el Ministerio Hispano/Latino. Expresamos nuestro gran placer y expectativa por trabajar conjuntamente con nuestro nuevo Obispo en el comienzo de esta nueva era en la Diócesis de Newark.

Como un último regalo para este ministerio, el Obispo John Croneberger cambió nuestro nombre a "Comisión del Ministerio Hispano/Latino" el 2 de Enero, 2007, estableciendo que ese será el nombre a ser usado para futura información en la Diócesis.

Respetuosamente remitido por el Rev. Edgar A. Gutiérrez-Duarte, Coordinador.

### Interweave 2006 Activities

"We live in a world where the forces that seek to divide us are strong," says Eboo Patel, a young Muslim-American leader whose December appearances at two local synagogues were one of the year's highlights at Interweave, a community learning center for wellness, spirituality, and the common good based at Calvary, Summit. More than 350 Jewish, Muslim and Christian attendees heard Patel's presentation, "A City Set on a Hill: The Promise and Challenge of an Interfaith America," cosponsored by the American Jewish Committee, and learned about his work with the Chicago-based Interfaith Youth Core, which brings young people of different religions together for community service. "Globalization makes all of us intimates," Patel says. "Who is flying the flag of coexistence? Who is telling the story of pluralism? Who is pointing out that they are us?"

Patel was just one of those telling the story of pluralism at Interweave this year. Our Abrahamic KINSHIP programs also brought together Jews, Muslims and Christians for study and fellowship through gatherings of clergy, religious educators, and lay people; presented "Muslim Jersey Girl" Anisa Mehdi at our October Fall Luncheon; and cosponsored an interfaith Women's Tea and an *iftar* dinner celebrating the end of Ramadan. Diocesan partners in this initiative include the Ecumenical/Interfaith and Christian Formation Commissions.

We also continued our work with the Mayor's Forum on Diversity in Summit, organizing Study Circles for discussing the reality of racial and ethnic prejudice from personal experience. Other programs promoting the common good this year included "God's Politics," a Wednesday Seminar exploring the values of love, justice, reconciliation, and community that transcend partisan polarization; *Waltzing the Reaper*, a one-woman play addressing end-of-life issues; and "Beyond Chance and Design," an evening presenting emerging paradigms for creative evolution.

Our commitment to strengthening wellness included collaborations with Summit's Terra Sky Center, Atlantic Hospice, and the MetroWest Jewish Health and Healing Center to reach new populations like hospice volunteers and holistic health practitioners. Wellness-focused programs included Buddhist meditation and Tai Chi Chih classes, Therapeutic Touch training, and workshops on dealing with depression and using the body's natural healing energies.

Among the highlights of our spirituality programs were a "Movies with Meaning" event with filmmaker Christina Lundberg featuring her documentary "On the Road Home"; a new "Bible Book of the Month" series cosponsored by Calvary; and our June Spirituality Day, "Cultivating Compassionate Presence" featuring author Wendy M. Wright. Through community outreach we shared ancient wisdom with a new generation, leading labyrinth walks for CityServe high school students in Paterson and bringing interfaith insights to gifted and talented middle schoolers in Madison. We uncovered the mystical elements hiding in traditional religion with programs on lost Gospels, Christian Reincarnation, Kabbalistic healing, and the feminine face of God. Interweave presenters participated in Celebrating Creative Congregations and brought programs to many diocesan churches. To find out more about Interweave's educational services for congregations, contact us at 908-277-2120 or [information@interweave.org](mailto:information@interweave.org)

## JERSEY CITY EPISCOPAL COMMUNITY DEVELOPMENT CORPORATION

*"Our mission is to create healthy neighborhoods through neighborhood development initiatives that cultivate the resources of residents, businesses, government, and the faith-based community of serving those most vulnerable in our society."*

**Real Estate Management and Development:** Jersey City Episcopal Community Development Corporation's (JCECDC) *Division of Real Estate Management and Development* is responsible for the production of affordable rental and for sale housing opportunities for low and moderate income individuals, families, and special needs populations in Jersey City and Hudson County. **Housing Development** - To date JCECDC has a portfolio of approximately 200 units of affordable housing located throughout the Greenville, Bergen Hill and Down Town sections of Jersey City. JCECDC is currently developing new construction of four two-family homes in the Greenville area of Jersey City (Grant Myrtle Project), creating four units of for sale housing for moderate income families and four units of rental housing restricted to low income families anticipated completion by March 2007. In 2006, JCECDC received funding commitments of \$2.4 million from the NJHMFA Special Needs Trust Fund, HOME, and Jersey City Trust Funds dollars to develop an additional 24 affordable units and 14 permanent supportive housing units for homeless individuals with disabilities in Jersey City. **Home Buyer Educational Services** - In 2006, a total of 82 certificates were issued to clients completing our First-time Homebuyer Training Course. JCECDC successfully qualified and selected 4 first time buyers from these classes for the Grant/Myrtle Project. **Consulting Services** - JCECDC was contracted by C-Line as the developer of 6 units of low income rental housing and 8,000 square feet of childcare. All pre-development work was completed in November and anticipates construction to begin in the summer of 2007.

**Supportive Housing:** Jersey City Episcopal Community Development Corporation's *Division of Supportive Housing and Social Services* provides the Hudson County community with a wide array of services and programs to meet the community's complex and ever changing needs. **Hudson Creating Alliances to Shelter All (Hudson CASA) for Individuals** - to assist consumers in securing permanent homes through a comprehensive and integrated program of home-finding services, rental assistance, supportive services and workforce development opportunities. In 2006, Hudson CASA served 208 consumers. Of this, 60 were placed in permanent housing, and 75 obtained employment. **Shelter Plus Care** - JCECDC provided supportive case management services and permanent supportive housing to disabled individuals and families. **Hudson CASA for Families** - to provide intensive case management to assist TANF cases prepare to be able to retain their apartment when TRA ends, served 142 families this year and provided budget counseling, workforce development assistance and housing counseling. **Corpus Christi Ministries Housing** - In 2006, 39 individuals were housed in the program which has 16 units (10 in communal living for singles and 6 for families in apartments). **Adherence Support Project** - provides weekly support groups and outreach home visits to improve treatment and medication adherence for HIV positive individuals. In 2006, 22 individuals participated and 100% demonstrated improved adherence to their medication and health adherence.

### **Workforce Development**

The Jersey City Customer Service Skills Center provides a four-week course to prepare participants for the sales and service industry with a concentration on customer service and retail sales. This preparation helps participants become better prepared for any job that requires customer service, teamwork, and communication skills. In 2006, the Jersey City Customer Service Skills Center enrolled 145 students of which 129 successfully graduated and completed all the course requirements. Of the 129 who graduated, 95 were successfully placed in service sector employment with an average starting wage between \$10 - \$12 per hour. In addition, 91 of the graduates successfully passed the National Retail Federation Foundation's Certification Examination and received their certification as a Sales and Service Professional that is recognized as a highly prized credential in the sales and service industries.



## **Jubilee Ministries: Report for 2006**

**Prepared by Ms. Martha Gardner, Diocesan Jubilee Officer**

**Jubilee Ministry: A Ministry Based on Luke 4:18.** *The Spirit of the Lord is upon me, because he has anointed me to preach good news to the poor. He has sent me to proclaim release to the captives and recovery of sight to the blind, to let the oppressed go free, to proclaim the year of the Lord's favor – the year of jubilee freedom."*

**What is Jubilee Ministry?** Jubilee Ministry is an organizing principle for understanding and interpreting Christian Ministry; it makes a direct and dynamic link between our theology and our ethics: the talk of our faith and the walk of our faith. Through Jubilee Ministry people are empowered locally and the church is provided the opportunity to live out its prophetic role in its respective community.

The creation of Jubilee Ministry in 1982 by General Convention heralded a new era of work for the Episcopal Church. Jubilee was mandated as a ministry of joint discipleship *with* poor and oppressed people wherever they are found, to meet basic human needs and build a just society. This mandate has evolved through the years and been shaped by the social, economic, political and cultural realities of the times.

**Jubilee Ministry Centers** are community-based sites that are dedicated to improving the lives of the poor through programs of outreach, evangelism, empowerment, and advocacy. Empowerment and advocacy are included in Jubilee Ministry because those engaged in this ministry frequently need the type of assistance found only in programs that get at the root of a problem, are in need of someone to be involved in behalf of the poor and oppressed being served, and/or work with persons who lack a sense of self-esteem and dignity that is vital in order for people to be empowered to do for themselves.

**Are there any Jubilee Ministry Centers in our Diocese?** In the Diocese of Newark, the following have been designated Jubilee Ministry Centers:

- o All Saints Episcopal Church, Day School and Community Development Corporation (Hoboken)
- o Christ Church Jubilee Center, Community Development Corporation (Hackensack)
- o Christ Episcopal Church (East Orange)
- o Christ Episcopal Church Jubilee Center (Belleville)
- o House of Prayer and Apostle's House (Newark)
- o St. Barnabas AIDS Resource Center, Inc. (Newark)
- o St. Paul's Jubilee Center (Paterson)
- o St. Peter's Haven (Clifton)
- o The Church of the Good Shepherd (Fort Lee)
- o Windmill Alliance, Inc. (Bayonne)

**How do I become a Jubilee Ministry Center?** Technically, you don't "become" a jubilee center, but instead go through a process of designation. In other words, you are already doing the work of jubilee...but now go through the process of being recognized. If you meet the following criteria, you can be designated a jubilee center. As Diocesan Jubilee Officer, I have often said that there are many congregations and agencies in our diocese doing jubilee ministry – they just haven't gone through the process of applying for designation yet.

- over please -

**What is the criteria for jubilee ministry designation?**

- o Must be an Episcopal congregation, ecumenical cluster with Episcopal presence, and/or an agency with connections to the Episcopal Church, you may be eligible.
- o Must be engaged in programs among and with poor and oppressed people wherever they are located.
- o Must include at least one or more of the following:
  - o Human rights advocacy program
  - o Human service program
  - o Lay leadership/empowerment program
- o Must be willing to:
  - o Reflect theologically upon its learnings in ministry
  - o Demonstrate the operation of its programs to others as models
  - o Act as a resource center for other Jubilee Ministry Centers

**If we are already doing "jubilee ministry", why bother going through the designation process?**

My first response always is that it is recognition of living the gospel in the world and being a model for others! Also:

- o Opportunity to attend a national training with other newly-designated centers (offered annually)
- o Opportunity to attend the triennial gathering of all jubilee centers and jubilee officers (Paul Walker of Christ Church, Belleville and I attended the most recent in September of 2006 in Los Angeles)
- o Opportunity to learn about, and add, new ministries to your center's programs
- o Opportunity to apply for grants – General Convention in 2006 approved a budget of \$100,000 per year for the triennium for Jubilee Ministry grants
- o Opportunity to be part of one of the most exciting networks in the Episcopal Church today!

**We're convinced! How do we apply to become a jubilee ministry center?**

Contact me for a Jubilee application form. After its completion, it will be signed by myself and our bishop and sent to the national Jubilee Office. A site visitor – either a jubilee center director or diocesan jubilee officer - will visit your program and in addition to completing a site visit report, the exchange of information will begin! The recommendation then goes to Executive Council and after approval, you will receive a Jubilee Certificate, signed by the Presiding Bishop and the President of the House of Deputies. You will then be part of the Network!

**I look forward to hearing from you!**

**Martha Gardner  
(973) 378-5938**

**[mgardner@episcopalchurch.org](mailto:mgardner@episcopalchurch.org)  
12 Bowdoin Street, Maplewood NJ 07040**

**Please visit <http://www.episcopalchurch.org/jubilee.htm> for more information about Jubilee Ministries!**

**Jubilee Ministries: Report for 2006**  
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**2006 Annual Report to Diocesan Convention  
Mission Dismantle Racism  
Episcopal Diocese of Newark**

This year the focus for MDR has been increasing our capacity to provide training programs in anti-racism, implementing the Province II Anti-racism Network and supporting the work of the Reparations Task Force. This year, MDR researched and added important new resource materials to support its program curriculum. In 2007, the commission will work on recruiting additional members and restructuring the committee as it continues to provide diocesan training for congregations and trainers and support the ongoing work of the Reparations Task Force and the provincial network. In 2007-8, MDR plans to sponsor a workshop on White Culture.

MDR sponsored four diocesan training sessions in 2006. Half the participants in these four sessions were people in the ordination process.

New and seasoned facilitators, trained to provide the revised Episcopal Church curriculum for anti-racism training, made significant additions to the curriculum, among them adding a program analyzing the powerful film "Crash" to offer effective training on institutional racism.

At St. Andrew and Holy Communion, MDR sponsored a late production viewing of *"Traces of the Trade, A Story from the Deep North"*, a feature documentary, currently in post-production, that tells the story of Producer/Director Katrina Browne's wealthy New England ancestors, the largest slave-trading family in U.S. history. The film was later shown at the 75<sup>th</sup> General Convention in Columbus in support of the resolutions on reparations, restorative justice and reconciliation. In the film, cameras follow as Browne and nine fellow descendants undertake a journey of discovery to Rhode Island, Ghana, and Cuba. Retracing the steps of the notorious Triangle Trade, they uncover a family's, a region's, and a nation's hidden past. Simultaneously, viewers follow descendants of the DeWolf family as they grapple with the contemporary legacy of slavery, not only for Black Americans but for themselves as White Americans.

With Lambda Legal and The Oasis, MDR co-sponsored training in advocacy and action, Black Community Education for Marriage Equality, for Newark faith leaders. Also, in partnership with The Oasis, MDR co-sponsored the diocesan worship service commemorating 25 years of the HIV and AIDS epidemic for World AIDS Day. Held at Trinity Church, Cliffside Park, the celebrants were the Revs. Willie Smith and Allison Moore, both members of MDR; the preacher was Mr. Adam Lahm.

Members of MDR: The Rev. Kathleen Ballard, Ms. Marge Christie, Dr. Louie Crew, The Rev. Michael Gerhardt, Ms. Susan Kynor, Ms. Ruth Mayes, The Rev. Allison Moore, The Rev. Willie Smith, Ms. Lyn Headley-Deavours, Justice Missioner

**North Porch Women & Infants' Centers**  
**Report to the 133rd Convention of the Episcopal Diocese of Newark**  
**Activities for year 2006**

The mission of North Porch Women & Infants' Centers, located in Dover, Newark and Paterson, is to provide emergency aid to mothers and other caregivers and their infants. In the eleven months from January through November 2006, we increased the number of clients reached, serving 891 mothers and 1386 infants. During the year, we also took some time to explore new initiatives and envision future goals, seeking ways to stabilize and improve the quality of women's lives and assist them to break the cycle of poverty that exists for so many.

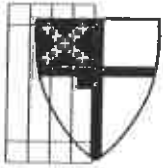
In 2006, we continued our efforts to reach out to Spanish-speaking women in need. To this end, we have provided bi-lingual signage, informational leaflets and emergency referral forms for our centers. We continue to partner with the Morris County Office of Hispanic Affairs (MCOHA) - a partnership that has allowed our Morris County clients access to Spanish language child development classes, new car seats and free eyesight screening.

In Paterson, our manager has been trained in lead poisoning screening in cooperation with a city-wide project to increase awareness of the danger of lead exposure. Clients are asked a series of questions that assess their risk level and are referred for health screening tests. North Porch is proud to assist with this crucial initiative since children between six months and three years old are most at risk and have been found to absorb more of the lead that gets into their lungs or stomach than adults or older children. Children with high levels of lead may not show any symptoms until they are very sick, so early detection is most important.

In 2006, we participated in a series of round table discussions focused on women's ministries in the Diocese. We learned more about our sister organizations like the Women's Commission and the Episcopal Church Women and we brainstormed ways to network our ministries to tackle issues of common concern. One example of such collaboration arose from the impact of immigration laws on undocumented aliens and, in particular, women with children whose husbands are deported. This situation, which first became evident through North Porch clients, was passed on to the Women's Commission for further study and action.

We could not fulfill our ministry goals without the support of parishes, outreach committees, parish ECWs and individual donors. 2006 was a year when we saw an increase in outreach efforts spearheaded by young people. From Girl Scout Gold Award projects, confirmation projects, Bat Mitzvah collections and Sunday School diaper drives, we have benefited from the enthusiasm of young people with a sincere desire to help others. If these young people are any indication, we need not fear for our future which as always relies on the support of so many faithful parishioners. Thank you all.

Respectfully submitted,  
 Lindsay McHugh



## Diocese of Newark Prison Ministry Committee

### ANNUAL REPORT FOR 2006

#### Organization and Publicity

Committee Members: The Very Reverend C. David Williams, Chair; the Rev. Pamela Bakal, President; the Rev. Audrey Hasselbrook, Secretary; the Rev. Kathleen Ballard, Treasurer; Members: Sandra Addison-Britto, Tim Evans, Paul Forste, Dorothy Fowlkes, Kurt Gruenberg, Ruth Mayes, the Rev. Liz Ostuni, Larry Ostuni, John Vine.

The Prison Ministry Committee has regular meetings 11 months out of the year. A priority has always been to engage new members, and to get the word out about the various ministries we are engaged in. To this end, we submit articles to the Voice, run trainings, have a table at the Diocesan Convention, and network with organizations that support recently released men and women.

#### Conferences and Trainings

We participated for a third year in the Diocese of Newark's "Creative Congregations". Our program this year was called "Serving Time Together" and featured the Rev. Trink Schwartz, a Morris County Prison Chaplain; Barry Grant, program director at Toler Hall; and a recent parolee who completed time at Logan Hall.

A prison ministry training was held on October 20<sup>th</sup>, utilizing some of the training materials from the National Church. We discussed what it means to be "called" to prison ministry, its theological grounding, and practical matters such as the Do's and Don'ts of entering a prison.

#### Bible Study and Services

The Bible Study at Northern State Prison this year was spent working with the Book, "Purpose Driven Life," purported to have good success in prisons. The program is held consistently on Wednesday evenings, a testimony to the faithfulness of Kurt Gruenberg and John Vine. There are usually about 12 men who attend the study. We have a Sunday service at Northern State the last Sunday of the month.

One of the biggest challenges to increasing the number of volunteers who would like to go into the prisons to preach or teach or play music - is the process of getting prison ID's. It can take months of waiting and calling to get ID'd in the State system.

Tim Evans held his yearly Lessons and Carols Program at Hudson County Jail. All singers in the diocese are invited to participate in this program.

Grace Church collected personal care products for the men at Toler and Logan Halls, halfway houses in Newark. The donations are deeply appreciated because the men do not receive even a bar of soap when they arrive. Hats and gloves were collected for the men at Tully House.

#### Penpals

We maintain a post office box for the purpose of receiving and disbursing Pen-pal letters.

(Prison Ministry cont.)

#### Fundraisers

A fundraising letter was sent to the diocesan parishes many of whom responded generously to the cause of camperships and program costs for the Saturday Mentoring Program. We were able to raise \$5175.00.

#### Children's Programs

The "Learning by Experience", formerly known as the "Saturday Mentoring Program", has grown this year. The children come from the PATCH program of Offender Aid and Restoration (OAR).

Learning by Experience is now using space at 35 Halsey Street. They were formerly using space at Cathedral House. In addition to their regular meetings they have had several outings; the circus, the Turtleback Zoo, and the State Fair.

**Summer Campership:** The children made two trips to Johnsonburg Camp in Johnsonburg, NJ. The PATCH mentors accompanied the children. Camp cost is \$172.50 per person (total of \$2932.50). Thirteen children attended plus the mentors.

We were able to buy duffle bags for the children who were going to camp, and were able to fill them with the necessary items.

The greatest setback to increasing the children's programming is the cost of transportation. "Top Cat" bus service charges \$200 for a round trip event.

The leaders of the mentoring program received their Child Sexual Misconduct Prevention Training.

There were two Christmas parties for the children in December. One was at Essex County Jail for the PATCH children, and the other was for the Learning by Experience children. We collected a couple hundred gifts.

Larry Ostuni was selected as Volunteer of the Year for the OAR Fundraiser on October 19th. Larry is the founder of the Saturday mentoring program. His work, supported by Sandra Addison-Britto, Kathleen Ballard, and Ruth Mayes, and Dorothy Fowikes, has made a difference in the lives of children whose parents are incarcerated, and their families.



**2006 Annual Report to Diocesan Convention  
The Reparations Task Force  
Episcopal Diocese of Newark**

The Reparations Task Force, a working group of the Mission to Dismantle Racism, was called in 2004 by the Bishop in response to Resolution 2004-6, which was approved at the Diocesan Convention in January 2004.

The mission of the Reparations Task Force is to study and engage in diocesan discussions on the theology, history, issues and feasibility of restitution for descendants of Africans who were enslaved in America over period of 247 years. Specifically, the Task Force is charged with exploring how the Diocese of Newark should begin the process of *"restoring all people to unity with God and each other in Christ"* (BCP, Catechism, p. 855) with regards to the legacy of slavery and the need for repentance and restitution.

Over the past two years, the Task Force has continued to engage in the process of studying and discussing the vast complexities of the issues related to reparations. We continued our focus on gaining a deeper understanding on how the legacy of slavery has and continues to be a unique, systemic and institutionalized racism that results in the vast disparities in virtually every aspect of life for African American people. The often painful and emotionally charged discoveries of our work have helped the Task Force to remain committed to finding an authentic process for all members of the diocese to remember, repair, restore and reconcile to one another and to God.

The specific goals identified for the Task Force to undertake during 2006 were:

- to continue diocesan wide discussions/conversations/dialogues;
- to continue to develop and design educational tools about reparations and communicate them to members of the diocese; and
- to formulate and present for consideration by members of our diocesan convention resolutions to be considered by the members of the 75<sup>th</sup> General Convention of the Episcopal Church.

The Reparations Task Force made moderate progress in achieving the goals outlined for 2006:

- In March 2006, the Task Force sponsored a double session at Creative Congregations. Mr. Pete Rhinehart and The Rev. Allison Moore compared 5 generations of opportunities in a "generic" African-American man's family and in a white immigrant family in the United States. This revealed some of the cumulative privileges taken for granted by many white people and cumulative barriers and necessary resilience for African-Americans passed on from generation to generation. The second session, facilitated by Ms. Diane Sammons, Esq. and The Rev. Chris McCloud, Dcn. focused on the legal and sociological issues and implications of reparations. Approximately 35 people attended the combined sessions and offered lively comments and questions.
- Originally, the Task Force outlined a series of three forums to present to members of the Diocese during 2006; however, only one of the forums was presented, *The Second Conversation: A Theology of Reparations*, which was presented on May 6, 2006 at Cathedral House. The forum was developed to explore the theological aspects of reparations and to gain a deeper understanding of how the process of reconciliation and forgiveness requires and includes restoration to an affected person/persons. Our guest speakers, Dr. Donald W. Shriver, Jr., President Emeritus of Union Theological Seminary, and The Rev. Michael Lapsley, SSM, Executive Director for The Institute for Healing of

Memories, Capetown, South Africa, provided a riveting exploration of the theological issues as it relates to reparations.

It is the intent of the Task Force to continue to present the remaining forums as previously identified: Sociological Issues and Impact; Advocacy - The Legal Perspective, Feasibility and H.R. 40 (The Conyers Bill); and Our Christian Community In Action - The Diocese and the Church. Dates will be made public as soon as plans are finalized.

As one of three dioceses already committed to the work of studying Reparations for Slavery in the Episcopal Church, the Diocese of Newark submitted adopted Resolution 2006-08 of the 132<sup>nd</sup> Annual Convention of the Diocese of Newark, Church Responsibility in Reparations, to the 75<sup>th</sup> General Convention. The resolution was incorporated, with other resolutions on reparations, into adopted General Convention Resolutions A123 and A127. Some of the focus for the work of the Task Force for 2007-2009 has been provided by the recommendations of these resolutions in support of The Episcopal Church Restorative Justice commitment. The recommendations of A123 and A127 specifically for dioceses are:

- a. *From GC Resolution A123: Resolved*, That the 75<sup>th</sup> General Convention of The Episcopal Church through the Executive Council urgently initiate a comprehensive program and urge every Diocese to collect and document during the next triennium detailed information in its community on (a) the complicity of The Episcopal Church in the institution of slavery and in the subsequent history of segregation and discrimination and (b) the economic benefits The Episcopal Church derived from the institution of slavery; and direct the Committee on Anti-Racism to monitor this program and report to Executive Council each year by March 31 on the progress in each Diocese;
- b. *From GC Resolutions A127: Resolved*, That in the spirit of inclusion, dioceses also be invited to determine whether their call is to conduct truth and reconciliation processes in regard to other histories and legacies of racial discrimination and oppression that may be applicable in their geographic area, while not diminishing the strong call to focus on the history and legacy of slavery; and be it further *Resolved*, That the dioceses will give a progress report to the Anti-Racism Committee.

It is the intent of the Reparations Task Force to focus its energies on continuing to present educational forums; to follow the recommendations as presented in Resolutions A123 and A127; and to collaborate with neighboring religious organizations and entities such as the Diocese of New York, the Diocese of New Jersey and the Anti-racism Commission of the Executive Council of The Episcopal Church to facilitate further discussion on reparations and to develop creative vehicles for spiritual healing and reconciliation.

***Resolved*, that, in response to the 75<sup>th</sup> General Convention Resolutions A123 and A127, the work of the Reparations Task Force be continued and that the Task Force report to both the 134<sup>th</sup> Annual Convention of the Episcopal Diocese of Newark and to the Anti-racism Committee of the Executive Council of The Episcopal Church in January 2007.**

**Members of the Reparations Task Force:** Dr. Loule Crew, The Rev. Michael Gerhardt, The Rev. Chris McCloud, Dcn., chair, The Rev. Allison Moore, Mr. Lionel Garrison, Mr. N. Pete Rhinehart, The Rev. Sandye Wilson; Ms. Diane Sammons, Esq., consultant, Ms. Lyn Headley-Deavours, Justice Missioner



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**Annual Report for the 2007 Convention of the Episcopal  
Diocese of Newark, January 20, 2007 Page 1 of 2**

The Seamen's Church Institute of New York & New Jersey (SCI) is the largest, most comprehensive mariners' agency in North America. Annually, its chaplains visit 3,400 vessels in the Port of New York and New Jersey and along 2,200 miles of America's inland waterways. SCI's maritime education facilities provide navigational training to nearly 1,600 mariners each year through simulator-based facilities located in Houston, TX and Paducah, KY. The Institute and its maritime attorneys are recognized as leading advocates for merchant mariners by the United States Government, including the Congress, the US Coast Guard, the Department of Homeland Security, as well as the United Nations, the International Maritime Organization, the International Labor organization and maritime trade associations.

Founded in 1834, the Institute is a voluntary, ecumenical agency affiliated with the Episcopal Church.

Respectfully submitted,

The Rev. Dr. Jean R. Smith, Executive Director

**2006 Year in Review\***

**CHRISTMAS**

195,430	Volunteer hours by Christmas-at-Sea knitters
7,630	Hand-knitted gifts to deep-sea mariners
4,264	Hand-knitted scarves to America's river mariners
4,486	Additional gifts (including handmade cards from children and/or cookies) for America's river mariners
16,380	Total gifts

**ADVOCACY**

600	Hours dedicated to international advocacy
150	Hours dedicated to SCI's Mariners' Assistance program
95	active cases including: working and living conditions issues; repatriation; immigration and shore leave; death and criminal/discipline

**INTERNATIONAL SEAFARERS' CENTER, PORT NEWARK**

2,857	Ships visited in the Port on NY & NJ
14,270	Seafarers used SCI's International Seafarers' Center
33,529	Seafarers transported by SCI vans
26,662	Book and magazines placed aboard ships in port
1,316	Seafarers sought personal, pastoral, and vocational counseling



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**Annual Report for the 2007 Convention of the Episcopal  
 Diocese of Newark, January 20, 2007 Page 2 of 2**

**2006 Year in Review - Continued**

**INTERNATIONAL SEAFARERS' CENTER, PORT NEWARK**

95	Loans or grants made to seafarers
3,398	Truckers used SCI's International Seafarers' Center
260	Religious services held at SCI's International Seafarers' Center
4,039	Port workers and others used SCI's International Seafarers' Center

**MINISTRY ON THE RIVER**

1,940	Mariners visited
308	Boats visited
124	Mariners counseled or assisted
104	Family members counseled or assisted
7,702	Books, videos; newsletters; and newspapers distributed
596	Bibles distributed
8,694	Volunteer hours logged in from Pittsburgh to New Orleans and the Gulf region

**MARITIME EDUCATION**

1,500 mariners from 30 companies received training at SCI Paducah  
 431 mariners from 23 companies received training at SCI Houston  
 720 mariners from 20 companies received counseling at SCI-New York

\*Numbers are not final; but those accumulated through December 15, 2006.

SENIOR MINISTRIES  
OF THE DIOCESE OF NEWARK  
Report to Convention 2007

The members of Senior Ministries represent various parishes and districts. District representatives are liaisons between Senior Ministries and their districts to ascertain the needs of the senior members of their districts and to share their expertise and to refer the needs of the districts to the Senior Ministries Team. All the members of Senior Ministries Team have current or prior involvement in senior care activities.

The David P. Hegg, II Lifetime Achievement Awards were held May 21, at Christ Church, Ridgewood. Sixty-four seniors from forty-nine congregations were honored for their contributions to their various parishes and the diocese.

A presentation was made at the 2006 convention, entitled "Relieving The Guilt." Various topics were covered and a capacity crowd participated in this presentation with their questions and possible solutions to other participants regarding caring for seniors with various needs.

The members of Senior Ministries are developing ways to help various congregations especially rectors and administrative assistants have available information that would assist them in helping older members and their caregivers of our congregations.

Respectfully submitted,  
Diane Mayo, Chair

Members: The Rev. Karen Eberhardt, Ms. Patsy Brooks, Ms. Hope Lampe, The Rev. Oscar Mockridge, The Rev. Walter Carlson, Ms. Dorothy Fowlkes, Mr. Junius (Jay) Powell, The Rev. Lorraine Dughi, Mr. Robert Gray, Ms. Joan Smart, Ms. Patty Watts, Ms. MaryMac Henley, Ms. Emily Rennie, Ms. Hester Wharton



# St. Paul's Community Development Corporation

451 Van Houten Street

Paterson, NJ 07501

Tel. 973.278.7900 Fax. 973.684.0686

*"Hope for Today ... Building for Tomorrow"*

Clifford D. Schneider  
Executive Director

## Saint Paul's Community Development Corporation Year in Review

Saint Paul's Community Development Corporation is committed to serving the neediest residents of Paterson, New Jersey. Service is provided through the following six program areas: the Housing Development Program (1994), Next Step Program (1990), Partnerships for Healthy Living Project (1996), Emergency Men's Shelter (1983), AmeriCorps Program (1997), and Food Pantry Program (1970). It should be noted that the quoted 2006 statistics listed are a close approximation of final end of year totals.

The Housing and Neighborhood Development program officially concluded the development of eleven Lind Homes which house two low income families. The program has also positioned itself to develop an eight unit single room occupancy building and also completed a neighborhood plan to improve Paterson's Fifth Ward. Through the completion of the Fifth Ward Plan, Housing and Neighborhood Development received a grant from Wachovia Bank to assist with outreach to community residents to provide their input on the plans implementation. Increasing outreach efforts will allow the program to eventually generate implementation funding.

The Next Step Program provides adult-based educational services. In 2006, an estimated 285 clients actively participated in the Adult Education program and an additional 53 clients took advantage of the Preakness Healthcare Alternative Workplace Project. Next Step also trained an additional 41 clients at its satellite site Passaic Family Head Start, Inc. To support its students, Next Step has also been charged with task of providing case management services to said clients. This aspect of the program has recently been transferred under a new case management division within the organization, the Steps to Self-Sufficiency Program. Sixty-three clients participated in case management services under Next Step for the months of January through June 2006.

The Emergency Men's Shelter and Partnerships for Healthy Living Project (PHL) are both under the umbrella of the Steps to Self-Sufficiency Program. In 2006, the Men's Shelter served 215 clients and provided 92 clients with support counseling. PHL, St. Paul's CDC's HIV/AIDS and outreach program, offered case management to 80 clients, and street outreach services to 1150 and 1750 female and male respectively.

AmeriCorps Members have been agents of support for many of the programs at St. Paul's CDC. AmeriCorps Members came from two different areas AmeriCorps\*State & AmeriCorps\*VISTA (Volunteers In Service To America). AmeriCorps\*State Members provide direct service aid to programs: 18 Members recruited in 2006. AmeriCorps\*VISTA Members assist the senior management staff of the CDC through indirect services of grant research and writing, measurement tool development, volunteer recruitment, and via extensive community partnering with local not-for-profit entities who share in the mission and vision of the agency. Five \*VISTA Members served this purpose in 2006.





# St. Paul's Community Development Corporation 205

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Executive Director

The St. Paul's CDC Food Pantry is the second largest distributor of donated food items in the county of Passaic. The Pantry's current monthly consumer average is 2,400 individuals served. Throughout 2006, the Food Pantry provided an estimated 414,015 meal equivalents to approximately 27,600 individuals. Given the nature of the Food Pantry's work it is more applicable to report these findings as duplicated statistics. Clients generally rely on the Food Pantry multiple times a year. For the Thanksgiving holiday the Food Pantry gave out 400 turkeys and 350 bags of trimmings to Paterson residents who would otherwise not have had a Thanksgiving dinner.

At the time of writing, St. Paul's CDC is in the final stages of its annual Adopt-a-Family and Christmas tree give away event. In 2006, 15 trees were donated and given to needy families. 47 families (122 individuals) were adopted by local residents and companies. In all, each family member received approximately \$60 worth of gifts for an estimated total of \$7,320 in donated goods.

For more information on St. Paul's CDC, please visit us online at:

[WWW.STPAULSCDCNJ.ORG](http://WWW.STPAULSCDCNJ.ORG)

*End of Report*

*Getting Things Done for St. Paul's CDC*



**2006 Annual Report to Diocesan Convention  
The Oasis  
Episcopal Diocese of Newark**

In 2006, The Oasis concentrated on education, transgender advocacy and education, General Convention of The Episcopal Church and advocacy for marriage equality. The commission also restructured its meetings to include programmatic work and planning. The Oasis worked in partnership with MDR, Lambda Legal, Liberation and Truth Unity Fellowship, Garden State Equality, Claiming the Blessing, Trinity and St. Philip's Cathedral and Faith Leaders of Color in Newark.

***Worship and Outreach*** – 100% of the offering from all services goes to outreach.

- Celebration of Committed Relationships – February 15 at Redeemer, Morristown; celebrants, The Revs. Philip Wilson and Laurie Wurm; preacher, The Rev. Dr. Rene Hill, Lambda Legal; offering to Lambda Legal Marriage Project and LGBTs in Nigeria
- 17<sup>th</sup> Anniversary – June 1 at Trinity and St. Philip's Cathedral; celebrant, The very Rev. C. David Williams; preacher, The Rt. Rev. John P. Croneberger; offering – GC
- World AIDS Day Commemorating 25 Year of HIV and AIDS – December 3 at Trinity, Cliffside Park; celebrants, The Revs. Willie Smith and Allison Moore; preacher, Mr. Adam Lahm; offering to Friends for Life, Good Shepherd, Fort Lee

***Transgender Advocacy***

- Activism in supporting resolutions on the inclusion of gender identity and expression in church canons and transgender civil rights in the Dioceses of Michigan, California, New York and Maryland and General Convention
- Launched an educational program on transgender people, sexual identity and expression

***Marriage Equality***

- Attended Supreme Court Hearing, February 2006
- Hosted Lambda Legal Press Conference October 2006; Bishop Croneberger offered a statement for the press
- Co-sponsored Lambda Legal training in advocacy and action, Black Community Education for Marriage Equality, for Newark faith leaders with MDR
- Testified for the NJ State Assembly Judiciary Committee and submitted testimony for the NJ State Senate Judiciary Committee hearing
- Participated in Garden State Equality African-American Caucus
- Garden State award as Faith Community Leader/Advocate for Marriage Equality
- Submitter of diocesan resolution for General Convention to support canonical changes to permit same sex marriage in states where same sex marriage is legal



### ***Pride Events, Partnerships and General Convention***

- Served as sponsor for the commissioning of the newest Oasis, Diocese of New Jersey, by the Rt. Rev. George Counsell
- Participated in NJ Pride at Asbury Park; supported participation of the Diocese of New Jersey Oasis in NJ Pride
- Participated in NYC Heritage of Pride March
- Co-sponsored event for City of Newark with Lambda Legal, Liberation in Truth, Trinity and St. Philip's Cathedral at NJ Historical Society as part of Newark Pride
- Member advocates of Claiming the Blessing, the national coalition for LGBT inclusion in The Episcopal Church in 2006; advocated for inclusion of transgender members
- Supported attendance of Oasis members at GC and provided funding for CtB presence at 75<sup>th</sup> General Convention

### ***New Initiatives, Fundraisers and 2007***

- *The Moveable Feast* kickoff, the Church Street Café, Montclair, in November 2006 – a welcoming, educational and social evening program for the LGBT community
- First night fundraiser at the Nutley Little Theatre performance of "The Elephant Man"
- In response to GC resolutions, will reactivate an the HIV and AIDS sub-committee, with support of the Nat'l Episcopal AIDS Coalition, to include members of the justice ministries commissions and others committed to advocacy and education for the diocese about the new face of the HIV and AIDS epidemic in the US and globally
- Will continue to advocate for Marriage Equality through legislation and the courts as the new NJ Civil Union Bill still does not provide full equality with marriage as required by the Supreme Court (one example – Companies are not required to permit inheritance of pensions by anyone other than a 'spouse')
- LGBTI Community Retreat on "Spirituality and Sexuality"
- Celebration of Committed Relationships – *This liturgy is one at which blessings will be offered for bless ALL relationships of committed love: Partners, Spouses, Civil Unions, Domestic Partnerships, parents and children, Godparents and Godchildren, friends, family and colleagues. The service will be at St. Peter's, Clifton, February 13, 2007; celebrant, The Rev. Peter DeFranco; preacher, The Rev. Mark Lewis*
- The Oasis 18<sup>th</sup> Anniversary – Sunday, June 3, 2007 at St. Mark's, Teaneck; beginning with a family picnic at 4:00 p.m.; followed by Eucharist at 6:30 p.m.; celebrant, The Rev. Randall Day; preacher, The Rt. Rev. Mark Beckwith; reception to follow.

Members of The Oasis Commission: Ms. Donna Cartwright, The Rev. Melissa Hall, Mr. Peter Madison, Dr. Thomas Mundy, Mr. Christian Paolino, Mr. John Simonelli, chair, Ms. Lyn Headley-Deavours, Justice Missioner

## **The Union of Black Episcopalians** **Diocese of Newark Chapter**

**Sidney W. King, Jr.**  
President

### **Report to the 133<sup>rd</sup> Annual Convention of the Episcopal Diocese of Newark: Activities of The Diocese of Newark Chapter of The Union of Black Episcopalians (UBE) for the year 2006**

The UBE operated an exhibit booth at the 132<sup>nd</sup> Diocesan Convention in January 2006. Several visitors visited the booth and signed our guest registry.

The annual Absalom Jones service celebrating the Life and Ministry of the first black priest in the Episcopal Church USA was held at Trinity and St. Philips Cathedral on Sunday, March 5, 2006. The Rev. Canon Dr. Lynn Collins, Former Missioner of Black Ministry at The Episcopal Church Center in Manhattan, New York was the guest preacher. The Rt. Rev. John P. Croneberger, 9<sup>th</sup> Bishop of the Diocese of Newark was the Celebrant. The net collections from this service went into our scholarship fund account.

Our Chapter held its 30th anniversary Banquet on June 9, 2006 at The Appian Way, located in Orange, New Jersey. It is our intention to host this event yearly as a fund raiser to help support our scholarship program. A certificate of appreciation was presented to The UBE by the Rev. George Kaswarra on behalf of Bishop Croneberger and the Diocesan Council.

Seven scholarships were awarded to deserving high school seniors, who were pursuing higher education from Churches around this Diocese at the Banquet.

The Clergy of Color/ Black Clergy Caucus, the UBE, and representatives from other black Churches have been meeting to formulate strategies on how to become actively involve in the life and ministry of this Diocese.

The following persons are completing their second year of a three year term of office: Sidney W. King, Jr., President, Juditha Collins, Vice President, and Robert Simmons –Treasurer.

Submitted by  
Sidney W. King, Jr. – President

**The United Thank Offering Report to the 133<sup>rd</sup> Convention of the Episcopal Diocese of Newark**

**The mission of the United Thank Offering is to expand the circle of thankful people. To achieve this mission we encourage daily prayers, offerings, and awareness of the abundance of God's blessings.**

Since 1969, forty-three organizations received grant support from the United Thank Offering totaling \$685,312. These awards and the many others that are granted by the national UTO are possible only through your action of giving coins in the Blue Boxes. Without your help needs would go unmet.

In 2006, 67 parishes participated in the In-gatherings of the United Thank Offering. Many of the parishes participated in both the fall and spring In-gatherings. Last years monetary Signs of Thankfulness totaled \$27,580.24. We are truly a "Blessed" and "Thankful" diocese. Our 2 in-gatherings were held during the 132<sup>nd</sup> Diocesan Convention and in May at Trinity/St. Philips' Cathedral. The Rev. Margaret Gat was the guest speaker for the Spring Ingathering. St. John's Dover received an UTO grant in 2005.

In May our diocese hosted the ECW Province II Annual Meeting at Xavier Center and I was asked to lead the United Thank Offering workshop. There were 9 other UTO coordinators from the Province in attendance. It was also on the Program Committee and was given the honor to present our special program. We had the privilege to present "Seven Quilts for Seven Sisters". It was story and song of a day in the life of a slave family. They had various quilts that they had made and even a "Map Quilt" that was similar to one that run away slaves would have followed. We had picked this program because we felt it showed our interest in the wrongs of the past and the continued interest in anti-racism. Our theme was "Living in the Light."

June was a busy month for I had the privilege to travel to Columbus, Ohio for the Triennial Meeting that coincides with the General Convention. Every three years at Triennial we hold the open hearings for the UTO Grants. This year we were granted one our two grants we submitted, that grant went to St. Luke's, Hope.

I am thankful for having had the pleasure of visiting in the General Convention Deputies room when they made the announcement naming our new Presiding Bishop. What a great thrill and honor that was for me.

Submitted by  
 Anna Byrne  
 Diocesan United Thank Offering Coordinator

## WARD J. HERBERT FUND BOARD REPORT 133<sup>rd</sup> Annual Convention

The roots of the Ward J. Herbert Fund (WJH) stretch back to the 111<sup>th</sup> Annual Convention in 1985. For nearly two decades, the WJH board has managed a growing set of responsibilities centered around property stewardship, acting as the primary diocesan agency for property maintenance, established and expanded by Diocesan Convention and charged with the administration of three basic funding channels.

**Fund 1:** The Ward J. Herbert Fund Board was established by Diocesan Convention in 1990 with a mandate to empower the restoration, repair, improvement, beautification, and otherwise to extend the usefulness of the churches and buildings in the diocese. This mandate is carried out through a 50/50 grant program operated under specific criteria and funded by investment returns from the Church Structures Capital Fund (Fund 1) dedicated to this purpose.

**Fund 2:** The Board was expanded by Diocesan Convention in 2000 to take on additional responsibility as a diocesan agency for property maintenance. Convention recommended that funds be made available annually from the Diocesan Budget annually for property maintenance, which are added to interest received from outstanding Episcopal Capital Loan Fund (ECLF) loans to make up the Property Maintenance Fund (Fund 2). The Board makes Fund 2 monies available on a flexible loan or grant basis with a particular care for need and emergency.

**ECLF:** The Episcopal Capital Loan Fund makes short- and long-term loans to churches for capital projects.

WJH takes seriously its mandate to respond to all Diocesan property maintenance problems and works hard to anticipate future needs as well. The board works closely with the Diocesan Property Manager, and also with the Diocesan Council, the Standing Committee, and the Trustees of the Diocese, each of whom have designated representatives on the WJH board.

In 2006, the WJH board considered 51 requests for a total of \$610,772, and was able to fund 38 requests for a total of \$181,244. During the year, three loans from the Episcopal Capital Loan Fund were made for a total of \$82,500. In addition to those detailed below, three emergency loans and grants loans were made, for a total of \$19,890.

### *Grant detail:*

#### *First cycle*

- WJH-06-01 Orange, Epiphany, flooring repairs, \$4,000
- WJH-06-02 Union City, Grace, church roof replacement, \$26,676
- WJH-06-03 Hillsdale, Holy Trinity, furnace replacement, chimney re-lining, \$10,000
- WJH-06-04 Montclair, Trinity, rectory repairs - roof, interiors, \$7,000
- WJH-06-05 Leonia, All Saints', furnace repair and replacement, \$5,000
- WJH-06-06 Cliffside Park, Trinity, electrical system upgrade, \$6,000
- WJH-06-07 Hackensack, St. James', church and chapel front steps, deferred
- WJH-06-08 Hope, St. Luke's Church interior painting, no funding
- WJH-06-09 Bergenfield, All Saints', rectory electrical, plumbing & structural repairs, \$4,000
- WJH-06-10 Fort Lee, Good Shepherd, rectory boiler replacement, \$2,100
- WJH-06-11 Secaucus, Our Saviour, parish hall furnace replacement, \$1,400
- WJH-06-12 Wantage, Good Shepherd, well water treatment unit, \$1,550
- WJH-06-13 Morristown, Redeemer, heating water return pumps, window repairs, \$1,150
- WJH-06-14 Belvidere, St. Mary's, church hall boiler replacement, \$2,823
- WJH-06-15 Denville, The Saviour, rectory windows & furnace repair; parish hall roof, \$16,500
- WJH-06-16 Jersey City, Grace Church Van Vorst, emergency boiler & heater repairs, \$3,000
- WJH-06-17 East Orange, St. Agnes' & St. Paul's church & rectory repairs, deferred

*Second cycle:*

- WJH-06-17: East Orange, St. Agnes' & St. Paul's, Church & rectory repairs, \$3,412
- WJH-06-18: Short Hills, Christ Church, Boiler replacement & heating system repairs, deferred
- WJH-06-19: Denville, The Saviour, Rectory windows & parish hall roof, \$14,000
- WJH-06-20: Hackettstown, St. James', Church and chapel front steps, \$6,038
- WJH-06-21: Morris Plains, St. Paul's, Rectory roof & gutters, \$5,750
- WJH-06-22: Hope, St. Luke's, Church basement windows, \$4,620
- WJH-06-23: North Bergen, St. Peter's Korean, Basement water damage, mold, \$7,000
- WJH-06-24: Newark, House of Prayer, Rectory boiler replacement, \$2,775
- WJH-06-25: Tenafly, Atonement, Chapel drainage, interior repair, \$6,750
- WJH-06-26: Westwood, Grace, Church flat roof repair, \$4,200
- WJH-06-27: Millington, All Saint's, Rath House roof replacement, \$6,750

*Third cycle:*

- WJH-06-28: Nutley, Grace Church - Church/hall boiler, water tank, deferred
- WJH-06-29: Hawthorne, St. Clement's - Boilers, roof repairs, windows, parish hall a/c, \$5,000
- WJH-06-30: Hillsdale, Holy Trinity - Concrete walks, office steps, walkway, no funding
- WJH-06-31: Totowa, Christ Church - Rectory boiler, \$3,000 (\$1500, Fund 1, \$1500, Fund 2)
- WJH-06-32: Kearny, Trinity - Church roof repairs, deferred
- WJH-06-33: Cliffside Park, Trinity - Stairs replacement, \$1,000
- WJH-06-34: Montclair, St. Luke's (Toni's Kitchen) - Accessible bathroom, rejected
- WJH-06-35: Newark, St. Andrew's - Foundation, floors, walls, bathrooms, \$8,500 (Fund 2)
- WJH-06-36: Pompton Lakes, Christ - Hall kitchen roof repairs, \$1,500
- WJH-06-37: Harrington Park, St. Andrew's - Rectory basement leaks, mold, repairs, \$2,000
- WJH-06-38: Montclair, Trinity - Rectory basement, office and garage repairs, no funding
- WJH-06-39: Teaneck, Christ Church - Bell tower roof, sacristy roof, \$1,500
- WJH-06-40: Fair Lawn, Atonement - Rectory roof replacement, \$1,500
- WJH-06-41: Ramsey, St. John's - Church house boiler replacement
- WJH-06-42: Union City, St. John's - Basement plumbing, \$1,200
- WJH-06-43: Hope, St. Luke's - Parish hall exterior painting, no funding
- WJH-06-44: West Orange, Holy Trinity - Fire alarm, sewer line repairs, roof repairs, \$4,895
- WJH-06-45: Bergenfield, All Saints' - Rectory roof, \$1,500
- WJH-06-46: Jersey City, Incarnation - Church and parish house roof and masonry, \$10,300
- WJH-06-47: Ringwood, Good Shepherd - Church furnace replacement, \$8,000
- WJH-06-48: Short Hills, Christ Church - Boiler and burner replacement, \$5,000
- WJH-06-49: Verona, Holy Spirit - Parking lot repavement and drainage, no funding
- WJH-06-50: Chester, Messiah - Rectory French drains, sump pump, withdrawn
- WJH-06-51: Clifton, St. Peter's - Painting of doors, windows, soffits, no funding

*Members of the 2006 board:*

The Rt. Rev. John P. Crounberger; Mr. Michael Francaviglia; Mr. Jim Caputo

*Class of 2007*

The Rev. Randall Day; Mr. Robert Simmons; Ms. Mary Sunden; Mr. Peter Van Brunt; The Rev. Paul Walker

*Class of 2008*

The Rev. Edward M. Hasse, III; The Rev. Gray Lesesne; Mr. Nat Nelson; Mr. Aubrey Thompson

*Class of 2009*

Mr. Michael David; Mr. Sam Kinney; Mr. Sidney King, Jr.; Mr. Laurence G. Taber; Mr. Ed Hasse, Jr.; The Rev. Margaret (Maggie) Gat

**Women's Commission  
Diocese of Newark  
Report for the Year 2006**

In 2006, we refined our mission statement to read as follows:

**The Women's Commission of the Episcopal Diocese of Newark  
supports, celebrates and advocates for women and women's ministries  
in the church and in the world and in so doing  
honors and rejoices in the lives and ministries of all God's people**

**Programs and Events of 2006**

- o Annual diocesan convention breakfast, with Bishop Carol Gallagher as our speaker.
- o Women in Leadership gathering (for lay and ordained women), entitled "12 Drummers Drumming" held at Grace, Madison on January 5<sup>th</sup>.
- o Co-sponsored Clergywomen's Leadership Event: "Getting to Know our Families of Origin", let by the Rev. Susannah Smith, and held on February 1 at St. John's, Montclair.
- o Two commission members (Ms. Marge Christie and Ms. Martha Gardner) attended the United Nations Commission on the Status of Women two week meeting in March, as part of the Anglican women delegation. Other members attended the weekend events held at Trinity Church, Wall Street and the Cathedral of St. John the Divine
- o Women in Leadership event: Post Partum Depression: Tools for Pastoral Ministry. Co-sponsored with NW Maternal/Child Health Network, held at St. Andrew and Holy Communion, South Orange.
- o Clergywomen's Brunch, with Bishop Carol Gallagher as our speaker, held on May 31 at St. Andrew and Holy Communion.
- o During October, in observance of Domestic Violence Awareness Month, the Commission distributed its Domestic Violence Litany on the Newark e-mail list.
- o The Commission continues to serve as a resource to the "Killing us Softly III" Video (shown at a Commission event in 2004) which highlights the manipulation and abuse of women and girls through images portrayed in today's advertising.

A major focus of 2006 was the continued assessment of mission and ministry and discussion with the boards of Episcopal Church Women, North Porch and other women leaders in the diocese on how we can most effectively affirm and support women's ministries and issues in the Diocese of Newark. This process of reviewing our structures and purposes will continue in 2007 and whenever possible, we will do programming together.

Traditionally, the Women's Commission has had a close relationship to the national Episcopal Women's Caucus (EWC). Thanks to one of our members, the Rev. Elizabeth Kaeton, being elected in 2006 to the presidency of EWC we can anticipate that the Women's Commission will implement EWC programs in the year(s) ahead.

The Women's Commission continues to be represented on the New Jersey Religious Coalition for Reproductive Choice ([www.njrcrc.org](http://www.njrcrc.org)). The mission of NJRCRC is to ensure that people can make decisions about when and if to have children based on their own conscience and religious beliefs. Our Outreach in 2006 included financial support to the Morris County Chaplaincy Program, focusing on women prisoners, and financial support of a seminarian in

Finally, we both celebrated with and mourned the loss of one of our longtime members. The Rev. Janet Brocklesby was ordained to the priesthood on January 7<sup>th</sup> and several members of the

Commission celebrated the day with her. Janet passed away on October 28<sup>th</sup> and we continue to mourn her death.

Other members of the Women's Commission include: the Rev. Kathleen Ballard, the Rev. Anne Bolles-Beaven (co-chair), Ms. Marge Christie, Ms. Martha Gardner (co-chair), Ms. Lyn Headley-Deavours, the Rev. Elizabeth Kaeton, the Rev. Ellen Sloan, Ms. Fran Trott, the Rev. Sandye Wilson.

In 2007, using the theme of the Commission of the Status of Women for 2007 – *the girl child* – several programming ideas and events are being developed by the Women's Commission in the Diocese of Newark.

## **Plans for the Year 2007: "The Year of the Girl Child"**

### **Anglican Women's Empowerment**

Several girls, from around the world and around the United States, will be part of the Anglican Delegation to the 51<sup>st</sup> Session of the United Nations' Commission on the Status of Women (<http://www.episcopalchurch.org/uncsw.htm>). We invite all those who are interested to the opening event at Trinity Church, Wall Street, on Saturday, February 24<sup>th</sup>. For time of event and other details, please contact Ms. Marge Christie at [mrg713@optonline.net](mailto:mrg713@optonline.net) or 201-891-3514. On the afternoon of Sunday, March 4, at General Seminary we are hoping to have an informal gathering of the Anglican girls, with girls from the local dioceses, including the Diocese of Newark. For additional information, please contact Ms. Marge Christie.

### **FILM SERIES on the 5<sup>th</sup> Thursdays**

Please join us for a light supper, film and discussion (4:30-7:30)

March 29, 2007 Film: *Water*. Christ, Church, Ridgewood.

May 31, 2007 Film: *Real Women Have Curves*. St. Andrew and Holy Communion, South Orange

November 29, 2007 Film and location to be announced.

### **Conference in the Fall of 2007: Girls and the Issues of Violence.**

Educational and advocacy conference about and for "girls." Conference will deal with issues of violence that girls everywhere face (e.g., violence to the body). The Women's Commission will invite several of the commissions of the diocese to collaborate in the planning of this conference. If you are interested in participating in the planning, please contact Ms. Marge Christie at [mrg713@optonline.net](mailto:mrg713@optonline.net).

*Stay Tuned for More Information about These Events and More!*

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**CONSTITUTION  
&  
CANONS  
  
OF THE  
  
EPISCOPAL DIOCESE OF NEWARK**

***January 2007***

***(Article II, Section 4(ii) first reading; Canon 1, Section 1 - clergy eligibility; Canon 2, Section 2 - Anti-racism training; Canon 5, Sections 3 & 4 - Diocesan Council.)***

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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 no later than one (1) week before the day of meeting of a Convention or Special Convention, cause to be delivered to the Secretary of the Convention a certified list of all Clergy canonically resident in the Diocese and eligible for votes or seats at the Convention pursuant to Article II, section 4(ii) of the Constitution, 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, nor shall any person elected by Districts, or appointed to serve on Diocesan Council or other Diocesan Standing Committees, Commissions or Boards accede to that office, unless that person shall have first completed or arranged for the completion of anti-racism training as approved by the Bishop after consultation with the Mission to Dismantle Racism.

### CANON 3 THE REGISTRAR

The Bishop shall annually appoint a Registrar of the Diocese, whose duty it shall be to collect and act as custodian for records and documents relating to the history of the Church or which may be useful or necessary to the administration of the affairs of the diocese including but not by way of limitation:

journals of the proceedings of the Convention;

deeds or other instruments of title of property of the diocese including property held in the name of Trustees of the Episcopal Fund and Diocesan Properties of the Diocese of Newark;

the minute books and corporate records of corporations, committees and commissions operating under the authority of the Diocese;

registers of dissolved or dormant parishes and missions of the Diocese; copies of histories and other documents of historical interest pertaining to the history of the Diocese, its parishes and its missions.

The Diocesan Council shall provide such financial and other resources as may be reasonably necessary for the discharge of the duties of the Registrar. The Registrar shall act in accordance with such policies concerning the retention and disposal of documents as may be adopted by Diocesan Council from time to time or in absence or inapplicability of such policies as the Registrar may deem reasonable in the circumstances. The Registrar shall be entitled to seek the advice of the Chancellor in the discharge of Registrar's responsibilities. The Registrar shall report to the Diocesan Council and to the Convention annually describing the performance of the Registrar's duties during the year then ending.

### 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, held 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. The Committees of Council shall be as set forth in its By-laws and shall include a Finance Committee. The Finance Committee may include a minority of non-Council members, as provided by the By-laws, who shall be appointed by the Bishop.

#### 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.
- j. Approve ACTS/VIM, Ward J. Herbert and Congregational Growth and Development Fund grants.
- k. Together with the Diocesan Staff, to encourage the timeliness and accuracy of parochial reports.

### **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 Trustees of the Episcopal Fund and Diocesan Properties 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 Trustees of the Episcopal Fund and Diocesan Properties, 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 Diocesan Council shall be responsible for administering all Diocesan financial aid to Aided Parishes, subject to guidelines and procedures adopted by it. All decisions pertaining to financial aid to Aided Parishes shall require the consent of the Diocesan Council.

#### 10. INCORPORATED MISSIONS

(a) An Aided Parish may be reclassified to Incorporated Mission status as follows:

(1) Certification by Bishop that Aided Parish is no longer viable to the Rector, Wardens and Vestry of the Parish concerned;

(2) Report by Bishop to an annual or special Convention of the Diocese together with his/her recommendation that the Parish be reclassified; and

(3) Adoption by Convention of the recommendation of the Bishop.

(b) The failure of Convention to adopt the recommendation of the Bishop for reclassification to Incorporated Mission Status will have the effect of restoring the Aided Parish to full Parish status.

(c) If a Parish or an Aided Parish requests reclassification to Incorporated Mission in writing signed by a majority of all current members of the Vestry, the Bishop may present such request before Standing Committee which may act on such request and reclassify.

(d) The Ecclesiastical status of an Incorporated Mission shall be that of a Mission, and it shall be governed by all of the provisions of these Canons applicable to Missions, except as otherwise specifically provided herein.

(e) Upon reclassification to Incorporated Mission status, the Rector relinquishes tenure, except Rectors in cures at the time of adoption of this canon. Any such Rector will retain tenure notwithstanding reclassification, but upon vacancy in the office of Rector, the Incorporated Mission lose the right to call a successor while so classified. A Rector retaining tenure under this section shall become the Vicar of the Incorporated Mission, and shall act at all times under the authority of the Bishop who shall be the ex officio Rector of such Incorporated Mission and President of the corporation.

(f) An Incorporated Mission shall retain the corporate structure it had as a Parish and shall elect officers and conduct its business in accordance with the provisions of its corporate charter, subject to the provisions of these Canons.

(g) An Incorporated Mission may be reclassified to Mission status upon the approval of the Bishop, the Standing Committee, and a majority of the deputies to an annual or special Convention of the Diocese voting by orders. In addition, if an Incorporated Mission requests such reclassification in writing signed by a majority of the qualified voting members of congregation, an Incorporated Mission may become a Mission with the consent of the Bishop and Standing Committee.

(h) Upon reclassification to Mission status, the church continues to function as a Mission of the Diocese, but the Parish corporation shall be dissolved.

## 11. AREA MINISTRIES

Two or more Parishes may choose to enter into a compact to establish an Area Ministry with the prior consent of the Bishop and the Standing Committee. Similarly, one or more Parishes may choose to enter into a compact to establish an Area Ministry with one or more Incorporated Missions or Missions operating under the authority of the Diocesan Council. 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 Diocesan Council, and the respective Executive Committees (in the case of Missions and Incorporated Missions) and approved by the Bishop and Standing Committee. Those terms and conditions shall include the following:

- (1) Provisions for the selection, term and compensation of clergy serving the Area Ministry;
- (2) Provisions for the administration of such Area Ministry;
- (3) Provisions for withdrawal from any Area Ministry by any member church; and
- (4) Provisions for the dissolution of the Area Ministry.

## 12. EMERGENCY POWERS

- (a) In the event that the capital assets of a Parish are in imminent danger of being transferred, expended or dissipated in violation of the Canons of the Episcopal Church, the Bishop, with the consent of three-fourths (3/4) of the members of the Standing Committee, may direct that no such transfer or expenditure be made pending a determination by the Diocesan Council as to whether reclassification to Aided Parish Status is appropriate.
- (b) In the event that the Treasurer of any Parish fails to act in accordance with his or her duties or engages in acts which are contrary to his or her duties or the Canons of the Episcopal Church, and the Vestry having failed to secure the Treasurer's compliance with his or her duties or the Canons, the Bishop, with the consent of three-fourths (3/4) of the members of the Standing Committee, may temporarily suspend such Treasurer and appoint a temporary replacement until the Treasurer either resigns from that office or agrees to comply. Such action may be appealed to the Diocesan Council, which may over-rule the suspension.

## 13. DISSOLUTION OF MISSIONS

The Bishop and Standing Committee in any case where they deem it be in the best interests of the Church to terminate a Mission may declare such Mission to be dissolved.

## CANON 10 LEASES

A Parish may enter into a lease or leases of Parish-owned property, other than for residential use, without the prior consent of the Bishop and Standing Committee provided the term of such lease does not exceed (1) year in duration, and the lease does not obligate the Parish to extend or renew the tenancy beyond one year. No Parish-owned property shall be used or leased for residential purposes without the prior consent of the Bishop and Standing Committee, in writing, regardless of the extent of such use and the duration of such lease, except that no such consent shall be required for the occupancy of Parish-owned property by Clergy or lay employee(s) of such Parish.

## CANON 11 PLEDGE TO BUDGET

It is the responsibility of every congregation in the Diocese of Newark to make a financial pledge to the Unified Budget of the Diocese of Newark. Written pledges, in accordance with the approved system of diocesan giving, for each calendar year are due in the Diocesan Finance Office by December 1 of the preceding year.

## CANON 12 ARCHDEACONS

The Bishop shall appoint such Archdeacons, assign them such jurisdiction and impose upon them such duties as is deemed expedient.

## CANON 13 COMMITTEE ON THE CHURCH PENSION FUND

1. The Bishop shall appoint annually a Committee on the Church Pension Fund whose duties shall be to implement the participation of the Diocese in that Fund by obtaining and transmitting such information, rendering such reports and taking such other action as may be required or appropriate on the part of this Diocese.

2. It shall be the duty of the person charged with paying the compensation of any clergyperson in the Diocese to submit all information in connection therewith as may be required by the Church Pension Fund, and to pay to that Fund all premiums which may become due with respect to such compensation.

3. It shall be the duty of every clergy person canonically resident in or serving in this Diocese to inform the Church Pension Fund promptly of such facts, as dates of birth, or ordination, or reception, of marriage, births of children, deaths and changes in cures or salaries, as may be necessary for its proper administration and to cooperate with said Fund in such other ways as may be necessary in order that said Fund may discharge its obligations in accordance with the intention of the General Convention in respect thereto.

## CANON 14 INSURANCE

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

## CANON 15 TRUSTEES OF THE FUND FOR AGED AND INFIRM CLERGY

1. The Trustees of the Fund for Aged and Infirm Clergy consisting of the Bishop and the members of the Standing Committee, shall administer the several funds committed to their care pursuant to the trusts upon which they were established.

### 2. THE AUTOMATIC PENSION FUND

In the case of the Automatic Pension Fund the Trustees shall annually divide as of May first the income received on the Fund during the preceding year among those Clergy who:

(a) have attained the age of sixty-five (65) years and have notified the Trustees of that fact prior to May first of the year in question; and

(b) were canonically resident in the Diocese for the five (5) years immediately preceding such notification; and

(c) were for at least five (5) years of their last term of canonical residence settled Ministers or Missionaries duly appointed by the Ecclesiastical Authority; and

(d) have retired on account of age or disability.

No such clergy person shall receive in excess of \$1,000.00 from this fund in any one (1) year and all surplus of income, if any, and gifts and donations to the Automatic Pension Fund shall be added to the principal of the Fund.

### 3. FUND FOR THE RELIEF OF CLERGY AND THEIR DEPENDENTS.

In the case of the Fund for the Relief of Clergy and Their Dependents, the Trustees shall at their discretion annually as of May first appropriate the estimated income of the Fund during the current year for:

(a) the relief of disabled clergy canonically resident in the Diocese;

(b) the relief of the widows, widowers, and children and the defraying of the funeral expenses of deceased clergy who were canonically resident in the Diocese at the time of their demise.

Unappropriated income shall in the discretion of the Trustees be reserved as a contingency fund for the foregoing purposes or may be added to the principal of the Fund.

### CANON 16 THE DIOCESAN INVESTMENT TRUST

The management of the Diocesan Investment Trust shall be under the control of the Bishop of the Diocese, who shall be President thereof, and ten (10) other Trustees who shall be elected by the Bishop and the Standing Committee for terms of five (5) years. In the case of a vacancy in the Episcopate, the election shall be by the Standing Committee. If a trustee leaves office without having served the full term for which he or she was elected, a successor shall be elected for the unexpired term.

Initially, trustees may be elected for terms of less than five (5) years, but only for the purpose of establishing a program whereby the terms of two (2) trustees shall expire each year.

### CANON 17 THE ECCLESIASTICAL COURT

#### 1. COMPOSITION

There shall be an Ecclesiastical Court for the Trial of a Priest or Deacon which shall be composed of four (4) Priests or Deacons elected by the Convention for a term of four (4) years and three (3) Lay Persons, who are confirmed adult communicants of this Church in good standing, elected by the Convention for a term of three (3) years. No member of the Court may be

a member of the Standing Committee or the Diocesan Review Committee. The Court shall appoint not less than one nor more than three Lay Persons who are confirmed adult communicants of this Church in good standing, learned in the law, as Assessors. A Lay Assessor need not reside in or be a member of the Diocese.

## 2. VACANCIES

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

b. Members of the Ecclesiastical Court may be challenged by either the Respondent or the Church Attorney for cause stated to the Court. The Court shall determine the relevancy and validity of challenges for cause. Vacancies caused by challenges determined by the Court shall be filled by majority vote of the Court from persons otherwise qualified for election under these canons. Vacancies filled by the Court shall be from the same order as the person challenged was when first elected to the Court.

c. Any member of the Ecclesiastical Court may recuse himself or herself from any Trial. Any vacancy caused by such recusal shall be filled by majority vote of the Court from persons otherwise qualified for election under these canons. Vacancies filled by the Court shall be from the same order as the recused person was when first elected to the Court.

d. In the event that the Ecclesiastical Court cannot be convened due to vacancies, declinations to act, absences, resignations, challenges or otherwise or due to the determination by the Diocesan Review Committee for good cause shown that change in venue is needed, the Ecclesiastical Authority shall arrange for the Trial to be held by an Ecclesiastical Trial Court of another Diocese in Province II reasonably convenient for the parties.

## 3. ORGANIZATION

Annually within two (2) months following the Convention, the Court shall organize itself to include the election of a Presiding Judge from among its members. The Court shall also choose a Clerk and, if necessary, Assistant Clerks who shall be Priests or Deacons or adult confirmed communicants in good standing of this Church and who shall serve at the pleasure of the Court. The Ecclesiastical Court shall also appoint a Reporter who shall provide for the recording of the proceedings and who shall serve at the pleasure of the Court.



#### 4. QUORUM

Five (5) members of the Court shall constitute a quorum.

#### 5. DUTIES OF THE LAY ASSESSORS

The Assessors shall sit with the Court to advise it upon questions of law, procedure or evidence.

#### 6. THE CHURCH ATTORNEY

A Church Attorney shall be appointed by the Standing Committee with the advice and consent of the Ecclesiastical Court for a term of three (3) years. The Church Attorney shall be a confirmed adult communicant of this Church in good standing, learned in the law, and admitted to practice law in the State of New Jersey. The Church Attorney need not reside in or be a member of the Diocese. The Church Attorney may not be the Chancellor or a Vice Chancellor of the Diocese or a member of the Standing Committee, the Diocesan Review Committee or the Diocesan Council and may not be from the same law firm as the Chancellor, the Clergy Consultant, or any Lay Assessor. The Ecclesiastical Court shall have the power, with or without cause, to remove (or suspend) the Church Attorney by vote of two-thirds (2/3) of its members. Upon any such removal or suspension, the Standing Committee with the advice and consent of the Ecclesiastical Court, shall appoint a temporary replacement (in the case of a suspension) and shall fill the office of Church Attorney (in the event of a removal).

#### 7. THE CLERGY CONSULTANT

A Clergy Consultant shall be appointed by the Standing Committee with the advice and consent of the Ecclesiastical Court for a term of three (3) years. The Clergy Consultant shall be a confirmed adult communicant of this Church in good standing, learned in the law, and admitted to practice law in the State of New Jersey or a Priest, chaplain or other person familiar with the procedures, alternatives, requirements and consequences of the disciplinary Canons. The Clergy Consultant need not reside in or be a member of the Diocese. The Clergy Consultant may not be the Chancellor or a Vice Chancellor of the Diocese or a member of the Standing Committee, the Diocesan Review Committee or the Diocesan Council and may not be from the same law firm as the Chancellor, the Church Attorney, or any Lay Assessor. The Consultant shall be available to consult with and advise the priest or Deacon and his or her legal advisors at reasonable times prior to the issuance of a Presentment. The Consultant shall explain the rights of the Priest or Deacon and the alternatives available under this Canon. A Priest or Deacon shall be notified of the availability and identity of the Consultant at the earliest of (a) the communication to the Priest or Deacon of a Charge; (b) any interrogation or request for a statement; (c) the service of a Temporary Inhibition; (d) submission to the Ecclesiastical Authority; or (e) prior to the Execution of a Waiver and Voluntary Submission to Discipline. All communications between the Consultant and the Priest or Deacon, or his or her legal advisors shall be Privileged Communications. No Consultant shall be required to respond to any questions regarding any Priest or Deacon for whom the Consultant has acted as a Consultant. The expenses of the Consultant shall be the obligation of the Diocese.

## 8. RIGHT TO COUNSEL

In all proceedings under the disciplinary Canons, whenever a Priest or Deacon suspected of an offense is required or permitted to appear, the Priest or Deacon shall have the right to be represented by counsel of her or his own choice. The right shall be in addition to the right to the advice and assistance of the Clergy Consultant.

## 9. DUTY TO APPEAR, RESPOND AND GIVE TESTIMONY

Except as otherwise expressly provided by Canon, it shall be the duty of all Members of this Church to appear and testify or respond when duly served with a Notice or Citation by the Standing Committee or the Ecclesiastical Court in any matter arising under the disciplinary Canons of this Church.

# CANON 18 THE PRESENTMENT AND TRIAL OF A PRESBYTER OR DEACON

## A. DIOCESAN REVIEW COMMITTEE

1. There shall be a Diocesan Review Committee which shall be composed of four (4) Priests or Deacons elected by the Convention for a term of four (4) years and three (3) Lay Persons, who are confirmed adult communicants of this Church in good standing, elected by the Convention for a term of three (3) years. No member of the Diocesan Review Committee may be a member of the Standing Committee or the Ecclesiastical Court.

2. Vacancies on the Diocesan Review Committee shall be filled by the Standing Committee until the next succeeding Diocesan Convention.

3. Annually within two (2) months following the Convention, the Diocesan Review Committee shall organize itself to include the election of a President and a Secretary from among its members.

4. Five (5) members of the Diocesan Review Committee shall constitute a quorum.

5. If the person against whom a Charge or Complaint is made is a Member of the Diocesan Review Committee or if the Diocesan Review Committee is not able to consider a Charge or a Complaint, the Ecclesiastical Authority shall arrange to have the Charge or Complaint reviewed by the Diocesan Review Committee of another Diocese within Province II reasonably convenient to both parties.

## B. PRESENTMENTS

1. A Presentment to the Ecclesiastical Court may be issued only by the Diocesan Review Committee as provided in this Canon.

2. A Charge against a Priest or Deacon shall be in writing, verified and addressed to the Diocesan Review Committee of the Diocese wherein the Priest or Deacon is canonically resident,

except as otherwise expressly provided in this Title. It shall concisely and clearly inform as to the nature of and facts surrounding each alleged Offense.

3. A Charge may be made:

(a) by a majority of the lay Members of the Vestry of the Parish of which the Respondent is the Rector;

(b) by any three Priests canonically resident in the Diocese wherein the Respondent is canonically resident or canonically resident in the Diocese wherein the Respondent is alleged to have committed the Offense; or

(c) by any seven adult communicants in good standing in the Diocese wherein the Respondent is canonically resident or in the Diocese wherein the Respondent is alleged to have committed the Offense; or

(d) in a case where the alleged Offense is the violation of Ordination vows involving the disregard or disobedience of a Pastoral Direction issued by a Bishop, only by that Bishop or the Ecclesiastical Authority of that Diocese, or by another Bishop, if the Bishop who issued the Pastoral Direction has resigned, retired, or died or is unable to act; or

(e) in a case where the Offense alleged is a Charge specifying the Offenses of Crime, Immorality or Conduct Unbecoming a Member of the Clergy, by any adult who is (i) the alleged Victim, or (ii) a parent or guardian of an alleged minor Victim or of an alleged Victim who is under a disability, or (iii) the spouse or adult child of a Victim; or

(f) in a case where the Offense alleged is that of holding and teaching publicly or privately any doctrine contrary to that held by this Church only, by a majority of the members of the Diocesan Review Committee of the Diocese in which the Member of the Clergy is canonically resident or of the Diocese wherein the Respondent is alleged to have committed the Offense; or

(g) by a majority of the Diocesan Review Committee of the Diocese in which the Member of the Clergy is canonically resident or of the Diocese wherein the Respondent is alleged to have committed the Offense whenever the Diocesan Review Committee shall have good and sufficient reason to believe that any Priest or Deacon has committed the Offense; or

(h) the Ecclesiastical Authority of the Diocese in which the Respondent is alleged to have committed the Offense, if different from the Diocese of canonical residence.

4. If a complaint or accusation is brought to the Bishop by an adult who is (i) the alleged Victim, or (ii) a parent or guardian of an alleged minor Victim or of an alleged Victim who is under a disability, or (iii) the spouse of an alleged Victim, of an Offense of Crime, Immorality or Conduct Unbecoming a Member of the Clergy, the Bishop, after consultation with the alleged Victim, the alleged Victim's spouse, or the alleged Victim's parent or guardian or adult child, may appoint an Attorney to assist those persons in understanding and participating in the

disciplinary processes of this church, obtain assistance to formulate and submit an appropriate Charge and in obtaining assistance in spiritual matters, if the Victim, spouse, parent or guardian so choose. Any alleged victim or Complainant may be represented by an attorney and/or advocate of their choice.

5. Whenever the Bishop has sufficient reason to believe that any Priest or Deacon canonically resident in this Diocese has committed an Offense and the interests and good order and discipline of the church require investigation by the Diocesan Review Committee, the Bishop shall concisely and clearly inform the Diocesan Review Committee in writing as to the nature and facts surrounding each alleged Offense and the specification of each Offense but without judgment or comment upon the allegations or guilt, and the Diocesan Review Committee shall proceed as if a Charge had been filed.

6. Any Priest or Deacon canonically resident in this Diocese who deems himself or herself to be under imputation, by rumor or otherwise, of any Offense or misconduct for which he or she could be tried in an Ecclesiastical Court, may on his or her own behalf complain to and request of the Bishop that an inquiry with regard to such imputation be instituted. Upon receipt of such request by a member of the clergy, it shall be the duty of the Bishop to cause the matter to be investigated and to report the result to the Priest or Deacon.

7. Any Charge against a Priest or Deacon shall be promptly filed with the President of the Diocesan Review Committee.

8. Upon the filing of a Charge with the Diocesan Review Committee, the Diocesan Review Committee shall promptly communicate the same to the Bishop and the Respondent.

9. In a case of a Priest or Deacon canonically resident in this Diocese convicted in a criminal Court of Record in a cause involving Immorality, or against whom a judgment has been entered in a civil Court of Record in a cause involving Immorality, the Priest or Deacon shall notify the Ecclesiastical Authority of the diocese in which the priest or Deacon is canonically resident, in writing, of such conviction or entry of judgment, within thirty days thereof, whether or not any time for appeal has expired. It shall be the duty of the Ecclesiastical Authority to give notice of the conviction or entry of judgment to the Diocesan Review Committee of the Diocese in which the Priest or Deacon is canonically resident, in which case, or if the Diocesan Review Committee shall otherwise have knowledge of such conviction or judgment, it shall be the duty of the Diocesan Review Committee to institute an inquiry into the matter. If the conviction or judgment be established, the Diocesan Review Committee shall issue a Presentment against the Priest or Deacon for Trial.

10. Within thirty days after the filing of a Charge, other than a Charge alleging a conviction in a criminal Court of Record in a cause involving Immorality or alleging the entry of a judgment in a civil Court of Record in a cause involving Immorality, the Diocesan Review Committee shall convene to consider the Charge. If after such consideration the Diocesan Review Committee determines that an Offense may have occurred if the facts alleged be true, the Diocesan Review Committee shall prepare a written general statement of the Charge and the facts alleged to support the Charge and transmit the same to the Church Attorney.

11. The Church Attorney shall promptly make such investigation of the matter.

12. Within sixty days after receipt of the statement from the Diocesan Review Committee, unless delayed for good and sufficient cause stated, the Church Attorney shall render a confidential Report to the Diocesan Review Committee of the findings of that investigation and as to whether or not an Offense may have been committed if the facts disclosed by the investigation be found to be true upon Trial, and with a recommendation as to the matter in the interest of justice and the good order and discipline of this Church and based upon such other matters as shall be pertinent. The Report of the Church Attorney shall be confidential for all purposes as between the Church Attorney and the Diocesan Review Committee. Provided, however, the Diocesan Review Committee shall share the Report of the Church Attorney with the Bishop of the Diocese.

13. Within thirty days after the receipt of the Report of the Church Attorney, the Diocesan Review Committee shall convene to consider the Report and whether or not a Presentment shall issue. In its deliberations, the Diocesan Review Committee may consider the Church Attorney's Report, responsible writings or sworn statements pertaining to the matter, including expert's statement, whether or not submitted by the Church Attorney. The Diocesan Review Committee shall issue a Presentment for an Offense when the information before it, if proved at Trial, provides Reasonable Cause to believe that (i) an Offense was committed, and (ii) the Respondent committed the Offense.

14. A vote of a majority of all the members of the Diocesan Review Committee shall be required to issue a Presentment. No member shall disclose his or her vote or the vote of any member to any person not a member of the Diocesan Review Committee. In the event that, due to members who have been excused or vacancies in office, the Diocesan Review Committee does not have sufficient voting members to meet the requirements of this Section, the action of the Diocesan Review Committee shall be postponed until such time as there are sufficient members in office to fulfill the voting requirements of this Section.

15. If a Presentment be issued, it shall be in writing, dated, and signed by the President or the Secretary of the Diocesan Review Committee on behalf of the Diocesan Review Committee whether or not that officer voted in favor of the Presentment. In the event that there be no President or Secretary, or they be absent, a member of the Diocesan Review Committee appointed for that purpose shall sign the Presentment. The Presentment also shall contain (i) a separate accusation addressed to each Offense, if there be more than one, and (ii) a plain and concise factual statement of each separate accusation sufficient to clearly apprise the Respondent of the conduct which is the subject of the Presentment.

16. Promptly after the issuance of a Presentment, the Diocesan Review Committee shall cause the original to be filed with the President of the Ecclesiastical Trial Court with a true copy thereof served upon the Bishop, the Respondent, the Clergy Consultant, the Church Attorney and each Complainant and, unless waived in writing, the alleged Victim, and the Ecclesiastical Authority of the Diocese in which the Respondent is canonically resident, in which the Respondent is licensed, and in which the Respondent resides.

17. If the Diocesan Review Committee votes not to issue a Presentment, then that decision shall be in writing and shall include an explanation. A copy shall be served upon the Bishop who shall file it with the Secretary of the Convention of the Diocese, the Respondent, The Clergy Consultant, the Church Attorney, each Complainant, and unless waived in writing, the alleged Victim.

18. Prior to the issuance of a Presentment or a determination not to issue a Presentment as the case may be, the matter shall be confidential, except as may be determined to be pastorally appropriate by the Ecclesiastical Authority.

19. Non-compliance with time limits set forth in this Canon shall not be grounds for the dismissal of a Presentment unless such non-compliance shall cause material and substantial injustice to be done or seriously prejudice the rights of an Respondent as determined by the Trial Court on motion and hearing.

### C. TRIALS

1. Ecclesiastical Courts shall be governed by the Rules of Procedure set forth in Appendix A to the Canons of the Episcopal Church and other such procedural rules or determination as the Ecclesiastical Court deems appropriate and not inconsistent with such Canons, and by The Federal Rules of Evidence in the conduct of the Trial.

2. The Ecclesiastical Court shall keep a record of the proceedings in each case brought before it and the record shall be certified by the Presiding Judge of the Court. If the record cannot be authenticated by the Presiding Judge by reason of the Presiding Judge's death, disability or absence, it shall be authenticated by a member of the Court designated for that purpose by majority vote of the Court.

3. The Ecclesiastical Court shall permit the Respondent to be heard in person, and by the Clergy Consultant, and by counsel of the Respondent's own selection. In every Trial the Court may regulate the number of counsel who may address the Court or examine witnesses.

4. (a) Upon receiving a Presentment, the Presiding Judge shall, within thirty days, send to each member of the Court a copy of the Presentment.

(b) The Presiding Judge of the Court shall, within 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 Offense, the affirmative vote of not less than two-thirds of the Members of the Ecclesiastical Court then serving for the Trial shall be necessary. Failing such two-thirds vote, the Presentment shall be dismissed.

9. No vote shall be taken on the Sentence to be imposed until at least thirty days after the Priest or Deacon, the Clergy Consultant, the Church Attorney, each Complainant and, unless waived in writing, the Victim have been informed of the Judgment and each has had a reasonable opportunity to offer matters in excuse or mitigation or to otherwise comment on the Sentence. All matters in excuse or mitigation or comments on the Sentence shall be served on the Respondent, Church Attorney, Complainants and, unless waived in writing, the Victim. The Court shall provide a reasonable time for response to the Court which shall also be served as provided above. The Court may schedule hearings on the submissions. The Members of the Court shall vote upon the Sentence.

10. The concurrence of not less than two-thirds of the members of the Ecclesiastical Court the serving for that Trial shall be necessary to adjudge and impose a Sentence upon a Priest or Deacon found to have committed an Offense. The Court shall then vote upon a sentence to be adjudged and imposed upon the Priest or Deacon and the decision so signed shall be recorded as the Judgment of the Court. The decision of the Court as to all the Charges shall be reduced to

writing, and signed by those who assent to it.

11. The Judgment and any Sentence adjudged on a Judgment shall be communicated promptly to the Bishop of the Diocese wherein the Trial was held, the Ecclesiastical Authority, if there be no Bishop, the Standing Committee, the Ecclesiastical Authority of the Diocese in which the Respondent is canonically resident, the Priest or Deacon, the Clergy Consultant, the Church Attorney, each Complainant, and, unless waived in writing, the Victim.

#### D. TEMPORARY INHIBITIONS

1. If a priest or deacon is charged with an Offense or Offenses or serious acts are complained of to the Bishop that would constitute the grounds for a Charge of an Offense and, in the opinion of the Bishop, the Charge is supported by sufficient facts, the Bishop may issue a Temporary Inhibition.

2. Any Temporary Inhibition shall: (i) be in writing, (ii) set forth the reasons for its issuance, (iii) be specific in its terms, (iv) define the Offense or Offenses charged or serious acts complained of, (v) describe in reasonable detail the act or acts inhibited, (vi) be promptly served upon the Priest or Deacon to be inhibited, and (vii) become effective upon being served upon the Priest or Deacon to be inhibited.

3. A Temporary Inhibition may be issued without prior written or oral notice to the Priest or Deacon.

4. Any Priest or Deacon against whom a Temporary Inhibition has been issued, modified or extended may request a hearing concerning the Temporary Inhibition before the Diocesan Review Committee, which shall hear the same at the earliest possible time, but not later than fourteen days after the date of receipt of the request. The Diocesan Review Committee by a two-thirds vote may dissolve or modify the Temporary Inhibition. The Bishop, the Clergy Consultant and the Church Attorney shall be given notice of such hearing and shall be permitted to attend and be heard.

5. At any time, a Bishop may dissolve or reduce the terms of a Temporary Inhibition.

6. A Temporary Inhibition shall continue in full force and effect until the earlier of (i) the issuance of an Inhibition as otherwise permitted by Title IV of the Canons of the Episcopal Church, (ii) the withdrawal of the Charge or the allegations, (iii) the refusal of the Diocesan Review Committee to make a Presentment on the Charges alleged, (iv) dissolution of the Temporary Inhibition, (v) imposition of a Sentence following a voluntary submission to discipline, or (vi) a period of ninety days measured from the date of service of the Temporary Inhibition; provided, however, the ninety-day period may be extended by the Bishop upon the advice and consent of a majority of all the members of the Diocesan Review Committee for additional ninety-day periods upon good cause.

7. In the event the Temporary Inhibition is dissolved or reduced or otherwise expires, the Ecclesiastical Authority shall so notify all persons to whom notice of the issuance of



the Temporary Inhibition was given.

8. If a Presentment has been made by the Diocesan Review Committee against a Priest or Deacon, or if a Priest or Deacon has been convicted in a criminal Court of Record in a cause involving Immorality, or if a judgment has been entered against a Priest or Deacon in a civil Court of Record in a cause involving Immorality, the Bishop may issue an Inhibition to the Priest or Deacon until after the judgment of the Ecclesiastical Trial Court becomes final.

## CANON 19 AMENDMENTS

### 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 and one vice chancellor, if there be any, to be named to the committee by the Chancellor. 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, and the ACTS/VIM Board.

Church	City	Report Year	On Jan. 1	Dec. 31	Net Number Change	Percent Change	Comm. In good standing	Reported Abuse	Offile
Church of the Epiphany	Allendale	2006	79	79	0	0.0%	75	0	4
Calvary Church	Bayonne	2006	109	113	4	3.7%	61	0	1
Trinity Church	Bayonne	2006	67	85	18	26.9%	82	0	2
Christ Church	Belleville	2006	93	105	12	12.9%	105	0	0
St. Mary's Church	Belvidere	2006	139	118	-21	-15.1%	118	2	1
All Saints Church	Bergenfield	2006	133	132	-1	-0.8%	132	0	1
Christ Church	Bloomfield/Glen Ridge	2006	238	216	-22	-9.2%	174	0	5
St. John's Church	Boonton	2006	203	201	-2	-1.0%	97	0	4
Christ Church	Budd Lake	2006	68	67	-1	-1.5%	67	0	0
St. Paul's Church	Chatham	2006	644	630	-14	-2.2%	460	0	2
Church of the Messiah	Chester	2006	144	158	14	9.7%	158	0	4
Trinity Church	Cilffelde Park	2006	172	175	3	1.7%	175	0	3
St. Peter's Church	Cifton	2006	192	191	-1	-0.5%	168	0	1
Church of Our Saviour	Denville	2006	683	694	11	1.6%	360	0	16
St. John's Church	Dover	2006	221	240	19	8.6%	153	0	13
Christ Church	East Orange	2006	284	282	-2	-0.8%	262	0	12
St. Agnes & St. Paul's Church	East Orange	2006	336	342	6	1.8%	256	0	0
St. Paul's Church	Englewood	2006	560	552	-8	-1.4%	512	2	14
St. Peter's Church	Essex Fells	2006	782	856	74	9.5%	856	0	12
Church of Atonement	Fair Lawn	2006	100	102	2	2.0%	45	0	0
Church of the Good Shepherd	Fort Lee	2006	122	119	-3	-2.5%	85	0	4
All Saints Church	Glen Rock	2006	287	293	6	2.1%	293	1	9
Christ Church	Hackensack	2006	200	213	13	6.5%	213	0	0
St. Anthony's Church	Hackensack	2006	411	411	0	0.0%	0	0	0
St. Cyprilan's Church	Hackensack	2006	86	88	2	2.3%	80	0	0
P.V.E.M.	Hackettstown	2006	166	178	12	7.2%	1	0	6
St. James' Church	Hackettstown	2006	346	344	-2	-0.6%	298	0	6
St. Andrew's Church	Harrington Park	2006	88	78	-10	-11.4%	68	0	0

Church	City	Report Year	On Jan. 1	On Dec. 31	Number Change	Percent Change	Good Standing	Exp. in Adult Ed.
Christ Church	Harrison	2008	41	41	0	0.0%	27	0
St. John's Church	Hasbrouck Heights	2008	275	258	-17	-6.2%	225	0
St. Luke's Church	Haworth	2006	142	145	3	2.1%	145	0
St. Clement's Church	Hawthorne	2008	172	145	23	18.9%	145	0
Church of the Holy Trinity	Hilldale	2006	299	300	1	0.3%	194	0
All Saints Church	Hoboken	2006	164	191	27	16.5%	191	2
St. Bartholomew's Church	Ho-Ho-Kus	2008	205	198	-9	-4.4%	158	0
St. Luke's Church	Hopse	2006	179	176	-3	-1.7%	156	0
Grace Church	Jersey City	2008	178	245	67	37.6%	245	0
Incarnation	Jersey City	2006	237	179	-58	-24.5%	101	1
St. Paul's Church	Jersey City	2008	241	239	-2	-0.8%	239	0
Trinity Church	Kearny	2006	103	102	-1	-1.0%	46	0
St. David's Church	Kinnelon	2006	174	139	-35	-20.1%	121	1
All Saints Church	Leonia	2008	105	102	-3	-2.9%	70	0
St. Andrew's Church	Lincoln Park	2006	144	131	-13	-9.0%	113	0
St. Agnes' Church	Little Falls	2008	219	213	-6	-2.7%	110	1
St. Peter's Church	Livingston	2008	141	142	1	0.7%	86	0
St. Thomas' Church	Lyndhurst	2006	30	28	-2	-6.7%	28	0
Grace Church	Madison	2008	1085	1081	-4	-0.4%	809	0
St. George's Church	Maplewood	2008	432	417	-15	-3.5%	374	0
St. Martin's Church	Maywood	2006	69	65	-4	-5.8%	51	0
St. Mark's Church	Mendham	2006	340	347	7	2.1%	85	0
Church of the Good Shepherd	Midland Park	2006	234	238	4	1.7%	226	0
St. Stephen's Church	Millburn	2006	379	372	-7	-1.8%	372	0
All Saints Church	Millington	2006	283	299	16	5.7%	268	0
St. Gabriel's Church	Milton/Oak Ridge	2006	76	78	2	2.6%	76	0
St. John's Church	Montclair	2006	483	508	25	5.2%	400	0
St. Luke's Church	Montclair	2006	420	320	-100	-23.8%	262	1

Church	City	Report Year	On Jan. 1	On Dec. 31	Net Change	Percent Change	Comm. & Disc. Statistics	Supports Adult Other
St. Paul's Church	Montvale	2006	345	366	21	6.1%	275	0
St. Paul's Church	Monte Plaine	2006	273	283	10	3.7%	227	0
Church of the Redeemer	Morristown	2006	445	428	-17	-3.8%	428	0
St. Peter's Church	Morristown	2006	824	794	-30	-3.6%	520	0
St. Peter's Church	Mount Arlington	2006	180	178	-2	-1.1%	160	0
St. Peter's Church	Mountain Lakes	2006	403	415	12	3.0%	390	0
Grace Church	Newark	2006	287	293	6	2.1%	228	0
House of Prayer	Newark	2006	142	144	2	1.4%	82	1
St. Andrew's Church	Newark	2006	108	108	0	0.0%	87	0
St. Barnabas' Church	Newark	2006	168	168	0	0.0%	98	0
Trinity & St. Phillip's Church	Newark	2006	302	298	-4	-1.3%	288	1
Christ Church	Newton	2006	681	595	-86	-12.6%	502	1
St. Paul's Church	North Arlington	2006	101	100	-1	-1.0%	22	0
Holy Communion Church	Norwood	2006	181	180	-1	-0.6%	142	0
Grace Church	Nutley	2006	598	486	-112	-18.9%	325	3
St. Alban's Church	Oakland	2006	296	298	2	0.7%	298	0
Annunciation	Oradell	2006	93	93	0	0.0%	93	1
Church of the Epiphany	Orange	2006	286	286	0	0.0%	206	0
St. Matthew's Church	Paramus	2006	132	135	3	2.3%	135	0
St. Gregory's Church	Passaic	2006	82	83	1	1.2%	70	0
St. John's Church	Paterson	2006	151	130	-21	-13.9%	91	0
Church of Holy Communion	Paterson	2006	38	38	0	0.0%	38	0
St. Paul's Church	Paterson	2006	370	363	-7	-1.9%	363	1
St. Luke's Church	Phillipsburg	2006	250	232	-18	-7.2%	206	1
Christ Church	Pompton Lakes	2006	1131	1138	7	0.6%	748	1
St. John's Church	Ramsey	2006	502	518	16	3.2%	329	1
St. James' Church	Ridgefield	2006	305	317	12	3.9%	260	0
Christ Church	Ridgewood	2006	1165	1186	21	1.8%	889	0

Church	City	Report Year	On Jan. 1	Net Number Change	Net % Change	Net Number Ending	Baptisms Adult	Baptisms Child
St. Elizabeth's Church	Ridgewood	2006	824	830	6	0.7%	830	0
Church of the Good Shepherd	Ridgewood	2006	48	48	0	0.0%	48	0
Grace Church	Rutherford	2006	335	349	14	4.2%	285	0
Church of Our Saviour	Sacausus	2006	180	194	14	7.8%	194	0
Christ Church	Short Hills	2006	1387	1424	37	2.7%	1080	2
St. Andrew & Holy Communion	South Orange	2006	528	561	22	4.2%	507	4
St. Mary's Church	Sparta	2006	230	231	1	0.4%	226	0
St. Dunstan's Church	Succasunna	2006	192	171	-21	-10.9%	150	1
Calvary Church	Summit	2006	1514	1530	16	1.1%	1530	0
Christ Church	Teaneck	2006	123	113	-10	-8.1%	113	0
St. Mark's Church	Teaneck	2006	526	511	-25	-4.7%	482	1
St. Peter's Korean Church	Teaneck	2006	75	93	18	24.0%	84	0
Church of Atonement	Tenafly	2006	463	445	-18	-3.9%	251	1
Christ Church	Totowa	2006	83	79	-4	-4.8%	44	0
Church of the Transfiguration	Towaco	2006	149	145	-3	-2.0%	155	0
Grace Church	Union City	2006	85	85	-30	-35.3%	50	0
St. John's Church	Union City	2006	52	51	-1	-1.9%	51	0
St. James' Church	Upper Montclair	2006	661	484	-177	-26.8%	480	0
St. Thomas' Church	Vernon	2006	291	295	4	1.4%	210	0
Church of the Holy Spirit	Verona	2006	134	148	14	10.4%	143	0
Church of the Good Shepherd	Wantage	2006	176	187	11	6.3%	150	0
St. Peter's Church	Washington	2006	155	180	14	8.4%	175	0
St. Michael's Church	Wayne	2006	445	450	5	1.1%	445	0
Church of the Holy Trinity	West Orange	2006	126	124	-2	-1.6%	124	0
Holy Innocents Church	West Orange	2006	105	76	-29	-27.6%	66	0
Grace Church	Westwood	2006	578	578	0	0.0%	416	1
St. Paul's Church	Wood Ridge	2006	169	176	6	3.6%	119	0



Church	City	Report Year	Configurations			Services of Holy Communion			
			Adult	Child	Res.	Sundays	Weekday	Private	Other
Christ Church	Hartford	2006	0	0	0	0	50	4	2
St. John's Church	Haebrouck Heights	2006	0	0	0	0	51	35	17
St. Luke's Church	Haworth	2006	1	6	0	91	2	58	28
St. Clement's Church	Hawthorne	2006	0	0	0	107	33	13	3
Church of the Holy Trinity	Hilldale	2006	0	4	0	101	8	76	10
All Saints Church	Hoboken	2006	0	0	0	0	0	15	0
St. Bartholomew's Church	Ho-Ho-Kus	2006	0	6	0	104	55	65	0
St. Luke's Church	Hope	2006	0	0	0	64	4	20	0
Grace Church	Jersey City	2006	0	0	0	63	36	2	0
Incarnation	Jersey City	2006	0	0	0	81	10	16	0
St. Paul's Church	Jersey City	2006	0	0	0	104	60	23	0
Trinity Church	Kearny	2006	5	1	3	129	15	27	5
St. David's Church	Kinnelon	2006	0	0	0	107	93	23	2
All Saints Church	Leonia	2006	0	4	0	89	7	28	10
St. Andrew's Church	Lincoln Park	2006	0	8	0	107	11	41	18
St. Agnes' Church	Little Falls	2006	0	0	0	55	8	19	0
St. Peter's Church	Livingston	2006	0	0	0	0	3	10	2
St. Thomas' Church	Lyndhurst	2006	0	0	0	53	3	2	0
Grace Church	Madison	2006	0	11	0	191	160	138	263
St. George's Church	Maplewood	2006	0	4	0	114	80	43	0
St. Martin's Church	Maywood	2006	0	0	0	50	4	1	2
St. Mark's Church	Mendham	2006	1	3	0	87	15	8	0
Church of the Good Shepherd	Midland Park	2006	3	0	0	102	23	6	0
St. Stephen's Church	Millburn	2006	4	7	0	105	6	36	0
All Saints Church	Millington	2006	3	4	1	92	77	4	19
St. Gabriel's Church	Milton/Oak Ridge	2006	0	1	0	61	9	0	0
St. John's Church	Montclair	2006	0	2	0	97	0	7	0
St. Luke's Church	Montclair	2006	0	0	0	104	13	28	182



Church	City	Report Year	Confirmations		Baptisms of Holy Communion		Baptisms of Holy Communion	
			Adult	Child	Receiv. Baptism	Worship	Schools	Other
St. Paul's Church	Montvale	2006	0	24	0	88	61	27
St. Paul's Church	Morris Plains	2006	1	0	1	93	73	0
Church of the Redeemer	Morristown	2006	3	0	3	104	9	44
St. Peter's Church	Morristown	2006	8	0	2	133	53	48
St. Peter's Church	Mount Arlington	2006	0	0	0	87	16	0
St. Peter's Church	Mountain Lakes	2006	0	15	0	93	6	3
Grace Church	Newark	2006	2	0	0	107	260	37
House of Prayer	Newark	2006	0	0	0	46	2	0
St. Andrew's Church	Newark	2006	0	0	0	52	38	15
St. Barnabas' Church	Newark	2006	0	0	0	52	0	3
Trinity & St. Phillip's Church	Newark	2006	1	0	0	105	18	27
Christ Church	Newton	2006	3	9	1	110	24	1
St. Paul's Church	North Arlington	2006	0	0	0	18	0	0
Holy Communion' Church	Norwood	2006	0	6	0	107	12	31
Grace Church	Nutley	2006	6	3	5	111	50	104
St. Alban's Church	Oakland	2006	1	4	0	103	7	6
Annunciation	Oradell	2006	0	2	0	53	3	34
Church of the Epiphany	Orange	2006	1	1	0	87	33	46
St. Matthew's Church	Paramus	2006	0	0	0	0	3	9
St. Gregory's Church	Parsippany	2006	0	0	0	64	46	12
St. John's Church	Passaic	2006	0	0	1	93	25	5
Church of Holy Communion	Paterson	2006	0	0	0	1	4	2
St. Paul's Church	Paterson	2006	2	8	1	162	45	0
St. Luke's Church	Phillipsburg	2006	0	0	0	100	11	52
Christ Church	Pompton Lakes	2006	2	9	3	125	65	26
St. John's Church	Ramsey	2006	0	13	0	103	48	36
St. James' Church	Ridgefield	2006	0	0	0	95	68	211
Christ Church	Ridgewood	2006	0	7	0	153	72	10

Church	City	Report Year	Contributions			Services of Holy Communion		
			Adult	Child	For Children	Worship	Prayer	Other
St. Elizabeth's Church	Ridgewood	2006	0	14	0	93	45	92
Church of the Good Shepherd	Ridgewood	2006	0	0	0	29	3	16
Grace Church	Rutherford	2006	0	7	0	70	55	12
Church of Our Saviour	Secaucus	2006	0	0	0	68	7	11
Christ Church	Short Hills	2006	0	18	0	105	16	1
St. Andrew & Holy Communion	South Orange	2006	4	22	3	97	52	140
St. Mary's Church	Sparta	2006	8	5	0	91	63	41
St. Dunstan's Church	Successunna	2006	0	0	0	86	18	24
Calvary Church	Summit	2006	4	16	2	114	79	29
Christ Church	Teaneck	2006	0	0	0	64	12	0
St. Mark's Church	Teaneck	2006	8	0	0	184	8	3
St. Peter's Korean Church	Teaneck	2006	0	0	0	55	25	3
Church of Atonement	Tenafly	2006	3	2	2	129	16	25
Christ Church	Totowa	2006	0	0	0	70	30	20
Church of the Transfiguration	Towaco	2006	0	0	0	67	11	38
Grace Church	Union City	2006	0	5	0	102	10	2
St. John's Church	Union City	2006	0	0	0	56	8	10
St. James' Church	Upper Montclair	2006	0	0	0	102	73	5
St. Thomas' Church	Vernon	2006	0	11	0	106	6	5
Church of the Holy Spirit	Verona	2006	0	0	0	110	9	27
Church of the Good Shepherd	Wantage	2006	3	3	1	89	39	35
St. Peter's Church	Washington	2006	0	0	1	90	24	18
St. Michael's Church	Wayne	2006	0	0	0	106	2	25
Church of the Holy Trinity	West Orange	2006	0	0	0	54	11	0
Holy Innocents Church	West Orange	2006	2	0	0	71	13	4
Grace Church	Westwood	2006	1	6	0	108	78	38
St. Paul's Church	Wood Ridge	2006	0	0	0	105	48	20

Church	City	Report Year	Marriages & Baptisms	Attendance	Children
			M	Emas	School
				Sunday	Free
Church of the Epiphany	Allendale	2006	1	0	38
Calvary Church	Bayonne	2006	1	5	38
Trinity Church	Bayonne	2006	1	7	45
Christ Church	Belleville	2006	0	5	58
St. Mary's Church	Belvidere	2006	2	4	60
All Saints Church	Bergenfield	2006	1	2	47
Christ Church	Bloomfield/Glen Ridge	2006	1	5	89
St. John's Church	Boonton	2006	1	2	52
Christ Church	Budd Lake	2006	1	2	37
St. Paul's Church	Chatham	2006	1	3	150
Church of the Messiah	Chester	2006	0	1	61
Trinity Church	Cliffside Park	2006	2	3	54
St. Peter's Church	Clifton	2006	3	7	67
Church of Our Saviour	Denville	2006	4	7	140
St. John's Church	Dover	2006	2	8	84
Christ Church	East Orange	2006	5	7	150
St. Agnes & St. Paul's Church	East Orange	2006	0	3	53
St. Paul's Church	Englewood	2006	6	18	136
St. Peter's Church	Essex Falls	2006	6	21	171
Church of Atonement	Fair Lawn	2006	2	9	54
Church of the Good Shepherd	Fort Lee	2006	2	3	55
All Saints Church	Glen Rock	2006	4	3	103
Christ Church	Hackensack	2006	0	6	56
St. Anthony's Church	Hackensack	2006	0	0	0
St. Cyprrian's Church	Hackensack	2006	0	1	37
P.V.E.M.	Hackettstown	2006	1	2	65
St. James' Church	Hackettstown	2006	4	4	103
St. Andrew's Church	Harrington Park	2006	2	5	35

Church	City	Report Year	Marriages & Baptisms	Admitted Members	Church Status
Christ Church	Hartford	2006	0	0	11
St. John's Church	Hartford	2006	0	11	47
St. Luke's Church	Hartford	2006	0	11	12
St. Clement's Church	Hartford	2006	1	2	58
Church of the Holy Trinity	Hartford	2006	2	12	77
All Saints Church	Hartford	2006	0	3	64
St. Bartholomew's Church	Hartford	2006	0	0	125
St. Luke's Church	Hartford	2006	0	8	70
Grace Church	Hartford	2006	1	2	50
Innovation	Hartford	2006	1	3	132
St. Paul's Church	Hartford	2006	1	3	62
Trinity Church	Hartford	2006	1	5	75
St. David's Church	Hartford	2006	3	1	48
All Saints Church	Hartford	2006	0	1	75
St. Andrew's Church	Hartford	2006	1	5	43
St. Agnes' Church	Hartford	2006	2	5	54
St. Peter's Church	Hartford	2006	2	4	49
St. Thomas' Church	Hartford	2006	0	3	46
Grace Church	Hartford	2006	1	1	18
St. George's Church	Hartford	2006	8	12	329
St. Martin's Church	Hartford	2006	2	8	134
St. Mark's Church	Hartford	2006	1	2	29
Church of the Good Shepherd	Hartford	2006	0	2	37
St. Stephen's Church	Hartford	2006	3	5	165
All Saints Church	Hartford	2006	3	9	111
St. Gabriel's Church	Hartford	2006	2	9	96
St. John's Church	Hartford	2006	0	1	25
St. Luke's Church	Hartford	2006	2	4	135
St. Luke's Church	Hartford	2006	2	10	88

Church	City	Report Year	Marriages & Burials	At-Home Study	Prayer School
St. Paul's Church	Montvale	2006	6	12	87
St. Paul's Church	Morris Plains	2006	5	7	35
Church of the Redeemer	Morristown	2006	2	5	37
St. Peter's Church	Morristown	2006	10	10	87
St. Peter's Church	Mount Arlington	2006	2	1	16
St. Peter's Church	Mountain Lakes	2006	2	5	55
Grace Church	Newark	2006	0	1	45
House of Prayer	Newark	2006	1	0	30
St. Andrew's Church	Newark	2006	1	1	15
St. Barnabas' Church	Newark	2006	0	1	6
Trinity & St. Philip's Church	Newark	2006	3	7	20
Christ Church	Newton	2006	2	4	76
St. Paul's Church	North Arlington	2006	0	1	18
Holy Communion Church	Norwood	2006	1	2	21
Grace Church	Nurley	2006	15	8	117
St. Alban's Church	Oakland	2006	3	4	37
Annunciation	Oradell	2006	2	2	16
Church of the Epiphany	Orange	2006	2	6	42
St. Matthew's Church	Paramus	2006	0	2	21
St. Gregory's Church	Parishan	2006	2	5	25
St. John's Church	Passaic	2006	3	0	6
Church of Holy Communion	Peterson	2006	0	2	0
St. Paul's Church	Peterson	2006	0	3	60
St. Luke's Church	Phillipsburg	2006	1	6	35
Christ Church	Pompton Lakes	2006	14	10	68
St. John's Church	Ramsey	2006	3	5	55
St. James' Church	Ridgefield	2006	3	8	34
Christ Church	Ridgewood	2006	5	10	92

Church	City	Report Year	Marriages & Baptisms	Attendance	Grades
			M	Every Sunday	School
St. Elizabeth's Church	Ridgewood	2006	0	10	193
Church of the Good Shepherd	Ringwood	2006	1	0	36
Grace Church	Rutherford	2006	2	3	71
Church of Our Saviour	Secaucus	2006	3	2	59
Christ Church	Short Hills	2006	7	9	141
St. Andrew & Holy Communion	South Orange	2006	5	5	263
St. Mary's Church	Sparta	2006	3	10	116
St. Dunstan's Church	Succasunna	2006	0	0	51
Calvary Church	Summit	2006	2	17	260
Christ Church	Teaneck	2006	0	2	48
St. Mark's Church	Teaneck	2006	5	3	173
St. Peter's Korean Church	Teaneck	2006	1	1	65
Church of Atonement	Tenally	2006	3	5	101
Christ Church	Totowa	2006	0	3	36
Church of the Transfiguration	Towaco	2006	1	0	50
Grace Church	Union City	2006	0	3	37
St. John's Church	Union City	2006	0	2	40
St. James' Church	Upper Montclair	2006	2	13	196
St. Thomas' Church	Vernon	2006	3	1	93
Church of the Holy Spirit	Verona	2006	2	5	50
Church of the Good Shepherd	Wantage	2006	2	5	68
St. Peter's Church	Washington	2006	1	2	58
St. Michael's Church	Wayne	2006	2	5	151
Church of the Holy Trinity	West Orange	2006	0	2	58
Holy Innocents Church	West Orange	2006	0	1	40
Grace Church	Westwood	2006	0	7	92
St. Paul's Church	Wood Ridge	2006	3	1	86

Church	City	Report Year	Platage Units	Amount Plataged	Average	Platage and Pledge	Total Operating Revenues
Church of the Epiphany	Allendale	2006	33	\$114,910.00	\$3,482.12	\$121,342.00	\$126,390.00
Calvary Church	Bayonne	2006	30	\$30,628.00	\$1,020.93	\$44,652.00	\$54,104.00
Trinity Church	Bayonne	2006	34	\$53,065.00	\$1,580.74	\$51,465.00	\$204,182.00
Christ Church	Belleville	2006	36	\$40,950.00	\$1,137.50	\$41,437.00	\$236,727.00
St. Mary's Church	Belvidere	2006	44	\$53,524.00	\$1,216.45	\$77,069.00	\$92,236.00
All Saints Church	Bergenfield	2006	48	\$29,500.00	\$614.58	\$32,140.00	\$101,511.00
Christ Church	Bloomfield/Glen Ridge	2006	98	\$148,032.00	\$1,510.53	\$128,251.00	\$179,616.00
St. John's Church	Boonton	2006	36	\$56,892.00	\$1,574.78	\$109,304.00	\$154,088.00
Christ Church	Budd Lake	2006	18	\$136,550.00	\$7,586.11	\$158,570.00	\$158,570.00
St. Paul's Church	Chatham	2006	102	\$287,593.00	\$2,819.54	\$293,485.00	\$496,077.00
Church of the Messiah	Chester	2006	50	\$111,077.00	\$2,221.54	\$123,578.00	\$149,856.00
Trinity Church	Cliffside Park	2006	31	\$27,608.00	\$890.58	\$35,824.00	\$79,670.00
St. Peter's Church	Clifton	2006	68	\$83,094.00	\$1,221.97	\$101,010.00	\$185,928.00
Church of Our Saviour	Denville	2006	95	\$149,105.00	\$1,569.53	\$162,511.00	\$251,311.00
St. John's Church	Dover	2006	50	\$60,350.00	\$1,207.00	\$67,301.00	\$102,540.00
Christ Church	East Orange	2006	201	\$200,220.00	\$996.12	\$205,168.00	\$261,616.00
St. Agnes & St. Paul's Church	East Orange	2006	211	\$129,324.00	\$612.91	\$14,134,230.00	\$14,376,340.00
St. Paul's Church	Englewood	2006	176	\$185,000.00	\$1,051.14	\$191,668.00	\$359,668.00
St. Peter's Church	Essex Falls	2006	224	\$328,965.00	\$1,468.59	\$357,105.00	\$358,001.00
Church of Atonement	Fair Lawn	2006	23	\$44,900.00	\$1,952.17	\$44,533.00	\$85,277.00
Church of the Good Shepherd	Fort Lee	2006	39	\$51,299.00	\$1,315.36	\$68,692.00	\$149,282.00
All Saints Church	Glen Rock	2006	84	\$146,518.00	\$1,744.26	\$168,589.00	\$231,711.00
Christ Church	Hackensack	2006	60	\$91,274.00	\$1,521.23	\$92,014.00	\$112,984.00
St. Anthony's Church	Hackensack	2006	0	\$0.00	\$0.00	\$0.00	\$0.00
St. Cyriel's Church	Hackensack	2006	36	\$16,573.00	\$436.13	\$18,627.00	\$29,630.00
P.V.E.M.	Hackettstown	2006	68	\$145,251.00	\$2,200.77	\$161,214.00	\$177,536.00
St. James' Church	Hackettstown	2006	72	\$106,750.00	\$1,482.64	\$149,890.00	\$191,105.00
St. Andrew's Church	Harrington Park	2006	24	\$53,670.00	\$2,736.25	\$66,499.00	\$114,618.00

Church	City	Report Year	Pledge Ratio	Amount Pledged	Average	Pledge Rate	Operating Expenses
Christ Church	Harrison	2006	14	\$7,300.00	\$521.43	\$12,027.00	\$33,315.00
St. John's Church	Hasbrouck Heights	2006	42	\$54,818.00	\$1,305.19	\$59,050.00	\$120,027.00
St. Luke's Church	Haworth	2006	60	\$81,070.00	\$1,621.40	\$89,649.00	\$145,275.00
St. Clement's Church	Hawthorne	2006	74	\$83,772.00	\$1,132.05	\$94,720.00	\$147,113.00
Church of the Holy Trinity	Hilldale	2006	830	\$89,682.00	\$108.05	\$108,922.00	\$159,769.00
All Saints Church	Hoboken	2006	67	\$170,000.00	\$2,537.31	\$187,392.00	\$441,392.00
St. Bartholomew's Church	Ho-Ho-Kus	2006	58	\$123,388.00	\$2,127.38	\$169,421.00	\$218,967.00
St. Luke's Church	Hope	2006	38	\$66,375.00	\$1,720.39	\$73,252.00	\$144,332.00
Grace Church	Jersey City	2006	67	\$110,433.00	\$1,548.25	\$135,387.00	\$213,986.00
Incarnation	Jersey City	2006	58	\$70,123.00	\$1,209.02	\$74,644.00	\$160,220.00
St. Paul's Church	Jersey City	2006	55	\$32,200.00	\$585.45	\$40,305.00	\$165,460.00
Trinity Church	Kearny	2006	35	\$47,100.00	\$1,308.33	\$57,438.00	\$78,438.00
St. David's Church	Kinnelon	2006	48	\$115,419.00	\$2,404.56	\$131,204.00	\$194,689.00
All Saints Church	Leonia	2006	34	\$45,000.00	\$1,323.53	\$47,400.00	\$129,670.00
St. Andrew's Church	Lincoln Park	2006	48	\$57,392.00	\$1,195.67	\$107,455.00	\$127,908.00
St. Agnes' Church	Little Falls	2006	61	\$80,797.00	\$1,584.28	\$80,988.00	\$148,003.00
St. Peter's Church	Livingston	2006	31	\$43,814.00	\$1,413.35	\$58,779.00	\$137,086.00
St. Thomas' Church	Lyndhurst	2006	20	\$29,460.00	\$1,473.00	\$32,995.00	\$78,089.00
Grace Church	Madison	2006	202	\$410,980.00	\$2,033.07	\$473,128.00	\$738,889.00
St. George's Church	Maplewood	2006	112	\$278,932.00	\$2,490.48	\$283,172.00	\$340,105.00
St. Martin's Church	Maywood	2006	21	\$25,718.00	\$1,415.14	\$36,025.00	\$83,179.00
St. Mark's Church	Mendham	2006	44	\$214,500.00	\$4,875.00	\$212,920.00	\$232,935.00
Church of the Good Shepherd	Midland Park	2006	53	\$97,099.00	\$1,832.06	\$105,772.00	\$124,602.00
St. Stephen's Church	Millburn	2006	100	\$171,453.00	\$1,714.53	\$184,446.00	\$288,510.00
All Saints Church	Millington	2006	68	\$108,458.00	\$1,594.97	\$138,679.00	\$175,276.00
St. Gabriel's Church	Milton/Oak Ridge	2006	14	\$15,660.00	\$1,118.57	\$15,950.00	\$19,360.00
St. John's Church	Mortclair	2006	118	\$225,270.00	\$1,909.07	\$243,554.00	\$282,604.00
St. Luke's Church	Mortclair	2006	81	\$156,686.00	\$1,933.16	\$190,283.00	\$381,702.00



Church	City	Report Year	Pledge Ratio	Amount Pledged	Average	Pledge and Pledge Ratio	Total Qualifying Pledges
St. Paul's Church	Montvale	2006	84	\$141,000.00	\$1,500.00	\$167,973.00	\$228,219.00
St. Paul's Church	Morris Plains	2006	99	\$151,364.00	\$1,528.93	\$167,686.00	\$188,861.00
Church of the Redeemer	Morristown	2006	156	\$353,000.00	\$2,262.82	\$360,372.00	\$443,872.00
St. Peter's Church	Morristown	2006	283	\$629,436.00	\$2,224.16	\$715,850.00	\$756,038.00
St. Peter's Church	Mount Arlington	2006	40	\$75,539.00	\$1,888.48	\$87,898.00	\$101,580.00
St. Peter's Church	Mountain Lakes	2006	119	\$248,623.00	\$2,089.27	\$266,721.00	\$327,118.00
Grace Church	Newark	2006	71	\$123,726.00	\$1,742.62	\$129,617.00	\$222,530.00
House of Prayer	Newark	2006	29	\$40,316.00	\$1,390.21	\$44,324.00	\$86,889.00
St. Andrew's Church	Newark	2006	30	\$41,874.00	\$1,395.80	\$53,008.00	\$84,618.00
St. Barnabas' Church	Newark	2006	52	\$12,000.00	\$230.77	\$13,899.00	\$26,820.00
Trinity & St. Philip's Church	Newark	2006	122	\$165,053.00	\$1,352.89	\$206,656.00	\$433,982.00
Christ Church	Newton	2006	132	\$174,701.00	\$1,323.49	\$217,303.00	\$529,587.00
St. Paul's Church	North Arlington	2006	0	\$0.00	\$0.00	\$0.00	\$0.00
Holy Communion' Church	Norwood	2006	41	\$57,818.00	\$1,410.20	\$82,722.00	\$148,043.00
Grace Church	Nutley	2006	105	\$160,962.00	\$1,532.97	\$159,749.00	\$264,162.00
St. Alban's Church	Oakland	2006	70	\$121,618.00	\$1,737.40	\$145,953.00	\$217,003.00
Annunciation	Oradell	2006	45	\$70,012.00	\$1,555.82	\$95,900.00	\$122,789.00
Church of the Epiphany	Orange	2006	0	\$98,680.00	#DIV/0!	\$96,680.00	\$111,654.00
St. Matthew's Church	Paramus	2006	45	\$45,468.00	\$1,010.40	\$55,089.00	\$96,150.00
St. Gregory's Church	Parsippany	2006	34	\$60,700.00	\$1,785.29	\$66,879.00	\$101,450.00
St. John's Church	Parsaic	2006	50	\$65,448.00	\$1,308.96	\$117,685.00	\$123,381.00
Church of Holy Communion	Parsippany	2006	11	\$33,380.00	\$3,034.55	\$38,381.00	\$57,899.00
St. Paul's Church	Paterson	2006	120	\$143,500.00	\$1,195.83	\$157,493.00	\$423,496.00
St. Luke's Church	Phillipsburg	2006	85	\$90,544.00	\$1,065.22	\$105,844.00	\$126,873.00
Christ Church	Pompton Lakes	2006	123	\$175,346.00	\$1,425.58	\$231,005.00	\$283,224.00
St. John's Church	Ramapo	2006	111	\$219,352.00	\$1,924.14	\$239,408.00	\$281,862.00
St. James' Church	Ridgefield	2006	68	\$67,290.00	\$989.56	\$89,693.00	\$129,161.00
Christ Church	Ridgewood	2006	175	\$409,430.00	\$2,339.60	\$463,301.00	\$509,884.00

Church	City	Parson to off	Parson to off	Amount pledged	Average	Pledge and Pledge	Total Operating Revenue
St. Elizabeth's Church	Ridgewood	2006	220	\$612,196.00	\$3,696.35	\$894,991.00	\$917,841.00
Church of the Good Shepherd	Ridgewood	2006	0	\$0.00	\$0.00	\$2,298.00	\$2,298.00
Grace Church	Rutherford	2006	65	\$62,060.00	\$954.77	\$95,102.00	\$111,963.00
Church of Our Saviour	Secaucus	2006	38	\$80,100.00	\$1,581.58	\$70,745.00	\$104,512.00
Christ Church	Short Hills	2006	204	\$481,982.00	\$2,362.66	\$369,709.00	\$665,288.00
St. Andrew & Holy Communion	South Orange	2006	160	\$250,000.00	\$1,562.50	\$261,443.00	\$415,317.00
St. Mary's Church	Sparks	2006	67	\$191,950.00	\$2,864.93	\$216,086.00	\$219,482.00
St. Dunstan's Church	Succasunna	2006	46	\$72,750.00	\$1,616.87	\$82,828.00	\$107,582.00
Calvary Church	Summit	2006	245	\$568,167.00	\$2,323.13	\$636,231.00	\$671,102.00
Christ Church	Teaneck	2006	40	\$66,704.00	\$1,417.60	\$66,391.00	\$130,986.00
St. Mark's Church	Teaneck	2006	122	\$223,514.00	\$1,832.08	\$267,636.00	\$282,744.00
St. Peter's Korean Church	Teaneck	2006	37	\$160,000.00	\$4,324.32	\$144,454.00	\$204,914.00
Church of Atonement	Tenafly	2006	90	\$183,128.00	\$1,812.51	\$174,307.00	\$213,886.00
Christ Church	Totowa	2006	28	\$62,404.00	\$1,871.57	\$70,431.00	\$94,394.00
Church of the Transfiguration	Towaco	2006	45	\$89,279.00	\$1,983.98	\$82,849.00	\$141,829.00
Grace Church	Union City	2006	18	\$28,500.00	\$1,583.33	\$33,642.00	\$56,113.00
St. John's Church	Union City	2006	46	\$41,984.00	\$912.28	\$49,600.00	\$62,032.00
St. James' Church	Upper Montclair	2006	173	\$437,349.00	\$2,528.03	\$480,875.00	\$643,771.00
St. Thomas' Church	Vernon	2006	74	\$109,424.00	\$1,476.70	\$114,826.00	\$143,876.00
Church of the Holy Spirit	Verona	2006	41	\$60,000.00	\$1,453.41	\$92,631.00	\$115,341.00
Church of the Good Shepherd	Wantage	2006	54	\$64,142.00	\$1,558.19	\$100,530.00	\$120,836.00
St. Peter's Church	Washington	2006	49	\$75,125.00	\$1,533.16	\$79,717.00	\$94,751.00
St. Michael's Church	Wayne	2006	102	\$275,961.00	\$2,705.50	\$311,894.00	\$328,175.00
Church of the Holy Trinity	West Orange	2006	46	\$74,107.00	\$1,611.02	\$98,134.00	\$150,560.00
Holy Innocents Church	West Orange	2006	20	\$68,000.00	\$3,400.00	\$61,789.00	\$108,111.00
Grace Church	Westwood	2006	60	\$111,087.00	\$1,851.82	\$161,096.00	\$164,587.00
St. Paul's Church	Wood Ridge	2006	46	\$68,566.00	\$1,490.57	\$90,232.00	\$115,423.00

Church	City	Report Year	Total Non-Operating Revenues	Total Revenues	Ministry Pledges	Cumulative	Operating Expenses
Church of the Epiphany	Allendale	2006	\$16,939.00	\$145,329.00	\$11,579.00	\$6,424.00	\$150,620.00
Calvary Church	Bayonne	2006	\$9,238.00	\$53,342.00	\$2,430.00	\$50.00	\$54,472.00
Trinity Church	Bayonne	2006	\$7,915.00	\$212,067.00	\$8,000.00	\$0.00	\$182,179.00
Christ Church	Belleville	2006	\$19,508.00	\$256,235.00	\$18,309.00	\$2,655.00	\$195,396.00
St. Mary's Church	Belvidere	2006	\$3,809.00	\$96,045.00	\$8,480.00	\$500.00	\$99,695.00
All Saints Church	Bergenfield	2006	\$1,750.00	\$103,261.00	\$4,543.00	\$280.00	\$102,083.00
Christ Church	Bloomfield/Glen Ridge	2006	\$57,054.00	\$236,670.00	\$23,542.00	\$7,434.00	\$164,292.00
St. John's Church	Boonton	2006	\$17,163.00	\$171,251.00	\$12,900.00	\$0.00	\$151,736.00
Christ Church	Budd Lake	2006	\$6,500.00	\$166,070.00	\$8,004.00	\$922.00	\$176,006.00
St. Paul's Church	Chatham	2006	\$279,492.00	\$775,569.00	\$57,083.00	\$15,000.00	\$496,077.00
Church of the Messiah	Chester	2006	\$2,048.00	\$161,904.00	\$15,358.00	\$2,050.00	\$137,672.00
Trinity Church	Cliffside Park	2006	\$7,403.00	\$87,073.00	\$7,191.00	\$711.00	\$77,852.00
St. Peter's Church	Clifton	2006	\$0.00	\$185,926.00	\$4,690.00	\$0.00	\$187,959.00
Church of Our Saviour	Denville	2006	\$36,307.00	\$287,618.00	\$28,489.00	\$13,422.00	\$262,692.00
St. John's Church	Dover	2006	\$30,897.00	\$133,437.00	\$9,000.00	\$5,590.00	\$152,014.00
Christ Church	East Orange	2006	\$46,044.00	\$307,660.00	\$15,750.00	\$1,870.00	\$260,380.00
St. Agnes & St. Paul's Church	East Orange	2006	\$0.00	\$14,376,340.00	\$15,000.00	\$200.00	\$190,263.00
St. Paul's Church	Englewood	2006	\$1,442.00	\$381,110.00	\$75,876.00	\$12,210.00	\$579,462.00
St. Peter's Church	Essex Falls	2006	\$191,738.00	\$549,739.00	\$78,564.00	\$8,963.00	\$572,710.00
Church of Atonement	Fair Lawn	2006	\$13,913.00	\$99,140.00	\$6,994.00	\$0.00	\$85,227.00
Church of the Good Shepherd	Fort Lee	2006	\$18,156.00	\$167,438.00	\$7,034.00	\$144,457.00	\$151,491.00
All Saints Church	Glen Rock	2008	\$117,968.00	\$349,679.00	\$13,866.00	\$4,868.00	\$254,930.00
Christ Church	Hackensack	2006	\$347,193.00	\$460,167.00	\$5,600.00	\$1,500.00	\$112,964.00
St. Anthony's Church	Hackensack	2006	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
St. Cyprilan's Church	Hackensack	2006	\$2,014.00	\$31,644.00	\$1,080.00	\$600.00	\$22,777.00
P.V.E.M.	Hackettstown	2006	\$0.00	\$177,536.00	\$1,400.00	\$100.00	\$182,001.00
St. James' Church	Hackettstown	2006	\$87,292.00	\$278,397.00	\$18,959.00	\$11,110.00	\$162,891.00
St. Andrew's Church	Harrington Park	2006	\$3,872.00	\$118,490.00	\$8,333.00	\$2,000.00	\$112,926.00

Church	City	Report Year	Total Non-Operating Revenue	Total Revenues	Diocesan Pledge	Excess	Operating Expenses
Christ Church	Harrison	2006	\$243.00	\$11,558.00	\$4,108.00	\$714.00	\$24,846.00
St. John's Church	Hasbrouck Heights	2006	\$25,557.00	\$145,594.00	\$583.00	\$225.00	\$139,580.00
St. Luke's Church	Haworth	2006	\$0.00	\$145,276.00	\$10,000.00	\$2,000.00	\$156,292.00
St. Clement's Church	Hawthorne	2006	\$31,630.00	\$178,773.00	\$5,152.00	\$1,200.00	\$190,345.00
Church of the Holy Trinity	Hilldale	2006	\$13,635.00	\$173,394.00	\$12,901.00	\$669.00	\$163,854.00
All Saints Church	Hoboken	2006	\$183,353.00	\$824,746.00	\$26,400.00	\$18,500.00	\$187,392.00
St. Bartholomew's Church	Ho-Ho-Kus	2006	\$54,668.00	\$273,626.00	\$24,036.00	\$3,877.00	\$217,316.00
St. Luke's Church	Hope	2006	\$14,547.00	\$158,879.00	\$4,774.00	\$30.00	\$138,826.00
Grace Church	Jersey City	2006	\$58,126.00	\$272,091.00	\$16,875.00	\$25.00	\$268,141.00
Incarnation	Jersey City	2006	\$4,823.00	\$154,843.00	\$9,280.00	\$0.00	\$126,857.00
St. Paul's Church	Jersey City	2006	\$0.00	\$185,460.00	\$27,000.00	\$13,305.00	\$185,460.00
Trinity Church	Kearny	2006	\$11,537.00	\$90,975.00	\$12,520.00	\$1,038.00	\$79,380.00
St. David's Church	Knellen	2006	\$12,233.00	\$208,902.00	\$24,390.00	\$675.00	\$183,596.00
All Saints Church	Leonia	2006	\$14,009.00	\$143,679.00	\$11,867.00	\$3,407.00	\$132,689.00
St. Andrew's Church	Lincoln Park	2006	\$21,600.00	\$149,508.00	\$12,273.00	\$1,200.00	\$161,683.00
St. Agnes' Church	Little Falls	2006	\$20,745.00	\$168,748.00	\$13,000.00	\$390.00	\$153,923.00
St. Peter's Church	Livingston	2006	\$13,947.00	\$181,033.00	\$12,070.00	\$1,345.00	\$139,530.00
St. Thomas' Church	Lyndhurst	2006	\$0.00	\$78,069.00	\$5,500.00	\$3,358.00	\$83,744.00
Grace Church	Madison	2006	\$989,423.00	\$1,726,112.00	\$139,353.00	\$41,030.00	\$752,927.00
St. George's Church	Maplewood	2006	\$239,676.00	\$579,782.00	\$70,000.00	\$16,020.00	\$356,347.00
St. Martin's Church	Maywood	2006	\$763.00	\$83,962.00	\$4,281.00	\$93.00	\$74,263.00
St. Mark's Church	Mendham	2006	\$6,575.00	\$239,510.00	\$9,595.00	\$1,348.00	\$231,741.00
Church of the Good Shepherd	Midland Park	2006	\$29,709.00	\$164,311.00	\$11,676.00	\$866.00	\$126,914.00
St. Stephen's Church	Milburn	2006	\$45,000.00	\$303,510.00	\$35,000.00	\$2,476.00	\$249,954.00
All Saints Church	Millington	2006	\$109,853.00	\$285,139.00	\$22,668.00	\$4,427.00	\$228,784.00
St. Gabriel's Church	Milton/Oak Ridge	2006	\$380.00	\$19,740.00	\$2,200.00	\$380.00	\$45,280.00
St. John's Church	Montclair	2006	\$356,660.00	\$619,184.00	\$35,438.00	\$6,000.00	\$265,412.00
St. Luke's Church	Montclair	2006	\$124,416.00	\$606,119.00	\$24,876.00	\$0.00	\$381,702.00

Church	City	Report Year	Total Non-Operating Revenues	Total Revenues	Diocesan Budget	Excess/Shortfall	Operating Expenses
St. Paul's Church	Montvale	2006	\$10,564.00	\$238,783.00	\$29,242.00	\$6,547.00	\$226,994.00
St. Paul's Church	Morris Plains	2006	\$29,871.00	\$218,532.00	\$17,407.00	\$870.00	\$184,234.00
Church of the Redeemer	Morristown	2006	\$100,047.00	\$543,919.00	\$55,359.00	\$0.00	\$403,822.00
St. Peter's Church	Morristown	2006	\$1,217,023.00	\$1,973,061.00	\$137,000.00	\$0.00	\$951,864.00
St. Peter's Church	Mount Arlington	2006	\$228.00	\$101,808.00	\$5,400.00	\$0.00	\$103,255.00
St. Peter's Church	Mountain Lakes	2006	\$3,358.00	\$330,476.00	\$38,484.00	\$11,755.00	\$322,497.00
Grace Church	Newark	2006	\$19,168.00	\$241,698.00	\$23,551.00	\$235,512.00	\$259,063.00
House of Prayer	Newark	2006	\$17,000.00	\$103,659.00	\$3,600.00	\$2,000.00	\$78,106.00
St. Andrew's Church	Newark	2006	\$15,325.00	\$99,843.00	\$5,331.00	\$72,362.00	\$77,683.00
St. Barnabas' Church	Newark	2006	\$0.00	\$26,820.00	\$1,200.00	\$920.00	\$32,744.00
Trinity & St. Philip's Church	Newark	2006	\$19,736.00	\$453,718.00	\$50,000.00	\$6,268.00	\$480,843.00
Christ Church	Newton	2006	\$0.00	\$529,587.00	\$33,370.00	\$10,589.00	\$404,832.00
St. Paul's Church	North Arlington	2006	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Holy Communion' Church	Norwood	2006	\$20,273.00	\$168,316.00	\$6,498.00	\$250.00	\$140,943.00
Grace Church	Nutley	2006	\$53,026.00	\$317,188.00	\$36,494.00	\$489.00	\$237,565.00
St. Alban's Church	Oakland	2006	\$116,828.00	\$333,831.00	\$27,126.00	\$1,000.00	\$249,681.00
Annunciation	Oradell	2006	\$28,995.00	\$149,784.00	\$9,000.00	\$0.00	\$92,837.00
Church of the Epiphany	Orange	2006	\$30,000.00	\$141,554.00	\$14,500.00	\$800.00	\$141,167.00
St. Matthew's Church	Paramus	2006	\$5,496.00	\$100,646.00	\$4,500.00	\$300.00	\$88,862.00
St. Gregory's Church	Parsons	2006	\$4,827.00	\$106,277.00	\$8,800.00	\$479.00	\$125,165.00
St. John's Church	Passaic	2006	\$3,849.00	\$127,230.00	\$9,315.00	\$0.00	\$119,945.00
Church of Holy Communion	Peterboro	2006	\$0.00	\$57,699.00	\$6,449.00	\$0.00	\$56,052.00
St. Paul's Church	Peterboro	2006	\$156,540.00	\$580,036.00	\$58,184.00	\$100.00	\$483,027.00
St. Luke's Church	Phillipsburg	2006	\$773.00	\$127,646.00	\$12,485.00	\$0.00	\$120,638.00
Christ Church	Pompton Lakes	2006	\$25,274.00	\$308,498.00	\$35,340.00	\$1,247.00	\$297,162.00
St. John's Church	Ramsey	2006	\$27,535.00	\$309,197.00	\$46,046.00	\$19,169.00	\$300,608.00
St. James' Church	Ridgefield	2006	\$9,696.00	\$138,857.00	\$12,141.00	\$331.00	\$129,639.00
Christ Church	Ridgewood	2006	\$236,456.00	\$746,340.00	\$87,954.00	\$27,069.00	\$527,450.00

Church	City	Report Year	Pop. Max. Operating Programs	Total Revenue	Ministry Programs	Outreach	Operating Programs
St. Elizabeth's Church	Ridgewood	2006	\$241,559.00	\$1,189,100.00	\$204,704.00	\$64,305.00	\$844,155.00
Church of the Good Shepherd	Ringwood	2006	\$8,000.00	\$10,298.00	\$400.00	\$50.00	\$2,982.00
Grace Church	Rutherford	2006	\$0.00	\$111,983.00	\$13,955.00	\$0.00	\$185,447.00
Church of Our Saviour	Sacausus	2006	\$17,582.00	\$122,074.00	\$12,533.00	\$0.00	\$102,883.00
Christ Church	Short Hills	2006	\$55,000.00	\$720,266.00	\$119,437.00	\$44,487.00	\$1,182,635.00
St. Andrew & Holy Communion	South Orange	2006	\$310,098.00	\$725,413.00	\$42,658.00	\$1,353.00	\$407,329.00
St. Mary's Church	Sparta	2006	\$1,500.00	\$220,982.00	\$32,493.00	\$8,204.00	\$213,905.00
St. Dunstan's Church	Succasunna	2006	\$0.00	\$107,582.00	\$7,776.00	\$2,036.00	\$9,812.00
Calvary Church	Summit	2006	\$121,933.00	\$793,035.00	\$88,352.00	\$14,959.00	\$871,103.00
Christ Church	Teaneck	2006	\$9,198.00	\$140,193.00	\$6,750.00	\$1,371.00	\$148,073.00
St. Mark's Church	Teaneck	2006	\$65,930.00	\$348,674.00	\$22,725.00	\$4,670.00	\$292,234.00
St. Peter's Korean Church	Teaneck	2006	\$6,650.00	\$211,564.00	\$13,860.00	\$5,080.00	\$154,777.00
Church of Atonement	Tenafly	2006	\$1,086,763.00	\$1,300,459.00	\$34,891.00	\$7,000.00	\$243,595.00
Christ Church	Totowa	2006	\$1,083.00	\$95,467.00	\$7,800.00	\$217.00	\$91,543.00
Church of the Transfiguration	Towaco	2006	\$38,910.00	\$178,739.00	\$11,599.00	\$470.00	\$136,065.00
Grace Church	Union City	2006	\$0.00	\$55,113.00	\$7,045.00	\$0.00	\$74,831.00
St. John's Church	Union City	2006	\$32,729.00	\$94,761.00	\$4,140.00	\$135.00	\$71,145.00
St. James' Church	Upper Montclair	2006	\$19,481.00	\$563,252.00	\$83,480.00	\$5,535.00	\$657,348.00
St. Thomas' Church	Vernon	2006	\$8,559.00	\$192,435.00	\$14,803.00	\$1,342.00	\$120,854.00
Church of the Holy Spirit	Verona	2006	\$17,975.00	\$133,316.00	\$10,423.00	\$1,258.00	\$116,850.00
Church of the Good Shepherd	Wantage	2006	\$13,440.00	\$134,276.00	\$11,460.00	\$1,783.00	\$131,231.00
St. Peter's Church	Washington	2006	\$3,506.00	\$98,257.00	\$4,747.00	\$200.00	\$95,711.00
St. Michael's Church	Wayne	2006	\$25,000.00	\$353,175.00	\$37,841.00	\$500.00	\$366,180.00
Church of the Holy Trinity	West Orange	2006	\$6,508.00	\$157,068.00	\$6,696.00	\$139.00	\$156,303.00
Holy Innocents Church	West Orange	2006	\$4,425.00	\$110,538.00	\$8,800.00	\$0.00	\$105,308.00
Grace Church	Westwood	2006	\$63,993.00	\$228,580.00	\$25,385.00	\$5,693.00	\$167,828.00
St. Paul's Church	Wood Ridge	2006	\$0.00	\$115,423.00	\$11,240.00	\$0.00	\$160,356.00

Church	City	Report Year	Post Office Expenses	Total All Expenses	Operating Budget	Cash on Hand	Investments
Church of the Epiphany	Allendale	2006	\$2,510.00	\$153,130.00	(\$7,801.00)	\$22,770.00	\$0.00
Calvary Church	Bayonne	2006	\$8,807.00	\$63,279.00	\$63.00	\$13,129.00	\$88,842.00
Trinity Church	Bayonne	2006	\$43,296.00	\$206,475.00	\$6,592.00	\$6,962.00	\$221,583.00
Christ Church	Belleville	2006	\$23,896.00	\$219,292.00	\$36,943.00	\$181,707.00	\$256,545.00
St. Mary's Church	Belvidere	2006	\$2,887.00	\$92,586.00	\$3,459.00	\$22,642.00	\$5,278.00
All Saints Church	Bergenfield	2006	\$2,256.00	\$104,339.00	(\$1,078.00)	\$2,876.00	\$37,677.00
Christ Church	Bloomfield/Glen Ridge	2006	\$29,281.00	\$193,573.00	\$43,097.00	\$48,995.00	\$834,496.00
St. John's Church	Boonton	2006	\$0.00	\$151,738.00	\$19,613.00	\$17,430.00	\$261,479.00
Christ Church	Budd Lake	2006	\$2,040.00	\$178,046.00	(\$12,976.00)	\$10,000.00	\$60,295.00
St. Paul's Church	Chatham	2006	\$49,178.00	\$545,255.00	\$230,314.00	\$175,232.00	\$703,095.00
Church of the Messiah	Chester	2006	\$2,145.00	\$139,817.00	\$12,087.00	\$44,074.00	\$1,001.00
Trinity Church	Cliffside Park	2006	\$23,840.00	\$101,692.00	(\$14,619.00)	\$26,749.00	\$628,421.00
St. Peter's Church	Clifton	2006	\$185.00	\$188,144.00	(\$2,218.00)	\$726.00	\$46,678.00
Church of Our Saviour	Denville	2006	\$53,445.00	\$316,127.00	(\$28,509.00)	\$13,902.00	\$628,328.00
St. John's Church	Dover	2006	\$36,866.00	\$188,880.00	(\$55,443.00)	\$19,904.00	\$111,583.00
Christ Church	East Orange	2006	\$28,326.00	\$288,706.00	\$18,954.00	\$41,164.00	\$38,315.00
St. Agnes & St. Paul's Church	East Orange	2006	\$0.00	\$180,263.00	\$14,186,077.00	\$74,091.00	\$74,091.00
St. Paul's Church	Englewood	2006	\$1,442.00	\$580,904.00	(\$219,794.00)	\$33,901.00	\$2,007,093.00
St. Peter's Church	Essex Falls	2006	\$21,800.00	\$594,510.00	(\$44,771.00)	\$14,250.00	\$1,905,870.00
Church of Abonnement	Fair Lawn	2006	\$10,708.00	\$95,935.00	\$3,205.00	\$376.00	\$220,005.00
Church of the Good Shepherd	Fort Lee	2006	\$2,988.00	\$154,479.00	\$12,959.00	\$32,058.00	\$172,925.00
All Saints Church	Glen Rock	2006	\$13,866.00	\$268,796.00	\$80,883.00	\$417,196.00	\$0.00
Christ Church	Hackensack	2006	\$430,407.00	\$543,371.00	(\$83,214.00)	\$98,370.00	\$34,971.00
St. Anthony's Church	Hackensack	2006	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
St. Cyril's Church	Hackensack	2006	\$7,064.00	\$29,841.00	\$1,803.00	\$21,172.00	\$17,200.00
P.V.E.M.	Hackettstown	2006	\$38,556.00	\$220,567.00	(\$43,021.00)	\$82,505.00	\$104,564.00
St. James' Church	Hackettstown	2006	\$106,385.00	\$289,276.00	(\$10,879.00)	\$175,329.00	\$960,855.00
St. Andrew's Church	Harrington Park	2006	\$12,907.00	\$125,833.00	(\$7,343.00)	\$6,603.00	\$222,776.00

Church	City	Report Year	Total Non-Operating Expenses	Total All Expenses	Operating Budget	Cash on Hand	Balance Forward
Christ Church	Harrison	2006	\$7,460.00	\$32,306.00	\$1,252.00	\$33,908.00	\$78,845.00
St. John's Church	Hastbrouck Heights	2006	\$16,239.00	\$155,819.00	(\$10,236.00)	\$29,537.00	\$3,870.00
St. Luke's Church	Haworth	2006	\$0.00	\$156,292.00	(\$11,017.00)	\$16,563.00	\$332,581.00
St. Clement's Church	Hawthorne	2006	\$47,789.00	\$188,137.00	(\$9,364.00)	\$9,208.00	\$165,845.00
Church of the Holy Trinity	Hilldale	2006	\$60,593.00	\$214,447.00	(\$41,053.00)	\$48,417.00	\$92,221.00
All Saints Church	Hoboken	2006	\$254,000.00	\$441,392.00	\$183,353.00	\$56,707.00	\$89,431.00
St. Bartholomew's Church	Ho-Ho-Kus	2006	\$80,434.00	\$297,749.00	(\$24,124.00)	\$5,697.00	\$390,727.00
St. Luke's Church	Hope	2006	\$6,385.00	\$145,223.00	\$13,656.00	\$28,964.00	\$88,118.00
Grace Church	Jersey City	2006	\$3,680.00	\$271,821.00	\$270.00	\$46,558.00	\$250,401.00
Immaculation	Jersey City	2006	\$15,000.00	\$140,657.00	\$14,188.00	\$85,337.00	\$245,000.00
St. Paul's Church	Jersey City	2006	\$6,500.00	\$191,960.00	(\$6,600.00)	\$8,342.00	\$2,168,000.00
Trinity Church	Kearny	2006	\$14,077.00	\$93,457.00	(\$2,482.00)	\$3,490.00	\$21,446.00
St. David's Church	Kinnelon	2006	\$6,233.00	\$189,829.00	\$17,073.00	\$40,667.00	\$73,756.00
All Saints Church	Leonia	2006	\$6,010.00	\$138,699.00	\$4,980.00	\$13,850.00	\$251,825.00
St. Andrew's Church	Lincoln Park	2006	\$0.00	\$181,683.00	(\$12,175.00)	\$27,885.00	\$168,976.00
St. Agnes' Church	Little Falls	2006	\$0.00	\$153,923.00	\$14,825.00	\$29,963.00	\$337,018.00
St. Peter's Church	Livingston	2006	\$4,277.00	\$143,807.00	\$7,226.00	\$25,491.00	\$252,803.00
St. Thomas' Church	Lyndhurst	2006	\$7,158.00	\$70,902.00	\$7,167.00	\$84,230.00	\$80,408.00
Grace Church	Madison	2006	\$77,764.00	\$830,691.00	\$895,421.00	\$72,300.00	\$4,734,889.00
St. George's Church	Maplewood	2006	\$123,163.00	\$489,510.00	\$90,272.00	\$88,986.00	\$1,152,586.00
St. Martin's Church	Maywood	2006	\$9,552.00	\$83,815.00	\$147.00	\$7,107.00	\$82,638.00
St. Mark's Church	Mendham	2006	\$2,073.00	\$233,814.00	\$5,896.00	\$48,006.00	\$0.00
Church of the Good Shepherd	Midland Park	2006	\$34,430.00	\$181,344.00	(\$7,033.00)	\$76,162.00	\$77,531.00
St. Stephen's Church	Millburn	2006	\$45,000.00	\$284,954.00	\$8,596.00	\$8,556.00	\$1,285,830.00
All Saints Church	Millington	2006	\$15,187.00	\$243,971.00	\$41,168.00	\$110,578.00	\$237,528.00
St. Gabriel's Church	Milton/Oak Ridge	2006	\$0.00	\$45,280.00	(\$25,540.00)	\$34,983.00	\$0.00
St. John's Church	Montclair	2006	\$67,466.00	\$322,775.00	\$296,376.00	\$3,666.00	\$429,171.00
St. Luke's Church	Montclair	2006	\$249,148.00	\$630,843.00	(\$124,730.00)	\$86,426.00	\$869,708.00



Church	City	Fiscal Year	Total Rec- Operating Expenses	Total Sup- Operating Expenses	Operating Budget	Cash on Hand	Investments
St. Paul's Church	Montvale	2006	\$23,531.00	\$249,485.00	(\$10,702.00)	\$28,607.00	\$163,948.00
St. Paul's Church	Morris Plains	2006	\$25,930.00	\$210,164.00	\$8,368.00	\$36,701.00	\$133,596.00
Church of the Redeemer	Morristown	2006	\$38,434.00	\$443,256.00	\$100,663.00	\$27,142.00	\$841,687.00
St. Peter's Church	Morristown	2006	\$207,898.00	\$1,159,762.00	\$813,299.00	\$112,704.00	\$6,547,288.00
St. Peter's Church	Mount Arlington	2006	\$228.00	\$103,483.00	(\$1,675.00)	\$20,021.00	\$7,067.00
St. Peter's Church	Mountain Lakes	2006	\$53,500.00	\$375,997.00	(\$45,521.00)	\$41,618.00	\$552,860.00
Grace Church	Newark	2006	\$101,075.00	\$360,138.00	(\$118,440.00)	\$54,918.00	\$2,749,682.00
House of Prayer	Newark	2006	\$22,077.00	\$100,182.00	\$3,477.00	\$12,000.00	\$280,000.00
St. Andrew's Church	Newark	2006	\$33,866.00	\$111,349.00	(\$11,606.00)	\$0.00	\$0.00
St. Barnabas' Church	Newark	2006	\$0.00	\$32,744.00	(\$5,924.00)	\$49,941.00	\$137,244.00
Trinity & St. Philip's Church	Newark	2006	\$19,135.00	\$499,978.00	(\$46,260.00)	\$53,891.00	\$1,167,440.00
Christ Church	Newton	2006	\$109,747.00	\$514,579.00	\$15,008.00	\$364,420.00	\$2,839,355.00
St. Paul's Church	North Arlington	2006	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Holy Communion' Church	Norwood	2006	\$19,297.00	\$160,240.00	\$8,076.00	\$18,363.00	\$36,510.00
Grace Church	Nutley	2006	\$29,972.00	\$267,637.00	\$49,651.00	\$74,185.00	\$805,102.00
St. Alban's Church	Oakland	2006	\$71,273.00	\$320,954.00	\$12,877.00	\$76,000.00	\$8,500.00
Annunciation	Oradell	2006	\$26,113.00	\$118,950.00	\$30,834.00	\$87,468.00	\$88,906.00
Church of the Epiphany	Orange	2006	\$30,000.00	\$171,167.00	(\$29,613.00)	\$28,845.00	\$417,500.00
St. Matthew's Church	Paramus	2006	\$5,471.00	\$74,333.00	\$26,313.00	\$41,501.00	\$58,736.00
St. Gregory's Church	Parolpenny	2006	\$2,470.00	\$127,635.00	(\$21,358.00)	\$4,872.00	\$499,973.00
St. John's Church	Passaic	2006	\$12,251.00	\$132,196.00	(\$4,966.00)	\$8,412.00	\$667,385.00
Church of Holy Communion	Paterson	2006	\$0.00	\$56,052.00	\$1,647.00	\$39,627.00	\$61,519.00
St. Paul's Church	Paterson	2006	\$156,540.00	\$619,567.00	(\$39,531.00)	\$33,379.00	\$1,712,092.00
St. Luke's Church	Phillipsburg	2006	\$280.00	\$120,888.00	\$6,758.00	\$69,377.00	\$6,888.00
Christ Church	Pompton Lakes	2006	\$36,716.00	\$333,878.00	(\$25,380.00)	\$0.00	\$100,179.00
St. John's Church	Ramsey	2006	\$42,566.00	\$343,174.00	(\$33,977.00)	\$51,546.00	\$72,427.00
St. James' Church	Ridgefield	2006	\$5,520.00	\$135,159.00	\$3,698.00	\$63,558.00	\$332,453.00
Christ Church	Ridgewood	2006	\$488,708.00	\$1,016,158.00	(\$269,818.00)	\$123,496.00	\$451,811.00

Church	City	Region	Total Non-Operating Expenses	Total All Expenses	Operating Budget	Actual Budget
St. Elizabeth's Church	Ridgewood	2006	\$83,688.00	\$933,843.00	\$226,267.00	\$1,241,323.00
Church of the Good Shepherd	Ringwood	2006	\$6,160.00	\$11,122.00	(\$824.00)	\$3,097.00
Grace Church	Rutherford	2006	\$44,494.00	\$229,941.00	(\$117,978.00)	\$32,589.00
Church of Our Saviour	Secaucus	2006	\$16,227.00	\$119,120.00	\$2,964.00	\$6,289.00
Christ Church	Short Hills	2006	\$267,498.00	\$1,450,133.00	(\$729,847.00)	\$177,998.00
St. Andrew & Holy Communion	South Orange	2006	\$0.00	\$407,329.00	\$318,084.00	\$12,207.00
St. Mary's Church	Sparta	2006	\$2,250.00	\$222,155.00	(\$1,173.00)	\$45,216.00
St. Dunstan's Church	Successunna	2006	\$0.00	\$9,612.00	\$97,770.00	\$50,200.00
Calvary Church	Summit	2006	\$78,951.00	\$760,054.00	\$42,981.00	\$78,382.00
Christ Church	Teaneck	2006	\$4,283.00	\$150,356.00	(\$10,163.00)	\$1,047.00
St. Mark's Church	Teaneck	2006	\$14,961.00	\$307,195.00	\$41,479.00	\$13,051.00
St. Peter's Korean Church	Teaneck	2006	\$55,587.00	\$210,364.00	\$1,200.00	\$711.00
Church of Atonement	Tenafly	2006	\$25,338.00	\$268,933.00	\$1,031,626.00	\$43,204.00
Christ Church	Totowa	2006	\$1,125.00	\$92,668.00	\$2,789.00	\$12,943.00
Church of the Transfiguration	Towaco	2006	\$35,476.00	\$174,540.00	\$4,198.00	\$19,738.00
Grace Church	Union City	2006	\$0.00	\$74,831.00	(\$19,718.00)	\$93,061.00
St. John's Church	Union City	2006	\$42,260.00	\$113,395.00	(\$18,634.00)	\$9,327.00
St. James' Church	Upper Montclair	2006	\$65,067.00	\$612,416.00	(\$49,183.00)	\$241,049.00
St. Thomas' Church	Vernon	2006	\$10,651.00	\$131,505.00	\$20,930.00	\$81,862.00
Church of the Holy Spirit	Verona	2006	\$20,200.00	\$137,060.00	(\$3,734.00)	\$3,777.00
Church of the Good Shepherd	Wanaque	2006	\$10,937.00	\$142,168.00	\$7,892.00	\$12,075.00
St. Peter's Church	Washington	2006	\$5,432.00	\$101,143.00	(\$2,886.00)	\$19,006.00
St. Michael's Church	Wayne	2006	\$8,737.00	\$374,897.00	(\$21,722.00)	\$1,586.00
Church of the Holy Trinity	West Orange	2006	\$10,090.00	\$166,393.00	(\$9,326.00)	\$25,371.00
Holy Innocents Church	West Orange	2006	\$14,000.00	\$119,308.00	(\$8,772.00)	\$8,681.00
Grace Church	Westwood	2006	\$98,786.00	\$266,514.00	(\$38,034.00)	\$146,899.00
St. Paul's Church	Wood Ridge	2006	\$0.00	\$160,356.00	(\$44,933.00)	\$13,705.00
						\$340,039.00